

recommendations in other categories do not cover human rights subjects. The first category includes Convention 87 (freedom of association), Convention 98 (right to collective bargaining), Conventions 29 and 105 (forced labour), Convention 111 (discrimination), Convention 100 (equal remuneration), as well as some others. It does not include Convention 138 (minimum work age). "Core" labour rights are also not synonymous with what are generally considered to be the major ILO Conventions as these conventions are concerned with more than basic human rights.

The question is which ILO labour standards should be included in the set of "core" labour rights? The OECD's Trade Union Advisory Committee (TUAC) has proposed that seven ILO Conventions, constitute "core labour standards". These are Convention 87, Convention 98, Conventions 29 and 105, Conventions 100 and 111, and Convention 138. A review of eight different proposals by Van Liemt<sup>8</sup> found that a group of standards were mentioned by all (Nos. 1 to 3 below), and another three (Nos. 4 to 6 below) in at least six of the eight proposals reviewed.

- 1) Freedom of association (ILO Convention 87).
- 2) The right to organize and bargain collectively (Convention 98).
- 3) Minimum age for the employment of children (Conventions 5 and 138).
- 4) Freedom from discrimination in employment and occupation on the grounds of race, sex, religion, political opinion, etc. (Convention 111).
- 5) Freedom from forced labour (Conventions 29 and 105).
- 6) Occupational safety and health (various Conventions).

It is interesting to see the extent to which Canada and the United States, a major proponent behind the idea of linking "core" labour rights with trade, have ratified ILO Conventions. Canada has not ratified all of the labour conventions set out above.<sup>9</sup> From the first group (Nos. 1 to 3) of standards identified by Van Liemt, Canada has not ratified the right to organize and bargain collectively (Convention 98) and the minimum age for the employment of children (Conventions 5 and 138). The U.S. has not ratified any of the conventions within this group. Of the remaining

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<sup>8</sup> Gijsbert van Liemt, "Minimum Labour Standards and International Trade: Would a Social Clause Work?", International Labour Review, Vol. 128, No. 4, 1989, p. 437.

<sup>9</sup>The Annex presents the ILO Conventions ratified by Canada.