

Montreal Manifesto

on Precarious Work, Workforce Diversity, International Migration, and Occupational Health and Safety

Preamble

The first Global Forum on Im/migration, Diversity of the Workforce, Precariousness and Vulnerability¹ in Occupational Safety and Health (hereinafter IDIVOSH), held in Montreal on June 13 and 14, 2023, brought together around one hundred participants, including researchers, students, stakeholders, and experts in OHS and various other fields. Together they examined numerous issues related to employment and working conditions that make certain groups of workers more vulnerable to the risks of occupational injury, long-standing work disabilities and a deterioration in their quality of life. These issues constitute both obstacles and challenges for service and public policy planning. At the end of the Global Forum, participants adopted this Declaration in the hope that – in the name of equal opportunity, inclusion and employment equity – inadequate working conditions and protections will one day no longer pose a threat to anyone, and that all workers, regardless of their employment category, migratory legal status, different identities (whether assigned or self-attributed, including ethnicity, gender, “race”², religion, sexual preferences or membership in an Indigenous peoples community) and the different types of occupational exposures, will be protected and treated with respect and dignity [1, 2].

CONSIDERING the various situations of precariousness that have emerged or been highlighted in the wake of the coronavirus pandemic (SARS-CoV-2), which shook the entire planet in 2020 [3, 4];

CONSIDERING that many categories of so-called essential or priority jobs were identified by public authorities during the coronavirus pandemic to enable the production of goods and services vital to the smooth running of society, and the technical, human, and financial support necessary for this production;

¹ Vulnerability is not seen here as the inherent fragility of a person, but as a condition produced by socio-economic and political forces which are manifested as poverty, lack of or limited access to health services, inadequate housing, forced mobility or discrimination in all its form. Understanding the social dimension of vulnerability requires a holistic approach that considers these and other factors in combination.

² Understood here as the social construction of race, also known as racialization, i.e., the process by which individuals or groups are categorized and assigned racial identities based on physical characteristics. It often occurs within power dynamics and structures, where dominant groups assign racial identities to subordinate or marginalized groups. This can result in the unequal distribution of resources, opportunities and privileges based on these assigned racialized categories. Racialization also intersects with other forms of identity such as gender, class, religion and sexuality, leading to oppression, discrimination and social exclusion.

CONSIDERING that many of the jobs identified as essential expose workers to precarious conditions, offering low wages and very little protection and social benefits, in addition to posing a risk to the health and safety of the workers concerned;

CONSIDERING that these workers also tend to be members of ethnic or so-called racialized or “visible”³ minorities, recent immigrants or hired as temporary migrant workers, and that the phenomenon of racism, stigmatization and discrimination does not spare them [5, 6];

CONSIDERING the presence of structural, political and economic inequalities and persistent discrimination in the world related to gender identity or expression, sex (among other things, involving atypical work and traditionally female sectors), sexual orientation, pregnancy, disability or the use of a means to palliate a disability, various ethnic, national or religious affiliations, markers of racialization, language, marital status and age [1, 2, 7-15];

CONSIDERING that not all workers have the same access to information due to language, financial and technological barriers (e.g., access to the Internet or adequate tools/interfaces), and the importance of having the requisite means to access information on labour law, employment and OHS standards (prevention, compensation, medical assistance and rehabilitation) and exercise one’s rights) [8, 16];

CONSIDERING the standards and principles enshrined in the instruments and conventions adopted by the United Nations, including the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination against Women, the Convention on the Rights of the Child, the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, the Declaration on the Rights of Indigenous Peoples, the Convention on the Rights of Persons with Disabilities, and the United Nations 2030 Agenda for Sustainable Development, including Goal 8, which is based on decent work, and Goal 10, which is based on reducing inequality within and among countries;

³ Some countries, such as Canada, have enshrined this term in law but exclude members of First Nations or Aboriginal peoples (Employment Equity Act). Today, this term is controversial and criticized for its lack of precision and for homogenizing populations that are highly diverse in ethnic, cultural and socio-economic terms, and for overshadowing wealth gaps and social inequalities. The BAME (for Black, Asian, and other Minority Ethnic) and BIPOC (for Black, Indigenous, and People of Color) designations are now used throughout the world, although they are not universally accepted and are also the subject of criticism.

