



# C88 & C181 Ratification Campaign

Services for transition Unit - ILO, HQ, Genève  
SON



# Indispensable Role of Employment Services

Employment services are cost-effective labour market interventions

Play a significant role in responding to the future of work driven by the megatrends (technology, climate change, demographic shifts, globalization)

The Global call to action for a human-centred recovery from the COVID-19 crisis commits to an inclusive economic growth and employment including the strengthening of public and private employment agencies

Recurrent Discussion Committee: Employment 2022 Resolution point 31: *Support Member States in developing and implementing active labour market policies and modernizing and strengthening the capacities of public employment services, and leveraging possible cooperation, where appropriate, and considering the complementary role of private employment agencies, when adequately regulated, in line with Convention No. 181*

Expected to play a key role in the supporting jobs recovery

PES contribute to making the job market more transparent, fair, and inclusive

Private employment agencies can act as a stepping-stone to formal and regular employment, if well regulated and monitored.



International  
Labour  
Organization

Ratify  
**C88** for  
**C181** Employment  
Services

- ▶ Convention 88 from 1948  
on employment services



# ▶ Convention 88 from 1948 on employment services

## *Article 1*

1. Each Member of the International Labour Organisation for which this Convention is in force shall maintain or ensure the maintenance of a free public employment service.
2. The essential duty of the employment service shall be to ensure, in co-operation where necessary with other public and private bodies concerned, the best possible organisation of the employment market as an integral part of the national programme for the achievement and maintenance of full employment and the development and use of productive resources.

## *Article 2*

The employment service shall consist of a national system of employment offices under the direction of a national authority.

## *Article 3*

The system shall comprise a network of local and, where appropriate, regional offices, sufficient in number to serve each geographical area of the country and conveniently located for employers and workers

- ✓ Public service
- ✓ Free
- ✓ National system
- ✓ Local Network



# ▶ Convention 88 from 1948 on employment services

## *Article 6*

The employment service shall be so organised as to ensure effective recruitment and placement, and for this purpose shall:

### Major services listed:

- ✓ Registration of jobseekers
- ✓ Job search assistance
- ✓ Orientation
- ✓ Training
- ✓ Support for professional mobility
- ✓ Support for geographical mobility
- ✓ Support for international mobility
- ✓ Implementation of unemployment insurance/assistance
- ✓ Advice for recruitment
- ✓ Collection and distribution of job offers
- ✓ Intermediation of supply and demand
- ✓ Collection and dissemination of labour market information
- ✓ Support during redundancies



## ▶ Convention 88 from 1948 on employment services

### *Article 7*

Measures shall be taken:

- (a) to facilitate within the various employment offices specialisation by occupations and by industries, such as agriculture and any other branch of activity in which such specialisation may be useful; and
- (b) to meet adequately the needs of particular categories of applicants for employment, such as disabled persons.

