



FOURTH ITEM ON THE AGENDA

Ratification and promotion of fundamental ILO Conventions

1. On 25 May 1995, the Director-General launched the campaign to promote the fundamental ILO Conventions with a view to their universal ratification. Each year he submits a report, for information, to the Governing Body 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. In July 2004, the Director-General sent a circular letter to governments of countries that had not ratified all the fundamental Conventions, asking them to indicate their position with regard to these Conventions and in particular whether or not their position had changed since their previous communication. As in previous years, information received after 8 September 2004 will be communicated orally to the Committee during the examination of this document.

I. Overview on progress made towards universal ratification

2. Since the 288th Session (November 2003) of the Governing Body, nine new ratifications of fundamental Conventions have been registered, bringing to 441¹ the number of ratifications – or confirmations of previous commitments – since the beginning of the campaign and to 158² the number of member States to have ratified fundamental ILO

¹ The full list of ratifications registered since the beginning of the campaign is appended.

² Albania, Algeria, Angola, Antigua and Barbuda, Argentina, Armenia, Austria, Azerbaijan, Bahamas, Bahrain, Bangladesh, Barbados, Belarus, Belgium, Belize, Benin, Bolivia, Bosnia and Herzegovina, Botswana, Brazil, Bulgaria, Burkina Faso, Burundi, Cambodia, Cameroon, Canada, Cape Verde, Central African Republic, Colombia, Comoros, Congo, Costa Rica, Côte d'Ivoire, Croatia, Cyprus, Czech Republic, Chad, Chile, China, Democratic Republic of the Congo, Denmark, Dominica, Dominican Republic, Ecuador, Egypt, El Salvador, Equatorial Guinea, Eritrea, Estonia, Ethiopia, Fiji, Finland, France, Gabon, Gambia, Georgia, Germany, Ghana, Greece, Grenada, Guatemala, Guinea, Guyana, Honduras, Hungary, Iceland, Indonesia, Iraq, Ireland, Islamic Republic of Iran, Italy, Jamaica, Japan, Jordan, Kazakhstan, Kenya, Republic of Korea, Kuwait, Kyrgyzstan, Lebanon, Lesotho, Liberia, Libyan Arab Jamahiriya, Lithuania, Luxembourg, Madagascar, Malawi, Malaysia, Mali, Malta, Mauritania, Mauritius, Mexico, Republic of Moldova, Mongolia, Morocco, Mozambique, Namibia, Nepal, Netherlands, New

Conventions since the launch of the campaign. These new ratifications are marked in bold in the appendix. They are distributed as follows: three for Convention No. 182; four for Convention No. 138; and one each for Conventions Nos. 98 and 111.

3. Of the 177 ratifications needed for each Convention in order to achieve the goal of *universal ratification*, 163 ratifications have been registered to date for Convention No. 29, 142 for Convention No. 87, 154 for Convention No. 98, 161 for Convention No. 100, 161 for Convention No. 105,³ 160 for Convention No. 111, 135 for Convention No. 138, and 150 for Convention No. 182, making a total of 1,226 ratifications of the fundamental Conventions.⁴
4. Taking into account the ratifications registered since November 2003, *Azerbaijan, Comoros, Kyrgyzstan, Paraguay, and Trinidad and Tobago* have now joined the countries that have ratified all eight fundamental Conventions.
5. To date, of the Organization's 177 member States, 104 have ratified the eight fundamental ILO Conventions, 29 have ratified seven, 14 have ratified six and 10 have ratified five. By comparison, five have ratified only one or two fundamental Conventions and 13 have ratified three or four fundamental Conventions. The two latest Members of the ILO, Vanuatu and Timor-Leste, have not yet ratified any of the fundamental Conventions.
6. The position with regard to the ratification of fundamental Conventions of those countries that have not yet ratified all eight of these Conventions is summarized in Part II below. The indications given consolidate information from the replies received to the Director-General's eleventh circular letter sent out in July 2004,⁵ as well as information which had been reported to the Governing Body under this item previously. Part II also includes information provided by governments in the context of the annual review under the follow-up to the Declaration on Fundamental Principles and Rights at Work or to the International Labour Conference, and as well as information obtained by the ILO in the course of technical assistance and cooperation activities.

