

# The Human Rights Guide to the Sustainable Development Goals

Linking human rights with all Sustainable Development Goals and targets


Click on goal, target or instrument to expand details.

Use switch to change which column to be first.

Show first:

Targets

instruments

Goal	Target	Instrument	Article / Description
 <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>	<b>8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.  <b>Indicators</b> <b>8.5.1</b> Average hourly earnings of female and male employees, by occupation, age and persons with disabilities <b>8.5.2</b> Unemployment rate, by sex, age and persons with disabilities	<b>UDHR</b> Universal Declaration of Human Rights	<b>Show all articles</b> <b>23.1</b> Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.
			<b>23.2</b> Everyone, without any discrimination, has the right to equal pay for equal work.
			<b>23.3</b> Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.
		<b>ICESCR</b> International Covenant on Economic, Social and Cultural Rights	<b>Show all articles</b> <b>2.2</b> The States Parties to the present Covenant undertake to guarantee that the rights enunciated in the present Covenant will be exercised without discrimination of any kind as to race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.
			<b>3</b> The States Parties to the present Covenant undertake to ensure the equal right of men and women to the enjoyment of all economic, social and cultural rights set forth in the present Covenant.
			<b>6.1</b> The States Parties to the present Covenant recognize the right to work, which includes the right of everyone to the opportunity to gain his living by work which he freely chooses or accepts, and will take appropriate steps to safeguard this right.
			<b>6.2</b> The steps to be taken by a State Party to the present Covenant to achieve the full realization of this right shall include technical and vocational guidance and training programmes, policies and techniques to achieve steady economic, social and cultural development and full and productive employment under conditions safeguarding fundamental political and economic freedoms to the individual.
			<b>7</b> The States Parties to the present Covenant recognize the right of everyone to the enjoyment of just and favourable conditions of work which ensure, in particular: <b>7.a</b> Remuneration which provides all workers, as a minimum, with:
			<b>7.a.i</b> Fair wages and equal remuneration for work of equal value without distinction of any kind, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work;
			<b>7.a.ii</b> A decent living for themselves and their families in accordance with the provisions of the present Covenant;
			<b>7.c</b> Equal opportunity for everyone to be promoted in his employment to an appropriate higher level, subject to no considerations other than those of seniority and competence;
		<b>ICERD</b> International Convention on the Elimination of All Forms of Racial Discrimination	<b>Show all articles</b> <b>5</b> In compliance with the fundamental obligations laid down in article 2 of this Convention, States Parties undertake to prohibit and to eliminate racial discrimination in all its forms and to guarantee the right of everyone, without distinction as to race, colour, or national or ethnic origin, to equality before the law, notably in the enjoyment of the following rights: <b>5.e</b> Economic, social and cultural rights, in particular: <b>5.e.i</b> The rights to work, to free choice of employment, to just and favourable conditions of work, to protection against unemployment, to equal pay for equal work, to just and favourable remuneration;

