



## FIFTH ITEM ON THE AGENDA

**Standard-setting policy: Ratification  
and promotion of fundamental  
ILO Conventions****Contents**

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1. Since 25 May 1995, when the Director-General officially launched the campaign to promote the fundamental ILO Conventions with a view to their universal ratification, at each March session of the Governing Body he submits a report<sup>1</sup> on *progress made in the ratification of the fundamental ILO Conventions during the previous year and on the future prospects for the ratification of these instruments* – based on information communicated by the member States. On 21 December 1999, the Director-General sent a sixth circular letter to governments of countries that had not ratified all the fundamental Conventions, asking them to explain their position with regard to these Conventions and in particular to indicate whether or not their position had changed since their previous communication and whether the information given in that communication was still valid.
2. Since the publication of the previous document,<sup>2</sup> the International Labour Conference adopted at its 87th Session (June 1999) two new instruments aimed at the effective abolition of child labour and particularly its most extreme forms, namely the Worst Forms of Child Labour Convention, 1999 (No. 182) and Recommendation (No. 190). During the discussion prior to the adoption of this Convention, the Governing Body accepted that this instrument – once it had been adopted – would be termed fundamental, joining the seven others (namely Conventions Nos. 29, 87, 98, 100, 105, 111 and 138). Consequently, the Office automatically included Convention No. 182 in its November 1999 report<sup>3</sup> on *technical assistance provided by the ILO as part of the campaign to promote ratification of the fundamental Conventions*.
3. It is recalled that in June 1998 the International Labour Conference adopted the *ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up*. At its 273rd (November 1998) and 274th (March 1999) Sessions the Governing Body examined the measures to take for the implementation of the follow-up to this Declaration.<sup>4</sup> It decided on the timetable for the introduction of the two aspects of the follow-up, namely: (a) the *annual follow-up* for States that have not ratified one or more of the fundamental Conventions, and (b) the *global report*, the first of which will relate to freedom of association and the effective recognition of the right to collective bargaining. The first *annual review*<sup>5</sup> revealed that a number of government reports contained information on progress made as regards the ratification of the seven fundamental Conventions.<sup>6</sup> This information was taken into account in the current document in cases where the States concerned had not replied to the Director-General's sixth circular letter or had asked the ILO to refer to the information contained in their reports for the *annual follow-up*.

<sup>1</sup> To avoid possible conflicts with the procedure of the *ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up*, it has been decided that as from November 2000 (279th Session of the Governing Body) this document will be submitted in November.

<sup>2</sup> GB.274/LILS/5.

<sup>3</sup> GB.276/LILS/6.

<sup>4</sup> GB.273/3 and GB.274/2.

<sup>5</sup> GB.277/3.

<sup>6</sup> The first review did not include Convention No. 182 as the report forms for the *annual follow-up* were sent to member States in March 1999 and Convention No. 182 was only adopted in June 1999.

4. Part I of this document summarizes prospects for ratification based on replies received up until 14 February 2000 to the Director-General's sixth circular letter.<sup>7</sup> It also summarizes the position of countries which did not reply directly to the Director-General's last circular letter but which had provided information on the ratification prospects of the fundamental Conventions in their reports for the *annual follow-up*.<sup>8</sup> The position of the countries that did not reply to the Director-General's sixth circular letter and which did not provide information in their reports for the *annual follow-up* to the ILO Declaration, but which had indicated their position on previous occasions, is also recalled, within the limits of the information available to the Office. As in previous years, information received after 14 February 2000 will be communicated orally to the Committee during the examination of this document. Part II of the document deals with countries that have requested the assistance of the ILO or referred to it and Part III contains concluding remarks.

## I. Overview

5. Since the 274th Session (March 1999) of the Governing Body, 51 new ratifications of Conventions – or confirmations of previous commitments – have been registered, bringing to 167<sup>9</sup> the number of ratifications since the beginning of the campaign and to 80<sup>10</sup> the number of member States to have ratified fundamental ILO Conventions since the launch of the campaign in May 1995. These 51 new ratifications are broken down as follows:

<sup>7</sup> As of 14 February 2000, 71 ILO member States had replied to the Director-General's letter of 21 December 1999: *Albania, Argentina, Australia, Barbados, Belgium, Benin, Botswana, Brazil, Bulgaria, Canada, China, Croatia, Czech Republic, Denmark, Dominica, Dominican Republic, Ecuador, Eritrea, Estonia, Fiji, Finland, Ghana, Greece, Haiti, Indonesia, Iraq, Israel, Japan, Kuwait, Kyrgyzstan, Lebanon, Lithuania, Madagascar, Malawi, Malaysia, Mauritius, Mexico, Mozambique, Nepal, New Zealand, Nicaragua, Norway, Pakistan, Panama, Papua New Guinea, Paraguay, Philippines, Portugal, Romania, Russian Federation, Rwanda, San Marino, Saudi Arabia, Seychelles, Singapore, Slovenia, Sri Lanka, Suriname, Switzerland, Syrian Arab Republic, United Republic of Tanzania, Thailand, Tunisia, Turkey, Ukraine, United Arab Emirates, United Kingdom, United States, Uzbekistan, Venezuela, Zimbabwe.*

<sup>8</sup> Some of the information concerning the following countries was taken from reports sent to the ILO by the governments of the member States for their *annual follow-up* to the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up: *Angola (C.138), Austria (C.138), Azerbaijan (C.105), Bahamas (C.87, 100), Bangladesh (C.138), Bolivia (C.29), Colombia (C.138), Democratic Republic of the Congo (C.87, 105, 111, 138, 182), Guinea-Bissau (C.138), India (C.105), Republic of Korea (C.29, 105), Luxembourg (C.111), Mali (C.138), Namibia (C.29, 100, 105, 111, 138), Qatar (C.87, 98), Saudi Arabia (C.87, 98, 138), Senegal (C.138, 182), Uganda (C.100, 111, 138), Viet Nam (C.29, 105).*

<sup>9</sup> The full list of ratifications registered since the beginning of the campaign is annexed.