Zealand, Nicaragua, Niger, Nigeria, Norway, Oman, Pakistan, Panama, Papua New Guinea, Paraguay, Peru, Philippines, Poland, Portugal, Qatar, Romania, Russian Federation, Rwanda, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, San Marino, Saudi Arabia, Senegal, Serbia and Montenegro, Seychelles, Singapore, Slovakia, Slovenia, South Africa, Spain, Sri Lanka, Sudan, Suriname, Swaziland, Sweden, Switzerland, Syrian Arab Republic, Tajikistan, United Republic of Tanzania, Thailand, The former Yugoslav Republic of Macedonia, Togo, Trinidad and Tobago, Tunisia, Turkey, Turkmenistan, Uganda, Ukraine, United Arab Emirates, United Kingdom, United States, Uruguay, Uzbekistan, Viet Nam, Yemen, Zambia, Zimbabwe.

³ This total does not take into consideration the ratification and subsequent denunciation of this Convention by *Malaysia* and *Singapore*.

⁴ The objective of the campaign will only be fully achieved when the ILO has registered the 1,416th ratification (i.e. 177 member States x eight fundamental Conventions).

⁵ As of 8 September 2004, the ILO received replies to the Director-General's letter from 15 member States: *Armenia, Colombia, Cuba, El Salvador, India, Israel, Japan, Jordan, Kenya, Lebanon, Malaysia, Mauritius, Mexico, Mongolia, Oman, and United Arab Emirates.*

II. Positions with regard to non-ratified fundamental Conventions

A. States having ratified none of the fundamental Conventions

7. *Timor-Leste*. The Office has not yet received indications from the Government regarding ratification prospects.
8. *Vanuatu*. The Office has not yet received indications from the Government regarding ratification prospects.

B. States having ratified one fundamental Convention

9. *Lao People's Democratic Republic* has so far ratified only Convention No. 29. According to information available to the ILO, ratification of Conventions Nos. 138 and 182 is being prepared. No recent information on the other Conventions is available.
10. *Solomon Islands* has ratified Convention No. 29. The Government stated in 1999 that Conventions Nos. 87 and 98 were likely to be ratified during that year and that Conventions Nos. 100 and 111 might follow after a careful study of the economic and social conditions in the country. The Office has no more recent information on these Conventions, and no information regarding Conventions Nos. 105, 138 and 182.

C. States having ratified two fundamental Conventions

11. *Myanmar* stated in September 2003 that Convention No. 182 had been submitted to the competent authorities. It is stated that the provisions of the Convention were already reflected in the 1993 Child Law and new legislation would not serve any purpose, pending the drawing up of a new Constitution. Conventions Nos. 98, 100, 105, 111 and 138 would be studied in detail. Due consideration would be given to ratification at the appropriate time.
12. *Oman* stated in September 2004 that Ministerial Decisions Nos. 135 and 136 of 2004 provided for the establishment of central and enterprise level workers' committees. The Government previously indicated that the ratification of Conventions Nos. 87, 98, 100, 105, 111, and 138 was still being considered.
13. The *United States* stated in September 2003 that that there were no ongoing efforts to ratify Conventions Nos. 29, 87, 98, 100 and 138. With respect to Convention No. 111, an update to the 1996 law and practice report was at that time under review by the Tripartite Advisory Panel on International Labor Standards.

D. States having ratified three fundamental Conventions

14. *Afghanistan* has not yet ratified Conventions Nos. 29, 87, 98, 138 and 182. It has not yet provided information within the ratification campaign.

15. *China* recalled in August 2003 that it was cooperating with the International Labour Standards Department regarding Convention No. 111, which will be ratified when the Government is convinced that it can be effectively implemented. The Government also recalled the ongoing cooperation with the ILO concerning Conventions Nos. 29 and 105, and previous cooperation on Convention No. 98. No recent specific information concerning Convention No. 87 has been made available.
16. *Qatar* has not yet ratified Conventions Nos. 87, 98, 100, 105 and 138. The Government stated in September 2003 that additional awareness raising and legislative reform was undertaken.
17. *Somalia* has not yet ratified Conventions Nos. 87, 98, 100, 138 and 182. It has not yet provided information within the ratification campaign.