		<b>CEDAW</b> Convention on the Elimination of All Forms of Discrimination Against Women	<b>Show all articles</b> 11.1 States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular: 11.1.a The right to work as an inalienable right of all human beings;
			11.1.b The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;
			11.1.c The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;
			11.1.d The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;
			14.1 States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas.
			14.2 States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right: 14.2.e To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self employment;
		<b>CRPD</b> Convention on the Rights of Persons with Disabilities	<b>Show all articles</b> 24.3 States Parties shall enable persons with disabilities to learn life and social development skills to facilitate their full and equal participation in education and as members of the community. To this end, States Parties shall take appropriate measures, including: 24.3.a Facilitating the learning of Braille, alternative script, augmentative and alternative modes, means and formats of communication and orientation and mobility skills, and facilitating peer support and mentoring;
			24.3.b Facilitating the learning of sign language and the promotion of the linguistic identity of the deaf community;
			24.3.c Ensuring that the education of persons, and in particular children, who are blind, deaf or deafblind, is delivered in the most appropriate languages and modes and means of communication for the individual, and in environments which maximize academic and social development.
			24.5 States Parties shall ensure that persons with disabilities are able to access general tertiary education, vocational training, adult education and lifelong learning without discrimination and on an equal basis with others. To this end, States Parties shall ensure that reasonable accommodation is provided to persons with disabilities.
			27.1 States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities. States Parties shall safeguard and promote the realization of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps, including through legislation, to, inter alia: 27.1.b Protect the rights of persons with disabilities, on an equal basis with others, to just and favourable conditions of work, including equal opportunities and equal remuneration for work of equal value, safe and healthy working conditions, including protection from harassment, and the redress of grievances;
			27.1.d Enable persons with disabilities to have effective access to general technical and vocational guidance programmes, placement services and vocational and continuing training;
			27.1.e Promote employment opportunities and career advancement for persons with disabilities in the labour market, as well as assistance in finding, obtaining, maintaining and returning to employment;
			27.1.f Promote opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one's own business;
			27.1.g Employ persons with disabilities in the public sector;
			27.1.h Promote the employment of persons with disabilities in the private sector through appropriate policies and measures, which may include affirmative action programmes, incentives and other measures;
			27.1.i Ensure that reasonable accommodation is provided to persons with disabilities in the workplace;

			27.1.j Promote the acquisition by persons with disabilities of work experience in the open labour market;
			27.1.k Promote vocational and professional rehabilitation, job retention and return-to-work programmes for persons with disabilities.
		<b>ICRMW</b> International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families	<b>Show all articles</b> 25.1 Migrant workers shall enjoy treatment not less favourable than that which applies to nationals of the State of employment in respect of remuneration and:
		<b>UNDRIP</b> United Nations Declaration on the Rights of Indigenous Peoples	<b>Show all articles</b> 17.3 Indigenous individuals have the right not to be subjected to any discriminatory conditions of labour and, inter alia, employment or salary.
		<b>ILO 94</b> Labour Clauses (Public Contracts) Convention, 1949 (No. 94)	<b>Show all articles</b> ILO 94 This ILO Convention aims at ensuring respect for minimum labour standards in the execution of public contracts.
		<b>ILO 95</b> Protection of Wages Convention, 1949 (No. 95)	<b>Show all articles</b> ILO 95 This ILO Convention stipulates that wages shall be paid in legal tender at regular intervals. In cases where partial payment of wages is in kind, the value of such allowances should be fair and reasonable.
		<b>ILO 100</b> Equal Remuneration Convention, 1951 (No. 100)	<b>Show all articles</b> ILO 100 This fundamental ILO Convention requires ratifying countries to ensure the application to all workers of the principle of equal remuneration for men and women for work of equal value.
		<b>ILO 111</b> Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	<b>Show all articles</b> Description 1 This fundamental ILO Convention defines discrimination as any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.
		<b>ILO 122</b> Employment Policy Convention, 1964 (No. 122)	<b>Show all articles</b> ILO 122 This ILO governance Convention aims at stimulating economic growth and development, raise levels of living, meet manpower requirements and overcome unemployment and underemployment.
		<b>ILO 131</b> Minimum Wage Fixing Convention, 1970 (No. 131)	<b>Show all articles</b> ILO 131 This ILO Convention requires ratifying states to establish a minimum wage fixing machinery capable of determining and periodically reviewing and adjusting minimum wage rates having the force of law.
		<b>ILO 142</b> Human Resources Development Convention, 1975 (No. 142)	<b>Show all articles</b> ILO 142 This ILO Convention requires ratifying states to adopt and develop comprehensive and coordinated policies and programmes of vocational guidance and vocational training, closely linked with employment, in particular through public employment services.
		<b>ILO 159</b> Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	<b>Show all articles</b> ILO 159 This ILO Convention requires ratifying states to formulate, implement and periodically review a national policy on vocational rehabilitation and employment of disabled persons.
		<b>ILO 181</b> Private Employment Agencies Convention, 1997 (No. 181)	<b>Show all articles</b> ILO 181 This ILO Convention concerns the operation of private employment agencies as well as the protection of the workers using their services.
		<b>European Social Charter</b> European Social Charter (Revised)	<b>Show all articles</b> Part II The Parties undertake, as provided for in Part III, to consider themselves bound by the obligations laid down in the following articles and paragraphs.
			Part I.1 Everyone shall have the opportunity to earn his living in an occupation freely entered upon.
			Part II.1.1 to accept as one of their primary aims and responsibilities the achievement and maintenance of as high and stable a level of employment as possible, with a view to the attainment of full employment;
			Part II.1.2 to protect effectively the right of the worker to earn his living in an occupation freely entered upon;
			Part II.1.3 to establish or maintain free employment services for all workers;

