



02/07/2025

## **EUROPEAN SOCIAL CHARTER**

Comments submitted by  
by the European Trade Union Confederation (ETUC)  
concerning the 25 National Reports on the implementation of  
the European Social Charter

submitted by  
**THE GOVERNMENTS OF 25 COUNTRIES**  
Articles 2, 3, 4, 5, 6, and 20

Comments registered by the Secretariat  
on 2 July 2025

**CYCLE 2024**

**Observations**

**by the European Trade Union Confederation (ETUC)**

**New reporting system on the Council of Europe**

**European Social Charter**

**– Reporting Cycle 2025 “1<sup>st</sup> Group of ESC provisions” –**

**to the European Committee of Social Rights (ECSR)**

(02.07.2025)

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## General observations

The European Social Charter (ESC)<sup>1</sup> attributes a privileged role to the European Trade Union Confederation (ETUC) according to Article 27(2) ESC 1961. That is why the ETUC would like to contribute to the supervisory system of the ESC by providing the European Committee of Social Rights (ECSR) with the information aimed at serving to get a fuller picture of the situation in the countries under supervision.

### Introduction

The ETUC fully supports the strengthening of the European Social Charter in general and its supervisory system in particular.<sup>2</sup> It is in this vein that the ETUC, for the fourth time, directly addresses its Observations to the ECSR.<sup>3</sup>

These ETUC Observations mainly serve to assist the ECSR in fulfilling its supervisory tasks. Indeed, the ECSR has at several occasions made it clear that it attributes important weight to international standards in general and their assessments of the situations in individual countries in particular.

In its Digest 2022 the ECSR stated i.a.

#### **Interpretation of the Charter in the light of other international instruments**

The Committee interprets the Charter in the light of other international treaties which are relevant in the field of rights guaranteed by the Charter as well in light of the interpretation given to these treaties by their respective monitoring bodies.<sup>4</sup>

Therefore, in relation to the rights which are examined by the ECSR currently, the ETUC focuses its Observations on the compilation of the assessments of the following main supervisory bodies in relation to the articles at stake (at least the 1<sup>st</sup> Group rights) in this supervisory cycle:

- the United Nations (UN), in particular:
  - o the Committee on Economic, Social and Cultural Rights (CESCR),
  - o the Committee on the Elimination of Discrimination against Women (CEDAW Committee),
  - o the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families (CMW Committee),
- and the International Labour Organisation (ILO), i.e. the Committee of Experts on the Application of Conventions and Recommendations (CEACR) and the Committee on Freedom of Association (CFA).

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<sup>1</sup> Any reference to 'ESC' relates to its revised version of 1996 unless it is specified otherwise for the original version ('ESC 1961').

<sup>2</sup> See i.a. '[ETUC Resolution on the 60th Anniversary of the Council of Europe European Social Charter and the 25th Anniversary of the Revised](#)', adopted at the Executive Committee of 22-23 March 2021.

<sup>3</sup> The first document was the 'Observations' concerning the supervision cycle XXII-3/2022 on 'Labour Rights' (01.07.2022). The second document was the 'Observations' concerning the supervision cycle XXII-4 / 2023 on 'Children, families and migrants' (Updated 20.7.2023). The third document was the 'ETUC Submission' on the '1st ESC(R) Ad hoc Report on the "Cost-of-living crisis"' (July 2024).

<sup>4</sup> ECSR, Digest of the Case Law of the European Committee of Social Rights, Council of Europe, June 2022, p 39, with the respective references to international supervisory bodies on pp 39 - 43.

## *Reporting obligations*

Before going into details on the specific information, the ETUC would like to make some general observations on the current state of the reporting obligations by Contracting Parties.

Already in its previous Observations<sup>5</sup> the ETUC had referred to Article 21 ESC 1961 requiring reports in the following terms:

The Contracting Parties shall send to the Secretary General of the Council of Europe a report at two yearly intervals, in a form to be determined by the Committee of Ministers, concerning the application of such provisions of Part II of the Charter as they have accepted.

and concluded that already ‘the current reporting system is not in line with the legal requirements of Article 21 ESC’ because the then four-years interval was contrary to the requested two-yearly interval for the periodicity of reports on ‘such provisions of Part II of the Charter as they have accepted’ i.e. all accepted provisions (and the competences of the Committee of Ministers (CM) are only related to the form not to the periodicity).’

The new reporting system even further limits the reporting obligations. The ETUC has elaborated a detailed ‘Legal Opinion’ (appended to these Observations as ANNEX)<sup>6</sup> examining the new system against the background of Article 21 ESC 1961. In its Section 4 the ETUC concludes:

On the basis of the foregoing, in particular concerning the intermediate conclusions on

- Interpretation (3.2.4, see above para 83),
- Application to the new system (3.3.4, see above para. 90) and finally
- (Possible) Counter-arguments (3.4.4, see above para. 120)

it has to be concluded that the new system evidently violates Article 21 ESC 1961.<sup>7</sup>

Moreover, in its Section 5 the ‘Legal Opinion’ contains Recommendations concerning first steps to bring the situation into conformity with the legal requirements of Article 21 ESC 1961.

## *General considerations on the interpretation of Article 2§1*

The ETUC is of the opinion that the ECSR’s current case law on Article 2§1 is not any longer responding to the legal requirements deriving from its wording and the new situation going more and more in the direction of extension (and not reduction) of working time. That is why the ETUC would suggest/recommend the ECSR to reconsider its current case law.

The wording of Article 2§1 requires at least three things:

- in the introductory sentence: the principle of effectiveness,
- in §1:
  - o the explicit mention not only of weekly but also of daily working hours and
  - o the obligation to progressively reduce weekly working hours.

Against the backdrop of a growing trend towards greater flexibility and, above all, longer working hours (at least in certain sectors and/or occupations), the fundamental question arises as to whether the ECSR should not reorient its practice of finding in order to counteract this trend and, above all, bring

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<sup>5</sup> See n. 3.

<sup>6</sup> It is also available on the [ETUCLEX](#) website.

<sup>7</sup> Ibid, para. 121.

it closer to the wording of the provision. In any case, fundamental extensions of weekly working hours in particular cannot be regarded as compatible with Article 2§1.

## Specific country observations

### *General information about the references to the case law of international supervisory bodies*

The quotes and/or sources referred to below

- are limited to the (reference) period of 2022 – 2025.
- only cover the countries
  - o concerned by this reporting cycle, not those which have/had to provide only a ‘simplified report’ on the ECSR Decisions on the merits under the Collective Complaints Procedure Protocol,<sup>8</sup>
  - o for which specific information is available.

## UN

### *Committee on Economic, Social and Cultural Rights (CESCR)*

- The CESCR’s ‘Concluding Observations’ refer mainly to Articles 3, 6, 7 and 8 of the International Covenant on Economic, Social and Cultural Rights (ICESCR).
- Each observation includes the CESCR’s concerns and its respective recommendations (as in the original version, recommendations are in **bold**).
- Generally speaking, the most relevant source for the interpretation of Articles 2 and 5 of the ESC will be the ‘General comment’ No. 23 on Article 7 ICESCR<sup>9</sup>.

### *Other Committees*

For reasons of practicality and volume, the following compilation does not include sources/references from other UN Committees like the Human Rights Committee (CCPR) on the rights of trade unions and their members according in particular to Article 22 International Covenant on Civil and Political Rights (ICCPR) for the purpose of Article 5 ESC nor from the CEDAW Committee on the right to equal pay for the purpose of Article 4§3 ESC.<sup>10</sup> They might nevertheless provide also important information about current problems in the States concerned.<sup>11</sup>

Therefore, this compilation only contains general information by the CEDAW Committee (introductory paragraph of the respective ‘Concluding Observations’) as well as the information and recommendations provided by the CEDAW in the section of its Concluding Observations relating to ‘Employment’.

Also, for CMW Committee only general information (introductory paragraph of the respective ‘Concluding Observations’) is provided as basically the whole Concluding Observations are dealing

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<sup>8</sup> For this cycle, this concerns more in particular the following countries: Croatia, Cyprus, Czech Republic, Netherlands, Norway, Slovenia and Sweden.

<sup>9</sup> General comment No. 23 (2016) on the right to just and favourable conditions of work (article 7 of the International Covenant on Economic, Social and Cultural Rights), 7 April 2016, E/C.12/GC/23. For the collective rights enshrined in Article 8 ICESCR a ‘General comment’ is still missing. That is why the references to the ‘Concluding Observations’ are of specific importance in respect of Articles 5 and 6 ESC.

<sup>10</sup> See below also on ILO Conventions No. 100 and 111.

<sup>11</sup> The case be consulted at the UN Treaty Bodies Database available at [https://tbinternet.ohchr.org/\\_layouts/15/TreatyBodyExternal/TBSearch.aspx](https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/TBSearch.aspx).

with migrant workers' rights (and thus linked to Article 19 ESC); in fact, in the (reference) period 2022-2025 and from the countries covered by this ESC reporting cycle, only Türkiye is concerned.

## **ILO**

### ***Committee on the Application of Conventions and Recommendations (CEACR)***

The following lists of 'Observations' and 'Direct Requests' by the CEACR contains the full range of ratified ILO Conventions by the respective country and this for the period 2022-2025. This full spectrum can be explained as a consequence of the 'Legal Opinion' appended to these 'Observations'. Indeed, as demonstrated therein, the ECSR should (according to Article 21 ESC 1961) examine all accepted provisions within the period of two years. Since the next examination of the 26 States (not having ratified the CCPP) is foreseen only after the period of two years all ESC provisions should be examined now. So, on the hypothesis of a general co-incidence of all ESC provisions and all ILO Conventions (which might not be pertinent only in very specific cases) all references to the ILO remarks are included.

### ***Committee on Freedom of Association (CFA)***

The information below in relation to the CFA relates to cases submitted and/or reports/decisions delivered against concerned states during the (reference) period 2022 and 2025.



## Albania

### UN

### ICESCR

#### CECSR, Concluding observations on the fourth periodic report of Albania (September 2024)<sup>12</sup>

##### **Equal rights of men and women**

24. The Committee welcomes the adoption of the National Strategy on Gender Equality and its Action Plan (2021–2030). The Committee is concerned, however, that the persistence of gender stereotypes and certain traditional practices continues to reinforce inequality between men and women with regard to the realization of economic, social and cultural rights. The Committee is particularly concerned that women still face barriers in accessing land ownership, including owing to inheritance practices. It is also concerned about the large gender disparity in labour market participation and the persistent gender pay gap, including due to the horizontal and vertical occupational segregation of women into lower-paying jobs or occupations and lower-level positions without promotion opportunities (art. 3).

25. **The Committee recommends that the State party:**

(a) **Strengthen efforts to combat gender stereotypes and traditional practices that reinforce gender inequality, in particular in relation to the realization of economic, social and cultural rights;**

(b) **Strengthen measures to ensure that women have equal access to land ownership, including by ensuring the effective implementation of legislation recognizing property gained during marriage as joint property;**

(c) **Increase the level of participation of women in the labour market, including through the promotion of awareness-raising campaigns and good practices to counter and change the perception of gender roles in the family and in society, as well as through an extension of the public network of childcare services and other services for children and other dependants;**

(d) **Take measures to close the gender pay gap by addressing its root causes, including the horizontal and vertical occupational gender segregation in the labour market. In this regard, the Committee recommends that the State party be guided by its general comment No. 16 (2005) on the equal right of men and women to the enjoyment of all economic, social and cultural rights.**

##### **Right to work**

26. The Committee is concerned that, despite progress in overall employment, young people, in particular young women, continue to face high rates of unemployment and inactivity. Moreover, the State party continues to face significant migration trends, with a considerable portion of its population seeking opportunities abroad. Economic factors, such as high unemployment rates, limited job prospects and low wages, remain primary drivers of emigration. The Committee is particularly concerned about the persistent difficulties that young people encounter in transitioning into the labour market and the lack of alignment between educational programmes and labour market demands. The Committee is also concerned about the large number of workers engaged in the informal economy, in particular in sectors such as agriculture, the wholesale and retail trades, and construction (art. 6).

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<sup>12</sup> Considered by the CECRS at its 41st and 42nd meetings, held on 16 and 17 September 2024, and adopted the present concluding observations at its 59th meeting, held on 27 September 2024 ([E/C.12/ALB/CO/4; 17 October 2024](#)).

27. **The Committee recommends that the State party strengthen measures, including the Youth Guarantee scheme, to address the high rates of unemployment and inactivity among young people, in particular young women, by promoting inclusive labour market policies, creating more employment opportunities, improving productivity and reversing the trends of youth emigration. The Committee also recommends that the State party strengthen the quality of technical and vocational education and training programmes to ensure that qualifications and skills are aligned with the needs of the labour market. Furthermore, it recommends that the State party strengthen its efforts to facilitate the transition of workers from the informal to the formal economy, with a particular focus on the agriculture, wholesale and retail trades, and construction sectors. In this context, the Committee refers the State party to its general comment No. 18 (2005) on the right to work.**

#### **Right to just and favourable conditions of work**

28. While the Committee welcomes the ongoing efforts by the State party to enhance the efficiency of labour inspections, it is concerned about the high incidence of fatal work accidents and the underreporting of non-fatal accidents and occupational diseases. The Committee is also concerned about the limited capacity of the State Labour Inspectorate to effectively monitor and enforce labour laws, particularly with regard to safety and health standards. Furthermore, the Committee is concerned that the current minimum wage remains insufficient to ensure a decent living for workers and their families (art. 7).

29. **The Committee recommends that the State party, with support and technical assistance from ILO, expedite the adoption and implementation of the Occupational Safety and Health Political Document (2024–2030) and enhance the capacity of the State Labour Inspectorate to fulfil its mandate to effectively monitor and enforce labour laws, including by improving safety at work and tackling undeclared work. This would include increasing the number of inspectors, providing them with adequate training and improving coordination with other relevant authorities. The Committee also recommends that the State party increase the minimum wage to a level that ensures a decent living for all workers and their families and regularly review and adjust it, taking into account inflation and the cost of living. In this context, the Committee refers to its general comment No. 23 (2016) on the right to just and favourable conditions of work.**

#### **Trade union rights**

30. The Committee is concerned that:

- (a) Under section 35 of Act No. 152/2013, on Civil Servants, foreign workers without a residence permit do not benefit from trade union rights;
- (b) There are restrictions on the right to strike for civil servants working in transport and public television services;
- (c) The limitations under section 161 of the Labour Code restrict collective agreements to the enterprise or branch level (art. 8).

31. **The Committee recommends that the State party:**

- (a) **Take all measures necessary, including legislative measures, to ensure that all foreign workers benefit from trade union rights, whether or not they have a residence or a work permit;**
- (b) **Amend section 35 of Act No. 152/2013, on Civil Servants, so as to allow civil servants who do not exercise authority in the name of the State and are working in transport and public television services to exercise the right to strike;**

- (c) **Amend section 161 of the Labour Code and take measures to promote voluntary collective agreements at all levels, including the national level.**

## **CEDAW**

### **CEDAW Committee, [Concluding observations on the fifth periodic report of Albania](#)**

1. The Committee considered the fifth periodic report of Albania ([CEDAW/C/ALB/5](#)) at its 2013th and 2014th meetings (see [CEDAW/C/SR.2013](#) and [CEDAW/C/SR.2014](#)), held on 18 October 2023. The list of issues and questions raised by the pre-sessional working group is contained in [CEDAW/C/ALB/Q/5](#), and the responses of Albania are contained in [CEDAW/C/ALB/RQ/5](#).

#### **Employment**

33. The Committee notes the State party's efforts to strengthen employment policies, including several positive legislative measures improving labour standards and aligning them with international and European Union standards. However, the Committee notes with concern:

(a) That the 6.6 per cent gender pay gap, albeit lower than the European Union average, is a result of the lower participation of women in the formal labour market and amounts to 27 per cent in the industry sector, in which women are concentrated;

(b) The concentration of women in lower-paid jobs in the informal economy, where they are exposed to exploitation and excluded from social security coverage;

(c) The large number of women engaged in unpaid care work or work in family businesses;

(d) That women working in certain industrial sectors are often paid below the legal minimum wage, deprived of paid annual and sick leave and given inadequate equipment to work in unsafe working environments;

(e) The high unemployment rates among rural women, women with disabilities, and women belonging to ethnic minorities, including Roma and Balkan Egyptians.

34. **In line with target 8.5 of the Sustainable Development Goals on the promotion of full and productive employment and decent work for all women and men and recalling its previous recommendation ([CEDAW/C/ALB/CO/4](#), para. 31), the Committee recommends that the State party:**

(a) **Effectively enforce the principle of equal pay for work of equal value, in order to narrow and eventually close the gender pay gap, by (i) conducting regular labour inspections; (ii) applying gender-neutral analytical job classification and evaluation methods; (iii) conducting regular pay surveys; and (iv) encouraging employers to publish a narrative with their gender pay gap data, with a view to better understanding the reasons behind the gender wage gap, and to take appropriate remedial measures;**

(b) **Enhance the access of women to formal employment, especially for disadvantaged groups of women, and extend social protection schemes to women employed in the informal economy;**

(c) **Recognize, reduce and redistribute the burden of unpaid care work on women by providing affordable child-care facilities and care**

services for older persons and promoting equal sharing of domestic and family responsibilities between women and men, and ensure that women employed in family businesses are adequately remunerated and have access to social protection schemes;

(d) Reinforce monitoring mechanisms, including regular labour inspections, and strengthen the access of women to confidential and independent complaint mechanisms, to address employment discrimination against women;

(e) Improve access to employment and training opportunities for disadvantaged groups of women, such as women belonging to ethnic minorities, women with disabilities and migrant women;

(f) Ratify the Domestic Workers Convention, 2011 (No. 189) of the International Labour Organization.

## ILO

### CEACR

1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C144** - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - **Albania**
2. [Observation on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)**Albania**
3. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C183** - Maternity Protection Convention, 2000 (No. 183) - **Albania**
4. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111** - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - **Albania**
5. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C138** - Minimum Age Convention, 1973 (No. 138) - **Albania**
6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C182** - Worst Forms of Child Labour Convention, 1999 (No. 182) - **Albania**
7. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C182** - Worst Forms of Child Labour Convention, 1999 (No. 182) - **Albania**
8. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C185** - Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185) - **Albania**
9. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100** - Equal Remuneration Convention, 1951 (No. 100) - **Albania**
10. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C129** - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - **Albania**
11. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081** - Labour Inspection Convention, 1947 (No. 81) - **Albania**
12. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C129** - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - **Albania**
13. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081** - Labour Inspection Convention, 1947 (No. 81) - **Albania**
14. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C098** - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - **Albania**

15. [Observation on submission to competent authorities \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)**Albania**

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16. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Albania**
17. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Albania**
18. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) - Albania**
19. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) - Albania**
20. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Albania**
21. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Albania**
22. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C097 - Migration for Employment Convention (Revised), 1949 (No. 97) - Albania**
23. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C156 - Workers with Family Responsibilities Convention, 1981 (No. 156) - Albania**
24. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Albania**
25. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C143 - Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) - Albania**
26. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C143 - Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) - Albania**
27. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Albania**
28. [Observation on submission to competent authorities \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)**Albania**
29. [General Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)**Albania**
30. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) – Albania**
31. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Albania**
32. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Albania**
33. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Albania**
34. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C177 - Home Work Convention, 1996 (No. 177) - Albania**
35. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C156 - Workers with Family Responsibilities Convention, 1981 (No. 156) - Albania**
36. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Albania**

37. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Albania**
38. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Albania**
39. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Albania**
40. [General Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)**Albania**
41. [Observation on submission to competent authorities \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)**Albania**
42. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Albania**
43. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - Albania**
44. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Albania**
45. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C105 - Abolition of Forced Labour Convention, 1957 (No. 105) - Albania**
46. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C105 - Abolition of Forced Labour Convention, 1957 (No. 105) - Albania**
47. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Albania**
48. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C138 - Minimum Age Convention, 1973 (No. 138) - Albania**

## Armenia

### UN

#### ICESCR

#### CECSR, Concluding observations on the fourth periodic report of Armenia (September 2024)<sup>13</sup>

##### Non-discrimination

21. The Committee notes the information provided by the State party on the prohibition of discrimination under the Constitution and the wider legislative framework and on the development of the bill on equality before the law. However, the Committee is concerned about the delays in the adoption of the bill and the absence of comprehensive anti-discrimination legislation and a comprehensive policy framework to address all grounds of discrimination in all areas covered by the Covenant. It is also concerned about the persistent discrimination faced by disadvantaged and marginalized individuals and groups in the enjoyment of economic, social and cultural rights (art. 2 (2)).

22. **Reiterating its previous recommendation,<sup>14</sup> the Committee urges the State party:**

(a) **To ensure that its laws effectively prohibit and provide for effective remedies for direct and indirect discrimination on any ground and in all areas covered by the Covenant, including by adopting the pending anti-discrimination legislation without delay;**

(b) **To strengthen the enforcement of anti-discrimination legislation and improve the system in place to collect data on discrimination on the basis of prohibited grounds, allowing for the development of targeted policies and programmes;**

(c) **To take into account the Committee's general comment No. 20 (2009) on non-discrimination in economic, social and cultural rights.**

##### Equal rights of men and women

24. The Committee notes the efforts made by the State party to promote gender equality through, inter alia, the implementation of the 2019–2023 Gender Policy Strategy. However, the Committee remains concerned about the persistence of stereotypes about the roles of men and women in society and discrimination against women, which results in women bearing a disproportionate burden of unpaid domestic and care work, thereby hindering their full participation in the labour market and limiting their representation in decision-making positions. The Committee is concerned about the concentration of women in traditionally female-dominated professions, which contributes to the gender pay gap (arts. 3 and 7).

25. **The Committee recommends that the State party:**

(a) **Continue to promote the increased representation of women at all levels of public administration, in particular in decision-making positions, and**

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<sup>13</sup> Considered by the CECSR at its 46th and 47th meetings, held on 4 and 5 October 2023, and adopted the present concluding observations at its 60th meeting, held on 13 October 2023 (E/C.12/ARM/CO/4, 14 November 2023

[https://tbinternet.ohchr.org/\\_layouts/15/treatybodyexternal/Download.aspx?symbolno=E%2FC.12%2FARM%2FCO%2F4&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=E%2FC.12%2FARM%2FCO%2F4&Lang=en)).

<sup>14</sup> [E/C.12/ARM/CO/2-3](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=E%2FC.12%2FARM%2FCO%2F3), para. 11.

**their appointment to management roles in the private sector, including through the development of incentives for private companies;**

**(b) Ensure that unpaid work, such as care work and domestic work, which is disproportionately performed by women, is appropriately recognized and compensated;**

**(c) Redouble its efforts to address gender disparities, improve efforts to increase the participation of women in the labour market, review its social and fiscal policies and address factors that discourage women from continuing their careers or taking on full-time positions, including through the adoption of measures that support an appropriate work-life balance;**

**(d) Take effective measures to close the persistent gender pay gap, including by addressing vertical and horizontal gender-based segregation in the labour market;**

**(e) Take into consideration and apply the guidance provided in the Committee's general comment No. 16 (2005) on the equal right of men and women to the enjoyment of all economic, social and cultural rights.**

#### **Right to work**

27. Despite the measures taken by the State party to promote employment, the Committee is concerned about the high rate of unemployment and the lack of access to decent work, in particular among young people, women and persons with disabilities. The Committee is also concerned about the high number of persons who work in the informal economy and do not enjoy labour protections or access to social security (art. 6).

#### **28. The Committee recommends that the State party:**

**(a) Increase its efforts to reduce unemployment and improve access to decent work, paying particular attention to young people, women and persons with disabilities;**

**(b) Review vocational and university programmes to ensure that they are tailored to the needs of the labour market;**

**(c) Take all measures necessary to ensure that workers in the informal economy are adequately protected under labour laws;**

**(d) Take into account the Committee's general comment No. 18 (2005) on the right to work.**

#### **Right to just and favourable conditions of work**

29. The Committee is concerned about the limited capacity and resources to conduct labour inspections and the lack of clear data on those that have been carried out, the sanctions imposed and the remedies provided. The Committee is also concerned about the absence of a comprehensive framework for providing adequate protection in the area of occupational safety and health and industrial accidents (art. 7).

#### **30. The Committee recommends that the State party:**

**(a) Ensure that the labour inspectorate is equipped with the capacity, resources and mandate necessary to initiate and carry out inspections more effectively in all workplaces across all sectors, including in the informal economy;**

**(b) Adopt a comprehensive policy on occupational safety and health and ensure that all workers, including those in the informal sector, are adequately protected against workplace accidents and occupational diseases.**



### **Minimum wage**

31. The Committee is concerned about the lack of information on whether the minimum wage enables workers and their families to enjoy a decent living and on the measures taken to enforce the minimum wage in all sectors of the economy (art. 7).

#### **32. The Committee recommends that the State party:**

- (a) **Take measures to ensure that the national minimum wage applies to all workers, all sectors and all forms of employment;**
- (b) **Regularly adjust the minimum wage to the cost of living so as to guarantee a decent living for workers and their families;**
- (c) **Ensure full compliance with the minimum wage among employers;**
- (d) **Take into account the Committee's general comment No. 23 (2016) on the right to just and favourable conditions of work.**

### **Trade union rights**

33. While noting that the State party has introduced amendments to article 74 of the Labour Code, which relates to the right to strike, the Committee is concerned that the provisions of the Law on Trade Unions restrict a wide range of workers from exercising their right to establish and join trade union organizations. In particular, it is concerned that workers in non-regular forms of employment, including self-employed workers and workers in the informal economy, who make up a significant proportion of the labour force in the State party, are not authorized to form or join trade unions (art. 8).

**34. The Committee recommends that the State party continue its efforts to make the necessary legislative amendments to guarantee the right of all persons to form and join trade unions freely and to exercise their trade union rights, including the right to strike, which are protected under article 8 of the Covenant.**

## ***CEDAW***

### **CEDAW Committee, [Concluding observations on the seventh periodic report of Armenia](#)**

1. The Committee considered the seventh periodic report of Armenia ([CEDAW/C/ARM/7](#)) at its 1913th and 1915th meetings ([CEDAW/C/SR.1913](#) and [CEDAW/C/SR.1915](#)), held on 12 and 13 October 2022. The list of issues and questions raised by the pre-sessional working group is contained in [CEDAW/C/ARM/Q/7](#), and the responses of Armenia are contained in [CEDAW/C/ARM/RQ/7](#).

### **Employment**

35. The Committee notes with concern:

- (a) The absence in national legislation of a definition of sexual harassment in the workplace and of any mechanisms for protecting women from gender-based discrimination in employment;
- (b) The lack of progress made towards abolition of the list of jobs and professions considered dangerous for women, minors and persons with disabilities, contained in decision No. 2308-N of 29 December 2005, which perpetuates segregation in the labour market;
- (c) That despite having ratified the Equal Remuneration Convention, 1951 (No. 100), of the International Labour Organization (ILO) and notwithstanding article 178 of the Labour Code, the State party is not fully enforcing the principle of equal pay for work of equal value, which results

in a significant gender pay gap, as well as barriers to women's access to managerial posts, higher-paid jobs and decision-making positions;

(d) The limited opportunities for reconciling professional and family life, and the insufficient efforts to promote and ensure the equal sharing of domestic and child-rearing responsibilities between women and men, in particular during the COVID-19 pandemic;

(e) That women domestic workers are often hired outside the formal labour registration process and thus lack access to health-care coverage and pension benefits;

(f) The limited access to stable and adequately remunerated employment for disadvantaged and marginalized groups of women, including women belonging to ethnic minorities, internally displaced women, women in a refugee-like situation, migrant women and women with disabilities.

**36. Recalling that progress in the field of employment should go hand in hand with the empowerment of women and equality at work, the Committee recommends that the State party refocus its employment policies on the pursuit of gender equality and ensure that this is based on results, measurable indicators, partnerships with the private sector and opportunities for professional training in all areas, including innovative sectors such as the ICT sector. It also recalls its previous recommendations ([CEDAW/C/ARM/CO/5-6](#), para. 25) and recommends that the State party:**

(a) **Adopt legislation to explicitly prohibit sexual harassment in the workplace, ensure that victims have access to effective remedies and that complaints about sexual harassment are effectively investigated, that perpetrators are prosecuted and adequately punished and that victims are protected from retaliation, and strengthen the Health and Labour Inspectorate to enable it to conduct regular inspections of workplaces;**

(b) **Abolish the list of non-recommended occupations restricting women's access to certain occupations, facilitate women's access to such occupations and ensure that any restrictions are proportionate and applied on a case-by-case basis rather than across the board;**

(c) **Enforce comprehensive legislation and regulations to ensure that the principle of equal pay for work of equal value is applied, regularly review wages in sectors in which women are concentrated and adopt measures to close the gender pay gap, including through gender-neutral analytical job classification and evaluation methods and regular pay surveys;**

(d) **Take targeted measures to promote women's access to managerial positions and higher-paid jobs in traditionally male-dominated professions, in particular by providing professional training, offering incentives for the preferential recruitment of women, and increasing the number and quality of childcare and preschool education services, and take action to alleviate the impact of the COVID-19 pandemic on women's employment;**

(e) **Ensure that women working in the informal economy enjoy maternity protection, facilitate the return of young mothers to work, promote the equal sharing of domestic and childcare responsibilities between women and men, including by expanding the use of paternity leave, and introduce specific provisions on employer's liability for**

discrimination against women in career development, recruitment, job promotion and vocational training;

(f) Improve access to employment and training opportunities for disadvantaged and marginalized groups of women, such as women belonging to ethnic minorities, internally displaced women, women in a refugee-like situation, migrant women and women with disabilities;

(g) Ratify the ILO Domestic Workers Convention, 2011 (No. 189).

## ILO

### CEACR

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1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C144** - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Armenia
  2. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)Armenia
  3. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C122** - Employment Policy Convention, 1964 (No. 122) - Armenia
  4. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C111** - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Armenia
  5. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C097** - Migration for Employment Convention (Revised), 1949 (No. 97) - Armenia
  6. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C122** - Employment Policy Convention, 1964 (No. 122) - Armenia
  7. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C143** - Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) - Armenia
  8. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C087** - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Armenia
  9. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C081** - Labour Inspection Convention, 1947 (No. 81) - Armenia
  10. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C081** - Labour Inspection Convention, 1947 (No. 81) - Armenia
  11. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C100** - Equal Remuneration Convention, 1951 (No. 100) - Armenia
  12. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C100** - Equal Remuneration Convention, 1951 (No. 100) - Armenia
  13. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C098** - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Armenia
  14. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C122** - Employment Policy Convention, 1964 (No. 122) - Armenia
  15. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C138** - Minimum Age Convention, 1973 (No. 138) – Armenia
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16. [Observation on submission to competent authorities \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)Armenia

17. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C029** - *Forced Labour Convention, 1930 (No. 29)* - **Armenia**
18. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C017** - *Workmen's Compensation (Accidents) Convention, 1925 (No. 17)* - **Armenia**
19. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C182** - *Worst Forms of Child Labour Convention, 1999 (No. 182)* - **Armenia**
20. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C138** - *Minimum Age Convention, 1973 (No. 138)* - **Armenia**

## Austria

### ILO

1. [CEACR Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C172 - Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172) - Austria**
2. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)**Austria**
3. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Austria**
4. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)**Austria**
5. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Austria**
6. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Austria**
7. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Austria**
8. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Austria**
9. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)**Austria**
10. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Austria**
11. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - Austria**
12. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)**Austria**
13. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - Austria**

## Azerbaijan

### UN

#### ICESCR

#### CECSR, Concluding observations on the fourth periodic report of Azerbaijan<sup>15</sup>

##### **Equal rights of men and women**

20. While acknowledging the State party's efforts to develop a policy framework to promote gender equality, the Committee is nevertheless concerned that:

(a) There are still a number of professions in which women are not legally allowed to be employed, and access to economic opportunities is further limited owing to perceived traditional gender roles in the family and in society, especially in rural areas;

(b) Women are still underrepresented in senior and decision-making positions in both the private and public sectors;

(c) The gender pay gap remains high, and women's average salary is about only half of that of men;

(d) Unequal distribution of unpaid domestic and care responsibilities between men and women remains a significant barrier to gender equality, and is further exacerbated by the detrimental impact of the coronavirus disease (COVID-19) pandemic on the socioeconomic rights of women (art. 3).

