

▶ Promoting labour rights and reducing decent work deficits in the BRICS

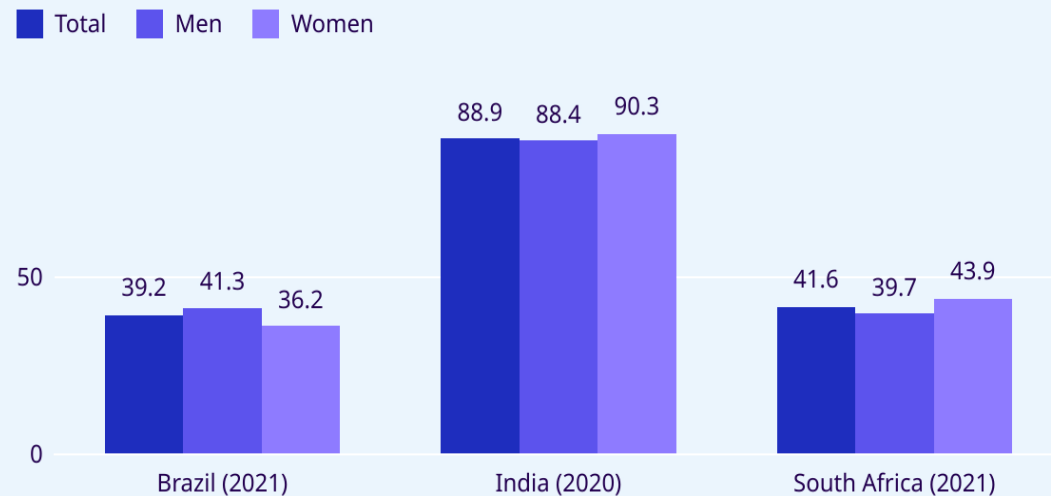
1st meeting of the BRICS Employment Working Group

▶ Labour rights and decent work

Some data

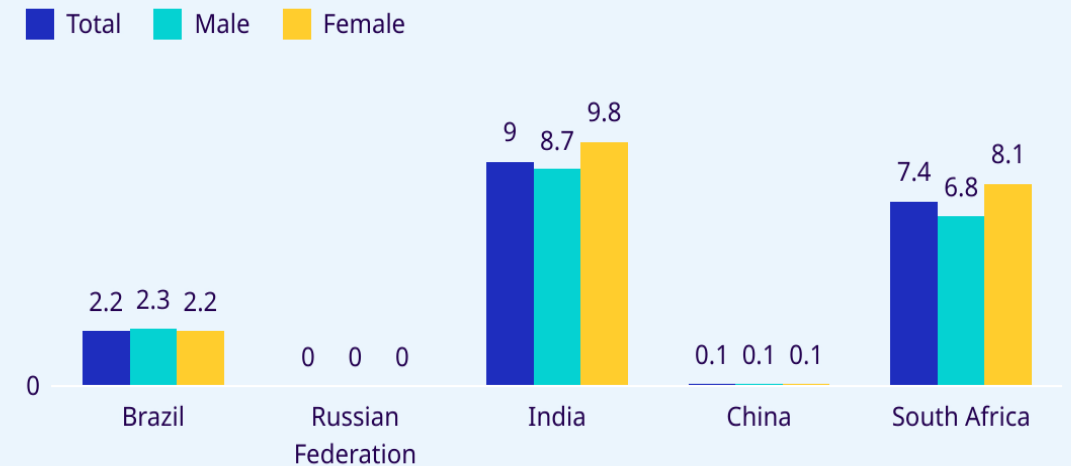
Quality of employment opportunities

► Proportion of informal employment in total employment by sex (%)



Source: ILOSTAT

► Working poverty rate (percentage of employed living below USD 1.90 PPP), 2019 (%)