		<p>Part II.1.4 to provide or promote appropriate vocational guidance, training and rehabilitation.</p>
		<p>Part I.2 All workers have the right to just conditions of work.</p>
		<p>Part II.2 With a view to ensuring the effective exercise of the right to just conditions of work, the Parties undertake:</p>
		<p>Part#II.2.1 to provide for reasonable daily and weekly working hours, the working week to be progressively reduced to the extent that the increase of productivity and other relevant factors permit;</p>
		<p>Part#II.2.2 to provide for public holidays with pay;</p>
		<p>Part#II.2.3 to provide for a minimum of four weeks' annual holiday with pay;</p>
		<p>Part#II.2.4 to eliminate risks in inherently dangerous or unhealthy occupations, and where it has not yet been possible to eliminate or reduce sufficiently these risks, to provide for either a reduction of working hours or additional paid holidays for workers engaged in such occupations;</p>
		<p>Part#II.2.5 to ensure a weekly rest period which shall, as far as possible, coincide with the day recognised by tradition or custom in the country or region concerned as a day of rest;</p>
		<p>Part#II.2.6 to ensure that workers are informed in written form, as soon as possible, and in any event not later than two months after the date of commencing their employment, of the essential aspects of the contract or employment relationship;</p>
		<p>Part#II.2.7 to ensure that workers performing night work benefit from measures which take account of the special nature of the work.</p>
		<p>Part#II.3 With a view to ensuring the effective exercise of the right to safe and healthy working conditions, the Parties undertake, in consultation with employers' and workers' organisations:</p>
		<p>Part#I.3 All workers have the right to safe and healthy working conditions.</p>
		<p>Part#II.3.1 to formulate, implement and periodically review a coherent national policy on occupational safety, occupational health and the working environment. The primary aim of this policy shall be to improve occupational safety and health and to prevent accidents and injury to health arising out of, linked with or occurring in the course of work, particularly by minimising the causes of hazards inherent in the working environment;</p>
		<p>Part#II.3.2 to issue safety and health regulations;</p>
		<p>Part#II.3.3 to provide for the enforcement of such regulations by measures of supervision;</p>
		<p>Part#II.4 With a view to ensuring the effective exercise of the right to a fair remuneration, the Parties undertake:</p>
		<p>Part#II.4.1 to recognise the right of workers to a remuneration such as will give them and their families a decent standard of living;</p>
		<p>Part#II.4.2 to recognise the right of workers to an increased rate of remuneration for overtime work, subject to exceptions in particular cases;</p>
		<p>Part#II.4.3 to recognise the right of men and women workers to equal pay for work of equal value;</p>
		<p>Part#II.4.4 to recognise the right of all workers to a reasonable period of notice for termination of employment;</p>
		<p>Part#II.4.5 to permit deductions from wages only under conditions and to the extent prescribed by national laws or regulations or fixed by collective agreements or arbitration awards.</p>
		<p>Part#I.7 Children and young persons have the right to a special protection against the physical and moral hazards to which they are exposed.</p>

