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# C88 & C181 Ratification Campaign

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# Indispensable Role of Employment Services

Employment services are cost-effective labour market interventions

Play a significant role in responding to the future of work

The Global Call for a Human-Centered COVID-19 Recovery pledges inclusive economic growth and employment, bolstering both public and private job agencies.

Employment 2022 Resolution point 31: Support Member States in enhancing labour market policies, upgrading public employment services, fostering cooperation, and regulating private employment agencies as per Convention No. 181

Expected to play a key role in the supporting jobs recovery

PES contribute to making the job market more transparent, fair, and inclusive

Private employment agencies can act as a stepping-stone to formal and regular employment, if well-regulated and monitored



# What are we talking about?

- ▶ Employment Services Convention from 1948 (No. 88)
- ▶ Convention 181 from 1997 on private employment agencies



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## ► Convention 88 from 1948 on employment services





# ► Convention 88 from 1948 on employment services

## *Article 1*

1. Each Member of the International Labour Organisation for which this Convention is in force shall maintain or ensure the maintenance of a free public employment service.
2. The essential duty of the employment service shall be to ensure, in co-operation where necessary with other public and private bodies concerned, the best possible organisation of the employment market as an integral part of the national programme for the achievement and maintenance of full employment and the development and use of productive resources.

## *Article 2*

The employment service shall consist of a national system of employment offices under the direction of a national authority.

## *Article 3*

The system shall comprise a network of local and, where appropriate, regional offices, sufficient in number to serve each geographical area of the country and conveniently located for employers and workers.

- ✓ Public service
- ✓ Free
- ✓ National system
- ✓ Local network



# ► Convention 88 from 1948 on employment services

## *Article 6*

The employment service shall be so organised as to ensure effective recruitment and placement, and for this purpose shall:

### Major services listed:

- ✓ Registration of jobseekers
- ✓ Job search assistance
- ✓ Orientation
- ✓ Training
- ✓ Support for professional mobility
- ✓ Support for geographical mobility
- ✓ Support for international mobility
- ✓ Implementation of unemployment insurance/assistance
- ✓ Advice for recruitment
- ✓ Collection and distribution of job offers
- ✓ Intermediation of supply and demand
- ✓ Collection and dissemination of labour market information
- ✓ Support during redundancies



## ► Convention 88 from 1948 on employment services

### *Article 7*

Measures shall be taken:

- (a) to facilitate within the various employment offices specialisation by occupations and by industries, such as agriculture and any other branch of activity in which such specialisation may be useful; and
- (b) to meet adequately the needs of particular categories of applicants for employment, such as disabled persons.



**PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH,  
FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL**



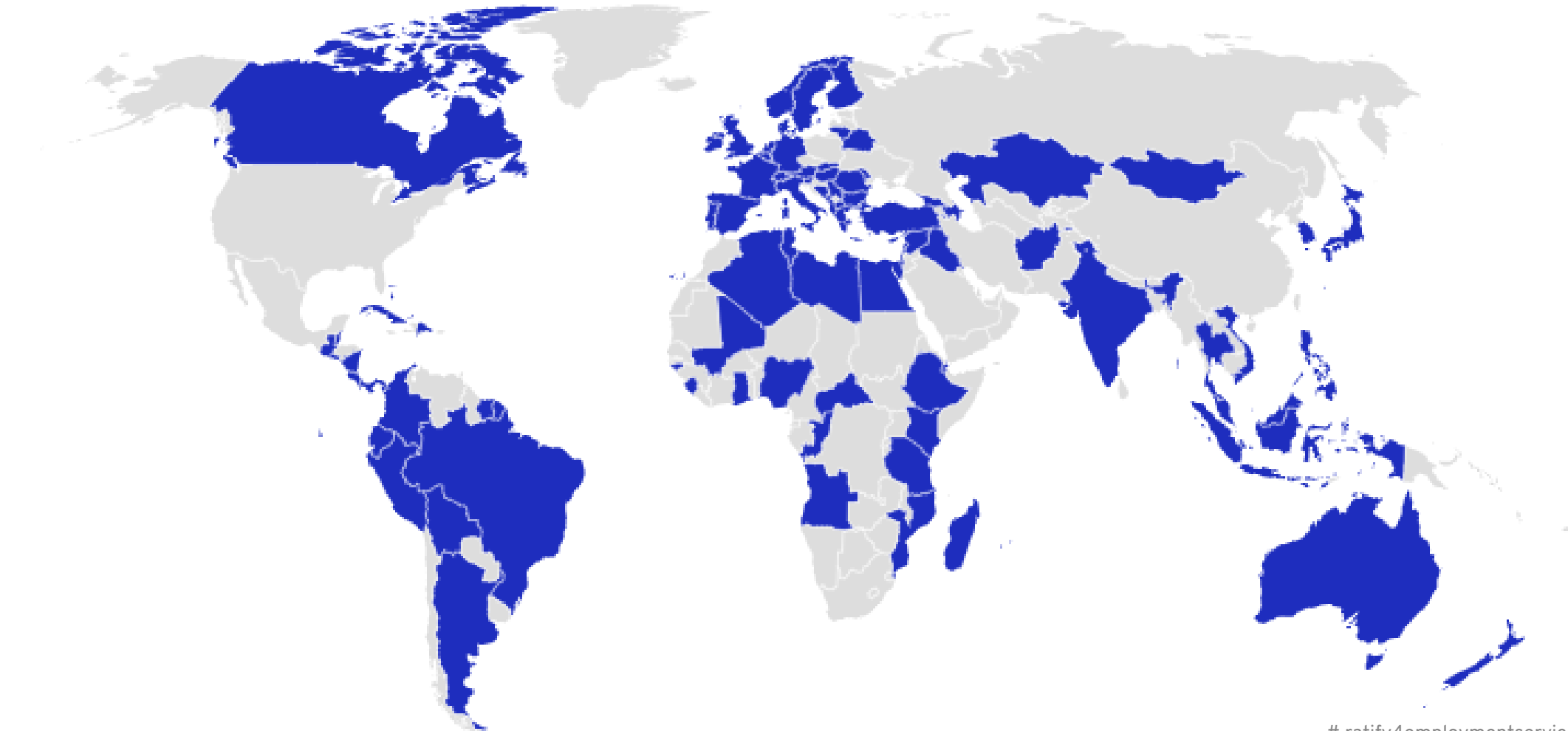


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## ► Ratifications Convention 88 from 1948 on employment services

Ratifications : 92



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# Public employment services are essential to the socio-economic development of a country

PES =

Operational arm for the implementation of the employment policy

Support governments to overcome labour market disruptions

Act for a more transparent, fair and inclusive labour market

Absorb the distress of those who have lost their jobs

Support the choice of profession in line with labour market demands and changes

Accompany the transition

Facilitate demand and supply - matching

Human centred support to return to/enter into employment

Ensure equal opportunities for the most vulnerable

Supply decision makers, employers, stakeholders and the public with labour market information for understanding the labour market

Improve employability

Enhance the function of the labour market

Mediation and facilitation

Anticipate the future of the labour market

They are essential



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► **Convention 181 from 1997 on  
private employment agencies**

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## ► Convention 181 from 1997 on private employment agencies

*The Convention aims to guarantee the right conditions for implementation by:*

- ✓ Allow private employment agencies to operate within the framework of a country-specific licensing or accreditation system, determining the conditions for carrying out their activities and providing for inspection mechanisms.
- ✓ Protect workers using their services by:
  - Guaranteeing the fundamental rights of workers: freedom of association
  - Promote equal opportunities and treatment – prohibiting discrimination
  - Protect the use of personal data
  - Prevent abusive and fraudulent practices – especially against migrant workers
  - Organize mechanisms and procedures for filing and investigating complaints

### Article 7

« Private employment agencies shall not charge directly or indirectly, in whole or in part, any fees or costs to workers. »

Justified exceptions may be allowed

### Article 13

« A Member shall, in accordance with national law and practice and after consulting the most representative organizations of employers and workers, formulate, establish and periodically review conditions to promote cooperation between the public employment service and private employment agencies..»