E. States having ratified four fundamental Conventions

18. *Armenia* stated in August 2004 that the ratification of Conventions Nos. 29, 87, 105 and 182 was under active preparation, while the preparatory work for the ratification of Convention No. 138 would start in 2005.
19. *Bahrain* has not yet ratified Conventions Nos. 87, 98, 100 and 138. The Government indicated in response to the 2002 letter that it was examining these Conventions in order to take the necessary measures.
20. *India* has not yet ratified Conventions Nos. 87, 98, 138 and 182. In August 2004, the Government reiterated its position as communicated previously. Conventions Nos. 87 and 98 could not be ratified, as this would involve granting of certain rights to government employees which are restricted under national legislation in order to ensure their impartiality and political neutrality. Ratification of Convention No. 138 would be considered after enactment of legislation fixing a minimum age for entry into employment. Regarding Convention No. 182, inter-ministerial and tripartite consultations had been held. Ratification of that Convention would remain under consideration until consensus on all the issues involved had emerged.
21. *Kiribati* has not yet ratified Conventions Nos. 100, 111, 138 and 182. The Government reaffirmed in reply to the 2002 letter its commitment to ratify these Conventions. With the assistance of the ILO, several steps towards ratification have been taken.
22. *The Republic of Korea* has not yet ratified Conventions Nos. 29, 87, 98 and 105. The Government stated in September 2003 regarding Conventions Nos. 87 and 98 that the Minister of Labour had submitted a proposal for industrial relations reform to the Korea Tripartite Commission. Based on the outcome of the Commission's discussions, the Government would start preparations for the industrial relations reform bills. With respect to Conventions Nos. 29 and 105, further research was commissioned in order to find solutions with regard to remaining barriers for ratification.
23. *Sao Tome and Principe* has not yet ratified Conventions Nos. 29, 105, 138 and 182. The Office received the instrument of ratification of Convention No. 138 in 1992, but without the declaration specifying the minimum age of admission to employment required under Article 2(1) of the Convention, and interventions with the Government to correct this situation have so far proven unsuccessful. In September 2003, the Government stated that it had decided to ratify the outstanding fundamental Conventions, but that the process had been interrupted by certain developments in the country.

24. *Singapore* stated in October 2003 that it would continue to study the fundamental Conventions not ratified (Nos. 87, 105, 111 and 138) with a view to ratifying them if the requirements for compliance were met.
25. *Suriname* has not yet ratified Conventions Nos. 100, 111, 138 and 182. In September 2004, the Government stated that the National Assembly had authorized the Government to ratify Convention No. 182 in June 2004. Regarding Convention No. 138, the Government indicated that the Ministry of Labour was awaiting changes in the legislation concerning compulsory education, in order to be able to revise the provisions in the Labour Act concerning the prohibition of child labour. Conventions Nos. 100 and 111 were still to be discussed by the Labour Advisory Board.
26. *Viet Nam* has not yet ratified Conventions Nos. 29, 87, 98 and 105. According to information available to the Office, the Government indicated in July 2003 that it intended to complete the ratification process for Conventions Nos. 29 and 105 by early 2005.

