



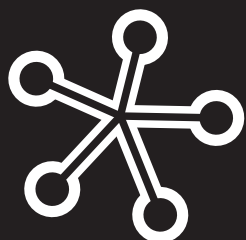
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**Amsterdam Institute for
Advanced labour Studies**

International Labour Rights for Women and Girls

Janna Besamusca and Kea Tijdens



October 2012

AIAS

University of Amsterdam

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Contact: aias@uva.nl

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International Labour Rights for Women and Girls

**Inventory of national ratifications of ILO
conventions regarding women's labour rights by
Egypt, Guatemala, India, Indonesia, Kenya,
Mozambique, Pakistan, Paraguay, Peru,
South Africa, Tanzania and Uganda**

Janna Besamusca

*Amsterdam Institute for Advanced Labour Studies
University of Amsterdam*

Kea Tijdens

*Amsterdam Institute for Advanced Labour Studies
University of Amsterdam*

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1. Introduction

From 2012 to 2016, the International Trade Union Confederation (ITUC), the WageIndicator Foundation and the Amsterdam Institute for Advanced Labour Studies (AIAS) are running the *Labour Rights for Women* project with national trade union confederations and WageIndicator teams in twelve developing countries in Africa, Latin America and Asia. Six African countries participate in the Labour Rights for Women project (Egypt, Kenya, Mozambique, South Africa, Tanzania and Uganda), three Asian countries (India, Indonesia and Pakistan) and three Latin American nations (Guatemala, Paraguay and Peru).

Labour Rights for Women is one of the female leadership (FLOW) projects of the Dutch Ministry of Foreign Affairs and aims to empower female workers by raising awareness of labour rights, empowering women to improve their own work situation and improve legislation. In this context, the Amsterdam Institute for Advanced Labour Studies (AIAS) of the University of Amsterdam in the Netherlands publishes three overview reports covering the ratification of relevant ILO conventions by the countries in the project, national legislation important to women workers and gaps in the legal setting of the respective countries. This is the first of those reports.

This report is dedicated to an inventory of the most relevant ILO conventions for women workers, as generally put forward by the ILO, the ITUC and legal scholars publishing in international academic journals. In this report, we discuss the most important rights that can be derived from the selected conventions, followed by an overview of ratifications by the 12 countries. The full texts of the selected and all other conventions are publically available on the website of the ILO, along with information on ratifications (see the appendix on on-line resources). In the evaluation of ratifications, we additionally make use of the annual reports of the ILO Committee of Experts on the Application of Conventions and Recommendations, whose reports can also be accessed online.

2. Selected conventions

2.1. Which conventions

The ILO general conference, to date, has adopted a total of 189 conventions. A number of ILO conventions are considered fundamental principles and rights, or *core conventions*, and are attributed special importance. Eight core ILO conventions are considered binding to all ILO member states, whether they have ratified them or not. They regulate the freedom of association and collective bargaining (C87 and C98), the abolition of forced labour (C29 and C105), the abolition of child labour (C138 and C182), equal remuneration (C100) and non-discrimination (C111).

Other conventions with specific reference to the protection of or equal opportunities for women (or especially relevant for women workers) are in the field of family formation, employment opportunities, working conditions and the protection of migrant workers. Whilst their separate discussion would go beyond the scope of this paper, it is worthwhile to notice that several sector specific conventions include clauses on the treatment of women workers. Our choice of conventions is not limited to those that are relevant to women alone, but specifically includes those conventions that are relevant to women (often as one group amongst other workers).

Thus, we arrive at 27 conventions. For the sake of clarity, the conventions are subdivided into 7 fields (see the table underneath) that are relevant to women workers. Where possible, the conventions are classified in the categories provided by the ILO; if no ILO classification exists, they are clustered by conventions that were adopted in direct relation to each other or based on the most important rights that can be derived from the convention.

