



Your Future Europe GmbH refers to a commitment of the international human rights conventions, ILO core labor standards and IRIS standards:

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International human rights conventions¹

- Article 1 - Freedom, Equality, Solidarity
"All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should treat one another in a spirit of brotherhood."

Explanation of Article 1

All human beings are born free and have an equal right to freedom. However, the freedom of one cannot come at the expense of the freedom of others. "Same" does not mean that the individual situation of the people or their abilities are identical. But states are obliged to do everything possible to ensure that people have equal development opportunities. We are all obliged to deal with other people "in the spirit of brotherhood", that is, to respect every human being as an equal person.

- Article 2 – Prohibition of Discrimination
 1. "Furthermore, no distinction shall be made on the basis of the political, legal, or international position of the country or territory to which a person belongs, whether independent, trustee, non-self-governing, or subject to any other restriction on his sovereignty .»
 2. "Everyone is entitled to the rights and freedoms set forth in this Declaration, without any distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or any other circumstance. »

Explanation of Article 2

In applying the human rights enshrined in this Declaration, no distinction should be made between groups of people. For example, no distinction may be made based on race, skin color, gender, sexual orientation, language, religion, political or other beliefs or the country from which a person comes. Likewise, a person must not be discriminated against because of their social origin or birth, just because they belong to a lower caste or are not noble, nor because they have less than others. States are obliged to protect all minorities against any form of discrimination.

- Article 3 - Right to life and liberty
"Everyone has the right to life, liberty and security of person."

Explanation of Article 3

The right to life is a prerequisite for the exercise of all other human rights and is therefore a key guarantee. While this article does not prohibit the legal execution of people; the death penalty for serious crimes is still in force in most countries of the world. However, the right to life, together with the prohibition of cruel punishment (see Article 5), can be understood as a moral legitimacy to advocate for the abolition of the death penalty. Like the right to life, the right to live freely and securely is of paramount importance. The state is obliged to protect the freedom and security of its residents and to take all possible and reasonable precautions to ensure that this right cannot be violated by private parties (whether individuals or organizations).

- Article 4 - Ban on Slavery and the Slave Trade
«No one shall be kept in slavery or in servitude; Slavery and the slave trade are forbidden in all forms."

¹ <https://www.humanrights.ch/de/ipf/basisn/rechtsquellen-instrumente/aemr/>



Explanation of Article 4

The prohibition of slavery and the slave trade is ancient, and treaties prohibiting such activities existed long before the Universal Declaration of Human Rights. However, the problem is still relevant. Today, it is mainly children who are exploited as slave labor in many parts of the world. Many farm workers are treated as serfs by large landowners. Trafficking in women, especially for the purpose of prostitution, is widespread and is also a form of slavery. Finally, forced marriage can also be described as slavery.

- Article 5 - Prohibition of Torture

"No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment."

Explanation of Article 5

The prohibition of torture is one of the most important human rights of all and does not permit any restrictions or interventions, regardless of how the victim behaved beforehand. However, the sad reality is that much of the world continues to use torture, whether to obtain information or extract confessions, to intimidate and terrorize the population, or out of sheer sadism. Torture is an aggravated form of cruel treatment or punishment, also intended to humiliate and destroy people. Since states can less and less afford to torture openly, methods are increasingly being used that are difficult to prove, such as psychological torture (such as mock executions), electric shocks or sexual violence. In addition to torture, cruel methods of execution and less drastic forms of violence, namely "cruel, inhuman or degrading treatment or punishment" are also prohibited in countries that practice the death penalty. Characteristics of such actions are the associated suffering and humiliation.

- Article 6 - Recognition as a legal entity

"Everyone everywhere has the right to be recognized as a legal person."

Explanation of Article 6

The stipulation that every human being has the right to be recognized "as a legal person" is intended to prevent individual people from being treated only as objects, as the Romans did with slaves, women and children. The word "everyone" means that no distinction should be made between citizens and foreigners. According to this provision, states undertake to ensure that everyone has the right, for example, to conclude contracts and enforce them in court; However, minors must be represented by adults. This article probably also includes the right to be registered in a state (usually in the home state), because only then can many rights (voting rights, right of establishment and others) be exercised.

- Article 7 - Equality before the law

"All human beings are equal before the law and are entitled to the equal protection of the law without distinction. All are entitled to the same protection against any differential treatment which would violate the present Declaration and against any incitement to such differential treatment."

Explanation of Article 7

This article obliges states to apply their laws equally to all people, as opposed to article 2, which prohibits discrimination in the application of the rights of the Declaration. When applying the laws, states are not allowed to make any distinctions based on race, religion or gender.



- Article 8 – Right to legal protection

"Everyone has the right to effective legal protection before the competent national courts against any action which violates his or her fundamental rights under the constitution or the law."

Explanation of Article 8

The aim of this provision is to give everyone the right to sue in a domestic court if they feel their rights have been violated. This does not mean the rights of the Universal Declaration of Human Rights, but all those rights that can be derived from the constitution or the laws of the respective state.

- Article 9 - Protection from Arbitrary Arrest and Expulsion

"No one may be arbitrarily arrested, detained or deported from the country."

Explanation of Article 9

Every state has the right to arrest people, keep them in custody or expel them from the country. However, he violates human rights when he acts arbitrarily, ie when he does not act in accordance with the law or when these laws themselves are unjust. It is also arbitrary when a state randomly or indiscriminately arrests or expels people without a reasonable suspicion that they have broken the law.

- Article 10 – Right to be heard

"Everyone has the right, in full equality, to a fair and public hearing by an independent and impartial tribunal to determine his rights and obligations or any criminal charge against him."

Explanation of Article 10

Like Article 9, Article 10 deals with basic rights in legal proceedings, not only in criminal cases but also in civil disputes where one person is suing another. The aim of the article is to ensure that all persons appearing before a court are heard fairly by an independent and impartial tribunal. Everyone should have a fair chance to present their case and have it judged fairly.

- Article 11 – Presumption of innocence; no punishment without law

1. "Anyone charged with a criminal offense shall be presumed innocent until proven guilty in accordance with the law in a public trial at which all the prerequisites necessary for his defense have been afforded."
2. "No one can be convicted of an act or omission which, at the time it was committed, was not a criminal offense under national or international law. Likewise, no heavier penalty may be imposed than that which was applicable at the time the offense was committed."

Explanation of Article 11

Article 11, in turn, deals with guarantees of a fair trial and contains four basic rights:

The presumption of innocence means that someone accused of a criminal offense should be presumed innocent until proven guilty, usually until a final judgment has been passed. The right to a defense requires that people have a real opportunity to have access to a lawyer and that they have the opportunity to prove their innocence. The right to a public trial is important not only for the accused but also for public confidence in the courts. If procedures are carried out secretly, the danger that human rights will be violated is much greater. The principle "No

punishment without law" means that no one should be punished for something that was not punishable at the time of the offence.

Article 12 - Protection of the sphere of freedom of the individual

"No one shall be subjected to arbitrary interference with his private life, family, home or correspondence, nor attacks on his honor and profession. Everyone has the right to legal protection against such interference or attacks."

Explanation of Article 12

This provision protects people's privacy in a wide variety of areas. Restrictions must not be arbitrary, ie they must be based on a law that is not itself unjust. According to the current view, private life primarily includes identity (e.g. name, clothing, hair style, feelings and thoughts), integrity (which, for example, excludes medical treatment against the will of the person concerned), intimacy (such as the secrecy of private properties and actions, protection of one's own image from publication or protection from the disclosure of personal data), communication (e.g. establishing and developing relationships with other people) and sexuality (however, in order to protect certain groups of people, such as children, the state may restrictions such as impose a minimum age). The concept of family life varies greatly depending on customs and cultures. Interventions can represent, for example, the separation of parents and children or the refusal of a family to live with people of different nationalities. The protection of the home from arbitrary intrusions can be invoked, for example, in the case of house searches or electronic surveillance measures such as the installation of bugging systems. Today, the term "correspondence" not only includes written correspondence, but also telephones, faxes, SMS, e-mails, etc. The state is permitted to open letters or intercept conversations if it is authorized to do so by law and if there is sufficient suspicion of a criminal offence. Honor and reputation are also protected from unlawful attacks based on false claims. States are obliged to provide protection against such attacks.

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· Article 14 – Right to Asylum

1. "Everyone has the right to seek and enjoy asylum in other countries from persecution."
2. "However, this right may not be exercised in the event of his being prosecuted for non-political crimes or for acts contrary to the purposes and principles of the United Nations."

Explanation of Article 14

Asylum is protection for people who have had to leave their own country because they are being persecuted. However, the Universal Declaration does not grant a legal right to asylum, i.e. no right to be granted asylum, only the right to seek and enjoy asylum if it is granted by a state. When drafting the declaration, the states were not willing to give up their sovereignty in this area. After all, the Geneva Refugee Convention, which was signed in 1951, prohibits states from sending refugees back to the persecuting state.

· Article 15 – Right to nationality

1. "Everyone has the right to citizenship."
2. "No one may be arbitrarily deprived of their nationality nor be denied the right to change their nationality."

Explanation of Article 15

Citizenship will remain important as long as there are nation states. Citizenship not only provides a sense of belonging to a state, but in many cases enables the exercise of political rights and a right to protection by the home state. The General Declaration grants a right to a nationality; but does not say which nationality. So far, no binding international treaty has obliged a state to grant citizenship to a stateless person. After all, the Stateless Persons Convention regulates the legal status of people without nationality and grants them certain rights. People have often been stripped of their citizenship, primarily for purely political reasons or to discriminate against a particular group. The Universal Declaration forbids such action because it is arbitrary.

· Article 16 – Freedom of marriage and protection of the family

1. «Men and women of full age have the right to marry and to found a family, without limitation of race, nationality or religion. You have the same rights at marriage, during marriage and at its dissolution.»
2. "Marriage may only be concluded on the basis of the free and full consent of the future spouses."
3. "The family is the natural and fundamental unit of society and deserves the protection of society and the state."

Explanation of Article 16

This article protects the right of marriageable men and women (i.e. people who have reached the legal minimum age) to marry and to found a family, i.e. to have children. However, states may impose certain restrictions, such as prohibiting marriage between close blood relatives, prohibiting multiple marriages, or prohibiting marriage for persons who are not in possession of sufficient intellectual potential. Furthermore, the General Declaration requires the legal equal treatment of spouses. The states are therefore obliged to take appropriate measures to ensure that existing inequalities are gradually eliminated. Even when marriages are dissolved, states must ensure that one sex (usually women) is not discriminated against.



The ban on marriage without the free and full consent of both spouses excludes any compulsion to marry, be it by the state, be it by the parents or the family. The ban is intended to protect girls in particular from being married off by their parents.

The third paragraph of the article protects the family as "the natural and fundamental unit of society." As already mentioned in Article 12, the concept of "family" is understood differently depending on the region of the world. In any case, the state must issue regulations in its legal system in order to support the family.

· Article 17 – Title Guarantee

1. "Every human being, alone or in community with others, has the right to property."
2. "No one may be arbitrarily deprived of his property."

Explanation of Article 17

The right to property was already enshrined in the French Declaration of Human and Civil Rights of 1789 as an "inviolable and sacred right". However, the content of the law is so controversial that it was not included in the two UN covenants on civil and political rights and on economic, social and cultural rights. Depending on the ideology, opinions differ widely as to how far the state must protect the right to property. In any case, it would be forbidden if the state protected property more or less in a discriminatory way, i.e. treated certain social groups worse off.

· Article 18 - Freedom of thought, conscience and religion

«Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, alone or in community with others, in public or private, to manifest his religion or belief in teaching, practice, worship and observance.»

Explanations to Article 18

Not long ago, people in Europe were persecuted, tortured or executed because of their religion or beliefs. Many wars have been caused by differing opinions about the right religion. The right to practice one's religion or belief, whether in private or in public, the right to transmit and teach religion, and the right to other manifestations of faith, therefore protect not only a basic human need but also contributes to peace within a society and between states.

The right to freedom of thought and conscience is the right of everyone to form their own thoughts and conscience autonomously without undue influence from outside. Any intervention such as brainwashing or drugging to manipulate the conscious or subconscious is prohibited.

· Article 19 - Freedom of expression and information

«Everyone has the right to freedom of expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas by any means and regardless of frontiers.»

Explanation of Article 19

The right to form and express one's opinion and the right to seek and receive information unchallenged remain among the most frequently violated human rights. Unfortunately, state censorship of the press, the ban on publishing books, and the persecution of writers and media workers are still the order of the day. Many in power fear for their position if people are well informed and make their differing views known. The protection of these rights is therefore an important element for a functioning democracy and is an important prerequisite for being able to exercise other human rights.



However, the right to express one's opinion should not be understood in absolute terms and its exercise is subject to a special responsibility: the right finds a limit, for example, in respecting the reputation of other people, in racist hate speech or in incitement to acts of violence.

- Article 20 - Freedom of assembly and association
 1. "Everyone has the right to freedom of assembly and association for peaceful purposes."
 2. "No one may be forced to belong to an association."

Explanation of Article 20

The right to associate with other people, to convene meetings, to demonstrate and to found associations or unions is a very important right and indispensable for a democracy. It is often only possible together with other people to enforce demands or to oppose state power more strongly. The state must make these rights possible, for example by making public streets and squares available and by protecting them from interference by other people, for example by providing sufficient police protection during a demonstration so that counter-demonstrators are not prevented from doing so.

The freedom to associate with other people in an association and to join such also means that nobody can be forced to join an association. No one may be forced to join a party or a union.

- Article 21 - Universal and equal suffrage; Admission to public office
 1. "Everyone has the right to participate in the government of the public affairs of his country, either directly or through freely chosen representatives."
 2. "Everyone has the right to be admitted to public office in their country under the same conditions."
 3. «The will of the people forms the basis for the authority of public power; this will must be expressed through periodic and undistorted elections with universal and equal suffrage with secret voting or in an equivalent free electoral process.»

Explanation of Article 21

Countries with different political systems have adopted the Universal Declaration or have joined the two international covenants of the UN. It is clear from this that this article cannot prescribe a specific political model. But the principle is clear: everyone has the right to elect freely chosen representatives to parliament. The elections must be held at prescribed regular intervals, be free and undistorted, and every citizen has the right to have his or her vote worth equal to that of others. Furthermore, everyone has the right to get equal admission to public offices, which primarily concerns employment in public administration. However, it is permissible to give temporary priority to certain disadvantaged groups,

- Article 22 – Right to social security
"Every human being, as a member of society, has the right to social security; he is entitled to the enjoyment of the economic, social and cultural rights indispensable for his dignity and the free development of his personality, through national measures and international cooperation, taking into account the organization and resources of each state."

Explanation of Article 22

Articles 22-27 contain the economic, social and cultural rights which, like the civil and political rights outlined above, are essential to the development of human capacity. Without material security, many civil rights also remain an illusion. As a rule, the state must act to provide the basis for the exercise of these rights. To do this, he must also set appropriate priorities. It is therefore not allowed to use a large part of its spending on armaments if this leaves too few funds to secure the livelihoods of the citizens. Furthermore, the entire community of states and international organizations are called upon to take responsibility, since many states do not have the necessary funds.

- Article 22 demands as a program item that everyone has the right to social security in order to be able to enjoy the economic, social and cultural rights that are necessary for them to live in dignity and be able to freely develop their personality.
- Article 23 – Right to work and equal pay, freedom of association
 1. "Everyone has the right to work, to free choice of occupation, to reasonable and favorable working conditions and to protection against unemployment."
 2. "All people have the right to equal pay for equal work without any differential treatment."
 3. "Every person who works has the right to just and favorable remuneration, which ensures for himself and his family an existence worthy of human dignity and which, if necessary, is to be supplemented by other social protection measures."
 4. "Everyone has the right to form and join professional associations to protect their interests."