21. **The Committee recommends that the State party:**

(a) **Repeal discriminatory laws as soon as possible to ensure that women have access to employment in all professions on an equal footing with men, and take concrete measures to combat the perceived traditional gender roles in the family and in society with a view to promoting equality of opportunity in employment;**

(b) **Continue to promote the increased representation of women at all levels of public administration, in particular in decision-making positions, and promote their participation in management roles in the private sector;**

(c) **Take effective measures to close the gender pay gap, including by addressing the structural causes that result in women occupying lower paid jobs and facing obstacles to their enjoyment of career opportunities on an equal footing with men;**

(d) **Develop policies to reduce the burden of women's unpaid domestic and care work by promoting the sharing of family responsibilities between men and women and by undertaking awareness-raising campaigns to combat gender stereotypes in the family and in society;**

(e) **Refer to the Committee's general comment No. 16 (2005) on the equal right of men and women to the enjoyment of all economic, social and cultural rights.**

##### **Unemployment**

22. While recognizing the efforts made by the State party to promote employment, the Committee remains concerned about the high levels of unemployment and

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<sup>15</sup> Considered by the CECRSR at its 34th and 36th meetings, held online on 30 September and 1 October 2021, and adopted the present concluding observations at its 57th meeting, held on 15 October 2021 ([E/C.12/AZE/CO/4, 2 November 2021](#)).

underemployment, which disproportionately affect women, young people, persons with disabilities and internally displaced persons. The Committee also notes the shortcomings in the collection of data on employment, and that accordingly, the available employment data may not fully reflect the extent of underemployment and unemployment in the State party (art. 6).

**23. The Committee recommends that the State party, in consultation with its social partners:**

**(a) Step up its efforts to reduce unemployment and underemployment, and ensure that its employment policies and strategies tackle the main causes of unemployment and underemployment in the State party, in particular among women, young people, persons with disabilities and internally displaced persons;**

**(b) Continue its efforts to provide diverse vocational and technical training in order to promote the acquisition of the skills needed in the labour market;**

**(c) Improve its system for the collection of disaggregated data on employment, underemployment and unemployment, and provide updated data in its next periodic report, disaggregated by sex, age, geographical area, disability, ethnic origin, residence or documentation status, and any other parameters necessary to measure the progress made in the realization of the right to work.**

#### **Informal economy**

24. While acknowledging the efforts made by the State party to enforce transition from the informal to the formal economy, the Committee remains concerned about the high number of workers employed in the informal sector of the economy, especially in agriculture, construction and domestic work, and that these workers are not sufficiently protected by labour and social protection laws, including in relation to a minimum wage, occupational health and safety, and protection from economic exploitation (arts. 6–7 and 9).

**25. The Committee recommends that the State party intensify its efforts to progressively bring workers into the formal sector and to ensure that they are covered by labour laws, have access to social protection and can lodge complaints. It also recommends that the State party ensure that labour inspections are carried out, and that occupational health and safety services are provided, in the informal sector of the economy as well.**

#### **Minimum wage**

26. While noting the information provided by the State party delegation indicating that the minimum wage has been increased in 2019 to surpass the minimum subsistence level, the Committee regrets the lack of information on whether the minimum wage enables workers and their families to enjoy a decent living, and on measures taken to enforce the minimum wage in all sectors of the economy (art. 7).

**27. The Committee recommends that the State party take measures to ensure that the national minimum wage applies to all workers in all sectors and industries. It also recommends that the State party, in consultation with its social partners, periodically review the minimum wage in order to index it to the cost of living, and ensure that it enables workers and their families to make a decent living.**

#### **Right to just and favourable conditions of work**

28. The Committee is concerned about pervasive labour rights violations, especially of migrant workers, in the fields of agriculture, construction, and oil and gas sectors, including non-payment or underpayment of salaries, salary

discrimination, and workplace deaths and injuries. It is also concerned that, despite the reports of labour rights violations in many sectors of the economy, the labour inspections have been suspended following the Law of 20 October 2015 on suspension of inspection in the field of entrepreneurship (art. 7).

29. **The Committee recommends that the State party take measures to:**

(a) **Ensure that all workers, in particular migrant workers, enjoy just and favourable conditions of work without discrimination, and are protected from occupational injuries and accidents, exploitation and abuse;**

(b) **Repeal the Law of 20 October 2015 on suspension of inspection in the field of entrepreneurship, and ensure that labour inspection mechanisms are operational and the labour inspectors monitor the conditions of work, especially in agriculture, construction, and the oil and gas sectors, with a view to fully enforcing employment standards;**

(c) **Provide access to effective remedies to all victims of labour rights violations, ensuring compensation and guarantee of non-repetition;**

(d) **Refer to its general comment No. 23 (2016) on the right to just and favourable conditions of work.**

#### **Trade union rights**

30. The Committee notes with concern that, despite protection of trade union rights in law, workers, especially those working in transnational corporations operating in the oil and gas sectors, abstain from engaging in trade union activities out of fear of reprisals. The Committee remains concerned about the excessive restrictions on the right to strike by workers in the air and railway sector (art. 8).

31. **The Committee recommends that workers, including those employed in the oil and gas sectors, can freely exercise trade union rights, including rights to collective bargaining, strike and union representation, and be effectively protected against reprisals. It also reiterates its previous recommendation<sup>16</sup> that the State party revise the scope of the definition of essential services so as to ensure the effective exercise of the right to strike, including by workers in the air and railway sectors.**

#### **Gender-based violence**

34. While welcoming the information provided by the State party delegation in relation to efforts undertaken to eliminate it, the Committee remains concerned at the high incidence of gender-based violence against women and the very low rate of reporting, in particular of domestic violence. It is further concerned about the limited availability of shelters and support services for victims (art. 10).

35. **The Committee recommends that the State party take effective measures to facilitate and encourage the reporting of gender-based violence, including domestic violence, and ensure that all reported cases are promptly and thoroughly investigated, that the perpetrators are punished with penalties commensurate with the gravity of the offences and that victims receive adequate support, including temporary shelter, legal assistance and psychological support. It also recommends that the State party strengthen its efforts to raise awareness among the general public about gender-based violence against women, and to provide gender-sensitive training to law enforcement and judiciary personnel on how to handle cases of gender-based violence against women, including domestic violence. The Committee further recommends that the State party consider ratifying the Council of Europe Convention on**

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<sup>16</sup>

[E/C.12/AZE/CO/3](#), para. 15.



**Preventing and Combating Violence against Women and Domestic Violence  
(Istanbul Convention).**

**CEDAW**

**CEDAW Committee, Concluding observations on the sixth periodic report of Azerbaijan**

1. The Committee considered the sixth periodic report of Azerbaijan (CEDAW/C/AZE/6) at its 1885th and 1886th meetings (CEDAW/C/SR.1885 and CEDAW/C/SR.1886), held on 16 June 2022. The list of issues and questions raised by the pre-sessional working group is contained in CEDAW/C/AZE/Q/6, and the responses of Azerbaijan are contained in CEDAW/C/AZE/RQ/6.

**Employment**

31. The Committee notes with appreciation the amendment to the Law on Labour Pensions, which harmonizes the retirement and pension age for women and men at 65 years. It also notes that, under the State Programme for the Socioeconomic Development of the Regions of Azerbaijan, measures were introduced to increase the employment of women in the formal economy, however, the Committee notes with concern:

(a) That 204 occupations will remain prohibited for women following the planned amendments to article 241 (2) of the Labour Code to review the current list of 674 prohibited occupations for women in certain industries;

(b) The continued existence of a significant gender pay gap (63.3 per cent of the average monthly wage of men in 2020) and horizontal and vertical segregation in the labour market, as well as barriers to women's access to management positions, higher-paid jobs and decision-making positions;

(c) The lack of opportunities for the reconciliation of professional and family life, and the insufficient efforts to promote and ensure the equal sharing of domestic and child-rearing responsibilities between women and men, in particular during the COVID-19 pandemic;

(d) The continued existence of institutional discrimination against women, despite maternity protection guarantees in the Labour Code;

(e) The concentration of women in the informal economy and in low-paid jobs, often in exploitative conditions and without access to labour and social protection, especially since the COVID-19 pandemic;

(f) That the Code of Administrative Offences does not establish liability for sexual harassment in the workplace, despite the prohibition of sexual harassment in the Law on Gender Equality (2006);

(g) The limited access to decent employment for disadvantaged and marginalized groups of women, including women belonging to ethnic minorities, internally displaced women, migrant women and women with disabilities.

**32. Recalling that progress in employment should go hand in hand with the empowerment of women and equality at work, the Committee recommends that the State party refocus its employment policy on gender equality and ensure that it is based on results, measurable indicators, partnerships with the private sector and opportunities for professional training in all areas, including innovative sectors such as the information and communications technology sector. The Committee**

also recalls its previous recommendations ([CEDAW/C/AZE/CO/5](#), para. 31) and recommends that the State party:

(a) Abolish the list of non-recommended occupations restricting women's access to certain professions and jobs; facilitate women's access to such occupations; and ensure that any restrictions are proportionate and applied on a case-by-case basis and not to all women;

(b) Take targeted measures to promote women's access to formal employment, including management positions and higher-paid jobs in traditionally male-dominated professions, by providing professional training, offering incentives for the preferential recruitment of women, expanding the number and quality of childcare services and preschool education services in urban and rural areas, and taking measures to alleviate the impact of the COVID-19 pandemic on women's employment;

(c) Adopt and enforce comprehensive legislation and regulations to ensure the application of the principle of equal pay for work of equal value, and regularly review wages in sectors where women are concentrated and adopt measures to close the gender pay gap, including through gender-neutral analytical job classification and evaluation methods and regular pay surveys;

(d) Ensure maternity protection for women working in the informal economy; facilitate the return to work of young mothers; promote equal sharing of household and childcare responsibilities between women and men, including by expanding the use of paternity leave; and introduce specific provisions on employer's liability for discrimination against women in career development, recruitment, job promotion and vocational training;

(e) Adopt legislation to explicitly prohibit sexual harassment in the workplace, ensure that victims have access to effective remedies and ensure that complaints about sexual harassment are effectively investigated, perpetrators are prosecuted and adequately punished, and victims are protected from retaliation;

(f) Improve access to employment and training opportunities for disadvantaged and marginalized groups of women, such as women belonging to ethnic minorities, internally displaced women, migrant women and women with disabilities;

(g) Ratify the Violence and Harassment Convention, 2019 (No. 190), of the International Labour Organization.

## ILO

### CEACR

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1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C144** - *Tripartite Consultation (International Labour Standards) Convention, 1976*  
(No. 144) - Azerbaijan
  2. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention, 1948*  
(No. 87) - Azerbaijan
  3. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C149** - *Nursing Personnel Convention, 1977 (No. 149)* - Azerbaijan

4. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Azerbaijan*
5. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C100 - Equal Remuneration Convention, 1951 (No. 100) - Azerbaijan*
6. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Azerbaijan*
7. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Azerbaijan*
8. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C156 - Workers with Family Responsibilities Convention, 1981 (No. 156) - Azerbaijan*
9. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Azerbaijan*
10. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C081 - Labour Inspection Convention, 1947 (No. 81) - Azerbaijan*
11. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Azerbaijan*
12. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Azerbaijan*
13. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C185 - Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185) - Azerbaijan*
14. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C126 - Accommodation of Crews (Fishermen) Convention, 1966 (No. 126) - Azerbaijan*
15. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C113 - Medical Examination (Fishermen) Convention, 1959 (No. 113) - Azerbaijan*
16. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C147 - Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147) - Azerbaijan*
17. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C134 - Prevention of Accidents (Seafarers) Convention, 1970 (No. 134) - Azerbaijan*
18. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C092 - Accommodation of Crews Convention (Revised), 1949 (No. 92) - Azerbaijan*
19. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C023 - Repatriation of Seamen Convention, 1926 (No. 23) - Azerbaijan*
20. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C027 - Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27) - Azerbaijan*
21. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C032 - Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32) - Azerbaijan*
22. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Azerbaijan*
23. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C081 - Labour Inspection Convention, 1947 (No. 81) - Azerbaijan*
24. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C100 - Equal Remuneration Convention, 1951 (No. 100) - Azerbaijan*

25. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C105 - Abolition of Forced Labour Convention, 1957 (No. 105) - Azerbaijan**
26. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Azerbaijan**
27. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C105 - Abolition of Forced Labour Convention, 1957 (No. 105) - Azerbaijan**
28. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C124 - Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124) - Azerbaijan**
29. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C090 - Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90) - Azerbaijan**
30. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C105 - Abolition of Forced Labour Convention, 1957 (No. 105) – Azerbaijan**
31. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C105 - Abolition of Forced Labour Convention, 1957 (No. 105) - Azerbaijan**
32. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - Azerbaijan**
33. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - Azerbaijan**
34. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C138 - Minimum Age Convention, 1973 (No. 138) - Azerbaijan**
35. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C138 - Minimum Age Convention, 1973 (No. 138) - Azerbaijan**
36. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C077 - Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77) - Azerbaijan**
37. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C078 - Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 78) - Azerbaijan**
38. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C079 - Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 79) - Azerbaijan**

## *Bosnia and Herzegovina*

UN

*ICESCR*

### **CECSR, Concluding observations on the third periodic report of Bosnia and Herzegovina<sup>17</sup>**

#### **Equality between men and women**

24. The Committee is concerned that, despite the measures taken, including the Bosnia and Herzegovina Election Law and the Law on Gender Equality in Bosnia and Herzegovina, women's representation remains low in the legislature at all levels of government. It is also concerned about the large disparities between men and women in terms of labour market participation and employment (arts. 3 and 6).

25. **The Committee recommends that the State party:**

(a) **Improve women's representation on decision-making positions in the public sector, including legislative, executive and judicial bodies, as well as in the private sector;**

(b) **Promote training for women in non-traditional fields of employment and in areas that will provide them with equal career opportunities, and provide the employment and social services necessary to enable women to enter or re-enter the labour market.**

#### **Right to work**

26. The Committee is concerned about the persistently high incidence of unemployment, in particular among young people and people with tertiary education and high-level skills, and the lack of decent work opportunities for those groups, which has driven a large number of young people and workers with high qualifications to leave the country. It is also concerned at reports of discrimination in the employment process based on ethnic origin and political opinion (arts. 2 (2)) and 6).

27. **The Committee recommends that the State party intensify its efforts to:**

(a) **Improve its vocational education and training programmes in order to provide the workforce, especially young people, with the skills and knowledge to keep up with the changing demands of the labour market;**

(b) **Create decent job opportunities for all, particularly those workers with a high level of education and vocational skills;**

(c) **Ensure that the employment process is transparent and merit-based, and combat discrimination in employment based on ethnic origin and political affiliations.**

#### **Employment of persons with disabilities**

28. The Committee is concerned about the persistently high level of unemployment among persons with disabilities. It is also concerned about the poor implementation and effectiveness of the quotas for the employment of persons with disabilities. This includes: the different application of the quotas between the entities; the reportedly high non-compliance of employers, particularly government institutions; the absence of mechanisms for the collection of special contributions by

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<sup>17</sup> The Committee considered the third periodic report of Bosnia and Herzegovina at its 35th and 37th meetings, held on 30 September and 1 October 2021, and adopted the present concluding observations at its 57th meeting, held on 15 October 2021 ([E/C.12/BIH/CO/3, 11 November 2021](#)).

employers who fail to comply with the quotas; and the absence of data on the implementation of the quotas (arts. 2 (2)) and 6).

**29. The Committee recommends that the State party:**

(a) **Enhance vocational training and education and employment services for persons with disabilities and provide them with reasonable accommodation to stay active in the labour market;**

(b) **Improve the effectiveness of the quotas for the employment of persons with disabilities, including by expanding the application of the quotas to all government bodies and public and state-owned enterprises and to the private sector; increasing the sanctions in case of non-compliance; and collecting data on the implementation of the quotas;**

(c) **Take effective measures to ensure that workers with disabilities are not discriminated against or segregated in the workplace.**

#### **Workers in the informal economy**

30. The Committee is concerned about the limited protection of labour and social rights provided for workers in the informal economy, where women are predominant. They have been disproportionately affected during the COVID-19 pandemic as they are excluded from the social support provided in response to the pandemic. The Committee is also concerned about the insufficient progress made by the State party in the transition from the informal economy to the formal economy (arts. 6, 7 and 9).

**31. The Committee recommends that the State party intensify its efforts to transition the informal economy to the formal economy and to regularize workers in the informal sector. In the meantime, the Committee urges the State party to extend the protection of Covenant rights, especially those guaranteed in articles 6 to 9, to those workers and to ensure that they are also covered by the socioeconomic response measures taken in the context of the COVID-19 pandemic.**

#### **Remuneration**

32. The Committee is concerned about the very low level of wages in the State party, particularly in health care, education and other essential public service sectors where women are predominant, with an average salary that meets less than 50 per cent of the consumer basket. In addition, the minimum wages, which barely amount to one half of the average salary, do not provide workers and their families with a decent living (art. 7).

**33. The Committee recommends that the State party:**

(a) **Redouble its efforts to increase minimum wages to a level sufficient to provide workers and their families with a decent living and establish a national minimum wage that applies to all workers;**

(b) **Review its labour legislation and policies on remuneration in partnership with employers' and employees' representatives with a view to ensuring that the level of remuneration provides all workers and their families with a decent living;**

(c) **In this context, take into consideration the Committee's general comment No. 23 (2016) on the right to just and favourable conditions of work (paras. 7–10).**

## ILO

### CEACR

1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C177 - Home Work Convention, 1996 (No. 177) - Bosnia and Herzegovina**
2. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)**Bosnia and Herzegovina**
3. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Bosnia and Herzegovina**
4. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C177 - Home Work Convention, 1996 (No. 177) - Bosnia and Herzegovina**
5. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Bosnia and Herzegovina**
6. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)**Bosnia and Herzegovina**
7. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C138 - Minimum Age Convention, 1973 (No. 138) - Bosnia and Herzegovina**
8. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C138 - Minimum Age Convention, 1973 (No. 138) - Bosnia and Herzegovina**
9. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) - Bosnia and Herzegovina**
10. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C188 - Work in Fishing Convention, 2007 (No. 188) - Bosnia and Herzegovina**
11. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Bosnia and Herzegovina**
12. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C097 - Migration for Employment Convention (Revised), 1949 (No. 97) - Bosnia and Herzegovina**
13. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C143 - Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) - Bosnia and Herzegovina**
14. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Bosnia and Herzegovina**
15. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C185 - Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185) - Bosnia and Herzegovina**
16. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C027 - Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27) - Bosnia and Herzegovina**



17. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C032 - Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32) - Bosnia and Herzegovina**
18. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Bosnia and Herzegovina**
19. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Bosnia and Herzegovina**
20. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)**Bosnia and Herzegovina**
21. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C156 - Workers with Family Responsibilities Convention, 1981 (No. 156) - Bosnia and Herzegovina**
22. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Bosnia and Herzegovina**
23. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Bosnia and Herzegovina**
24. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Bosnia and Herzegovina**
25. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Bosnia and Herzegovina**
26. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)**Bosnia and Herzegovina**
27. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Bosnia and Herzegovina**
28. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C090 - Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90) - Bosnia and Herzegovina**
29. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - Bosnia and Herzegovina**
30. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - Bosnia and Herzegovina**
31. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - Bosnia and Herzegovina**
32. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - Bosnia and Herzegovina**
33. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C105 - Abolition of Forced Labour Convention, 1957 (No. 105) - Bosnia and Herzegovina**
34. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C138 - Minimum Age Convention, 1973 (No. 138) - Bosnia and Herzegovina**



## Denmark

### ILO

#### CEACR

1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C144** - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - **Denmark**
2. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)**Denmark**
3. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C014** - Weekly Rest (Industry) Convention, 1921 (No. 14) - **Denmark**
4. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C188** - Work in Fishing Convention, 2007 (No. 188) - **Denmark**
5. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C102** - Social Security (Minimum Standards) Convention, 1952 (No. 102) - **Denmark**
6. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C130** - Medical Care and Sickness Benefits Convention, 1969 (No. 130) - **Denmark**
7. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C102** - Social Security (Minimum Standards) Convention, 1952 (No. 102) - **Denmark**
8. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C118** - Equality of Treatment (Social Security) Convention, 1962 (No. 118) - **Denmark**
9. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C098** - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - **Denmark**
10. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C187** - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) - **Denmark**
11. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C167** - Safety and Health in Construction Convention, 1988 (No. 167) - **Denmark**
12. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C162** - Asbestos Convention, 1986 (No. 162) - **Denmark**
13. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C155** - Occupational Safety and Health Convention, 1981 (No. 155) - **Denmark**
14. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C139** - Occupational Cancer Convention, 1974 (No. 139) - **Denmark**
15. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C115** - Radiation Protection Convention, 1960 (No. 115) – **Denmark**
16. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C087** - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - **Denmark**
17. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C106** - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106) - **Denmark**

18. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C094** - *Labour Clauses (Public Contracts) Convention, 1949 (No. 94)* - **Denmark**
19. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C029** - *Forced Labour Convention, 1930 (No. 29)* - **Denmark**
20. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C142** - *Human Resources Development Convention, 1975 (No. 142)* - **Denmark**
21. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C100** - *Equal Remuneration Convention, 1951 (No. 100)* - **Denmark**
22. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C111** - *Discrimination (Employment and Occupation) Convention, 1958 (No. 111)* - **Denmark**
23. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C122** - *Employment Policy Convention, 1964 (No. 122)* - **Denmark**
24. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C088** - *Employment Service Convention, 1948 (No. 88)* - **Denmark**
25. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C150** - *Labour Administration Convention, 1978 (No. 150)* - **Denmark**
26. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention, 1969 (No. 129)* - **Denmark**
27. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C081** - *Labour Inspection Convention, 1947 (No. 81)* - **Denmark**
28. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C160** - *Labour Statistics Convention, 1985 (No. 160)* - **Denmark**

## *Estonia*

### **UN**

### **CEDAW**

#### **CEDAW Committee, [Concluding observations on the seventh periodic report of Estonia](#)**

1. The Committee considered the seventh periodic report of Estonia ([CEDAW/C/EST/7](#)) at its 2067th and 2068th meetings (see [CEDAW/C/SR.2067](#) and [CEDAW/C/SR.2068](#)), held on 17 May 2024.

#### **Employment**

31. The Committee welcomes the legislative amendments adopted by the State party to allow for more flexible work arrangements to reconcile professional and family life, including through increased parental leave. The Committee, however, notes with concern:

- (a) The persistent gender pay gap in the State party;
- (b) The lack of measures to facilitate the reinsertion of women in the labour market following child-rearing periods or engagement in other unpaid work, and to compensate the impact of such periods on women's career development prospects, salaries and pension benefits;
- (c) Regional disparities in women's access to childcare facilities, including the lack of adequate kindergarten places, in certain rural areas, placing the burden of childcare on mothers;
- (d) Women's severe underrepresentation in managerial positions, innovative digital governance and artificial intelligence;
- (e) The reportedly high incidence of sexual harassment in the workplace in the State party;
- (f) The limited access to adequate employment owing to job mismatch and deskilling of migrant women.

**32. The Committee recommends that the State party:**

- (a) **Enforce the principle of equal pay for work of equal value, regularly review wages and benefits and further strengthen measures to close the gender pay gap, including by means of gender-inclusive job classification and evaluation methods and regular pay surveys, and provide information on the impact of legal amendments on the gender pay gap and women's career development in both the public and private sectors in its next periodic report;**
- (b) **Ensure women's access to affordable quality childcare facilities in all regions of the State party and their reinsertion in the labour market following child-rearing periods or engagement in other unpaid work and adopt measures to compensate for the impact of such periods on women's career development prospects, salaries and pension benefits;**
- (c) **Ensure the availability of sufficient numbers of municipal kindergarten places in all regions of the State party to facilitate the reconciliation of professional and family life and ease women's disproportionate care burden;**
- (d) **Promote the representation of women in managerial positions, in innovative digital governance and in the artificial intelligence sector;**

(e) Strengthen the mandate and role of the Labour Inspectorate and provide it with adequate human, technical and financial resources to detect discriminatory practices against women in the workplace;

(f) Ratify Violence and Harassment Convention, 2019 (No. 190), of the International Labour Organization, establish effective independent complaints mechanisms for women to complain about sexual harassment in the workplace and protect them from retaliation;

(g) Take measures to combat the structural barriers faced by disadvantaged groups of women, such as migrant women, and ensure that they have access to job placements matching their skills and enjoy decent conditions of work.

## ILO

### CEACR

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1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C122** - *Employment Policy Convention, 1964 (No. 122)* - **Estonia**
  2. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)**Estonia**
  3. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C174** - *Prevention of Major Industrial Accidents Convention, 1993 (No. 174)* - **Estonia**
  4. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**MLC, 2006** - *Maritime Labour Convention, 2006 (MLC, 2006)* - **Estonia**
  5. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C135** - *Workers' Representatives Convention, 1971 (No. 135)* - **Estonia**
  6. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention, 1969 (No. 129)* - **Estonia**
  7. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C081** - *Labour Inspection Convention, 1947 (No. 81)* - **Estonia**
  8. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention, 1969 (No. 129)* - **Estonia**
  9. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C081** - *Labour Inspection Convention, 1947 (No. 81)* - **Estonia**
  10. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C111** - *Discrimination (Employment and Occupation) Convention, 1958 (No. 111)* - **Estonia**
  11. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C111** - *Discrimination (Employment and Occupation) Convention, 1958 (No. 111)* - **Estonia**
  12. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C100** - *Equal Remuneration Convention, 1951 (No. 100)* - **Estonia**
  13. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C098** - *Right to Organise and Collective Bargaining Convention, 1949 (No. 98)* - **Estonia**
- 
14. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C019** - *Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)* – **Estonia**

15. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C014** - *Weekly Rest (Industry) Convention, 1921 (No. 14)* – **Estonia**
16. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C002** - *Unemployment Convention, 1919 (No. 2)* - **Estonia**
17. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C029** - *Forced Labour Convention, 1930 (No. 29)* – **Estonia**

## Georgia

### UN

### CEDAW

#### CEDAW Committee, [Concluding observations on the sixth periodic report of Georgia](#)

1. The Committee considered the sixth periodic report of Georgia ([CEDAW/C/GEO/6](#)) at its 1943rd and 1944th meetings ([CEDAW/C/SR.1943](#) and 1944), held on 8 February 2023. The list of issues and questions raised by the pre-sessional working group is contained in [CEDAW/C/GEO/Q/6](#), and the responses of Georgia are contained in [CEDAW/C/GEO/RQ/6](#).

#### Employment

35. The Committee welcomes that harassment, in particular sexual harassment, in the workplace and in public life was legally defined as a form of discrimination against women in 2019. The Committee, however, remains concerned about:

- (a) The disproportionately high unemployment rate among women;
- (b) The continued horizontal and vertical segregation in the labour market and the concentration of women in low-paid jobs and in the informal economy;
- (c) The widening gender pay gap, despite economic and income growth in the State party, which unevenly benefits women;
- (d) The limited access to social protection schemes for women working in the informal sector;
- (e) The disproportionate burden on women of unpaid domestic and child-care responsibilities and the persistently low number of men availing themselves of parental leave while the child is below three years of age, despite the recent introduction of a parental leave scheme.

36. **Recalling its previous recommendation ([CEDAW/C/GEO/CO/4-5](#), para. 29), the Committee recommends that the State party:**

- (a) Take targeted measures, including under the active labour market policy, to reduce unemployment among women, with an emphasis on unemployed internally displaced women and women living in conflict-affected areas, single mothers, young mothers, rural women, women with disabilities and lesbian, bisexual, transgender and intersex women;**
- (b) Take steps to eliminate horizontal and vertical occupational segregation, including by adopting temporary special measures, such as vocational training and statutory quotas, to promote women's access to formal employment, including leadership positions;**
- (c) Amend the Labour Code and the Law on Public Service to give effect to the principle of equal pay for work of equal value in the private and public sectors in order to narrow and eventually close the gender pay gap, regularly review wages in sectors in which women are concentrated and adopt measures to close the gender pay gap, including through gender-neutral analytical job classification and evaluation methods, and regular pay surveys, and consider raising the minimum wage fixed in 1999;**

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\* Adopted by the Committee at its eighty-fourth session (6–24 February 2023).

(d) Conduct a study to assess the participation of women in the informal economy, including with regard to access to social security coverage and retirement schemes, and on the basis of the results of that study, continue to review the current employment legislation and policy from a gender perspective, with a view to ensuring social protection for all women, including those employed in the informal economy and women with low income and/or self-employed women;

(e) Promote the equal sharing of domestic and child-care responsibilities between women and men, including by increasing the number of adequate child-care institutions and promoting the value and use of parental leave through awareness-raising campaigns;

(f) Ratify the Workers with Family Responsibilities Convention, 1981 (No. 156) of the International Labour Organization (ILO), the ILO Maternity Protection Convention, 2000 (No. 183), the ILO Domestic Workers Convention, 2011 (No. 189) and the ILO Violence and Harassment Convention, 2019 (No. 190).

## ILO

### CEACR

1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C117 - Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117) - Georgia**
2. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)Georgia](#)
3. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Georgia**
4. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C142 - Human Resources Development Convention, 1975 (No. 142) - Georgia**
5. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Georgia**
6. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C181 - Private Employment Agencies Convention, 1997 (No. 181) - Georgia**
7. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C181 - Private Employment Agencies Convention, 1997 (No. 181) - Georgia**
8. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C088 - Employment Service Convention, 1948 (No. 88) - Georgia**
9. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C052 - Holidays with Pay Convention, 1936 (No. 52) - Georgia**
10. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Georgia**
11. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - Georgia**
12. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)Georgia](#)

13. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C100** - *Equal Remuneration Convention, 1951 (No. 100)* - **Georgia**
14. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C100** - *Equal Remuneration Convention, 1951 (No. 100)* - **Georgia**
15. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C111** - *Discrimination (Employment and Occupation) Convention, 1958 (No. 111)* – **Georgia**

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16. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C111** - *Discrimination (Employment and Occupation) Convention, 1958 (No. 111)* - **Georgia**
17. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C105** - *Abolition of Forced Labour Convention, 1957 (No. 105)* - **Georgia**
18. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C144** - *Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)* - **Georgia**
19. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)**Georgia**
20. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)* - **Georgia**
21. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)**Georgia**
22. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C122** - *Employment Policy Convention, 1964 (No. 122)* - **Georgia**

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23. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C098** - *Right to Organise and Collective Bargaining Convention, 1949 (No. 98)* - **Georgia**



## Germany

### UN

#### CEDAW

##### CEDAW Committee, [Concluding observations on the ninth periodic report of Germany](#)

1. The Committee considered the ninth periodic report of Germany ([CEDAW/C/DEU/9](#)), submitted under the simplified reporting procedure, at its 1975th and 1976th meetings (see [CEDAW/C/SR.1975](#) and [CEDAW/C/SR.1976](#)), held on 11 May 2023.

#### Employment

43. The Committee commends the State party on the measures taken at federal and Länder levels to address the gender pay gap and ensure equal opportunities for women and men in the labour market, including plans to introduce a two-week paid leave of absence for the second parent after the birth of a child. It notes the success of the “Strong in the Workplace” programme in creating job prospects for mothers with a migration background and that the Federal Employment Agency provides gender-responsive career orientation. The Committee also notes that the Law to Improve Pension Coverage and Stabilize the State Pension System (2018) and the Law to Introduce the Basic Pension for Long-term Payees into the Statutory Pension Scheme (2021) seek to reduce the gender pension gap. The Committee notes with appreciation the efforts of the State party to increase all-day-care options, including through the entry into force of the Law on the Establishment of the Special Fund for “Expansion of All-Day Education and Childcare for Primary-School Children”. However, the Committee notes with concern:

(a) The chilling effect of the 2021 amendment to the Law on Federal Civil Servants (sect. 34 (2)), which prohibits public employees from wearing the headscarf if it is considered to hamper public trust, for the employment prospects of Muslim women who wear a headscarf;

(b) The persistently large gender pay gap, which remains at 18 per cent in the State party;

(c) The persistence of horizontal and vertical occupational segregation in the State party and women’s concentration in the lower-paid service sectors and temporary and part-time work owing to their traditional role as caregivers for children and older family members and their underrepresentation at decision-making levels in private companies;

(d) That two weeks of paid leave for the partner is not sufficient to promote equal sharing of the care of children;

(e) That, despite the entitlement of children to childcare under the 2008 Childcare Funding Act, reports indicate that the number of hours per week is often not sufficient to cover needs and that financial resources have been channelled more towards building childcare facilities than towards hiring and training qualified staff;

(f) That there is a shortage of facilities for dependent elderly persons and that family members who are care providers for the elderly are not compensated for their labour;

(g) That the gender pension gap reached almost 30 per cent in 2021.