			<p>Part#II.7 With a view to ensuring the effective exercise of the right of children and young persons to protection, the Parties undertake:</p>
			<p>Part#II.7.1 to provide that the minimum age of admission to employment shall be 15 years, subject to exceptions for children employed in prescribed light work without harm to their health, morals or education;</p>
			<p>Part#II.7.2 to provide that the minimum age of admission to employment shall be 18 years with respect to prescribed occupations regarded as dangerous or unhealthy;</p>
			<p>Part#II.7.3 to provide that persons who are still subject to compulsory education shall not be employed in such work as would deprive them of the full benefit of their education;</p>
			<p>Part#II.7.4 to provide that the working hours of persons under 18 years of age shall be limited in accordance with the needs of their development, and particularly with their need for vocational training;</p>
			<p>Part#II.7.5 to recognise the right of young workers and apprentices to a fair wage or other appropriate allowances;</p>
			<p>Part#II.7.6 to provide that the time spent by young persons in vocational training during the normal working hours with the consent of the employer shall be treated as forming part of the working day;</p>
			<p>Part#II.7.7 to provide that employed persons of under 18 years of age shall be entitled to a minimum of four weeks' annual holiday with pay;</p>
			<p>Part#II.7.8 to provide that persons under 18 years of age shall not be employed in night work with the exception of certain occupations provided for by national laws or regulations;</p>
			<p>Part#II.7.9 to provide that persons under 18 years of age employed in occupations prescribed by national laws or regulations shall be subject to regular medical control;</p>
			<p>Part#II.7.10 to ensure special protection against physical and moral dangers to which children and young persons are exposed, and particularly against those resulting directly or indirectly from their work.</p>
			<p>Part#II.8 With a view to ensuring the effective exercise of the right of employed women to the protection of maternity, the Parties undertake:</p>
			<p>Part#I.8 Employed women, in case of maternity, have the right to a special protection.</p>
			<p>Part#II.8.1 to provide either by paid leave, by adequate social security benefits or by benefits from public funds for employed women to take leave before and after childbirth up to a total of at least fourteen weeks;</p>
			<p>Part#II.8.2 to consider it as unlawful for an employer to give a woman notice of dismissal during the period from the time she notifies her employer that she is pregnant until the end of her maternity leave, or to give her notice of dismissal at such a time that the notice would expire during such a period;</p>
			<p>Part#II.8.3 to provide that mothers who are nursing their infants shall be entitled to sufficient time off for this purpose;</p>
			<p>Part#II.8.4 to regulate the employment in night work of pregnant women, women who have recently given birth and women nursing their infants;</p>
			<p>Part#II.8.5 to prohibit the employment of pregnant women, women who have recently given birth or who are nursing their infants in underground mining and all other work which is unsuitable by reason of its dangerous, unhealthy or arduous nature and to take appropriate measures to protect the employment rights of these women.</p>
			<p>Part#II.9 With a view to ensuring the effective exercise of the right to vocational guidance, the Parties undertake to provide or promote, as necessary, a service which will assist all persons, including the handicapped, to solve problems related to occupational choice and progress, with due regard to the individual's characteristics and their relation to occupational opportunity: this assistance should be available free of charge, both to young persons, including schoolchildren, and to adults.</p>
			<p>Part#II.10 With a view to ensuring the effective exercise of the right to vocational training, the Parties undertake:</p>