Explanation of Article 23

This article regulates a wide variety of claims in the professional world. First and foremost is the right to work. However, when States adopted the Declaration, they were aware that this right cannot be enforced in a court of law, since a judge cannot assign jobs or create new jobs. However, states are obliged to orient their policies towards preventing unemployment as much as possible. The state must also take action to ensure that a wage can secure a human existence for the worker and their family. For example, it can prescribe a minimum wage. If necessary, he is obliged to provide additional benefits to ensure survival, as is the case with us through social assistance. However, minimum wage and other benefits depend heavily on the general standard of living in the country concerned. On the other hand, other provisions, such as free choice of occupation, are legally enforceable: Therefore, no one may be forced to accept work or take up occupations that he or she rejects: this would be illegal forced labour. Likewise, the right to receive the same wage for the same work can be asserted. Finally, the declaration protects the right to form and join trade unions in order to assert one's interests against the employer. Accepting jobs or occupations that he or she dislikes: this would be illegal forced labour. Likewise, the right to receive the same wage for the same work can be asserted. Finally, the declaration protects the right to form and join trade unions in order to assert one's interests against the employer. Accepting jobs or occupations that he or she dislikes: this would be illegal forced labour. Likewise, the right to receive the same wage for the same work can be asserted. Finally, the declaration protects the right to form and join trade unions in order to assert one's interests against the employer.

- Article 24 – Right to rest and leisure
"Everyone has the right to rest and leisure, as well as reasonable limitation of working hours and periodic paid vacation."

Explanation of Article 24

It is thanks to the union movement that people today - at least in the West - no longer have to work 12 or 15 hours a day and not just have one day off a week. These achievements - reasonable limitation of working hours, paid holidays, the right to rest and leisure - are enshrined in the Universal Declaration as human rights. It is evident that very many people around the world - including many children - are deprived of these rights and are grossly exploited.

Article 25 – Right to an adequate standard of living

1. «Everyone has the right to a standard of living which ensures the health and well-being of himself and his family, including food, clothing, housing, medical care and necessary social welfare services; he has the right to security in the event of unemployment, sickness, disability, widowhood, old age or other loss of his means of subsistence through no fault of his own.»
2. "Mother and child are entitled to special help and support. All children, legitimate and illegitimate, enjoy the same social protection."

Explanation of Article 25

Everyone has the right to an appropriate standard of living, which means at least a social subsistence level. This includes, among other things, decent housing, appropriate clothing and nutrition, and medical care. The declaration also requires a right to security in the event of unemployment, illness, disability, widowhood, old age or poverty. With us, these needs are almost completely covered by social insurance and health insurance. As far as the situation of people in countries with a low standard of living is concerned, all states are called upon to enable them to have a decent standard of living through social justice and development cooperation.

Article 26 – Right to education, educational goals, parental rights

1. «Everyone has the right to education. Tuition must be free of charge, at least in elementary and elementary schools. Elementary classes are compulsory. Technical and vocational instruction should be generally accessible, higher studies should be open to everyone in the same way according to their abilities and achievements. »
2. «The aim of the training should be the full development of the human personality and the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations and among all racial or religious groups, and encourage the work of the United Nations to maintain the peace.»
3. "First and foremost, parents have the right to determine the type of education given to their children."

Explanatory notes on Article 26

The right to education means, first of all, that the state has to set up compulsory primary schooling for all pupils, which is free of charge. Secondary schools should be generally accessible and equally open to everyone according to their abilities and achievements. It would be inadmissible, for example, if only the rich could afford a university education or if there was a draw to determine who could study. In general, the article obliges the states to ensure in their budget that sufficient money flows into education and that schools have adequate facilities. The declaration also states that parents, and not the state, have the primary right to determine the education that children should receive.



Article 27 - Freedom of cultural life

1. "Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts, and to share in scientific advancement and its benefits."
2. "Everyone has the right to the protection of moral and material interests resulting from any scientific, literary or artistic production of which he is the author."

Explanation of Article 27

The right to participate in cultural life is not limited to visiting events and museums, but is to be understood in a broader sense. This also includes the right to live one's own culture at all. Cultural rights also include access to the cultural heritage of others. Guaranteeing many of the human rights mentioned above - such as a reasonable income, sufficient free time, sufficient education, etc. - is a prerequisite for being able to participate in cultural life at all. However, the right to culture also refers to participation in the achievements of scientific and technical progress. Although these rights - like other social, cultural and economic rights - are difficult to enforce, they should guide state action and international relations.

Article 28 - Appropriate social and international order

"Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized."

Explanation of Article 28

The right of every human being to a social order that realizes the rights and freedoms of the declaration is addressed to every state. As already mentioned several times, he has the duty to spend his funds in such a way that the inhabitants of the country can lead a life in dignity and an appropriate standard of living is guaranteed. All states and the international community, for example within the framework of the UN, are addressed with the international order, which is intended to contribute to these goals. A moral obligation can be derived from this to provide development aid and to contribute to improving living conditions in the poorest countries. Unfortunately, this article has largely remained a dead letter: the gap between poor and rich countries is widening,

Article 29 – Basic Obligations and Limitations

1. "Every person has duties towards the community, in which alone the free and full development of his personality is possible."
2. "Everyone is subject in the exercise of his rights and freedoms only to the limitations provided by law for the sole purpose of ensuring recognition and respect for the rights and freedoms of others and to the just demands of morality, public order and the general welfare in a democratic society."
3. "In no case shall rights and freedoms be exercised contrary to the purposes and principles of the United Nations."

Explanation of Article 29

This provision wants to remind us that there are not only human rights, but that everyone also has duties towards their fellow human beings. The exercise of human rights is limited insofar as it must not interfere with the rights and freedoms of other people. This would constitute an abuse of the idea of human rights. The provision also generally states that the human rights of the Universal Declaration are not absolute. States may interfere with these rights when a law authorizes them to do so and when public interests prevail over private interests.



- Article 30 – Rule of interpretation
"No provision of this Declaration shall be construed as implying any right by any State, group or person to engage in any activity or to undertake any act aimed at the destruction of any of the rights and freedoms set forth in this Declaration."

Explanation of Article 30

This last provision prohibits the abusive exercise of human rights. For example, states may not use certain provisions of the Declaration to interfere with other human rights.

ILO core labor standards²

Freedom of association and the right to collective bargaining

Convention 87: Freedom of Association and Protection of the Right to Organize Convention, 1948

This Convention entered into force on July 4, 1950. Venue: San Francisco Meeting: 31
The General Conference of the International Labor Organisation, convened in San Francisco by the Governing Body of the International Labor Office and held its thirty-first session on June 17, 1948, decided to consider various motions concerning freedom of association and the protection of the right to organize, a question affecting the seventh item on its agenda, in the form of a convention. Given that the preamble to the Constitution of the International Labor Organization enumerates "recognition of the principle of freedom of association" among the means appropriate to improving the lot of workers and securing the peace, that the Philadelphia Declaration reaffirmed,

- Part I. Freedom of Association
 - article 1
Each Member of the International Labor Organization for which this Convention is in force undertakes to apply the following provisions.
 - Article 2
Workers and employers without distinction have the right to form organizations of their own choosing and to join such organizations without prior approval, provided only that they comply with their statutes.
 - Article 3
 1. Workers' and employers' organizations have the right to establish their own statutes and rules of procedure, freely elect their representatives, regulate their management and activities and formulate their programme.
 2. The authorities must refrain from any interference that might limit this right or hinder its legitimate exercise.
 - Article 4
The workers' and employers' organizations may not be administratively dissolved or suspended.

² <https://www.ilo.org/berlin/arbeits-und-standards/kernarbeitsnormen/lang--de/index.htm>



- Article 5
Workers' and employers' organizations have the right to set up and join unions and central unions. Organizations, unions and central organizations have the right to affiliate to international workers' and employers' organisations.
- Article 6
The provisions of Articles 2, 3 and 4 apply to federations and central federations of workers' and employers' organisations.
- Article 7
The acquisition of legal personality by workers' and employers' organizations, their unions and central unions may not be subject to conditions likely to affect the application of the provisions of Articles 2, 3 and 4.
- Article 8
 1. Workers and employers and their organizations, like other persons and organized communities, shall comply with the laws in exercising the rights conferred on them by this Convention.
 2. The rights provided for in this Convention shall not be diminished either by national legislation or by the manner in which it is applied.
- Article 9
 1. National legislation determines the extent to which the rights provided for in this Convention apply to the army and the police.
 2. The ratification of this Convention by a Member shall be without prejudice to any pre-existing law, decision, practice or agreement granting military or police personnel any rights provided for in this Convention, in accordance with the principle set out in paragraph 8 of Article 19 of the Constitution of the International Labor Organization.
- Article 10
- In this Convention, the term "organization" means any organization of workers or employers which has as its object the promotion and protection of the interests of workers or employers.
- Part II. Protection of the Right to Organize
 - Article 11
Each member of the International Labor Organization for which this Convention is in force undertakes to take all necessary and appropriate measures to ensure the freedom for workers and employers to exercise the right to organize.
- Part III. Miscellaneous Provisions
 - Article 12
 1. For the areas referred to in Article 35 of the Constitution of the International Labor Organization, as amended by the 1946 Act, except for the areas referred to in paragraphs 4 and 5 of that Article, as amended, each Member of the Organization which ratifies this Convention shall notify the Director-General to transmit to the



International Labor Office upon its ratification, or as soon as practicable after ratification, a declaration announcing the territories,

- a) for which it accepts the obligation to implement the provisions of the Convention without change,
 - b) for which it accepts the obligation to implement the provisions of the Convention with derogations, specifying the details of those derogations,
 - c) where the Convention cannot be implemented and, if so, the reasons
 - d) for which it reserves the right to decide.
2. The obligations under paragraphs 1 a) and b) of this Article shall be deemed to form part of, and have the effect of, ratification.
 3. Any Member may at any time, by a subsequent declaration, withdraw, in whole or in part, the reservations communicated in the original declaration referred to in paragraphs 1(b), (c) and (d) of this Article.
 4. Any Member may, at any time when the Convention may be denounced under article 16, transmit to the Director-General a declaration otherwise modifying the substance of any previous declaration and specifying the situation in specific areas at that time.

Article 13

1. If the subject matter of this Convention falls under the self-governing powers of a non-metropolitan territory, the Member responsible for international relations in that territory may, in consultation with its Government, transmit to the Director-General of the International Labor Office a declaration by which it fulfills the obligations under this Convention on behalf of of the area concerned.
2. A declaration of acceptance of the obligations under this Convention may be submitted to the Director-General of the International Labor Office
 - a) by two or more members of the organization for an area under their joint control,
 - b) by any international authority responsible for the administration of a territory under the Charter of the United Nations or any other provision, for that territory.
3. The declarations transmitted to the Director-General of the International Labor Office pursuant to the preceding paragraphs of this Article shall state whether the Convention is being implemented in the area concerned with or without derogations; if the declaration states that the Convention is being implemented with derogations, the details of these derogations shall be given.
4. The Member or Members concerned or International Authority concerned may at any time by a later declaration waive, in whole or in part, the right to benefit from any derogation notified in a previous declaration.
5. At any time when this Agreement may be denounced under Article 16, the Member or Members concerned or the international authority concerned may transmit to the Director-General a declaration otherwise modifying the substance of any previous declaration and modifying the content of the relevant the current situation regarding the implementation of this Convention.

• Part IV. Final Provisions

Article 14

Formal ratifications of this Convention shall be communicated to the Director-General of the International Labor Office for registration.



- Article 15
 1. This Convention binds only those Members of the International Labor Organization whose ratification has been recorded by the Director-General.
 2. It shall come into force twelve months after the ratifications of two members have been registered by the Director-General.
 3. Thereafter, this Convention shall come into force for each Member twelve months after the registration of its ratification.

- Article 16
 1. Any Member which has ratified this Convention may, after a period of ten years from the date on which it first came into force, denounce it by giving notice to the Director-General of the International Labor Office. The termination is entered by this. They only take effect one year after registration.
 2. Any Member which has ratified this Convention and does not exercise the right of denunciation provided for in this Article within one year after the end of the ten-year period referred to in the preceding paragraph shall remain bound for a further period of ten years. Thereafter, it may denounce this Convention after each ten-year period in accordance with this article.

- Article 17
 1. The Director-General of the International Labor Office shall give notice to all members of the International Labor Organization of the registration of all ratifications, declarations and denunciations communicated to him by the members of the organization.
 2. The Director-General, when notifying the members of the Organization of the registration of the second ratification which is notified to him, shall draw his attention to the date on which this Convention shall come into force.

- Article 18

The Director-General of the International Labor Office shall transmit complete information to the Secretary-General of the United Nations for registration under Article 102 of the Charter of the United Nations of all ratifications, declarations and denunciations he has registered under the preceding Articles.

- Article 19

The Governing Body of the International Labor Office shall, whenever it deems necessary, report to the General Conference on the implementation of this Convention and shall consider whether to place on the agenda of the Conference the question of its modification in whole or in part.

- Article 20
 1. If the Conference adopts a new Convention amending the present Convention in whole or in part, and the new Convention does not provide otherwise, the following provisions shall apply:
 - a) Ratification of the revised Convention by a Member shall automatically entail the immediate denunciation of this Convention without regard to Article 16, provided that the revised Convention has entered into force.
 - b) From the date of entry into force of the revised Convention, the present Convention can no longer be ratified by the Members.



2. However, the present Convention shall remain in force, in form and substance, in any event for those Members which have ratified it but not the revised Convention.

- Article 21

The French and English texts of this Convention are equally authoritative.

Convention 98

Right to Organize and Collective Bargaining Convention, 1949

This Convention entered into force on July 18, 1951. Venue: Geneva Meeting: 32

The General Conference of the International Labor Organisation, convened in Geneva by the Governing Body of the International Labor Office and which met for its thirty-second session on June 8, 1949, decided to adopt various proposals concerning the application of the principles of the right to organize and the right to collective bargaining, a Question forming the fourth item on its agenda, determining that these motions should take the form of an international convention. adopts this first day of July of the year one thousand nine hundred and forty-nine the following Convention, which may be cited as the Right to Organize and Collective Bargaining Convention, 1949:

- article 1

1. Workers shall be adequately protected from any discrimination against freedom of association related to their employment.
2. This protection is to be granted in particular against actions aimed at
 - a) to make the employment of a worker conditional on not joining a union or leaving a union,
 - b) dismiss or otherwise discriminate against an employee because he is a member of a union or because he is involved in union activities outside of working hours or, with the employer's consent, during working hours.

- Article 2

1. Workers' and employers' organizations shall be afforded due protection, in their formation, activities and administration, against any interference from the other party, either on the part of the organizations or their representatives or members.
2. Interference for the purposes of this Article includes, but is not limited to, acts aimed at establishing workers' organizations dependent on an employer or an organization of employers, or providing financial or other support to workers' organizations in order to bring them under the influence of an employer or an organization of employers.

- Article 3

To the extent necessary, facilities adapted to national conditions are to be set up in order to guarantee the protection of the right of association within the meaning of the preceding articles.

- Article 4

Where necessary, measures adapted to national conditions shall be taken to encourage the widest possible development and application of procedures by which employers or organizations of employers on the one hand and organizations of employees on the other



hand voluntarily negotiate the conclusion of collective agreements regulating wages and working conditions be able.