44. Recalling its previous recommendations (see [CEDAW/C/DEU/CO/7-8](#), para. 36) the Committee recommends that the State party:

(a) Ensure that Muslim women in the public sector, including the judiciary, are not penalized for wearing headscarves, including by further amending the Law on Federal Civil Servants and raising public awareness so that the wearing of a headscarf by women civil servants does not result in the undermining of trust in the public service;

(b) Further strengthen its efforts to decrease the gender pay gap, regularly review wages in sectors where women are concentrated and adopt measures to close the gender pay gap, including through gender-neutral analytical job classification and evaluation methods and regular pay surveys, and enforce the Pay Transparency Law;

(c) Provide skills training and incentives to orient women and men towards non-traditional career paths, strengthen remuneration of women providing care to family members and ensure that periods of caregiving and child-rearing are counted increasingly towards women's pension benefits, adopt and monitor compliance with statutory quota for women's representation in managerial positions in the private sector and encourage companies to create part-time opportunities in high-level positions;

(d) Continue improving staffing ratios for day-care centres and ensure high-quality and reliable childcare and after-school care for children, if necessary, for the entire duration of the working day;

(e) Develop a national plan to address the care deficit for adults at old age with a gender lens in relation to both care recipients and formal and informal care providers;

(f) Strengthen the statutory pension as a means of ensuring a decent standard of living for retired women and amend legislation to prevent a statutory, company or partially State-funded pension from being deducted from basic social security benefits for job seekers;

(g) Reconsider its position on ratifying the Workers with Family Responsibilities Convention, 1981 (No. 156) of the International Labour Organization.

## ILO

### CEACR

1. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C132 - Holidays with Pay Convention (Revised), 1970 (No. 132) - Germany*
2. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)*Germany*
3. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C139 - Occupational Cancer Convention, 1974 (No. 139) - Germany*
4. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C130 - Medical Care and Sickness Benefits Convention, 1969 (No. 130) - Germany*
5. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C128 - Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128) - Germany*

6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C121** - *Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980]* (No. 121) - **Germany**
7. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C102** - *Social Security (Minimum Standards) Convention, 1952* (No. 102) - **Germany**
8. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C099** - *Minimum Wage Fixing Machinery (Agriculture) Convention, 1951* (No. 99) - **Germany**
9. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C026** - *Minimum Wage-Fixing Machinery Convention, 1928* (No. 26) - **Germany**
10. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C187** - *Promotional Framework for Occupational Safety and Health Convention, 2006* (No. 187) - **Germany**
11. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C176** - *Safety and Health in Mines Convention, 1995* (No. 176) - **Germany**
12. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C170** - *Chemicals Convention, 1990* (No. 170) - **Germany**
13. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C167** - *Safety and Health in Construction Convention, 1988* (No. 167) - **Germany**
14. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C162** - *Asbestos Convention, 1986* (No. 162) - **Germany**
15. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C161** - *Occupational Health Services Convention, 1985* (No. 161) – **Germany**
16. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C115** - *Radiation Protection Convention, 1960* (No. 115) - **Germany**
17. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention, 1969* (No. 129) - **Germany**
18. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081** - *Labour Inspection Convention, 1947* (No. 81) - **Germany**
19. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C098** - *Right to Organise and Collective Bargaining Convention, 1949* (No. 98) - **Germany**
20. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention, 1948* (No. 87) - **Germany**
21. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111** - *Discrimination (Employment and Occupation) Convention, 1958* (No. 111) - **Germany**
22. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111** - *Discrimination (Employment and Occupation) Convention, 1958* (No. 111) - **Germany**
23. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100** - *Equal Remuneration Convention, 1951* (No. 100) - **Germany**
24. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100** - *Equal Remuneration Convention, 1951* (No. 100) - **Germany**

25. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C088 - Employment Service Convention, 1948 (No. 88) - Germany*
26. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C122 - Employment Policy Convention, 1964 (No. 122) - Germany*
27. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Germany*
28. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C183 - Maternity Protection Convention, 2000 (No. 183) - Germany*
29. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C140 - Paid Educational Leave Convention, 1974 (No. 140) - Germany*
30. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159) – Germany*
31. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C029 - Forced Labour Convention, 1930 (No. 29) - Germany*
32. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)**Germany**
33. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C169 - Indigenous and Tribal Peoples Convention, 1989 (No. 169) - Germany*
34. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C029 - Forced Labour Convention, 1930 (No. 29) - Germany*
35. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)**Germany**
36. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Germany*
37. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)**Germany**
38. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C122 - Employment Policy Convention, 1964 (No. 122) - Germany*
39. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Germany*
40. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C135 - Workers' Representatives Convention, 1971 (No. 135) - Germany*
41. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Germany*
42. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C081 - Labour Inspection Convention, 1947 (No. 81) - Germany*

## Hungary

### UN

### CEDAW

#### CEDAW Committee, [Concluding observations on the ninth periodic report of Hungary](#)

1. The Committee considered the ninth periodic report of Hungary (CEDAW/C/HUN/9) at its 1941th and 1942th meetings (CEDAW/C/SR.1941 and CEDAW/C/SR.1942) held on 7 February 2023. The list of issues and questions raised by the pre-sessional working group is contained in CEDAW/C/HUN/Q/9, and the responses of Hungary are contained in CEDAW/C/HUN/RQ/9.

#### Employment

33. The Committee notes with appreciation the amendment to the Labour Code in January 2023, which introduces new opportunities for the return of parents of small children to work and grants 44 working days of parental leave for both the mother and father until a child reaches 3 years of age, provided that the employee has at least one continuous year of employment. However, the Committee is concerned at the lack of awareness among fathers and employers about these possibilities. The Committee also notes the new provisions for flexible working arrangements to improve the work-life balance of women and men. However, the Committee is concerned:

(a) At the gender pay gap (17 per cent of the average monthly wage of men) and horizontal and vertical segregation in the labour market, as well as barriers to women's access to management positions, higher-paid jobs and decision-making positions;

(b) At the lack of measures to implement European Union Directive 2022/2381 to establish a minimum quota of 40 per cent for women's representation as non-executive directors on company boards;

(c) That despite the prohibition of sexual harassment in the Equal Treatment Act, between 2021 and 2022, only four complaints about sexual harassment in the workplace had been received by the Commissioner for Fundamental Rights;

(d) At the limited access to decent employment for disadvantaged and marginalized groups of women, including Roma women and women with disabilities;

(e) That despite certain efforts to strengthen women's entrepreneurship through different national programmes such as the female entrepreneurial programme, *Dobbantó*, the number of women entrepreneurs remains low.

34. **The Committee recommends that the State party refocus its employment policy on gender equality and ensure that it is based on results, measurable indicators, partnerships with the private sector and opportunities for professional training in all areas, including innovative sectors such as the information and communications technology sector. It also recalls its previous recommendations (CEDAW/C/HUN/CO/7-8, para. 29) and recommends that the State party:**

(a) **Enforce national legislation and regulations to ensure the application of the principle of equal pay for work of equal value, and regularly review wages in sectors where women are concentrated and adopt measures to close the gender pay gap, including through gender-**

neutral analytical job classification and evaluation methods and regular pay surveys;

(b) Strengthen efforts to comply with European Union Directive 2022/2381 to establish a minimum quota of 40 per cent for women's representation as non-executive directors on company boards;

(c) Strengthen the application of legislation that prohibits sexual harassment in the workplace, ensure that victims have access to effective remedies and ensure that complaints about sexual harassment are effectively investigated, perpetrators prosecuted and adequately punished, and victims protected from retaliation;

(d) Improve access to employment and training opportunities for disadvantaged and marginalized groups of women, such as Roma women and women with disabilities;

(e) Promote the understanding and encourage the use of the parental leave and flexible job arrangements for fathers through regular awareness and sensitization campaigns, including among employers, and through the provision of adequate compensation;

(f) Ratify the Violence and Harassment Convention, 2019 (No. 190), of the International Labour Organization.

## ILO

### CEACR

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1. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Hungary*
  2. [Observation on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)- Hungary](#)
  3. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Hungary*
  4. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Hungary*
  5. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Hungary*
  6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Hungary*
  7. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C142 - Human Resources Development Convention, 1975 (No. 142) - Hungary*
  8. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C140 - Paid Educational Leave Convention, 1974 (No. 140) - Hungary*
  9. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C181 - Private Employment Agencies Convention, 1997 (No. 181) - Hungary*
  10. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159) - Hungary*



11. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Hungary**
12. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Hungary**
13. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C088 - Employment Service Convention, 1948 (No. 88) - Hungary**
14. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C105 - Abolition of Forced Labour Convention, 1957 (No. 105) - Hungary**
15. [Observation on submission to competent authorities \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#) **Hungary**

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16. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - Hungary**
17. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C135 - Workers' Representatives Convention, 1971 (No. 135) - Hungary**
18. [Observation on submission to competent authorities \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#) **Hungary**
19. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Hungary**
20. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Hungary**
21. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Hungary**
22. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Hungary**
23. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Hungary**
24. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Hungary**
25. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C154 - Collective Bargaining Convention, 1981 (No. 154) - Hungary**
26. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Hungary**
27. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Hungary**
28. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Hungary**
29. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C142 - Human Resources Development Convention, 1975 (No. 142) - Hungary**
30. [Observation on submission to competent authorities \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#) **Hungary**
31. [Observation on submission to competent authorities \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#) **Hungary**

32. [General Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*Hungary*
33. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Hungary*
34. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C081 - Labour Inspection Convention, 1947 (No. 81) - Hungary*
35. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C081 - Labour Inspection Convention, 1947 (No. 81) - Hungary*
36. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Hungary*
37. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C154 - Collective Bargaining Convention, 1981 (No. 154) - Hungary*
38. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Hungary*
39. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) – Hungary*

## **CFA**

**[Case No 3426 \(Hungary\) - Complaint date: 23-MAR-22](#)***the Forum for the Cooperation of Trade Unions (SZEFT)***The complainant organization alleges that Government Decree 27/2021 (I.29) on the declaration of an emergency situation and the entry into force of emergency measures and Government Decree 36/2022 (II.11) on certain emergency rules concerning public education institutions, restrict the right to strike in public education institutions**

- [Report in which the committee requests to be kept informed of development - Report No 401, March 2023 \( 502 - 548 \)](#)

**[Case No 3399 \(Hungary\) - Complaint date: 13-JAN-21](#)***LIGA-Democratic League of Independent Trade Unions: The complainant organizations alleges that Act C on the Health Service Legal Relationship adopted in October 2020 and its implementing decrees issued in November 2020, in the absence of effective social dialogue, are in violation of healthcare workers' collective bargaining rights and their right to strike*

- [Effect given to the recommendations of the committee and the Governing Body - Report No 397, March 2022 \(20 - 25\)](#)
- [Report in which the committee requests to be kept informed of development - Report No 396, October 2021 \(384 - 426\)](#)



**CECSR, Concluding observations on the fifth periodic report of Iceland<sup>18</sup>**

**Equality between men and women**

20. The Committee notes with appreciation the substantive efforts made by the State party to close the gender pay gap, including the adoption of the equal pay certification system. However, the Committee is concerned that, despite these efforts, the gender pay gap persists, in particular due to ongoing vertical and horizontal occupational segregation in the labour market, as well as a higher proportion of women working in part-time employment compared with men (arts. 3 and 7).

**21. The Committee recommends that the State party:**

(a) **Enhance efforts to guarantee equal opportunities for men and women to pursue non-traditional areas of study and careers, including by combating gender stereotypes;**

(b) **Facilitate the work of the working group on the elimination of the gender pay gap due to gender-based occupational segregation in the labour market and the persistent undervaluation of jobs traditionally held by women;**

(c) **Review social and tax policies to mitigate factors that discourage women from taking up full-time employment and, in particular, ensure the availability and accessibility of adequate childcare and support services throughout the country;**

(d) **Take into consideration general comment No. 16 (2005) on the equal right of men and women to the enjoyment of all economic, social and cultural rights.**

**Right to work**

22. The Committee is concerned that unemployment rates among immigrants are significantly higher than those among Icelanders and that immigrants are more likely to be employed in low-skilled, low-paying jobs that do not correspond to their qualifications and are often concentrated in sectors with high volatility, thereby being disproportionately affected by economic shocks. In this regard, the Committee is also concerned about the difficulties that immigrants face in accessing language training and achieving the language proficiency necessary for career advancement in the labour market (art. 6).

**23. The Committee recommends that the State party strengthen its employment policy in order to tackle the root causes of unemployment, in particular among immigrants, and streamline procedures for skill recognition, while ensuring that immigrants have access to information and support on obtaining such recognition. The Committee also recommends that the State party, in collaboration with social partners, enhance efforts to provide high-quality, affordable, flexible and accessible Icelandic language training for immigrants, alongside vocational training opportunities. In this regard, the Committee refers to its general comment No. 18 (2005) on the right to work.**

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<sup>18</sup> The Committee considered the fifth periodic report of Iceland at its 31st and 32nd meetings, held on 9 and 10 September 2024, and adopted the present concluding observations at its 59th meeting, held on 27 September 2024 ([E/C.12/ISL/CO/5, 14 October 2024](#)).

24. The Committee is concerned that persons with disabilities face significant barriers to accessing employment, notably due to the limited opportunities available to them in the labour market (art. 6).

**25. The Committee recommends that the State party take all measures necessary to increase employment opportunities for persons with disabilities, including by providing effective incentives to employers to promote the employment of persons with disabilities and support them when needed in offering reasonable accommodation. The Committee also recommends that the State party conduct an evaluation of the impact of the coronavirus disease (COVID-19) pandemic and the increased use of artificial intelligence on the labour market, with a particular focus on the effects on employment for people with disabilities, and implement measures to mitigate any negative impacts and promote inclusivity in the workforce.**

26. The Committee is concerned about the increasing challenges faced by unemployed individuals aged over 50 in re-entering the labour market (art. 6).

**27. The Committee recommends that the State party assess the barriers to employment for individuals over 50 and implement measures to prevent discrimination on the grounds of age in employment and occupation.**

#### **Right to just and favourable conditions of work**

28. The Committee remains concerned that the State party has not yet established a national minimum wage, although it recognizes the high level of coverage of collective bargaining agreements (art. 7).

**29. Recalling its previous recommendation,<sup>19</sup> the Committee recommends that the State party take legislative and other measures to introduce a national minimum wage and to ensure that it is periodically reviewed and set at a level sufficient to provide all workers and their families with a decent standard of living.**

30. The Committee is concerned that, under article 13 (d) of Act No. 54/2006, on Unemployment Insurance, foreign workers who are employed in the State party under temporary work permits are not entitled to unemployment benefits. The Committee reiterates its concern that the State party continues to issue temporary work permits linked to specific employers, which may discourage workers from reporting labour violations or leaving exploitative conditions out of fear that their permits could be revoked or not renewed (art. 7).

**31. The Committee recommends that the State party amend article 13 (d) of Act No. 54/2006 to extend eligibility for unemployment benefits in the event of job loss to foreign workers holding temporary work permits. Recalling its previous recommendation,<sup>20</sup> the Committee also recommends that the State party take steps to ensure that temporary work permits are issued for a specific type of work or remunerated activity and specific time, rather than with a specific employer.**

32. The Committee notes the efforts made by the State party to combat trafficking in persons, such as the amendment to the General Penal Code criminalizing additional forms of trafficking in persons, including forced marriage and forced labour. However, the Committee is concerned that the absence of a definition of and distinct offence for forced labour, separate from trafficking in persons, has reportedly resulted in underreporting and inadequate prosecution of some cases (art. 7).

**33. The Committee recommends that the State party review its legislation and consider establishing a definition of forced labour and a separate offence**

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<sup>19</sup> [E/C.12/ISL/CO/4](#), para. 11.

<sup>20</sup> Ibid., para. 10.

**requiring a lower threshold of proof than a trafficking in persons offence. It also recommends promptly investigating, prosecuting and adequately sentencing those responsible for trafficking in persons.**

#### **Trade union rights**

34. The Committee is concerned about the existence of priority clauses in collective agreements, which, while aiming to promote unionization, may place non-unionized workers at a distinct disadvantage in the labour market compared with unionized workers whose unions have negotiated such clauses (art. 8).

**35. The Committee recommends that the State party review the use of priority clauses in collective agreements to ensure that they do not hinder equal access to employment opportunities for all workers, regardless of union membership.**

### **CEDAW**

#### **CEDAW Committee, [Concluding observations on the ninth periodic report of Iceland](#)**

1. The Committee considered the ninth periodic report of Iceland ([CEDAW/C/ISL/9](#)) at its 1989th and 1990th meetings (see [CEDAW/C/SR.1989](#) and [CEDAW/C/SR.1990](#)), held on 22 May 2023. The list of issues and questions raised by the pre-sessional working group is contained in [CEDAW/C/ISL/Q/9](#), and the responses of Iceland are contained in [CEDAW/C/ISL/RQ/9](#).

#### **Employment**

33. The Committee commends the State party for introducing the equal pay certification system, in accordance with articles 7 and 8 of Act No. 150/2020, under which any company and public body or institution with 25 or more employees is required to acquire equal pay certification or confirmation from the Directorate of Equality and renew it every three years. The Committee also welcomes the adoption of the Act on Maternity/Paternity Leave and Parental Leave (No. 144/2020), extending the duration of maternity/paternity leave to 12 months. The Committee notes with concern, however:

(a) The reported gender pay gap, with women in full-time employment earning only 87 per cent of men's wages;

(b) Women's underrepresentation in managerial positions in private companies and their concentration in part-time employment, which adversely affects their career development and pension benefits;

(c) The difficulties faced by migrant women in employment, including their exposure to abuse and exploitation, such as long working hours and underpayment, and their low level of representation in the workforce;

(d) Disparities among municipalities in terms of the availability of public childcare, which is accessible only for children from the age of 2 in some municipalities;

(e) Insufficient measures to facilitate labour market access for single mothers and the limited number of single mothers who are beneficiaries of projects to support them in achieving a work-life balance, such as the TINNA project that applies to only 40 single mothers residing in Reykjavik per year.

**34. The Committee recommends that the State party continue its efforts to close the gender pay gap and eliminate occupational segregation. In particular, it recommends that the State party:**

(a) **Facilitate the work of the action group on the elimination of the gender pay gap caused by horizontal and vertical segregation in the labour market, strictly enforce the principle of equal pay for work of equal value, regularly review wages in sectors where women are concentrated and adopt measures to close the gender pay gap, including through gender-neutral analytical job classification and evaluation methods and regular pay surveys;**

(b) **Ensure the effective implementation of the equal pay certification system and provide information in its next periodic report on fines imposed by the Directorate of Equality on companies and employers for violations under articles 7 and 8 of Act No. 150/2020;**

(c) **Adopt measures to ensure the protection of migrant women workers and improve their representation in the workforce;**

(d) **Ensure the provision of adequate and accessible childcare in all municipalities, taking into consideration the 12-month duration of parental leave to avoid gaps in the provision of childcare services;**

(e) **Adopt targeted measures to facilitate access for all single mothers to the labour market and to programmes promoting their work-life balance.**

#### **Sexual harassment in the workplace**

35. The Committee notes that sexual harassment in the workplace is prohibited under article 16 of Act No. 150/2020 and that, under the Act on Working Environment, Health and Safety in Workplaces (No. 46/1980), employers are required to take measures to prevent bullying, harassment and gender-based violence in the workplace. It also notes the establishment of a professional board under the National Commissioner of the Icelandic Police, which is mandated to receive complaints of sexual harassment in the police force, the development of an action plan for gender equality in law enforcement agencies, the review of police training, and awareness-raising campaigns on sexual harassment for law enforcement officers. The Committee nevertheless notes with concern reports on:

(a) The prevalence of sexual harassment of women, including migrant women, in the workplace and in sports, and the lack of data on the number of cases investigated and prosecuted, the penalties imposed on those responsible and the reparations provided to victims;

(b) The persistence of sexual harassment of women employed in the Icelandic police force, with only six complaints submitted to the professional board between 2017 and 2019.

36. **The Committee recommends that the State party strengthen its efforts to prevent sexual harassment in the workplace, including by:**

(a) **Ensuring the effective implementation of criminal law provisions and Act No. 150/2020 to prevent sexual harassment of women, including migrant women, in the workplace and in sports, in particular in the police force, and ensuring that victims have access to effective remedies and reparations, that complaints of sexual harassment are effectively investigated and those responsible are held accountable, and that complainants are protected from reprisals;**

(b) **Ratifying the Violence and Harassment Convention, 2019 (No. 190) of the International Labour Organization.**

## ILO

### CEACR

1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C155 - Occupational Safety and Health Convention, 1981 (No. 155) - Iceland**
2. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)**Iceland**
3. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Iceland**
4. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Iceland**
5. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Iceland**
6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) - Iceland**
7. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - Iceland**
8. [General Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)**Iceland**
9. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Iceland**
10. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Iceland**
11. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Iceland**
12. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Iceland**
13. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C002 - Unemployment Convention, 1919 (No. 2) - Iceland**
14. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) - Iceland**
15. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) – Iceland**
16. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Iceland**
17. [General Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)**Iceland**
18. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Iceland**
19. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) – Iceland**

## Latvia

### ILO

#### CEACR

1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081** - *Labour Inspection Convention, 1947 (No. 81)* - **Latvia**
2. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C098** - *Right to Organise and Collective Bargaining Convention, 1949 (No. 98)* - **Latvia**
3. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C122** - *Employment Policy Convention, 1964 (No. 122)* - **Latvia**
4. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C149** - *Nursing Personnel Convention, 1977 (No. 149)* - **Latvia**
5. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)* - **Latvia**
6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C155** - *Occupational Safety and Health Convention, 1981 (No. 155)* - **Latvia**
7. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention, 1969 (No. 129)* - **Latvia**
8. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C029** - *Forced Labour Convention, 1930 (No. 29)* - **Latvia**
9. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C111** - *Discrimination (Employment and Occupation) Convention, 1958 (No. 111)* - **Latvia**
10. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C111** - *Discrimination (Employment and Occupation) Convention, 1958 (No. 111)* - **Latvia**
11. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C100** - *Equal Remuneration Convention, 1951 (No. 100)* - **Latvia**
12. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C100** - *Equal Remuneration Convention, 1951 (No. 100)* - **Latvia**
13. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**MLC, 2006** - *Maritime Labour Convention, 2006 (MLC, 2006)* - **Latvia**
14. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C105** - *Abolition of Forced Labour Convention, 1957 (No. 105)* - **Latvia**
15. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C144** - *Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)* – **Latvia**
16. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C108** - *Seafarers' Identity Documents Convention, 1958 (No. 108)* - **Latvia**
17. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C106** - *Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)* - **Latvia**
18. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C150** - *Labour Administration Convention, 1978 (No. 150)* - **Latvia**

19. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention, 1969 (No. 129)* - **Latvia**
20. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C081** - *Labour Inspection Convention, 1947 (No. 81)* - **Latvia**
21. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C155** - *Occupational Safety and Health Convention, 1981 (No. 155)* - **Latvia**
22. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C120** - *Hygiene (Commerce and Offices) Convention, 1964 (No. 120)* - **Latvia**
23. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C119** - *Guarding of Machinery Convention, 1963 (No. 119)* - **Latvia**
24. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C115** - *Radiation Protection Convention, 1960 (No. 115)* - **Latvia**
25. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C013** - *White Lead (Painting) Convention, 1921 (No. 13)* - **Latvia**
26. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)* - **Latvia**
27. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C098** - *Right to Organise and Collective Bargaining Convention, 1949 (No. 98)* - **Latvia**
28. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C160** - *Labour Statistics Convention, 1985 (No. 160)* - **Latvia**
29. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C122** - *Employment Policy Convention, 1964 (No. 122)* - **Latvia**
30. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C183** - *Maternity Protection Convention, 2000 (No. 183)* – **Latvia**



## Lithuania

### UN

#### ICESCR

#### CECSR, Concluding observations on the third periodic report of Lithuania<sup>21</sup>

##### **Equal rights of men and women**

30. While recognizing the State party's continuing efforts with regard to addressing inequality between men and women, the Committee is concerned by the slow overall progress towards the achievement of full equality. The Committee is particularly concerned that limited representation of women in leadership positions across different social and economic institutions, increased poverty among women and girls and the unequal distribution of unpaid domestic and care responsibilities between women and men are significant barriers to equality. It is also concerned about the persistence of stereotypes regarding women and their role in society and the family. The Committee regrets the lack of information on the progress made in overcoming occupational gender segregation and increasing opportunities for women in disadvantaged and marginalized situations, including for their participation in skilled, full-time and well-paid employment, as also highlighted by the Committee on the Elimination of Discrimination against Women<sup>22</sup> (art. 3).

##### **31. The Committee recommends that the State party:**

(a) **Review and amend all existing laws, regulations, norms and practices that are discriminatory against women and develop policies and programmes, including temporary special measures, to achieve substantive gender equality in all areas of economic, social and cultural rights;**

(b) **Take comprehensive measures to eliminate strong gender-role stereotypes, including through media campaigns and consultation with opinion leaders, and through awareness-raising among the general public on the equal sharing of rights and responsibilities between men and women in the family and in society.**

##### **Gender pay gap**

32. While noting the State party's efforts, which include the National Programme of Equal Opportunities for Women and Men for 2015–2021 and the ongoing reforms in the Department of Statistics, the Committee regrets that the gender pay gap remains significant, reaching 12 per cent in 2021 and is reportedly highest in certain sectors, such as insurance, finance, health care and social work. The Committee regrets that the State party has not undertaken a comprehensive impact assessment of the measures taken to decrease the gender pay gap (art. 3).

##### **33. Reiterating the recommendations made in its previous concluding observations,<sup>23</sup> the Committee recommends that the State party;**

(a) **Redouble its efforts to close the gender pay gap, by addressing the vertical and horizontal gender-based segregation in the labour market, reviewing its social and tax policies and addressing the factors that discourage women from continuing their careers or taking up full-time employment;**

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<sup>21</sup> The Committee considered the third periodic report of Lithuania at its 16th and 18th meetings, held on 22 and 23 February 2023, and adopted the present concluding observations at its 30th meeting, held on 3 March 2023 ([E/C.12/LTU/CO/3, 30 March 2023](#)).

<sup>22</sup> [CEDAW/C/LTU/CO/6](#), paras. 36–37.

<sup>23</sup> [E/C.12/LTU/CO/2](#), para. 9.



(b) **Take further measures to promote women's access to high-level positions in the public and private sectors, including by adopting and implementing temporary special measures, and address obstacles to their career advancement, including by providing sufficient opportunities to reconcile work and family obligations;**

(c) **Periodically review the level of the gender pay gap between men and women within organizations in the public and private sectors, including in high-level administrative and political posts, and the impact of laws and policies, in consultation with workers and employers, with a view to updating standards in the light of practice.**

#### **Right to work**

34. While welcoming the steady decrease in unemployment rates recorded in recent years, as well as the adoption of a new Labour Code, the Committee is concerned by the reports that some groups, in particular Roma, persons with disabilities, women with children, young people, persons 50 years old and above and migrants, continue to face difficulties in accessing work and have been disproportionately affected by the COVID-19 pandemic. The Committee regrets the lack of statistics on the impact of the measures taken to overcome the main challenges encountered (art. 6).

**35. Reiterating the recommendations already made in its previous concluding observations,<sup>24</sup> the Committee recommends that the State party:**

(a) **Improve the levels of employment of persons with disabilities, including by establishing incentives and special measures, and integrate workers with disabilities into the mainstream labour market;**

(b) **Intensify its efforts to support Roma, persons with disabilities, women with children, young people, persons 50 years of age and older and migrants, in gaining access to employment, including by implementing targeted positive measures, facilitating their access to technical and vocational training opportunities and collecting data on their situation;**

(c) **Strengthen its national system of technical and vocational education and training to ensure that qualifications and skills are aligned with the needs of the labour market;**

(d) **Continue to take positive measures to assist the groups most affected by unemployment, in particular young people, women with children, and persons with disabilities;**

(e) **Take into account the Committee's general comment No. 18 (2005) on the right to work.**

#### **Working conditions**

36. The Committee notes the measures taken, including the National Safety and Health at Work Action Plan for 2017–2021 but regrets the continuing lack of comprehensive data relating to the occupational safety and health situation, including the number of labour inspections carried out, complaints brought by workers and sanctions imposed on employers for failing to provide the conditions necessary to ensure safety and health. The Committee regrets the lack of information about the impact of legislative measures taken to address the prevalence of violence and harassment, including sexual harassment, in the workplace (art. 7).

**37. The Committee recommends that the State party:**

(a) **Improve its data collection relating to occupational safety and health;**

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<sup>24</sup> [E/C.12/LTU/CO/2](#), paras. 11–12.

- (b) **Prevent and mitigate the risk of occupational accidents and diseases;**
- (c) **Strengthen the capacity of the Labour Inspectorate to monitor working conditions, including by increasing its financial and human resources;**
- (d) **Establish an occupational health and safety insurance scheme.**

#### **Sexual harassment in the workplace**

38. While welcoming the inclusion of provisions on sexual and moral harassment in the Labour Code, the Committee remains concerned about the effectiveness of the new provisions in practice owing to the reported prevalence of sexual violence and harassment that women in particular encounter at work (art. 7).

#### **39. The Committee recommends that the State party:**

- (a) **Ensure that the laws against sexual harassment, including under the Labour Code, are enforced effectively and adopt preventive and protective measures to combat sexual harassment in the workplace, including awareness-raising campaigns, a monitoring system and ongoing training;**
- (b) **Ensure that reports of sexual harassment are duly investigated and prosecuted, that perpetrators are appropriately punished and that victims have access to appropriate redress, including compensation.**

#### **Migrant workers**

40. While the Committee takes note of recent legislative improvements, it is concerned about reports of exploitation and abuse of migrant workers by employers. The Committee regrets the lack of sufficient information concerning the implementation and enforcement of the measures taken to address the issue (art. 7).

#### **41. The Committee recommends that the State party:**

- (a) **Take measures to ensure the effective enforcement of legislation that protects migrant workers, including through the imposition of deterrent penalties for employers who violate the legislation;**
- (b) **Ensure that such employers are sanctioned effectively;**
- (c) **Implement effective mechanisms to monitor compliance with labour laws protecting migrant workers.**

#### **Trade union rights**

42. The Committee remains concerned that, owing to the restrictive definition of a strike as stipulated under section 244 (1) of the Labour Code, the right to strike may not be exercised to search for solutions to problems posed by major social and economic policy trends. The Committee regrets the lack of information as to how the right to form and join trade unions, the right to collective bargaining and the right to strike can be exercised in practice freely and without reprisals by migrant workers (art. 8).

**43. The Committee recommends that the State party review its Labour Code with a view to ensuring the right to strike in accordance with international standards.**

#### **Protection of the family and children**

46. While welcoming the progress made in the area of childcare services, the Committee is concerned that these measures are insufficient for addressing the sharing of parental responsibilities and childcare options. The Committee is further concerned that women more often assume the role of household carer and face the

issue of balancing their professional and personal lives, including having difficulties re-entering the labour market after maternity leave (art. 10).

