

The International Labour Organisation and Employment Rights

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Outline of presentation

- Part 1: Overview of ILO standard setting activities
 - ◆ ILS & Human Rights
 - ◆ Supervisory mechanisms
- Part 2: Impact of ILS on State accountability

Part 1: International labour standards (ILS)

CONVENTIONS

- International treaties
- When ratified are legally binding
- If not ratified, are sources of inspiration for domestic law
- 188 Conventions (as of June 2009)
- Ireland has ratified **71 Conventions** (58 in force)

RECOMMENDATIONS

- Not open to ratification
- Not legally binding
- Provide general or technical guidelines for national action
- 199 Recommendations (as of June 2009)

Subjects covered by ILS

- Freedom of association, collective bargaining and industrial relations
- Forced labour
- Elimination of child labour and protection of children and young persons
- Equality of opportunity and treatment
- Tripartite consultation
- Labour administration and inspection
- Employment policy and promotion
- Vocational guidance and training
- Employment security
- Social policy
- Wages
- Working time
- Occupational safety and health
- Social security
- Maternity protection
- Migrant workers
- Seafarers
- Fishers
- Dockworkers
- Indigenous and tribal peoples
- Specific categories of workers

ILS and Human rights: ILO fundamental principles

- Labour is not a commodity
- Freedom of expression and of association are essential to sustained progress
- Poverty anywhere constitutes a danger to prosperity everywhere
- 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, 1944

ILO fundamental Conventions

- C87 Freedom of Association and Protection of the Right to Organise Convention, 1948
- C98 Right to Organise and Collective Bargaining Convention, 1949
- C29 Forced Labour Convention, 1930
- C105 Abolition of Forced Labour Convention, 1957
- C138 Minimum Age Convention, 1973
- C182 Worst Forms of Child Labour Convention, 1999
- C100 Equal Remuneration Convention, 1951
- C111 Discrimination (Employment and Occupation) Convention, 1958

GOAL: UNIVERSAL RATIFICATION BY 2015

➤ **1998 Declaration on fundamental principles and rights at work:**

Even if they have not ratified the fundamental Conventions, all ILO member States have an **obligation to respect, promote and realize fundamental rights and principles at work**

ILS regular supervisory process