· Article 5

1. National legislation determines the extent to which the rights provided for in this Convention apply to the army and the police.
2. The ratification of this Convention by a Member shall be without prejudice to any pre-existing law, decision, practice or agreement granting military or police personnel any rights provided for in this Convention, in accordance with the principle set out in paragraph 8 of Article 19 of the Constitution of the International Labor Organization.

· Article 6

Nothing in this Convention shall affect the position of public officials and shall not be construed in any way adverse to the rights and status of such officials.

· Article 7

Formal ratifications of this Convention shall be communicated to the Director-General of the International Labor Office for registration.

· Article 8

1. This Convention binds only those Members of the International Labor Organization whose ratification has been recorded by the Director-General.
2. It shall come into force twelve months after the ratifications of two members have been registered by the Director-General.
3. Thereafter, this Convention shall come into force for each Member twelve months after the registration of its ratification.

· Article 9

1. In the declarations sent to the Director-General of the International Labor Office pursuant to Article 35, paragraph 2, of the Constitution of the International Labor Organisation, the Member concerned shall indicate the areas
 - a) for which it accepts the obligation to implement the provisions of the Convention without change,
 - b) for which it accepts the obligation to implement the provisions of the Convention with derogations, specifying the details of those derogations,
 - c) where the Convention cannot be implemented and, if so, the reasons
 - d) for which the decision is reserved pending a further examination of the situation in relation to the areas concerned.
1. The obligations under paragraphs 1 a) and b) of this Article shall be deemed to form part of, and have the effect of, ratification.
2. Any Member may at any time, by a subsequent declaration, withdraw, in whole or in part, the reservations communicated in the original declaration referred to in paragraphs 1(b), (c) and (d) of this Article.
3. Any Member may, at any time when the Convention may be denounced under article 11, transmit to the Director-General a declaration otherwise modifying the substance of any previous declaration and specifying the situation in specific areas at that time.

· Article 10

1. In declarations sent to the Director-General of the International Labor Office pursuant to Article 35, paragraphs 4 and 5, of the Constitution of the International Labor Organization

shall state whether the Convention is being implemented in the area concerned with or without derogations; if the declaration states that the Convention is being implemented with derogations, the details of these derogations shall be given.

2. The Member or Members concerned or International Authority concerned may at any time by a later declaration waive, in whole or in part, the right to benefit from any derogation notified in a previous declaration.
3. At any time when this Agreement may be denounced under Article 11, the Member or Members concerned or the international authority concerned may transmit to the Director-General a declaration otherwise modifying the substance of any previous declaration and modifying the content of the relevant the current situation regarding the implementation of this Convention.

· Article 11

1. Any Member which has ratified this Convention may, after a period of ten years from the date on which it first came into force, denounce it by giving notice to the Director-General of the International Labor Office. The termination is entered by this. They only take effect one year after registration.
2. Any Member which has ratified this Convention and does not exercise the right of denunciation provided for in this Article within one year after the end of the ten-year period referred to in the preceding paragraph shall remain bound for a further period of ten years. Thereafter, it may denounce this Convention after each ten-year period in accordance with this article.

· Article 12

1. The Director-General of the International Labor Office shall give notice to all members of the International Labor Organization of the registration of all ratifications, declarations and denunciations communicated to him by the members of the organization.
2. The Director-General, when notifying the members of the Organization of the registration of the second ratification which is notified to him, shall draw his attention to the date on which this Convention shall come into force.

· Article 13

The Director-General of the International Labor Office shall transmit complete information to the Secretary-General of the United Nations for registration under Article 102 of the Charter of the United Nations of all ratifications, declarations and denunciations he has registered under the preceding Articles.

· Article 14

The Governing Body of the International Labor Office shall, whenever it deems necessary, report to the General Conference on the implementation of this Convention and shall consider whether to place on the agenda of the Conference the question of its modification in whole or in part.

· Article 15

1. If the Conference adopts a new Convention amending the present Convention in whole or in part, and the new Convention does not provide otherwise, the following provisions shall apply:
 - a) The ratification of the revised Convention by a Member shall automatically entail the immediate denunciation of this Convention without regard to Article 11, provided that the revised Convention has entered into force.



- b) From the date of entry into force of the revised Convention, the present Convention can no longer be ratified by the Members.
 2. However, the present Convention shall remain in force, in form and substance, in any event for those Members which have ratified it but not the revised Convention.
- Article 16
The French and English texts of this Convention are equally authoritative.

elimination of forced labour

convention 29

Forced or Compulsory Labor Convention, 1930

This agreement came into effect on May 1, 1932. Location: Geneva conference: 14

The General Conference of the International Labor Organisation, Convened by the Governing Body of the International Labor Office in Geneva and held its fourteenth session on June 10, 1930, decided to adopt various motions relating to forced or compulsory labour, a question forming the first item on its agenda, determining that that these proposals should take the form of an international convention. adopts this twenty-eighth day of June of the year one thousand nine hundred and thirty, the following Convention, which may be cited as the Forced Labor Convention, 1930, for ratification by the Members of the International Labor Organization in accordance with the provisions of the Constitution of the International Labor Organization:

- article 1
 1. Each Member of the International Labor Organization which ratifies this Convention undertakes to eliminate as soon as possible the use of forced or compulsory labor in all its forms.
 2. Until it is completely eliminated, forced or compulsory labor may only be used for public purposes during a transitional period and then only in exceptional cases; in doing so, the conditions and safeguards provided for in the following articles must be observed.
 3. At the end of five years from the date of entry into force of this Convention, and on the occasion of the report provided for in Article 31, the Governing Body of the International Labor Office shall examine whether it is possible to abolish all forms of forced or compulsory labor without further delay, and to decide whether to place this issue on the agenda of the conference.
- Article 2
 1. For the purposes of this Convention, "forced or compulsory labour" means any type of work or service which is required of a person under threat of any penalty and for which he has not volunteered.
 2. However, "forced or compulsory labour" within the meaning of this Convention shall not be considered
 - a) any work or service based on the laws on compulsory military service, insofar as this work or service serves purely military purposes,
 - b) any work or service which is part of the normal civic duties of citizens of a fully self-governing country,
 - c) any work or service required of a person by reason of a judicial conviction, provided, however, that this work or service is carried out under the supervision and supervision of the public authorities and that the convicted person does not hire out

to individuals or private companies and associations or is otherwise made available to them,

- d) any work or service in cases of force majeure, namely in case of war or when calamities have occurred or are imminent, such as fire, flood, famine, earthquake, devastating human and livestock diseases, sudden appearance of wild animals, insect or plant plagues, and in general in all cases in which the life or welfare of all or part of the population is threatened,
- e) minor community work which directly serves the good of the community, is carried out by its members and can therefore be counted among the normal civic duties of members of the community, provided that the population or their immediate representatives have the right to inquire about the necessity of the work to express.

· Article 3

For the purposes of this Convention, the "competent authority" is either a metropolitan authority or the supreme central authority of the territory concerned.

· Article 4

1. The competent authority shall neither impose nor permit forced or compulsory labor for the benefit of individuals or private companies and associations.
2. If such forced or compulsory labor exists for the benefit of individuals or private companies and associations at the time the ratification of this Convention by a member is registered by the Director-General of the International Labor Office, such forced or compulsory labor shall from that date be fully terminated eliminate where this Convention comes into force for the member.

· Article 5

1. Concessions granted to individuals or private companies and associations shall not result in the imposition of any form of forced or compulsory labor for the extraction, manufacture or collection of products which such individuals or private companies and associations use or trade in.
2. Where concessions exist which contain provisions whereby such forced or compulsory labor may be imposed, such provisions shall be repealed as soon as practicable in order to comply with Article 1 of this Convention.

· Article 6

Officials of the Administration, while it is their task to encourage the population under their responsibility to accept any form of work, shall not exert pressure on the population at large or on individuals to engage them in work for individuals or private companies and associations cause.

· Article 7

1. Chiefs who do not exercise administrative authority may not use forced or compulsory labor.
2. Chiefs exercising administrative authority may, with the express authorization of the competent authority, use forced or compulsory labor under the conditions of Article 10 of this Convention.
3. Chiefs, lawfully recognized as such and not receiving appropriate compensation in some other form, may receive personal services provided these are properly regulated and the necessary measures taken to prevent abuse.

- Article 8
 1. Any authorization to use forced or compulsory labor is the responsibility of the supreme civil authority of the territory concerned.
 2. However, this authority may delegate to local authorities the power to impose forced or compulsory labor in cases where such work does not remove workers from their usual place of residence. It may also authorize the local higher authorities, for periods and under conditions such as those provided for in Article 23 of this Convention, to impose forced or compulsory labour, for the performance of which the workers must be removed from their usual place of residence in the case of business trips of administrative officials or to facilitate the movement of government property.

- Article 9

Except as otherwise provided in Article 10 of this Convention, the authority which has the right to impose forced or compulsory labor may authorize the use of that form of labor only if it has first ascertained that:

 - a) the work or service is of essential, immediate importance to the community that is to perform it,
 - b) the work or service is already necessary or this necessity is imminent,
 - c) it has been impossible to obtain voluntary labor for the work or service, although the wages and other working conditions offered were at least equivalent to those customary in the area concerned for work or services of the same kind,
 - d) the work or service will not place an undue burden on the current population, taking into account the number of workers available and their suitability for the work required.

- Article 10
 1. Forced or compulsory labor demanded as taxes and such as is claimed for public works by chiefs in the exercise of administrative powers is to be progressively abolished.
 2. Meanwhile, when forced or compulsory labor is claimed as a tax or claimed by chiefs in the exercise of administrative powers for public works, the authorities concerned must first satisfy themselves that
 - a) the work or service is of essential, immediate importance to the community that is to perform it,
 - b) the work or service is already necessary or this necessity is imminent,
 - c) the work or service will not place an undue burden on the current population, taking into account the number of workers available and their suitability for the work required,
 - d) the work or service does not require workers to leave their usual place of residence,
 - e) when carrying out the work or service, the demands of religion, community life and agriculture are taken into account.

- Article 11
 1. Only adult males who are able to work and who are obviously not under the age of eighteen or over forty-five may be used for forced or compulsory labour. Apart from the types of work specified in Article 10 of this Convention, the following limitations and conditions shall be taken into account:
 - a) Whenever possible, a doctor appointed by the administration shall determine beforehand that the persons concerned are not suffering from contagious diseases and are physically capable of the work required of them under the conditions under which this work is to be carried out;
 - b) School teachers and students as well as all administrative staff are to be exempted;

- c) the number of adult, able-bodied males necessary to maintain family and community life is to be retained in each community;
 - d) consideration is to be given to marriage and family ties.
 - 2. The implementing regulations to be made pursuant to paragraph (c) above and pursuant to Article 23 of this Convention shall determine the proportion of resident males able to work who may be employed for forced or compulsory labor from time to time. Under no circumstances may this proportion exceed 25 percent. When determining this proportion, the competent authority must take into account the density of the population, their level of social and physical development, the time of year and the work that the persons concerned have to do for themselves at their place of residence, in general is the usual economic and social needs of the persons concerned community to take into account.
- Article 12
- 1. The maximum period for which a person may be employed in any form of forced or compulsory labor shall not exceed sixty days in any twelve month period, including travel time to and from work.
 - 2. Every worker used for forced or compulsory labor shall receive a certificate stating the duration of the forced or compulsory labor he has performed.
- Article 13
- 1. The regular hours of work of persons employed for forced or compulsory labor must be the same as for free labour; Hours worked in excess of the regular working hours are to be remunerated at the same rates that apply to overtime work by freelance workers.
 - 2. One day's rest per week shall be granted to all persons subjected to any form of forced or compulsory labour; this day of rest shall, as far as practicable, coincide with the day which is regarded as a day of rest by tradition or custom of the country or territory.
- Article 14
- 1. Except for the work referred to in Article 10 of this Convention, forced or compulsory labor in all its forms shall be remunerated in money at rates no less than those for like work in the area where the work is performed, nor less than those in the area of recruitment usual sentences.
 - 2. When work is imposed by chiefs in the exercise of administrative powers, the wages shall be brought into line with the provisions of the preceding paragraph as soon as possible.
 - 3. Wages are to be paid directly to the individual worker and not to their chiefs or other authorities.
 - 4. The travel days to the place of work and back are to be counted as working days for wage payment.
 - 5. The provisions of this article do not preclude workers from being given the usual amounts of food as part of their wages; but these amounts of food must be at least equal to the sum of money they replace. On the other hand, deductions from wages for taxes, special food, clothing and lodging given to the workers to enable them to continue the work, taking into account the special circumstances applicable to it, are not permitted; the same applies to the delivery of tools.
- Article 15
- 1. All statutory provisions relating to the compensation of accidents or illnesses arising from work, and all statutory provisions relating to the compensation of persons whose maintenance was borne by workers who have died or become disabled, apply in the

same way as to free workers applies to persons engaged in forced or compulsory labour, whether or not those legal provisions are in force in the area concerned or will come into force in the future.

2. In any case, the authority which engages a worker in forced or compulsory labor has a duty to ensure his subsistence if an accident or illness resulting from the performance of his work renders him wholly or partially incapable of supporting himself. This authority is also obliged to take measures to ensure that, should such a worker become disabled or die as a result of his employment, he should be able to support the persons actually supported by him.

Article 16

1. Persons who are required to perform forced or compulsory labor must not be taken to areas where the diet and climate deviate so significantly from the conditions they are used to that their health is endangered; cases of special necessity remain excluded.
2. Under no circumstances should such a transfer of workers be permitted unless all the measures of hygiene and housing necessary for their acclimatization and the protection of their health can be accurately applied.
3. If such a transition is unavoidable, measures for gradual acclimatization to the new diet and climatic conditions should be taken on the basis of competent medical advice.
4. Where such workers are required to perform a regular job they are not used to, steps should be taken to accustom them to it. This includes, in particular, gradual training, regulation of working hours, determination of breaks and any necessary supplementation and improvement of their diet.

Article 17

Before authorizing the use of forced or compulsory labor for construction or maintenance work, which requires workers to remain at the workplace for a long period of time, the competent authority shall satisfy itself that

1. that all necessary measures have been taken to protect the health of workers and to ensure that they receive the necessary medical assistance and, in particular, that a) workers are medically examined before they start work and at specified intervals during their service, b) personnel for health care is available to a sufficient extent, as well as pharmacies, infirmaries, hospitals and material supplies necessary to meet all needs, and c) the health conditions of the workplaces, the supply of drinking water, food, heating fuel and cooking equipment and, where it is necessary to provide sufficient housing and clothing;
2. that appropriate measures have been taken to ensure the subsistence of the workers' families, in particular by facilitating the secure transmission of part of the wages to the family at the request or with the consent of the worker;
3. that workers' travel to and from work is at the expense and responsibility of the administration, which should facilitate travel by making the greatest possible use of all available means of transport;
4. that in the event of illness or accident resulting in incapacity for work of a certain duration, the worker will be repatriated to his homeland at the expense of the administration;
5. i.e. Workers who wish to remain free laborers after the end of forced or compulsory labor are permitted to do so without losing their right to free return home until two years have elapsed.