**47. The Committee recommends that the State party:**

(a) **Expand the availability of adequate high-quality childcare facilities and services, and increase the availability of flexible working arrangements;**

(b) **Take comprehensive measures to eliminate gender role stereotypes, including through media campaigns and opinion leaders, and through awareness-raising among the general public on the equal sharing of rights and responsibilities between men and women in the family and in society.**

## **ILO**

### **CEACR**

1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C156 - Workers with Family Responsibilities Convention, 1981 (No. 156) - Lithuania**
2. [General Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**Lithuania**
3. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Lithuania**
4. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Lithuania**
5. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Lithuania**
6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Lithuania**
7. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Lithuania**
8. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Lithuania**
9. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C149 - Nursing Personnel Convention, 1977 (No. 149) - Lithuania**
10. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Lithuania**
11. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Lithuania**
12. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Lithuania**
13. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Lithuania**
14. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C108 - Seafarers' Identity Documents Convention, 1958 (No. 108) - Lithuania**
15. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)**Lithuania**

16. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C188** - *Work in Fishing Convention, 2007 (No. 188)* - **Lithuania**
17. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C029** - *Forced Labour Convention, 1930 (No. 29)* - **Lithuania**
18. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**MLC, 2006** - *Maritime Labour Convention, 2006 (MLC, 2006)* - **Lithuania**
19. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C144** - *Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)* - **Lithuania**
20. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)**Lithuania**
21. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C081** - *Labour Inspection Convention, 1947 (No. 81)* - **Lithuania**
22. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C081** - *Labour Inspection Convention, 1947 (No. 81)* - **Lithuania**
23. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C019** - *Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)* - **Lithuania**
24. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C183** - *Maternity Protection Convention, 2000 (No. 183)* - **Lithuania**
25. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C160** - *Labour Statistics Convention, 1985 (No. 160)* - **Lithuania**
26. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C127** - *Maximum Weight Convention, 1967 (No. 127)* - **Lithuania**
27. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C115** - *Radiation Protection Convention, 1960 (No. 115)* - **Lithuania**
28. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C014** - *Weekly Rest (Industry) Convention, 1921 (No. 14)* - **Lithuania**
29. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C047** - *Forty-Hour Week Convention, 1935 (No. 47)* - **Lithuania**
30. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C001** - *Hours of Work (Industry) Convention, 1919 (No. 1)* – **Lithuania**
31. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C122** - *Employment Policy Convention, 1964 (No. 122)* - **Lithuania**
32. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)**Lithuania**
33. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C159** - *Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)* - **Lithuania**
34. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C098** - *Right to Organise and Collective Bargaining Convention, 1949 (No. 98)* - **Lithuania**
35. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C181** - *Private Employment Agencies Convention, 1997 (No. 181)* - **Lithuania**

36. **Direct Request (CEACR)** - [adopted 2021, published 110th ILC session \(2022\)](#)

**C087** - *Freedom of Association and Protection of the Right to Organise Convention, 1948*

(No. 87) - **Lithuania**

## *Luxembourg*

UN

*ICESCR*

### **CECSR, Concluding observations on the fourth periodic report of Luxembourg<sup>25</sup>**

#### **Equality between men and women**

20. The Committee notes the State party's efforts to address gender inequalities, including in its gender equality policy, plans and programmes; the results achieved in reducing the gender pay gap, which was the lowest in the European Union in 2020; and the sharp increase in the number of men taking parental leave, a trend reflected in the fact that, according to the General Social Security Inspectorate, since 2019, more men have taken this type of leave than women. However, the Committee remains concerned about the overrepresentation of women in the health-care and social work sector and in teaching, the fact that the rate of low-wage employees is twice as high among women and the fact that four out of five part-time jobs are held by women. It is also concerned that women in executive positions earn on average 29 per cent less than their male counterparts and that women remain underrepresented in leadership and decision-making positions in both the public and private sectors (arts. 3 and 7).

21. **The Committee recommends that the State party:**

(a) **Continue its efforts to close the gender pay gap, including by addressing vertical and horizontal gender segregation in the labour market;**

(b) **Enhance efforts to guarantee equal opportunities for men and women to pursue non-traditional areas of study and careers, including by combating gender stereotypes;**

(c) **Promote increased representation of women at all levels of public administration, particularly in decision-making positions, and in management positions in the private sector;**

(d) **Take into consideration general comment No. 16 (2005) on the equal right of men and women to the enjoyment of all economic, social and cultural rights.**

#### **Right to work**

22. The Committee notes the sharp decline in the unemployment rate in the State party from 7.5 per cent in July 2020 to 4.4 per cent in August 2022. However, it is concerned that the unemployment rate is much higher among young persons, persons with disabilities, persons with limited education and nationals of countries outside the European Union, including migrants, refugees and asylum-seekers (art. 6).

23. **The Committee recommends that the State party continue its efforts to reduce unemployment and to assist young persons, persons with disabilities, persons with limited education and nationals of countries outside the European Union, including migrants, refugees and asylum-seekers, in gaining access to employment. The Committee also recommends that the State party ensure that programmes promoting the labour market inclusion of the most disadvantaged and marginalized groups do not perpetuate the concentration of those groups in low-skilled jobs. The Committee further recommends that the State party take**

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<sup>25</sup> The Committee considered the fourth periodic report of Luxembourg at its 48th and 50th meetings, held on 6 and 7 October 2022, and adopted the present concluding observations at its 60th meeting, held on 14 October 2022 ([E/C.12/LUX/CO/4, 15 November 2022](#)).

into account its general comment No. 18 (2005) on the right to work and its 2017 statement on the duties of States towards refugees and migrants under the Covenant.<sup>26</sup>

#### **Minimum wage**

24. The Committee notes that the minimum wage in the State party is one of the highest in the world and that it is indexed to changes in the cost of living and revalued once every two years at a minimum. However, it is concerned about reports that the minimum wage, when expressed in purchasing power standards, is not enough to cover the basic needs of a single adult or a single-parent household. In addition, the Committee regrets the lack of detailed information on the measures taken to improve compliance with the minimum wage requirement among employers, as well as on the rate of compliance and the penalties imposed on employers who are in breach of that requirement (art. 7).

25. **The Committee recommends that the State party intensify its efforts to ensure that the minimum wage is sufficient to enable workers and their families to enjoy a decent standard of living. It also recommends that the State party strengthen the capacity of labour inspection services to enforce compliance with the minimum wage requirement among employers and that it include in its next periodic report information on the rate of compliance, the penalties imposed on employers failing to respect the right to the minimum wage and the cases in which the rights of workers have been upheld following action taken by labour inspectors. The Committee refers the State party to its general comment No. 23 (2016) on the right to just and favourable conditions of work.**

#### **Trade union rights**

26. The Committee notes with concern that the State party's legislation on the formation and dissolution of trade unions does not fully comply with the Covenant. It is also concerned about the impact on the exercise of the right to strike of the provisions of article 25 of the State party's Constitution, which make open-air gatherings of a political, religious or other nature subject to prior authorization, a restriction that was retained in proposed amendment No. 7755 of Chapter II of the Constitution. The Committee regrets the lack of information from the State party in this regard (art. 8).

27. **The Committee recommends that the State party take the necessary steps to guarantee the exercise of trade union rights, including the right to form trade unions and the right to strike, in accordance with article 8 of the Covenant and the provisions of the International Labour Organization Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87). It also recommends that the State party include detailed information on the regulation and exercise of trade union rights in its next periodic report. With regard to constitutional restrictions on the right to peaceful assembly, the Committee draws the State party's attention to the recommendation addressed to it in July 2022 by the Human Rights Committee.<sup>27</sup>**

### **CEDAW**

#### **CEDAW Committee, [Concluding observations on the eighth periodic report of Luxembourg](#)**

1. The Committee considered the eighth periodic report of Luxembourg ([CEDAW/C/LUX/8](#)) at its 2126th and 2127th meetings (see [CEDAW/C/SR.2126](#) and [CEDAW/C/SR.2127](#)), held on 7 February 2025.

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<sup>26</sup> [E/C.12/2017/1](#).

<sup>27</sup> [CCPR/C/LUX/CO/4](#), para. 26.

## Employment

40. The Committee welcomes the fact that the State Party has become the first country in the European Union to effectively eliminate the gender wage gap. It notes with appreciation the adoption of the Act of 29 March 2023 amending the Labour Code with a view to establishing a system of protection against moral harassment in the workplace. The Committee notes with concern, however, that:

(a) Progress towards closing the pay gap has not translated into progress towards closing the pension gap, with the difference between women's and men's pensions standing at 33.9 per cent in 2023;

(b) Nearly one out of every three women, or 30.9 per cent of women work part-time, compared with only 7.1 per cent of men;

(c) The Act of 12 September 2003 on persons with disabilities excludes persons with disabilities who do not meet the requirement of a 30 per cent loss of working capacity from the status of "worker with disability" and from access to related inclusion allowances;

(d) After submitting their applications, asylum-seekers must wait six months to gain access to the labour market;

(e) While chapter V of the Labour Code prohibits sexual harassment in the workplace, it is not criminalized under the Penal Code.

**41. In accordance with target 8.5 of the Sustainable Development Goals, on achieving full and productive employment and decent work for all women and men, including for young people and person with disabilities, and equal pay for work of equal value, the Committee recommends that the State Party:**

(a) **Continue its efforts to address the root causes of pension discrepancies between women and men and adopt targeted measures to reduce the gender pension gap, including by recognizing and computing unpaid care work performed by women towards pension entitlements and social benefits; extend the coverage of social protection, such as minimum wages, paid leave and maternity leave, to women in the informal economy and self-employed women; and introduce flexible working arrangements for both women and men;**

(b) **Adopt targeted measures to prioritize women's transition from part-time to full-time work, including by providing a sufficient number of adequate and accessible childcare facilities;**

(c) **Review the Act of 12 September 2003 on persons with disabilities, with a view to removing the exclusion provision;**

(d) **Facilitate prompt access to the labour market for asylum-seekers by expediting application procedures and removing the six-month waiting period following the submission of an asylum request;**

(e) **Adopt legislation to explicitly criminalize sexual harassment in the workplace and thereby provide for appropriate sanctions for perpetrators;**

(f) **Ratify the Domestic Workers Convention, 2011 (No. 189) and the Violence and Harassment Convention, 2019 (No. 190), of the International Labour Organization.**



## ILO

### CEACR

1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Luxembourg**
2. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)**Luxembourg**
3. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**P155 - Protocol of 2002 to the Occupational Safety and Health Convention, 1981 - Luxembourg**
4. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) - Luxembourg**
5. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C155 - Occupational Safety and Health Convention, 1981 (No. 155) - Luxembourg**
6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Luxembourg**
7. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C135 - Workers' Representatives Convention, 1971 (No. 135) - Luxembourg**
8. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Luxembourg**
9. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C151 - Labour Relations (Public Service) Convention, 1978 (No. 151) - Luxembourg**
10. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Luxembourg**
11. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Luxembourg**
12. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Luxembourg**
13. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C185 - Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185) - Luxembourg**
14. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) - Luxembourg**
15. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) – Luxembourg**
16. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C158 - Termination of Employment Convention, 1982 (No. 158) - Luxembourg**
17. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C102 - Social Security (Minimum Standards) Convention, 1952 (No. 102) - Luxembourg**

18. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention*, 1948  
 (No. 87) - **Luxembourg**
19. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C169** - *Indigenous and Tribal Peoples Convention*, 1989 (No. 169) - **Luxembourg**
20. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C159** - *Vocational Rehabilitation and Employment (Disabled Persons) Convention*, 1983  
 (No. 159) - **Luxembourg**
21. [General Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**Luxembourg**
22. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C013** - *White Lead (Painting) Convention*, 1921 (No. 13) - **Luxembourg**
23. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention*, 1969 (No. 129) - **Luxembourg**
24. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C081** - *Labour Inspection Convention*, 1947 (No. 81) - **Luxembourg**
25. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C102** - *Social Security (Minimum Standards) Convention*, 1952 (No. 102) - **Luxembourg**
26. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention*, 1948  
 (No. 87) - **Luxembourg**
27. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C184** - *Safety and Health in Agriculture Convention*, 2001 (No. 184) - **Luxembourg**
28. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C115** - *Radiation Protection Convention*, 1960 (No. 115) - **Luxembourg**
29. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C127** - *Maximum Weight Convention*, 1967 (No. 127) - **Luxembourg**
30. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C148** - *Working Environment (Air Pollution, Noise and Vibration) Convention*, 1977  
 (No. 148) – **Luxembourg**
31. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C155** - *Occupational Safety and Health Convention*, 1981 (No. 155) - **Luxembourg**
32. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C161** - *Occupational Health Services Convention*, 1985 (No. 161) - **Luxembourg**
33. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C162** - *Asbestos Convention*, 1986 (No. 162) - **Luxembourg**
34. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C167** - *Safety and Health in Construction Convention*, 1988 (No. 167) - **Luxembourg**
35. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C174** - *Prevention of Major Industrial Accidents Convention*, 1993 (No. 174) - **Luxembourg**
36. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C176** - *Safety and Health in Mines Convention*, 1995 (No. 176) - **Luxembourg**

37. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C171 - Night Work Convention, 1990 (No. 171) - Luxembourg**
38. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C014 - Weekly Rest (Industry) Convention, 1921 (No. 14) - Luxembourg**
39. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C001 - Hours of Work (Industry) Convention, 1919 (No. 1) - Luxembourg**
40. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C030 - Hours of Work (Commerce and Offices) Convention, 1930 (No. 30) - Luxembourg**
41. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C183 - Maternity Protection Convention, 2000 (No. 183) - Luxembourg**

## **CFA**

**[Case No 3408 \(Luxembourg\) - Complaint date: 20-APR-21](#)** *Luxembourg Association of Banking and Insurance Employees (ALEBA)* **The complaint organization denounces the withdrawal of the sectoral representativeness of the ALEBA by the Minister of Labour**

- [Report in which the committee requests to be kept informed of development - Report No 400, October 2022 \(519 - 538\)](#)

## Malta

### ILO

#### CEACR

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1. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Malta*
  2. [Observation on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)Malta
  3. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*P029 - Protocol of 2014 to the Forced Labour Convention, 1930 - Malta*
  4. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C029 - Forced Labour Convention, 1930 (No. 29) - Malta*
  5. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Malta*
  6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C081 - Labour Inspection Convention, 1947 (No. 81) - Malta*
  7. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Malta*
  8. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C100 - Equal Remuneration Convention, 1951 (No. 100) - Malta*
  9. [Observation on submission to competent authorities \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)Malta
  10. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Malta*
  11. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Malta*
  12. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C032 - Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32) - Malta*
  13. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) - Malta*
  14. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
*C100 - Equal Remuneration Convention, 1951 (No. 100) - Malta*
  15. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) – Malta*
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16. [Observation on submission to competent authorities \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)Malta
  17. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Malta*
  18. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C081 - Labour Inspection Convention, 1947 (No. 81) - Malta*
  19. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Malta*

20. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C081** - *Labour Inspection Convention, 1947 (No. 81)* - **Malta**
21. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C001** - *Hours of Work (Industry) Convention, 1919 (No. 1)* - **Malta**
22. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C132** - *Holidays with Pay Convention (Revised), 1970 (No. 132)* - **Malta**
23. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C106** - *Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)* - **Malta**
24. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C014** - *Weekly Rest (Industry) Convention, 1921 (No. 14)* - **Malta**
25. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C001** - *Hours of Work (Industry) Convention, 1919 (No. 1)* - **Malta**
26. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**MLC, 2006** - *Maritime Labour Convention, 2006 (MLC, 2006)* - **Malta**
27. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C032** - *Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)* - **Malta**
28. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C148** - *Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)* - **Malta**
29. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C136** - *Benzene Convention, 1971 (No. 136)* - **Malta**
30. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C127** - *Maximum Weight Convention, 1967 (No. 127)* – **Malta**
31. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C127** - *Maximum Weight Convention, 1967 (No. 127)* - **Malta**
32. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C119** - *Guarding of Machinery Convention, 1963 (No. 119)* - **Malta**
33. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C062** - *Safety Provisions (Building) Convention, 1937 (No. 62)* - **Malta**
34. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C098** - *Right to Organise and Collective Bargaining Convention, 1949 (No. 98)* - **Malta**
35. [Observation on submission to competent authorities \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)**Malta**
36. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)* - **Malta**

## Republic of Moldova

### ILO

#### CEACR

1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C161 - Occupational Health Services Convention, 1985 (No. 161) - Republic of Moldova**
2. [Observation on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)**Republic of Moldova**
3. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Republic of Moldova**
4. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Republic of Moldova**
5. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Republic of Moldova**
6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Republic of Moldova**
7. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Republic of Moldova**
8. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C097 - Migration for Employment Convention (Revised), 1949 (No. 97) - Republic of Moldova**
9. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C181 - Private Employment Agencies Convention, 1997 (No. 181) - Republic of Moldova**
10. [Observation on submission to competent authorities \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)**Republic of Moldova**
11. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C138 - Minimum Age Convention, 1973 (No. 138) - Republic of Moldova**
12. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - Republic of Moldova**
13. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - Republic of Moldova**
14. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - Republic of Moldova**
15. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C133 - Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133) - Republic of Moldova**
16. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C092 - Accommodation of Crews Convention (Revised), 1949 (No. 92) - Republic of Moldova**
17. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C117 - Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117) - Republic of Moldova**



18. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C105 - Abolition of Forced Labour Convention, 1957 (No. 105) - Republic of Moldova**
19. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C105 - Abolition of Forced Labour Convention, 1957 (No. 105) - Republic of Moldova**
20. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Republic of Moldova**
21. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C160 - Labour Statistics Convention, 1985 (No. 160) - Republic of Moldova**
22. [Observation on submission to competent authorities \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)**Republic of Moldova**
23. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C185 - Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185) - Republic of Moldova**
24. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C133 - Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133) - Republic of Moldova**
25. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C092 - Accommodation of Crews Convention (Revised), 1949 (No. 92) - Republic of Moldova**
26. [Observation on submission to competent authorities \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)**Republic of Moldova**
27. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C047 - Forty-Hour Week Convention, 1935 (No. 47) - Republic of Moldova**
28. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C088 - Employment Service Convention, 1948 (No. 88) - Republic of Moldova**
29. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C183 - Maternity Protection Convention, 2000 (No. 183) - Republic of Moldova**
30. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Republic of Moldova**
31. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Republic of Moldova**
32. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C131 - Minimum Wage Fixing Convention, 1970 (No. 131) - Republic of Moldova**
33. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C095 - Protection of Wages Convention, 1949 (No. 95) - Republic of Moldova**
34. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C132 - Holidays with Pay Convention (Revised), 1970 (No. 132) - Republic of Moldova**
35. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Republic of Moldova**
36. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C127 - Maximum Weight Convention, 1967 (No. 127) - Republic of Moldova**

37. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C184** - *Safety and Health in Agriculture Convention, 2001 (No. 184)* - **Republic of Moldova**
38. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C187** - *Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)* - **Republic of Moldova**
39. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C155** - *Occupational Safety and Health Convention, 1981 (No. 155)* - **Republic of Moldova**
40. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C119** - *Guarding of Machinery Convention, 1963 (No. 119)* - **Republic of Moldova**
41. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention, 1969 (No. 129)* - **Republic of Moldova**
42. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C081** - *Labour Inspection Convention, 1947 (No. 81)* - **Republic of Moldova**
43. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C150** - *Labour Administration Convention, 1978 (No. 150)* - **Republic of Moldova**

## **CFA**

**[Case No 3483 \(Republic of Moldova\) - Complaint date: 24-OCT-24](#)** *National Trade Union Confederation of Moldova (CNSM)*



## Montenegro

### UN

### CEDAW

#### CEDAW Committee, [Concluding observations on the third periodic report of Montenegro](#)

1. The Committee considered the third periodic report of Montenegro (CEDAW/C/MNE/3) at its 2063rd and 2064th meetings (see CEDAW/C/SR.2063 and CEDAW/C/SR.2064), held on 15 May 2024.

#### Employment

33. The Committee notes with appreciation that the National Employment Strategy 2021–2025 aims to ensure equal access for all to the labour market. It further notes that the draft law to ratify Violence and Harassment Convention, 2019 (No. 190) of the International Labour Organization is before the Parliament as of April. However, the Committee expresses its concern about:

(a) The low employment rate of women, the unequal distribution of domestic and family responsibilities between women and men, which negatively affects women's employment opportunities, the high levels of horizontal and vertical occupational segregation and the low value assigned to feminized occupations;

(b) The persistent gender wage gap, which was 21 per cent in 2023 and is disproportionately wider at the higher income levels and with age, and the 12 per cent gender pension gap;

(c) The removal of the words "women and men" from article 9 of the labour law on equal pay for the same work and work of equal value;

(d) The absence of gender-based complaints to the Labour Inspectorate since 2018 despite reports, for example, of contract termination due to maternity;

(e) The consistently higher percentage of women among unemployed persons with disabilities.

34. **In accordance with target 8.5 of the Sustainable Development Goals, on achieving full and productive employment and decent work for all women and men, the Committee recommends that the State party:**

(a) **Recognize, reduce and redistribute the burden of unpaid care work on women by providing affordable child-care facilities and care services for older persons and by implementing policies promoting the equal sharing of domestic and family responsibilities between women and men;**

(b) **Effectively enforce the principle of equal pay for work of equal value in order to narrow and eventually close the gender pay gap by: (i) conducting regular labour inspections; (ii) applying non-discriminatory analytical job classification and evaluation methods; (iii) conducting regular pay surveys; and (iv) encouraging employers to publish a narrative with their gender pay gap data, with a view to better understanding the reasons behind the gender wage and pension gap, and to take appropriate remedial measures;**

(c) **Reinstate the words "women and men" in its equal pay legislation;**

(d) Identify and address the root causes of pension discrepancies between men and women, with a view to narrowing and closing the gender pension gaps;

(e) Raise the awareness of employers and employees in the public and private sector on women's existing labour rights, including the rights to prenatal leave and breastfeeding at the workplace, and ensure that employees have information on and access to available confidential complaint mechanisms;

(f) Put in place concrete measures to improve access to employment and training opportunities for women with disabilities;

(g) Ratify the International Labour Organization Domestic Workers Convention, 2011 (No. 189).

## ILO

### CEACR

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1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - Montenegro*
  2. [General Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*Montenegro*
  3. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C126 - Accommodation of Crews (Fishermen) Convention, 1966 (No. 126) - Montenegro*
  4. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C114 - Fishermen's Articles of Agreement Convention, 1959 (No. 114) - Montenegro*
  5. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C185 - Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185) - Montenegro*
  6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C152 - Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152) - Montenegro*
  7. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Montenegro*
  8. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C081 - Labour Inspection Convention, 1947 (No. 81) - Montenegro*
  9. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C100 - Equal Remuneration Convention, 1951 (No. 100) - Montenegro*
  10. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C100 - Equal Remuneration Convention, 1951 (No. 100) - Montenegro*
  11. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Montenegro*
  12. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C029 - Forced Labour Convention, 1930 (No. 29) - Montenegro*
  13. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C105 - Abolition of Forced Labour Convention, 1957 (No. 105) - Montenegro*
  14. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - Montenegro*

15. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) – Montenegro**
16. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Montenegro**
17. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) - Montenegro**
18. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C155 - Occupational Safety and Health Convention, 1981 (No. 155) - Montenegro**
19. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) - Montenegro**
20. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C151 - Labour Relations (Public Service) Convention, 1978 (No. 151) - Montenegro**
21. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Montenegro**
22. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Montenegro**
23. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Montenegro**
24. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Montenegro**
25. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C011 - Right of Association (Agriculture) Convention, 1921 (No. 11) - Montenegro**
26. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C156 - Workers with Family Responsibilities Convention, 1981 (No. 156) - Montenegro**
27. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C142 - Human Resources Development Convention, 1975 (No. 142) - Montenegro**
28. [General Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**Montenegro**
29. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C185 - Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185) - Montenegro**
30. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C156 - Workers with Family Responsibilities Convention, 1981 (No. 156) – Montenegro**
31. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C152 - Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152) - Montenegro**
32. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C126 - Accommodation of Crews (Fishermen) Convention, 1966 (No. 126) - Montenegro**
33. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Montenegro**
34. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Montenegro**

35. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Montenegro**
36. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Montenegro**
37. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C114 - Fishermen's Articles of Agreement Convention, 1959 (No. 114) - Montenegro**
38. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C113 - Medical Examination (Fishermen) Convention, 1959 (No. 113) - Montenegro**
39. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - Montenegro**
40. [General Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**Montenegro**
41. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C152 - Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152) - Montenegro**
42. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C126 - Accommodation of Crews (Fishermen) Convention, 1966 (No. 126) - Montenegro**
43. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C114 - Fishermen's Articles of Agreement Convention, 1959 (No. 114) - Montenegro**
44. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C113 - Medical Examination (Fishermen) Convention, 1959 (No. 113) - Montenegro**
45. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Montenegro**
46. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C185 - Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185) - Montenegro**
47. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - Montenegro**
48. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C105 - Abolition of Forced Labour Convention, 1957 (No. 105) - Montenegro**
49. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Montenegro**
50. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Montenegro**
51. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Montenegro**
52. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) - Montenegro**
53. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C088 - Employment Service Convention, 1948 (No. 88) - Montenegro**
54. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C183 - Maternity Protection Convention, 2000 (No. 183) - Montenegro**
55. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C119 - Guarding of Machinery Convention, 1963 (No. 119) - Montenegro**

56. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C139** - Occupational Cancer Convention, 1974 (No. 139) - **Montenegro**
57. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C148** - Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148) - **Montenegro**
58. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C155** - Occupational Safety and Health Convention, 1981 (No. 155) - **Montenegro**
59. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C161** - Occupational Health Services Convention, 1985 (No. 161) - **Montenegro**
60. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C162** - Asbestos Convention, 1986 (No. 162) - **Montenegro**
61. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C167** - Safety and Health in Construction Convention, 1988 (No. 167) - **Montenegro**
62. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C187** - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) - **Montenegro**
63. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C045** - Underground Work (Women) Convention, 1935 (No. 45) - **Montenegro**
64. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C013** - White Lead (Painting) Convention, 1921 (No. 13) - **Montenegro**
65. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C106** - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106) - **Montenegro**
66. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C014** - Weekly Rest (Industry) Convention, 1921 (No. 14) - **Montenegro**
67. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C132** - Holidays with Pay Convention (Revised), 1970 (No. 132) - **Montenegro**
68. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C171** - Night Work Convention, 1990 (No. 171) - **Montenegro**
69. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C136** - Benzene Convention, 1971 (No. 136) - **Montenegro**
70. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C151** - Labour Relations (Public Service) Convention, 1978 (No. 151) - **Montenegro**
71. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C098** - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - **Montenegro**
72. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C098** - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - **Montenegro**
73. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C087** - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - **Montenegro**

74. [\*\*Direct Request \(CEACR\)\*\* - adopted 2021, published 110th ILC session \(2022\)](#)  
**C159** - *Vocational Rehabilitation and Employment (Disabled Persons) Convention*, 1983  
(No. 159) - **Montenegro**
75. [\*\*Direct Request \(CEACR\)\*\* - adopted 2021, published 110th ILC session \(2022\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention*, 1969 (No. 129) - **Montenegro**



## North Macedonia

### ILO

#### CEACR

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1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - North Macedonia**
  2. [Observation on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)**North Macedonia**
  3. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C154 - Collective Bargaining Convention, 1981 (No. 154) - North Macedonia**
  4. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - North Macedonia**
  5. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C151 - Labour Relations (Public Service) Convention, 1978 (No. 151) - North Macedonia**
  6. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - North Macedonia**
  7. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - North Macedonia**
  8. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - North Macedonia**
  9. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C097 - Migration for Employment Convention (Revised), 1949 (No. 97) - North Macedonia**
  10. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C143 - Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) - North Macedonia**
  11. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C025 - Sickness Insurance (Agriculture) Convention, 1927 (No. 25) - North Macedonia**
  12. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C024 - Sickness Insurance (Industry) Convention, 1927 (No. 24) - North Macedonia**
  13. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - North Macedonia**
  14. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - North Macedonia**
  15. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C141 - Rural Workers' Organisations Convention, 1975 (No. 141) - North Macedonia**
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16. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C156 - Workers with Family Responsibilities Convention, 1981 (No. 156) - North Macedonia**
  17. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - North Macedonia**
  18. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C183 - Maternity Protection Convention, 2000 (No. 183) - North Macedonia**

19. [Observation on submission to competent authorities \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#) **North Macedonia**
20. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C171 - Night Work Convention, 1990 (No. 171) - North Macedonia**
21. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C132 - Holidays with Pay Convention (Revised), 1970 (No. 132) - North Macedonia**
22. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C106 - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106) - North Macedonia**
23. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C014 - Weekly Rest (Industry) Convention, 1921 (No. 14) - North Macedonia**
24. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - North Macedonia**
25. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - North Macedonia**
26. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) - North Macedonia**
27. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C162 - Asbestos Convention, 1986 (No. 162) - North Macedonia**
28. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C161 - Occupational Health Services Convention, 1985 (No. 161) - North Macedonia**
29. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C155 - Occupational Safety and Health Convention, 1981 (No. 155) - North Macedonia**
30. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C148 - Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148) - North Macedonia**
31. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C139 - Occupational Cancer Convention, 1974 (No. 139) - North Macedonia**
32. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C136 - Benzene Convention, 1971 (No. 136) - North Macedonia**
33. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C119 - Guarding of Machinery Convention, 1963 (No. 119) - North Macedonia**
34. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C045 - Underground Work (Women) Convention, 1935 (No. 45) - North Macedonia**
35. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C013 - White Lead (Painting) Convention, 1921 (No. 13) - North Macedonia**
36. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C131 - Minimum Wage Fixing Convention, 1970 (No. 131) - North Macedonia**
37. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C141 - Rural Workers' Organisations Convention, 1975 (No. 141) - North Macedonia**
38. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C150 - Labour Administration Convention, 1978 (No. 150) - North Macedonia**



39. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - North Macedonia**
40. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - North Macedonia**
41. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - North Macedonia**
42. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - North Macedonia**
43. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - North Macedonia**
44. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - North Macedonia**
45. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C138 - Minimum Age Convention, 1973 (No. 138) - North Macedonia**
46. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - North Macedonia**
47. [Observation on submission to competent authorities \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)**North Macedonia**
48. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - North Macedonia**
49. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C150 - Labour Administration Convention, 1978 (No. 150) - North Macedonia**
50. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - North Macedonia**
51. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - North Macedonia**
52. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C183 - Maternity Protection Convention, 2000 (No. 183) - North Macedonia**
53. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - North Macedonia**
54. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - North Macedonia**
55. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C161 - Occupational Health Services Convention, 1985 (No. 161) - North Macedonia**
56. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C148 - Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148) - North Macedonia**
57. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C139 - Occupational Cancer Convention, 1974 (No. 139) - North Macedonia**
58. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C138 - Minimum Age Convention, 1973 (No. 138) - North Macedonia**
59. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C119 - Guarding of Machinery Convention, 1963 (No. 119) - North Macedonia**

60. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C106** - *Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)* - **North Macedonia**
61. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C003** - *Maternity Protection Convention, 1919 (No. 3)* - **North Macedonia**
62. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C098** - *Right to Organise and Collective Bargaining Convention, 1949 (No. 98)* - **North Macedonia**
63. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention, 1969 (No. 129)* - **North Macedonia**
64. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C003** - *Maternity Protection Convention, 1919 (No. 3)* - **North Macedonia**
65. [General Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**North Macedonia**
66. [Observation on submission to competent authorities \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)**North Macedonia**
67. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C098** - *Right to Organise and Collective Bargaining Convention, 1949 (No. 98)* - **North Macedonia**
68. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C081** - *Labour Inspection Convention, 1947 (No. 81)* - **North Macedonia**
69. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C150** - *Labour Administration Convention, 1978 (No. 150)* - **North Macedonia**
70. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention, 1969 (No. 129)* - **North Macedonia**
71. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C081** - *Labour Inspection Convention, 1947 (No. 81)* - **North Macedonia**
72. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention, 1969 (No. 129)* - **North Macedonia**
73. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)* - **North Macedonia**
74. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C144** - *Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)* - **North Macedonia**
75. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C187** - *Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)* - **North Macedonia**
76. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C162** - *Asbestos Convention, 1986 (No. 162)* - **North Macedonia**
77. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C161** - *Occupational Health Services Convention, 1985 (No. 161)* - **North Macedonia**
78. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C155** - *Occupational Safety and Health Convention, 1981 (No. 155)* - **North Macedonia**
79. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C148** - *Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)* - **North Macedonia**

80. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C139** - *Occupational Cancer Convention, 1974 (No. 139)* - **North Macedonia**
81. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C136** - *Benzene Convention, 1971 (No. 136)* - **North Macedonia**
82. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C132** - *Holidays with Pay Convention (Revised), 1970 (No. 132)* - **North Macedonia**
83. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C131** - *Minimum Wage Fixing Convention, 1970 (No. 131)* - **North Macedonia**
84. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C119** - *Guarding of Machinery Convention, 1963 (No. 119)* - **North Macedonia**
85. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C106** - *Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)* - **North Macedonia**
86. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C014** - *Weekly Rest (Industry) Convention, 1921 (No. 14)* - **North Macedonia**
87. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C013** - *White Lead (Painting) Convention, 1921 (No. 13)* - **North Macedonia**
88. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C183** - *Maternity Protection Convention, 2000 (No. 183)* - **North Macedonia**

## Poland

### UN

### ICESCR

#### CECSR, Concluding observations on the seventh periodic report of Poland<sup>28</sup>

##### Equal rights of men and women

24. The Committee is concerned about the persistence of gender disparities, in particular the gender pay gap. The Committee is also concerned about women's representation in senior positions in the public and private sectors, which remains unsatisfactory (arts. 3 and 7).