			<p>Part#II.10.1 to provide or promote, as necessary, the technical and vocational training of all persons, including the handicapped, in consultation with employers' and workers' organisations, and to grant facilities for access to higher technical and university education, based solely on individual aptitude;</p>
			<p>Part#II.10.2 to provide or promote a system of apprenticeship and other systematic arrangements for training young boys and girls in their various employments;</p>
			<p>Part#II.10.3 to provide or promote, as necessary:</p>
			<p>Part#II.10.3.a adequate and readily available training facilities for adult workers;</p>
			<p>Part#II.10.3.b special facilities for the retraining of adult workers needed as a result of technological development or new trends in employment;</p>
			<p>Part#II.10.4 to provide or promote, as necessary, special measures for the retraining and reintegration of the long-term unemployed;</p>
			<p>Part#II.10.5 to encourage the full utilisation of the facilities provided by appropriate measures such as:</p>
			<p>Part#II.10.5.a reducing or abolishing any fees or charges;</p>
			<p>Part#II.10.5.b granting financial assistance in appropriate cases;</p>
			<p>Part#II.10.5.c including in the normal working hours time spent on supplementary training taken by the worker, at the request of his employer, during employment;</p>
			<p>Part#II.10.5.d ensuring, through adequate supervision, in consultation with the employers' and workers' organisations, the efficiency of apprenticeship and other training arrangements for young workers, and the adequate protection of young workers generally.</p>
			<p>Part#I.15 Disabled persons have the right to independence, social integration and participation in the life of the community.</p>
			<p>Part#II.15 With a view to ensuring to persons with disabilities, irrespective of age and the nature and origin of their disabilities, the effective exercise of the right to independence, social integration and participation in the life of the community, the Parties undertake, in particular:</p>
			<p>Part#II.15.2 to promote their access to employment through all measures tending to encourage employers to hire and keep in employment persons with disabilities in the ordinary working environment and to adjust the working conditions to the needs of the disabled or, where this is not possible by reason of the disability, by arranging for or creating sheltered employment according to the level of disability. In certain cases, such measures may require recourse to specialised placement and support services;</p>
			<p>Part#II.19 With a view to ensuring the effective exercise of the right of migrant workers and their families to protection and assistance in the territory of any other Party, the Parties undertake:</p>
			<p>Part#II.19.1 to maintain or to satisfy themselves that there are maintained adequate and free services to assist such workers, particularly in obtaining accurate information, and to take all appropriate steps, so far as national laws and regulations permit, against misleading propaganda relating to emigration and immigration;</p>
			<p>Part#II.19.2 to adopt appropriate measures within their own jurisdiction to facilitate the departure, journey and reception of such workers and their families, and to provide, within their own jurisdiction, appropriate services for health, medical attention and good hygienic conditions during the journey;</p>
			<p>Part#II.19.3 to promote co-operation, as appropriate, between social services, public and private, in emigration and immigration countries;</p>
			<p>Part#II.19.4 to secure for such workers lawfully within their territories, insofar as such matters are regulated by law or regulations or are subject to the control of administrative authorities, treatment not less favourable than that of their own nationals in respect of the following matters:</p>
			<p>Part#II.19.4.a remuneration and other employment and working conditions;</p>
			<p>Part#II.19.4.b membership of trade unions and enjoyment of the benefits of collective bargaining;</p>

Part#II.19.5 to secure for such workers lawfully within their territories treatment not less favourable than that of their own nationals with regard to employment taxes, dues or contributions payable in respect of employed persons;
Part#II.19.6 to facilitate as far as possible the reunion of the family of a foreign worker permitted to establish himself in the territory;
Part#II.19.7 to secure for such workers lawfully within their territories treatment not less favourable than that of their own nationals in respect of legal proceedings relating to matters referred to in this article;
Part#II.19.8 to secure that such workers lawfully residing within their territories are not expelled unless they endanger national security or offend against public interest or morality;
Part#II.19.9 to permit, within legal limits, the transfer of such parts of the earnings and savings of such workers as they may desire;
Part#II.19.10 to extend the protection and assistance provided for in this article to self-employed migrants insofar as such measures apply;
Part#II.20.c terms of employment and working conditions, including remuneration;
Part#II.20.d career development, including promotion.
Part#II.20 With a view to ensuring the effective exercise of the right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex, the Parties undertake to recognise that right and to take appropriate measures to ensure or promote its application in the following fields:
Part#I.20 All workers have the right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex.
Part#II.20.a access to employment, protection against dismissal and occupational reintegration;
Part#II.20.b vocational guidance, training, retraining and rehabilitation;
Part#I.22 Workers have the right to take part in the determination and improvement of the working conditions and working environment in the undertaking.
Part#I.24 All workers have the right to protection in cases of termination of employment.
Part#I.26 All workers have the right to dignity at work.
Part#I.27 All persons with family responsibilities and who are engaged or wish to engage in employment have a right to do so without being subject to discrimination and as far as possible without conflict between their employment and family responsibilities.
Part#II.27 With a view to ensuring the exercise of the right to equality of opportunity and treatment for men and women workers with family responsibilities and between such workers and other workers, the Parties undertake:
Part#II.27.1 to take appropriate measures:
Part#II.27.1.a to enable workers with family responsibilities to enter and remain in employment, as well as to reenter employment after an absence due to those responsibilities, including measures in the field of vocational guidance and training;
Part#II.28 With a view to ensuring the effective exercise of the right of workers' representatives to carry out their functions, the Parties undertake to ensure that in the undertaking:
Part#I.28 Workers' representatives in undertakings have the right to protection against acts prejudicial to them and should be afforded appropriate facilities to carry out their functions.