Article 18

1. Forced or compulsory labor for the carriage of persons or goods, such as portage and boat service, shall be abolished as soon as possible. In the interim, regulations of the competent authorities shall establish, among other things, a) the obligation to use such work only to facilitate official travel by administrative officials, for the carriage of government goods and only in cases of extreme urgency for the carriage of persons other than officials, b) the obligation to use for such carriage only men whose physical fitness has been previously established by medical examination, whenever possible, provided that, should such examination not be possible, the person employing workers of this kind shall submit himself under his responsibility to assure
 2. When determining the maximum limits referred to under c), d) and e) of the previous paragraph, the competent authority must take into account all essential requirements, including the physical development of the population from which the workers are taken, the nature of the area through which you way leads, and the climatic conditions. 3. The competent authority shall also ensure that the regular daily workload of these workers does not exceed a distance corresponding to an average eight-hour workday, taking into account, in addition to the load carried and the distance covered, the condition of the road, the season and all other essential requirements are to be taken into account, and that if additional travel services are required,
- Article 19
 1. The competent authority may authorize compulsory planting only to prevent famine or food shortages, and always on condition that the food or product so obtained remains the property of the person or community that produced it.
 2. Nothing in this Article shall have the effect, where production is based on a community system by law or custom, and the products or the profits from their sale remain the property of the community, as a result of which the members' obligation by law or habit of doing work incumbent on the community.
 - Article 20
Statutory provisions for punishing an entire community for offenses committed by individuals of its members shall not provide for forced or compulsory labor of the community as a punishment.
 - Article 21
In mining, work underground as forced or compulsory labor may not be used.
 - Article 22
The annual reports on the measures taken to implement this Convention, which the ratifying Members are obliged to submit to the International Labor Office under Article 22 of the Constitution of the International Labor Organization, must contain as complete information as possible from all relevant areas on the extent to which compulsory or compulsory work was used, the purposes for which this was done, the sickness and death rates, the working hours, the type of wage payment, the wage rates and all other important information.
 - Article 23
 1. For the effective implementation of the provisions of this Convention, the competent authority shall issue full and clear rules on the use of forced or compulsory labour.
 2. These regulations must include, in particular, provisions which permit any person subjected to forced or compulsory labor to bring before the authorities any grievances



about the working conditions imposed on him and which provide assurances that such grievances will be investigated and verified as to their merits.

- Article 24
In all cases appropriate measures shall be taken to strictly enforce the regulations governing the use of forced or compulsory labour, either by extending the powers of any free labor inspectorate to include the supervision of forced or compulsory labour, or in any other appropriate manner . Measures must also be taken to ensure that the persons who are subjected to forced or compulsory labor become aware of the provisions referred to.
- Article 25
The unjustified imposition of forced or compulsory labor must be punished. Members who ratify this Convention undertake to ensure that penal measures taken are effective and strictly enforced.
- Article 26
 1. The Members of the International Labor Organization which ratify this Convention undertake to apply it to areas subject to their sovereignty, jurisdiction, protectorate, suzerainty, tutel or authority, to the extent they have any right, obligations in respect of such areas to deal with matters of internal administration. However, members wishing to avail themselves of the provisions of Article 35 of the Constitution of the International Labor Organization shall accompany their ratification with a declaration promulgating it
 - a) the territories to which they intend to apply the provisions of this Convention unchanged,
 - b) the areas to which they intend to apply the provisions of this Convention with modifications, specifying the details of those modifications,
 - c) the areas for which they reserve the decision.
 2. The aforesaid declaration shall be deemed to form part of, and have the effects of, ratification. However, Members are free to withdraw, by a subsequent declaration, in whole or in part, the reservations they had made in the original declaration pursuant to the provisions of paragraphs (2) and (3) of the preceding paragraph.
- Article 27
Formal ratifications of this Convention are to be communicated to the Director-General of the International Labor Office for registration in accordance with the provisions of the Constitution of the International Labor Organization.
- Article 28
 1. This Convention binds only those members of the International Labor Organization whose ratification is registered with the International Labor Office.
 2. It shall come into force twelve months after the ratifications of two members have been registered by the Director-General.
 3. Thereafter, this Convention shall come into force for each other Member twelve months after the registration of its ratification.
- Article 29
Once the ratifications of two members of the International Labor Organization have been registered with the International Labor Office, the Director-General of the International Labor Office shall notify all members of the International Labor Organization accordingly. He also



informs them of the registration of ratifications which are later communicated to him by other members of the organization.

· Article 30

1. Any Member which has ratified this Convention may, after a period of ten years from the date on which it first came into force, denounce it by giving notice to the Director-General of the International Labor Office. The termination is entered by this. They only take effect one year after registration with the International Labor Office.
2. Any Member which has ratified this Convention and does not exercise the right of denunciation provided for in this Article within one year after the end of the ten-year period referred to in the preceding paragraph shall remain bound for a further period of five years. Thereafter, it may denounce this Convention after each five-year period in accordance with this Article.

· Article 31

The Governing Body of the International Labor Office shall, whenever it deems necessary, report to the General Conference on the implementation of this Convention and shall consider whether to place on the agenda of the Conference the question of its modification in whole or in part.

· Article 32

1. If the General Conference adopts a new Convention amending the present Convention in whole or in part, the ratification of the revised Convention by a Member shall automatically entail denunciation of the present Convention without regard to the period provided for in Article 30, provided that: the revised Convention has entered into force.
2. From the date of entry into force of the revised Convention, the present Convention can no longer be ratified by the Members.
3. However, the present Convention shall remain in form and substance in force for those Members which have ratified it but not the revised Convention.

· Article 33

The French and English texts of this Convention are equally authoritative.

Convention 105

Abolition of Forced Labor Convention, 1957

This Convention entered into force on January 17, 1959. Venue: Geneva Meeting: 40 The General Conference of the International Labor Organisation, that the Protection of Wages Convention, 1949, provides that wages must be paid at regular intervals and prohibits methods of payment of wages which effectively deprive the worker of the possibility of terminating his employment, has decided to accept various further proposals concerning the abolition of certain Forms of forced or compulsory labor which constitute a violation of human rights referred to in the Charter of the United Nations and promulgated in the Universal Declaration of Human Rights, providing that such applications shall take the form of an international convention must. adopts this twenty-fifth day of June of the year one thousand nine hundred and fifty-seven the following Convention, which may be cited as the Abolition of Forced Labor Convention, 1957: 1949, requiring wages to be paid at regular intervals and prohibiting methods of payment of wages which effectively deprive the worker of the possibility of terminating his employment, has decided to accept various further proposals concerning the

abolition of certain forms of forced or compulsory labour, which constitute a violation of human rights, referred to in the Charter of the United Nations and promulgated in the Universal Declaration of Human Rights, determining that these proposals should take the form of an international convention. adopts this twenty-fifth day of June of the year one thousand nine hundred and fifty-seven the following Convention, which may be cited as the Abolition of Forced Labor Convention, 1957: 1949, requiring wages to be paid at regular intervals and prohibiting methods of payment of wages which effectively deprive the worker of the possibility of terminating his employment, has decided to accept various further proposals concerning the abolition of certain forms of forced or compulsory labour, which constitute a violation of human rights, referred to in the Charter of the United Nations and promulgated in the Universal Declaration of Human Rights, determining that these proposals should take the form of an international convention. adopts this twenty-fifth day of June of the year one thousand nine hundred and fifty-seven the following Convention, which may be cited as the Abolition of Forced Labor Convention, 1957: that wages must be paid at regular intervals, and prohibits methods of payment of wages which effectively deprive the worker of the possibility of terminating his employment, has decided to accept various further proposals concerning the abolition of certain forms of forced or compulsory labor which constitute a violation of human rights referred to in the Charter of the United Nations and proclaimed in the Universal Declaration of Human Rights, determining that these proposals should take the form of an international convention. adopts this twenty-fifth day of June of the year one thousand nine hundred and fifty-seven the following Convention, which may be cited as the Abolition of Forced Labor Convention, 1957: that wages must be paid at regular intervals, and prohibits methods of payment of wages which effectively deprive the worker of the possibility of terminating his employment, has decided to accept various further proposals concerning the abolition of certain forms of forced or compulsory labor which constitute a violation of human rights referred to in the Charter of the United Nations and proclaimed in the Universal Declaration of Human Rights, determining that these proposals should take the form of an international convention. adopts this twenty-fifth day of June of the year one thousand nine hundred and fifty-seven the following Convention, which may be cited as the Abolition of Forced Labor Convention, 1957: which in fact deprive the worker of the possibility of terminating his employment, has decided to accept various other proposals concerning the abolition of certain forms of forced or compulsory labor which constitute a violation of human rights referred to in the United Nations Charter and proclaimed in the Universal Declaration of Human Rights, determining that these proposals should take the form of an international convention. adopts this twenty-fifth day of June of the year one thousand nine hundred and fifty-seven the following Convention, which may be cited as the Abolition of Forced Labor Convention, 1957: which in fact deprive the worker of the possibility of terminating his employment, has decided to accept various other proposals concerning the abolition of certain forms of forced or compulsory labor which constitute a violation of human rights referred to in the United Nations Charter and proclaimed in the Universal Declaration of Human Rights, determining that these proposals should take the form of an international convention. adopts this twenty-fifth day of June of the year one thousand nine hundred and fifty-seven the following Convention, which may be cited as the Abolition of Forced Labor Convention, 1957: to adopt various other motions relating to the abolition of certain forms of forced or compulsory labor which constitute a violation of human rights, referred to in the Charter of the United Nations and promulgated in the Universal Declaration of Human Rights, thereby determining that these proposals should take the form of an international convention. adopts this twenty-fifth day of June of the year one thousand nine hundred and fifty-seven the following Convention, which may be cited as the Abolition of Forced Labor Convention, 1957: to adopt various other motions relating to the abolition of certain forms of forced or compulsory labor which constitute a violation of human rights, referred to in the Charter of the United Nations and promulgated in

the Universal Declaration of Human Rights, thereby determining that these proposals should take the form of an international convention. adopts this twenty-fifth day of June of the year one thousand nine hundred and fifty-seven the following Convention, which may be cited as the Abolition of Forced Labor Convention, 1957: that these proposals should take the form of an international convention. adopts this twenty-fifth day of June of the year one thousand nine hundred and fifty-seven the following Convention, which may be cited as the Abolition of Forced Labor Convention, 1957: that these proposals should take the form of an international convention. adopts this twenty-fifth day of June of the year one thousand nine hundred and fifty-seven the following Convention, which may be cited as the Abolition of Forced Labor Convention, 1957:

- article 1
Any Member of the International Labor Organization which ratifies this Convention undertakes to eliminate and not to use in any form forced or compulsory labour
 - a) as a means of political coercion or political education, or as punishment for persons who hold or express certain political views or who profess ideological opposition to the existing political, social or economic order;
 - b) as a method of recruiting and using labor for purposes of economic development;
 - c) as a measure of labor discipline;
 - d) as punishment for participating in strikes;
 - e) as a measure of racial, social, national or religious discrimination.

- Article 2
Any Member of the International Labor Organization which ratifies this Convention undertakes to take effective measures for the immediate and complete abolition of forced or compulsory labor referred to in Article 1 of this Convention.

- Article 3
Formal ratifications of this Convention shall be communicated to the Director-General of the International Labor Office for registration.

- Article 4
 1. This Convention binds only those Members of the International Labor Organization whose ratification has been recorded by the Director-General.
 2. It shall come into force twelve months after the ratifications of two members have been registered by the Director-General.
 3. Thereafter, this Convention shall come into force for each Member twelve months after the registration of its ratification.

- Article 5
 1. Any Member which has ratified this Convention may, after a period of ten years from the date on which it first came into force, denounce it by giving notice to the Director-General of the International Labor Office. The termination is entered by this. They only take effect one year after registration.
 2. Any Member which has ratified this Convention and does not exercise the right of denunciation provided for in this Article within one year after the end of the ten-year period referred to in the preceding paragraph shall remain bound for a further period of ten years. Thereafter, it may denounce this Convention after each ten-year period in accordance with this article.



- Article 6
 1. The Director-General of the International Labor Office shall notify all members of the International Labor Organization of the registration of all ratifications and denunciations communicated to him by the members of the organization.
 2. The Director-General, when notifying the members of the Organization of the registration of the second ratification which is notified to him, shall draw his attention to the date on which this Convention shall come into force.

- Article 7

The Director-General of the International Labor Office shall transmit to the Secretary-General of the United Nations, for registration under Article 102 of the Charter of the United Nations, complete information of all ratifications and denunciations he has registered under the preceding Articles.

- Article 8

The Governing Body of the International Labor Office shall, whenever it deems necessary, report to the General Conference on the implementation of this Convention and shall consider whether to place on the agenda of the Conference the question of its modification in whole or in part.

- Article 9
 1. If the Conference adopts a new Convention amending the present Convention in whole or in part, and the new Convention does not provide otherwise, the following provisions shall apply:
 - a) The ratification of the revised Convention by a Member shall automatically entail the immediate denunciation of this Convention without regard to Article 5, provided that the revised Convention has entered into force.
 - b) From the date of entry into force of the revised Convention, the present Convention can no longer be ratified by the Members.
 - c) However, the present Convention shall remain in force, in form and substance, in any event for those Members which have ratified it but not the revised Convention.

- Article 10

The French and English texts of this Convention are equally authoritative.

abolition of child labour

Convention 182

The Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor Convention, 1999

This agreement entered into force on November 19, 2000.

Location: Geneva

Conference: 87

Table of ratifications

Recalls the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, adopted by the International Labor Conference at its 86th Session in 1998, Recalls that some of



the worst forms of child labor are the subject of other international instruments, notably the Forced Labor Convention, 1930, and the United Nations Supplementary Convention for the Abolition of Slavery, the Slave Trade and Institutions and Practices Similar to Slavery, 1956, has decided to adopt various motions relating to child labour, a question which forms the fourth item on its agenda, and Having determined that these proposals shall take the form of an international convention. The conference takes place today, June 17, 1999,

- article 1
Each Member which ratifies this Convention shall take prompt and effective action to ensure that the worst forms of child labor are prohibited and eliminated as a matter of urgency.
- Article 2
For the purposes of this Convention, the term "child" includes any person under the age of 18.
- Article 3
For the purposes of this Convention, the expression "the worst forms of child labor" includes:
 - a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and servitude, and forced or compulsory labour, including the forced or compulsory recruitment of children for use in armed conflict;
 - b) soliciting, procuring or offering a child for prostitution, for the production of pornography or for pornographic performances;
 - c) Attracting, providing or offering a child for illicit activities, in particular for the production and trafficking of drugs, as defined in relevant international instruments;
 - d) Work which, by its nature or the circumstances in which it is performed, is likely to be harmful to the health, safety or morals of children.
- Article 4
 1. The types of work referred to in Article 3(d) shall be determined by national legislation or by the competent authority after consultation with the relevant employers' and workers' organizations, taking into account the relevant international standards, in particular paragraphs 3 and 3 4 of the Worst Forms of Child Labor Recommendation, 1999.
 2. The competent authority shall, after consultation with the employers' and workers' organizations concerned, identify where the types of work so identified occur.
 3. The list of types of work determined in accordance with paragraph 1 of this Article shall be periodically reviewed and, if necessary, revised by the competent authority in consultation with the relevant employers' and workers' organizations.
- Article 5
Each Member, in consultation with employers' and workers' organizations, shall establish or designate appropriate mechanisms for supervising the implementation of the provisions implementing this Convention.
- Article 6



1. Each Member shall plan and implement programs of action to prioritize the elimination of the worst forms of child labor.
2. Such programs of action should be planned and implemented in consultation with relevant government agencies and employers' and workers' organizations, taking into account, where appropriate, the views of other relevant groups.

