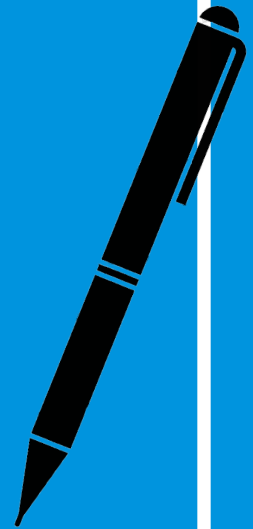


Canada & ILO Convention No. 98:

It's time to sign



Along with Iran, China, and Saudi Arabia,
Canada is one of the few nations that still refuses
to recognize a basic UN standard on labour rights.
It's time to change that. You can help.



**Canadian Foundation
for Labour Rights**

Labour rights are human rights



It's time for us to sign

The United Nations says there are 8 standards that are fundamental to the rights of human beings at work. Canada is one of the few countries in the world that have not yet formally accepted all 8 of these standards.

These standards are referred to as the 8 core conventions of the International Labour Organization (ILO), the UN agency dedicated to developing and promoting human and labour rights around the world. Its core conventions are recognized as the minimum “enabling rights” people need to defend and improve their rights and conditions at work and to work in freedom and dignity.

The overwhelming majority of countries have ratified all 8 of the ILO’s core conventions. Canada has not. Neither have a small number of other countries, including China, Iran, and Saudi Arabia.

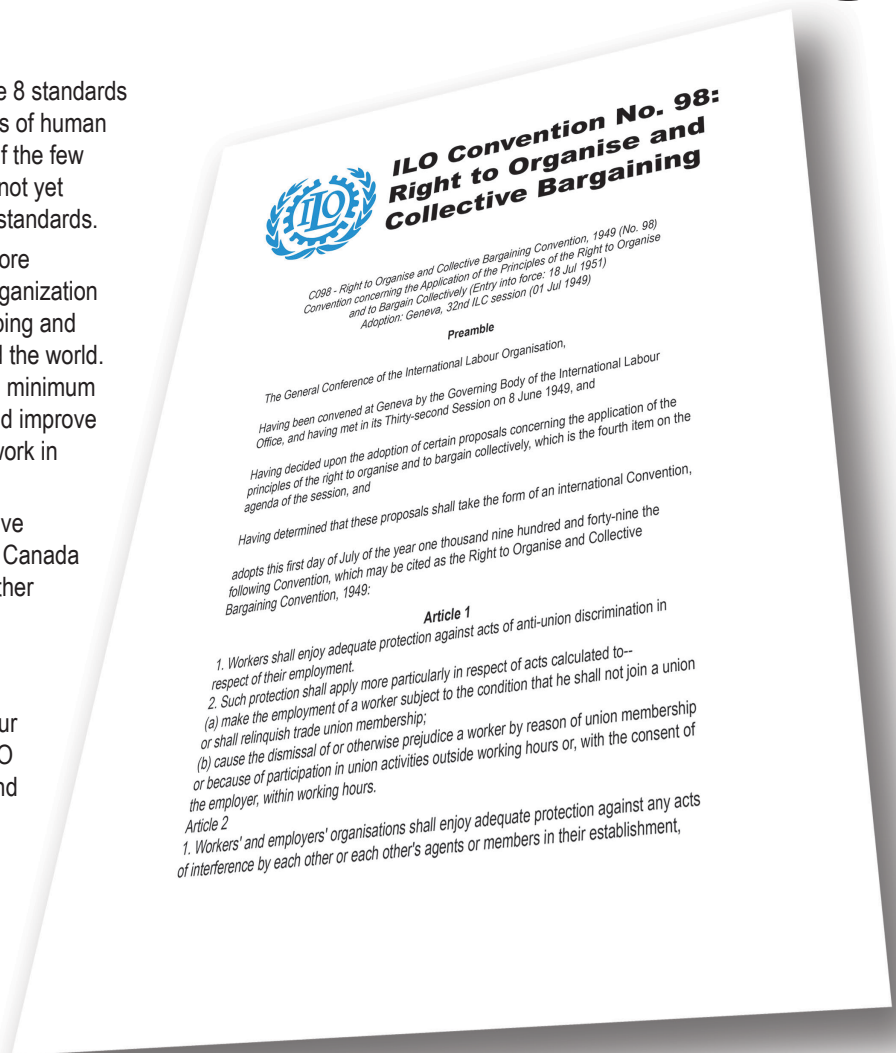
We’re close: Canada has ratified 7 of the core conventions.¹ It’s now time to push our federal government to ratify the 8th: the ILO Convention No. 98 — Right to Organise and Collective Bargaining.