<sup>10</sup> *Albania, Argentina, Bahrain, Bangladesh, Barbados, Belarus, Belize, Bolivia, Botswana, Brazil, Bulgaria, Burkina Faso, Burundi, Cambodia, Cape Verde, Chile, China, Congo, Croatia, Cyprus, Czech Republic, Denmark, Dominican Republic, Egypt, El Salvador, Estonia, Ethiopia, Finland, Georgia, Guyana, Hungary, Iceland, Indonesia, Ireland, Jordan, Kazakhstan, Republic of Korea, Kuwait, Kyrgyzstan, Lesotho, Lithuania, Madagascar, Malawi, Malaysia, Mauritania, Republic of Moldova, Morocco, Mozambique, Nepal, Oman, Philippines, Portugal, Qatar, Romania, Russian Federation, Saint Vincent and the Grenadines, San Marino, Seychelles, Slovakia, Slovenia, South Africa, Sri Lanka, Suriname, Switzerland, Tajikistan, United Republic of Tanzania, Thailand, The former Yugoslav Republic of Macedonia, Togo, Trinidad and Tobago, Tunisia, Turkey, Turkmenistan, United Arab Emirates, United Kingdom, Uruguay, Uzbekistan, Viet Nam, Zambia, Zimbabwe.*

Convention No. 29 was ratified by *Malawi*; Convention No. 87 by *Cambodia, Georgia and Malawi*; Convention No. 98 by *Cambodia, Congo, Seychelles and Switzerland*; Convention No. 100 by *Belize, Cambodia, Congo, Ethiopia and Seychelles*; Convention No. 105 by *Bulgaria, Cambodia, Congo, Ethiopia, Indonesia, Malawi, Tajikistan and Togo*; Convention No. 111 by *Belize, Cambodia, Congo, Ireland, Indonesia, Kazakhstan, Seychelles, United Kingdom and Zimbabwe*; Convention No. 138 by *Barbados, Brazil, Cambodia, China, Congo, Dominican Republic, Egypt, Ethiopia, Iceland, Indonesia, Kuwait, Morocco and Switzerland*; and Convention No. 182 by *Botswana, Brazil, Finland, Ireland, Malawi, Seychelles, Slovakia and United States*. As of 14 February 2000, replies had been received from 71<sup>11</sup> of the 172 countries<sup>12</sup> to which the Director-General's last circular letter had been sent. Taking into account the ratifications of Convention No. 182 registered since June 1999, *Botswana, Finland, Ireland and Slovakia* are now among the countries that have ratified all eight fundamental Conventions.

6. It will be recalled that one of the objectives of the Director-General's initiative launched in May 1995 is to achieve universal ratification of the ILO's seven (now eight) fundamental human rights Conventions. Of the 175<sup>13</sup> ratifications needed for each Convention in order to achieve this goal, 151 ratifications have been registered to date for Convention No. 29; 171 for Convention No. 87; 145 for Convention No. 98; 143 for Convention No. 100; 143 for Convention No. 105,<sup>14</sup> 141 for Convention No. 111; 85 for Convention No. 138; eight for Convention No. 182.
7. To date, of the Organization's 175 member States, 65 countries have ratified eight<sup>15</sup> or seven<sup>16</sup> of the fundamental ILO Conventions; 47 countries<sup>17</sup> have ratified six;

<sup>11</sup> See footnote No. 6 for the list of the countries concerned.

<sup>12</sup> In accordance with the position adopted by the United Nations, the Director-General did not send any communications to the following two countries: *Somalia* and *Yugoslavia* (the former Socialist Federal Republic of Yugoslavia, i.e. the territory comprising Serbia and Montenegro).

<sup>13</sup> Since 3 February 2000, the International Labour Organization has a new member State: *Kiribati*, and has therefore gone from 174 to 175 member States.

<sup>14</sup> This total does not take into consideration the ratifications of Convention No. 105 by *Malaysia* and *Singapore*, these two countries having denounced these ratifications in the meantime.

<sup>15</sup> *Botswana, Finland, Ireland, Slovakia*.

<sup>16</sup> *Albania, Algeria, Argentina, Barbados, Belarus, Belgium, Bulgaria, Burkina Faso, Cambodia, Chile, Congo, Costa Rica, Croatia, Cuba, Cyprus, Denmark, Dominica, Dominican Republic, Egypt, France, Georgia, Germany, Greece, Guatemala, Guyana, Honduras, Hungary, Iceland, Indonesia, Israel, Italy, Kyrgyzstan, Lithuania, Malawi, Malta, Netherlands, Nicaragua, Niger, Norway, Poland, Portugal, Romania, Russian Federation, San Marino, Senegal, Seychelles, Slovenia, Spain, Sweden, Switzerland, Tajikistan, Togo, Tunisia, Turkey, Uruguay, Venezuela, Zambia*.

<sup>17</sup> *Antigua and Barbuda, Australia, Austria, Azerbaijan, Bangladesh, Belize, Benin, Bolivia, Bosnia and Herzegovina, Brazil, Burundi, Cameroon, Cape Verde, Central African Republic, Chad, Colombia, Côte d'Ivoire, Czech Republic, Ecuador, Ethiopia, Gabon, Ghana, Guinea, Haiti, Iraq, Jamaica, Jordan, Libyan Arab Jamahiriya, Luxembourg, Mali, Morocco, Panama, Paraguay, Peru, Philippines, Rwanda, Saint Lucia, Sierra Leone, Swaziland, Syrian Arab Republic, The former Yugoslav Republic of Macedonia, Trinidad and Tobago, Turkmenistan, Ukraine, United Kingdom, Yemen, Yugoslavia* (the former Socialist Federal Republic of Yugoslavia. Pursuant to decisions

21 countries<sup>18</sup> have ratified five. By comparison, 14 countries have ratified only one<sup>19</sup> or two<sup>20</sup> fundamental Conventions and only four – *Eritrea, Gambia, Kiribati, Saint Kitts and Nevis* – have not ratified any. According to the information available to the Office, it appears that these countries have carried out ratifications during the course of 1999 or have taken the formal decision to ratify; nevertheless, the ILO has not yet received the related ratification instruments. As regards *Eritrea*, the ILO received a copy (by fax) of a letter from the President of the Republic approving the ratification of Conventions Nos. 29, 87, 98, 100, 105, 111 and 138 and is awaiting the original instruments in order to register them. The Government of *Gambia* has informed the Office that the National Assembly has adopted its proposal for the ratification of Conventions Nos. 29, 87, 98, 100, 105, 111 and 138, indicating that it will send the ratification instruments for these Conventions as soon as possible. With respect to *Saint Kitts and Nevis*, the competent authorities have informed the Office orally that the Government has approved the ratification of Conventions Nos. 87, 98, 100 and 111. As regards *Kiribati*, it has only been a Member of the Organization since 3 February 2000 and the ILO has not yet been informed of its intentions with regard to the ratification of the fundamental Conventions.

## **A. Forced and compulsory labour**

### **1. Forced Labour Convention, 1930 (No. 29)**

8. Since the 274th Session (March 1999) of the Governing Body, *Malawi* has ratified the Convention, bringing the number of registered ratifications of this Convention to 151.

#### *(a) Position of member States that replied to the Director-General's sixth circular letter and/or that provided information for the annual follow-up to the Declaration*

9. As regards *Eritrea*, the ILO received a copy (by fax) of a letter from the President of the Republic approving the ratification of Conventions Nos. 29, 87, 98, 100, 105, 111 and 138 and is waiting for the original instruments in order to register them. The Government of *Gambia* also sent a fax to the ILO to inform it of the approval of the ratification of Conventions Nos. 29, 87, 98, 100, 105, 111 and 138 by the National Assembly, but to date the Office has not yet received the ratification instruments for these Conventions.