· Article 7

1. Each Member shall take all necessary measures to ensure the effective implementation and enforcement of the provisions implementing this Convention, including the determination and application of criminal penalties or other coercive measures, as appropriate.
2. Each member shall take effective action, bearing in mind the importance of schooling in the elimination of child labour within a certain period to meet to:
 - a) to prevent the use of children in the worst forms of child labour;
 - b) to provide the necessary and appropriate immediate support for the removal of children from the worst forms of child labor and for their rehabilitation and social inclusion;
 - c) to ensure that all children extracted from the worst forms of child labor have access to free basic education and, whenever possible and appropriate, to vocational training;
 - d) identify and reach out to particularly vulnerable children; and
 - e) to take into account the special situation of girls.
3. Each Member shall designate the competent authority responsible for the implementation of the provisions implementing this Agreement.

· Article 8

Members shall take appropriate steps to assist one another in the implementation of the provisions of this Convention through increased international cooperation and/or assistance, including support for social and economic development, poverty eradication programs and universal education.

· Article 9

Formal ratifications of this Convention shall be communicated to the Director-General of the International Labor Office for registration.

· Article 10

1. This Convention binds only those Members of the International Labor Organization whose ratification has been registered by the Director-General of the International Labor Office.
2. It shall come into force twelve months after the ratifications of two members have been registered by the Director-General.
3. Thereafter, this Convention shall come into force for each Member twelve months after the registration of its ratification.

· Article 11

1. Any Member which has ratified this Convention may, after a period of ten years from the date of its initial entry into force, denounce it by formal notice to the Director-



General of the International Labor Office. The termination is entered by this. It only becomes effective one year after registration.

2. Any Member which has ratified this Convention and does not exercise the right of denunciation provided for in this Article within one year after the end of the ten years referred to in paragraph 1 shall remain bound for a further ten years. Thereafter, it may denounce this Convention after each ten-year period in accordance with this article.

· Article 12

1. The Director-General of the International Labor Office shall notify all members of the International Labor Organization of the registration of all ratifications and denunciations communicated to him by the members of the organization.
2. The Director-General shall, when notifying the members of the Organization of the registration of the second ratification which is notified to him, draw the attention of the date on which this Convention shall come into force.

· Article 13

The Director-General of the International Labor Office shall transmit complete information to the Secretary-General of the United Nations for registration under Article 102 of the Charter of the United Nations of all ratifications and denunciations he has registered under the preceding Articles.

· Article 14

The Governing Body of the International Labor Office shall, whenever it considers it necessary, report to the General Conference on the implementation of this Convention and consider whether to place the question of its total or partial revision on the agenda of the Conference.

· Article 15

1. If the Conference adopts a new Convention revising the present Convention in whole or in part, and the new Convention does not provide otherwise, the following shall apply:
 - a) Notwithstanding Article 11, the ratification of the revised Convention by a Member shall automatically have the effect of an immediate denunciation of the present Convention once the revised Convention has entered into force.
 - b) From the date of entry into force of the revised Convention, the present Convention can no longer be ratified by the Members.
2. In any event, the present Convention shall remain in force and effect in form and in substance for those Members which have ratified it but not the revised Convention.

· Article 16

The French and English texts of this Convention are equally authentic.

Convention 138

Minimum Age Convention for Admission to Employment, 1973

This Convention entered into force on June 19, 1976. Venue: Geneva Meeting:58

the Minimum Age (Sea Works) Convention, Amended, 1936, the Minimum Age (Commercial Works) Convention, Amended, 1937, the Minimum Age (Non-Commercial Works) Convention, Amended, 1937, the Minimum Age (Fishermen) Convention, 1959, and the Minimum Age (Underground Works) Convention, 1965, believes that the time has come for a general instrument to be drawn up on the subject, which would gradually replace the existing Conventions applicable to limited sectors of the economy in order to achieve the complete abolition of child labour and determined that this instrument should take the form of an international convention. adopts this twenty-sixth day of June of the year one thousand nine hundred and seventy-three the following Convention,

· article 1

Each Member for which this Convention is in force undertakes to pursue a national policy designed to ensure the effective abolition of child labor and to progressively raise the minimum age for admission to employment or work to a level at which: the full physical and mental development of young people is ensured.

· Article 2

1. Each Member which ratifies this Convention shall, in a declaration accompanying its instrument of ratification, indicate a minimum age for admission to employment or work on its territory and on the means of transport incorporated in its territory; subject to Articles 4 to 8 of this Convention, no one shall be admitted to employment or work in any profession before that age.
2. Any Member which has ratified this Convention may subsequently notify the Director-General of the International Labor Office, by further declarations, that it fixes a minimum age higher than that previously stated.
3. The minimum age to be declared pursuant to paragraph 1 of this Article shall not be less than the age at which compulsory education ends and in any case not less than 15 years.
4. Notwithstanding the provisions of paragraph 3 of this Article, a Member whose economy and educational facilities are insufficiently developed may initially declare a minimum age of 14 years, after consultation with employers' and workers' organizations, where such exist.
5. Any Member which has declared a minimum age of 14 years in accordance with the provisions of the preceding paragraph shall state in its reports on the implementation of this Convention required under Article 22 of the Constitution of the International Labor Organization:
 - a) that the reasons for this persist or
 - b) that from a certain point in time it will refrain from further benefiting from the relevant provisions.

· Article 3

1. The minimum age for admission to employment or work which, by its nature or the conditions under which it is carried out, is likely to be dangerous to the life, health or morals of young people shall not be less than 18 years.
2. The types of employment or work to which paragraph 1 of this article applies shall be determined by national legislation or the competent authority after consultation with the employers' and workers' organizations concerned, where such exist.
3. Notwithstanding the provisions of paragraph 1 of this Article, national legislation or the competent authority, after consulting the employers' and workers' organizations concerned, where such exist, may authorize employment or work from the age of 16



provided that life, health and the morals of the juveniles concerned are fully protected and the juveniles have received appropriate relevant instruction or professional training in the relevant industry.

Article 4

1. To the extent necessary, the competent authority, after consulting the employers' and workers' organizations concerned, where such exist, may exclude from the application of this Convention limited categories of employment or work for which special problems of major importance arise in connection with the implementation.
2. Each Member which ratifies this Convention shall, in its first report which it is required to submit pursuant to Article 22 of the Constitution of the International Labor Organization on the implementation of the Convention, indicate the categories of employment or work which may be required by virtue of paragraph 1 of this Article of have been excluded from application, giving the reasons for their exclusion, and to state in subsequent reports the state of its law and practice in relation to the excluded categories and to indicate the extent to which the Convention has been or will be complied with in relation to those categories target.
3. Nothing in this Article shall authorize any employment or work referred to in Article 3 of this Convention to be exempted from the application of this Convention.

Article 5

1. A Member whose economy and administrative institutions are insufficiently developed may, after consultation with the employers' and workers' organizations concerned, where such exist, initially limit the scope of this Convention.
2. Each Member which has recourse to the provisions of paragraph 1 of this Article shall, in a declaration accompanying its instrument of ratification, indicate the industries or modes of operation to which it will apply the provisions of the Convention.
3. The scope of this Convention shall include at least: industries for the extraction of raw materials; processing industries; construction and public works; electricity, gas and water; sanitary services; transport, storage and communication; Plantations and other primarily commercial farms, other than family or small farms, whose produce is for local consumption and does not employ regular hired labour.
4. Any Member which has limited the scope of this Convention in accordance with this Article,
 - a) shall, in its reports to be submitted pursuant to Article 22 of the Constitution of the International Labor Organization, indicate the general situation relating to the employment or work of young people and children in the economic sectors excluded from the scope of this Convention and indicate the extent to which progress has been made towards a fuller application of the provisions of the Convention have been achieved;
 - b) may at any time extend the scope by formal declaration addressed to the Director General of the International Labor Office.

Article 6

This Convention shall not apply to work carried out by children and young people in general, vocational or technical schools or other educational establishments, or by persons aged 14 or over in enterprises, provided that such work is carried out under conditions the competent body after hearing the employers' and employees' associations involved, insofar as such exist, and form an integral part

- a) an education or training course for which a school or training institution has primary responsibility;
- b) a training program recognized by the competent authority, which is carried out predominantly or exclusively in a company; or
- c) a counseling or guidance program designed to facilitate the choice of a profession or course of study.

Article 7

1. National legislation may permit persons aged 13 to 15 to be employed in light work or to carry out such work, provided that such work
 - a) are not expected to be harmful to their health or development; and
 - b) are not of such a nature as to interfere with their attendance at school, their participation in vocational guidance or training programs approved by the competent authority, or their ability to follow classes with benefit.
2. National legislation may also permit persons who are at least 15 years of age but still required to attend school to be employed in or to carry out work which satisfies the requirements of paragraph 1 (a) and (b) of this Article.
3. The competent authority shall determine the activities in which employment or work may be permitted under paragraphs 1 and 2 of this Article and shall prescribe the number of hours for such employment or work and the conditions under which it may be exercised.
4. Notwithstanding the provisions of paragraphs 1 and 2 of this Article, a Member who has availed itself of the provisions of paragraph 4 of Article 2 may, for the duration of such availment, in lieu of the ages of 13 and 15 referred to in paragraph 1 of this Article, be 12 and 14 years and replace the age of 15 in paragraph 2 of this Article with 14 years.

Article 8

1. After hearing the employers' and workers' organizations concerned, where such organizations exist, the competent authority may allow exceptions to the prohibition on employment or work provided for in Article 2 of this Convention in individual cases, for example for the purpose of participation in artistic events.
2. Such permits shall limit the hours of such employment or work and prescribe the conditions under which it may be performed.

Article 9

1. The competent authority shall take all necessary measures, including appropriate coercive measures, to ensure the effective implementation of the provisions of this Convention.
2. National legislation or the competent authority shall designate the persons responsible for compliance with the provisions made to implement the Convention.
3. National legislation or the competent authority shall determine the records or other documents to be kept and made available by the employer; these records or documents shall contain the name, age or date of birth, duly certified where possible, of persons under the age of 18 employed by him or working for him.

Article 10

1. This Convention amends the following Conventions in accordance with the provisions of this Article: Minimum Age in Industrial Establishments Convention, 1919, Minimum Age (Sea Work) Convention, 1920, Minimum Age (Agriculture) Convention, 1921, Minimum Age (Coal pullers and stokers), 1921, Minimum Age (Non-Commercial Works)

Convention, 1932, Minimum Age (Sea Works) Convention, Amended, 1936, Minimum Age (Industry) Convention, 1937, Amended Minimum Age (Non-Commercial Works) Convention), 1937, Minimum Age (Fishermen) Convention, 1959, and Minimum Age (Underground Works) Convention, 1965.

2. The entry into force of this Convention does not preclude further ratifications of the following Conventions: Minimum Age (Sea Work) Convention, 1936 Amended, Minimum Age (Commerce) Convention, 1937 Amended, Minimum Age (Non-Commercial Work) Convention, 1937 Amended Convention Minimum Age (Fishermen) Convention, 1959 and Minimum Age (Underground Works) Convention, 1965.
3. The Minimum Age in Industrial Establishments Convention, 1919, the Minimum Age (Sea Work) Convention, 1920, the Minimum Age (Agriculture) Convention, 1921, and the Minimum Age (Coalmen and Stokers) Convention, 1921 shall no longer be ratified after all Members which have acceded to them have given their consent thereto by ratifying this Convention or by a declaration transmitted to the Director-General of the International Labor Office.
4. The acceptance of the obligations under this Convention
 - a) by a Member which has ratified the Minimum Age (Industry) Convention, 1937, Amended, and designating a minimum age not less than 15 years in accordance with Article 2 of that Convention, shall automatically entail the immediate denunciation of the aforesaid Convention,
 - b) in relation to non-commercial work covered by the Minimum Age (Non-commercial Works) Convention, 1932, by a Member which has ratified that Convention, automatically entails the immediate denunciation of the aforesaid Convention,
 - c) in respect of non-commercial work covered by the Minimum Age (Non-Commercial Works) Convention, 1937 Amended, by a Member which has ratified that Convention and specifies a minimum age not less than 15 years in accordance with Article 2 of that Convention, shall without further ado exclude the immediate denunciation of the aforementioned agreement,
 - d) in respect of maritime employment, by a Member which has ratified the Minimum Age (Work at Sea) Convention, 1936, Amended, and, in accordance with Article 2 of that Convention, specifies a minimum age not less than 15 years or specifies that Article 3 of this Convention applies to employment in the sea, automatically implies the immediate denunciation of the aforesaid Convention,
 - e) in relation to employment in sea fishing, by a Member which has ratified the Minimum Age (Fishermen) Convention, 1959, and specifies a minimum age not less than 15 years in accordance with Article 2 of that Convention, or specifies that Article 3 of that Convention applies to employment in sea fishing, automatically entails the immediate denunciation of the aforementioned Convention,
 - f) by a Member which has ratified the Minimum Age (Underground Works) Convention, 1965, and designates, in accordance with Article 2 of that Convention, a minimum age not less than the minimum age specified under that Convention, or designates that such age is in accordance with Article 3 of this Convention applicable to employment in underground mines automatically entails the immediate denunciation of the aforesaid Convention provided that this Convention has entered into force.
5. The acceptance of the obligations under this Convention
 - a) involves the denunciation of the Minimum Age in Industrial Establishments Convention, 1919, pursuant to Article 12 of that Convention,
 - b) in relation to agriculture, the denunciation of the Minimum Age (Agriculture) Convention, 1921, pursuant to Article 9 of that Convention, entails:



c) in relation to employment in seagoing, involves denunciation of the Minimum Age (Sea Work) Convention, 1920, pursuant to Article 10 of that Convention, and the Minimum Age (Coalmen and Stokers) Convention, 1921, pursuant to Article 12 of that Convention, provided that this Convention has entered into force.

- Article 11
Formal ratifications of this Convention shall be communicated to the Director-General of the International Labor Office for registration.
- Article 12
 1. This Convention binds only those Members of the International Labor Organization whose ratification has been recorded by the Director-General.
 2. It shall come into force twelve months after the ratifications of two members have been registered by the Director-General.
 3. Thereafter, this Convention shall come into force for each Member twelve months after the registration of its ratification.
- Article 13
 1. Any Member which has ratified this Convention may, after a period of ten years from the date on which it first came into force, denounce it by giving notice to the Director-General of the International Labor Office. The termination is entered by this. They only take effect one year after registration.
 2. Any Member which has ratified this Convention and does not exercise the right of denunciation provided for in this Article within one year after the end of the ten-year period referred to in the preceding paragraph shall remain bound for a further period of ten years. Thereafter, it may denounce this Convention after each ten-year period in accordance with this article.
- Article 14
 1. The Director-General of the International Labor Office shall notify all members of the International Labor Organization of the registration of all ratifications and denunciations communicated to him by the members of the organization.
 2. The Director-General, when notifying the members of the Organization of the registration of the second ratification which is notified to him, shall draw his attention to the date on which this Convention shall come into force.
- Article 15
The Director-General of the International Labor Office shall transmit complete information to the Secretary-General of the United Nations for registration under Article 102 of the Charter of the United Nations of all ratifications and denunciations he has registered under the preceding Articles.
- Article 16
The Governing Body of the International Labor Office shall, whenever it deems necessary, report to the General Conference on the implementation of this Convention and shall consider whether to place on the agenda of the Conference the question of its modification in whole or in part.
- Article 17

1. If the Conference adopts a new Convention amending the present Convention in whole or in part, and the new Convention does not provide otherwise, the following provisions shall apply:
 - a) Ratification of the revised Convention by a Member shall automatically entail the immediate denunciation of this Convention without regard to Article 13, provided that the revised Convention has entered into force.
 - b) From the date of entry into force of the revised Convention, the present Convention can no longer be ratified by the Members.
2. However, the present Convention shall remain in force, in form and substance, in any event for those Members which have ratified it but not the revised Convention.

