



**PECUCS**

Participation of European Citizens  
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OIL: labour market, employment  
support. Dismissal. Working conditions.  
Health and safety. Wages. Migrant  
workers. Social security. Inspections.

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DIPARTIMENTO DI GIURISPRUDENZA

# Labour market. Employment support. Dismissal.

- **Unemployment Convention No. 2** (Washington, 28 November 1919).
- Each Member shall communicate to the International Labour Office all available information, statistical or otherwise, concerning unemployment, including all details of measures taken or to be taken to combat unemployment.
- Each Member shall establish a system of free public employment services under the control of a central authority. An unemployment insurance system and insurance benefits shall be provided.

# Labour market. Employment support. Dismissal.

- The Convention concerning Unemployment No. 168 (1988) concerning the promotion of employment and protection against unemployment was then adopted.

# Labour market. Employment support. Dismissal.

- **Declaration on Fair Globalisation, 2008:**

Full productive employment and decent work at the heart of economic and social policies must be based on the four strategic objectives of the ILO, around which the Decent Work Agenda is structured and which can be summarised as follows:

- (i) promoting employment through the creation of a sustainable institutional and economic environment;
- (ii) develop and strengthen social protection instruments— social security and worker protection – that are sustainable and appropriate to the national context;
- (iii) promote social dialogue and tripartism as the most appropriate instruments;
- (iv) respect, promote and implement fundamental principles and rights at work, which are of particular importance as rights and as necessary conditions for the full achievement of all strategic objectives.

# Labour market. Employment support. Dismissal.

- **Declaration on Fair Globalisation, 2008:**
- The four strategic objectives are inseparable, interconnected and mutually supportive. Gender equality and non-discrimination should be considered as cross-cutting issues in all of the above-mentioned strategic objectives. It is up to Members to determine how to achieve the strategic objectives, in compliance with their international obligations and fundamental principles and rights at work, and taking due account of

# Labour market. Employment support. Dismissal.

## **C122 - Convention concerning Employment Policy, 1964:**

Each Member State shall formulate and implement an active policy designed to promote full, productive and freely chosen employment. This policy shall aim to ensure:

- that there is work for all persons available and seeking work;
- that such work is as productive as possible;
- that there shall be free choice of employment and that every worker shall have every opportunity to acquire the qualifications necessary to occupy a job that suits him and to use in that job his qualifications and aptitudes, regardless of his race, sex, religion, political opinion, national ancestry or social origin.

# Labour market. Employment support. Dismissal.

## **C158 - Termination of Employment Convention (1982):**

- applies to all sectors of economic activity and to all employees. A worker shall not be dismissed without a valid reason for dismissal related to the worker's ability or conduct, or based on the operational requirements of the undertaking, establishment or service.

# Labour market. Employment support. Dismissal.

## **C158 - Termination of Employment Convention (1982):**

- The following, in particular, do not constitute valid grounds for dismissal: trade union membership or participation in trade union activities outside working hours or, with the employer's consent, during working hours;
- the fact of seeking, exercising or having exercised a mandate to represent workers;
- the fact of having submitted a request or participated in proceedings initiated against an employer on the grounds of alleged violations of legislation, or lodged an appeal with the competent administrative authorities
- race, colour, sex, marital status, family responsibilities, pregnancy, religion, political opinion, nationality or social origin;
- absence from work during maternity leave. The employer shall be liable for any damage caused to the employee by the employer's failure to comply with the provisions of this Article.

# Labour market. Employment support. Dismissal.

## **C158 - Termination of Employment Convention (1982):**

- A worker shall not be dismissed for reasons related to his conduct or his work before he has been given the opportunity to defend himself against the allegations made, unless it cannot be reasonably expected that the employer should offer him such an opportunity.
- A worker who believes that he or she has been the subject of unjustified dismissal shall have the right to appeal against that measure before an impartial body such as a court, a labour tribunal, an arbitration commission or an arbitrator.

# Working conditions. Health and safety.

**ILO - Convention limiting the number of working hours in industrial undertakings to eight per day and forty-eight per week C1, 28 October 1919**

**Convention 171 ON NIGHT WORK**

**C14 - Convention on weekly rest (industry), 1921**

**C132 - Convention on paid leave (revised), 1970**

**C175 - Convention on part-time work, 1994**

**Most ILO conventions deal with the issue of health and safety at work:**

**Protection against specific risks**

**Construction sector**

**Particular categories of workers.**

# Working conditions. Health and safety.

- On 13 June 2025, the ILO conference concluded with the adoption of the first international labour standards aimed at preventing exposure to biological risks in the workplace and protecting workers against such risks. This is a fundamental step in global efforts to safeguard health and safety at work in all sectors.
- The Convention (No. 192) calls on Member States to formulate national policies and adopt measures on occupational health and safety that include the prevention of biological risks and protection against such risks, as well as the development of planning and response measures for emergencies and accidents.
- The Recommendation accompanying the Convention provides detailed guidance on the implementation of these measures, including risk assessment, early warning systems, planning and response measures (e.g. in the event of epidemics or pandemics) and training. The Recommendation also explains the definition of biological hazards and risks and lists specific modes of exposure and transmission, such as air, direct contact or biological vectors.

# Remuneration

- Oil aimed to set parameters to prevent remuneration from being abnormally low.
- Convention 100 CONVENTION ON EQUAL REMUNERATION OF MALE AND FEMALE WORKERS FOR WORK OF EQUAL VALUE, 1951
- C111 - Discrimination (Employment and Occupation) Convention, 1958 C112 - Discrimination (Employment and Occupation) Convention, 1958

# Remuneration

- Convention 97 CONVENTION ON MIGRANT WORKERS (REVISED), 1949
- C143 - Convention on Migrant Workers (Supplementary Provisions), 1975
- The term ‘migrant worker’ refers to a person who emigrates or has emigrated from one country to another, with a view to employment other than on his own account; it includes any person lawfully admitted as a migrant worker.
- EQUAL OPPORTUNITIES AND TREATMENT

# Migrant workers

- C97: Each Member State for which this Convention is in force undertakes to apply, without discrimination on grounds of nationality, race, religion or sex, to immigrants who are law fully within its territory, treatment which is not less favourable than that which it applies to its own employees in relation to remuneration; membership of trade unions and enjoyment of the benefits offered by collective agreements; accommodation; social insurance, etc.

# Social security

- C102 - Convention concerning Minimum Standards of Social Security, 1952
- C118 - Convention concerning Equality of Treatment (Social Security), 1962

# Inspections

- Initially, the ILO resorted to the instrument of recommendation, leaving it to the States to regulate workplace inspections.
- Then, starting in 1947, Convention No. 81 introduced a more effective framework.
- C81 - Labour Inspection Convention, 1947

## **The labour inspection system shall:**

- provide information and technical advice to employers and workers on the most effective means of complying with the provisions of the law;
- bring to the attention of the competent authority any shortcomings or abuses which are not specifically covered by existing provisions of law.