10. The Government of *Canada* indicated that the examination of the conformity of the legislation of its various constituent entities (States, provinces, territories) with the provisions of Conventions Nos. 29 and 182 has been concluded and it is in the process of consulting these entities to obtain their approval with a view to the ratification of these instruments. It expected the ratification procedure to be completed shortly. The Government of *Rwanda* confirmed that it had submitted a proposal for the ratification of the Convention to Parliament.

taken by the ILO Governing Body on the basis of relevant United Nations resolutions, no State has been recognized as the continuation of that Member).

<sup>18</sup> *Angola, Comoros, Djibouti, Estonia, Grenada, Guinea-Bissau, Kuwait, Latvia, Lebanon, Lesotho, Liberia, Madagascar, Mexico, Mozambique, Nigeria, Pakistan, South Africa, Sri Lanka, Sudan, Uzbekistan, Zimbabwe.*

<sup>19</sup> *Kazakhstan, Lao People's Democratic Republic, Oman, Solomon Islands.*

<sup>20</sup> *Armenia, Bahrain, China, Equatorial Guinea, Myanmar, Namibia, Qatar, Singapore, United States, Viet Nam.*

11. The Government of *Bolivia* explained that it was in the process of bringing its relevant legislation into line with the provisions of the Convention and that it was updating its current General Labour Act. The Government of *Namibia* declared that the ratification of Conventions Nos. 29, 100, 105, 111, 138 and 182 was under examination by the tripartite consultative council. The Governments of the *Republic of Korea* (also concerns Convention No. 105), the *Philippines* and the *United States* (also concerns Conventions Nos. 100 and 138) indicated that the possibility of ratification was being examined. The Government of *Viet Nam* said that it was contemplating ratifying Conventions Nos. 29 and 105 and studying more closely the differences in interpretation of the “notion of forced labour” existing between itself and the Committee of Experts. *Mozambique* declared that the recently elected Government intended to place on its agenda very shortly the preparation of ratification documents for Conventions Nos. 29, 138 and 182. *Nepal* stated that the ratification process for Conventions Nos. 29, 87, 105 and 182 would shortly be under way.
12. The Government of *China* considered that conditions were not yet right for the ratification of Conventions Nos. 29, 87, 98 and 105.

(b) *Position of member States that did not reply to the Director-General's sixth circular letter*<sup>21</sup>

13. According to the most recent information received by the Office on other countries, the Government of *Equatorial Guinea* has submitted a ratification proposal for Conventions Nos. 29, 105 and 111 to Parliament. The Government of *Armenia* indicated that it intended very soon to submit to Parliament a text proposing the ratification of Conventions Nos. 29, 87, 98, 105 and 138. The Government of *Ethiopia* confirmed that it would shortly submit a proposal for the ratification of the Convention to the competent authorities. The Government of *Latvia* noted that an examination of its legislation had shown it to be in compliance with the provisions of Conventions Nos. 29 and 138 and that it therefore intended to initiate the procedure for the ratification of these instruments in the near future. The Government of the *Republic of Moldova* said that it expected to receive a proposal for the ratification of Conventions Nos. 29 and 100 in the near future. The Government of *Mongolia* stated that the ratification procedure for Conventions Nos. 29 and 105 was under way. The Governments of *Kazakhstan* and *Saint Kitts and Nevis* (relates also to Convention No. 138) indicated that the ratification of Conventions Nos. 29 and 105 was under examination. The Government of *Sao Tome and Principe* stated that it hoped to be in a position to ratify Conventions Nos. 29 and 105 in the near future.
14. The ILO has no official information on the prospects for the ratification of this instrument by *Afghanistan* and *Kiribati*.

<sup>21</sup> Some member States failed to indicate their position on *all* the fundamental Conventions they have not yet ratified. When the ILO has this information from other sources (statements during plenary sessions of the International Labour Conference, information communicated on previous occasions, etc.) their position on the ratification prospects for these instruments is nevertheless indicated. This explains why a country may be listed both as having provided information to the Director-General's sixth circular letter *and* as not having provided any.

**2. Abolition of Forced Labour Convention, 1957  
(No. 105)**

- 15.** Since the 274th Session (March 1999) of the Governing Body, Convention No. 105 has been ratified by *Bulgaria, Cambodia, Congo, Ethiopia, Indonesia, Malawi, Tajikistan and Togo*, bringing the total number of ratifications of this instrument to 143.
- (a) *Position of member States that replied to the Director-General's sixth circular letter and/or that provided information for the annual follow-up to the Declaration*
- 16.** The position of *China, Eritrea, Gambia, the Republic of Korea, Namibia, Nepal and Viet Nam* regarding possible ratification of this Convention is set out in the section on Convention No. 29.
- 17.** The Government of the *Democratic Republic of the Congo* indicated that Conventions Nos. 87, 105, 111, 138 and 182 were in the process of being approved by the President of the Republic. The Government of *India* indicated that the ratification process was well advanced.
- 18.** The Governments of *Azerbaijan, Japan* (also relates to Conventions Nos. 111 and 182), *Madagascar and Singapore* (also relates to Conventions Nos. 87, 100, 111, 138 and 182) declared that the ratification of the Convention was under examination. The Government of *Sri Lanka* stated that its legislation must first be amended.
- 19.** The Government of *Malaysia* recalled that the reasons that had led its country to denounce the ratification of this Convention were still valid. The Government of *Qatar* informed the Office that the ratification of Conventions Nos. 87, 98, 100, 105, 138 and 182 was not envisaged for the time being.
- (b) *Position of member States that did not reply to the Director-General's sixth circular letter*
- 20.** The position of *Armenia, Equatorial Guinea, Kazakhstan, Mongolia, Saint Kitts and Nevis and Sao Tome and Principe* on ratification prospects for this Convention is contained in the section relating to Convention No. 29. The latest information the Office has on other countries is indicated below.
- 21.** The Government of *Ukraine* indicated that the necessary amendments to the Labour Code and the Penal Code have been drawn up and are currently before the legislative body for approval. The Government of *Lesotho* told the Office that tripartite consultations have been completed. The Governments of *Bosnia and Herzegovina, Lao People's Democratic Republic and The former Yugoslav Republic of Macedonia* (also relates to Conventions Nos. 87, 98, 100, 111 and 138) indicated that the ratification of Convention No. 105 was under examination.
- 22.** The Government of *Myanmar* informed the ILO that the ratification of Conventions Nos. 100, 105, 111 and 138 had already been considered and that it had decided to proceed with the ratification of these instruments at the appropriate time. The Government of *Oman* informed the Office that Conventions Nos. 87, 98, 100, 105, 111 and 138 had been submitted to the competent authorities which had taken due note of them.