25. **The Committee recalls its general comment No. 16 (2005) on the equal right of men and women to the enjoyment of all economic, social and cultural rights and recommends that the State party:**

(a) **Intensify its efforts to close the gender pay gap, including by addressing gender-based segregation in the labour market, reviewing its social and tax policies and addressing the factors that discourage women from continuing their careers or taking up full-time employment;**

(b) **Enhance women's participation in senior public and private positions, including by considering the introduction of quotas.**

##### Right to work

26. While noting the continuous reduction in recent years in overall unemployment, the Committee is concerned about the relatively high rate of unemployment among women with basic education and persons with disabilities compared with the rate for the rest of the workforce (arts. 3 and 6).

27. **The Committee recalls its general comment No. 18 (2005) on the right to work and recommends that the State party increase its efforts to address the unemployment and underemployment of women with basic education and persons with disabilities, for example by implementing targeted public sector employment schemes, vocational training initiatives and partnerships with the private sector.**

##### Right to just and favourable conditions of work

28. The Committee is concerned about reports of deficiencies in enforcing labour laws and decrees, for example non-payment of wages, wage arrears and non-payment of overtime work, including in the formal sector of the economy. The Committee is also concerned about reports that the resources dedicated to labour inspections are insufficient, including with regard to monitoring and inspections of the working and living conditions of migrant and seasonal workers. The Committee is further concerned about reports of sexual harassment at work (art. 7).

29. **The Committee recalls its general comment No. 23 (2016) on the right to just and favourable conditions of work and recommends that the State party:**

(a) **Ensure effective monitoring of the payment of wages and provide for appropriate and dissuasive sanctions in case of violations;**

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<sup>28</sup> The Committee considered the seventh periodic report of Poland at its 33rd and 34th meetings, held on 10 and 11 September 2024, and adopted the present concluding observations at its 59th meeting, held on 27 September 2024 ([E/C.12/POL/CO/7, 24 October 2024](#)).

(b) Ensure that a wage guarantee institution and/or mechanism is in place to ensure payment of wages when such payment cannot be made by the employer owing to insolvency;

(c) Ensure that mechanisms of redress provide not only for the full payment of overdue wages but also for fair compensation for the losses incurred on account of delayed payment;

(d) Increase the number of labour inspectors and strengthen their available resources and capacities, while removing any legal or administrative barriers impeding oversight, including of migrant and seasonal workers' working conditions;

(e) Ensure seamless access to existing mechanisms for reporting abuse or exploitation, recognizing the challenges that some migrant workers face in accessing communication channels;

(f) Take measures to raise awareness and prevent sexual harassment among workers and employees.

### **Trade union rights**

30. The Committee is concerned about reports of the insufficient enforcement of trade union laws and the fact that penalties for violations of the right to freedom of association, the right to collective bargaining and the right to strike are too lenient to deter violations. The Committee is also concerned about reports that administrative and judicial processes related to violations of trade union rights face long delays. The Committee is further concerned that the State party's domestic legal framework hinders its ratification of the Collective Bargaining Convention, 1981 (No. 154), and other relevant conventions of the International Labour Organization (ILO) (art. 8).

31. The Committee recalls its joint statement with the Human Rights Committee on freedom of association, including the right to form and join trade unions,<sup>29</sup> and recommends that the State party:

(a) Take all measures necessary to ensure the enforcement of legislation related to anti-union discrimination;

(b) Increase the penalties for violating the right to freedom of association, the right to collective bargaining and the right to strike, including with a view to deterring such violations;

(c) Review its domestic legal framework to facilitate the ratification of the ILO Collective Bargaining Convention, 1981 (No. 154), Occupational Safety and Health Convention, 1981 (No. 155), Maternity Protection Convention, 2000 (No. 183), Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), Domestic Workers Convention, 2011 (No. 189), and Violence and Harassment Convention, 2019 (No. 190), as recommended by the ILO Committee of Experts on the Application of Conventions and Recommendations.

## **ILO**

### **CEACR**

1. **Observation (CEACR)** - [adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081** - *Labour Inspection Convention, 1947 (No. 81)* - Poland
2. **Direct Request (CEACR)** - [adopted 2024, published 113rd ILC session \(2025\)](#)  
**C029** - *Forced Labour Convention, 1930 (No. 29)* - Poland

3. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C188** - *Work in Fishing Convention*, 2007 (No. 188) - **Poland**
4. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C108** - *Seafarers' Identity Documents Convention*, 1958 (No. 108) - **Poland**
5. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C144** - *Tripartite Consultation (International Labour Standards) Convention*, 1976 (No. 144) - **Poland**
6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C144** - *Tripartite Consultation (International Labour Standards) Convention*, 1976 (No. 144) - **Poland**
7. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C137** - *Dock Work Convention*, 1973 (No. 137) - **Poland**
8. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention*, 1969 (No. 129) - **Poland**
9. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081** - *Labour Inspection Convention*, 1947 (No. 81) - **Poland**
10. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention*, 1969 (No. 129) - **Poland**
11. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C081** - *Labour Inspection Convention*, 1947 (No. 81) - **Poland**
12. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C176** - *Safety and Health in Mines Convention*, 1995 (No. 176) - **Poland**
13. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C170** - *Chemicals Convention*, 1990 (No. 170) - **Poland**
14. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C161** - *Occupational Health Services Convention*, 1985 (No. 161) - **Poland**
15. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C148** - *Working Environment (Air Pollution, Noise and Vibration) Convention*, 1977 (No. 148) – **Poland**

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16. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C127** - *Maximum Weight Convention*, 1967 (No. 127) - **Poland**
17. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C120** - *Hygiene (Commerce and Offices) Convention*, 1964 (No. 120) - **Poland**
18. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C119** - *Guarding of Machinery Convention*, 1963 (No. 119) - **Poland**
19. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C115** - *Radiation Protection Convention*, 1960 (No. 115) - **Poland**
20. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C062** - *Safety Provisions (Building) Convention*, 1937 (No. 62) - **Poland**
21. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C099** - *Minimum Wage Fixing Machinery (Agriculture) Convention*, 1951 (No. 99) - **Poland**
22. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C095** - *Protection of Wages Convention*, 1949 (No. 95) - **Poland**
23. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C101** - *Holidays with Pay (Agriculture) Convention*, 1952 (No. 101) - **Poland**
24. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C102** - *Social Security (Minimum Standards) Convention*, 1952 (No. 102) - **Poland**



25. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C042** - *Workmen's Compensation (Occupational Diseases) Convention (Revised)*, 1934 (No. 42) - **Poland**
26. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C019** - *Equality of Treatment (Accident Compensation) Convention*, 1925 (No. 19) - **Poland**
27. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C017** - *Workmen's Compensation (Accidents) Convention*, 1925 (No. 17) - **Poland**
28. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C012** - *Workmen's Compensation (Agriculture) Convention*, 1921 (No. 12) - **Poland**
29. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C103** - *Maternity Protection Convention (Revised)*, 1952 (No. 103) - **Poland**
30. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C122** - *Employment Policy Convention*, 1964 (No. 122) – **Poland**
31. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C149** - *Nursing Personnel Convention*, 1977 (No. 149) - **Poland**
32. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention*, 1969 (No. 129) - **Poland**
33. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C081** - *Labour Inspection Convention*, 1947 (No. 81) - **Poland**
34. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention*, 1969 (No. 129) - **Poland**
35. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C188** - *Work in Fishing Convention*, 2007 (No. 188) - **Poland**
36. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention*, 1948 (No. 87) - **Poland**
37. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention*, 1948 (No. 87) - **Poland**
38. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C151** - *Labour Relations (Public Service) Convention*, 1978 (No. 151) - **Poland**
39. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C135** - *Workers' Representatives Convention*, 1971 (No. 135) - **Poland**
40. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C098** - *Right to Organise and Collective Bargaining Convention*, 1949 (No. 98) - **Poland**
41. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C111** - *Discrimination (Employment and Occupation) Convention*, 1958 (No. 111) - **Poland**
42. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C111** - *Discrimination (Employment and Occupation) Convention*, 1958 (No. 111) - **Poland**
43. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C100** - *Equal Remuneration Convention*, 1951 (No. 100) - **Poland**

## Romania

### UN

#### ICESCR

#### CESCR, Concluding observations on the sixth periodic report of Romania<sup>30</sup>

##### **Equality between men and women**

22. The Committee takes note of the State party's efforts to address gender inequality, including the adoption of the National Strategy on the Promotion of Equal Opportunities and Treatment between Women and Men and the Prevention and Combating of Domestic Violence for the period 2022–2027. The Committee welcomes the incorporation of directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers in order to recognize the rights and rules enshrined therein. However, the Committee is concerned about:

(a) The underrepresentation of women in decision-making positions, including in the Parliament, at the county level and in the private sector;

(b) The prevalence of stereotypes about the roles of men and women in society, leading to women bearing a disproportionate burden of unpaid domestic and care work, as well as the persistence of the gender employment gap and the concentration of women in traditionally female-dominated professions, in particular in rural areas (arts. 3, 6 and 10).

##### **23. The Committee recommends that the State party:**

(a) **Continue to promote the increased representation of women at all levels of public administration, in particular in the Parliament and in decision-making positions at the county level, and the appointment of women to management roles in the private sector, including through the development of incentives for private companies;**

(b) **Ensure that unpaid work, such as care work and domestic work, which is disproportionately performed by women, is appropriately recognized and compensated;**

(c) **Adopt all measures necessary to effectively implement directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and take other appropriate measures, including targeted ones, to promote work-life balance with a view to achieving a more balanced sharing of professional and family responsibilities between women and men;**

(d) **Strengthen its efforts to address gender disparities in employment and to increase the participation of women in the labour market, including by addressing factors that discourage women from continuing their careers or taking on full-time positions;**

(e) **Take effective measures to close the gender pay gap, including by addressing vertical and horizontal gender-based segregation in the labour market;**

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<sup>30</sup> The Committee considered the sixth periodic report of Romania at its 3rd and 5th meetings, held on 13 and 14 February 2024, and adopted the present concluding observations at its 29th meeting, held on 1 March 2024 ([E/C.12/ROU/CO/6, 20 March 2024](#))



(f) **Take into consideration and apply the guidance provided in the Committee's general comment No. 16 (2005) on the equal right of men and women to the enjoyment of all economic, social and cultural rights.**

#### **Right to work**

24. The Committee notes the measures taken by the State party to promote employment and to facilitate the transition from the informal economy to the formal economy. Nevertheless, the Committee is concerned about the high number of young people not in education, employment or training and that the unemployment rate remains high. It is also concerned about the high number of persons working in the informal economy who do not enjoy labour protection (art. 6).

25. **The Committee recommends that the State party:**

(a) **Strengthen its efforts to reduce unemployment, in particular in rural areas, and to support Roma, persons with disabilities, women, young people and older persons in gaining access to decent employment opportunities, including by facilitating their access to technical and vocational training opportunities, collecting data on their situation and reviewing targeted positive measures to assess their effectiveness and ensure their implementation;**

(b) **Continue its efforts to facilitate the transition of workers from the informal sector to the formal sector of the economy, including by collecting data on their situation and ensuring that they are covered by labour protection;**

(c) **Consider its general comment No. 18 (2005) on the right to work.**

#### **Minimum wage**

26. The Committee notes the information on the annual increase in the minimum wage since 2011. Nevertheless, the Committee remains concerned that the minimum wage remains insufficient to ensure a decent standard of living for workers and their families, in particular in the light of the high proportion of the working population at risk of poverty (art. 7).

27. **The Committee recommends that the State party:**

(a) **Raise the minimum wage and regularly adjust it to the cost of living so as to ensure a decent living for workers and their families;**

(b) **Ensure that the minimum wage applies to all workers in all sectors and in all forms of employment, including atypical forms of employment such as part-time work, temporary work, fixed-term work, casual work, seasonal work and online platform-based work, and also ensure full compliance with the minimum wage;**

(c) **Take into account the Committee's general comment No. 23 (2016) on the right to just and favourable conditions of work.**

#### **Occupational safety and health**

28. The Committee takes note of the information on the implementation of the National Strategy on Occupational Safety and Health for the period 2018–2020. However, the Committee is concerned that the level of occupational injuries and fatalities remains high and about the lack of detailed data in relation to occupational safety and the low level of labour inspections carried out (art. 7).

29. **The Committee recommends that the State party:**

(a) **Strengthen its efforts to reduce occupational injuries and fatalities, with a focus on sectors in which accidents are more likely to occur, including by raising awareness among employers and workers about workplace safety and**

by ensuring that enhanced protection measures are put in place in the workplace;

(b) Strengthen the capacity of the Labour Inspectorate to monitor working conditions;

(c) Collect disaggregated data relating to occupational safety and health and provide information in the next periodic report.

## ILO

### CEACR

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1. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Romania**
  2. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)**Romania**
  3. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C135 - Workers' Representatives Convention, 1971 (No. 135) - Romania**
  4. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C001 - Hours of Work (Industry) Convention, 1919 (No. 1) - Romania**
  5. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C089 - Night Work (Women) Convention (Revised), 1948 (No. 89) - Romania**
  6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C168 - Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168) - Romania**
  7. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C102 - Social Security (Minimum Standards) Convention, 1952 (No. 102) - Romania**
  8. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C183 - Maternity Protection Convention, 2000 (No. 183) - Romania**
  9. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Romania**
  10. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Romania**
  11. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) - Romania**
  12. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C137 - Dock Work Convention, 1973 (No. 137) - Romania**
  13. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C108 - Seafarers' Identity Documents Convention, 1958 (No. 108) - Romania**
  14. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C131 - Minimum Wage Fixing Convention, 1970 (No. 131) - Romania**
  15. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C095 - Protection of Wages Convention, 1949 (No. 95) - Romania**
  16. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Romania**
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17. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C136 - Benzene Convention, 1971 (No. 136) - Romania**
18. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C127 - Maximum Weight Convention, 1967 (No. 127) - Romania**
19. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C013 - White Lead (Painting) Convention, 1921 (No. 13) - Romania**
20. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C154 - Collective Bargaining Convention, 1981 (No. 154) - Romania**
21. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C150 - Labour Administration Convention, 1978 (No. 150) - Romania**
22. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Romania**
23. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Romania**
24. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Romania**
25. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Romania**
26. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Romania**
27. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)**Romania**
28. [General Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)**Romania**
29. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C183 - Maternity Protection Convention, 2000 (No. 183) - Romania**
30. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C154 - Collective Bargaining Convention, 1981 (No. 154) – Romania**
31. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C150 - Labour Administration Convention, 1978 (No. 150) - Romania**
32. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Romania**
33. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C135 - Workers' Representatives Convention, 1971 (No. 135) - Romania**
34. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Romania**
35. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Romania**
36. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Romania**
37. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Romania**
38. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Romania**

39. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C089** - *Night Work (Women) Convention (Revised), 1948 (No. 89)* - **Romania**
40. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C029** - *Forced Labour Convention, 1930 (No. 29)* - **Romania**
41. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C014** - *Weekly Rest (Industry) Convention, 1921 (No. 14)* - **Romania**
42. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C013** - *White Lead (Painting) Convention, 1921 (No. 13)* - **Romania**
43. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C001** - *Hours of Work (Industry) Convention, 1919 (No. 1)* - **Romania**
44. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C098** - *Right to Organise and Collective Bargaining Convention, 1949 (No. 98)* - **Romania**
45. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C131** - *Minimum Wage Fixing Convention, 1970 (No. 131)* - **Romania**
46. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C095** - *Protection of Wages Convention, 1949 (No. 95)* - **Romania**
47. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention, 1969 (No. 129)* - **Romania**
48. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C081** - *Labour Inspection Convention, 1947 (No. 81)* - **Romania**
49. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C129** - *Labour Inspection (Agriculture) Convention, 1969 (No. 129)* - **Romania**
50. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C081** - *Labour Inspection Convention, 1947 (No. 81)* - **Romania**
51. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)* - **Romania**
52. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C098** - *Right to Organise and Collective Bargaining Convention, 1949 (No. 98)* - **Romania**
53. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)**Romania**
54. [General Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)**Romania**
55. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C117** - *Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)* - **Romania**
56. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C154** - *Collective Bargaining Convention, 1981 (No. 154)* - **Romania**
57. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C144** - *Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)* - **Romania**
58. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C135** - *Workers' Representatives Convention, 1971 (No. 135)* - **Romania**
59. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C122** - *Employment Policy Convention, 1964 (No. 122)* - **Romania**

60. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C122 - Employment Policy Convention, 1964 (No. 122) - Romania*
61. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Romania*
62. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Romania*
63. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C100 - Equal Remuneration Convention, 1951 (No. 100) - Romania*
64. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Romania*
65. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Romania*
66. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C122 - Employment Policy Convention, 1964 (No. 122) - Romania*
67. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#) Romania
68. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Romania*
69. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Romania*
70. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C100 - Equal Remuneration Convention, 1951 (No. 100) - Romania*
71. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) - Romania*
72. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Romania*
73. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
*C122 - Employment Policy Convention, 1964 (No. 122) - Romania*

**CESCR, Concluding observations on the third periodic report of Serbia<sup>31</sup>**

**Equality between men and women**

36. While noting the adoption of a new national strategy for gender equality for 2021–2030, the Committee is concerned about the insufficient impact of the national strategy for gender equality for 2016–2020, particularly in relation to women's participation in the labour force and employment. It is also concerned about the lack of protection and support provided for women to face the increased care responsibilities due to school closures and the heightened risk of domestic violence during the pandemic (art. 3).

37. **The Committee urges the State party to:**

(a) **Fully implement the new national strategy for gender equality for 2021–2030;**

(b) **Identify root causes that hinder women from participating in the labour force and obtaining decent job opportunities, tailor the employment services and vocational education and training to address these, and provide social services for a better harmonization of work and family life;**

(c) **Expand social care services with a view to attaining a more equal distribution of care responsibilities between men and women and facilitating women's participation in the labour market and public life;**

(d) **Step up its efforts to prevent and punish sexual and gender-based violence in all settings, including the home, the workplace and school, including through the implementation of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention).**

**Right to work**

38. The Committee is concerned about the high level of unemployment, particularly long-term unemployment, and the excessive number of young people not in education, employment or training. It is also concerned about the low efficacy of the measures taken, including the active employment policy measures, to improve the employment of persons belonging to the hard-to-employ category. It is also concerned that students on the dual education system and young people on internship programmes are paid less than the minimum wage and often work in substandard conditions (arts. 6 and 7).

39. **The Committee urges the State party to:**

(a) **Intensify its efforts to reduce unemployment, particularly among young people;**

(b) **Improve the active employment policy measures by identifying the root causes regarding persons belonging to the hard-to-employ category and designing concrete programmes to address these, with a view to providing them with decent and sustainable job opportunities;**

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<sup>31</sup> The Committee considered the third periodic report of Serbia at its 12th, 14th and 16th meetings, held on 21, 22 and 23 February 2022, and adopted the present concluding observations at its 30th meeting, held on 4 March 2022 ([E/C.12/SRB/CO/3, April 2022](#)).

(c) **Take effective measures to protect students on the dual education system and young people on internship programmes such as the “My First Salary” programme from labour exploitation and to ensure that they are protected by labour regulations.**

#### **Trafficking in persons**

40. While welcoming the establishment of the Centre for Protection of Human Trafficking Victims, the Committee remains concerned about allegations of trafficking and economic exploitation, the lack of support and protection provided to victims of trafficking, and the insufficient level of funding allocated for the prevention of trafficking in persons (art. 6).

41. **The Committee recommends that the State party intensify its efforts to prevent and combat trafficking in persons, in particular by:**

(a) **Ensuring adequate training of law enforcement officers and the judiciary with a view to improving early identification of victims;**

(b) **Improving the protection and physical, psychological and legal support for victims, in coordination with civil society organizations;**

(c) **Allocating sufficient funding for the prevention of trafficking in persons and for support for victims.**

#### **Right to just and favourable conditions of work**

42. The Committee is concerned about the narrow definition of “employed persons” in the Labour Law, which has excluded the large number of workers in the informal economy and non-traditional forms of employment from labour and social protection (art. 7).

43. **The Committee recommends that the State party bring the definition of “employed persons” in the Labour Law into line with article 7 of the Covenant and international labour standards and ensure that all workers, regardless of their sectors, industries or forms of employment, are equally protected under the Labour Law and the related labour regulations. It also recommends that the State party take effective measures to transition workers in the informal economy to the formal economy.**

#### **Minimum wage**

44. The Committee is concerned about the inadequate amount of the minimum wage, which is lower than the minimum consumer basket, and regrets the absence of information on the enforcement of the minimum wage (art. 7).

45. **The Committee recommends that the State party:**

(a) **Raise the minimum wage and regularly adjust it to the cost of living so as to ensure a decent living for workers and their families;**

(b) **Ensure that the minimum wage applies to all workers in all sectors and in all forms of employment;**

(c) **Ensure full compliance with the minimum wage;**

(d) **Take into account the Committee’s general comment No. 23 (2016) on the right to just and favourable conditions of work (paras. 18–24).**

#### **Labour Inspectorate**

46. The Committee is concerned about the narrow scope of labour inspections carried out by the Labour Inspectorate, which has led to situations such as the case of workers at the Linglong Tyre Plant, where violations of labour regulations were not detected despite a number of labour inspections being carried out. It is also concerned



about the limited powers and capacity of the Labour Inspectorate to carry out its mandate effectively (art. 7).

47. **The Committee recommends that the State party expand the scope of labour inspections, strengthen the capacity and powers of the Labour Inspectorate and improve the quality of labour inspections. It also recommends that the State party provide sufficient financial and human resources to the Labour Inspectorate and specialized training for labour inspectors.**

#### **Trade union rights**

48. While noting the ongoing drafting of a law amending the Law on Strikes, the Committee is concerned about the provisions in the Law on Strikes regarding minimum services, which restrict the rights to strike of a wide range of workers (art. 8).

49. **The Committee recommends that the State party amend the Law on Strikes in line with its obligations under article 8 of the Covenant as well as under the International Labour Organization (ILO) Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and Right to Organise and Collective Bargaining Convention, 1949 (No. 98). In particular, it recommends that the State party limit the scope of the definition of minimum services, so as to ensure the effective exercise of the right to strike without undue restrictions.**

## **ILO**

### **CEACR**

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1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C183 - Maternity Protection Convention, 2000 (No. 183) - Serbia*
  2. [General Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*Serbia*
  3. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C106 - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106) - Serbia*
  4. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C014 - Weekly Rest (Industry) Convention, 1921 (No. 14) - Serbia*
  5. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C132 - Holidays with Pay Convention (Revised), 1970 (No. 132) - Serbia*
  6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C106 - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106) - Serbia*
  7. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C089 - Night Work (Women) Convention (Revised), 1948 (No. 89) - Serbia*
  8. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Serbia*
  9. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C081 - Labour Inspection Convention, 1947 (No. 81) - Serbia*
  10. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C150 - Labour Administration Convention, 1978 (No. 150) - Serbia*
  11. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Serbia*



12. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081** - *Labour Inspection Convention, 1947 (No. 81)* - **Serbia**
13. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C029** - *Forced Labour Convention, 1930 (No. 29)* - **Serbia**
14. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C126** - *Accommodation of Crews (Fishermen) Convention, 1966 (No. 126)* - **Serbia**
15. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C114** - *Fishermen's Articles of Agreement Convention, 1959 (No. 114)* – **Serbia**

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16. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C113** - *Medical Examination (Fishermen) Convention, 1959 (No. 113)* - **Serbia**
17. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**MLC, 2006** - *Maritime Labour Convention, 2006 (MLC, 2006)* - **Serbia**
18. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C131** - *Minimum Wage Fixing Convention, 1970 (No. 131)* - **Serbia**
19. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C121** - *Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121)* - **Serbia**
20. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C102** - *Social Security (Minimum Standards) Convention, 1952 (No. 102)* - **Serbia**
21. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C121** - *Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121)* - **Serbia**
22. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C187** - *Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)* - **Serbia**
23. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C184** - *Safety and Health in Agriculture Convention, 2001 (No. 184)* - **Serbia**
24. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C167** - *Safety and Health in Construction Convention, 1988 (No. 167)* - **Serbia**
25. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C162** - *Asbestos Convention, 1986 (No. 162)* - **Serbia**
26. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C161** - *Occupational Health Services Convention, 1985 (No. 161)* - **Serbia**
27. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C155** - *Occupational Safety and Health Convention, 1981 (No. 155)* - **Serbia**
28. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C148** - *Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)* - **Serbia**
29. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C139** - *Occupational Cancer Convention, 1974 (No. 139)* - **Serbia**
30. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C136** - *Benzene Convention, 1971 (No. 136)* – **Serbia**
31. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C119** - *Guarding of Machinery Convention, 1963 (No. 119)* - **Serbia**
32. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C013** - *White Lead (Painting) Convention, 1921 (No. 13)* - **Serbia**

33. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C187** - *Promotional Framework for Occupational Safety and Health Convention*, 2006 (No. 187) - **Serbia**
34. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C155** - *Occupational Safety and Health Convention*, 1981 (No. 155) - **Serbia**
35. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C139** - *Occupational Cancer Convention*, 1974 (No. 139) - **Serbia**
36. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C182** - *Worst Forms of Child Labour Convention*, 1999 (No. 182) - **Serbia**
37. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C182** - *Worst Forms of Child Labour Convention*, 1999 (No. 182) - **Serbia**
38. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C122** - *Employment Policy Convention*, 1964 (No. 122) - **Serbia**
39. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C122** - *Employment Policy Convention*, 1964 (No. 122) - **Serbia**
40. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C144** - *Tripartite Consultation (International Labour Standards) Convention*, 1976 (No. 144) - **Serbia**
41. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C184** - *Safety and Health in Agriculture Convention*, 2001 (No. 184) - **Serbia**
42. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C098** - *Right to Organise and Collective Bargaining Convention*, 1949 (No. 98) - **Serbia**
43. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C098** - *Right to Organise and Collective Bargaining Convention*, 1949 (No. 98) - **Serbia**
44. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C111** - *Discrimination (Employment and Occupation) Convention*, 1958 (No. 111) - **Serbia**
45. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C111** - *Discrimination (Employment and Occupation) Convention*, 1958 (No. 111) - **Serbia**
46. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C100** - *Equal Remuneration Convention*, 1951 (No. 100) - **Serbia**
47. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention*, 1948 (No. 87) - **Serbia**
48. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C156** - *Workers with Family Responsibilities Convention*, 1981 (No. 156) - **Serbia**
49. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C143** - *Migrant Workers (Supplementary Provisions) Convention*, 1975 (No. 143) - **Serbia**
50. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C097** - *Migration for Employment Convention (Revised)*, 1949 (No. 97) - **Serbia**
51. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention*, 1948 (No. 87) - **Serbia**
52. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C135** - *Workers' Representatives Convention*, 1971 (No. 135) - **Serbia**

53. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C097 - Migration for Employment Convention (Revised), 1949 (No. 97) - Serbia**
54. [General Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**Serbia**
55. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C156 - Workers with Family Responsibilities Convention, 1981 (No. 156) - Serbia**

## **CFA**

**[Case No 3465 \(Serbia\) - Complaint date: 08-MAY-24](#)** *International Transport Workers' Federation (ITF), The Central Union of Aeronautical Stewardesses and Stewards (Jedinstveni sindikat stjuardesa i stjuarda vazduhoplova – "JSSSV") of Serbia and the European Transport Workers' Federation (ETF)*

**[Case No 3404 \(Serbia\) - Complaint date: 02-MAR-21](#)** *Trade Union of Workers – National Bank of Serbia*  
 The complainant alleges that, as a result of several acts of anti-union interference, it lost the majority of its members to another union supported by the employer and was eventually deprived of its status of representative trade union, which prevented it from exercising its right to bargain collectively. The complainant also alleges the employer committed acts of anti-union discrimination against some of its members

- [Effect given to the recommendations of the committee and the Governing Body - Report No 408, October 2024 \( 54 - 62 \)](#)
- [Report in which the committee requests to be kept informed of development - Report No 400, October 2022 \( 652 - 688 \)](#)

## *Slovak Republic*

### **UN**

### **CEDAW**

#### **CEDAW Committee, Concluding observations on the seventh periodic report of Slovakia**

1. The Committee considered the seventh periodic report of Slovakia ([CEDAW/C/SVK/7](#)) at its 1983rd and 1984th meetings (see [CEDAW/C/SR.1983](#) and [CEDAW/C/SR.1984](#)), held on 17 May 2023.

#### **Employment**

34. The Committee welcomes the introduction of the two-week paternity leave and notes the State party's efforts to increase the capacity to provide care for children under 3 years of age by 10 per cent and to accelerate mothers' access to employment after maternity leave. It also notes the development of materials to promote gender equality in the workplace as well as of the measures adopted to eliminate gender segregation in the labour market and to reduce the gender pay gap. However, the Committee notes with concern:

(a) The persistent gender pay gap in the State party and the vertical and horizontal segregation in the labour market, women's high levels of education notwithstanding;

(b) The lack of suitable and affordable childcare facilities and flexible work arrangements and mechanisms to ensure the equal sharing of parental responsibilities, which constitute a significant barrier to women's access to employment, in particular after maternity leave;

(c) The difficulties faced by Roma women, women with disabilities and migrant women, including refugees and asylum-seekers, in gaining access to secure and full-time work;

(d) The fact that the State party has not ratified the Violence and Harassment Convention, 2019 (No. 190) of the International Labour Organization.

**35. Recalling its general recommendation No. 13 (1989) on equal remuneration for work of equal value and target 8.5 of the Sustainable Development Goals, to achieve by 2030 full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value, the Committee recommends that the State party:**

(a) **Strengthen its efforts to eliminate horizontal and vertical segregation between women and men in the labour market and close the gender pay gap, including by reviewing wages in all sectors, applying gender sensitive analytical job classification and evaluation methods, conducting regular pay surveys and encouraging employers to publish a narrative with their gender pay gap data, with a view to better understanding the reasons behind the gender wage gap, and strictly enforce the principle of equal pay for work of equal value;**

(b) **Adopt measures, including the revision of labour and social security laws, to promote the equal sharing of parental responsibilities between women and men and to encourage public and private companies to offer flexible work arrangements to parents and to increase the availability of suitable and affordable childcare facilities throughout the territory of the State party;**

(c) Take all necessary measures, including temporary special measures, to combat the structural barriers faced by women from disadvantaged groups, in particular Roma women, women with disabilities and migrant women, including refugees and asylum-seekers, to secure full and productive employment, decent work and equal pay for work of equal value;

(d) Ratify the Violence and Harassment Convention, 2019 (No. 190).