F. States having ratified five fundamental Conventions

27. *Thailand* has not yet ratified Conventions Nos. 87, 98, and 111. The Government stated in September 2004 that the study to assess the country's readiness to ratify Conventions Nos. 87 and 98 was due to be completed in December 2004. The Government, in collaboration with the ILO, had carried out a national seminar on the promotion of equality, the outcome of which will be the basis for further ILO assistance with regard to the ratification of Convention No. 111. The next step was to review whether the existing legal and institutional framework corresponds to the requirements of Convention No. 111.
28. *Canada* has not yet ratified Conventions Nos. 29, 98, and 138. The Government reiterated in September 2003 that there continued to be a number of divergences between Canadian laws and some specific requirements of Conventions Nos. 98 and 138, which would not yet permit ratification. The Government also indicated that it would once again communicate with the two jurisdictions which have not yet given their formal consent for ratification of Convention No. 29.
29. *Djibouti* has not yet ratified Conventions Nos. 111, 138 and 182. The Government stated in its 2004 annual report under the Declaration that it was starting the ratification procedure for Convention No. 111 and that a complete revision of labour legislation was envisaged in order to reflect better Conventions Nos. 138 and 182.
30. *Guinea-Bissau* has not yet ratified Conventions Nos. 87, 138 and 182. The Government stated in its 2003 annual report under the Declaration that Conventions Nos. 138 and 182 had been approved by the People's National Assembly.
31. The *Islamic Republic of Iran* has not yet ratified Conventions Nos. 87, 98 and 138. The Government stated in reply to the 2002 campaign letter that an ad hoc committee had been set up to draw up a comprehensive report concerning the possibilities of ratification, identification of barriers to ratification and possible cooperation needs.
32. *Latvia* has not yet ratified Conventions Nos. 29, 138 and 182. The Government indicated in the Committee on the Application of Standards during the 92nd Session of the International Labour Conference (June 2004) that an ILO technical cooperation project for the translation of these Conventions into Latvian was under way. Once the translations were available, the Conventions would be submitted to Parliament with respect to their ratification.

33. *Malaysia* has not yet ratified Conventions Nos. 87 and 111, and it denounced Convention No. 105 in 1990. In August 2004, the Government stated that its position regarding ratification of these instruments remained unchanged. However, with regard to Convention No. 111, it was reported that gender had been included as a prohibited ground of discrimination in the Constitution. With regard to Convention No. 87, the Government recalled the conflicting provisions of the Trade Union Act, 1959.
34. *Saudi Arabia* has not yet ratified Conventions Nos. 87, 98 and 138. The Government stated in September 2003 that the Ministry of Labour and Social Affairs was still considering the possibility of ratifying these Conventions.
35. *Uganda* has not yet ratified Conventions Nos. 87, 100 and 111. According to information available to the Office, a decision in favour of ratifying Conventions Nos. 100 and 111 had been taken. With regard to Convention No. 87, the Government stated during the 92nd Session of the International Labour Conference (June 2004) that ratification was being considered.
36. *Uzbekistan* has not yet ratified Conventions Nos. 87, 138 and 182. The Government stated in the initial phase of the campaign that the documents relating to the ratification of Convention No. 87 had been submitted to the National Assembly. According to information available to the ILO, the Government stated in April 2002 that ratification of Convention No. 182 was not excluded, though the use of child labour in cotton picking remained an obstacle. Regarding Convention No. 138, the social partners were being consulted.

G. States having ratified six fundamental Conventions

37. *Australia* has not yet ratified Conventions Nos. 138 and 182. In September 2003, the Government affirmed its intention to ratify Convention No. 182. Consultations with the States and Territories are continuing with a view to achieving full legislative compliance with the Convention as soon as possible. The formal domestic process for ratification was expected to commence shortly. With respect to Convention No. 138, the Government stated that Australian law and practice meets the objectives of the Convention, as outlined in its reports under the Declaration.
38. *El Salvador* has not yet ratified Conventions Nos. 87 and 98. The Government reiterated its position with regard to these instruments in August 2004. According to the Government, there are divergencies between the Constitution of the country, in particular article 145, and the Conventions.
39. *Estonia* has not yet ratified Conventions Nos. 111 and 138. In its reply to the 2002 campaign letter, the Government stated that it intended to proceed with the ratification of these Conventions after legislative amendments had been completed.
40. *Haiti* has not yet ratified Conventions Nos. 138 and 182. The Government indicated in 2000 that it had put in place the measures necessary for ratification of these instruments. No information has been received since then.
41. *Japan* has not yet ratified Conventions Nos. 105 and 111. The Government reiterated in July 2004 that further study regarding the relations between national legislation and these Conventions was required. The Office remained in contact with the Government concerning Convention No. 111.