Article 18

The French and English texts of this Convention are equally authoritative.

Prohibition of discrimination in employment and occupation

Convention 111

Discrimination in Employment and Occupation Convention, 1958

This Convention entered into force on June 15, 1960. Venue: Geneva Meeting: 42

The General Conference of the International Labor Organisation, convened in Geneva by the Governing Body of the International Labor Office and which met for its forty-second session on June 4, 1958, decided to adopt various motions concerning discrimination in employment and occupation, a question to be discussed in the fourth subject of its agenda, determining that these motions should take the form of an international convention. Considering that the Philadelphia Declaration affirms that all human beings, regardless of race, creed or sex, have the right to seek material well-being and intellectual development with freedom and dignity, economic security and equal conditions of advantage, that, further, discrimination means a violation of rights set forth in the Universal Declaration of Human Rights, adopts this twenty-fifth day of June of the year one thousand nine hundred and fifty-eight the following Convention, which may be cited as the Discrimination (Employment and Occupation) Convention, 1958: becomes.

article 1

1. For the purposes of this Convention, "discrimination" means
 - a) any distinction, exclusion or preference made on the basis of race, colour, sex, creed, political opinion, national origin or social origin which has the effect of prejudice to equality of opportunity or treatment in employment or annul or impair occupation;
 - b) any other distinction, exclusion or preference tending to abolish or prejudice equality of opportunity or treatment in employment or occupation, and made by the Member concerned, after consultation with the relevant employers' and workers' organizations, where such exist, and other appropriate organizations places is determined.
2. A distinction, exclusion or preference in relation to a particular employment, which is based on the requirements of that employment, is not considered discrimination.
3. For the purposes of this Convention, the terms "employment" and "occupation" include admission to vocational training, employment and individual occupations, and conditions of employment.

Article 2

Each Member for which this Convention is in force undertakes to establish and pursue a national policy aimed at promoting, by methods adapted to national conditions and practice, equality of opportunity and treatment in respect of employment and to promote the profession in order to eliminate any discrimination in this area.

· Article 3

Each Member for which this Convention is in force undertakes, by methods adapted to national conditions and practice,

- a) to seek cooperation with employers' and workers' organizations and other appropriate bodies to promote acceptance and compliance with this policy;
- b) enact laws and support educational programs that may be deemed appropriate to ensure acceptance of and compliance with this Policy;
- c) repeal any statutory provision and amend any administrative regulation or practice that is inconsistent with this policy;
- d) to comply with this policy in relation to employment under the direct supervision of a government agency;
- e) to ensure compliance with this policy in relation to the activities of vocational guidance, training and employment services and institutions subject to the supervision of a public authority;
- f) to announce in its annual reports on the implementation of the Convention the measures taken in accordance with this policy and the results achieved.

· Article 4

Measures taken against a person who has reasonable grounds for suspecting or who actually engages in activities contrary to state security shall not be regarded as discrimination, provided that the person concerned has the right of appeal to a competent authority established in the customary manner of the country is open.

· Article 5

1. The special measures of protection or assistance provided for in other Conventions or Recommendations of the International Labor Conference shall not constitute discrimination.
2. Any Member may, after consulting the relevant employers' and workers' organizations, where such exist, declare that other special measures shall not be regarded as discrimination, provided they are aimed at meeting the special needs of persons who, on grounds of sex, age, disability, family responsibilities, or social or cultural status are recognized as being in need of special protection or assistance.

· Article 6

Each Member which ratifies this Convention undertakes to apply it to non-metropolitan territories in accordance with the provisions of the Constitution of the International Labor Organization.

· Article 7

Formal ratifications of this Convention shall be communicated to the Director-General of the International Labor Office for registration.

· Article 8

1. This Convention binds only those Members of the International Labor Organization whose ratification has been recorded by the Director-General.



2. It shall come into force twelve months after the ratifications of two members have been registered by the Director-General.
3. Thereafter, this Convention shall come into force for each Member twelve months after the registration of its ratification.

· Article 9

1. Any Member which has ratified this Convention may, after a period of ten years from the date on which it first came into force, denounce it by giving notice to the Director-General of the International Labor Office. The termination is entered by this. They only take effect one year after registration.
2. Any Member which has ratified this Convention and does not exercise the right of denunciation provided for in this Article within one year after the end of the ten-year period referred to in the preceding paragraph shall remain bound for a further period of ten years. Thereafter, it may denounce this Convention after each ten-year period in accordance with this article.

· Article 10

1. The Director-General of the International Labor Office shall notify all members of the International Labor Organization of the registration of all ratifications and denunciations communicated to him by the members of the organization.
2. The Director-General, when notifying the members of the Organization of the registration of the second ratification which is notified to him, shall draw his attention to the date on which this Convention shall come into force.

· Article 11

The Director-General of the International Labor Office shall transmit complete information to the Secretary-General of the United Nations for registration under Article 102 of the Charter of the United Nations of all ratifications and denunciations he has registered under the preceding Articles.

· Article 12

The Governing Body of the International Labor Office shall, whenever it deems necessary, report to the General Conference on the implementation of this Convention and shall consider whether to place on the agenda of the Conference the question of its modification in whole or in part.

· Article 13

1. If the Conference adopts a new Convention amending the present Convention in whole or in part, and the new Convention does not provide otherwise, the following provisions shall apply:
 - a) Ratification of the Revised Convention by a Member shall automatically entail the immediate denunciation of this Convention without regard to Article 9, provided that the Revised Convention has entered into force.
 - b) From the date of entry into force of the revised Convention, the present Convention can no longer be ratified by the Members.
2. However, the present Convention shall remain in force, in form and substance, in any event for those Members which have ratified it but not the revised Convention.

· Article 14

The French and English texts of this Convention are equally authoritative.

Occupational health and safety

Convention 100

Equal Remuneration Convention for Men and Women Workers for Work of Equal Value, 1951

This Convention entered into force on May 23, 1953.

Location: Geneva

Conference:34

The General Conference of the International Labor Organisation, convened in Geneva by the Governing Body of the International Labor Office and which met for its thirty-fourth session on June 6, 1951, decided to adopt various proposals concerning the principle of equal remuneration for men and women workers for work of equal value, a question forming the seventh item on its agenda, determining that these motions should take the form of an international convention. adopts this twenty-ninth day of June of the year one thousand nine hundred and fifty-one the following Convention, which may be cited as the Equal Remuneration Convention, 1951:

- article 1

For the purposes of this Convention, the following definitions apply:

- a) The term "remuneration" includes the usual wage, basic or minimum wage or salary, basic or minimum salary and any additional remuneration which the employer is obliged to pay, directly or indirectly, in cash or in kind, to the employee as a result of the employment relationship .
- b) The phrase "equal pay for male and female workers for work of equal value" refers to rates of pay that are set without regard to gender differences.

- Article 2

1. Each Member shall, by means consistent with existing procedures for determining rates of pay, promote and, to the extent consistent with those procedures, ensure the application to all workers of the principle of equal remuneration for male and female workers for work of equal value.
2. This principle can be realized by
 - a) the national legislation,
 - b) legally created or recognized institutions for determining wages,
 - c) Collective labor agreements between employers and employees or
 - d) a combination of these different means.

- Article 3

1. If this facilitates the application of this Convention, measures shall be taken which serve to objectively evaluate the employment on the basis of the work performance required.
2. The methods to be used in this assessment may be determined either by the bodies responsible for setting rates or, where rates are set under collective agreements, by the contracting parties.
3. Differences in pay rates which correspond to such objectively determined differences in work performance, regardless of the sex of the worker, are not to be regarded as a violation of the principle of equal pay for men and women workers for work of equal value.

- Article 4

Each Member shall cooperate as appropriate with the employers' and workers' organizations concerned in the implementation of the provisions of this Convention.



- Article 5
Formal ratifications of this Convention shall be communicated to the Director-General of the International Labor Office for registration.
- Article 6
 1. This Convention binds only those Members of the International Labor Organization whose ratification has been recorded by the Director-General.
 2. It shall come into force twelve months after the ratifications of two members have been registered by the Director-General.
 3. Thereafter, this Convention shall come into force for each Member twelve months after the registration of its ratification.
- Article 7
 1. In the declarations sent to the Director-General of the International Labor Office pursuant to Article 35, paragraph 2, of the Constitution of the International Labor Organisation, the Member concerned shall indicate the areas
 - a) for which it accepts the obligation to implement the provisions of the Convention without change,
 - b) for which it accepts the obligation to implement the provisions of the Convention with derogations, specifying the details of those derogations,
 - c) where the Convention cannot be implemented and, if so, the reasons
 - d) for which the decision is reserved pending a further examination of the situation in relation to the areas concerned.
 2. The obligations under paragraphs 1 a) and b) of this Article shall be deemed to form part of, and have the effect of, ratification.
 3. Any Member may at any time, by a subsequent declaration, withdraw, in whole or in part, the reservations communicated in the original declaration referred to in paragraphs 1(b), (c) and (d) of this Article.
 4. Any Member may, at any time when the Convention may be denounced under article 9, transmit to the Director-General a declaration otherwise modifying the substance of any previous declaration and specifying the situation in specific areas at that time.
- Article 8
 1. Declarations sent to the Director-General of the International Labor Office pursuant to Article 35, paragraphs 4 and 5, of the Constitution of the International Labor Organization shall state whether the Convention is being implemented in the area concerned with or without derogations; if the declaration indicates that the Convention is being implemented with derogations, the details of those derogations shall be given.
 2. The Member or Members concerned or International Authority concerned may at any time by a later declaration waive, in whole or in part, the right to benefit from any derogation notified in a previous declaration.
 3. At any time when this Agreement may be denounced under Article 9, the Member or Members concerned or the international authority concerned may transmit to the Director-General a declaration otherwise modifying the substance of any previous declaration and modifying the content of the relevant the current situation regarding the implementation of this Convention.
- Article 9
 1. Any Member which has ratified this Convention may, after a period of ten years from the date on which it first came into force, denounce it by giving notice to the Director-

General of the International Labor Office. The termination is entered by this. They only take effect one year after registration.

2. Any Member which has ratified this Convention and does not exercise the right of denunciation provided for in this Article within one year after the end of the ten-year period referred to in the preceding paragraph shall remain bound for a further period of ten years. Thereafter, it may denounce this Convention after each ten-year period in accordance with this article.

· Article 10

1. The Director-General of the International Labor Office shall give notice to all members of the International Labor Organization of the registration of all ratifications, declarations and denunciations communicated to him by the members of the organization.
2. The Director-General, when notifying the members of the Organization of the registration of the second ratification which is notified to him, shall draw his attention to the date on which this Convention shall come into force.

· Article 11

The Director-General of the International Labor Office shall transmit complete information to the Secretary-General of the United Nations for registration under Article 102 of the Charter of the United Nations of all ratifications, declarations and denunciations he has registered under the preceding Articles.

· Article 12

The Governing Body of the International Labor Office shall, whenever it deems necessary, report to the General Conference on the implementation of this Convention and shall consider whether to place on the agenda of the Conference the question of its modification in whole or in part.

· Article 13

1. If the Conference adopts a new Convention amending the present Convention in whole or in part, and the new Convention does not provide otherwise, the following provisions shall apply:
 - a) Ratification of the Revised Convention by a Member shall automatically entail the immediate denunciation of this Convention without regard to Article 9, provided that the Revised Convention has entered into force.
 - b) From the date of entry into force of the revised Convention, the present Convention can no longer be ratified by the Members.
2. However, the present Convention shall remain in force, in form and substance, in any event for those Members which have ratified it but not the revised Convention.

· Article 14

The French and English texts of this Convention are equally authoritative.

Convention 155

Safety and Health at Work Convention, 1981

This Convention entered into force on August 11, 1983.

Location: Geneva

Conference: 67

The General Conference of the International Labor Organisation, convened in Geneva by the Governing Body of the International Labor Office and which met for its sixty-seventh session on June 3, 1981, decided to adopt various motions relating to occupational safety and health and the working environment, a question forming the sixth item on its agenda and determined that these proposals should take the form of an international convention. adopts this twenty-second day of June of the year one thousand nine hundred and eighty-one the following Convention, which may be cited as the Occupational Safety and Health Convention, 1981:

Part I. Scope and Definitions

- article 1
 1. This agreement applies to all sectors of the economy.
 2. A Member which ratifies this Convention may, after consulting the representative organizations of employers and workers concerned as soon as possible, exclude from its application, in whole or in part, certain sectors of the economy, such as shipping or fisheries, where particular problems of major importance thereby arise.
 3. Each Member which ratifies this Convention shall indicate in its first report on the implementation of the Convention which it is required to submit pursuant to Article 22 of the Constitution of the International Labor Organization the branches which, if any, have been excluded from application by virtue of paragraph 2 of this Article stating the reasons for their exclusion and the measures taken to provide adequate protection for workers in the excluded branches, and to state in subsequent reports what progress has been made towards wider application.

- Article 2
 1. This Convention applies to all workers in the industries covered.
 2. A Member which ratifies this Convention, after consulting the representative organizations of employers and workers concerned as soon as possible, may exclude from its application, in whole or in part, limited categories of workers where there are particular difficulties in doing so.
 3. Each Member which ratifies this Convention shall, in its first report which it is required to submit under Article 22 of the Constitution of the International Labor Organization on the implementation of the Convention, indicate the limited categories of workers which may be excluded from the application have been excluded, giving the reasons for their exclusion, and to indicate in subsequent reports what progress has been made towards wider application.

- Article 3

For the purposes of this Agreement

 - a) the term "sectors of the economy" includes all areas in which workers are employed, including the public service;
 - b) the term "employee" includes all employees, including public employees;
 - c) the term "workplace" includes all places where employees have to stay or go because of their work and which are under the direct or indirect control of the employer;
 - d) the term "regulations" includes all provisions which the competent authority(ies) have (have) given the force of law;

- e) In the context of work, the term "health" means not only the absence of disease or infirmity, but also includes those physical and mental factors which affect health and which are directly related to safety and health at work work stand.

Part II. Principles of a national policy

Article 4

1. Each Member shall, taking into account national conditions and practice and in consultation with the relevant employers' and workers' organizations, establish, implement and regularly review a coherent national policy on occupational safety and health and the working environment.
2. The objective of this policy must be to prevent accidents and damage to health arising out of, in connection with, or in the course of work, by minimizing, as far as practicable, the sources of risk inherent in the working environment.

Article 5

The policy referred to in Article 4 of this Convention shall take account of the following main areas of action as they affect occupational health and safety and the working environment:

- a) Design, testing, selection, replacement, installation, arrangement, use and maintenance of the material components of work (workplaces, work environment, tools, machines and equipment, chemical, physical and biological agents and agents, work processes);
- b) interrelationships between the material components of work and the people who perform or supervise the work, and the adaptation of machinery, equipment, hours of work, work organization and work processes to workers' physical and mental abilities;
- c) education, including the necessary training, qualifications and motivation of persons involved in any capacity to achieve an adequate level of occupational health and safety;
- d) Communication and collaboration at the work unit and operational level and at any other appropriate level up to the national level;
- e) Protection of workers and their representatives from disciplinary action for acts lawfully undertaken under the policy referred to in Article 4 of this Convention.

Article 6

In establishing the policy referred to in Article 4 of this Convention, the respective roles and responsibilities of authorities, employers, workers and other stakeholders in the field of occupational health and safety and the working environment shall be specified, taking into account both the complementary nature of these responsibilities and also of national conditions and customs.