	Selected ILO Conventions
Forced and child labour	Forced labour (C29) Abolition of forced labour (C105) Minimum age (C138) Worst forms of child labour (C182)
Collective bargaining	Freedom of association and protection of the right to organise (C87) Right to organise and collective bargaining (C98) Minimum wage fixing (C131)
Non-discrimination	Equal remuneration (C100) Discrimination (Employment and Occupation) (C111)
Family	Social security convention (C102) Maternity protection (C103 revised) Maternity protection (C183) Workers with family responsibilities (C156)

Employment	Labour inspection convention (C81) Employment policy (C122) Human resources development (C142) Termination of employment (C158)
Working conditions	Night work (women) (C89 revised) Protocol of 1990 to the night work (women) convention Night work (C171) Home work (C177) Part-time work (C175) Occupational safety and health (C155) Protocol of 2002 to the occupational safety and health convention Domestic workers (C189)
Migrants	Migration for employment (C97 revised) Migrant workers supplementary provisions (C143)

Ratification of the identified relevant conventions is far from universal. Having ratified 15 of the 27 abovementioned conventions, Guatemala leads the way; India and Indonesia closing the list at only 9 ratifications each. A complete overview of ratification is attached to this report as an annex. Mozambique and Peru have additionally received comments from the ILO Committee of Experts on the Application of Conventions and Recommendations regarding their failure to submit texts adopted in the Annual Conference to the competent authorities for ratification. Mozambique, reportedly, has failed to submit 30 adopted texts from 14 sessions since 1996. Peru did not submit instruments from three sessions since 2002. Kenya, Pakistan, Paraguay and Peru have received comments regarding their failure to deliver (some) annual reports required by conventions they have ratified.

Next to the ILO conventions, all countries ratified the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); although Egypt attached a reservation that it is only willing to comply with the content of the convention insofar as it does not conflict with the Islamic Sharia. Mozambique, South Africa, Tanzania and Uganda have ratified the African Union Protocol on the Rights of Women in Africa; Kenya signed but did not ratify it and Egypt is no party to the protocol at all.

2.2. Rights guaranteed in the selected conventions

2.2.1. Forced labour and child labour

The 1930 Forced Labour Convention (C29) and the 1957 Abolition of Forced Labour Convention (C105) forbid the use of forced labour. The former allows a limited time period for the phasing out of the phenomenon, whereas the 1959 convention demands its immediate elimination. The Abolition of Forced Labour Convention furthermore (article 1) adds a number of forms of compulsory labour which signatories are supposed to suppress and not make use of, including as a punishment for having participated in

strikes as a means of labour discipline and as a means of discrimination.

The Minimum Age Convention (C138) of 1973 commits its signatories to set a minimum age for access to employment and work, as well as to design and execute policies aimed toward compliance with that legislation. Being full of exceptions, the minimum age may be fourteen or fifteen for regular work and sixteen to eighteen for hazardous employment. While certain sectors may be exempted from minimum age legislation, article 5.3 names a list of sectors to which the minimum age shall apply at the very least. Sector-specific conventions regulating the minimum age for entry exist for industry (C005, C059), seafarers (C007, C058), fishermen (C112), agriculture (C010), trimmers and stokers (C015), non-Industrial employment (C033, C060) and underground work (C123)

The Worst Forms of Child Labour Convention (C182, 1999) specifies a number of forms of child labour from which under aged workers shall be immediately removed and commits signatories to assign the highest priority to the elimination of those practices. The list contains a number of practices harmful to children’s wellbeing (the worst being prostitution, pornography, slavery and practices similar to slavery) and urges signatories to “take account of the special situation of girls”. The supplemental recommendation concerning the prohibition and immediate action for the elimination of the worst forms of child labour (R190) identifies the girl child as particularly vulnerable to hidden work situations.

	Ratified	Not ratified
Forced labour (C29)	Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda	
Abolition of forced labour (C105)	Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda	
Minimum age (C138)	Egypt, Guatemala, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda	India
Worst forms of child labour (C182)	Egypt, Guatemala, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda	India

Almost all countries have ratified the four conventions outlawing forced labour and child labour. Only India did not ratify the conventions establishing a minimum working age and abolishing the worst forms of child labour. All remaining countries signed. Six have established 14 as the minimum age (Guatemala, Pakistan, Paraguay, Peru, Tanzania and Uganda), four countries 15 years (Egypt, Indonesia, Mozambique and South Africa) and only Kenya set 16 to be the minimum age.