23. The ILO has no official information on ratification prospects for this instrument by *Kiribati, Solomon Islands and Yugoslavia*.<sup>22</sup>

## B. Freedom of association

### 1. *Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)*

24. Since the 274th Session (November 1999) of the Governing Body, Convention No. 87 has been ratified by *Cambodia, Georgia and Malawi*, bringing to 127 the total number of registered ratifications of this instrument.

#### (a) *Position of member States that replied to the Director-General's sixth circular letter and/or that provided information for the annual follow-up to the Declaration*

25. The position of *China, Eritrea, Gambia and Nepal* concerning prospects for the ratification of this instrument is set out in the section on Convention No. 29; the position of the *Democratic Republic of the Congo, Qatar and Singapore* is contained in the section on Convention No. 105.

26. The Government of *Brazil* informed the Office that it had submitted a draft constitutional amendment to Parliament which, once adopted, should permit the ratification of Convention No. 87. The Government of *Fiji* indicated that it intended to ratify Conventions Nos. 87, 100, 111, 138 and 182 before the next session of the International Labour Conference (June 2000). The Government of *Papua New Guinea* indicated that it would be submitting a proposal for the ratification of Conventions Nos. 87, 100, 111, 138 and 182 to Parliament at its next session (March 2000).

27. The Governments of *Iraq* and *Lebanon* stated that the differences between their prevailing legislation and the provisions of the Convention are under examination. The Government of *Mauritius* said that it was in the process of revising its labour legislation and that once that had been completed it intended to begin the procedure for the ratification of Conventions Nos. 87, 100 and 111. The newly elected *New Zealand* Government indicated that it intended to amend the relevant legislation to bring it into line with the provisions of Conventions Nos. 87 and 98. The Government of *Zimbabwe* stated that the ratification of the Convention would be considered once Parliament had adopted the draft amendment to the Labour Relations Act currently before it.

28. The Government of *Saudi Arabia* confirmed that the ratification of Conventions Nos. 87, 98, 138 and 182 was under consideration. The Government of *Thailand* indicated that it hoped to examine together with the ILO the obstacles to the ratification of Conventions Nos. 87 and 98.

29. The Government of the *Bahamas* informed the ILO that the ratification of the Convention would not be examined for the moment. The Government of the *United Arab Emirates* stated that the technical committee in charge of examining Conventions Nos. 87, 98 and 111 had not recommended that those instruments be ratified. The Government of the *United States* explained that its relevant legislation was not entirely in line with the

<sup>22</sup> The former Socialist Federal Republic of Yugoslavia, i.e. the territory comprising Serbia and Montenegro.

provisions of Conventions Nos. 87 and 98. The Government of *Malaysia* noted that there were differences between its national legislation and some of the provisions of Conventions Nos. 87 and 111.

(b) *Position of member States that did not reply to the Director-General's sixth circular letter*

30. The position of *Armenia* concerning prospects for the ratification of this Convention is set out in the section on Convention No. 29; the position of the *Lao People's Democratic Republic* is contained in the section on Convention No. 105. The ILO's latest information on other countries is set out below.
31. The Government of *Kazakhstan* indicated that Parliament has approved the ratification of the Convention. The Governments of *Angola* and *Uzbekistan* stated that the documentation relating to the ratification of Convention No. 87 has been submitted to the National Assembly. The Government of the *Solomon Islands* confirmed that the process for the ratification of Conventions Nos. 87 and 98 is under way. The Government of *Saint Kitts and Nevis* informed the ILO orally that it had approved the ratification of Conventions Nos. 87, 98, 100 and 111.
32. The Government of *El Salvador* is currently conducting tripartite consultations prior to the ratification of Conventions Nos. 87 and 98. The Government of *Uganda* indicated that it was conducting tripartite consultations and that it had consulted its Legal Adviser for his views on the ratification of Conventions Nos. 87, 100, 111 and 138. The Government of the *United Republic of Tanzania* is in the process of consulting the social partners about the possible ratification of Conventions Nos. 87, 100 and 111.
33. The Governments of the *Islamic Republic of Iran* (also concerns Conventions Nos. 98 and 138), *Jordan*, the *Republic of Korea* (also concerns Convention No. 98) and *Morocco* indicated that the ratification of the Convention would only be examined once the relevant legislation had been amended in order to bring it into line with the provisions of the Convention.
34. The Governments of *Bahrain* (also concerns Conventions Nos. 98, 100, 111 and 138), *Saint Vincent and the Grenadines* and *Sudan* confirmed that the ratification of Convention No. 87 was being considered. The Government of *Guinea-Bissau* stated that it had not yet decided on its position. The Government of *India* declared that it wished to re-examine the possibility of ratifying Conventions Nos. 87 and 98.
35. The Government of *Kenya* indicated that it is not in a position to ratify Conventions Nos. 87, 100 and 111 given its level of socio-economic development and certain differences between its legislation and the provisions of the abovementioned Conventions. The Government of *Viet Nam* stated that it would examine the ratification of Conventions Nos. 87, 98 and 138 at the appropriate time.
36. The ILO has no official information on ratification prospects for this instrument by *Afghanistan*, *Equatorial Guinea*, *Kiribati*, *Libyan Arab Jamahiriya* and *Somalia*.

2. ***Right to Organise and Collective Bargaining Convention, 1949 (No. 98)***

37. Since the 274th Session (November 1999) of the Governing Body, Convention No. 98 has been ratified by *Cambodia*, *Congo*, *Seychelles* and *Switzerland*, bringing to 145 the total number of ratifications of this instrument.

(a) *Position of member States that replied to the Director-General's sixth circular letter and/or that provided information for the annual follow-up to the Declaration*

38. The position of *China, Eritrea and Gambia* concerning ratification prospects for this Convention is set out in the section on Convention No. 29; the position of *India, New Zealand, Saudi Arabia, Thailand* and the *United States* is contained in the section on Convention No. 87; that of *Qatar* is indicated in the section on Convention No. 105.

39. *Mexico* stated that the ratification of the Convention was still under consideration.

40. The Government of *Canada* explained that it supported the principles contained in Conventions Nos. 98 and 138 and that its legislation was largely in line with the provisions of those instruments. However, Canada was not in a position to ratify the two abovementioned Conventions as certain differences remained between the national situation and the specific requirements contained in the instruments. The Government of *Kuwait* indicated that following an in-depth examination of Conventions Nos. 98 and 100 it had reached the conclusion that it was not in a position to ratify them.