8 DECENT WORK AND  
ECONOMIC GROWTH

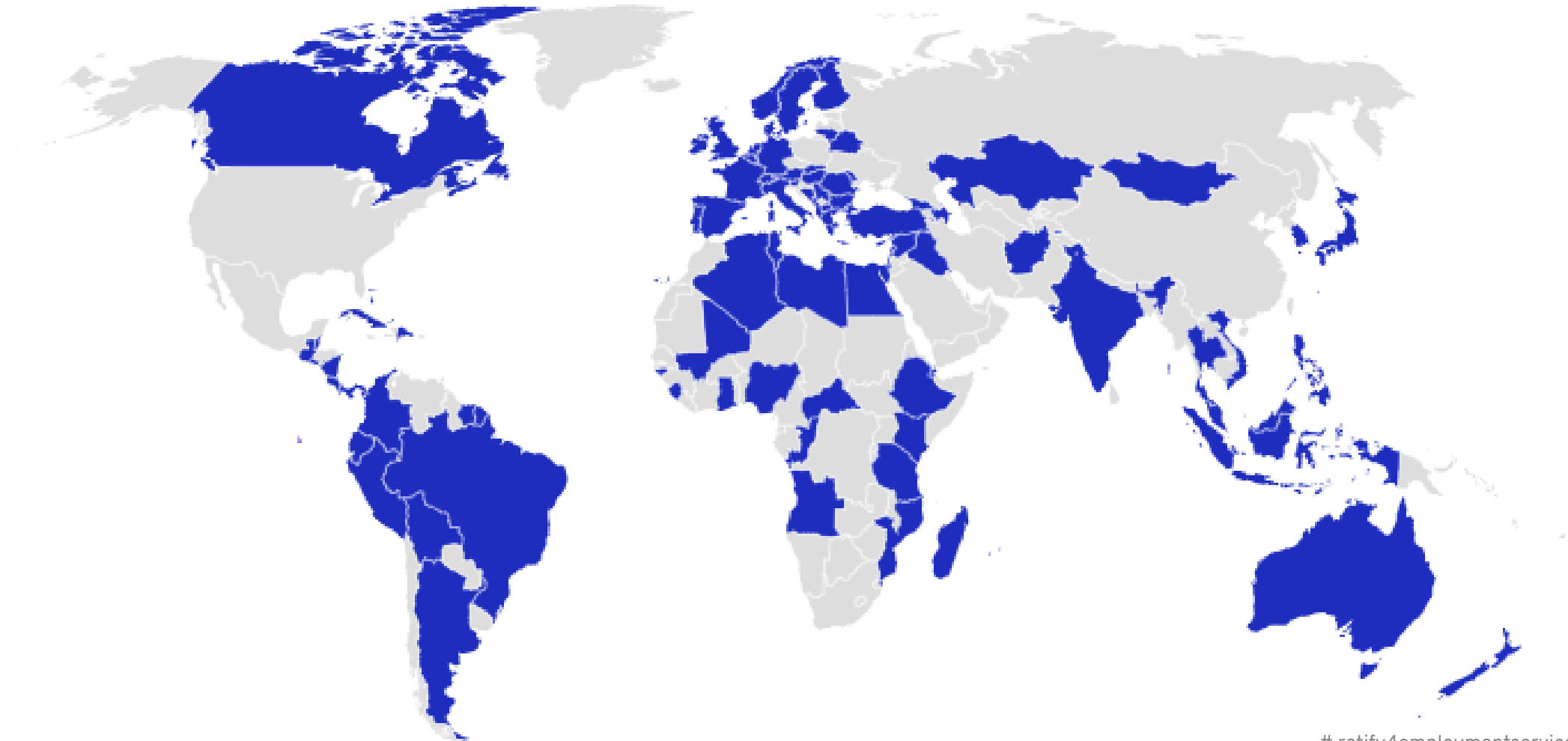


**PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH,  
FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL**



## ► Ratifications Convention 88 from 1948 on employment services

Ratifications : 92





# Public employment services are essential to the socio-economic development of a country

They are essential

Anticipate the future of the labour market

Supply decision makers, employers, stakeholders and the public with labour market information for understanding the labour market

Mediation and facilitation

Enhance the function of the labour market

Ensure equal opportunities for the most vulnerable

Improve employability

Human centred support to return to/enter into employment

Facilitate demand and supply - matching

Accompany the transition

PES =

Operational arm for the implementation of the employment policy

Support governments to overcome labour market disruptions

Act for a more transparent, fair and inclusive labour market

Absorb the distress of those who have lost their jobs

Support the choice of profession in line with labour market demands and changes





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- ▶ Convention 181 from 1997 on private employment agencies



## ▶ Convention 181 from 1997 on private employment agencies

*The Convention aims to guarantee the right conditions for implementation by:*

- ✓ Allow private employment agencies to operate within the framework of a country-specific licensing or accreditation system, determining the conditions for carrying out their activities and providing for inspection mechanisms.
- ✓ Protect workers using their services by:
  - Guaranteeing the fundamental rights of workers: freedom of association,
  - Promote equal opportunities and treatment – prohibiting discrimination
  - Protect the use of personal data
  - Prevent abusive and fraudulent practices – especially against migrant workers
  - Organize mechanisms and procedures for filing and investigating complaints

### Article 7

« Private employment agencies shall not charge directly or indirectly, in whole or in part, any fees or costs to workers. »

Justified exceptions may be allowed

### Article 13

« A Member shall, in accordance with national law and practice and after consulting the most representative organizations of employers and workers, formulate, establish and periodically review conditions to promote cooperation between the public employment service and private employment agencies..»