Article 7

The situation in the field of occupational safety and health and the working environment should be reviewed at appropriate intervals, either overall or in relation to specific areas, with the aim of identifying the main problems, effective methods of overcoming them and priorities for action to be taken and the results to rate.



Part III. Measures at national level

Article 8

Each Member shall, by legislation or any other method conforming to national conditions and practice, and in consultation with the representative organizations of employers and workers concerned, take such measures as are necessary for the implementation of Article 4 of this Convention.

Article 9

1. The implementation of the legislation on occupational health and safety and the working environment must be ensured through an adequate and appropriate inspection system.
2. Appropriate coercive measures in the event of violations of the legal provisions are to be provided for implementation.

Article 10

Measures must be taken to guide employers and workers to help them meet their legal obligations.

Article 11

In order to carry out the policy referred to in Article 4 of this Convention, the competent authority or authorities shall ensure the progressive fulfillment of the following tasks:

- a) Determination, if required by the nature and degree of danger, of the conditions for the design, construction and equipment of establishments, their commissioning, major changes in establishments and changes in their purpose, the safety of technical equipment used at work and the application of procedures established by the competent authorities;
- b) the determination of the work processes and the substances and agents to which exposure is to be prohibited, limited or subject to approval or monitoring by the competent body(ies); Health hazards caused by simultaneous exposure to multiple substances or agents shall be considered;
- c) the establishment and application of procedures for reporting accidents at work and occupational diseases by employers and, where appropriate, insurance institutions and other parties directly involved, and the production of annual statistics on accidents at work and occupational diseases;
- d) conducting investigations when accidents at work, occupational diseases or other health problems occurring during or in connection with work indicate a serious situation;
- e) the annual publication of information on measures taken in pursuance of the policy referred to in Article 4 of this Convention and on industrial injuries, occupational diseases and other injuries to health occurring during or in connection with work;
- f) the introduction or further development, taking into account national conditions and possibilities, of systems for examining chemical, physical and biological agents for their risks to workers' health.

Article 12

Measures shall be taken, in accordance with national law and practice, to ensure that persons who design, manufacture, import, place on the market or otherwise transfer machinery, equipment or substances for commercial use:

- a) ascertain, as far as practicable, that the machinery, equipment or substances do not present a risk to the safety or health of those who use them properly;
- b) Provide information about the proper installation and use of the machinery and equipment and the proper use of the substances, as well as the hazards associated with the machinery and equipment and the hazardous properties of the chemical substances and the physical and biological agents or products, and give instructions on how known hazards can be prevented;
- c) Carry out investigations and research or otherwise keep abreast of the development of scientific and technical knowledge in order to fulfill their obligations under letters a) and b) of this article.

Article 13

A worker who has removed himself from a work situation which he has reasonable grounds to believe presented an imminent and serious danger to his life or health shall be protected from unjustified consequences in accordance with national conditions and practice.

Article 14

Measures shall be taken to encourage, in a manner consistent with national conditions and practice, the inclusion of occupational safety and health issues and the working environment in all levels of education and training, including higher technical, medical and professional education, in a manner appropriate to the educational needs of all workers fair.

Article 15

1. In order to ensure the coherence of the policy referred to in Article 4 of this Convention and of the measures for its application, each Member shall, after consulting as soon as possible the representative organizations of employers and workers and, if necessary, other appropriate bodies, take steps appropriate to national conditions and practice to bring about the necessary Ensure coordination between the various authorities and bodies responsible for the implementation of Parts II and III of this Convention.
2. Whenever circumstances require and national conditions and practice permit, these arrangements shall include the establishment of a central office.

Part IV. Measures at company level

Article 16

1. Employers are to be encouraged to ensure, as far as practicable, that the workplace, machinery, equipment and processes under their control do not present a risk to the safety and health of workers.
2. Employers are to be encouraged to ensure, as far as practicable, that the chemical, physical and biological substances and agents under their control do not present a health hazard when proper protective measures are taken.



3. Employers shall be encouraged to provide, where practicable, adequate protective clothing and equipment to prevent the risk of accidents and adverse health effects.

Article 17

If several companies carry out work at the same time at the same place of work, they shall cooperate in the application of the provisions of this Convention.

Article 18

Employers are to be encouraged to provide for emergency and accident measures, where necessary, including adequate first-aid precautions.

Article 19

Precautions must be taken at the operational level whereby

- a) the employees, in the performance of their work, contribute to the fulfillment of the obligations imposed on their employer;
- b) employee representatives in the enterprise cooperate with the employer in the field of labor protection;
- c) workers' representatives in an establishment are adequately informed of the measures taken by the employer to ensure occupational safety and health and can consult their representative organizations for that information, provided that they do not divulge trade secrets;
- d) the workers and their representatives in the enterprise receive appropriate training in the field of occupational health and safety;
- e) workers or their representatives and, where appropriate, their representative organizations in an establishment are enabled, in accordance with national law and practice, to examine all aspects of occupational health and safety related to their work and are consulted by the employer on this matter; external consultants can be consulted for this purpose by mutual agreement;
- f) a worker shall immediately report to his immediate superior any matter which he has reasonable grounds to believe poses an imminent and serious threat to his life or health; until the employer has taken remedial action, if any, is necessary, he may not require workers to return to a work situation where an imminent and serious danger to life or health persists.

Article 20

Cooperation between employers and workers and/or their representatives in the enterprise shall be an integral part of the organizational and other measures taken pursuant to Articles 16 to 19 of this Convention.

Article 21

The health and safety measures must not entail any expenses for the workers.

Part V. Final Provisions

Article 22



This Convention shall not be deemed to revise any existing international labor Convention or Recommendation.

Article 23

Formal ratifications of this Convention shall be communicated to the Director-General of the International Labor Office for registration.

Article 24

1. This Convention binds only those Members of the International Labor Organization whose ratification has been recorded by the Director-General.
2. It shall come into force twelve months after the ratifications of two members have been registered by the Director-General.
3. Thereafter, this Convention shall come into force for each Member twelve months after the registration of its ratification.

Article 25

1. Any Member which has ratified this Convention may, after a period of ten years from the date on which it first came into force, denounce it by giving notice to the Director-General of the International Labor Office. The termination is entered by this. They only take effect one year after registration.
2. Any Member which has ratified this Convention and does not exercise the right of denunciation provided for in this Article within one year after the end of the ten-year period referred to in the preceding paragraph shall remain bound for a further period of ten years. Thereafter, it may denounce this Convention after each ten-year period in accordance with this article.

Article 26

1. The Director-General of the International Labor Office shall notify all members of the International Labor Organization of the registration of all ratifications and denunciations communicated to him by the members of the organization.
2. The Director-General, when notifying the members of the Organization of the registration of the second ratification which is notified to him, shall draw his attention to the date on which this Convention shall come into force.

Article 27

The Director-General of the International Labor Office shall transmit complete information to the Secretary-General of the United Nations for registration under Article 102 of the Charter of the United Nations of all ratifications and denunciations he has registered under the preceding Articles.

Article 28

The Governing Body of the International Labor Office shall, whenever it deems necessary, report to the General Conference on the implementation of this Convention and shall consider whether to place on the agenda of the Conference the question of its modification in whole or in part.



Article 29

1. If the Conference adopts a new Convention amending the present Convention in whole or in part, and the new Convention does not provide otherwise, the following provisions shall apply:
 - a) Ratification of the Revised Convention by a Member shall automatically entail the immediate denunciation of this Convention without regard to Article 25, provided that the Revised Convention has entered into force.
 - b) From the date of entry into force of the revised Convention, the present Convention can no longer be ratified by the Members.
2. However, the present Convention shall remain in force, in form and substance, in any event for those Members which have ratified it but not the revised Convention.

Article 30

The French and English texts of this Convention are equally authoritative.

Convention187

Agreement on the Promotional Framework for Occupational Safety and Health

This agreement entered into force on February 20, 2009.

Place: Geneva Session: 95 of ratifications

The General Conference of the International Labor Organisation, convened in Geneva by the Governing Body of the International Labor Office and held its ninety-fifth session on May 31, 2006, recognizes the global scale of work-related accidents, morbidity and death and the need for further action to reduce them, recalls mind that the protection of workers against general and occupational illnessHealth and safety and against accidents at work is one of the objectives of the International Labor Organization as set out in its Constitution, Recognizes that work-related accidents, illness and death have a negative impact on productivity and economic and social development, refers to paragraph III (g) of the Declaration of Philadelphia, which states that the International Labor Organization has a solemn obligation to promote programs in the nations of the world that will achieve an adequate level of protection for the life and health of workers in all occupations, endorses the ILO Declaration of Fundamental Principles and Rights at Work and Its Follow-up, 1998, refers to the Occupational Safety and Health Convention, 1981 (No. 155), the Empmissingment (No. 164) relating to occupational health and safety, 1981, and other instruments of the International labor organizations relevant to the OSH promotional framework, recalls that promoting OSH is part of the international agendanal organization of work for decent work for all, refers to those indicated by the 91st Session (2003) of the International Labor Conference“Conclusions on ILO standards-related work in the field of OSH – A global strategy”, particularly in relation to ensuring that OSH is given priority in national agendas, stresses the importance of constantly promoting a national preventive OSH culture, has decided to support various motions to be adopted on health and safety at work, a question which forms the fourth item on its agenda, determining that these proposals should take the form of an international convention.

adopts this fifteenth day of June of the year two thousand 06 the following Convention, which may be cited as the Promotional Framework for Occupational Safety and Health Convention, 2006net will.

I. DEFINITIONS



article 1

For the purposes of this Agreement

- a) the term “national policy” refers to national policy in the field of occupational safety and health and the working environment developed in accordance with the principles of Article 4 of the Occupational Safety and Health Convention, 1981 (No. 155);
- b) the term "national OSH system" or "national system" refers to the infrastructure that provides the main framework for the implementation of the national state occupational health and safety policy and national occupational health and safety program offers;
- c) the term “national occupational health and safety program” or “national programme” means any national program that includes goals to be achieved within a predetermined timeframe, priorities and means of action developed to improve occupational safety and health, and a means of assessing progress;
- d) the term “a national preventive safety and health culture” refers to a culture in which the right to a safe and healthy work environment is respected at all levels, in which government, employers and employees actively participate, through a system of defined rights, responsibilities and duties to ensure a safe and healthy working environment and in which the principle of prevention is given the highest priority.

II. GOAL

Article 2

1. Each Member which ratifies this Convention shall, for the prevention of labor related accidents, illnesses and fatalities in consultation with the relevant authorities- employers' and workers' organizations to promote the continuous improvement of occupational safety by developing development of a national policy, a national system and a national program.
2. Each member shall take active measures to take into account the principles set out in the instruments of the International Labor Organization (ILO) for the promotional framework for labor relevant to protection, to gradually achieve a safe and healthy working environment through the national OSH system and programs.
3. Each Member shall periodically consider, in consultation with the relevant employers' and workers' organizations, what steps might be taken to ratify the relevant ILO OSH Conventions.

III. DOMESTIC POLICY

Article 3

1. Each member shall promote a safe and healthy work environment through the development of national policies.
2. Each member shall promote and develop the right of workers to a safe and healthy work environment at all relevant levels.
3. In formulating its national policy, each Member shall, in the light of national conditions and practice and in consultation with the relevant employers' and workers' organizations, promote fundamental principles such as evaluation of work-related risks and hazards, combating related risks and hazards at source and the development of a national preventive OSH culture that includes information, advice and training.



IV. NATIONAL SYSTEM

Article 4

1. Each Member, in consultation with the relevant employers' and workers' organizations, shall establish a national system of occupational safety and health-maintain, continuously develop and regularly review.
2. The national occupational health and safety system must include, among other things:
 - a) Legislation, if applicable, collective labor agreements and all other relevant instruments on labor protection;
 - b) one or more responsible for labor protection and in accordance with the internal-bodies or bodies designated by state law and practice;
 - c) Mechanisms to ensure compliance with national legislationten, including inspection systems;
 - d) Arrangements to promote cooperation at company level between management, employees and their representatives as an essential element of preventive measures in the workplace.
3. The national occupational health and safety system shall include, as appropriate:
 - a) a national tripartite advisory council or councils dealing with health and safety issues;
 - b) Information and advisory services on occupational safety;
 - c) the provision of occupational health and safety training;
 - d) occupational health services in accordance with national law and practice;
 - e) occupational health and safety research;
 - f) a mechanism for collecting and analyzing data on accidents at work and occupational diseases, taking into account relevant ILO instruments;
 - g) Arrangements for cooperation with relevant insurance or socialinsurance schemes covering industrial injuries and occupational diseases; and
 - h) Support mechanisms for a progressive improvement in occupational health and safetyconditions in micro, small and medium-sized enterprises and in the informell economy.

V. NATIONAL PROGRAM

Article 5

1. Each Member shall, in consultation with the relevant employers' and workers' organizations, develop, implement, monitor, evaluate and periodically review a national OSH programme.
2. The national program:
 - a) shall promote the development of a national preventive occupational health and safety culture;
 - b) shall, as far as practicable, contribute to the protection of workers by eliminating or minimizing work-related hazards and risks, in accordance with national law and practice, in order to prevent work-related accidents, illness and death and to promote occupational health and safety in the promote employment;
 - c) to be prepared and reviewed on the basis of an analysis of the national OSH situation, including an analysis of the national OSH system;
 - d) must contain goals, targets and indicators of progress;



- e) should be supported, where possible, by other complementary national programs and plans that contribute to progressively realizing a safe and healthy working environment.
3. The national program shall be widely publicized and, as far as possible, supported and initiated by the highest levels of government.

VI. FINAL PROVISIONS

- Article 6
This Convention does not revise existing international labor Conventions or Recommendations.
- Article 7
Formal ratifications of this Convention shall be communicated to the Director-General of the International Labor Office for registration.
- Article 8
 - This Convention binds only those members of International Labor Organization registered for ratification by the Director-General of the International Labor Office.
 - It shall come into force twelve months after the ratifications of two members have been registered by the Director-General.
 - Thereafter, this Convention shall come into force for each Member twelve months after the registration of its ratification.
- Article 9
 1. Any Member which has ratified this Convention may, after a period of ten years from the date of its initial entry into force, denounce it by formal notice to the Director-General of the International Labor Office. The termination is entered by this. It becomes effective twelve months after registration.
 2. Any Member which has ratified this Convention and does not exercise the right of denunciation provided for in this Article within one year after the end of the ten years referred to in paragraph 1 shall remain bound for a further ten years. Thereafter, it may denounce this Convention within the first year of each new ten-year period in accordance with this article.
- Article 10
 1. The Director-General of the International Labor Office shall give notice to all members of the International Labor Organization of the registration of all ratifications and denunciations notified by members.
 2. The Director-General, in notifying the members of the Organization of the registration of the second ratification which has been notified, shall draw their attention to the date on which this Convention shall come into force.
- Article 11
The Director-General of the International Labor Office shall transmit complete information to the Secretary-General of the United Nations for registration under Article 102 of the Charter of the United Nations of all ratifications and denunciations registered under the preceding Articles.



- Article 12
The Governing Body of the International Labor Office reports to the General Conference, whenever it deems it necessary, to prepare a report on the implementation of this Convention and to consider whether to place the question of its revision on the agenda of the Conference.