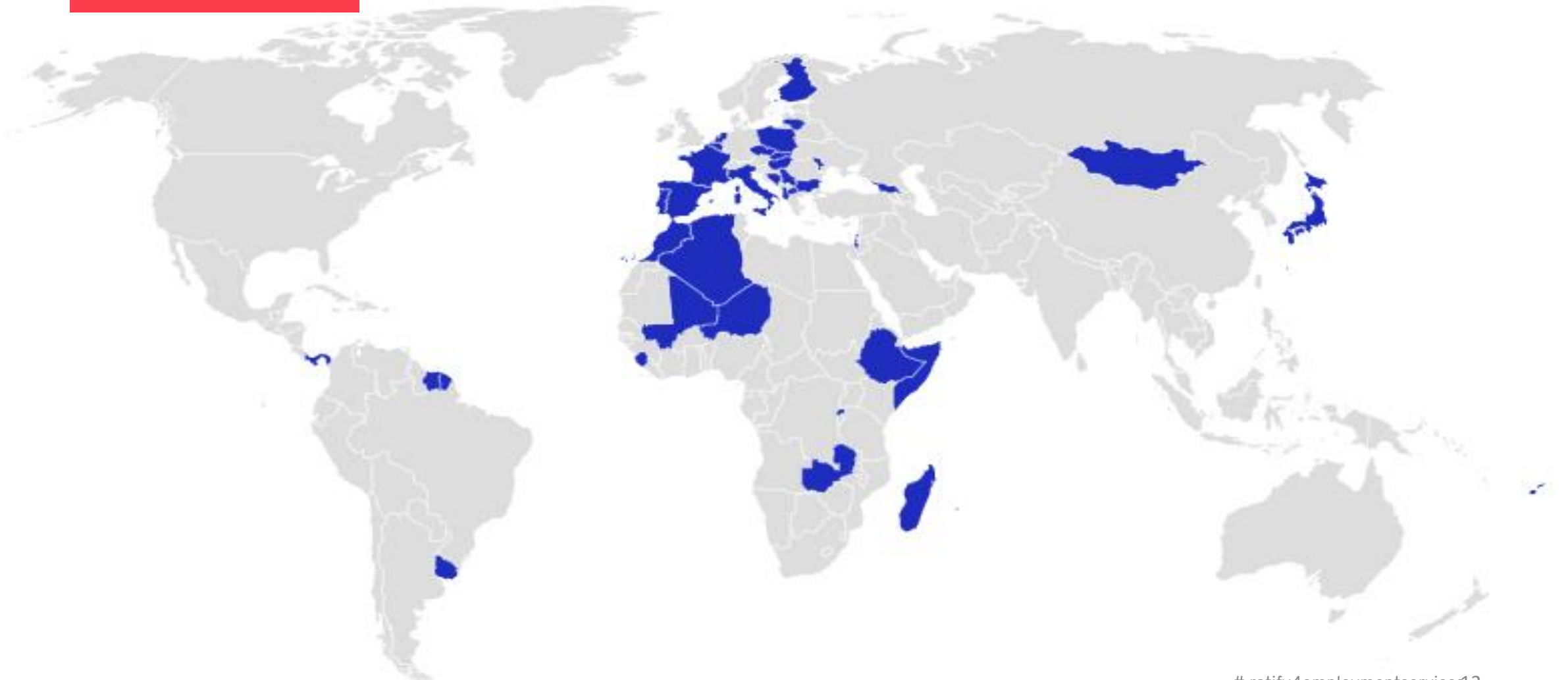


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## ► Ratifications Convention 181 on private recruitment agencies

Ratifications : 38



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# Why are Conventions No. 88 and No. 181 important?