2.2.2. Collective bargaining

The 1946 convention on the Freedom of Association and Protection of the Right to Organise (C87) and the Right to Organise and Collective Bargaining Convention of 1949, provide the right for all workers and employers to establish and join organisations of their choosing, without interference from the state or each other. Article 1 of the Right to Organise and Collective Bargaining Convention also specifically includes protection from dismissal by reason of trade union membership or participation in union activities. The convention furthermore forbids employers to demand that their employees relinquish their union membership. Signatories of the two conventions commit themselves to ensuring those rights for all their citizens and implementing the proper machinery to organise voluntary negotiation between worker and employer organisations.

The Minimum Wage Fixing Convention (C131) of 1970 commits signatories to the setting of minimum wage in cooperation or consultation with trade unions and employers representatives. The convention details that the minimum wage that is fixed should have the force of law and that adequate inspection should be put into place in order to penalise practices of paying below the minimum wage. The minimum wage, set in a tripartite context, should be adjusted from time to time, although no optimal frequency is indicated in the convention. The 1970 minimum wage fixing convention was adopted with the aim of making it more responsive to problems found in developing countries than the preceding minimum wage convention from 1928 (C026). A separate convention exists for minimum wage fixing machinery in agriculture (C099).

	Ratified	Not ratified
Freedom of association and protection of the right to organise (C87)	Egypt, Guatemala, Indonesia, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda	Kenya and India
Right to organise and collective bargaining (C98)	Egypt, Guatemala, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda	India
Minimum wage fixing (C131)	Egypt, Guatemala, Kenya, Tanzania	India, Indonesia, Mozambique, Pakistan, Paraguay, Peru, South Africa and Uganda

The two core collective bargaining conventions were ratified by almost all countries, except India (C87 and C98) and Kenya (C87). In practice, however, unions have found that ratifications of these two conventions doesn't always protect unionists in the field. The International Trade Union Confederation annually publishes the *Annual Survey of Violations of Trade Union Rights*, pointing out violations of these two conventions.

Fundamental for trade union activists is the minimum wage fixing convention, which recognises them as partners in the field of collective agreements as well as national minimum wages. Of the countries in the project, only Egypt, Kenya, Tanzania and Guatemala signed convention.

2.2.3. Non-discrimination

The Equal Remuneration Convention (C100), adopted in 1951, establishes the principle of equal remuneration for men and women workers for work of equal value. It commits signatories to the application of the principle as well as encourages the establishment of measures for the objective appraisal of jobs in order to facilitate the operationalization of the measure. Although it is difficult to imagine any other way, the convention does not strictly oblige signatories to pass equal pay legislation, leaving it up to the member states to opt for laws, machinery for wage determination, collective agreements or a combination thereof (article 2.2). The convention is accompanied by a recommendation of the same date, which urges signatories to immediately apply the application of the equal pay principle in the public sector, as well as to secure equal access for women to education and social security in order to strengthen their position in the labour market.

The 1958 Discrimination (Employment and Occupation) Convention (C111) bans any distinction made on the basis of sex. The convention specifically includes access to the types of education and training required to access all facets of the labour market, in order to fight discrimination in employment and occupational segregation. Article three obliges signatories, amongst other things, to enact legislation against discrimination and to repeal any discriminatory laws, rules and regulations. The signatories commit to anti-discrimination and equal opportunity policies in employment and occupation. They also commit to safeguarding compliance with the law. The convention does allow specialised protection as well as affirmative action. The accompanying recommendation (art. 2b) specifies that the equality of opportunity and treatment is not limited to access, pay, advancement and tenure, but also includes equality of conditions of work (such as holidays with pay, rest periods, etc.). The two non-discrimination conventions were ratified by all 12 countries.