CONSIDERING that the principles and standards recognized in the relevant instruments elaborated under the auspices of the International Labour Organization, and in particular, the Declaration on Fundamental Principles and Rights at Work as amended in 2022, the Migration for Employment Convention (No. 97), the Convention concerning Migrations in Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers (No. 143), the Convention concerning Discrimination (No. 111) the Domestic Workers Convention (No. 189), the Migrant Workers Recommendation (No. 151), the Migration for Employment Recommendation (No. 86), the Employment and Decent Work Recommendation for Peace and Resilience (No. 205), the Maternity Protection Recommendation (No. 191), the Violence and Harassment Convention (No. 190), the Workers with Family Responsibilities Recommendation (No. 165), the Private Employment Agencies Convention (No. 181), the Vocational Rehabilitation and Employment (Disabled Persons) Convention (No. 159), the General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs (2019), the Forced or Compulsory Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105);

CONSIDERING that the other principles set out by the World Health Organization (hereinafter WHO) through its adoption of the Ottawa Charter (1986), which emphasizes the preconditions for health (namely, housing, education, food, decent income, a stable ecosystem, a sustainable supply of resources, social justice and fair treatment); through its adoption of the Bangkok Charter (2005), which warns against increasing socio-economic inequalities and the impact of globalization, and recommends supporting action on the social determinants of health and recognizing the political dimension of health; and in the 2008 WHO Commission on Social Determinants of Health “Closing the Gap in a Generation,” which called for an equitable world distribution of power and resources and stated that employment conditions are a major social determinant of health;

CONSIDERING that despite the many declarations, conventions and recommendations drafted and adopted under the auspices of international bodies (UN, ILO, WHO, UNESCO) to advance social justice and promote safe, healthy, and decent work, much work remains to be done and several countries have yet to ratify them⁴. It is also important to build the capacity to implement them and to encourage all stakeholders to assist each other and do their utmost to facilitate access to and implementation of knowledge in workplaces, including facilitating physical and multilingual access and cultural adaptation.

Therefore, adamant about the need to establish international protection for all workers against the risks of occupational injury and a deterioration in their quality of life by reaffirming and establishing basic standards in a general convention that can be universally applied, the participants at the first Global Forum on Im/migration, Labour Diversity and Vulnerability in

⁴ Canada has not yet ratified the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

Occupational Safety and Health (IDIVOSH) agreed on the following general principles and guidelines:

Equality

Systems of protection and fundamental rights

All workers residing in a given territory that falls under the jurisdiction of a national, federal, regional, municipal or other form of government such as an Indigenous government, have the right to enjoy equal protection in terms of health and safety at work, food security, housing and transport, as well as protection against precarious employment, regardless of their migratory status and identity.

It is therefore important for States to decompartmentalize social policies and policies relating to migration, work, development, and non-discrimination in order to improve policy coherence, and to rely on civic participation and mobilization (social dialogue) for all policy decisions on migration and work, and their implementation.

It is also important for States to promote and develop programmes and policies that promote equality in the exercise of rights and access to existing social protections, and to strengthen these protections to make them more inclusive. This implies recognizing, developing, and strengthening laws and regulations that promote the right to equality (e.g., job opportunity, equal protection under the law, gender equality, equal pay for equal work), recognizing the contribution of diversity and condemning all forms of discrimination.

The right to equality implies equal access to the various social schemes and benefits, not only for migrant workers but also for members of their families, workers from temporary employment agencies and workers in the platform economy (inaccurately described as self-employed).

The realization of this right implies allowing such workers to contribute to the various social benefits programs offered to workers in the host country and to transfer from one scheme to another, facilitating their right to benefit from these schemes when they return to their own country, conferring greater flexibility with regard to contribution periods and accepting discontinuity of contribution periods. An inherent right of access to these programs should therefore accompany any contribution to a social benefits program, and workers should have the right to be exempted from contributing at their request.