- Article 13
 1. If the Conference adopts a new Convention revising this Convention, and the new Convention does not provide otherwise, the following shall apply:
 - a) Notwithstanding Article 9, the ratification of the Revised Convention by a Member shall automatically have the effect of an immediate denunciation of this Convention once the Revised Convention has entered into force.
 - b) From the date of entry into force of the revised Convention, this may existing conventions are no longer ratified by the members.
 2. In any event, the present Convention shall remain in force and effect in form and in substance for those Members which have ratified it but not the Revised Convention.

- Article 14
The English and French texts of this Convention are equally authentic.

IRIS standards³

- more general Principle A: Respect the law and fundamental principles and rights in the workplace
Criterion A.1:
The recruiter will comply with all applicable laws in its countries of operations. Indicators:
 - A.1.1
The recruitment agent is validly licensed or authorized to provide recruitment services in all countries in which it operates and is in good standing in those jurisdictions.
 - A.1.2
The recruiter has policies and procedures in place that comply with all applicable laws and regulations in its countries of operations.
 - A.1.3
There are no court decisions related to unethical hiring practices against the recruiter.
Criterion A.2:
The employment agency meets international standards on the prohibition of forced labour. Indicators:
 - A.2.1
The recruiter's policies and procedures comply with international standards on the prohibition of forced labor and demonstrate the recruiter's commitment to eliminating forced labor and human trafficking in its operations and/or in the services

³ <https://iris.iom.int/sites/g/files/tmzbd1201/files/documents/IRIS%20Standard%20Report%20.pdf>



or operations of its business partners and sub-agents with which they are directly associated.

A.2.2

The employment agency does not subject migrant workers to forced labor at any stage of the recruitment process. CRITERION A.3: The employment agency does not hire migrant workers under the age of 18. Indicators:

A.3.1

The recruiter has policies and procedures in place that reflect its commitment not to hire migrant workers under the age of 18.

A.3.2

The recruiter has a procedure in place to verify the age of each migrant worker as part of the recruitment process.

A.3.3

The employment agency has a remedial procedure in place where it is found that a migrant worker under the age of 18 has been hired.

Criterion A.4:

The employment agency does not restrict the freedom of association of migrant workers. Indicators:

A.4.1

In the recruitment process, the recruiter does not discriminate against jobseekers based on their support or membership in a trade union.

A.4.2

Service agreements between the employment agency and jobseekers do not prohibit or discourage joining or forming unions and collective bargaining.

A.4.3

The recruiter will not retaliate against migrant workers for their support or participation in any union or collective bargaining process.

Criterion A.5:

The employment agency does not hire migrant workers to help striking workers to replace workers. Indicators:

A.5.1

The recruiter has a procedure in place to ensure that the worker's workplace in the destination country is not in an industrial conflict at the time of hiring migrant workers and does not intentionally hire workers who are on strike. CRITERIA

A.6:

The recruitment agency ensures that migrant workers are treated equally throughout the recruitment process and not on the basis of race, ethnicity, sex, gender and gender identity, national or social origin, citizenship, caste, age, political affiliation, religion, sexual orientation, union membership, are discriminated against because of physical ability, health, pregnancy, marital status or any other status; in accordance with applicable law. Indicators:

A.6.1



The recruiter has a clearly implemented policy to ensure equal treatment and non-discrimination.

A.6.2

The recruiter's staff is trained and aware of the principles of equal treatment and non-discrimination.

general principleB: Respect for ethical and professional conduct

Criterion B.1:

The recruiter's management system conforms to the IRIS principles. Indicators:

B.1.1

The recruiter conducts ongoing risk assessments to identify risks related to its own business operations and its relationships with the business partners used.

B.1.2

The recruiter uses the results of ongoing risk assessments to improve the recruiter's operations and minimize risk.

B.1.3

The recruiter's top management demonstrates support for a management system to effectively implement the requirements of laws, regulations, contracts and the IRIS standard.

B.1.4

The recruiter's policies, procedures, procedures and practices are consistent with the IRIS principles and treat all migrant workers with dignity and respect.

B.1.5

The recruiter will create and maintain sufficient management system documents and records to demonstrate ongoing compliance with the requirements of laws, regulations, contracts and the IRIS standard.

B.1.6

The recruiter ensures that its employees and subcontractors are aware of its policies and procedures and demonstrate the competency needed to implement them effectively in day-to-day practice.

B.1.7

The recruiter monitors its performance and the performance of its business partners in meeting the requirements of laws, regulations, contracts and the IRIS standard.

B.1.8

The recruiter's top management conducts regular reviews of a systematic management system to identify gaps and analyze ongoing performance to ensure it continuously meets or exceeds the requirements of laws, regulations, contracts and the IRIS standard.

B.1.9

The recruiter identifies actual and potential non-conformities and addresses them effectively through the implementation of appropriate corrective and preventive actions.

Criterion B.2:

The recruiter conducts ongoing due diligence of employers and end-user employers to ensure their ongoing and uninterrupted compliance with applicable laws and labor standards.

B.2.1



Recruiter shall have a Services Agreement with Employers and End-User Employers, if applicable, that effectively sets forth the commercial and operational arrangements between them in accordance with IRIS requirements, including provisions regarding the collection of recruitment fees or costs associated therewith or the withholding of deposits of jobseekers, on the duty of care and monitoring of the well-being of recruited workers in the destination country after the posting.

B.2.2

The recruiter recruits for employers and end users that comply with all applicable laws and have licenses and/or certifications to operate as a business.

B.2.3

The recruitment agency only hires for employers and end users who have no, past or ongoing, judicial or other proceedings relevant to labor and/or human rights violations.

B.2.4

The recruiter uses publicly available sources to verify that the employer is not violating employment standards or bankruptcy protections, and reviews media and other available sources for issues that require special attention that could be indicators of labor and/or human rights violations.

B.2.5

The employment agency will not place migrant workers with employers/end users where there is a likelihood that their human rights or labor standards will be violated. B.2.6 The employment agency verifies that the migrant workers' employment contracts comply with all applicable laws.

B.2.7

The recruitment agency routinely and effectively verifies that the IRIS Principles are being followed by the employer, end-user employer and other related parties.

B.2.8

The recruiter maintains open avenues of communication with migrant workers to obtain feedback on employment conditions without fear of retaliation and has a mechanism in place to respond or respond to workers' feedback.

B.2.9

The recruiter maintains an up-to-date list of employers and end users.

Criterion B.3:

The recruiter conducts ongoing due diligence on business partners and subcontractors to ensure their ongoing and uninterrupted compliance with applicable laws and the IRIS Principles. Indicators:

B.3.1

The recruiter has a Services Agreement with Recruitment Business Partners that effectively sets out the commercial and operational arrangements between them in accordance with IRIS requirements, including provisions regarding the charging of non-placement fees or related costs or the retention of deposits from jobseekers, disclosure



of Subcontracting and the prohibition on subcontracting without disclosure to the recruiter.

B.3.2 The recruiter will have a mechanism in place to verify compliance with the terms of the service contract and to take remedial action if not.

B.3.3 The recruiter reviews the policies and procedures of recruitment business partners and subcontractors for compliance with applicable laws and the IRIS Policy.

B.3.4 The recruiter only works with business partners and subcontractors at all levels who comply with applicable laws and work in accordance with the IRIS principles.

B.3.5 The recruiter maintains and regularly updates a list of recruitment business partners and subcontractors and is able to identify and identify all recruitment business partners and subcontractors.

B.3.6 The recruitment agency uses publicly available sources to verify that business partners and subcontractors are not violating hiring and employment standards or bankruptcy protections, and reviews the media and other available sources for any issues that require special attention that could be indicators of human rights violations.

B.3.7 The recruiter effectively verifies that business partners, subcontractors and related parties are complying with the IRIS Principles.

B.3. 8th The recruiter sets up a feedback mechanism for migrant workers on the practices of subcontractors and business partners.

1Ban on hiring fees for jobseekers

Criterion 1.1:

The recruiter has a political obligation that prohibits charging migrant workers placement fees and related costs, regardless of where or how they are hired. Indicators:

- The recruiter's staff are trained and aware of the recruiter's obligation to prohibit the charging of fees or associated costs.
- The recruitment agency's website, general promotional materials and all other public information channels used by the recruitment agency, particularly those channels aimed at job seekers, will clearly state that no fees or associated costs will be charged to job seekers.
- The Policy is enforceable in all service contracts between the recruiter and its recruiters, including agents, subagents or subcontractors. 1.1.4 Recruiter contracts contain penalties in the event that a subcontractor breaches the policy. CRITERIA

1.2

Agency fees and related costs are not borne by the migrant workers. Indicators:



- 1.2.1 The recruiter proves that the employer has paid all placement fees and related costs.
- 1.2.2 Migrant workers confirm that in their recruitment process no fees or related costs have been charged.
- 1.2.3 All expenses to be paid by the migrant workers that are not included in the definition of placement fees or related costs in the IRIS standard are in accordance with local legal requirements, reflect fair market value and are itemized. CRITERIA
- 1.3 The recruiter informs the job seeker during the recruitment process that they will not bear any recruitment costs. Indicators:
 - 1.3.1 Job advertisements for migrant workers clearly state that jobseekers will not be charged placement fees and related costs.
 - 1.3.2 Contracts, offer letters or any other form of communication with migrant workers will clearly state that they will not be charged placement fees and related costs.
 - 1.3.3 Any applicable costs, outside the definition below, to be borne by the migrant workers will be clearly identified and duly explained to them.

2 Respect for freedom of movement

Criterion 2.1:

The employment agency does not possess the passports, other identification documents, work permits or other documents of migrant workers without their written consent. Indicators:

- Passports, other identification documents or other personal documents are only retained for the purpose of processing migrant workers' documents with the relevant authorities during the recruitment process, as required by applicable law.
- The migrant workers can obtain their identity or other documents at any time.
 - 2.1.3 The employment agency shall keep a written record clearly stating the purpose and date of documents being given and returned to the migrant worker.
 - 2.1.4 The migrant workers show clear and explicit knowledge and understanding of the reasons why their identity or other documents are required and kept by the recruiter.
- Migrant workers demonstrate that they know the exact location of their documents and how to access them once they are in the recruiter's possession.
- A copy of a recruiter's letter of consent signed by the employee is available upon simple request. CRITERIA

2.2:

No employment agency at any time withholds bank books, bank cards or deeds of real or personal property of migrant workers or members of their families. Indicators:

Bank books, bank cards, deeds of real estate or personal property are not requested or retained by the recruiter at any stage of the recruitment process.

There are no substantiated reports of migrant workers documenting recruiters asking them to produce bank books, bank cards, property deeds or other personal effects.

Criterion 2.3:

Employment contracts and service agreements between the employment agency and migrant workers do not restrict their freedom of movement. Indicators: The service contracts and employment contracts with migrant workers do not contain clauses preventing them from terminating their employment with the employer in accordance with the terms of the contract.

Employment contracts set out the procedures for termination of the contract by the employer and for review or appeal by the migrant worker against such termination, consistent with applicable law.

The employment agency ensures that the working hours and free time of the migrant workers are clearly defined.

The employment agency ensures that migrant workers can leave their place of work and/or residence during their free time.

3 Respect for the transparency of employment conditions

Criterion 3.1:

The employment agency provides the migrant workers with a written employment contract that is simple and understandable for them and contains at least the following: position of the worker, job description, place of work, start and duration of the contract, details of transport to and from the country of destination, accommodation details, meals provided for under the contract, union or other dues payable by the employee (if applicable); Employer name and address, wages and pay frequency, hours worked and days off, overtime rates, vacation, other vacation entitlements, any statutory deductions from wages, employment benefits, and termination terms in accordance with applicable law. Indicators:

- The recruitment agency has entered into a service agreement with a job seeker for the provision of recruitment services.
- The employment contract and conditions of employment are clear, simple and in a language that the migrant workers understand.
- The clauses in the employment contract and other agreements signed by migrant workers are complete and in no way misleading. Migrant workers do not sign blank sheets.

The employment agent keeps a signed copy of the employment contract in his offices and makes a signed copy available to him.

Criterion 3.2:

The recruiter verifies that the terms and conditions of employment are consistent with those originally offered by the employer and comply with applicable laws and customs. Indicators:

There are no differences in terms of employment between what is stated in the employment contract, the job advertisement and the employer's original job application.

The terms of the contract do not violate the applicable laws of the destination country.

CRITERION 3.3:

The employment contract is given to migrant workers before the posting. Indicators:

3.3.1

The employment agency keeps records of when and how contracts are offered to migrant workers.

Records confirm that contracts are shared with migrant workers, who are given ample time to review before signing and subsequent deployment.

CRITERION 3.4:

The employment contract is agreed and signed by migrant workers without coercion. Indicators:

There is no evidence of direct or indirect coercion by the employment agency or its business partners or subcontractors to facilitate the contractual relationship with migrant workers.

Contract terms and employment relationships are explained to migrant workers during recruitment with sufficient time to understand the full implications of the contract before signing.

Migrant workers demonstrate a clear understanding of the terms of the employment contract.

Migrant workers acknowledge that the contract and agreement are signed and agreed upon of their own free will.

4 Respect for confidentiality and data protection

CRITERION 4.1:

The recruiter has a data protection policy that complies with applicable laws, rules and regulations and the IRIS Principles. Indicators:

4.1.1

Recruiters' working procedures on data protection are available.

4.1.2

The recruiter's employees demonstrate that they are aware of, sign and apply the privacy policy and operational procedures at all stages of the recruitment process.

4.1.3

Data protection procedures comply with applicable laws, rules and regulations in origin and destination countries and the IRIS Principles.

CRITERION 4.2:

Personal data of migrant workers collected by the employment agency is relevant, protected and kept confidential by the employment agency and third parties. Indicators:

4.2.1

The data requested and processed is limited to matters relevant and necessary for the recruitment process.

4.2.2



Personal information collected from migrant workers is stored in a secure location in a secure and confidential manner.

4.2.3

Access to personal data is limited to the employee, the employment agency and the employer and, where appropriate, to government authorities for the purposes of immigration, emigration. and/or employment in the country of destination.

CRITERION 4.3

Informed consent is obtained from migrant workers at the time personal data is collected. Indicators:

4.3.1

There is evidence that migrant workers were informed and understand the purpose for which their personal data was collected and stored before they gave their informed consent.

4.3.2

Signed consent forms are available upon request.

CRITERION 4.4:

The employment agency does not pass on the personal data of migrant workers without giving a reason and their express consent. Indicators:

4.4.1

Migrant workers have obtained written informed consent to release their personal data.

4.4.2

Written records of disclosures are maintained and available.

4.4.3

It will be documented that disclosures are made on a "need to know" basis and are limited to the specific purpose of the disclosure.

5 Respect for Access to Remedies

CRITERION 5.1:

The recruiter has or participates in effective grievance mechanisms at operational level. Indicators:

5.1.1

The recruiter is able to demonstrate the process of remediation with clear lines of accountability.

5.1.2

Complaints are collected, processed and stored in a central system in accordance with data protection laws and regulations.

5.1.3



The grievance mechanism in which the recruiter participates allows all stakeholders and users to actively participate and provide ongoing feedback on the grievance mechanism's performance. CRITERIA

5.2:

The placement officer ensures that migrant workers are aware of, and have open and direct access to, a grievance mechanism related to the recruitment process.

Indicators:

5.2.1

Different access channels to the complaints procedure are available to migrant workers. CRITERIA

5.3:

The employment agency provides migrant workers with information on the available governmental, employer-provided and industry-provided grievance mechanisms related to employment in both the home and destination countries. Indicators:

5.3.1

There is evidence that the employment agency informed the migrant workers about available grievance mechanisms.

5.3.2

Migrant workers have a clear understanding of the relevant grievance mechanisms and how to access them.