## ILO

### CEACR

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1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C183 - Maternity Protection Convention, 2000 (No. 183) - Slovakia**
  2. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C171 - Night Work Convention, 1990 (No. 171) - Slovakia**
  3. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C052 - Holidays with Pay Convention, 1936 (No. 52) - Slovakia**
  4. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C001 - Hours of Work (Industry) Convention, 1919 (No. 1) - Slovakia**
  5. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C001 - Hours of Work (Industry) Convention, 1919 (No. 1) - Slovakia**
  6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C160 - Labour Statistics Convention, 1985 (No. 160) - Slovakia**
  7. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Slovakia**
  8. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Slovakia**
  9. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - Slovakia**
  10. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C130 - Medical Care and Sickness Benefits Convention, 1969 (No. 130) - Slovakia**
  11. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C102 - Social Security (Minimum Standards) Convention, 1952 (No. 102) - Slovakia**
  12. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C128 - Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128) - Slovakia**
  13. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) - Slovakia**
  14. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C176 - Safety and Health in Mines Convention, 1995 (No. 176) - Slovakia**
  15. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C167 - Safety and Health in Construction Convention, 1988 (No. 167) - Slovakia**
  16. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C161 - Occupational Health Services Convention, 1985 (No. 161) - Slovakia**
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17. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C148** - Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148) - Slovakia
18. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C120** - Hygiene (Commerce and Offices) Convention, 1964 (No. 120) - Slovakia
19. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C184** - Safety and Health in Agriculture Convention, 2001 (No. 184) - Slovakia
20. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C139** - Occupational Cancer Convention, 1974 (No. 139) - Slovakia
21. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C136** - Benzene Convention, 1971 (No. 136) - Slovakia
22. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C115** - Radiation Protection Convention, 1960 (No. 115) - Slovakia
23. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C095** - Protection of Wages Convention, 1949 (No. 95) - Slovakia
24. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C026** - Minimum Wage-Fixing Machinery Convention, 1928 (No. 26) - Slovakia
25. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111** - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Slovakia
26. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111** - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Slovakia
27. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100** - Equal Remuneration Convention, 1951 (No. 100) - Slovakia
28. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100** - Equal Remuneration Convention, 1951 (No. 100) - Slovakia
29. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**MLC, 2006** - Maritime Labour Convention, 2006 (MLC, 2006) - Slovakia
30. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C138** - Minimum Age Convention, 1973 (No. 138) – Slovakia
31. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C129** - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Slovakia
32. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081** - Labour Inspection Convention, 1947 (No. 81) - Slovakia
33. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C122** - Employment Policy Convention, 1964 (No. 122) - Slovakia
34. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C098** - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Slovakia
35. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C100** - Equal Remuneration Convention, 1951 (No. 100) - Slovakia
36. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C100** - Equal Remuneration Convention, 1951 (No. 100) - Slovakia



37. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*MLC, 2006* - Maritime Labour Convention, 2006 (MLC, 2006) - **Slovakia**
38. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C135* - Workers' Representatives Convention, 1971 (No. 135) - **Slovakia**
39. [Replies received to the issues raised in a direct request which do not give rise to further comments \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C151* - Labour Relations (Public Service) Convention, 1978 (No. 151) - **Slovakia**
40. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C156* - Workers with Family Responsibilities Convention, 1981 (No. 156) - **Slovakia**
41. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C156* - Workers with Family Responsibilities Convention, 1981 (No. 156) - **Slovakia**
42. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C111* - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - **Slovakia**
43. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
*C111* - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - **Slovakia**

**CEDAW Committee, Concluding observations on the eighth periodic report of Türkiye**

1. The Committee considered the eighth periodic report of Türkiye ([CEDAW/C/TUR/8](#)) at its 1882nd and 1884th meetings ([CEDAW/C/SR.1882](#) and [CEDAW/C/SR.1884](#)), held on 14 and 15 June 2022. The list of issues and questions raised by the pre-sessional working group is contained in [CEDAW/C/TUR/Q/8](#), and the responses of Türkiye are contained in [CEDAW/C/TUR/RQ/8](#).

**Employment**

45. The Committee notes with concern that, according to the World Economic Forum Global Gender Gap Report (2021), the State party ranks 140 among 156 countries in relation to the participation of women in the economy and equal opportunities. The Committee further notes with concern:

- (a) The low workforce participation rate among women (33.3 per cent in 2021) owing to women's traditional gender roles in unpaid household and care work, and contract suspensions during the COVID-19 pandemic;
- (b) Horizontal and vertical segregation in the labour market, especially in rural and remote areas;
- (c) The persistent gender pay gap;
- (d) The high unemployment rate among women with disabilities;
- (e) The lack of measures to address sexual harassment in the workplace, especially of young women and lesbian, bisexual, transgender and intersex women, including the low number of investigations in sexual harassment cases.

46. **In line with target 8.5 of the Sustainable Development Goals on the achievement of full and productive employment and decent work for all women and men, and recalling its previous recommendations ([CEDAW/C/TUR/CO/7](#), para. 46), the Committee recommends that the State party:**

- (a) **Address the high unemployment rate among women through temporary special measures to promote women's access to formal employment, especially for refugee women and women from marginalized groups, and ensure that women in informal employment are covered by social protection schemes;**
- (b) **Strengthen efforts to eliminate horizontal and vertical occupational segregation and enhance women's access to formal employment, encourage women and girls to select non-traditional career paths, in particular in science, technology, engineering and mathematics, information and communications technology and artificial intelligence, and prioritize the transition of women from part-time to full-time work, with the support of adequate and accessible childcare facilities;**
- (c) **Effectively enforce the principle of equal pay for work of equal value, in order to narrow and eventually close the gender pay gap by: (i) conducting regular labour inspections; (ii) applying gender-**



neutral analytical job classification and evaluation methods; (iii) conducting regular pay surveys; and (iv) encouraging employers to publish a narrative with their gender pay gap data, with a view to better understanding the reasons behind the gender wage gap and taking appropriate remedial measures;

(d) Ensure that women with disabilities have access to employment and accessible transportation to promote their inclusion in public and private employment;

(e) Amend the Labour Act and the Penal Code to explicitly criminalize sexual harassment in the workplace and ensure that victims of sexual harassment in the workplace have access to effective, independent and confidential complaint procedures and that all complaints are effectively investigated, perpetrators are prosecuted and adequately punished, and victims are protected from retaliation;

(f) Ratify the Maternity Protection Convention, 2000 (No. 183), the Domestic Workers Convention, 2011 (No. 189), and the Violence and Harassment Convention, 2019 (No. 190), of the International Labour Organization.

## CMW

CMW Committee, [Concluding observations on the second periodic report of Türkiye](#)

1. The Committee considered the second periodic report of Türkiye<sup>32</sup> at its 552nd and 553rd meetings,<sup>33</sup> held on 3 and 4 June 2024. At its 570th meeting, held on 14 June 2024, it adopted the present concluding observations. (CMW/C/TUR/CO/2; 11 July 2024).

## ILO

### CEACR

1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Türkiye**
2. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Türkiye**
3. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C096 - Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96) - Türkiye**
4. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - Türkiye**
5. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - Türkiye**
6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C142 - Human Resources Development Convention, 1975 (No. 142) - Türkiye**
7. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C138 - Minimum Age Convention, 1973 (No. 138) - Türkiye**
8. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C077 - Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77) - Türkiye**

<sup>32</sup> [CMW/C/TUR/2](#).

<sup>33</sup> [CMW/C/SR.552](#) and [CMW/C/SR.553](#).

9. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - Türkiye**
10. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - Türkiye**
11. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C138 - Minimum Age Convention, 1973 (No. 138) - Türkiye**
12. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Türkiye**
13. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159) - Türkiye**
14. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C088 - Employment Service Convention, 1948 (No. 88) - Türkiye**
15. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C094 - Labour Clauses (Public Contracts) Convention, 1949 (No. 94) – Türkiye**
16. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - Türkiye**
17. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Türkiye**
18. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Türkiye**
19. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C158 - Termination of Employment Convention, 1982 (No. 158) - Türkiye**
20. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Türkiye**
21. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Türkiye**
22. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159) - Türkiye**
23. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Türkiye**
24. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Türkiye**
25. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Türkiye**
26. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Türkiye**
27. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Türkiye**

28. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention*, 1948 (No. 87) - **Türkiye**
29. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C087** - *Freedom of Association and Protection of the Right to Organise Convention*, 1948 (No. 87) - **Türkiye**
30. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C152** - *Occupational Safety and Health (Dock Work) Convention*, 1979 (No. 152) – **Türkiye**
31. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C187** - *Promotional Framework for Occupational Safety and Health Convention*, 2006 (No. 187) - **Türkiye**
32. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C176** - *Safety and Health in Mines Convention*, 1995 (No. 176) - **Türkiye**
33. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C167** - *Safety and Health in Construction Convention*, 1988 (No. 167) - **Türkiye**
34. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C161** - *Occupational Health Services Convention*, 1985 (No. 161) - **Türkiye**
35. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C155** - *Occupational Safety and Health Convention*, 1981 (No. 155) - **Türkiye**
36. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C127** - *Maximum Weight Convention*, 1967 (No. 127) - **Türkiye**
37. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C119** - *Guarding of Machinery Convention*, 1963 (No. 119) - **Türkiye**
38. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C115** - *Radiation Protection Convention*, 1960 (No. 115) - **Türkiye**
39. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C127** - *Maximum Weight Convention*, 1967 (No. 127) - **Türkiye**
40. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C115** - *Radiation Protection Convention*, 1960 (No. 115) - **Türkiye**
41. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C119** - *Guarding of Machinery Convention*, 1963 (No. 119) - **Türkiye**
42. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C155** - *Occupational Safety and Health Convention*, 1981 (No. 155) - **Türkiye**
43. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C161** - *Occupational Health Services Convention*, 1985 (No. 161) - **Türkiye**
44. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C167** - *Safety and Health in Construction Convention*, 1988 (No. 167) - **Türkiye**
45. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C176** - *Safety and Health in Mines Convention*, 1995 (No. 176) - **Türkiye**
46. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C187** - *Promotional Framework for Occupational Safety and Health Convention*, 2006 (No. 187) - **Türkiye**
47. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C069** - *Certification of Ships' Cooks Convention*, 1946 (No. 69) - **Türkiye**

48. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C092** - Accommodation of Crews Convention (Revised), 1949 (No. 92) - **Türkiye**
49. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C108** - Seafarers' Identity Documents Convention, 1958 (No. 108) - **Türkiye**
50. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C166** - Repatriation of Seafarers Convention (Revised), 1987 (No. 166) - **Türkiye**
51. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C055** - Shipowners' Liability (Sick and Injured Seamen) Convention, 1936 (No. 55) - **Türkiye**
52. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C068** - Food and Catering (Ships' Crews) Convention, 1946 (No. 68) - **Türkiye**
53. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C134** - Prevention of Accidents (Seafarers) Convention, 1970 (No. 134) - **Türkiye**
54. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C146** - Seafarers' Annual Leave with Pay Convention, 1976 (No. 146) - **Türkiye**
55. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C164** - Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164) - **Türkiye**
56. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C133** - Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133) - **Türkiye**
57. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C098** - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - **Türkiye**

## **CFA**

[Case No 3490 \(Türkiye\) - Complaint date: 08-JAN-25](#) Private Sector Teachers' Union (Öğretmen-Sen)

[Case No 3478 \(Türkiye\) - Complaint date: 16-MAY-24](#) the Labour Union of Post Office, Phone and Telecommunication Workers of Turkey (PTT Sen)

[Case No 3410 \(Türkiye\) - Complaint date: 12-JUL-21](#) International Union of Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) The complainant organization alleges that the national legislation does not provide sufficient protection against anti-union dismissals. It also alleges acts of anti-union interference and discrimination, including dismissals, by corporations in the food industry

- [Report in which the committee requests to be kept informed of development - Report No 399, June 2022 \( 309 - 353 \)](#)

## Ukraine

### UN

#### CEDAW

#### CEDAW Committee, Concluding observations on the ninth periodic report of Ukraine

1. The Committee considered the ninth periodic report of Ukraine ([CEDAW/C/UKR/9](#)) at its 1921st and 1923rd meetings (see [CEDAW/C/SR.1921](#) and [CEDAW/C/SR.1923](#)) held on 18 and 19 October 2022.

#### Employment

39. The Committee welcomes the abolishment of the list of more than 450 professions prohibited for women ([CEDAW/C/UKR/9](#), para. 184) and the approval of guidelines for gender audits in enterprises, institutions, and organizations (2021). The Committee nevertheless notes with concern:

(a) The increase in the unemployment rate among women and the high numbers of unemployed young women ([CEDAW/C/UKR/9](#), paras. 180 and 181);

(b) The continued horizontal and vertical segregation in the labour market and the high concentration of women in low-paid jobs, in the informal sector and in positions in the formal sector, for which the employer does not declare income for tax and social protection purposes;

(c) The orientation of women and girls to traditionally female-dominated occupations in career guidance at the educational level and in programmes for unemployed women ([CEDAW/C/UKR/9](#), para. 182);

(d) The persistent gender pay gap ([CEDAW/C/UKR/9](#), para. 197), despite its slight decrease and continued efforts to reduce it by the State party;

(e) The absence in legislation explicitly prohibiting sexual harassment in the workplace;

(f) The persistently low number of men availing themselves of parental leave while the child is under 3 years of age ([CEDAW/C/UKR/9](#), para. 84).

40. **With reference to its previous recommendations ([CEDAW/C/UKR/CO/8](#), para. 37), the Committee recommends that the State party:**

(a) **Reduce unemployment among women, including through targeted measures by the State Employment Service and the Ministry for Development of Economy, Trade and Agriculture ([CEDAW/C/UKR/9](#), paras. 185–188), with an emphasis on unemployed internally displaced women, single mothers, young mothers, older women, rural women, women with disabilities, lesbian, bisexual, transgender and intersex women, women who use drugs, Roma women and women living in conflict-affected areas of the State party;**

(b) **Take steps to eliminate horizontal and vertical occupational segregation, including by adopting temporary special measures, such as vocational training and quotas, to promote women's access to formal employment, including leadership positions, and employment in the sectors previously prohibited to women, and to ensure that employers**

declare the income of all women employees for tax and social protection purposes;

(c) Eliminate gender stereotypes in career orientation, including by conducting training to address discrimination against women in the workplace for employment centres, labour inspectorates, employers' organizations and trade unions ([CEDAW/C/UKR/9](#), para. 183);

(d) Effectively enforce the principle of equal pay for work of equal value in both the public and private sectors, in order to narrow and eventually close the gender pay gap, by enshrining the principle in national legislation and regularly reviewing wages in sectors where women are concentrated and adopt measures to close the gender pay gap, including through gender-neutral analytical job classification and evaluation methods, and regular pay surveys;

(e) Amend the Labour Law to explicitly prohibit sexual harassment in the workplace, and impose adequate penalties on those responsible, and adopt measures to prevent discrimination and sexual harassment in the workplace, including through regular labour inspections, gender audits of companies and by developing a system for filing complaints, ensuring that victims have effective access to redress and implementing the Guidelines on including in collective agreements provisions that aim to ensure equal rights and opportunities for women and men in labour relations (2020) ([CEDAW/C/UKR/9](#), para. 200);

(f) Promote the equal sharing of domestic and childcare responsibilities between women and men, including by increasing the number of adequate childcare institutions and promoting the value and use of parental leave through awareness-raising campaigns, and allocate the necessary human, technical and financial resources to fully implement the Workers with Family Responsibilities Convention, 1981 (No. 156), of the International Labour Organization;

(g) Ratify the ILO Maternity Protection Convention, 2000 (No. 183), the ILO Domestic Workers Convention, 2011 (No. 189) and the ILO Violence and Harassment Convention, 2019 (No. 190).

## ILO

### CEACR

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1. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C156 - Workers with Family Responsibilities Convention, 1981 (No. 156) - Ukraine*
  2. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)Ukraine](#)
  3. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C122 - Employment Policy Convention, 1964 (No. 122) - Ukraine*
  4. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C117 - Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117) - Ukraine*
  5. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C140 - Paid Educational Leave Convention, 1974 (No. 140) - Ukraine*
  6. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
*C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159) - Ukraine*



7. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Ukraine**
  8. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - Ukraine**
  9. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C158 - Termination of Employment Convention, 1982 (No. 158) - Ukraine**
  10. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C142 - Human Resources Development Convention, 1975 (No. 142) - Ukraine**
  11. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C105 - Abolition of Forced Labour Convention, 1957 (No. 105) - Ukraine**
  12. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - Ukraine**
  13. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Ukraine**
  14. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Ukraine**
  15. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C119 - Guarding of Machinery Convention, 1963 (No. 119) - Ukraine**
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16. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)**Ukraine**
  17. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Ukraine**
  18. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Ukraine**
  19. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Ukraine**
  20. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Ukraine**
  21. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C173 - Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173) - Ukraine**
  22. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C131 - Minimum Wage Fixing Convention, 1970 (No. 131) - Ukraine**
  23. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C095 - Protection of Wages Convention, 1949 (No. 95) - Ukraine**
  24. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C176 - Safety and Health in Mines Convention, 1995 (No. 176) - Ukraine**
  25. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C155 - Occupational Safety and Health Convention, 1981 (No. 155) - Ukraine**
  26. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C139 - Occupational Cancer Convention, 1974 (No. 139) - Ukraine**
  27. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C115 - Radiation Protection Convention, 1960 (No. 115) - Ukraine**



28. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948**  
 (No. 87) - **Ukraine**
29. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C078 - Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946**  
 (No. 78) - **Ukraine**
30. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C077 - Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77) – Ukraine**
31. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Ukraine**
32. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C138 - Minimum Age Convention, 1973 (No. 138) - Ukraine**
33. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C138 - Minimum Age Convention, 1973 (No. 138) - Ukraine**
34. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - Ukraine**
35. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - Ukraine**
36. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C184 - Safety and Health in Agriculture Convention, 2001 (No. 184) - Ukraine**
37. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C176 - Safety and Health in Mines Convention, 1995 (No. 176) - Ukraine**
38. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C174 - Prevention of Major Industrial Accidents Convention, 1993 (No. 174) - Ukraine**
39. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C161 - Occupational Health Services Convention, 1985 (No. 161) - Ukraine**
40. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C155 - Occupational Safety and Health Convention, 1981 (No. 155) - Ukraine**
41. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C139 - Occupational Cancer Convention, 1974 (No. 139) - Ukraine**
42. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C120 - Hygiene (Commerce and Offices) Convention, 1964 (No. 120) - Ukraine**
43. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C115 - Radiation Protection Convention, 1960 (No. 115) - Ukraine**
44. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Ukraine**
45. [General Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**Ukraine**
46. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)**Ukraine**
47. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948**  
 (No. 87) - **Ukraine**

48. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C176** - *Safety and Health in Mines Convention, 1995 (No. 176)* - **Ukraine**
49. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C155** - *Occupational Safety and Health Convention, 1981 (No. 155)* - **Ukraine**
50. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C139** - *Occupational Cancer Convention, 1974 (No. 139)* - **Ukraine**
51. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C115** - *Radiation Protection Convention, 1960 (No. 115)* - **Ukraine**
52. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C184** - *Safety and Health in Agriculture Convention, 2001 (No. 184)* - **Ukraine**
53. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C176** - *Safety and Health in Mines Convention, 1995 (No. 176)* - **Ukraine**
54. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C174** - *Prevention of Major Industrial Accidents Convention, 1993 (No. 174)* - **Ukraine**
55. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C161** - *Occupational Health Services Convention, 1985 (No. 161)* - **Ukraine**
56. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C155** - *Occupational Safety and Health Convention, 1981 (No. 155)* - **Ukraine**
57. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C139** - *Occupational Cancer Convention, 1974 (No. 139)* - **Ukraine**
58. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C120** - *Hygiene (Commerce and Offices) Convention, 1964 (No. 120)* - **Ukraine**
59. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C119** - *Guarding of Machinery Convention, 1963 (No. 119)* - **Ukraine**
60. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C115** - *Radiation Protection Convention, 1960 (No. 115)* - **Ukraine**
61. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C159** - *Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)* - **Ukraine**
62. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C158** - *Termination of Employment Convention, 1982 (No. 158)* - **Ukraine**
63. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C144** - *Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)* - **Ukraine**
64. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C142** - *Human Resources Development Convention, 1975 (No. 142)* - **Ukraine**
65. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C140** - *Paid Educational Leave Convention, 1974 (No. 140)* - **Ukraine**
66. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C122** - *Employment Policy Convention, 1964 (No. 122)* - **Ukraine**
67. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C117** - *Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)* - **Ukraine**
68. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C032** - *Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)* - **Ukraine**

69. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)**Ukraine**
70. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C027 - Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27) - Ukraine**
71. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C147 - Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147) - Ukraine**
72. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C133 - Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133) - Ukraine**
73. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C108 - Seafarers' Identity Documents Convention, 1958 (No. 108) - Ukraine**
74. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C092 - Accommodation of Crews Convention (Revised), 1949 (No. 92) - Ukraine**
75. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C069 - Certification of Ships' Cooks Convention, 1946 (No. 69) - Ukraine**
76. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C023 - Repatriation of Seamen Convention, 1926 (No. 23) - Ukraine**
77. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C126 - Accommodation of Crews (Fishermen) Convention, 1966 (No. 126) - Ukraine**
78. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Ukraine**
79. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - Ukraine**
80. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - Ukraine**
81. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Ukraine**
82. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Ukraine**
83. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129) - Ukraine**
84. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C150 - Labour Administration Convention, 1978 (No. 150) - Ukraine**
85. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - Ukraine**
86. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C115 - Radiation Protection Convention, 1960 (No. 115) - Ukraine**
87. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C173 - Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173) - Ukraine**
88. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C131 - Minimum Wage Fixing Convention, 1970 (No. 131) - Ukraine**
89. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C095 - Protection of Wages Convention, 1949 (No. 95) - Ukraine**

## CFA

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**Case No 3390 (Ukraine) - Complaint date: 02-JUL-20***Federation of Trade Unions of Ukraine (FPU) and Confederation of Free Trade Unions of Ukraine (KVPU)***The complainant organizations allege that if adopted, the draft law of Ukraine on amendments to some legislative acts of Ukraine regarding trade union activities (No. 2681) will violate freedom of association and collective bargaining rights in Ukraine**

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- **Definitive Report - Report No 403, June 2023 ( 534 - 597 )**
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## United Kingdom

### UN

#### ICESCR

#### CESCR, Concluding observations on the seventh periodic report of the United Kingdom of Great Britain and Northern Ireland<sup>34</sup>

##### Equality between men and women

30. While noting the adoption of the Domestic Abuse Act 2021 and the ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence in 2022, the Committee remains concerned about persistent gender inequalities, gender-based violence and stereotypes, which hinder women's full enjoyment of economic, social and cultural rights (arts. 3 and 10).

31. **Recalling its general comment No. 16 (2005) on the equal right of men and women to the enjoyment of all economic, social and cultural rights, the Committee recommends that the State Party, along with the devolved governments of Northern Ireland, Scotland and Wales:**

(a) **Intensify efforts to combat negative gender stereotypes and promote attitudinal change, including by addressing stereotypical imaging and the objectification of women in the media;**

(b) **Ensure women's access to justice and strengthen responses to gender-based violence through comprehensive legislation, public policies and investigation protocols, alongside robust protection, remedies and support for victims;**

(c) **Enhance gender-responsive budgeting to guarantee women's equal access to employment, social security, healthcare, education and decision-making roles in both the public and private sectors, with targeted measures for women with disabilities, women from ethnic minorities, including Gypsies, Roma and Travellers, women of African, Asian and Arab descent, women members of Jewish, Muslim and Hindu communities, migrant, refugee and asylum-seeking women and lesbian, bisexual, intersex and transgender women.**

##### Right to work

32. The Committee notes the overall decline in unemployment rates. It remains concerned, however, about the relative high unemployment and underemployment rates among disadvantaged groups and in certain regions and the structural barriers that those groups face in access to the labour market and employment services (art. 6).

33. **The Committee recommends that the State Party, along with the devolved government of Northern Ireland, strengthen efforts to address unemployment and underemployment among women, persons with disabilities, young people, ethnic minorities and migrants by implementing targeted public sector employment schemes, enhancing vocational training and employment services, ensuring reasonable accommodation in recruitment and the workplace and developing private sector partnerships, guided by the Committee's general comment No. 18 (2005) on the right to work.**

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<sup>34</sup> The Committee considered the seventh periodic report of the United Kingdom of Great Britain and Northern Ireland at its eighth and ninth meetings, held on 13 and 14 February 2025, and adopted the present concluding observations at its thirtieth meeting, held on 28 February 2025 ([E/C.12/GBR/CO/7, 12 March 2025](#)).

### **Right to just and favourable conditions of work**

34. While noting the proposed Employment Rights Bill, the Committee is concerned about the prevalence of part-time, temporary and zero-hour contracts and precarious self-employment, which undermine the right to just and favourable conditions of work. It is also concerned about reports of workplace discrimination and harassment and the heightened risk of exploitation faced by migrant workers on certain visa schemes. Furthermore, the Committee is concerned about deficiencies in the enforcement of labour laws and disparities in their application (art. 7).

35. **The Committee recommends that the State Party, along with the devolved government of Northern Ireland:**

(a) **Intensify efforts to address precarious working conditions, including part-time, temporary and zero-hour contracts and self-employment, and create decent work opportunities, with a particular focus on women from ethnic minority groups and persons with disabilities, guided by the Committee's general comment No. 23 (2016) on the right to just and favourable conditions of work;**

(b) **Guarantee that labour and social security rights for workers in precarious employment, including part-time, temporary and zero-hour contracts and self-employment, are fully protected in law and practice;**

(c) **Ensure that migrant workers enjoy equal rights to other workers, in law and practice, in terms of wages, job security, rest and leisure, social security and trade union membership, and eliminate exploitative practices affecting migrant workers, particularly workers under such work visa arrangements as the Health and Care Worker, Overseas Domestic Worker and Seasonal Worker visa schemes, by banning recruitment fees, lifting restrictions on changing employers, extending wage protections, protecting workers who report abuse and guaranteeing access to inspection and reporting mechanisms, including interpretation services and legal aid;**

(d) **Strengthen enforcement bodies for labour rights, including labour inspection and reporting mechanisms, by allocating the necessary powers and adequate financial, human and technical resources to effectively monitor working conditions and ensure that all workers, including migrant workers, have access to effective remedies;**

(e) **Enhance protections against discrimination in employment and occupation, including based on ethnicity and gender identity, and reinforce measures against harassment, including sexual harassment, with effective reporting and redress mechanisms.**

### **Minimum wage**

36. The Committee is concerned that, despite periodic increases, the minimum wage has not kept pace with the rising cost of living, making it insufficient to enable a decent living for workers and their families, particularly those in low-paid jobs, the public sector and precarious employment. Furthermore, while noting the introduction of gender pay gap reporting in 2017 and the plans for mandatory ethnicity and disability pay gap reporting, the Committee remains concerned about persistent regional wage disparities and unequal pay for work of equal value, which continue to disproportionately affect women, persons with disabilities and ethnic minorities (art. 7).

37. **The Committee urges the State Party:**

(a) **To index the minimum wage to the cost of living and adjust it regularly, in collaboration with social partners, to ensure that workers and their families enjoy an adequate standard of living and to guarantee full compliance**

with minimum wage regulations across all sectors and forms of employment in all jurisdictions;

(b) To strengthen measures to guarantee equal pay for work of equal value, particularly for women, persons with disabilities and ethnic minorities, by enforcing mandatory pay transparency reporting, establishing cross-sectoral job valuation and introducing binding measures with appropriate sanctions with a view to closing the pay gaps;

(c) To ensure, in coordination with the devolved government of Northern Ireland, the implementation of the mandatory pay gap reporting provisions under the Employment Act (Northern Ireland) 2016.

#### Trade union rights

38. The Committee is concerned that the Trade Union Act 2016 and the Strikes (Minimum Service Levels) Act 2023 unduly restrict trade union rights, particularly with respect to collective bargaining and the right to strike, and weaken protections against blacklisting. It is also concerned about reports that electronic balloting remains unimplemented (art. 8).

39. The Committee urges the State Party to review the Trade Union Act 2016 and the Strikes (Minimum Service Levels) Act 2023 to ensure compliance with article 8 of the Covenant and safeguard trade union rights without undue restrictions. It also calls upon the State Party to effectively enforce the Employment Relations Act 1999 and its Regulations 2010 to prevent the blacklisting of trade union members and to ensure access to legal remedies and compensation for affected workers. In addition, the Committee recommends the prompt implementation of electronic balloting for industrial action, with adequate technical support and consultation with trade unions and employers.

## ILO

### CEACR

1. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C182 - Worst Forms of Child Labour Convention, 1999 (No. 182) - United Kingdom of Great Britain and Northern Ireland**
2. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**United Kingdom of Great Britain and Northern Ireland**
3. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C122 - Employment Policy Convention, 1964 (No. 122) - United Kingdom of Great Britain and Northern Ireland**
4. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - United Kingdom of Great Britain and Northern Ireland**
5. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C081 - Labour Inspection Convention, 1947 (No. 81) - United Kingdom of Great Britain and Northern Ireland**
6. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - United Kingdom of Great Britain and Northern Ireland**



7. [Observation \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C029 - Forced Labour Convention, 1930 (No. 29) - United Kingdom of Great Britain and Northern Ireland**
8. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C142 - Human Resources Development Convention, 1975 (No. 142) - United Kingdom of Great Britain and Northern Ireland**
9. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C140 - Paid Educational Leave Convention, 1974 (No. 140) - United Kingdom of Great Britain and Northern Ireland**
10. [Direct Request \(CEACR\) - adopted 2024, published 113rd ILC session \(2025\)](#)  
**C105 - Abolition of Forced Labour Convention, 1957 (No. 105) - United Kingdom of Great Britain and Northern Ireland**
11. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) - United Kingdom of Great Britain and Northern Ireland**
12. [Direct Request on submission to competent authorities \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**United Kingdom of Great Britain and Northern Ireland**
13. [Observation \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - United Kingdom of Great Britain and Northern Ireland**
14. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - United Kingdom of Great Britain and Northern Ireland**
15. [Direct Request \(CEACR\) - adopted 2023, published 112nd ILC session \(2024\)](#)  
**MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) - United Kingdom of Great Britain and Northern Ireland**
16. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - United Kingdom of Great Britain and Northern Ireland**
17. [Observation \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - United Kingdom of Great Britain and Northern Ireland**
18. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - United Kingdom of Great Britain and Northern Ireland**
19. [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)  
**C188 - Work in Fishing Convention, 2007 (No. 188) - United Kingdom of Great Britain and Northern Ireland**
20. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C032 - Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32) - United Kingdom of Great Britain and Northern Ireland**

21. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C108 - Seafarers' Identity Documents Convention, 1958 (No. 108) - United Kingdom of Great Britain and Northern Ireland**
22. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C100 - Equal Remuneration Convention, 1951 (No. 100) - United Kingdom of Great Britain and Northern Ireland**
23. [Direct Request \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - United Kingdom of Great Britain and Northern Ireland**
24. [Observation \(CEACR\) - adopted 2021, published 110th ILC session \(2022\)](#)  
**C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) - United Kingdom of Great Britain and Northern Ireland**

## **CFA**

**Case No 3455 (United Kingdom of Great Britain and Northern Ireland) - Complaint date: 28-FEB-24***Independent Workers of Great Britain (IWGB)* The complainant organization claims that it is denied the right to bargain collectively on behalf of the riders of a food delivery company, referring to a 2024 Supreme Court decision

- [Definitive Report - Report No 409, March 2025 \(350 - 400\)](#)

**Case No 3432 (United Kingdom of Great Britain and Northern Ireland) - Complaint date: 11-MAY-22***Nautilus International (Nautilus), the National Union of Rail, Maritime and Transport Workers (RMT), the Trades Union Congress (TUC), the European Transport Workers' Federation (ETF), the International Transport Workers' Federation (ITF) and the International Trade Union Confederation (ITUC)* The complainant organizations allege that 786 seafarers were dismissed by a company in the maritime industry without prior notice or trade union consultation, in breach of collective agreements concluded with two trade unions as well as the national legislation, and subsequently rehired under lesser working conditions or replaced by non-unionized agency workers

- [Definitive Report - Report No 404, October 2023 \( 610 - 651 \)](#)

## ANNEX – LEGAL OPINION



### Legal Opinion

#### Is the current reporting system of the European Social Charter in conformity with Article 21 ESC 1961?

(19.06.2025)

#### Overview

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## Executive Summary

From 2024 onwards a new system of reporting has been introduced by the Committee of Ministers (CM) of the Council of Europe (CoE) in relation to the European Social Charter (ESC).<sup>35</sup> This 'Legal opinion' examines its compliance with the respective Article 21 ESC 1961<sup>36</sup> defining the reporting obligations by the Contracting Parties and concludes, as already highlighted by the ETUC in different meetings of the Governmental Committee of the European Social Charter and European Code of Social Security (GC) as well as the dedicated GC "Reform" Working Group, that it is in evident violation of this provision.