International Labour Organization

Since 1919, the ILO has maintained a system of international labour standards known as conventions, aimed at promoting opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and dignity. In all, there are 188 ILO conventions covering a range of fundamental labour rights and rights of workers in specific industries and trades.

These conventions have been developed under the ILO’s unique “tripartite” structure in which governments, employers and workers’ organizations from around the world come to an international consensus on what the minimal labour standards for work should be.

¹Six of the ILO’s core conventions have been formally ratified by Canada. Canada’s Parliament approved the ratification of ILO Convention No. 138 — Minimum Age. Treasury Board has issued a declaration for the ILO to proceed with ratification of Convention No. 138, which will be assented to at the International Labour Conference in June 2016.



Core Labour Standards

Increasingly around the globe, core labour standards are recognized as a set of 4 fundamental, universal, and indivisible human rights:

- Freedom from forced labour
- Freedom from child labour
- Freedom from discrimination at work
- Freedom to join and form a union, and bargain collectively

The core labour standards are set out in the 8 core ILO conventions. The standards are among the most widely ratified ILO conventions — 143 of the ILO’s 187 member States have ratified all 8:

- *Freedom from forced labour* is enshrined in Convention No. 29 — Forced Labour, and in Convention No. 105 — Abolition of Forced Labour.



ILO Convention No. 98

- *Freedom from child labour* is enshrined in Convention No. 138 — Minimum Age Convention for Entry into Employment, and in Convention No. 182 — Worst Forms of Child Labour.
- *Freedom from discrimination at work* is enshrined in Convention No. 100 — Equal Remuneration, and Convention No. 111 — Discrimination (Employment and Occupation).
- *Freedom of association and the right to collective bargaining* is enshrined in Convention No. 87 — Freedom of Association and Protection of the Right to Organise, and in Convention No. 98 — the Right to Organise and Collective Bargaining.

ILO Convention No. 98 — Right to Organise and Collective Bargaining

Convention No. 98 is the only core ILO convention that Canada has not ratified. This core convention says “workers shall enjoy adequate protection from acts of anti-union discrimination,” and should have the right to join a union of their own choosing and negotiate their terms and conditions through a process of collective bargaining.

Canada is one of only 23 countries in the world that have not ratified Convention No. 98, placing us alongside such countries as China, Iran, Qatar, and Saudi Arabia.

Canada’s Constitution enshrines the rights contained in ILO Convention No. 98

In January 2015, the Supreme Court of Canada issued three important decisions that have positive implications for workers’ rights and workplace justice in Canada. Combined with its 2007 decision, the Supreme Court’s 2015 “labour trilogy” affirms that Canadian workers have the constitutional right to join a union of their own choosing, bargain collectively and take strike action against their employer.

These decisions affirm labour rights as a cornerstone of Canada’s democracy.

They also affirm the same fundamental rights that Convention No. 98 affords to workers around the world. No longer can a government in Canada make the argument that its labour laws are not compliant with Convention No. 98. To do so is an acknowledgment that its labour laws are unconstitutional.

Yes Canada can recognize ALL fundamental human rights at work!

It’s critical that Canada catch up with the overwhelming number of countries around the world which have ratified all 8 core conventions. With the ratification of Convention No. 98, Canada would join with over three-quarters of the countries around the world (143 out 187 ILO member states) that have ratified all eight core ILO conventions.

This would demonstrate a proud and significant international human rights achievement for Canada and its citizens. There is no reason why we cannot.

You can help. Here’s how:

Get involved and be a part of the campaign to have Canada ratify ILO Convention No. 98:

- Write to the federal Labour Minister and your province’s Labour Minister expressing your concern that Canada is one of just 23 countries in the world that have not ratified ILO Convention No. 98.
- Draft and sponsor a resolution to your union, labour council and federation of labour that criticizes the federal government for failing to ratify Convention No. 98 — Right to Organise and Collective Bargaining
- Write an opinion column or letter to your local newspaper about the importance of ratifying Convention No. 98.
- Talk to anyone and everyone who will listen about the importance for Canada to join with close to 90 per cent of the countries around the world that have ratified Convention No. 98.

To find out more on how you can help us pressure our federal, provincial and territorial governments to ratify ILO Convention No. 98, visit www.labourrights.ca



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*The Canadian Foundation for Labour Rights (CFLR)
is a national voice devoted to promoting labour rights
as an important means to strengthening
democracy, equality and economic justice
here in Canada and internationally.*

*CFLR was established and is sponsored by
the National Union of Public and General Employees (NUPGE).*