42. *Kuwait* has not yet ratified Conventions Nos. 98 and 100. The Government stated in reply to the 2002 campaign letter that the constitutional procedures for ratification of both Conventions had been initiated and the instruments of ratification would be provided in the near future.
43. *Liberia* has not yet ratified Conventions Nos. 100 and 138. The Government has not yet stated its position regarding these Conventions within the ratification campaign.
44. *Mexico* has not yet ratified Conventions Nos. 98 and 138. The Government stated in its reply to the 2004 campaign letter that no change had occurred regarding its position with respect to ratification of Convention No. 98, recalling that it continued to have reservations in relation to Article 1, paragraph 2(b), of the Convention. Further, national legislation incompatible with the Convention prevented ratification of Convention No. 138.
45. *Mongolia* has not yet ratified Conventions Nos. 29 and 105. The Government indicated in September 2004 that due to the recent parliamentary elections the formal ratification process for the two Conventions had been postponed until early 2005.
46. *Nepal* has not yet ratified Conventions Nos. 87 and 105. According to statements made by the Government at the International Labour Conference sessions in 1999 and 2001, ratification of both Conventions was under preparation. The Government indicated in its 2000 and 2001 annual reports under the Declaration that it was in the process of amending the Police Act and the Military Act in order to ratify Convention No. 87.
47. *New Zealand* has not yet ratified Conventions Nos. 87 and 138. The Government stated in August 2003 that it had decided not to ratify Convention No. 87 for the time being as jurisprudence made it unclear whether the ILO would consider New Zealand law, policy and practice to be compatible with the Convention, particularly in relation to sympathy strikes. With regard to Convention No. 138, New Zealand continued to consider whether national law, policy and practice were compatible with the Convention's requirements. In its 2003 annual report under the Declaration, the Government stated that it was assessing whether a minimum age was the most appropriate protection against the exploitation of children in work.
48. *Sierra Leone* has not yet ratified Conventions Nos. 138 and 182. In September 2003, the Government indicated that both Conventions had been approved by Parliament and that the Attorney-General's Office would prepare the necessary instruments of ratification.
49. *Turkmenistan* has not yet ratified Conventions Nos. 138 and 182. The Office has no recent official information at its disposal. The instrument of ratification concerning Convention No. 138 was received in 1997, but without the declaration required under Article 2(1) of the Convention. Information available to the ILO indicates that the parliamentary commission on social affairs and employment has unanimously recommended the ratification of Convention No. 182 to the National Assembly.
50. *United Arab Emirates* has not yet ratified Conventions Nos. 87 and 98. In September 2004, the Government stated that the Council of Ministers decided by Cabinet Decree No. 433/4 of 28th June 2004 that a federal law should be enacted for the establishment of workers' organizations in the country and requested the ministerial committee for legislation to prepare such a law.

H. States having ratified seven fundamental Conventions

51. *Bangladesh* has not yet ratified Convention No. 138. The Government stated in August 2003 that the Tripartite Consultative Council had discussed the matter again in May 2003. The Council did not recommend ratification at that time, taking into account the socio-economic realities pertaining in the country.
52. *Bolivia* has not yet ratified Convention No. 29. The Government indicated in 1999 that it was in the process of bringing its labour legislation into line with the Convention. No information has been received since then.
53. *Brazil* has not yet ratified Convention No. 87. The Government recalled in September 2003 the constitutional obstacles for ratification and the absence of a consensus between the social partners and the Government. The President established a National Labour Forum in July 2003, which was expected to create a platform for further negotiation and dialogue to remove the obstacles to ratification of the Convention.
54. *Cambodia* has not yet ratified Convention No. 182. According to information available to the ILO, the preparatory work for ratification has been resumed after the establishment of a new Government in July 2004.
55. *Cape Verde* has not yet ratified Convention No. 138. According to information available to the Office (July 2004), it is the Government's intention to take the necessary steps for ratification in the near future.
56. *Chad* has not yet ratified Convention No. 138. The Office received the instrument of ratification concerning Convention No. 138 in 2001, but without the declaration required under Article 2(1) of the Convention.
57. *Colombia* has not yet ratified Convention No. 182. The Government indicated in September 2004 that the highest governmental authorities were currently preparing a decision regarding ratification.
58. *Cuba* has not yet ratified Convention No. 182. The Government stated in September 2004 that the possibility of ratifying the Convention was being studied in the context of the current revision of the Labour Code.
59. The *Czech Republic* has not yet ratified Convention No. 138. The Government stated in September 2003 that the proposal for ratification would be submitted immediately after the Government's approval of a new employment Act, which was being discussed in the Legislative Council.
60. *Eritrea* has not yet ratified Convention No. 182. In its reply to the 2002 campaign letter, the Government explained that the Ministry of Labour and Human Welfare had submitted the Convention to the competent authority for consideration.
61. *Gabon* has not yet ratified Convention No. 138. The Government indicated in August 2003 that it had submitted the Convention to Parliament for ratification together with Convention No. 182. However, only the latter has been ratified so far.
62. *Ghana* has not yet ratified Convention No. 138. The Government explained in reply to the 2001 campaign letter that the Convention was submitted to Cabinet for re-examination due to a change of government. No information has been received since then.