(b) *Position of member States that did not reply to the Director-General's sixth circular letter*

41. *Armenia's* position concerning the possible ratification of this Convention is set out in the section on Convention No. 29; the position of *Bahrain, El Salvador, the Islamic Republic of Iran, Saint Kitts and Nevis, the Solomon Islands, the United Arab Emirates and Viet Nam* is contained in the section on Convention No. 87; that of the *Lao People's Democratic Republic* and *Oman* is mentioned in the section on Convention No. 105. The latest information available to the ILO on other countries is indicated below.

42. The Government of *Mauritania* stated that a bill to ratify Conventions Nos. 98, 100 and 138 had been submitted for approval. The Government of *Kazakhstan* explained that the ratification procedure was currently under way. The Government of *Myanmar* indicated that it had to consult the social partners about the question of the ratification of the Convention.

43. The ILO has no official information on the ratification prospects of this instrument by *Afghanistan, Equatorial Guinea, Kiribati and Somalia*.

## C. Non-discrimination

### 1. *Equal Remuneration Convention, 1951 (No. 100)*

44. Since the 274th Session (March 1999) of the Governing Body, this Convention has been ratified by *Belize, Cambodia, Congo, Ethiopia and Seychelles*, bringing to 143 the total number of ratifications of this instrument.

(a) *Position of member States that replied to the Director-General's sixth circular letter and/or that provided information for the annual follow-up to the Declaration*

45. The position of *Eritrea, Gambia, Namibia* and the *United States* on the possible ratification of this Convention is set out in the section on Convention No. 29; the position of *Fiji, Mauritius and Papua New Guinea* is contained in the section on Convention No. 87; that

of *Kuwait* is mentioned in the section on Convention No. 98; that of *Qatar* and *Singapore* is indicated in the section on Convention No. 105.

46. The Government of *South Africa* sent the ILO a copy (by fax) of the instruments of ratification of Conventions Nos. 100 and 138. The Office is waiting to receive the original documents to register these ratifications (as well as the declaration specifying the age for admission to employment fixed by the South African Government in respect of Convention No. 138).
47. The Government of *Pakistan* informed the ILO that it had not yet decided its position on the possible ratification of Conventions Nos. 100 and 138.
48. The Government of *Suriname* indicated that it was not yet in a position to ratify Conventions Nos. 100 and 111 as it first had to amend its legislation.

(b) *Position of member States that did not reply to the Director-General's sixth circular letter*

49. The position of the *Republic of Moldova* concerning possible ratification of the Convention is mentioned in the section on Convention No. 29; the position of *Bahrain, Kenya, Saint Kitts and Nevis, Saint Vincent and the Grenadines, the United Republic of Tanzania* and *Uganda* is contained in the section on Convention No. 87; that of *Mauritania* is set out in the section on Convention No. 98; that of the *Lao People's Democratic Republic, Myanmar* and *Oman* is indicated in the section on Convention No. 105. The latest information available to the Office on other countries is indicated below.
50. The Governments of *Antigua and Barbuda* and *El Salvador* have submitted a proposal for the ratification of the Convention to Parliament.
51. The Government of the *Bahamas* has asked the social partners to submit their recommendations on the ratification of Conventions Nos. 100, 111 and 138. The Government of the *Solomon Islands* indicated that it wished to carry out an in-depth study of the implications of the ratification of Conventions Nos. 100 and 111 as it must first and foremost take into account its economic and social situation.
52. The Government of *Kazakhstan* decided to postpone the examination of the ratification of Conventions Nos. 100 and 138.
53. The ILO has no official information on the ratification prospects of this instrument by *Kiribati, Liberia* and *Somalia*.

**2. *Discrimination (Employment and Occupation) Convention, 1958 (No. 111)***

54. Since the 274th Session (March 1999) of the Governing Body, Convention No. 111 has been ratified by *Belize, Cambodia, Congo, Ireland, Indonesia, Kazakhstan, Seychelles, United Kingdom* and *Zimbabwe*, bringing to 141 the total number of ratifications of this instrument.

(a) *Position of member States that replied to the Director-General's sixth circular letter and/or that provided information for the annual follow-up to the Declaration*

55. The position of *Eritrea, Gambia* and *Namibia* on the prospects for the ratification of the Convention is set out in the section on Convention No. 29; the position of *Fiji, Malaysia, Mauritius, Papua New Guinea* and the *United Arab Emirates* is indicated in the section on Convention No. 87; that of *Suriname* is mentioned in the section on Convention No. 100; that of the *Democratic Republic of the Congo, Japan* and *Singapore* is contained in the section on Convention No. 105.
56. The Government of the *United States* stated that a proposal for the ratification of Convention No. 111 was before the Senate. The Government of *Luxembourg* is in the process of finalizing a bill to approve a certain number of ILO Conventions, including Convention No. 111.
57. The Government of *Estonia* stated that the ratification of Conventions Nos. 111 and 138 was being considered.
58. The Government of *China* indicated that it intended to ratify this Convention once it considered itself to be in a position to apply all the provisions effectively.

(b) *Position of member States that did not reply to the Director-General's sixth circular letter*

59. The position of *Equatorial Guinea* on the possible ratification of this Convention is set out in the section on Convention No. 29; the position of the *Bahamas, Bahrain, Kenya, Saint Kitts and Nevis, Saint Vincent and the Grenadines, the United Republic of Tanzania* and *Uganda* is contained in the section on Convention No. 87; that of the *Solomon Islands* is reflected in the section on Convention No. 100; that of the *Lao People's Democratic Republic, Myanmar* and *Oman* is indicated in the section on Convention No. 105. The latest information available to the ILO on other countries is indicated below.
60. The Government of *Comoros* stated that it had just taken the necessary steps to submit a proposal for the ratification of Conventions Nos. 111 and 138 to the ordinary session of Parliament (April 2000). The Government of *Grenada* informed the Office that it was waiting for the adoption of the new Labour Code to decide on the ratification of Conventions Nos. 111 and 138.
61. The Government of *Nigeria* stated that it was impossible for it to ratify this Convention as its Constitution contained provisions that were incompatible with those of the Convention.
62. The ILO has no official information on ratification prospects for this instrument by *Djibouti, Kiribati* and *Thailand*.

## D. Child labour

### 1. *Minimum Age Convention, 1973 (No. 138)*

63. Since the 274th Session (March 1999) of the Governing Body, *Barbados, Cambodia, China, Congo, Dominican Republic, Egypt, Ethiopia, Iceland, Indonesia, Kuwait, Morocco, Senegal* and *Switzerland* have ratified this Convention, bringing to 85 the number of ratifications registered for this instrument.