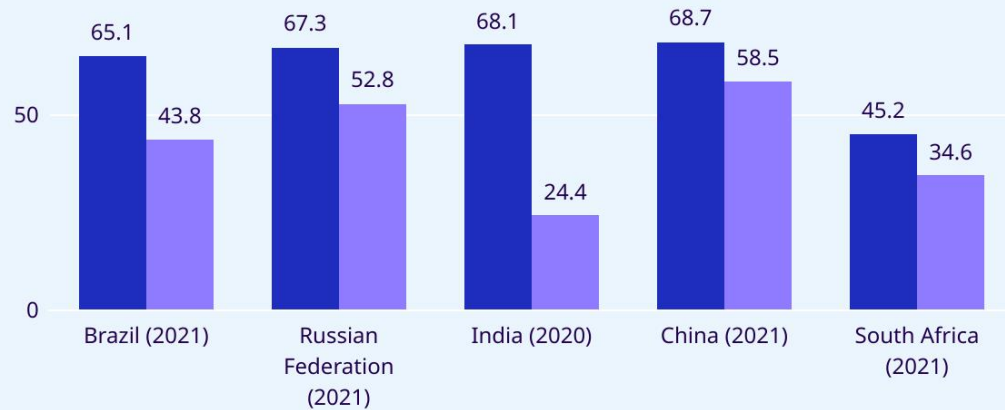


Source: ILOSTAT

► Discrimination in respect of employment and occupation

► Employment-to-population ratio by sex, 15+ (%)

■ Male ■ Female



Source: ILOSTAT

► Total gender wage gap (%)



The gender wage gap is unadjusted and is calculated as the difference between average earnings of men and average earnings of women expressed as a percentage of average earnings of men. This indicator provides a measure of the relative difference between the earnings of men and those of women.

Source: ILOSTAT

Working time

► Average hours and prevalence of excessive working time

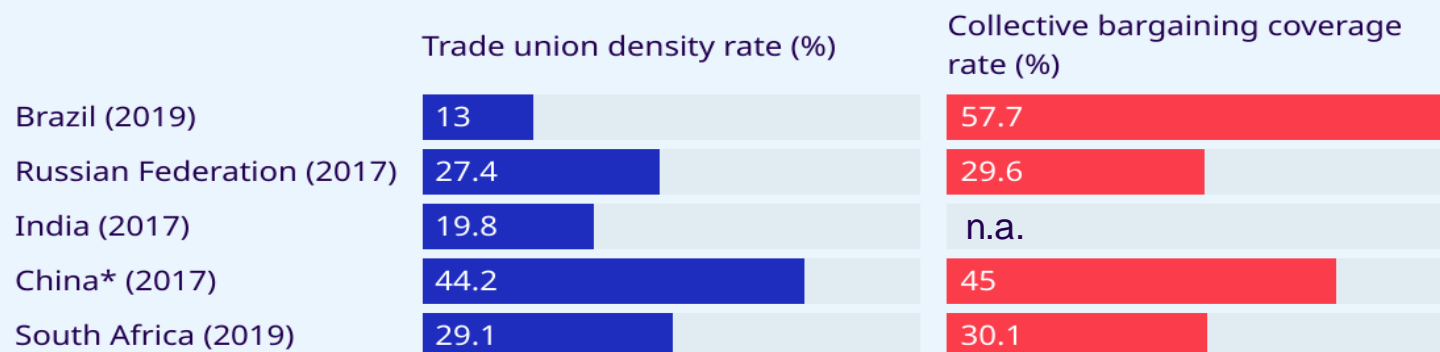
	Average hours per week per employed person	Share of employed working 49 or more hours per week
Brazil (2021)	37.7	12.1
Russian Federation	37.8	2.8
India (2019)	50	n.a.
China (2016)	46.1	n.a.
South Africa (2021)	41.4	16

Russian Federation data for average hours per week per employed person is from 2021, and data for share of employed working 49 or more hours per week is from 2016.

Source: ILOSTAT

Freedom of association and right to collective bargaining

Trade union density rate (%) and collective bargaining coverage rate (%)