63. *Iraq* has not yet ratified Convention No. 87. No recent information is available.
64. *Israel* has not yet ratified Convention No. 182. The Government indicated in August 2004 that the technical preparations for ratification had not yet been concluded, while reiterating its intention to ratify as soon as possible.
65. *Jordan* has not yet ratified Convention No. 87. The Government stated in reply to the 2004 campaign letter that it was still considering the possibility of ratifying the Convention.
66. *Kenya* has not yet ratified Convention No. 87. The Government stated in August 2004 that draft legislation seeking to address and harmonize existing inconsistencies between national laws and the provisions of the Convention had been handed over to the Attorney-General in April 2004 and were awaiting Cabinet approval. The Convention would be ratified as soon as the bills were enacted into law.
67. *Lebanon* has not yet ratified Convention No. 87. The Government reiterated in September 2004 that the new draft Labour Code included several principles, which were not contained in the current Labour Code, but were provided for in Convention No. 87.
68. *Madagascar* has not yet ratified Convention No. 105. The Government stated in its 2003 annual report under the Declaration that before ratification a national study and awareness-raising campaign would be undertaken.
69. *Mauritius* has not yet ratified Convention No. 87. The Government indicated in August 2004 that a white paper on the proposed legislation to replace the Industrial Relations Act and the eventual ratification of the Convention would be presented shortly.
70. *Morocco* has not yet ratified Convention No. 87. The Government informed the Office in September 2003 that due to the specificities of the national legislation on the public sector, some difficulties remained. The Government underlined that it would continue its efforts towards ratification.
71. *Namibia* has not yet ratified Convention No. 100. According to information available to the ILO, in February 2004 the Parliament was to examine amendments to the Labour Act, some of which aimed at enabling the ratification of this Convention.
72. *Pakistan* has not yet ratified Convention No. 138. The Government indicated in September 2003 that a process of consultation concerning ratification was under way with all stakeholders.
73. *The Philippines* has not yet ratified Convention No. 29. The Government stated in September 2003 that the Senate Foreign Relations Committee had conducted a public hearing on 2 June 2003 on the instrument. A further hearing would be held to provide clarifications requested.
74. *Saint Kitts and Nevis* has not yet ratified Convention No. 138. The Government deposited the instrument of ratification on 10 November 2000; however, the declaration stipulated in Article 2(1) of the Convention has not yet been communicated.
75. *Saint Lucia* has not yet ratified Convention No. 138. The Government indicated in reply to the 2001 campaign letter that it had initiated consultations on the ratification of the Convention and intended to submit it to Cabinet for consideration.

76. *Saint Vincent and the Grenadines* has not yet ratified Convention No. 138. Although the Government deposited the instrument of ratification in 2001, the declaration stipulated in Article 2(1) of the Convention has not yet been communicated.
77. *Sudan* has not yet ratified Convention No. 87. The Office has no recent information at its disposal concerning ratification prospects.
78. *Tajikistan* has not yet ratified Convention No. 182. The Government confirmed in August 2004 that the Parliament had approved the ratification of the Convention and that the instrument of ratification had been sent to the Office via the United States Embassy in the country. The Office informed the Government of Tajikistan by a letter dispatched on 7 September 2004 that the instrument of ratification has not yet been received.
79. *Venezuela* has not yet ratified Convention No. 182. The Government indicated in 2003 that it was preparing a submission to Parliament with respect to the Convention.