- 64.** *Burundi, the Republic of Moldova, Sao Tome and Principe and Turkmenistan* sent the instrument for the ratification of the Convention but failed to attach the obligatory declaration (specifying the minimum age for admission to employment or work within their territory) to enable the Office to register it. *Madagascar* sent the Office a copy of the instrument for the ratification of the Convention but the ILO has not yet received the original instrument and has therefore been unable to register it. The ILO has received the ratification instrument from *Malawi* but has not yet been able to register it. Lastly, on 20 January 2000, the Director of the ILO Office in Brasilia was invited to the official ceremony for the signature of the instrument for the ratification of Conventions Nos. 138 and 182 by the President of the Republic and the Minister of Foreign Affairs of *Brazil*. However, the ILO has not yet received the instrument for the ratification of Convention No. 138 by that country.
- (a) *Position of member States that replied to the Director-General's sixth circular letter and/or that provided information for the annual follow-up to the Declaration*
- 65.** The position of *Eritrea, Gambia, Mozambique, Namibia* and the *United States* on prospects for the ratification of the Convention is contained in the section on Convention No. 29; the position of *Fiji, Papua New Guinea* and *Saudi Arabia* is set out in the section on Convention No. 87; that of *Canada* is indicated in the section on Convention No. 98; the position of *Pakistan* and *South Africa* is mentioned in the section on Convention No. 100; that of the *Democratic Republic of the Congo, Qatar* and *Singapore* is set out in the section on Convention No. 105; that of *Estonia* is contained in the section on Convention No. 111.
- 66.** The Government of *Sri Lanka* informed the ILO that the Minister of Foreign Affairs was in the process of preparing the ratification instrument. The Government of *Benin* made it known that the procedure for the ratification of the Convention was fairly advanced and that it would shortly be completed as the National Assembly has just authorized the ratification of five ILO Conventions, including Convention No. 138. The Government of *Zimbabwe* told the ILO that the Parliament had approved the ratification of the Convention and indicated that the Office would very shortly be receiving the instrument for the ratification of Convention No. 138.
- 67.** The Governments of *Angola, Paraguay, Peru* and *Seychelles* indicated that a bill proposing the ratification of this instrument was before their Parliaments. The Government of *Chad* explained that it would be submitting a further proposal for the ratification of Convention No. 138 to Parliament.
- 68.** The Governments of *Austria, Colombia, Ecuador* and the *United Kingdom* confirmed that the procedure for the ratification of Conventions Nos. 138 and 182 was under way. The Governments of *Ghana, Guinea-Bissau, Haiti* (also concerns Convention No. 182), *Japan* and *Suriname* stated that the procedure for the ratification of the Convention was just about to begin.
- 69.** The Government of *Lebanon* indicated that it had finished bringing its legislation into line with the provisions of the Convention and that it was awaiting certain clarifications from the Office. The Government of *Panama* informed the Office that it would consider the ratification of Conventions Nos. 138 and 182 once the differences between certain provisions of its legislation and those of the instruments were ironed out and, moreover, that it was in the process of establishing a code for minors. The Government of the *Syrian Arab Republic* informed the ILO that a draft instrument aiming to raise the minimum age for admission to employment was under examination by the tripartite consultative

committee. The Government of the *Czech Republic* indicated that the procedure to amend legislative provisions which are not in keeping with the Convention was under way. The Government of *Thailand* confirmed that the prospects for the ratification of Convention No. 138 were good as it was in the process of aligning its legislation with the provisions of the instrument. The Government of *Uzbekistan* declared that the ratification of the Convention was being considered. The Government of *Bangladesh* confirmed its wish to ratify the Convention some time in the future.

70. The Government of *Australia* indicated that its country respected the principle and spirit of Convention No. 138 in general but not all its provisions. The Australian Government was, however, not inclined to amend its legislation to introduce a minimum age of admission to employment, as required by the Convention, given the absence of factors demonstrating that child labour constitutes a problem in Australia. The Government of *New Zealand* informed the Office that the ratification of Convention No. 138 was not on its agenda for the moment.

(b) *Position of member States that did not reply to the Director-General's sixth circular letter*

71. The position of *Armenia*, *Latvia* and *Saint Kitts and Nevis* on ratification prospects for the Convention is set out in the section on Convention No. 29; the position of *Bahrain*, the *Islamic Republic of Iran*, *Saint Vincent and the Grenadines*, *Uganda* and *Viet Nam* is indicated in the section on Convention No. 87; that of *Mauritania* is reflected in the section on Convention No. 98; the position of the *Bahamas* and *Kazakhstan* is mentioned in the section on Convention No. 100; that of the *Lao People's Democratic Republic*, *Myanmar* and *Oman* is contained in the section on Convention No. 105; that of *Comoros* and *Grenada* is outlined in the section on Convention No. 111. The latest information available to the ILO on other countries is indicated below.
72. The Governments of *Cameroon* and *Trinidad and Tobago* stated that their Parliaments had authorized them to ratify the Convention. The Government of *Jamaica* explained that it first had to amend its legislation before it could consider ratifying the Convention. The Government of *Nigeria* informed the Office that the revision of the relevant legislation was under way.
73. The Governments of *Belize*, *Cape Verde*, the *Central African Republic*, *Côte d'Ivoire*, *Gabon* and *Sudan* indicated that the possibility of ratifying the Convention was being considered. The Governments of *Lesotho* and *Yemen* stated that tripartite consultations were being conducted.
74. The Government of *Mali* indicated that it intended to ratify Convention No. 138 in the more or less long term. The Government of *Mongolia* stated that its participation in IPEC (International Programme on the Elimination of Child Labour) constituted a first step towards ratification.
75. The Government of *India* indicated that the ratification of Convention No. 138 would not be considered until it was convinced that its administration was in a position to ensure that a federal act establishing the minimum age for admission to employment could be satisfactorily applied throughout the country. The Government of *Mexico* noted that the obstacles preventing it from ratifying the Convention still remained. The Government of *Sierra Leone* stated that the ratification of the Convention had been considered but that the country lacked the logistical means to conduct the necessary prior tripartite consultations and legislative amendments.

76. The ILO has no official information on the prospects for the ratification of this instrument by *Afghanistan, Djibouti, Guinea, Kiribati, Liberia, Saint Lucia, the Solomon Islands, Somalia and Swaziland*.

**2. Worst Forms of Child Labour Convention, 1999  
(No. 182)**

77. Since its adoption in June 1999 this instrument has been ratified by *Botswana, Brazil, Finland, Ireland, Malawi, the Seychelles, Slovakia* and the *United States*, bringing the total number of registered ratifications of this Convention to eight.

78. The ILO received a copy (by fax) of the instrument for the ratification of Convention No. 182 by *Yemen* and is awaiting the original document to proceed with the registration of this ratification.