Ensuring equal access to the various protection schemes for workers, including those actively seeking employment, implies providing access to all the information needed for them to understand the social benefits programs and rights in force in a language other than the language

in use in the workplace or the official language. Until they have mastered the language in use or the official language of the host country, access to an interpreter should be facilitated at all times, as should access to multilingual information material (written, audio and visual). Translation costs should be covered by the State, but never by the workers or their union. For temporary migrant workers, either individuals or organizations that are neutral, non-partisan and independent of employers should provide information about the material and how to access it.

States should eliminate obstacles that prevent migrants from accessing social security in both the host country and their home country and guarantee equal treatment for nationals and migrants in terms of social security.

Precarious employment and living conditions

States should tackle the precarious employment and living conditions of migrants, particularly those:

- who do not have permanent status or status in good standing,
- who are separated from their families for years at a time,
- who are deprived of decent housing and access to public services,
- who are often paid under the table, below the minimum wage and without social benefits,
- who find themselves ill or injured at work but not compensated,
- who find themselves overworked well beyond the limits allowed by law, or
- who have no job stability or proof of their previous experience to help them find work or claim assistance.

States should guarantee the right to equality and the protection of the fundamental rights of irregular migrants by establishing permanent regularization mechanisms for them.

States should strengthen their capacity for socio-economic integration by funding programmes for the inclusion of immigrant workers and families, the development of infrastructures and public services (access to affordable and suitable housing, transport, public services, etc.).

States should facilitate the work of non-governmental organizations providing reception, psychosocial support and employability services, as well as defence of the rights of immigrants, in particular, temporary migrant workers, asylum seekers, spouses, families, refugees and their spouses and children.

Legislation

All States should ratify and implement, through national legislation, the United Nations International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (1990) and ILO Conventions nos. 97 and 143.

States should ensure the protection of fundamental labour rights, in particular by filling gaps in regulations and by introducing and strengthening monitoring systems (such as unannounced labour inspection) and access to ergonomic assessments to ensure that employers act in accordance with labour standards.

Compliance with these standards also implies effective protection of workers' right to change jobs, their right to freedom of association and their right to organize and bargain collectively.

States should ensure the freedom of migrant workers to challenge working conditions without reprisals, to terminate their employment contract and to change employer like any national or permanent resident workers, who have that freedom. This implies eliminating closed work permits and making substantial changes to federal and provincial programs and regulations so that workers can choose or change their employer, terminate their contract, and take new steps to find work in the same sector or another sector if they so choose.

States should also lift family restrictions imposed on migrant workers – specifically low-paid workers – to enable them to host their families and exercise their right to family life.

States should ensure effective access to justice through a clear separation between immigration enforcement authorities and judicial and labour inspection mechanisms, with concrete measures to protect migrant workers and enable them to exercise their rights. They and should also enforce compliance with labour laws.

Transnational governance

States should develop new approaches to transnational governance to provide a better framework and structure for international worker mobility programmes and adopt intergovernmental agreements to eliminate inequalities of treatment depending on the programmes concerned, whether indigenous or aboriginal, national, provincial, municipal or international jurisdictions.

States should regulate recruitment and temporary employment agencies, in compliance with:

- international labour standards, and
- the ILO's General Principles and Operational Guidelines on Fair Recruitment and the Definition of Recruitment Fees and Related Costs,

while also ensuring the effective application of sanctions and penalties in the event of abusive or unethical practices.

States should develop gender-sensitive regular migration channels, strengthen humanitarian resettlement (especially for people fleeing the negative effects of climate change), ensure labour rights and non-discrimination and promote the possibility of acquiring permanent residency and citizenship for all migrants.

States should put in place international intergovernmental agreements that create a stricter framework for placement and international recruitment agencies to put an end to the abuse and exploitation of im/migrants. The latter includes the practice of charging outrageous fees that put them in a long-term debt situation.

