# Appendix - Fundamental Standards of the ILO

Since public funds are invested in this corporation the “**Federal Ministry for Economic Cooperation and Development" (BMZ)** kindly requests information of the partnering companies when it comes to the application of the **Fundamental Labour Standard (CLS)** developed by the **International Labour Organisation.”** These CLS are a set of internationally recognized basic rights and principles at work. The provided information is treated confidentially and for internal purposes only.

|  |  |  |  |
| --- | --- | --- | --- |
| Fundamental Labour Standards | Conventions Standards | Applied |  |
| **Freedom of association and the right to collective bargaining** | [**C 087**](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312232:NO) –Freedom of Association and Protection of the Right to Organise Convention, 1948 | Yes  No |  |
| [**C 098**](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312243:NO) –Right to Organise and Collective Bargaining Convention, 1949 | Yes  No |  |
| In accordance with international standards, both workers and employers are entitled to freely establish and join organizations of their choice without the need for prior authorization. Workers should be safeguarded from any discriminatory actions related to their employment based on union activities. Additionally, adequate protection is mandated for both workers' and employers' organizations against any interference from each other. In summary, the standard emphasizes the right of workers and employers to form and join organizations freely, while public authorities must refrain from intervening, and workers need protection against anti-union discrimination. | | | |
| **Elimination of forced and compulsory labour** | [**C 029**](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312174:NO) –Forced Labour Convention, 1930 | Yes  No |  |
| [**C 105**](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312250:NO) –Abolition of Forced Labour, 1957 | Yes  No |  |
| Forced labor, as per international standards, is defined as work or service extracted from an individual under the threat of penalty, without the person offering themselves voluntarily. It is strictly prohibited. Various forms of forced labor include debt bondage, where individuals work to pay off debts, trafficking involving force or deception for exploitation, and modern slavery, which encompasses severe exploitation with mechanisms of control and coercion, making escape difficult for the individual. | | | |
| **Abolition of Child labour** | [**C 138**](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312283:NO) –Minimum Age Convention, 1973 | Yes  No |  |
| [**C 182**](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312327:NO) –Worst Forms of Child Labour Convention, 1999 | Yes  No |  |
| Child labor, as defined by the International Labour Organization (ILO), refers to work that endangers children's well-being, depriving them of their childhood, potential, and dignity. It includes work that is physically, mentally, socially, or morally harmful, and that interferes with their education. The classification of specific work as "child labor" depends on factors such as the child's age, type and hours of work, working conditions, and national regulations. | | | |
| **Elimination of discrimination in employment and occupation** | [**C 100**](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312245:NO) –Equal Remuneration Convention, 1951 | Yes  No |  |
| [**C 111**](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312256:NO) –Discrimination (Employment and Occupation) Convention, 1958 | Yes  No |  |
| International standards define discrimination in employment as any distinction, exclusion, or preference based on race, color, sex, religion, political opinion, national extraction, or social origin that undermines equality. Exceptions are made for distinctions based on the inherent requirements of a specific job. Prohibitions against discrimination include preventing sexual harassment, and legal distinctions depend on national laws and expert advice. | | | |
| **A safe and healthy working environment** | [**C 155**](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312300:NO) –Occupational Safety and Health Convention, 1981 | Yes  No |  |
| [**C 187**](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312332:NO) –Promotional Framework for Occupational Safety and Health Convention, 2006 | Yes  No |  |
| Ensuring a safe and healthy working environment is crucial, and an effective occupational safety and health management system is recognized as a vital tool to achieve this. According to the International Labour Organization (ILO), the key principles involve identifying workplace hazards, assessing associated risks, and implementing controls to safeguard the health and well-being of workers. This commitment is rooted in the fundamental principle and right to a safe and healthy workplace. | | | |

|  |  |  |  |
| --- | --- | --- | --- |
| **Assessment of the ILO's Fundamental Standards** | *Date* | **Date** *(DD/MM/YY)* |  |
| **Name and Surname** |  | **Signature** |  |