III. Concluding remarks

80. The progress made with regard to the ratification of the ILO's fundamental human rights Conventions has continued, though the pace of ratifications has slowed compared to previous reporting periods, as has the number of replies to the Director-General's letter. Most new ratifications continued to be registered for Conventions Nos. 138 and 182. Continuing efforts are necessary to resolve those cases where the absence of a declaration under Article 2(1) of Convention No. 138 prevents the registration of ratification of that Convention. It is suggested that the Office provides a similar report to the Governing Body in November 2005.

Geneva, 14 September 2004.

Submitted for information.

Appendix

Ratifications or confirmations of previous obligations since the launch of the campaign of ratification of the fundamental Conventions

(25 May 1995-8 September 2004)

New ratifications are marked in bold type.

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

Botswana	Nepal
El Salvador	Qatar
Equatorial Guinea	Rwanda
Eritrea	Saint Kitts and Nevis
Estonia	Saint Vincent and the Grenadines
Ethiopia	Serbia and Montenegro
Gambia	South Africa
Georgia	The former Yugoslav Republic of Macedonia
Kazakhstan	Turkey
Malawi	Turkmenistan
Moldova, Republic of	Uruguay
Mozambique	Uzbekistan
Namibia	Zimbabwe

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

Angola	Libyan Arab Jamahiriya
Bahamas	Moldova, Republic of
Botswana	Mozambique
Cambodia	Papua New Guinea
Cape Verde	Saint Kitts and Nevis
Chile	Saint Vincent and the Grenadines
Democratic Republic of the Congo	Serbia and Montenegro
Equatorial Guinea	South Africa
Eritrea	Sri Lanka
Fiji	Tanzania, United Republic of
Gambia	The former Yugoslav Republic of Macedonia
Georgia	Turkmenistan
Indonesia	Zambia
Kazakhstan	Zimbabwe

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

Armenia	Mozambique
Botswana	New Zealand
Burundi	Saint Kitts and Nevis
Cambodia	Saint Vincent and the Grenadines
Chile	Serbia and Montenegro
Congo	Seychelles
Equatorial Guinea	South Africa
Eritrea	Suriname
Gambia	Switzerland
Georgia	The former Yugoslav Republic of Macedonia
Kazakhstan	Turkmenistan
Madagascar	Uzbekistan
Mauritania	Zambia
Moldova, Republic of	Zimbabwe

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

Antigua and Barbuda	Mauritius
Bahamas	Moldova, Republic of
Bangladesh	Nepal
Belize	Pakistan
Botswana	Papua New Guinea
Cambodia	Saint Kitts and Nevis
Congo	Saint Vincent and the Grenadines
El Salvador	Serbia and Montenegro
Eritrea	Seychelles
Estonia	Singapore
Ethiopia	South Africa
Fiji	Tanzania, United Republic of
Gambia	Thailand
Georgia	The former Yugoslav Republic of Macedonia
Kazakhstan	Trinidad and Tobago
Kenya	Turkmenistan
Korea, Republic of	United Arab Emirates
Lesotho	Uzbekistan
Mauritania	Viet Nam

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

Albania	Lesotho
Azerbaijan	Malawi
Bahrain	Mauritania
Belarus	Namibia
Bosnia and Herzegovina	Romania
Botswana	Russian Federation
Bulgaria	Saint Kitts and Nevis
Burkina Faso	Saint Vincent and the Grenadines
Cambodia	Serbia and Montenegro
Chile	Slovakia
Congo	Slovenia
Croatia	South Africa
Czech Republic	Sri Lanka
Democratic Republic of the Congo	The former Yugoslav Republic of Macedonia
Equatorial Guinea	Tajikistan
Eritrea	Togo
Estonia	Turkmenistan
Ethiopia	Ukraine
Gambia	United Arab Emirates
Georgia	Uzbekistan
Indonesia	Zimbabwe
Kazakhstan	
Kyrgyzstan	

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

Albania	Gambia
Bahamas	Georgia
Bahrain	Grenada
Belize	Indonesia
Botswana	Ireland
Cambodia	Kazakhstan
Comoros	Kenya
Congo	Korea, Republic of
Democratic Republic of the Congo	Lesotho
El Salvador	Luxembourg
Equatorial Guinea	Mauritius
Eritrea	Moldova, Republic of
Fiji	Namibia