## 1. Introduction: Monitoring human rights implementation

- 1 Human rights without effective monitoring risk to become meaningless and toothless. This is all the more true in relation to social, workers and trade union rights which are also human rights. In this respect reports of Contracting Parties to (social) human rights treaties play a central role as the beginning of independent examination proceedings with important involvement of other actors, notably trade unions.<sup>37</sup>

### 1.1. General importance

- 2 At global level, the general importance of monitoring is recognised.<sup>38</sup> In United Nations (UN)-terms: *'To ensure human rights standards and commitments are in place around the world, monitoring is a critical component of human rights work'*.<sup>39</sup> Important examples of human rights monitoring based mainly on State reports are the Committee on Economic, Social and Cultural Rights (CESCR) examining compliance with the UN International Covenant on Economic, Social and Cultural Rights (ICESCR) and the ILO supervisory bodies, in particular the Committee of Experts on the Application of Conventions and Recommendation (CEACR).<sup>40</sup>

### 1.2. Specific importance in the Council of Europe

- 3 As the **guarantor of human rights** at European level, the CoE attributes great importance to monitoring. It *'strives not only to develop common rules and standards, but also to establish a system for enforcing these standards by anticipating any malfunctioning'*.<sup>41</sup> Monitoring *'is carried out by*

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<sup>35</sup> All provisions without further indication relate to the Revised European Social Charter of 1996 unless the context clearly provides otherwise (the original ESC version will be called 'ESC 1961').

<sup>36</sup> Respectively Article C ESC.

<sup>37</sup> In order to improve the monitoring there have been important developments by supplementing reporting systems by 'complaints systems'.

<sup>38</sup> See, for example, UN, Basic principles of human rights monitoring <https://www.ohchr.org/sites/default/files/Documents/Publications/Chapter02-MHRM.pdf>

<sup>39</sup> <https://www.ohchr.org/en/instruments-and-mechanisms>

<sup>40</sup> For the other ('complaints') system, see the procedures provided for in Articles 24 and 25 ILO Constitution (representations) and Articles 26 seq. (complaints); specifically on issues of Freedom of Association the Committee on Freedom of Association (CFA).

<sup>41</sup> CoE, Practical impact of the Council of Europe monitoring mechanisms in improving respect for human rights and the rule of law in member states, Strasbourg, Foreword by M. Boillat, 2014,

*several well-established independent bodies with recognised expertise and professionalism that enable the Council of Europe to identify areas of non-compliance and address recommendations to its member states’.*<sup>42</sup>

- 4 According to its basic principles, the CoE is also the **guarantor of the rule of law**. That means that especially within its own activities, it has to follow this principle even more accurately.

### ***1.3. Particularly in relation to the European Social Charter (ESC)***

- 5 As human rights treaty in the social field at pan-European level, the ESC complements the European Convention on Human Rights (ECHR) in relation to civil and political rights.

#### **1.3.1. The general idea of the reporting system**

- 6 The general idea of the ESC reporting system has to be confronted with the monitoring of the ESC’s counter-part on civil and political rights, the ECHR. From its entering into force a judicial organ, the European Court of Human Rights (ECtHR) has been entrusted with the monitoring function on the basis of individual applications (complaints system). For the ESC such a system was refused. Instead, its monitoring was based on a reporting system, with reports from the Governments on the implementation of the accepted provisions being examined by the European Committee of Social Rights (ECSR).<sup>43</sup> Accordingly, the reporting system had the very crucial function to compensate the denial of judicial redress.

#### **1.3.2. The development of the reporting system**

- 7 The monitoring of the implementation of the rights guaranteed in the ESC has from the beginning been defined by the reporting obligations in Article 21 ESC 1961. It was inspired by the ILO reporting system for ratified Conventions.
- 8 The reporting system had started with a system based on one report every two years for all provisions or the half of the provisions every two years. Until the adoption of the [Amending Protocol of 1991 reforming the supervisory mechanism](#) (CETS No. 142, ‘Turin Protocol’)<sup>44</sup> it had not been changed. This is all the more significant as its Preamble states: *‘Being resolved to take some measures to improve the effectiveness of the Charter, and particularly the functioning of its supervisory machinery’* (Recital 1).
- 9 The main issue was the clear separation of roles of the two bodies: the ECSR was attributed the role of legal assessment whereas the GC was limited to the preparatory role for (political) decisions by the CM. Indeed, the role of the ECSR has been defined in clear terms by Article 24(2) ESC: *‘2. With regard to the reports referred to in Article 21, the Committee of Independent Experts shall assess from a legal standpoint the compliance of national law and practice with the obligations arising from the Charter for the Contracting Parties concerned.’*
- 10 This means that the reporting system in relation to the reporting obligations of the Governments worked reasonably well. Any attempt to weaken it would have been rejected.
- 11 Nevertheless, the reporting system has over the years been changed mainly by prolongation of the periodicity (two to four years) as well by ‘simplifying’ or reducing the reporting burden by limiting the

<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806d22c8>, p. 6.

<sup>42</sup> <https://www.coe.int/en/web/human-rights-rule-of-law/monitoring-mechanism>

<sup>43</sup> Named in the pertinent provision of Article 25 ESC 1961 ‘Committee of Experts’.

<sup>44</sup> Protocol amending the European Social Charter, Turin, 21.X.1991, European Treaty Series - No. 142, <https://rm.coe.int/168007bd24> (not yet entered formally into force).

information to be provided (selection of articles, targeted questions, ...). The previous reporting system was based on provisions separated in four groups (I – IV) of ESC rights every year, for countries having ratified the [Additional Protocol of 1995 providing for a system of collective complaints](#) (CETS No. 158 – Collective Complaints Procedure Protocol – CCPP) every two years.

- 12 The latest reports for Group III, on labour rights including trade union and workers representatives' rights (and which largely coincides with this new "1<sup>st</sup> Group of ESC articles" but also including articles from other previous Group I, II and IV), were examined by the European Committee of Social Rights (ECSR) in 2022. It identified numerous violations and allowed the GC to vote (in favour) of multiple individual Recommendations.

## 2. New reporting system

- 13 The new and currently applied reporting system for the ESC is based on a [decision of 27 September 2022 of the Ministers' Deputies](#) (CM decision) concerning the reform of the system of presentation of reports relating to the application of the European Social Charter in 2022 (the 'new system').<sup>45</sup> It is in force since 2023 with the following main elements in relation to the reporting system.<sup>46</sup>
- 14 According to this decision, the authorities of those states parties have been invited to submit a report on the first group of provisions (see below para. 19)<sup>47</sup> until 30 December 2024. The ECSR and the GC have defined a limited number of [targeted questions](#) (see below para. 29 in relation to the provisions concerned) to be answered in the report.

### 2.1. Description

#### 2.1.1. Different categories of States and provisions

- 15 The 42 Contracting Parties to the ESC have been divided into two categories of States (by 31/12/2024):
- 16 26 States not having ratified the CCPP:  
Albania, Andorra, Armenia, Austria, Azerbaijan, Bosnia and Herzegovina, Denmark, Estonia, Georgia, Germany, Hungary, Iceland, Latvia, Lithuania, Luxembourg, Malta, Republic of Moldova, Montenegro, North Macedonia, Poland, Romania, Serbia, Slovak Republic, Türkiye, Ukraine, United Kingdom;
- 17 16 States having ratified the CCPP:  
Belgium, Bulgaria, Croatia, Cyprus, the Czech Republic, Finland, France, Greece, Ireland, Italy, the Netherlands, Norway, Portugal, Slovenia, Spain and Sweden.<sup>48</sup>
- 18 The 98 provisions of the ESC have been divided into two groups:
- 19 First Group:

<sup>45</sup> CM, 27 September 2022, 1444th meeting, item 4.4 Implementation of the Report on Improving the European Social Charter system, [decision of 27 September 2022 of the Ministers' Deputies](#) (see also 6.2)

<sup>46</sup> The problem of 'first' reports after ratification of the ESC 1996 and/or acceptance of (new) provisions does not appear to be addressed specifically.

<sup>47</sup> Any cross-references in the text or in the footnotes referring to a para. or to a numbered (sub-)section may be used by clicking on them in order to find more easily.

<sup>48</sup> See for the chronological order of ratification 6.2)

Total of 50 provisions:<sup>49</sup> Article 1 - Article 2 - Article 3 - Article 4 - Article 5 - Article 6 - Article 8 - Article 9 - Article 10 - Article 18 - Article 19 - Article 20 - Article 21 - Article 22 - Article 24 - Article - 25 - Article 28 - Article 29 (adjusted as necessary for the 1961 Charter and 1988 Protocol).

20 Second Group:

Total of 48 provisions:<sup>50</sup> Article 7 - Article 11 - Article 12 - Article 13 - Article 14 - Article 15 - Article 16 - Article 17 - Article 23 - Article 26 - Article 27 - Article 30 - Article 31 (adjusted as necessary for the 1961 Charter and 1988 Protocol).

### 2.1.2. Limitations in terms of periodicity

21 The **periodicity** and the contents vary according to those two categories:

- The first category of States (see above para. 16) has to report in a **four** years interval on all (accepted) provisions (the first group (see above para. 19) in the first two years and the second group (see above para. 20) in the second two years)
- The second category of States (see above para. 17) has to report in an **eight** years interval on all (accepted) provisions (the first group (see above para. 19) in the first four years and the second group (see above para. 20) in the second four years).

### 2.1.3. Further limitations

22 For **States not having ratified the CCPP** (see above para. 16) further limitations on reporting obligations have been introduced:

- 'A **short report** shall be submitted by States Parties every two years' (para. 1 of the CM decision);<sup>51</sup>
- The ECSR 'and the Governmental Committee of the European Social Charter and European Code of Social Security (GC) shall **define a limited number of targeted questions to be answered**'<sup>52</sup> (para. 2);<sup>53</sup>
- Only '[w]here **absolutely necessary** for a proper assessment of the situation, the ECSR may, during the examination of the report, address **a limited number of specific questions** to a State Party' (para. 3).
- '**The number of themes or topics** to be covered in one report **should in principle not exceed about a dozen**'. (para. 3)
- 'In its conclusions about a particular provision, the **ECSR is invited not to ask additional questions for response in the next report** on that subject.' (para. 4)
- '**Other issues requiring further clarification** as regards the implementation of the Charter **shall be the subject of direct dialogue** between the ECSR and the competent national authorities.' (para. 4).

<sup>49</sup> As result of the calculation this number is not correct: the articles mentioned contain 59 provisions (see 6.1 below).

<sup>50</sup> As result of the calculation this number is not correct: the articles mentioned contain 39 provisions (see 6.1 below).

<sup>51</sup> The paras. mentioned in paras. 22 and 23 refer to the CM decision of 27 September 2022 (see above para. 13 and below 6.2). For the provisions covered by the 'targeted questions' see below para. 29.

<sup>52</sup> All emphases (**bold italics**) in all quotations are added.

<sup>53</sup> The paras. mentioned refer to the CM decision of 27 September 2022 (see above). For the provisions covered by the 'targeted questions' see below para. 29.



- 23 For **States having ratified the CCPP** (see above para. 17) further limitations on reporting obligations have been introduced:
- 'shall be asked to submit only one **short** report (...) every four years' (para. 5)
  - The 'targeted questions (...) should also take into account complaints which have been lodged invoking the provisions. **Where appropriate, no targeted questions would be posed on such provisions.**' (para. 5)
- 24 The introduction of 'ad hoc reports' (without legal assessments) in 2023 have led to a further prolongation of the 'normal' periodicity (extension of one year) because no other reports were due in 2023.

## ***2.2. Consequences***

- 25 The consequences of the new system may be described as follows:

### **2.2.1. In quantitative terms**

- 26 In quantitative terms the analysis of the consequences of the new system refers to the totality of the 98 numbered provisions of the ESC.

#### *In relation to the 'two yearly intervals'*

- 27 The two years interval is
- relevant only for the first group of provisions (see above para. 19) (and only in relation to those countries not having ratified the CCPP (see above para. 16)) and is even
  - prolonged by the inclusion of 'ad hoc reports' (without any legal assessment) for the year 2023.

#### *In relation to the provisions*

- 28 By providing exact figures the compilation in the Appendix shows the following:
- 29 According to the 'targeted questions' only 9 provisions have to be reported on:
- Article 2(1) Reasonable daily and weekly working hours
  - Article 3(1) Health and safety and the working environment
  - Article 3(2) of the Revised Charter (Article 3§1 ESC 1961) Health and safety regulations
  - Article 3(3) of Revised Charter (Article 3§2 ESC 1961) Enforcement of health and safety health regulations
  - Article 4(3) Right of men and women to equal pay for work of equal value
  - Article 5 Right to organise
  - Article 6(1) Joint consultation
  - Article 6(2) Collective bargaining
  - Article 6(4) Collective action
  - Article 20 – Right to equal opportunities between women and men.
- 30 This means that out of the 98 numbered provisions only less than 10% of them have to be addressed by the Governments concerned.<sup>54</sup>

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<sup>54</sup> This number is even less than the envisaged as usual maximum of 12 ('The number of themes or topics to be covered in one report should in principle not exceed about a dozen.', para 3).

### 2.2.2. In qualitative terms

- 31 There are several dimensions by which the new reporting system has negative consequences in substantive terms.
- 32 The first dimension deals with the **inequality between the two groups** provisions. While the description of the new system suggests that there is a balance between them in terms of provisions covered (50 provisions in the first group (see above para. 19) and 48 provisions in the second group (see above para. 20)) this assumption is not correct. As already pointed out (and detailed in the table under 6.1) the first group (see above para. 19) covers 59 provisions whereas the second covers only 39 provisions (see above para. 20) (about 3/5 to 2/5). The consequence is only a more limited number of employment rights can be monitored. This imbalance is to the detriment of labour and trade union/workers' representative rights.
- 33 The second dimension relates to the **exclusion of certain 'hard core' provisions from the reporting procedure**. Article A(1)(b) has defined the most important substantive ESC provisions, i.e. Articles 1, 5, 6, 7, 12, 13, 16, 17, 19 and 20. Whereas in principle in the first group Articles 1, 5, 6, 19 and 20 (and in the second group the remaining Articles 7, 12, 13, 16 and 17) would be addressed, the limitation by the 'targeted questions' (see above para. 29) leads to the reporting obligations only in relation to Article 5, 6 (with exclusion of its para. 3) and 20 meaning that the right to work (Article 1) and the protection of migrant workers (Article 19) are totally excluded from being examined in the first group.
- 34 The third dimension deals with the provisions which were introduced by the ESC 1996. The new system leads to the **exclusion of nearly all new (ESC 1996) provisions from the reporting procedure**. Apart from Article 20 ESC 1996 all other newly introduced provisions are not covered by the 'targeted questions' (ie in the first group: Articles 2(6) and (7), 3(4), 10(4), 19(11) and (12), 21 and 22, 24 and 25, 28 and 29). This list does not include the improvements being introduced in other provisions.<sup>55</sup>
- 35 The fourth dimension (also in relation to the 'targeted questions' (see above para. 29) for the first group) looks at **specifically important employment rights being excluded** from reporting. In this respect the following provisions are particularly relevant:
- Article 1(2): on the 'right of the worker to earn his living in an occupation freely entered upon';<sup>56</sup>
  - Article 2(3): on the 'minimum of four week's annual holiday with pay';<sup>57</sup>
  - Article 4(1): on 'the right of workers for a remuneration such as will give them and their families a decent standard of living' which forms a (if not the) most needed protection for workers;
  - Article 19(4): on the non-discrimination of migrant workers;
  - Articles 21 and 22 as well as Articles 28 and 29 dealing with rights of information and consultation and the respective representatives and their protection;
  - Article 24: on the 'right to protection in cases of termination of employment'.

<sup>55</sup> For example, the extension of minimum paid leave from two to four weeks (Article 2(3) ESC).

<sup>56</sup> In this respect it should be recalled that the whole issue of forced labour but also on the 'Prohibition of all forms of discrimination in employment' as well as data-protection at the workplace are considered by the ECSR as being covered by this provision (see Digest 2022, <https://rm.coe.int/digest-ecsr-prems-106522-web-en/1680a95dbd>, p. 47 seq. and 54, respectively) is thus excluded from reporting.

<sup>57</sup> For its specific importance see the jurisprudence of the Court of Justice of the European Union (CJEU) on the respective Article 7 Directive 2008/33.

- 36 In sum, substantially very important provisions of the ESC are excluded from reporting (and thus from being examined by the ECSR).

### 2.2.3. In functional terms

- 37 A reporting system in the human rights context has obviously the function of monitoring the implementation of international obligations at national level.
- 38 First, there is the **temporal** dimension. As already mentioned, the examination intervals vary from four to eight years of periodicity. As such, these periods are not appropriate to supervise the developments in the States concerned because those periods are not able to allow a supervision which is close to developments. This is all the more the case in relation to social rights. The legal framework as well as the practical implementation is changing very fast, for example, the consequences of the financial crisis, the climate change, the COVID-19 pandemia etc. to mention only general developments.
- 39 Second, the **comparability** (and coherence) of the monitoring results is an important element of the supervision function thus allowing to get an overall overview and the same approach for all States, but the new system undermines comparability in several respects:
- this tears the supervision of the same provisions into slices: first group of rights covered by the ‘targeted questions’ are dealt with by the ECSR not synchronically but in different years in relation to the two categories of States (see above para. 15);
  - being totally unclear what will be the ‘targeted questions’ in the next cycle (of four or eight years, respectively) in relation to the coverage of provisions and the content of the questions any comparability in terms of results is very much endangered.
- 40 Summing up, the new system undermines the function of the supervision by State reports in a fundamental way.

### 2.2.4. In impact reduction terms for privileged organisations (in particular for trade unions)

- 41 The reduction of reporting obligations has not only the consequence of limiting the possibility of examination by the competent body, i.e. the ECSR, but it limits also the possible impact of the privileged organisations at two levels:
- at international/European level: the international organisations of employers and trade unions and their members (see Article 27(2) ESC 1961)
  - at national level: organisations being member of the former which are provided with the possibility to comment on the reports of their respective Governments (Article 23 ESC 1961).
- 42 Indeed, the principal idea of the reporting system is that the representative trade unions have the possibility to raise all problems they see in relation to any provision of the ESC which has been accepted by their country. Even if the nine provisions contained in the ‘targeted questions’ (see above para. 29) deal mainly with employment rights (including the collective rights in Articles 5 and 6 (with the exception of Article 6(3) ESC) this possibility is denied (at least indirectly) for all other (than the nine) provisions.

## 2.3. Intermediate conclusions

- 43 Over the years reporting obligations have been reduced to an enormous extent. This tendency has culminated in the last change by the CM in its decision in 2022. The consequences of this new system

lead to very important limitations in quantitative, qualitative, functional and further reductive terms. Looking only to the quantitative aspect shows that only less than 10% of provisions are examined within the two yearly interval, thus leading to an undermining of the reporting system necessary to monitor the implementation of accepted provisions.

### 3. Legal assessment

- 44 On the basis of the description of the new reporting system (see 2) the following legal assessment aims at its evaluation against the legal background of the reporting obligations provided for in the ESC.

#### 3.1. Introduction

- 45 The current reporting system has to be evaluated against the obligations deriving from Article 21 ESC 1961. According Article C it applies also to the ESC 1996.
- 46 The pertinent Article reads as follows:

#### Part IV

##### Article 21 – Reports concerning accepted provisions

The Contracting Parties shall send to the Secretary General of the Council of Europe a **report at two yearly intervals**, in a **form to be determined by the Committee of Ministers**, concerning the application of such **provisions** of Part II of the Charter as they have **accepted**.<sup>58</sup>

- 47 Before assessing compliance of the new system with Article 21 ESC 1961 it should be recalled that there is no procedure to challenge this new system in legal (judicial) terms, nor is there a judicial body empowered to deal with this question. Neither the ECtHR nor the CoE's Administrative Tribunal (ATCE) can do so; the only (but quasi-)judicial body would be the ECSR, but which has been, however, together with the GC, a main actor in developing the new system and putting it to the CM for adoption and can thus hardly be considered as impartial and independent in this particular respect.
- 48 Therefore, the question of conformity will have to be examined and assessed according to the (interpretative) rules which apply:

#### 3.2. Interpretation

- 49 In order to be able to assess whether the current reporting system is in conformity with the requirements established by the ESC (Article 21) it has first to be clarified according to which rules this provision is to be interpreted.

##### 3.2.1. Principles – Applicability of Article 31 and 32 Vienna Convention on the Law of Treaties

- 50 The 'General rule of interpretation' for international treaties is contained in Article 31 (and 32) of the Vienna Convention on the Law of Treaties (VCLT)<sup>59</sup> stating in its **main provision**:

#### SECTION 3. I INTERPRETATION OF TREATIES

##### Article 31 - General rule of interpretation

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<sup>58</sup> <https://rm.coe.int/168006b642>

<sup>59</sup> 23 May 1969, [https://legal.un.org/ilc/texts/instruments/english/conventions/1\\_1\\_1969.pdf](https://legal.un.org/ilc/texts/instruments/english/conventions/1_1_1969.pdf).

1. A treaty shall be interpreted in **good faith** in accordance with the **ordinary meaning** to be given to the terms of the treaty in their **context** and in the light of its **object and purpose**.<sup>60</sup>

- 51 Independent of Articles 4<sup>61</sup> and 5<sup>62</sup> VCLT the **International Court of Justice (ICJ)** has applied these rules as ‘rules of customary international law’:

by applying the rules on treaty interpretation enshrined in Articles 31 and 32 of the Vienna Convention on the Law of Treaties (hereinafter the “Vienna Convention”). Although that Convention is not in force between the Parties and is not, in any event, applicable to treaties concluded before it entered into force, such as CERD, it is well established that **Articles 31 and 32 of the Vienna Convention reflect rules of customary international law**.<sup>63</sup>

- 52 In more concrete terms, the **ECSR** explicitly recognises the interpretative role of the VCLT, more particularly Article 31 VCLT, in the following terms:

The **Committee interprets the Charter in the light of the rules set out in the Vienna Convention on the Law of Treaties** of 23 May 1969, among which its Article 31§3(c), which indicates that account is to be taken of “any relevant rules of international law applicable in the relations between the parties”. Indeed, the Charter cannot be interpreted in a vacuum. The Charter should so far as possible be interpreted in harmony with other rules of international law of which it forms part, including in the instant case those relating to the provision of adequate shelter to any person in need, regardless whether s/he is on the State’s territory legally or not.<sup>64</sup>

- 53 More generally the ECSR used Article 31(1) and (3) VCLT for interpretation purposes:

Beyond the letter of paragraph 1 of the Appendix, the restriction on personal scope should be interpreted in **good faith** in accordance with the **ordinary meaning** to be given to the terms of the treaty in their **context** and in the light of its **object and purpose** and in **harmony with other relevant and applicable rules of international law** (Vienna Convention on the Law of Treaties, 23 May 1969, **Article 31, paragraphs 1 and 3**), (...) <sup>65</sup>

- 54 Importantly, the European Court of Human Rights (ECtHR) has in a long list of authorities referred to these provisions for interpretation purposes. Besides other VCLT provisions, it stated in relation to Article 31:

“(a) As an international treaty, the Convention **must be interpreted in the light of the rules of interpretation provided for in Articles 31 to 33 of the Vienna Convention** on the Law of Treaties of 23 May 1969 (...). In accordance with those provisions, the Court is required to ascertain the ordinary

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<sup>60</sup> In the current context, paras. 2 – 4 of Article 31 VCLT are not as relevant as its quoted para. 1.

<sup>61</sup> Article 4 - Non-retroactivity of the present Convention

Without prejudice to the application of any rules set forth in the present Convention to which treaties would be subject under international law independently of the Convention, the Convention applies only to treaties which are concluded by States after the entry into force of the present Convention with regard to such States

<sup>62</sup> Article 5 - Treaties constituting international organizations and treaties adopted within an international organization

The present Convention applies to any treaty which is the constituent instrument of an international organization and to any treaty adopted within an international organization without prejudice to any relevant rules of the organization.

<sup>63</sup> ICJ, [4 February 2021, Application of the International Convention on the Elimination of All Forms of Racial Discrimination \(Qatar v. United Arab Emirates\)](#), para. 75 (referring to several previous judgments).

<sup>64</sup> ECSR, 20 October 2009, No.47/2008, *Defence for Children International (DCI) v. the Netherlands*, para. 35. <https://hudoc.esc.coe.int/eng/?i=cc-47-2008-dmerits-en>.

<sup>65</sup> ECSR, 23 October 2012, No. 69/2011, *Defence for Children International (DCI) v. Belgium*, para. 29.

meaning to be given to the words in their context and in the light of the object and purpose of the provision from which they are drawn. (...)”<sup>66</sup>

55 Moreover, the ATCE also recognised these interpretation rules:

Even where Council of Europe internal rules are concerned, the Tribunal **has to be guided by Articles 31 to 33 of the Vienna Convention** on the Law of Treaties of 23 May 1969, which primarily contain generally accepted principles of international law, referred to by the European Court of Human Rights in its case-law (see ECHR, *Golder v. United Kingdom* judgment of 21 February 1975, Series A No. 18, p. 14, para. 29; ATCE No. 266/1996 of 24 April 1997, *Zimmermann v. Secretary General*, para. 24).<sup>67</sup>

56 Accordingly, based on case law of the ECSR and the jurisprudence of the relevant judicial bodies of the CoE, the general rules of interpretation as provided for in Article 31 (3.2.2) and Article 32 VCLT (3.2.3) apply also to the provisions of the ESC 1961 and 1996 and have, consequently, to be interpreted pursuant to these rules.

### 3.2.2. Article 31 VCLT – General rule of interpretation

57 The central provision of Article 31(1) VCLT (see above para. 50) contains at least four fundamental elements which have to be taken into account when interpreting a provision in an international treaty such as the ESC:

#### *Ordinary meaning*

58 For the determination of the ‘ordinary meaning’ of the main content of Article 21 ESC 1961 the preliminary question to be answered is related to its structure: How do the three main elements relate one to another:

- (1) report at **two yearly** intervals,
- (2) concerning the **application** of such **provisions** of Part II of the Charter as they have **accepted**
- (3) in a **form** to be determined by the Committee of Ministers.

59 Are they of the same substantive value? At first glance, one can see that the first two elements, are different from the third which is related to the form of the report whereas the first define the (temporal (1) and the substantive (2) framework for the reports to be submitted by the State concerned. Consequently, they form the substance, whereas the third element deals (only) with the ‘form’.

60 Having clarified the relationship between the first two elements on the one side and the third element on the other side they have to be considered individually.

61 The first element contains a clear quantitative definition: the report is defined to be submitted ‘**at two yearly intervals**’, meaning that it must be submitted regularly in periods of two years. It is closely related to the second element concerning the content of the report:

62 Indeed, according to the second element, the report has to deal with ‘the application of such **provisions** of Part II of the Charter as they have **accepted**’. Even if the question would arise whether the report could be limited to any of the accepted provisions or whether it must cover the totality of them, the ordinary meaning would also appear to be very clear: There is nothing to suggest any sort

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<sup>66</sup> ECtHR (GC), 9 April 2024, No. 53600/20, *Verein Klimaseniorinnen Schweiz e.a. v. Switzerland*, para. 17, referring i.a. to its judgment ECtHR (GC), 8 November 2016, No. [18030/11](#), *Magyar Helsinki Bizottság v. Hungary*, paras. 118-22 and 125.

<sup>67</sup> ATCE, 29 January 1998, Nos. 231-238/1997, *Fuchs e.a. v. Secretary General*, para. 49; see also ATCE, 4 March 1999, No. 248/1998, *X v. Secretary General*, para. 44; ATCE, 24 April 1997, No. 226/1996, *Zimmermann v. Secretary General*, para. 24.

of limitation. Conversely, a report which could just deal with an undefined (or limited) content would run counter the whole idea of reporting on the application of the accepted provisions.

- 63 In summing up, these two elements have to be interpreted strictly according to their (clear) ordinary meaning.
- 64 Finally, it has to be defined what the '*form*' of the report (third element) means. The answer to this question defines in the end the competence of the CM in this respect. Does this mean an unlimited competence to define all elements concerning reports (the periods covered, the intervals for submission, the provisions to be reported on etc.). Again, there is nothing to suggest that the CM has this unlimited power. If so, it would have to be formulated differently, i.e. not mentioning any precision on the intervals to be observed or on the provisions to be reported on.

### *Context*

- 65 There are several elements of the context to be taken into account specifically:
- 66 First, for the most important question on the definition of the competences of the CM the result arrived at above (see above paras. 59 and 64) is confirmed clearly by the wording of the following **Article 22** which deals with reports on provisions not having been accepted. Here, the competence of the CM is enlarged to the temporal aspect, i.e. the CM can request reports at intervals it may define on its own:

#### **Article 22 – Reports concerning provisions which are not accepted**

The Contracting Parties shall send to the Secretary General, *at appropriate intervals as requested by the Committee of Ministers*, reports relating to the provisions of Part II of the Charter which they did not accept at the time of their ratification or approval or in a subsequent notification. The Committee of Ministers shall determine from time to time in respect of which provisions such reports shall be requested and the form of the reports to be provided.

- 67 This clearly shows that there is an obvious distinction in relation to the powers of the CM. For accepted provisions the CM can only 'determine' the 'form', for non-accepted provisions it has a wider power to define the intervals for the reports to be submitted.
- 68 The second element is the **principle of effectiveness** which is specifically relevant for practically **all substantive articles** of the ESC. Indeed, nearly all of them with the introductory words 'With a view to ensuring the effective exercise of the right (...)'.<sup>68</sup> This principle has surely a substantive but also a procedural dimension. Without effective implementation (let alone enforcement) substantive rights which have to be effective cannot be ensured. For the purpose of ensuring the ESC rights an effective monitoring is therefore indispensable.
- 69 Further elements of the context such as the Preamble (see Article 31(2) VCLT) are dealt with under the object and purpose (see below).

### *Object and purpose*

- 70 In clear terms the ECSR has defined in impressing formulations the deeper purpose and objectives of the ESC. One important element is to give a 'meaning (...) to the fundamental social rights of all human beings'. Without effective monitoring this object is undermined:

The Charter is a human rights treaty which aims to implement at a European level, as a complement to the European Convention on Human Rights, the rights guaranteed to all human beings by the Universal

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<sup>68</sup> The principle of effectiveness (but to the contrary effect) appears for justification purposes also and is dealt with below (see paras. 113 seq.).



Declaration of Human Rights of 1948. The purpose of the Charter, as a living instrument dedicated to the values of dignity, equality and solidarity, is **to give life and meaning** in Europe **to the fundamental social rights of all human beings**.<sup>69</sup> It is precisely in the light of that finding that a teleological approach should be adopted when interpreting the Charter, i.e. it is necessary to seek the interpretation of the treaty that **is most appropriate in order to realise the aim and achieve the object** of this treaty, **not that which would restrict the Parties' obligations to the greatest possible degree**.<sup>70</sup>

- 71 The ECSR has also clarified that it is not an object of this treaty 'that which would restrict the Parties' obligations to the greatest possible degree'. Exactly this is the case in relation to the current reporting system, in particular when putting all the restrictions to the reporting obligations together (cumulating effect).
- 72 For the definition of the object and purpose of the ESC the **Preamble** should be particularly taken account of:

#### Preamble

The governments signatory hereto, being members of the Council of Europe,

<sup>[1]</sup> Considering that the aim of the Council of Europe is the achievement of greater unity between its members for the purpose of safeguarding and realising the ideals and principles which are their common heritage and of **facilitating** their economic and **social progress**, in particular by the maintenance and **further realisation of human rights** and fundamental freedoms; (...)