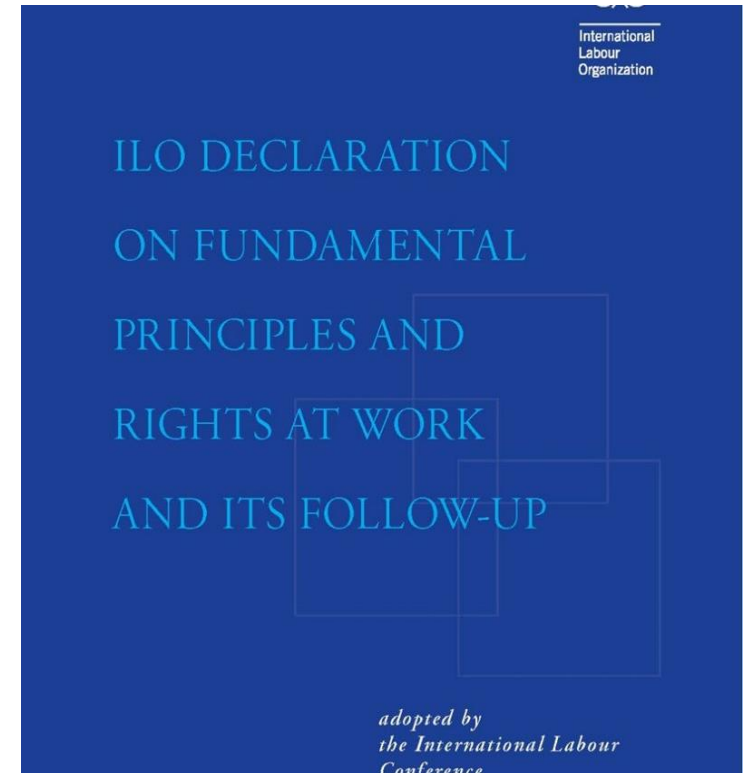
(*) refers to collective contracts as the outcome of a collective consultation process, not collective agreements negotiated in a collective bargaining process as understood in international labour standards.

Source: ILOSTAT

▶ Labour rights and decent work ILO frameworks

ILO Declaration on Fundamental Principles and Rights at Work and its Follow-Up, 1998

- in seeking to maintain the link between social progress and economic growth, the guarantee of fundamental principles and rights at work is of particular significance



▶ ILO Centenary Declaration, 2019

IV. B. All Members should work towards the ratification and implementation of the ILO fundamental Conventions [...].

IV. C. It is incumbent on the ILO to strengthen the capacity of its tripartite constituents to:

- ▶ [...]
- ▶ (iii) address all fundamental principles and rights at work, at all levels, as appropriate, through strong, influential and inclusive mechanisms of social dialogue, [...]

▶ **What are fundamental labour rights and why are they important?**

► What Fundamental Principles and Rights at Work are

1. freedom of association and the effective recognition of the right to bargain collectively
2. the elimination of all forms of forced labour
3. the elimination of discrimination in respect of employment and occupation
4. the abolition of child labour
5. a safe and healthy working environment

*traditionally
enshrined in the
ILO Constitution*

Promote, respect and realize fundamental labour rights – Why?

individual – protecting the vulnerability of the person against the disproportionate power of the State or commercial interests

“labour is not a commodity” – Declaration of Philadelphia, 1944

International Labour Conference Conférence internationale du Travail

DECLARATION
CONCERNING THE AIMS AND PURPOSES OF THE
INTERNATIONAL LABOUR ORGANISATION
ADOPTED BY THE CONFERENCE
AT ITS TWENTY-SIXTH SESSION
PHILADELPHIA
10 MAY 1944

DECLARATION
CONCERNANT LES BUTS ET OBJECTIFS DE L'ORGANISATION
INTERNATIONALE DU TRAVAIL
ADOPTÉE PAR LA CONFÉRENCE
À SA VINGT-SIXIÈME SESSION
PHILADELPHIE
10 MAI 1944

AUTHENTIC TEXT
TEXTE AUTHENTIQUE

► Promote, respect and realize fundamental labour rights – Why?

nations' sustainable development – reducing inequalities

“Whereas economic growth is essential but not sufficient to ensure equity, social progress and the eradication of poverty, confirming the need for the ILO to promote strong social policies, justice and democratic institutions;” – 1998 FPRW Declaration