Nigeria	The former Yugoslav Republic of Macedonia
Papua New Guinea	Turkmenistan
Saint Kitts and Nevis	United Arab Emirates
Saint Vincent and the Grenadines	United Kingdom
Serbia and Montenegro	Uzbekistan
Seychelles	Viet Nam
Sri Lanka	Zimbabwe
Tanzania, United Republic of	

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

Albania	Fiji
Angola	Georgia
Argentina	Grenada
Austria	Guinea
Bahamas	Guyana
Barbados	Hungary
Belize	Iceland
Benin	Indonesia
Bolivia	Jamaica
Botswana	Japan
Brazil	Jordan
Burkina Faso	Kazakhstan
Burundi	Kuwait
Cambodia	Lebanon
Cameroon	Lesotho
Central African Republic	Lithuania
Chile	Madagascar
China	Malawi
Colombia	Malaysia
Comoros	Mali
Congo	Mauritania
Côte d'Ivoire	Moldova, Republic of
Cyprus	Mongolia
Democratic Republic of the Congo	Morocco
Denmark	Mozambique
Dominican Republic	Namibia
Ecuador	Nigeria
Egypt	Nepal
Eritrea	Panama
Ethiopia	Papua New Guinea

Paraguay	Syrian Arab Republic
Peru	Tanzania, United Republic of
Philippines	Thailand
Portugal	The former Yugoslav Republic of Macedonia
San Marino	Trinidad and Tobago
Senegal	Tunisia
Serbia and Montenegro	Turkey
Seychelles	Uganda
Slovakia	United Arab Emirates
South Africa	United Kingdom
Sri Lanka	Yemen
Sudan	Zimbabwe
Swaziland	
Switzerland	

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

Albania	Cape Verde
Algeria	Central African Republic
Angola	Chad
Argentina	Chile
Austria	China
Antigua and Barbuda	Congo
Azerbaijan	Côte d'Ivoire
Bahamas	Comoros
Bahrain	Costa Rica
Bangladesh	Croatia
Barbados	Cyprus
Belarus	Czech Republic
Belgium	Democratic Republic of the Congo
Belize	Denmark
Benin	Dominica
Bolivia	Dominican Republic
Bosnia and Herzegovina	Ecuador
Botswana	El Salvador
Brazil	Egypt
Burkina Faso	Equatorial Guinea
Burundi	Estonia
Bulgaria	Ethiopia
Cameroon	Fiji
Canada	Finland

France	Mexico
Gabon	Moldova, Republic of
Gambia	Mongolia
Georgia	Morocco
Germany	Mozambique
Ghana	Namibia
Greece	Nepal
Grenada	Netherlands
Guatemala	New Zealand
Guinea	Nicaragua
Guyana	Niger
Honduras	Nigeria
Hungary	Norway
Iceland	Oman
Indonesia	Pakistan
Iraq	Panama
Ireland	Papua New Guinea
Iran, Islamic Republic of	Paraguay
Italy	Peru
Jamaica	Philippines
Japan	Poland
Jordan	Portugal
Kazakhstan	Qatar
Kenya	Romania
Korea, Republic of	Russian Federation
Kuwait	Rwanda
Kyrgyzstan	Saint Kitts and Nevis
Lebanon	Saint Vincent and the Grenadines
Lesotho	Saint Lucia
Liberia	San Marino
Libyan Arab Jamahiriya	Saudi Arabia
Lithuania	Senegal
Luxembourg	Serbia and Montenegro
Madagascar	Seychelles
Malawi	The former Yugoslav Republic of Macedonia
Malaysia	Trinidad and Tobago
Mali	Singapore
Malta	Slovakia
Mauritania	Slovenia
Mauritius	

South Africa
Spain
Sri Lanka
Sudan
Sweden
Swaziland
Switzerland
Syrian Arab Republic
Tanzania, United Republic of
Thailand
Togo
Tunisia
Turkey
Uganda
Ukraine
United Arab Emirates
United Kingdom
United States
Uruguay
Viet Nam
Yemen
Zambia
Zimbabwe