			Part#II.28.a they enjoy effective protection against acts prejudicial to them, including dismissal, based on their status or activities as workers' representatives within the undertaking;
			Part#II.28.b they are afforded such facilities as may be appropriate in order to enable them to carry out their functions promptly and efficiently, account being taken of the industrial relations system of the country and the needs, size and capabilities of the undertaking concerned.
			Part#II.29 With a view to ensuring the effective exercise of the right of workers to be informed and consulted in situations of collective redundancies, the Parties undertake to ensure that employers shall inform and consult workers' representatives, in good time prior to such collective redundancies, on ways and means of avoiding collective redundancies or limiting their occurrence and mitigating their consequences, for example by recourse to accompanying social measures aimed, in particular, at aid for the redeployment or retraining of the workers concerned.
		<b>European Framework Convention on Minorities</b> Council of Europe Framework Convention for the Protection of National Minorities	<b>Show all articles</b> 4.1 The Parties undertake to guarantee to persons belonging to national minorities the right of equality before the law and of equal protection of the law. In this respect, any discrimination based on belonging to a national minority shall be prohibited.
			4.2 The Parties undertake to adopt, where necessary, adequate measures in order to promote, in all areas of economic, social, political and cultural life, full and effective equality between persons belonging to a national minority and those belonging to the majority. In this respect, they shall take due account of the specific conditions of the persons belonging to national minorities.
			4.3 The measures adopted in accordance with paragraph 2 shall not be considered to be an act of discrimination.
		<b>ADRRM</b> American Declaration on the Rights and Duties of Man	<b>Show all articles</b> II All persons are equal before the law and have the rights and duties established in this Declaration, without distinction as to race, sex, language, creed or any other factor.
			XIV Every person has the right to work, under proper conditions, and to follow his vocation freely, insofar as existing conditions of employment permit. Every person who works has the right to receive such remuneration as will, in proportion to his capacity and skill, assure him a standard of living suitable for himself and for his family.
			XXI Every person has the right to assemble peaceably with others in a formal public meeting or an informal gathering, in connection with matters of common interest of any nature.
			XXII Every person has the right to associate with others to promote, exercise and protect his legitimate interests of a political, economic, religious, social, cultural, professional, labor union or other nature.
		<b>ACHR</b> American Convention on Human Rights	<b>Show all articles</b> 1.1 The States Parties to this Convention undertake to respect the rights and freedoms recognized herein and to ensure to all persons subject to their jurisdiction the free and full exercise of those rights and freedoms, without any discrimination for reasons of race, color, sex, language, religion, political or other opinion, national or social origin, economic status, birth, or any other social condition.
			16.1 Everyone has the right to associate freely for ideological, religious, political, economic, labor, social, cultural, sports, or other purposes.
			16.2 The exercise of this right shall be subject only to such restrictions established by law as may be necessary in a democratic society, in the interest of national security, public safety or public order, or to protect public health or morals or the rights and freedoms of others.
			26 The States Parties undertake to adopt measures, both internally and through international cooperation, especially those of an economic and technical nature, with a view to achieving progressively, by legislation or other appropriate means, the full realization of the rights implicit in the economic, social, educational, scientific, and cultural standards set forth in the Charter of the Organization of American States as amended by the Protocol of Buenos Aires.
		<b>Protocol of San Salvador</b> Additional Protocol to the American Convention on Human Rights in the Area of Economic, Social and Cultural rights (Protocol of San Salvador)	<b>Show all articles</b> 3 The State Parties to this Protocol undertake to guarantee the exercise of the rights set forth herein without discrimination of any kind for reasons related to race, color, sex, language, religion, political or other opinions, national or social origin, economic status, birth or any other social condition.
			6.1 Everyone has the right to work, which includes the opportunity to secure the means for living a dignified and decent existence by performing a freely elected or accepted lawful activity.