<sup>[4]</sup> Being resolved to make every effort in common to **improve the standard of living and to promote the social well-being** of both their urban and rural populations by means of appropriate institutions and action, (...).

- 73 The elements highlighted in the wording of the Preamble show clearly the objective of the ESC to facilitate 'social progress', to 'further' realise human rights, to 'improve the standard of living and to promote the social well-being'. As common denominator it can be derived that all these elements show a **dynamic character**, thus being contrary to a reduction of monitoring of those rights.

#### *Good faith*

- 74 Good faith interpretation can be considered as the overall approach to be followed.<sup>71</sup> In the words of the ICJ: 'The principle of good faith obliges the Parties to apply it in a reasonable way and in such a manner that its purpose can be realized.'<sup>72</sup>

#### *Intermediate conclusions*

- 75 According to Article 31(1) VCLT Article 21 1961 ESC has to be interpreted in its two substantive requirements strictly because of their (clear) ordinary meaning, the context and the object and purpose of the ESC. Accordingly, they do not allow for any flexibility by way of interpretation. They are forming the minimum requirements for the reporting obligations for the Governments concerned.

<sup>69</sup> ECSR, 8 September 2004, No. 14/2003, *International Federation of Human Rights Leagues v. France*, paras. 27 and 29.

<sup>70</sup> ECSR, 7 December 2004, No. 18/2003, *World Organisation against Torture v. Ireland*, para. 60.

<sup>71</sup> See, for example, S Reinhold, [Good Faith in International Law](#), UCL Journal of Law and Jurisprudence 2013, 40-63, Bonn Research Paper on Public International Law No. 2/2013.

<sup>72</sup> ICJ, *Certain Norwegian Loans (France v Norway) (Jurisdiction)* [1957] ICJ Rep 9, 53; ICJ, *Gabčíkovo-Nagymaros Project (Hungary v Slovakia) (Merits)* [1997] ICJ Rep 7, 79; see H R Basaran, *The Principle of Good Faith in International Law*, Hong Kong law journal, August 2021, p. 589, fn. 6.

- 76 A certain flexibility is only allowed for the CM concerning the 'form' (not the substantive requirements).

### 3.2.3. Article 32 - Supplementary means

- 77 The result of interpretation according to Article 31 VCLT is confirmed by the *travaux préparatoires*. According to Article 32 VCLT they can be used as 'supplementary means of interpretation', mainly 'in order to confirm the meaning resulting from the application of article 31':

#### Article 32 - Supplementary means of interpretation

Recourse may be had to supplementary means of interpretation, including the preparatory work of the treaty and the circumstances of its conclusion, **in order to confirm the meaning resulting from the application of article 31**, or to determine the meaning when the interpretation according to article 31:

- (a) leaves the meaning ambiguous or obscure; or
- (b) leads to a result which is manifestly absurd or unreasonable.

- 78 An important start of the content of reporting obligations was made by the Parliamentary Assembly (PACE)<sup>73</sup> in its Recommendation 104 of 1956 on the 'European Convention on Social Rights'.<sup>74</sup> The respective Article 14(1) aimed at 'annual reports':

The High Contracting Parties undertake to submit (...) annual reports (...)

- 79 It was the Belgian delegation which in 1957 suggested a wording (very closely to the finally adopted wording (i.e. containing already the three relevant elements: annual interval, accepted provisions, and form of report defined by the CM):

#### Articles of Implementation

(a) Any Member ratifying this Charter undertakes to submit to the Secretary-General of the Council of Europe an **annual report**, in a **form** to be determined by the Committee of Ministers, on the **provisions to which it has adhered**.<sup>75</sup>

- 80 Following the suggestion of the Norwegian delegation the interval was changed from an annual to 'two yearly intervals'.<sup>76</sup> Accordingly, the new wording read as follows:

#### Article (A)

The H.C.P. [High Contracting Party] undertake to send **a report** to the Secretary-General of the Council of Europe at **two yearly intervals**, in a **form** to be determined by the Committee of Ministers, concerning the **provisions** of the second Part of the Charter **which it has accepted**.<sup>77</sup>

- 81 With some editorial changes this version has become the content of Article 21 ESC 1961.
- 82 Th history just described shows that it was clear from the beginning that reports would have to be submitted within 'two yearly intervals' on all the provisions the Contracting Parties have accepted. The

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<sup>73</sup> Formerly named 'Consultative Assembly'.

<sup>74</sup> PACE, 26.10.1956, [European Convention on Social and Economic Rights](#), Recommendation 104.

<sup>75</sup> Memorandum of the Belgian delegation, Strasbourg, 16 May 1956, CE/SOC (57) 8; according to [Collected edition of the "Travaux préparatoires" Volume 4 \(1957\)](#), p. 106.

<sup>76</sup> Social Committee, 6<sup>th</sup> Session Report of the Working Party, 10.10.1957, CE/SOC (57) 18 Final, para. 55; according to [Collected edition of the "Travaux préparatoires" Volume 4 \(1957\)](#), p. 204.

<sup>77</sup> Social Committee, 6<sup>th</sup> Session Report of the Working Party, 10.10.1957, CE/SOC (57) 18 Final, Appendix V – Draft Articles adopted by the Working Party relating to the implementation of the Social Charter; according to [Collected edition of the "Travaux préparatoires" Volume 4 \(1957\)](#), p. 218.

prolongation from one to two years is more to be interpreted as maximum than as the possibility to go beyond at the discretion of the CM.

#### **3.2.4. Intermediate conclusions**

- 83 The first two elements of Article 21 ESC 1961 (i.e. the reports in ‘two yearly intervals’ and concerning all accepted provisions) form the substance of the reporting obligations and have to be applied strictly. Not endangering the substance, certain flexibility is permitted only in relation to the ‘form’ of the reports which is to be determined by the CM.

### **3.3. Application to the current system**

- 84 After having developed the principles and contents to be observed according to Article 21 ESC 1961 and on the basis of the consequences of the new system (2.2) the legal assessment of the new reporting system will now apply them to the application of the main (three) elements contained therein:

#### **3.3.1. ‘Two yearly interval’**

- 85 At first glance, the ‘two-yearly interval’ appears secured through the obligation to report in this interval about (certain) provisions of the ESC.
- 86 However, this is not the case at least in relation to
- all accepted provisions, i.e. only Group 1 rights (see below 3.3.2),
  - (most importantly:) the four years interval for the States having ratified the CCPP (see above para. 17),
  - the fact that the reporting mentioned in both previous indents leads to situations that even no report at all is due in 2027, 2031 and 2035,
  - further prolongation of the periods to be reported on by the newly introduced ‘ad hoc’ reports (in 2023).
- 87 In conclusion, the new system is in non-conformity with the requirement of ‘two yearly intervals’.

#### **3.3.2. ‘accepted provisions’**

- 88 This negative assessment is strongly enhanced by combining the periodicity with the requirement of report on all accepted provisions (see above 3.3.1). The drastic limitation of provisions to be reported on (2.1.2 and 2.1.3) and the negative consequences in particular in quantitative (2.2.1), qualitative (2.2.2) and functional terms (2.2.3) are violating Article 21 ESC 1961.

#### **3.3.3. ‘form’ to be determined by the CM**

- 89 Not jeopardizing the minimum substantive requirements for the reporting obligations (see above) the CM is permitted to determine the ‘form’ of reports. This means that the content of the questions for all accepted provisions to which Contracting Parties have to reply can in principle be defined by the CM. However, the questions must allow the ECSR to accurately assess whether the accepted provision is implemented in law and practice by the public authorities (at least in their legislative, judicial and administrative dimensions).

### 3.3.4. Intermediate conclusions

- 90 The above legal assessment has shown that the current reporting system is violating the reporting obligations provided for by Article 21 ESC 1961 in several respects:
- In terms of **differentiation of States** (instead of uniform obligations for all States);
  - In terms of **reporting periods**: ('two yearly intervals')
    - o Four years interval (instead of two) for states not having ratified the CCPP (see above para. 16),
    - o Eight years (instead of two) for states having ratified the CCPP (see above para. 17);
  - In terms of **content** (provisions accepted): only nine out of the 98 provisions have to be reported on by states not having ratified the CCPP (see above para. 16);
  - In terms of **further limiting the questions** to be answered (see 2.1.3), i.a. that questions
    - o 'should not exceed about a dozen of topics and themes', which is additionally a very unclear formulation leading to further disputes,
    - o should not be asked as additional questions for the next report: 'ECSR is invited not to ask additional questions for response in the next report'.

The different elements have to be considered not only separately, but in their totality, especially in their culminating effect.

### 3.4. (Possible) Counter-arguments

- 91 Before arriving at the final Conclusions (see 4.) the arguments should be addressed which have been advanced (or which are most probably behind the new reporting system and thus most likely to be put forward) in order to justify the new system. Before going more in substance, it should be noted that there is an important lack in relation to a transparent and coherent argumentation in this respect.

#### 3.4.1. Justification in competence terms

- 92 The most prominent legal argument will be that the CM is free to define the reporting obligations. However, as demonstrated above (see in particular paras. 59, 66 and 67) this is not the case. It has at least to respect the fundamental time ('two-yearly intervals') and content (all accepted provisions) dimensions. But taking the other elements into account ('object and purpose' and the principle of effectiveness) even further requirements would have to be respected.
- 93 Moreover, the direct interference into the (fundamental elements of the) monitoring reporting system raises serious problems in relation to the principle of **separation of powers** at least in two respects.
- 94 First, the CM does not respect the separation between the legislative and the executive function. By introducing the new system, it transgresses the border line by using legislative functions. The main idea behind is its adoption by a unanimous decision. It has done so previously in relation to the 'Turin Protocol' which has not yet entered formally into force.<sup>78</sup> However, the decision of the CM provides the most relevant *conditio sine qua non*: 'in so far as the text of the Charter will allow':

The Deputies (...)

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<sup>78</sup> See above n 44.

4. requested the States party to the Charter and the supervisory bodies to envisage the application of certain of the measures provided for in this Protocol before its entry into force, in so far as the text of the Charter will allow.<sup>79</sup>

95 In the present case, the text (Article 21 ESC 1961) does ‘not allow’ the CM to depart from the fundamental minimum requirements for the reports which are clearly spelled out in the text, ie the two-yearly intervals and the accepted provisions.

96 Second, the CM does not limit itself to its executive function: It directly intervenes in the judicial function by reducing the independent supervision of the proper implementation of the ESC without giving any reasons (which still would have to be examined as to the legal pertinence). Moreover, it disrespects the main achievement of the ‘Turin Protocol’, ie the separation of the judicial function (ECSR) and the political/executive function (GC in preparation for the decisions of the CM). Indeed, according to Article 2 of the Turin Protocol, Article 24(2) ESC 1961 is supposed to read:

With regard to the reports referred to in Article 21, the Committee of Independent Experts shall assess from a **legal standpoint** the compliance of national law and practice with the obligations arising from the Charter for the Contracting Parties concerned.<sup>80</sup>

97 The Explanatory Report is even more explicit:

Like the two following paragraphs, this paragraph is **new** and **represents one of the essential provisions** of the Protocol. In conjunction with paragraphs 3 and 4 of the new Article 27, it is intended to **express in the text** of the Charter the **new allocation of powers** between the Committee of Independent Experts and the Governmental Committee (see paragraph 9 above). It therefore clearly states that the task of the Committee of Independent Experts is to assess national law and practice in relation to provisions under the Charter from a legal standpoint.<sup>81</sup>

98 In order to avoid misunderstandings, the clear separation of powers as defined in the ‘Turin Protocol’ can be applied without its formal entering into force because the text of the ESC 1961 ‘allows’ for such a definition.<sup>82</sup>

99 Additionally, for the sake of clarity and legal security the principle of separation of the executive function (CM) and the legislative function would require to use the normal procedure provided for in Article 36 ESC 1961 and Article J ESC 1996.

### 3.4.2. Justification in practical terms

100 Obviously, the development and introduction of the new system is mainly triggered by practical ‘needs’ of and pressures by the Contracting Parties/States. The following paragraphs will – surely not exhaustively – try to describe the (at least to a certain extent admitted) difficult practical situation before assessing it in legal terms.

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<sup>79</sup> Adopted by the CM on 11 December 1991 at the 467<sup>th</sup> meeting of the Minister’s Deputies. CoE (ed), European Social Charter - Collected texts (7<sup>th</sup> edition) - Updated: 1<sup>st</sup> January 2015, p 203; <https://rm.coe.int/168048b059>.

<sup>80</sup> See on the other hand, the political dimension for the GC according to Article 4 of the Turin Protocol, amending Article 27 ESC 1961 (‘Governmental Committee’) providing in its para 3:

‘The Governmental Committee shall prepare the decisions of the Committee of Ministers. In particular, in the light of the reports of the Committee of Independent Experts and of the Contracting Parties, it shall select, giving reasons for its choice, on the basis of **social, economic and other policy considerations** the situations which should, in its view, be the subject of recommendations to each Contracting Party concerned, in accordance with Article 28 of the Charter. (...)’

<sup>81</sup> CoE (ed), Explanatory Report to the Protocol amending the European Social Charter, Turin, 21.X.1991, para. 19; <https://rm.coe.int/16800cb5df>.

<sup>82</sup> The formulations of Articles 24 (‘Committee of Experts’ and 27 ESC 1961 (‘Sub-committee of the Governmental Social Committee’) only contain procedural, not substantive provisions.

### *(Non-exhaustive) description of the practical situation*

- 101 First, for the **Governments** concerned. For decades they are complaining that the workload for fulfilling their reporting obligations is excessive. It is referred to more provisions to be reported on (either by ratification of the ESC 1996 and/or by accepting more provisions). Moreover, the ECSR asks for additional information if it does not feel to be sufficiently informed. Often the responsible administration is already under heavy workload (in several cases also in relation to other reporting obligations coming possibly from EU, ILO, UN) and thus not equipped to cope with further workload.
- 102 Second, for the **ECSR**. Increasing numbers of accepted provisions lead to further workload. Moreover, the thorough and timely preparation and elaboration of the decisions in collective complaints requires additional workload. This is to be seen against the background that since an important number of years the number of experts has not been increased.
- 103 Third, for the **Secretariat**. Being entrusted with the preparation of the ECSR's work it, at least in principle, confronted with the same problems encountered by the ECSR. It has to cope with its obligations under a difficult framework (in particular in budgetary and human resources terms).<sup>83</sup> The fact that under the new reform process the CM also entrusted other, new but pertinent tasks to the GC (elaboration of draft recommendations such as the recently adopted Recommendation on education and training on the CoE framework for the protection of social rights) will thereby not be very conducive.

### *Legal evaluation*

- 104 These 'practical' arguments have to be assessed against the principle of the '**rule of law**' for which the CoE stands (as one of its three foundational principles).<sup>84</sup> It contains important elements, such as legal certainty, non-discrimination and equality before the law, respect for (judicial) human rights etc.
- 105 As regards legal certainty, the new system is of extreme complexity which in itself is contrary to legal certainty. The respective reporting obligations are not defined any more in the ESC itself but depend from a two level approach: at first level, the complex reporting system as summarised in the calendar (see 6.3) but which in itself does not contain a clear definition of the (extent of the) reporting obligations; the latter are only defined finally at the second level, by the 'targeted questions'.
- 106 Concerning 'non-discrimination' and 'equality before the law', they are not respected by separating the States into two categories (see below para. 110).
- 107 Finally, also the CoE is 'bound by law'. This obvious statement easily appears to be neglected when struggling with practical difficulties. In this respect, the ECSR's demands should be taken seriously:

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<sup>83</sup> It should be recalled that the CoE's budget not only includes all supervisory bodies (including the ECSR) but also the ECtHR which is under special workload pressure (even if the numbers of pending applications is decreasing) and would first require additional financial means.

<sup>84</sup> Statute of the Council of Europe, Preamble,

'Reaffirming their devotion to the spiritual and moral values which are the common heritage of their peoples and the true source of individual freedom, political liberty and the **rule of law**, principles which form the basis of all genuine democracy;', Recital 2;

see also Article 3:

'Every member of the Council of Europe must accept the principles of the **rule of law** and of the enjoyment by all persons within its jurisdiction of human rights and fundamental freedoms, and collaborate sincerely and effectively in the realisation of the aim of the Council as specified in Chapter I.'

that implementation of the Charter requires the States Parties not merely to take legal action but also to ***make available the resources and introduce the operational procedures necessary to give full effect to the rights specified therein.***<sup>85</sup>

There is nothing to suggest, that this principle should not also be applied *mutatis mutandis* to the requirements deriving from the procedural ESC provisions, in particular Article 21 ESC 1961.

- 108 Generally speaking, allowing ‘practical’ arguments to be advanced in order to justify non-compliance would undermine fundamentally the very character of legal norms.

### 3.4.3. Justification in compensatory terms

- 109 Compensatory measures are likely to be put forward in a prominent way to justify the reduction of reporting obligations. In this respect, there are at least two elements which should be examined separately: the first dealing with the compensation for States having ratified the CCPP and the second dealing with the compensation by increased effectiveness, in particular by ‘targeted questions’.

#### *Compensation by alleviating reporting obligations for States having ratified the CCPP*

- 110 The differentiation between two categories of States (see above para. 15) is obviously meant to, on the one hand, serve as incentive for ratification of the CCPP and, on the other hand, to alleviate the workload of those States having ratified the CCPP and be therefore under specific additional workload in dealing with collective complaints. The starting point should always be that (reporting) obligations must be applied to all countries under the same conditions.
- 111 Concerning the effect of an ‘**incentive**’, a check against the reality shows (if ever) a minimal effect on the ratification prospects for the CCPP. Indeed, between 1996 and 2006 out of the 16 countries 14 had already ratified the CCPP. But in the following nearly two decades only two more States ([Czech Republic](#), 2012, and a decade later Spain (2022)) have ratified it. This (non-)effect is aggravated by the fact that since 2006 eleven States while having ratified the ESC 1996 preferred not to be guided by the ‘incentive’ and abstained from also ratifying the CCPP<sup>86</sup> although the additional ratification of the CCPP could have been an opportunity to take advantage of reducing their reporting obligations. This means that there is nearly no measurable incentive effect.
- 112 As regards the (reduced) **workload** for those States having ratified the CCPP, it cannot be considered as ‘compensatory’ measure for the reduced reporting obligations. Quite to the contrary, it increases to the double extent the reduction of reporting obligations.

#### *Compensation by increased effectiveness*

- 113 **Increased effectiveness** as justification for the new system allegedly compensating the reduction of reporting obligations appears to play a (if not the) central role in the argumentation for justification purposes.
- 114 Before going into any details, it should be recalled that the principle of effectiveness has to be observed in the interpretation process (see above para. 68). Therefore, in legal terms, it has there to be questioned whether this principle as such can be ‘compensated’ instead of being applied directly.
- 115 Even assuming that there would be no legal prohibition, one has to note that there are different terms and concepts which are used in the general approach for compensation, such as improved quality and

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<sup>85</sup> ECSR, 5 December 2007, No.33/2006, *International Movement ATD Fourth World v. France*, para. 61.

<sup>86</sup> With the exception of Spain the respective States are (in chronological order): [Bosnia and Herzegovina](#) (2008), Hungary, Serbia and [Slovak Republic](#) (2009), [Montenegro](#) (2010), Austria (2011), [North Macedonia](#) (2012), [Latvia](#) (2013), Greece (2016), Germany (2021), and finally [Iceland](#) (2024).



credibility of supervision in general and improved quality of reports in particular, opportunity for focusing more on provisions which raise particular problems, incentive for employers' and workers organisations to take an interest in the Charter.

- 116 First, it would have to be assessed whether the aims just mentioned can be achieved. Without going into details, there are many questions to be answered: Is it possible to improve the quality and credibility of supervision by reducing the reporting obligations to a drastic extent? Even admitting that this would be the case for the 'quality' for the supervision of the (reduced) reporting obligations (what is denied here), there is no possibility to argue in favour of an improved 'credibility' of ESC supervision in general. Quite to the contrary, the credibility of the supervision system in general and of the reporting system (as its still most important part) in particular is seriously undermined (see 2.2).
- 117 Concerning improved quality of reports there is nothing to suggest that reduced workload for reporting would in reality have any impact on the quality of the reports. As mentioned above Government officials (see above para. 101) are under workload pressure and any alleviating of obligations on the one hand tends automatically to be taken over by other pressing obligations.
- 118 Finally, as regards the assumed greater interest of employers' and workers' organisations it has already been criticised that the reduced impact of these organisations (see para. 2.2.4) is a serious threat to their rights under Article 23 ESC 1961. While, in reality, the employers' interest is perhaps not at the forefront unless serious problems like the right to strike are at stake (and that appears to be irrespective of the extent of Governments' reports) trade unions are much more concerned.
- 119 Second, even assuming that the aims mentioned would be achieved in reality (what is clearly denied here), there is still the question to the extent of the compensation. Only if they would compensate the totality of the reductions (functional equivalents) introduced by the new system it could perhaps be considered as conceivable to perhaps come nearer to conformity with Article 21 ESC 1961. However, taking only the example of protection against unfair dismissal (Article 24 ESC 1996) How can this exclusion from reporting be 'compensated' by the aims mentioned above?

#### **3.4.4. Intermediate conclusions**

- 120 It has been shown that (possible) counter-arguments are not pertinent or at least not convincing. In particular, they are i.a. violating the principle of separation of powers (3.4.1), the rule of law (3.4.2) and are not compensated at all (at least evidently not sufficiently (3.4.3).

### **4. Conclusions**

- 121 On the basis of the foregoing, in particular concerning the intermediate conclusions on
- Interpretation (3.2.4, see above para 83),
  - Application to the new system (3.3.4, see above para. 90) and finally
  - (Possible) Counter-arguments (3.4.4, see above para. 120)

it has to be concluded that the new system evidently violates Article 21 ESC 1961.

### **5. Recommendations**

- 122 The ETUC recommends that this 'Legal Opinion' is being thoroughly taken into account and further considered in view of bringing the reporting system into conformity with Article 21 ESC 1961 and make the supervisory system as whole truly effective, synergetic and coherent

- by all relevant stakeholders, particularly in the framework of the ‘stocktaking of the 2022 CM reform package implementation’ as envisaged for the High-Level Conference on the ESC in Chişinău (Moldova) in March 2026 and the envisaged ‘strategic action plan 2026-2030’;
- in its consequences also in relation to all other elements of supervision, in particular to further elements of reporting obligations “reporting systems” such as
  - the reporting on the decisions on the merits under the CCPP (and which has also been seriously reduced in time, substance and procedural follow up),
  - the new ad hoc reporting,
  - the reformed reporting process on non-accepted provisions.

## 6. Appendices

### 6.1. Table of numbered provisions

- 124 The following table refers to the text of the (R)ESC 1996. It is relevant only for those countries not having ratified the CCPP (see above para. 16; for those countries having ratified the CCPP (see above para. 17) there are no reporting obligations within a two-yearly interval at all).

#### Explanations

- Number of Articles highlighted in **violet** are core Articles according to Article A(1)(b)
- Provisions to be reported on

Yellow	(mainly) provisions of the ESC 1961
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- Provisions not to be reported on in the two years interval

Light rose	Provisions of the ESC 1961
Red	Provisions of the (R)ESC 1996

(If the Article concerned is only partly to be reported on no highlighting colour is used.)

First group of provisions (see above para. 19)									Second group of provisions (see above para. 20)										
Ar-Ticle	Numbered provisions (paragraphs)						To-tal	To re-port		Ar-ticle	Numbered provisions (paragraphs)						To-Tal	To re-port	
1	1	2	3	4			4	0		7	1	2	3	4	5	6	6		
2	1	2	3	4	5	6	6	1			7	8	9	10			4		
	7						1	0		11	1	2	3				3		
3	1	2	3	4			4	3		12	1	2	3	4			4		
4	1	2	3	4	5		5	1		13	1	2	3	4			4		
5	1						1	0		14	1	2					2		
6	1	2	3	4			4	3		15	1	2	3				3		
8	1	2	3	4	5		5	0		16	1						1		
9	1						1	0		17	1	2					2		
10	1	2	3	4	5		5	0		23	1						1		
18	1	2	3	4			4	0		26	1	2					2		
19	1	2	3	4	5	6	6	0		27	1	2	3				3		
	7	8	9	10	11	12	6	0		30	1						1		
20	1						1	1		31	1	2	3				3		
21	1						1	0									39		
22	1						1	0											
24	1						1	0											
25	1						1	0											
28	1						1	0											
29	1						1	0											
							59	9											

### 6.2. Table of States having ratified the CCPP

(in chronological order)

1.	1996	<a href="#">Cyprus</a>	06/08/1996
2.	1997	<a href="#">Italy</a>	03/11/1997
3.	1997	<a href="#">Norway</a>	20/03/1997 s
4.	1998	<a href="#">Finland</a>	17/07/1998
5.	1998	<a href="#">Greece</a>	18/06/1998
6.	1998	<a href="#">Portugal</a>	20/03/1998
7.	1998	<a href="#">Sweden</a>	29/05/1998
8.	1999	<a href="#">France</a>	07/05/1999
9.	1999	<a href="#">Slovenia</a>	07/05/1999
10.	2000	<a href="#">Bulgaria</a>	07/06/2000
11.	2000	<a href="#">Ireland</a>	04/11/2000 s
12.	2003	<a href="#">Belgium</a>	23/06/2003
13.	2003	<a href="#">Croatia</a>	26/02/2003
14.	2006	<a href="#">Netherlands</a>	03/05/2006
15.	2012	<a href="#">Czech Republic</a>	04/04/2012
16.	2022	<a href="#">Spain</a>	06/10/2022

### 6.3. CM decision

N.B. This decision includes cross-references to other relevant documents,<sup>87</sup> which are, however, not publicly accessible.

#### CM(2022)114-final - [1444/4.4] Implementation of the Report on Improving the European Social Charter system - Operational proposals for the reform of the European Social Charter system

1444<sup>th</sup> meeting, 27 September 2022

#### 4 Human rights

#### 4.4 Implementation of the Report on Improving the European Social Charter system

##### Operational proposals for the reform of the European Social Charter system

Following the endorsement by the Committee of Ministers at its 132<sup>nd</sup> Session in Turin on 21 May 2022 of the proposals for improving the efficiency and impact of the European Social Charter described in the consolidated report prepared for the Session (see [CM\(2022\)67-final](#)), this document sets out in greater detail the operational decisions to be adopted by the Deputies to implement the reform. It covers the

<sup>87</sup> [CM\(2022\)67-final](#), [GT-CHARTe\(2022\)11](#).

statutory reporting procedure as well as ad hoc reports, and it addresses certain procedural aspects of the collective complaints procedure. It also responds to the demand by States Parties for enhanced dialogue and other means of improving follow-up to the monitoring activities under the Charter.

This document is largely based on document [GT-CHARTe\(2022\)11](#) “Outline of a possible reform of the reporting procedure under the European Social Charter” and incorporates the changes agreed at the meeting of GT-CHARTe on 5 April 2022 and proposals submitted subsequently by delegations. It also includes the outcomes of the 29 June 2022 meeting.

### **Statutory reports under Article 21 of the Charter and Article C of the revised Charter**

1. A short report shall be submitted by States Parties every two years, alternately covering accepted provisions from one of two groups of the Charter according to a division, based on thematic or other criteria. Without prejudice to possible future changes that may be decided by the Committee of Ministers, the distribution will be:

#### First Group

Total of 50 provisions: Article 1 - Article 2 - Article 3 - Article 4 - Article 5 - Article 6 - Article 8 - Article 9 - Article 10 - Article 18 - Article 19 - Article 20 - Article 21 - Article 22 - Article 24 - Article - 25 - Article 28 - Article 29 (adjusted as necessary for the 1961 Charter and 1988 Protocol).

#### Second Group

Total of 48 provisions: Article 7 - Article 11 - Article 12 - Article 13 - Article 14 - Article 15 - Article 16 - Article 17 - Article 23 - Article 26 - Article 27 - Article 30 - Article 31 (adjusted as necessary for the 1961 Charter and 1988 Protocol). <sup>[1]</sup>

2. In co-operation, the European Committee of Social Rights (ECSR) and the Governmental Committee of the European Social Charter and European Code of Social Security (GC) shall **define a limited number of targeted questions to be answered** in the report, and which will be adopted by the GC. The targeted questions will be specific to the 1961 Charter and 1988 Protocol or to the revised Charter and will indicate the Charter provisions concerned. Only questions pertaining to provisions accepted by a State shall be answered. <sup>[2]</sup>

3. **Where absolutely necessary** for a proper assessment of the situation, the **ECSR may**, during the examination of the report, **address a limited number of specific questions** to a State Party (e.g. questions of clarification). The number of themes or topics to be covered in one report should in principle not exceed about a dozen <sup>[3]</sup>. Reports should focus on the situation at the time of submitting the report and on action being taken or envisaged to improve or otherwise change the prevailing situation. States Parties shall be free to decide on the length of their reports, but indicative guidance may be provided as to the expected or desirable length to ensure coherence and consistency in the reporting system.

4. In its conclusions about a particular provision, the **ECSR is invited not to ask additional questions for response in the next report** on that subject. Other issues requiring further clarification as regards the implementation of the Charter shall be the subject of direct dialogue between the ECSR and the competent national authorities. If necessary, the matter shall be taken up at a later stage by the GC (see paragraphs 15 to 17 below). All interlocutors are invited to participate in such dialogue constructively and in a spirit of co-operation.

5. States Parties that have accepted the collective complaints procedure shall be asked to submit **only one short report on one of the two groups** of provisions as described above in paragraph 1, **every four years**, alternating as also described in paragraph 1. <sup>[4]</sup> The targeted questions to be addressed to these States should be based on those addressed to the other States Parties on the same group of provisions, but should also take into account complaints which have been lodged invoking the provisions. Where appropriate, no targeted questions would be posed on such provisions.

Year	Submission of report	ECSR Conclusions <a href="#">[5]</a>
2023		
2024	27 States submit reports on the <b>First Group</b> of provisions	
2025	16 States that accept collective complaints submit reports on the <b>First Group</b> of provisions	ECSR conclusions for 27 States (First Group of provisions)
2026	27 States submit reports on the <b>Second Group</b> of provisions	ECSR conclusions for 16 States (First Group of provisions)
2027		ECSR conclusions for 27 States (Second Group of provisions)
2028	27 States submit reports on the <b>First Group</b> of provisions	
2029	16 States that accept collective complaints submit reports on the <b>Second Group</b> of provisions	ECSR conclusions for 27 States (First Group of provisions)
2030	27 States submit reports on the <b>Second Group</b> of provisions	ECSR conclusions for 16 States (Second Group of provisions)
2031		ECSR conclusions for 27 States (Second Group of provisions)
2032	27 States submit reports on <b>First Group</b> of provisions	
2033	16 States that accept collective complaints submit reports on the <b>First Group</b> of provisions	ECSR conclusions for 27 States (First Group of provisions)
2034	27 States submit reports on the <b>Second Group</b> of provisions	ECSR conclusions for 16 States (First Group of provisions)
2035		ECSR conclusions for 27 States (Second Group of provisions)
2036	27 States submit reports on the <b>First Group</b> of provisions	
2037	16 States that accept collective complaints submit reports on the <b>Second Group</b> of provisions	ECSR conclusions for 27 States (First Group of provisions)
2038	27 States submit reports on the <b>Second Group</b> of provisions	ECSR conclusions for 16 States (Second Group of provisions)

Note 1: as regards the timing of ad hoc reports, see paragraph 8 above (the timing of ad hoc reports to be “decided in co-operation by the ECSR and the GC, and adopted by the GC”).

Note 2: the single report to be submitted on follow-up to decisions in collective complaints will be requested within two years after the adoption of the Committee of Ministers' recommendation on the decision in question (see paragraph above).

<https://search.coe.int/cm?i=0900001680a8412f>



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