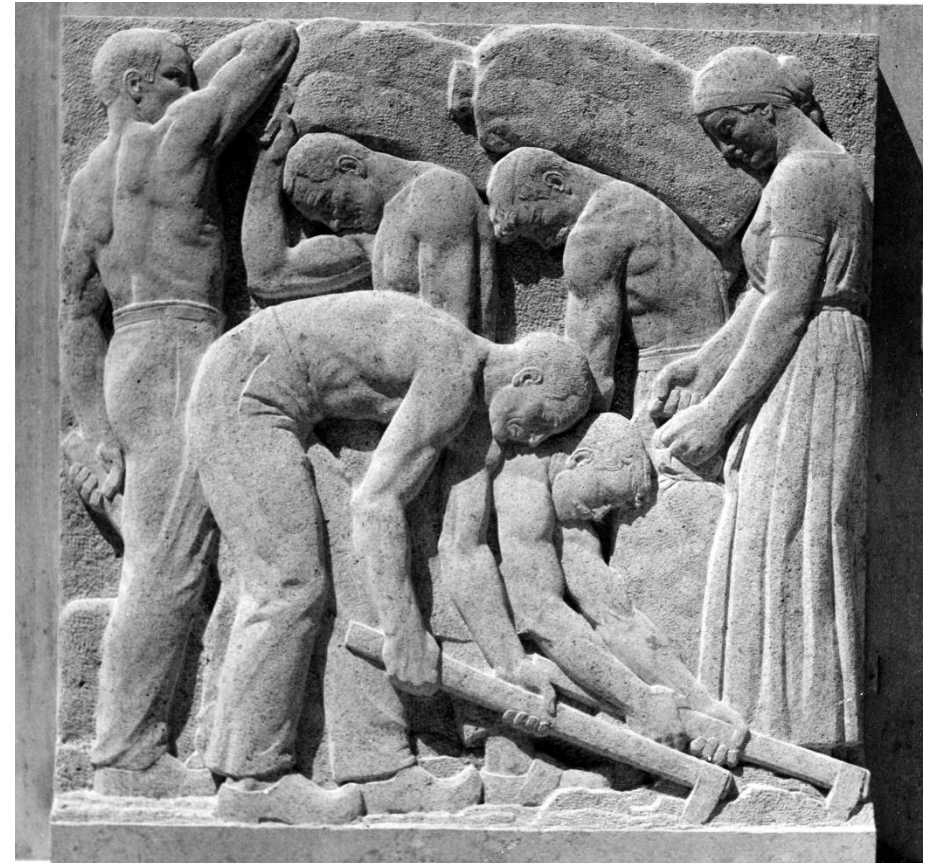
– strengthening sustainability and resilience to crises

“representation and dialogue contribute to the overall cohesion of societies and are a matter of public interest, and are crucial for a well-functioning and productive economy” – Centenary Declaration, 2019

► Promote, respect and realize fundamental labour rights – Why?

global – a “social floor” that guarantees globalization remains fair

“the violation of fundamental principles and rights at work cannot be invoked or otherwise used as a legitimate comparative advantage and that labour standards should not be used for protectionist trade purposes” – 2008 Social Justice for a Fair Globalization Declaration



► Ratification of the fundamental instruments in the BRICS and beyond

Fundamental Conventions as of 10 February 2023

Year	No.	Official Title	Ratifications
1930	29	Forced Labour	(180)
1948	87	Freedom of Association and Protection of the Right to Organise	(157)
1949	98	Right to Organise and Collective Bargaining	(168)
1951	100	Equal Remuneration	(174)
1957	105	Abolition of Forced Labour	(178)
1958	111	Discrimination (Employment & Occupation)	(175)
1973	138	Minimum Age	(175)
1981	155	Occupational Safety and Health	(76)
1999	182	Worst Forms of Child Labour	(187)
2006	187	Promotional Framework for Occupational Safety and Health	(59)
2014	P29	Protocol to C29	(58) ► ilo.org

► Governance Conventions as of 10 February 2023

Year	No.	Official Title	Ratifications
1947	81	Labour Inspection	(149)
1964	122	Employment Policy	(115)
1969	129	Labour Inspection (Agriculture)	(56)
1976	144	Tripartite Consultation (International Labour Standards)	(156)

ILO: 187 Member States

Ratification of ILO fundamental instruments by the BRICS

Source: ILO NORMLEX	Brazil	Russian Federation	India	China	South Africa
Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	--	1956	--	--	1996
Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	1952	1956	--	--	1996
Forced Labour Convention, 1930 (No. 29)	1957	1956	1954	2022	1997
Protocol of 2014 to the Forced Labour Convention, 1930	--	2019	--	--	--
Abolition of Forced Labour Convention, 1957 (No. 105)	1965	1998	2000	2022	1997
Equal Remuneration Convention, 1951 (No. 100)	1957	1956	1958	1990	2000
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	1965	1961	1960	2006	1997
Minimum Age Convention, 1973 (No. 138)	2001	1979	2017	1999	2000
Worst Forms of Child Labour Convention, 1999 (No. 182)	2000	2003	2017	2002	2000
Occupational Safety and Health Convention, 1981 (No. 155)	1992	1998	--	2007	2003
Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)	--	2011	--	--	--