	Ratified	Not ratified
Equal remuneration (C100)	Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda	
Discrimination (Employment and Occupation) (C111)	Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda	

2.2.4. Family formation and responsibilities

The Social Security (Minimum Standards) Convention (C102) lists the rights of workers and their families to receive medical care, sickness benefit, unemployment benefit, old-age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivors' benefits. For most categories, the standard beneficiary is set to be a man, wife and two children; maternity benefits are restricted to women, old age to a man and wife, and survivors' benefits to a widow and two children. In each of the cases, the convention states the ambition of covering at least the majority of the workers in a country, but also specifies that qualifying periods and time limitations may be imposed to prevent abuse. The convention concerns benefits in cash as well as in kind or in the form of services. Related conventions exist in the field of employment injury and benefits convention (C121), invalidity old-age and survivors' benefits (C128), Medical care and sickness benefits (C130), social security and pensions for seafarers (C070 and C071).

The Maternity Protection Convention, adopted in 1952 (C103) and revised in the year 2000 (C183), guarantees all women workers the right to a minimum of 14 weeks of pregnancy leave, of which at least six should be after childbirth (although signatories are allowed to exempt certain sectors from maternity legislation as long as the large majority of women remain covered by it). The maternity leave has to be remunerated at levels that ensure a woman can maintain herself and the child or at least 70% of the previous income. Extra breaks or working time reduction after resuming employment have to be considered working time. Women have the right to receive additional leave in case of complications as well as an extension of the leave period by the number of days in between the presumed and actual date of confinement. Women also have the right to prenatal, childbirth, postnatal and hospital care by qualified staff. The 2000 convention (articles 8 and 9) adds stricter clauses on non-discrimination, protecting women not only from dismissal during the pregnancy (leave) but also guaranteeing the right to return to the same or an equivalent position, outlawing maternity as a source for discrimination in employment or access to the labour market, including a specific prohibition of pregnancy tests.

The Workers with Family Responsibilities Convention from 1981 (C156) builds on the 1958 Discrimination (Employment and Occupation) core convention by taking account of the specific problems encountered by workers with family responsibilities, like care for children or other dependent relatives. The convention applies to all sectors and outlaws dismissal on the basis of family responsibilities. Signatories of the convention also commit to developing policies allowing workers with family responsibilities to remain in the labour market or return to it after the care related absence. The convention does not dictate with

instruments should be used to develop such a policy, only that the social partners should be consulted. The accompanying recommendation (R123) lists a number of policies and actions to further the reintegration of women into the labour force as well as the strengthening of the position of mothers in the workplace. The recommendation includes notes on information campaigns, research into employer practices, the establishment of accessible child care services and the encouragement of girls' education.

	Ratified	Not ratified
Social security convention (C102)	Peru	Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, South Africa, Tanzania and Uganda
Maternity protection (C103 revised)	Guatemala	Egypt, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda
Maternity protection (C183)		Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda
Workers with family responsibilities (C156)	Guatemala, Paraguay and Peru	Egypt, India, Indonesia, Kenya, Mozambique, Pakistan, South Africa, Tanzania and Uganda

The conventions in the field of family formation have only been ratified by the Latin American countries in the sample. All three ratified the Workers with Family Responsibilities Convention, Guatemala additionally ratified the 1952 Maternity Protection Convention. The social security convention was signed by Peru, who accepted only the chapters on medical, sickness, old age, maternity and invalidity benefits and added a number of exceptions as to the scope of benefits to its ratification.

2.2.5. Employment and governance

The 1947 Labour Inspection Convention (C81) exists to facilitate the adherence to labour law in employment relations. The convention commits signatories to putting in place a system of labour inspection in industrial workplaces and in commerce. The convention demands that the labour inspectors be properly trained, that they are in sufficient numbers to execute good inspection over all work places and grants them access to all work places without prior notice. Importantly, the convention states a procedure for anonymous complaints about workplace violations needs to be set up and that the labour inspectorate is required to publish its report at least once per year. The convention explicitly states that both women and men can become labour inspectors. In 1995 a protocol was adopted next to the convention (P081), which allows countries to restrict access of the labour inspectorate to essential public services, emergency services and the armed forces.