(a) *Position of member States that replied to the Director-General's sixth circular letter*<sup>23</sup>

79. The position of *Canada, Mozambique, Namibia* and *Nepal* on ratification prospects for this Convention is contained in the section under Convention No. 29; the position of *Fiji, Papua New Guinea* and *Saudi Arabia* is mentioned in the section on Convention No. 87; that of the *Democratic Republic of the Congo, Japan, Qatar* and *Singapore* is indicated in the section on Convention No. 105; that of *Austria, Colombia, Ecuador, Haiti, Panama* and the *United Kingdom* is set out in the section on Convention No. 138.

80. The Governments of *Indonesia, Rwanda, Senegal* and *Tunisia* informed the Office that the bill to ratify Convention No. 182 had been approved by their Parliaments and that the Director-General should shortly receive their ratification instruments. The Government of *Kuwait* stated that the technical committee responsible for examining the Convention had recommended its ratification to the Government, which was currently preparing the ratification instrument.

81. The Governments of *Argentina, Barbados* and the *Dominican Republic* stated that their respective legislative bodies currently had before them proposals for the ratification of Convention No. 182. The Government of *Bulgaria* informed the Director-General that it intended to submit a draft approval instrument for the ratification of the Convention to the National Assembly by June 2000. The Government of *Venezuela* confirmed that it was preparing a draft for the submission of the Convention to Parliament.

82. The Governments of *Belgium, Benin, Czech Republic, Greece, Norway, Romania, San Marino, the United Republic of Tanzania, the Ukraine* and *Zimbabwe* stated that the procedure for the ratification of the Convention was under way. The Government of *China* explained that having conducted an in-depth study into its legislation and practices in the

<sup>23</sup> As mentioned earlier in footnote No. 5, the report form for the *annual follow-up* to the ILO Declaration did not include Convention No. 182, which was only adopted *after* the reports were sent to the Organization's member States. It is only in very exceptional cases that States have provided information on the ratification prospects for Convention No. 182 in their reports for the *annual follow-up* to the Declaration. Consequently, most information concerning the prospects for the ratification of Convention No. 182 comes either (a) from government replies to the Director-General's sixth circular letter; or (b) information sent to the ILO by governments following the campaign for the ratification of Convention No. 182 launched by the Director-General following the adoption of that instrument. In this regard see also paras. 6-13 of document GB.276/LILS/6.

relevant sphere, it had determined that it was in a position to proceed shortly with the ratification of this Convention. The Government of *Denmark* informed the Director-General that it wished to ratify the Convention during the course of 2000. The Governments of *Australia*, *Philippines* and *Switzerland* indicated that the ratification of Convention No. 182 was being examined by their various constituent and administrative bodies.

- 83.** The Governments of *Eritrea*, *Lebanon*, *Madagascar*, *Malaysia*, *New Zealand*, *Portugal*, *Sri Lanka* and the *United Arab Emirates* informed the ILO that the ratification of the Convention was being considered. The Governments of *Estonia*, *Kyrgyzstan*, *Mauritius*, *Mexico*, *Nicaragua* and the *Russian Federation* indicated that they were conducting the necessary consultations.
- 84.** The following Governments stated that they wished to ratify the Convention but in order to do so they had first to amend their legislation: *Israel*, *Lithuania* and the *Syrian Arab Republic*. The Government of *Uzbekistan* explained that it intended to ratify the Convention but that it was awaiting certain clarifications from the ILO. The Government of *Cape Verde* stated that the ratification of the Convention would be envisaged at the appropriate time. The Government of *Slovenia* simply declared that there were no obstacles to the Convention being ratified in the near future.
- 85.** The Government of *Croatia* noted that it was not in a position to provide details on ratification prospects for the Convention as the new Government and the recently elected Parliament had not yet been officially instated. The Government of *Turkey* informed the ILO that the Convention had been submitted to Parliament in accordance with article 19.5 of the Constitution of the ILO but that it had not submitted any concrete proposal to that body.
- 86.** The Government of *Dominica* informed the Office that after looking into the matter it had decided that ratification was not appropriate for the moment. The Government of *Iraq* indicated that it had taken note of the adoption of Convention No. 182.

(b) *Position of member States that did not reply to the Director-General's sixth circular letter*

- 87.** According to the latest information available to the ILO on other countries, the Governments of *Azerbaijan*, *Costa Rica*, *Equatorial Guinea* and *Luxembourg* approved the ratification of the Convention and submitted proposals for its ratification to their respective Parliaments. The Governments of *Chad* and *Italy* informed the Office that they would shortly be submitting to their respective Parliaments proposals for the ratification of the Convention. The Governments of *Algeria*, *El Salvador*, *France* and *Spain* stated that the ratification procedure was under way.
- 88.** The Governments of *Guatemala*, *Poland* and *Trinidad and Tobago* indicated that they were in the process of conducting the necessary tripartite consultations. The Government of the *Islamic Republic of Iran* stated that the President of the Republic and the social partners were currently studying the possibility of ratifying the Convention.
- 89.** The Governments of *Cyprus* and *South Africa* informed the Office that the ratification of this instrument was being considered. The Government of the *Bahamas* indicated that it had noted the campaign launched by the Director-General for the universal ratification of Convention No. 182. The Government of *Belarus* simply declared that it wished to ratify the Convention.

90. The ILO has no official information on prospects for the ratification of this instrument by *Afghanistan, Albania, Angola, Antigua and Barbuda, Armenia, Bahrain, Bangladesh, Belize, Bolivia, Bosnia and Herzegovina, Burkina Faso, Burundi, Cambodia, Cameroon, Central African Republic, Chile, Comoros, Congo, Côte d'Ivoire, Cuba, Djibouti, Egypt, Ethiopia, Gabon, Gambia, Georgia, Germany, Ghana, Grenada, Guinea, Guinea-Bissau, Guyana, Honduras, Hungary, Iceland, India, Jamaica, Jordan, Kazakhstan, Kenya, Kiribati, Republic of Korea, Lao People's Democratic Republic, Latvia, Lesotho, Liberia, Libyan Arab Jamahiriya, Mali, Malta, Mauritania, Republic of Moldova, Mongolia, Morocco, Myanmar, Netherlands, Niger, Nigeria, Oman, Pakistan, Paraguay, Peru, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Sao Tome and Principe, Sierra Leone, Solomon Islands, Somalia, Sudan, Suriname, Swaziland, Sweden, Tajikistan, Thailand, The former Yugoslav Republic of Macedonia, Togo, Turkmenistan, Uganda, Uruguay, Viet Nam, Yugoslavia,*<sup>24</sup> *Zambia.*