► Some policy considerations

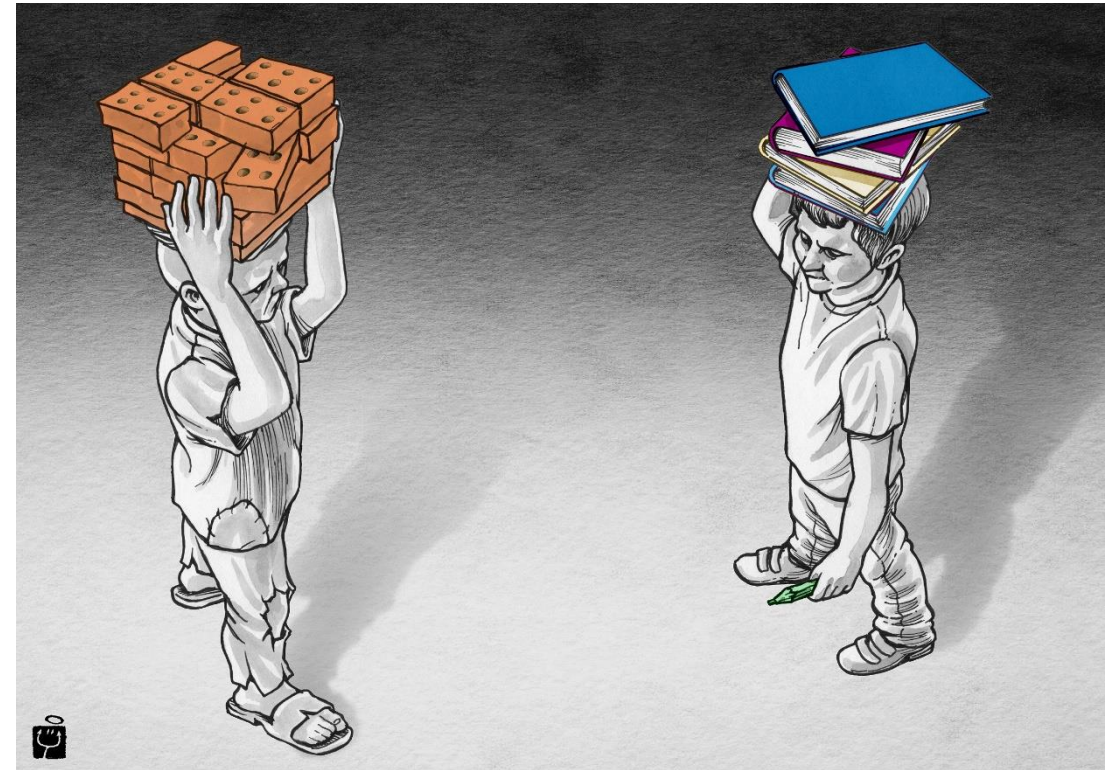
► Main elements of a conducive and enabling environment for freedom of association and collective bargaining

- An effective legal and institutional framework for labour relations
- Strong employers' and workers' organizations
- An efficient labour administration



▶ A broad-based approach is needed to eliminate all forms of forced or compulsory labour

- ▶ **Criminal law enforcement**
- ▶ **Preventing and addressing root causes of forced labour**
- ▶ **Ensuring protection and remedies for the people already affected by it**



▶ Effectively abolish child labour

- ▶ **Adopt laws and regulations to protect children**
- ▶ **Establish enforcement and child protection systems to apply them**
- ▶ **Address the main underlying drivers of child labour**

The 2022 Durban Call to Action on the Elimination of Child Labour



► Elimination of discrimination in respect of employment and occupation

- **Laws and institutions to prevent discrimination at work and offer remedies**
- **Adequate human and financial resources to keep them functioning efficiently**
- **Political will to advance the non-discrimination agenda**



▶ A safe and healthy working environment

▶ **Effective governance of Occupational Safety and Health (OSH)**

development of national policy and regulatory frameworks

involvement of social partners

effective advisory and enforcement mechanisms

preventative culture

▶ **Adequate investment in national OSH infrastructures**

▶ **Workplace-level interventions adapted to the specificities of sectors and workforces**



▶ Thank you

Check our website for all BRICS background papers and presentations delivered over the last 7 years.

The ILO and the BRICS - <https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/multilateral-system/brics/lang--en/index.htm>