The 1964 Employment Policy Convention (C122), commits signatories to “declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment (art. 1)”. It includes a clause (art. 2c) to ensure that women are not excluded from any occupations or education and training programmes providing workers with the skills for such occupations. An accompanying recommendation (R169) adopted in 1984 calls attention to the specifically vulnerable position of women (and other groups).

The Human Resources Development Convention of 1975 (C150) states that employment services, vocational guidance and training systems should be adapted to serve all persons, without discrimination. Chapter VIII of the accompanying recommendation (R150) calls special attention to the education and training of women, demanding amongst others the full access of girls and women to all fields of education and all occupations, the encouragement of girls to continue learning and to enter traditionally male-dominated fields of education, the provision of child care facilities to allow care givers to continue their education and the establishment of special education programmes for adult women who enter the labour market for the first time.

The Termination of Employment Convention (C158) of 1982 regulates the reasons for and process by which employers can terminate an employment relation. Article 5 lists a number of motives that shall never be accepted as valid reasons for termination, including sex, marital status, family responsibilities and pregnancy. The convention furthermore regulates entitlement to appeal termination, a reasonable period of notice or compensation, entitlement to allowances and/or benefits and the consultation of workers’ organisations in large scale layoffs. A separate convention (C135) regulates the employee’s representation through a workers’ representative. The accompanying recommendation (R119) to the convention on the termination of employment further outlines the steps of work force reduction as a separate kind of termination than that of individual employees.

	Ratified	Not ratified
Labour inspection convention (C81)	Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, Tanzania and Uganda	South Africa
Employment policy (C122)	Guatemala, India, Mozambique, Paraguay, Peru and Uganda	Egypt, Indonesia, Kenya, Pakistan, South Africa and Tanzania
Human resources development (C142)	Egypt, India, Kenya and Tanzania	Guatemala, Indonesia, Mozambique, Pakistan, Paraguay, Peru, South Africa and Uganda
Termination of employment (C158)	Uganda	Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa and Tanzania

In the field of employment protection, all countries except South Africa ratified the Labour Inspection Convention; Uganda, Tanzania and India signed only the first part of the convention, limiting its applicability to industrial work places. Tanzania also ratified the 1995 protocol to the convention.

India, Mozambique, Uganda and all three Latin American countries ratified the Employment Policy Convention; Egypt, India, Kenya and Tanzania ratified the Human Resources Development Convention; and only Uganda ratified the convention on Termination of Employment.

2.2.6. Working conditions

The Night Work (Women) Convention (C89, revised 1948) forbids the employment of women of any age during night time in industry, except in cases of force majeure, certain loss of material due to rapid deterioration or when due to a state of emergency the national interest demands it. The convention does not apply to women in managerial or technical occupations or non-manual employees in health and welfare services. The 1990 Protocol to the Night Work (Women) Convention, regulating the conditions under which collective agreements may divert from the convention, states in article 2 that none of the exemptions from the prohibition of night work may apply to women in a period just before or after childbirth.

The 1990 Night Work Convention, applying to all workers in all sectors except agriculture, stock raising, fishing, maritime transport and inland navigation, defines night work as work performed for at least seven consecutive hours, including the interval from midnight to 5 a.m.. It grants night workers the right to regular health assessments and for compensation recognising the nature of night work. It furthermore stipulates that pregnant workers and women who have recently given birth have a right to receive an alternative to night work and shall not be fired due to their temporary inability to do night work.

The 1996 Home Work Convention (C177) commits signatories to the development and implementation of a policy to guarantee equal treatment for home workers. Equality of treatment is expected (art. 4), amongst others in protection against discrimination, the right to join a union, social security protection and maternity leave.

The 1994 Part-time Work Convention (C175) promotes the access to voluntary part-time work and ensures equal treatment of workers in part-time jobs. The convention commits signatories to guaranteeing equality for part-time and full time workers regarding the right to organise and join a union, health and safety standards, protection from discrimination, maternity protection, hourly wages, termination of employment, paid annual leave and holidays and sick leave.