Together, they provide a solid normative basis for effective employment services

Ratifying these Conventions provides a basis for development of a conducive national legal framework

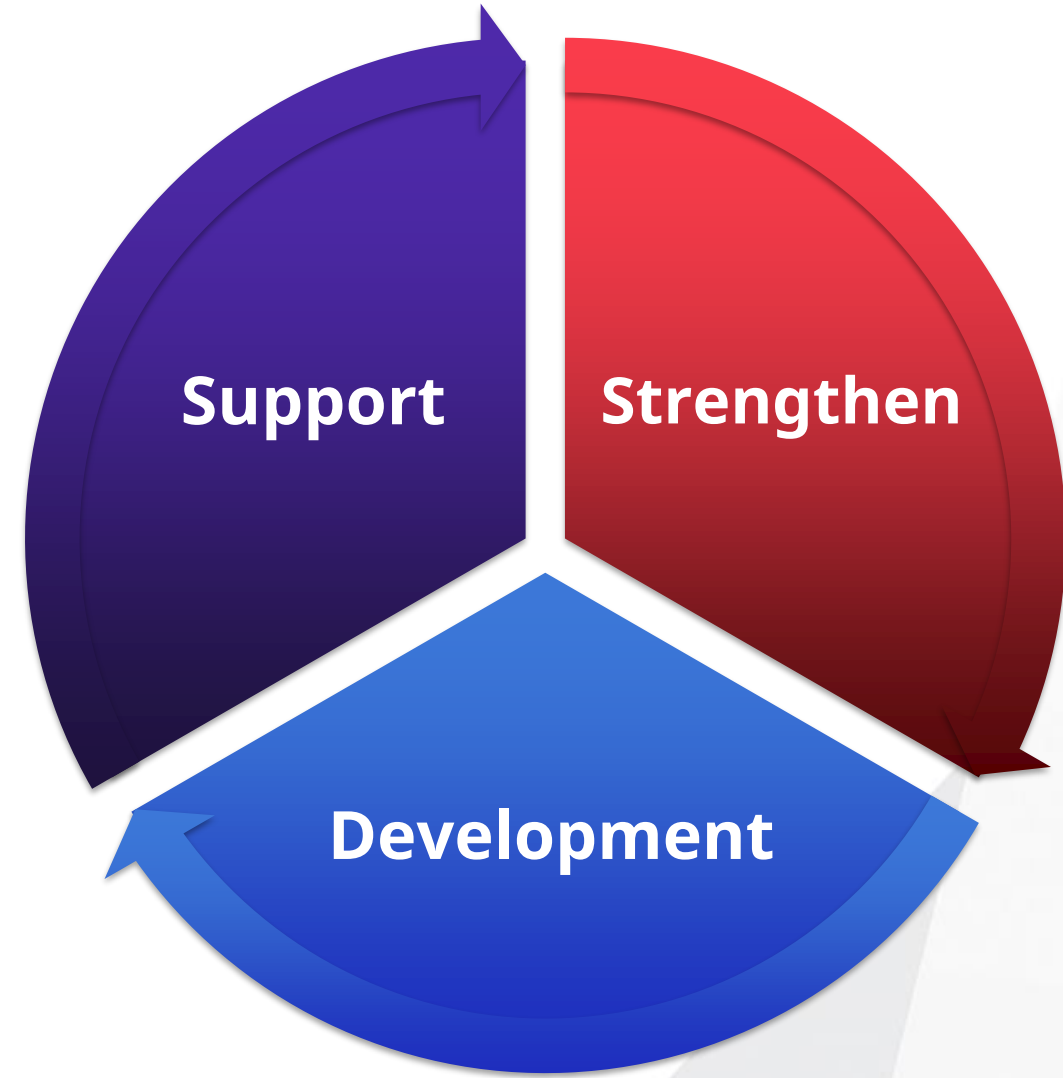
An effective national legal framework ensures adequate checks and balances in the employment services ecosystem



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# Purpose of ratifying Conventions No. 88 and No. 181?



## ► ILO support towards ratification



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**1**

Analysis  
of national law  
and practice

**2**

Tripartite endorsement  
and establishment  
of a roadmap

**3**

National constitutional  
requirements

**4**

Transmission  
of the instrument  
of ratification

**5**

Follow-up  
and reporting





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## ► Why ratify these Conventions?



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# Examples from countries:



► Uruguay



► Japan



► Nigeria



► France



► Panama



► Ethiopia

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# Let's work together

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Email me at: [palmolsson@ilo.org](mailto:palmolsson@ilo.org)

- ▶ Discover which countries have ratified [C88](#) and [C181](#)



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