			6.2	The State Parties undertake to adopt measures that will make the right to work fully effective, especially with regard to the achievement of full employment, vocational guidance, and the development of technical and vocational training projects, in particular those directed to the disabled. The States Parties also undertake to implement and strengthen programs that help to ensure suitable family care, so that women may enjoy a real opportunity to exercise the right to work.
			7	The States Parties to this Protocol recognize that the right to work to which the foregoing article refers presupposes that everyone shall enjoy that right under just, equitable, and satisfactory conditions, which the States Parties undertake to guarantee in their internal legislation, particularly with respect to:
			7.b	The right of every worker to follow his vocation and to devote himself to the activity that best fulfills his expectations and to change employment in accordance with the pertinent national regulations;
			7.c	The right of every worker to promotion or upward mobility in his employment, for which purpose account shall be taken of his qualifications, competence, integrity and seniority;
			7.d	Stability of employment, subject to the nature of each industry and occupation and the causes for just separation. In cases of unjustified dismissal, the worker shall have the right to indemnity or to reinstatement on the job or any other benefits provided by domestic legislation;
			7.e	Safety and hygiene at work;
			7.f	The prohibition of night work or unhealthy or dangerous working conditions and, in general, of all work which jeopardizes health, safety, or morals, for persons under 18 years of age. As regards minors under the age of 16, the work day shall be subordinated to the provisions regarding compulsory education and in no case shall work constitute an impediment to school attendance or a limitation on benefiting from education received;
			7.g	A reasonable limitation of working hours, both daily and weekly. The days shall be shorter in the case of dangerous or unhealthy work or of night work;
			7.h	Rest, leisure and paid vacations as well as remuneration for national holidays.
			8.2	The exercise of the rights set forth above may be subject only to restrictions established by law, provided that such restrictions are characteristic of a democratic society and necessary for safeguarding public order or for protecting public health or morals or the rights and freedoms of others. Members of the armed forces and the police and of other essential public services shall be subject to limitations and restrictions established by law.
			8.3	No one may be compelled to belong to a trade union
		Inter-American Convention on discrimination against persons with disabilities Inter-American Convention on the Elimination of All Forms of Discrimination against Persons with Disabilities	Show all articles IV	To achieve the objectives of this Convention, the states parties undertake to:
			III	To achieve the objectives of this Convention, the states parties undertake:
			III.1	To adopt the legislative, social, educational, labor-related, or any other measures needed to eliminate discrimination against persons with disabilities and to promote their full integration into society, including, but not limited to:
			III.1.a	Measures to eliminate discrimination gradually and to promote integration by government authorities and/or private entities in providing or making available goods, services, facilities, programs, and activities such as employment, transportation, communications, housing, recreation, education, sports, law enforcement and administration of justice, and political and administrative activities;
			IV.2	Collaborate effectively in:
			IV.2.b	The development of means and resources designed to facilitate or promote the independence, self-sufficiency, and total integration into society of persons with disabilities, under conditions of equality.
		ACHPR African Charter on Human and Peoples' Rights	Show all articles 2	Every individual shall be entitled to the enjoyment of the rights and freedoms recognized and guaranteed in the present Charter without distinction of any kind such as race, ethnic group, colour, sex, language, religion, political or any other opinion, national and social origin, fortune, birth or other status.
			15	Every individual shall have the right to work under equitable and satisfactory conditions, and shall receive equal pay for equal work.