The 1981 Occupational Safety and Health Convention (C155) and the Protocol of 2002 to the former, institute a policy to prevent accidents and health injuries stemming from unsafe work situations. The convention stipulates the need for such a policy and outlines the areas covered by it, such as the information of workers, maintenance of machinery, protective gear, and the enforcement of the policy. The convention (article 13) also protects workers from undue consequences if she removes herself from a work situation she has reasonable justification to believe presents an imminent or serious danger to her life or health. The convention obliges employers to ensure that workplace machinery does not present a health threat to workers, that chemical and other substances can be handled free from risk and that protective clothing is available to workers free of cost. The protocol adds procedural obligations for the recording and notification of health related incidents.

The 2011 Domestic Workers Convention (C189) is not currently in force. While three countries (Uruguay, the Philippines and Mauritius) have ratified the convention, a year has to elapse before its formally coming into force. The convention sprang from the recognition of domestic workers being mainly women and girls, who work in marginal and often invisible work places, making them vulnerable to abuse and discrimination. The convention commits signatories to ensuring equal treatment for domestic workers, protection from abuse and harassment, decent living and working conditions (including the minimum wage, paid annual leave, a written contract, maternity protection, etc.). The convention specifies that domestic workers should always be allowed to leave the premises of their employers during breaks, should be allowed to remain in possession of their travel and identity documents and have access to legal redress in case of violations of working conditions and abuse. The accompanying recommendation (R201) reiterates a number of policies found in a whole range of ILO conventions, like medical testing and unionisation, and can be read as a manual to decent work in domestic services. The ITUC has set up a campaign *12 by 2012* to campaign for the ratification of the convention by more countries.

	Ratified	Not ratified
Night work (women) (C89 revised)	Egypt, Guatemala, India, Kenya, Pakistan, Paraguay and South Africa,	Indonesia, Mozambique, Peru, Tanzania and Uganda
Protocol of 1990 to the night work (women) convention	India	Egypt, Guatemala, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda
Night work (C171)		Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda
Home work (C177)		Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda
Part-time work (C175)		Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda
Occupational safety and health (C155)	South Africa	Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, Tanzania and Uganda
Protocol of 2002 to the occupational safety and health convention		Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda
Domestic workers (C189)		Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda

Regarding the ratification of the conventions ruling the working conditions the countries in the sample lag behind. None of the countries have ratified the night work, home work, part-time work or domestic work conventions. The night work for women convention was ratified by seven (Egypt, Kenya, South Africa, India, Pakistan, Guatemala, Paraguay) and the 1990 accompanying protocol by India. Both India and Pakistan have separate provisions in the night work convention, limiting its scope to territories to which the legislature has jurisdiction to apply them, factories as defined in the Factories Act and mines to which the Mines Act applies. India also ratified the 1990 protocol to the night work convention. South Africa was the only country to ratify the occupational safety and health convention.

2.2.7. Migrant workers

The 1949 Migration for Employment Convention (Revised) (C97) commits signatories to informing the ILO of its national policies regarding immigration, to facilitate the departure, journey and employment of migrants for employment as well as to guarantee their equal treatment under the law.

The 1975 Migrant Workers (Supplementary Provisions) Convention (C143) pays greater attention to the illegal trafficking of human beings and the prosecution of criminal organisations facilitating the trafficking. It also commits signatories to instate national policies to guarantee the equality of opportunity and of treatment of migrant workers residing lawfully in their country, including access to social security, trade union membership and cultural rights. The convention urges the right to family unification of immigrant workers employed legally in the signatory's country.

Kenya ratified both conventions protecting migrant workers; Guatemala and Tanzania ratified the 1949 version and Uganda the 1975 convention. However, Kenya and Tanzania excluded annex I to III of the 1949 convention, relating to the recruitment of migrants and their right to bring personal possessions, in their ratification.