## II. References to ILO assistance

91. The following countries referred to ILO technical assistance in their replies to the Director-General's last circular letter. The Government of *China* expressed the wish that the ILO would take concrete measures to provide assistance to member States to help them move progressively towards the ratification and effective implementation of international labour standards. The Government of *Mauritius* emphasized that it was during a seminar jointly organized by the Government and the ILO that the obstacles to its ratification of Conventions Nos. 87, 100 and 111 were identified. The ILO's suggestions were taken into account during the revision of the 1975 Labour Act and the 1973 Labour Relations Act, and this revision was carried out in the framework of the labour legislation reform undertaken by the Government with technical assistance from the Office. The bill amending the Labour Act was approved by the Government; the bill revising the Labour Relations Act is currently under examination.
92. The Government of *Mozambique* indicated that following the tripartite seminar on fundamental ILO Conventions organized by the ILO in November 1999 it is now convinced of the need to ratify fundamental Conventions Nos. 29, 138 and 182, all the more so given that the ratification of these instruments should not pose any problem as national legislation is already in conformity with the principles set out in these instruments. The Government of the *Philippines* stated, with respect to the process of consultation of its regional bodies and the social partners that it has initiated, that it would like to conclude these consultations by organizing a meeting on the subject of social dialogue, with the support of the ILO. The Government of the *Russian Federation* recalled that in December 1999 the ILO Office in Moscow organized a tripartite international conference for the member countries of the Commonwealth of Independent States<sup>25</sup> on the subject of the ILO's fundamental Conventions – their ratification and application – and expressed the wish that the Office would offer it assistance with respect to the ratification of Convention No. 182 (namely to seek a solution to the problem of child soldiers). Lastly the Government of *Sri Lanka* indicated that, as the Attorney-General had considered that some of its legislative provisions were not entirely in conformity with the provisions of Convention No. 105, it wished to conduct an in-depth study into the matter with ILO

<sup>24</sup> The former Socialist Federal Republic of Yugoslavia, i.e. the territory comprising Serbia and Montenegro.

<sup>25</sup> *Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Republic of Moldova, Russian Federation, Tajikistan, Turkmenistan, Ukraine and Uzbekistan.*

support in order to identify the provisions posing problems and to examine how to remedy the situation. In this respect, the Government suggested holding a forum on the question to bring together all those involved – social partners, officials and all the other groups concerned, under the aegis of the ILO. As regards Convention No. 182, the Government also requested the Office to participate (both technically and financially) in organizing a meeting of the social partners to consider the question.

### III. Concluding remarks

93. While information on the prospects for the ratification of the fundamental Conventions has been received to date from the majority of member States, the following 14 countries (compared with 17 last year) have still not replied directly to the Director-General's various letters: *Afghanistan, Comoros, Congo, Djibouti, Equatorial Guinea, Guinea, Liberia, Libyan Arab Jamahiriya, Saint Lucia, Somalia, Swaziland, Tajikistan, Trinidad and Tobago, Turkmenistan.*
94. At the request of the Worker members of the Committee (as was the case for previous reporting periods), copies of the Director-General's last circular letter were sent to workers' and employers' organizations in the countries that had failed to reply to the Director-General's five previous circular letters, and three of these countries (*Haiti, Uzbekistan and Yemen*) for the first time informed the ILO of the position of their Governments regarding the prospects of ratifying all the fundamental Conventions.
95. It is proposed that a report should again be presented to the Governing Body, at its 279th Session (November 2000), on the progress made in ratifying the Conventions and on the technical assistance provided by the ILO to member States during the ratification campaign.<sup>26</sup>

Geneva, 6 March 2000.

<sup>26</sup> In this respect please also see footnote No. 1.



## Annex 1

### Ratifications or confirmations of previous commitments since the start of the campaign for the ratification of the fundamental Conventions (25 May 1995–14 February 2000)

#### I. Forced Labour Convention, 1930 (No. 29)

Botswana	South Africa
El Salvador	The former Yugoslav Republic of Macedonia
Estonia	Turkey
Georgia	Turkmenistan
Malawi	Uruguay
Oman	Uzbekistan
Qatar	Zimbabwe
Saint Vincent and the Grenadines	

#### II. Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Botswana	Moldova, Republic of
Cambodia	Mozambique
Cape Verde	South Africa
Chile	Sri Lanka
Georgia	The former Yugoslav Republic of Macedonia
Indonesia	Turkmenistan
Malawi	Zambia

#### III. Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Botswana	Saint Vincent and the Grenadines
Burundi	Seychelles
Cambodia	South Africa
Chile	Suriname
Congo	Switzerland
Georgia	The former Yugoslav Republic of Macedonia
Madagascar	Turkmenistan
Moldova, Republic of	Uzbekistan
Mozambique	Zambia
Nepal	Zimbabwe

**IV. Equal Remuneration Convention, 1951 (No. 100)**

Bangladesh	Malaysia
Belize	Nepal
Botswana	Seychelles
Cambodia	Thailand
Congo	The former Yugoslav Republic of Macedonia
Estonia	Trinidad and Tobago
Ethiopia	Turkmenistan
Georgia	United Arab Emirates
Korea, Republic of	Uzbekistan
Lesotho	Viet Nam

**V. Abolition of Forced Labour Convention, 1957 (No. 105)**

Albania	Kyrgyzstan
Bahrain	Malawi
Belarus	Mauritania
Botswana	Romania
Bulgaria	Russian Federation
Burkina Faso	Saint Vincent and the Grenadines
Cambodia	Slovakia
Chile	Slovenia
Congo	South Africa
Croatia	Tajikistan
Czech Republic	Togo
Estonia	Turkmenistan
Ethiopia	United Arab Emirates
Georgia	Zimbabwe
Indonesia	

**VI. Discrimination (Employment and Occupation) Convention, 1958 (No. 111)**

Albania	Lesotho
Belize	Moldova, Republic of
Botswana	Seychelles
Cambodia	South Africa
Congo	Sri Lanka
El Salvador	The former Yugoslav Republic of Macedonia
Georgia	Turkmenistan
Indonesia	United Kingdom
Ireland	Uzbekistan
Kazakhstan	Viet Nam
Korea, Republic of	Zimbabwe

## VII. Minimum Age Convention, 1973 (No. 138)

Albania	Indonesia
Argentina	Jordan
Barbados	Korea, Republic of
Bolivia	Kuwait
Botswana	Lithuania
Burkina Faso	Malaysia
Cambodia	Morocco
Chile	Nepal
China	Philippines
Congo	Portugal
Cyprus	San Marino
Denmark	Senegal
Dominican Republic	Slovakia
Egypt	Switzerland
Ethiopia	Tanzania, United Republic of
Georgia	The former Yugoslav Republic of Macedonia
Guyana	Tunisia
Hungary	Turkey
Iceland	United Arab Emirates

## VIII. Worst Forms of Child Labour Convention, 1999 (No. 182)

Botswana	Malawi
Brazil	Seychelles
Finland	Slovakia
Ireland	United States

[Annex II](#): Table of ratifications and information concerning the ILO's fundamental Conventions (as at 14 February 2000)