			18.3 The State shall ensure the elimination of every discrimination against women and also censure the protection of the rights of the woman and the child as stipulated in international declarations and conventions.
			18.4 The aged and the disabled shall also have the right to special measures of protection in keeping with their physical or moral needs.
		<b>ACRWC</b> African Charter on the Rights and Welfare of the Child	<b>Show all articles</b> 3 Every child shall be entitled to the enjoyment of the rights and freedoms recognized and guaranteed in this Charter irrespective of the child's or his/her parents' or legal guardians' race, ethnic group, colour, sex, language, religion, political or other opinion, national and social origin, fortune, birth or other status.
			13.1 Every child who is mentally or physically disabled shall have the right to special measures of protection in keeping with his physical and moral needs and under conditions which ensure his dignity, promote his self-reliance and active participation in the community.
			13.2 State Parties to the present Charter shall ensure, subject to available resources, to a disabled child and to those responsible for his care, assistance for which application is made and which is appropriate to the child's condition and in particular shall ensure that the disabled child has effective access to training, preparation for employment and recreation opportunities in a manner conducive to the child achieving the fullest possible social integration, individual development and his/her cultural and moral development.
			13.3 The State Parties to the present Charter shall use their available resources with a view to achieving progressively the full convenience of the mentally and physically disabled person to movement and access to public highway buildings and other places to which the disabled may legitimately want to have access to.
			15.1 Every child shall be protected from all forms of economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's physical, mental, spiritual, moral, or social development.
			15.2 State Parties to the present Charter take all appropriate legislative and administrative measures to ensure the full implementation of this Article which covers both the formal and informal sectors of employment and having regard to the relevant provisions of the International Labour Organization's instruments relating to children. State Parties shall in particular:
			15.2.a provide through legislation, minimum wages for admission to every employment;
			15.2.b provide for appropriate regulation of hours and conditions of employment;
			15.2.c provide for appropriate penalties or other sanctions to ensure the effective enforcement of this Article;
			15.2.d promote the dissemination of information on the hazards of child labour to all sectors of the community.
		<b>Maputo Protocol</b> Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa	<b>Show all articles</b> 2.1.a include in their national constitutions and other legislative instruments, if not already done, the principle of equality between women and men and ensure its effective application;
			2.1.c integrate a gender perspective in their policy decisions, legislation, development plans, programmes and activities and in all other spheres of life;
			2.1.d take corrective and positive action in those areas where discrimination against women in law and in fact continues to exist;
			2.1.e support the local, national, regional and continental initiatives directed at eradicating all forms of discrimination against women.
			13 States Parties shall adopt and enforce legislative and other measures to guarantee women equal opportunities in work and career advancement and other economic opportunities. In this respect, they shall:
			13.a promote equality of access to employment;
			13.b promote the right to equal remuneration for jobs of equal value for women and men;
			13.c ensure transparency in recruitment, promotion and dismissal of women and combat and punish sexual harassment in the workplace;

			13.d guarantee women the freedom to choose their occupation, and protect them from exploitation by their employers violating and exploiting their fundamental rights as recognised and guaranteed by conventions, laws and regulations in force;
			13.e create conditions to promote and support the occupations and economic activities of women, in particular, within the informal sector;
			13.f establish a system of protection and social insurance for women working in the informal sector and sensitise them to adhere to it;
			13.g introduce a minimum age for work and prohibit the employment of children below that age, and prohibit, combat and punish all forms of exploitation of children, especially the girl-child;
			13.h take the necessary measures to recognise the economic value of the work of women in the home;
			13.i guarantee adequate and paid pre- and post-natal maternity leave in both the private and public sectors
			13.j ensure the equal application of taxation laws to women and men;
			13.k recognise and enforce the right of salaried women to the same allowances and entitlements as those granted to salaried men for their spouses and children
			13.l recognise that both parents bear the primary responsibility for the upbringing and development of children and that this is a social function for which the State and the private sector have secondary responsibility;
			13.m take effective legislative and administrative measures to prevent the exploitation and abuse of women in advertising and pornography.

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