	Ratified	Not ratified
Migration for employment (C97 revised)	Kenya, Guatemala and Tanzania	Egypt, India, Indonesia, Mozambique, Pakistan, Paraguay, Peru, South Africa and Uganda
Migrant workers supplementary provisions (C143)	Kenya and Uganda	Egypt, Guatemala, India, Indonesia, Mozambique, Pakistan, Paraguay, Peru, South Africa and Tanzania

3. Further information

Much information about labour rights, the contents and ratification of ILO conventions can be found online. This section offers a brief list of the most useful online resources for readers who seek further information.

- ILO conventions: <http://www.ilo.org/dyn/normlex/en/f?p=1000:12000:0::NO::>
- ILO protocols: <http://www.ilo.org/dyn/normlex/en/f?p=1000:12005:0::NO::>
- ILO recommendations: <http://www.ilo.org/dyn/normlex/en/f?p=1000:12010:0::NO::>
- Ratification of ILO conventions by country: <http://www.ilo.org/dyn/normlex/en/f?p=1000:11001:0::NO::>
- Country profiles of ILO member countries: <http://www.ilo.org/dyn/normlex/en/f?p=1000:11003:0::NO::>
- ILO Committee of Experts on the Application of Conventions and Recommendations (2000-2011). Annual reports. <http://www.ilo.org/public/libdoc/ilo/P/09661/>
- UN Convention on the Elimination of All Forms of Discrimination against Women <http://www.un.org/womenwatch/daw/cedaw/cedaw.htm>
- African Union Maputo Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa <http://www.africa-union.org/root/au/Documents/Treaties/Text/Protocol%20on%20the%20Rights%20of%20Women.pdf>
- International Labour Organisation (2006). *Gender Equality and Decent Work. Selected ILO Conventions and Recommendations Promoting Gender Equality*. http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/publication/wcms_088023.pdf
- International Labour Organisation (2007). *ABC on women workers' rights and gender equality*. http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_087314.pdf
- ITUC Annual survey of violation of trade union rights: <http://survey.ituc-csi.org/?lang=en>
- The ITUC campaign for the ratification of the domestic workers' convention "12 by 2012": <http://www.ituc-csi.org/domestic-workers-12-by-12.html>

Annex I: Overview ratification of selected conventions by countries in the study

Convention	Africa								Asia			Latin America		
	Egypt	Kenya	Mozambique	South Africa	Tanzania	Uganda	India	Indonesia	Pakistan	Guatemala	Paraguay	Peru		
Forced and child labour	C29	11-29-1955	1-13-1964	6-16-2003	3-5-1997	1-30-1962	6-4-1963	11-30-1954	6-12-1950	12-23-1957	6-13-1989	8-28-1967	2-1-1960	
	C105	10-23-1958	1-13-1964	6-6-1977	3-5-1997	1-30-1962	6-4-1963	5-18-2000	6-7-1999	2-15-1960	12-9-1959	5-16-1968	12-6-1960	
	C138	6-9-1999	4-9-1979	6-16-2003	3-30-2000	12-16-1998	3-25-2003	x	6-7-1999	7-6-2006	4-27-1990	3-3-2004	11-13-2002	
	C182	5-6-2002	5-7-2001	6-16-2003	6-7-2000	9-12-2001	6-21-2001	x	3-28-2000	10-11-2001	10-11-2001	3-7-2001	1-10-2002	
Collective bargaining	C87	11-6-1957	x	12-23-1996	2-19-1996	4-18-2000	6-2-2005	x	6-9-1998	2-14-1951	2-13-1952	6-28-1962	3-2-1960	
	C98	7-3-1954	1-13-1964	12-23-1996	2-19-1996	1-30-1962	6-4-1963	x	7-15-1957	5-26-1952	2-13-1952	3-21-1966	3-13-1964	
	C131	5-12-1976	4-9-1979	x	x	5-30-1983	x	x	x	x	6-14-1988	x	x	
Non-discrimi-	C100	7-26-1960	5-7-2001	6-6-1977	3-30-2000	2-26-2002	6-2-2005	9-25-1958	8-11-1958	10-11-2001	8-2-1961	6-24-1964	2-1-1960	
	C111	5-10-1960	5-7-2001	6-6-1977	3-5-1997	2-26-2002	6-2-2005	6-3-1960	6-7-1999	1-24-1961	10-11-1960	7-10-1967	8-10-1970	
Family	C102	x	x	x	x	x	x	x	x	x	x	x	8-23-1961	
	C103	x	x	x	x	x	x	x	x	x	6-13-1989	x	x	
	C183	x	x	x	x	x	x	x	x	x	x	x	x	
C156	x	x	x	x	x	x	x	x	x	1-6-1994	12-21-2007	6-16-1986		