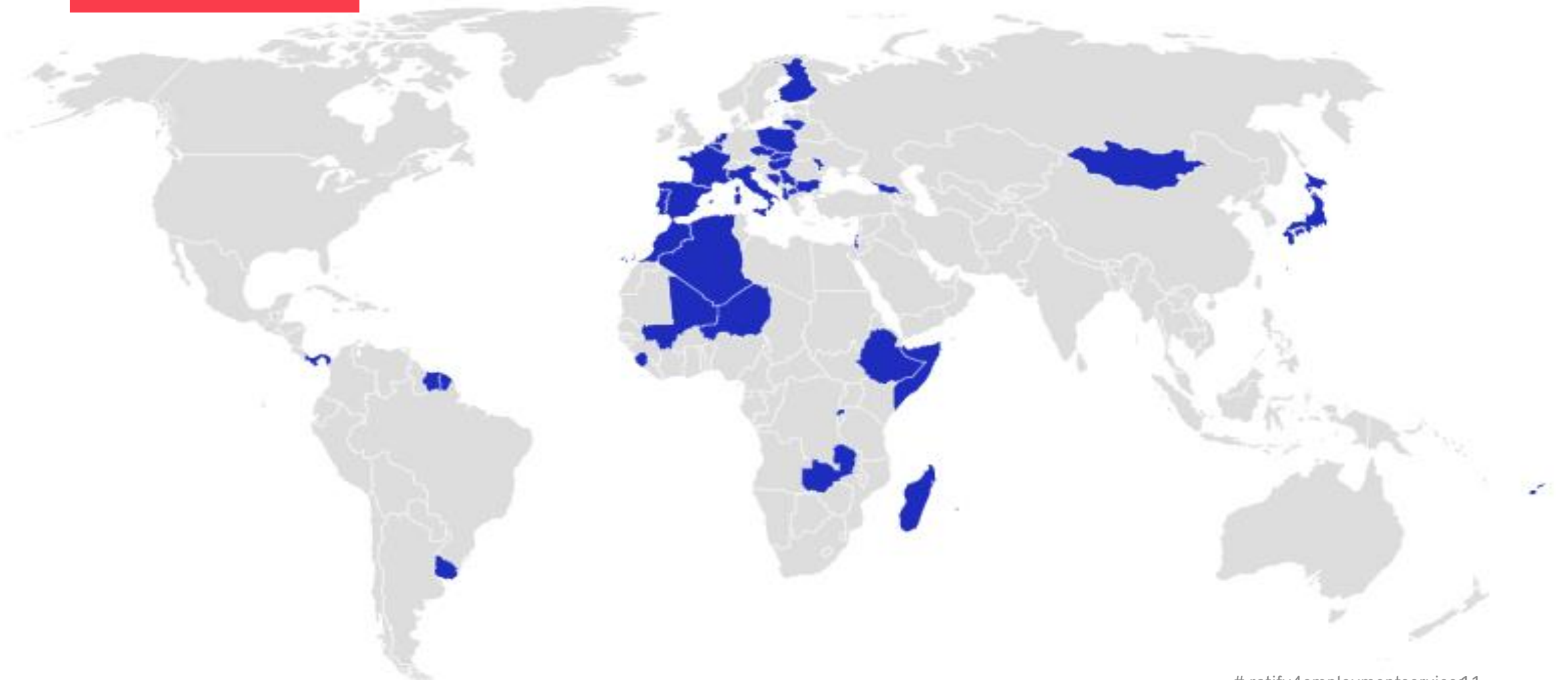


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## ▶ Ratifications Convention 181 on private recruitment agencies