Convention	Africa								Asia				Latin America		
	Egypt	Kenya	Mozambique	South Africa	Tanzania	Uganda	India	Indonesia	Pakistan	Guatemala	Paraguay	Peru			
Employment	C81	10-11-1956	1-13-1964	6-6-1977	x	01-13-1962	6-4-1963	4-7-1949	1-29-2004	10-10-1953	2-13-1952	8-28-1967	2-1-1960		
	C122	x	x	12-23-1996	x	x	6-23-1967	11-17-1998	x	x	9-14-1988	2-20-1969	7-27-1967		
	C142	3-25-1982	4-9-1979	x	x	5-30-1983	x	3-25-2009	x	x	x	x	x		
	C158	x	x	x	x	x	7-18-1990	x	x	x	x	x	x		
Working conditions	C89	7-26-1960	11-30-1965	x	3-2-1950	x	x	2-27-1950	x	2-14-1951	2-13-1952	3-21-1966	x		
	P89	x	x	x	x	x	x	11-21-2003	x	x	x	x	x		
	C171	x	x	x	x	x	x	x	x	x	x	x	x		
	C177	x	x	x	x	x	x	x	x	x	x	x	x		
	C175	x	x	x	x	x	x	x	x	x	x	x	x		
	C155	x	x	x	2-18-2003	x	x	x	x	x	x	x	x		
	P155	x	x	x	x	x	x	x	x	x	x	x	x		
Migrants	C189	x	x	x	x	x	x	x	x	x	x	x	x		
	C97	x	11-30-1965	x	x	06-22-1964	x	x	x	x	2-13-1952	x	x		
	C143	x	4-9-1979	x	x	x	3-31-1978	x	x	x	x	x	x		

Information about AIAS

AIAS is an institute for multidisciplinary research and teaching at the University of Amsterdam. Founded in 1998, it brings together the University's expertise in labour studies from the Faculties of Law, Social and Behavioural Sciences, Economics and Business, and Medicine.

AIAS research focuses on the analysis of labour markets, social security and governance. It combines various disciplinary approaches along three perspectives: Societal regulations & coordination of markets, Individual transactions in markets and Societal and individual effects. Some of our research programmes are:

- GINI Growing Inequalities' Impacts
- Equalsoc network of Excellence (Economic Changes, Quality of Life and Social Cohesion)
- Solidarity in the 21st Century
- AMCIS Amsterdam Centre for Inequality Studies
- Flex Work Research Centre
- WageIndicator

AIAS offers various forms of education:

- The course cycle '*Arbeidsvraagstukken en Beleid*' consisting of four courses (in Dutch):
 - A. *HRM in Beeld*
 - B. *Arbeidsmarktontwikkeling*
 - C. *Ongelijkheid & Solidariteit*
 - D. *Trends in Arbeidsverboudingen*
- Various in-company courses
- Together with the Graduate School of Social Sciences and the Faculty of Social and Behavioural Sciences, AIAS organizes the Master in Comparative Organisation Labour Studies
- PhD Laboratory, which aims at providing a stimulating and structured environment for the support of external PhD students, specifically teaching staff of the University of Applied Sciences.



Amsterdam Institute for Advanced labour Studies

University of Amsterdam

Plantage Muidergracht 12 ● 1018 TV Amsterdam ● The Netherlands

Tel +31 20 525 4199 ● Fax +31 20 525 4301

aias@uva.nl ● www.uva-aias.net