Ratifications : 38



#ratify4employmentservices1

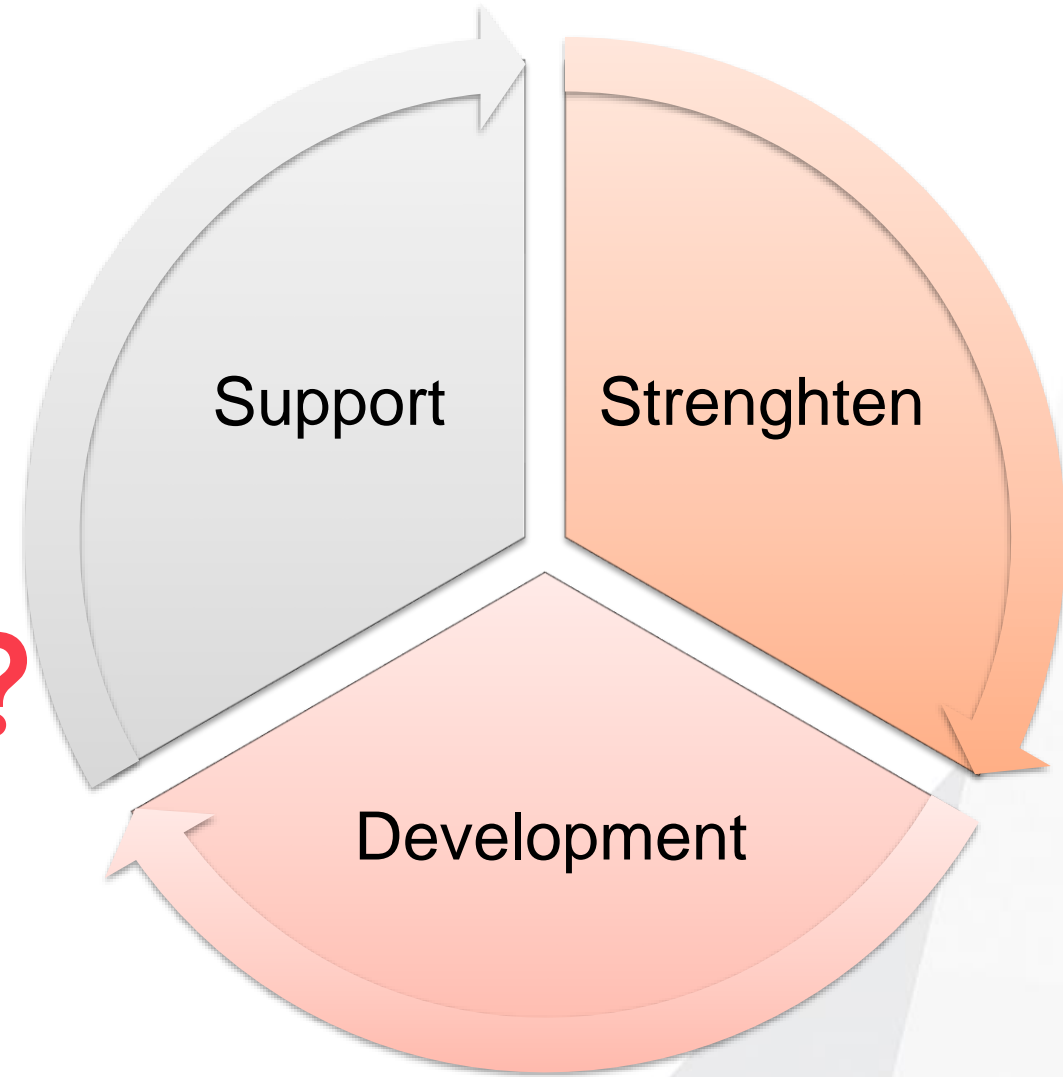
# Why are Conventions No. 88 and No. 181 important?

Together, they provide a solid normative basis for effective employment services

Ratifying these Conventions provides a basis for development of a conducive national legal framework

An effective national legal framework ensures adequate checks and balances in the employment services ecosystem

# Purpose of ratifying Conventions No. 88 and No. 181?





## ▶ ILO support towards ratification



Submission to the competent national authorities



Assessment of national law and practice against requirements of the Convention



Tripartite endorsement of the (gap) analysis, and establishment of a roadmap towards ratification



Ratification process according to national constitutional requirements



Transmission of the instrument of ratification



Entry in to force



Follow-up and reporting





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Employment  
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▶ Why ratify these Conventions?



# Examples from countries:



▶ [Uruguay](#)

▶ [Japan](#)

▶ [Nigeria](#)

▶ [France](#)

[Panama](#)

Ethiopia



# Let's work together

# ratify4employmentservices

Email me at: [palmolsson@ilo.org](mailto:palmolsson@ilo.org)

- ▶ Discover which countries have ratified [C88](#) and [C181](#)



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