Im/migrant workers' pathways

Recognition of diplomas, skills and qualifications obtained in another country or jurisdiction

A large proportion of im/migrant workers find themselves overqualified or their qualifications downgraded. States that have recourse to immigration should facilitate the establishment of mechanisms to support the workers concerned in their efforts to obtain recognition of the equivalence of diplomas acquired in their country of origin or elsewhere, so that they can contribute fully, in accordance with their skills and qualifications, to the development and dynamism of their host society. Applicants for immigration should be duly informed of the equivalency recognition issues before they take steps to emigrate.

Acquisition of professional and language skills training

States should provide equal access to skills development for all im/migrant workers, regardless of their migratory status, in order to combat the trivialization of the migrant workforce. Insufficient proficiency in (knowledge of) the languages used in the country of residence can be a significant indicator of precariousness among these workers. The various governments should put in place the best conditions and means for workers to learn the official language or the language of use in the company. Qualifying training courses and immersion, pairing and mentoring programmes should be developed for this purpose.

States should encourage and facilitate literacy and learning of the official languages or working languages in force to facilitate exchanges and mutual understanding, socio-professional integration, equity in employment and access to information and justice.

Migrant workers or workers on closed work permits should not be prevented, by their employer or anyone else, from accessing such language skills training. In order to prevent anyone from abusing their power, States should therefore equip themselves with the means to intervene and sanction if necessary.

When workers complete a rehabilitation programme or return to work, their language deficiencies can be a major issue. States should therefore recognize these language barriers as serious obstacles and take the necessary measures to ensure that these injured workers are not the target of prejudice or discrimination during the return-to-work process. They should take the necessary steps to ensure that the workers receive appropriate and skilled vocational rehabilitation, including language training, to mitigate the disabling effects of language deficiencies.

Health and social services, rehabilitation and return to work

The right to regular medical check-ups in sectors and occupations where there is exposure to various hazards.

The various bodies concerned should facilitate a better understanding of occupations with a high risk of occupational injury and of the concentration of a precarious and more vulnerable workforce in these occupations in order to offer a service or interventions adapted to the profile of the workforce. These workers should be entitled to regular medical check-ups in-house wherever possible, or off-site, without having to suffer loss of pay or to dip into their sick leave bank. No worker should be penalized, harassed, reprimanded, or threatened for exercising their right to refuse dangerous duties or to report a work-related hazard.

Right to remain in the country for the duration of medical treatment and follow-up

No temporary migrant worker should be faced or threatened with deportation or expulsion when they report an incident at their workplace related to their health or safety or when they report an occupational injury or a contagious disease. This applies to all workers regardless of their migration or employment status. Workers who suffer an occupational injury should not fear reprisals or anticipate dismissal or deportation; they should be treated with dignity and respect for their condition and be offered all the care necessary for their recovery or development of their working capacity.

A temporary foreign worker who is referred for rehabilitation should have the right to remain in the country where the injury occurred during the period of medical assistance or rehabilitation and for medical follow-up.

They should be allowed to have a family member join them. If they wish to return to their home country, the compensation and rehabilitation scheme in place in the host country should allow and facilitate medical coverage by the competent authorities in the worker's home country and maintain income replacement benefits until the injury is fully healed and the worker has found a suitable job.

Adaptation of services and development of intercultural skills (diversity, inclusion, cultural sensitivity)

In a context of diversity, and more specifically, of linguistic and cultural diversity, the protection regimes in force should offer culturally sensitive health and rehabilitation services adapted to the linguistic diversity of the population in the region concerned.

Employees of healthcare institutions, both public and private, should receive basic training to help them develop intercultural competencies that promote cultural humility for professionals and their institutions and cultural safety for the target workers. Spaces for reflection that encourage exchange, dialogue and peer-to-peer learning should also be created in order to reduce ethnocentrism and unconscious bias [17], not only in the workplace but with regards to health-related claims. The issues at stake are significant in terms of intercultural relations and power dynamics, recognizing that employment and healthcare systems are based on the cultural logics of the dominant or hegemonic group. People from an ethnic minority or indigenous community, or newcomers, may feel disoriented, confused and uncomfortable when immersed in this unfamiliar environment with customs, traditions, procedures, values and norms that are different from those they are accustomed to. The same phenomenon can be observed when health professionals work in a pluralistic context for which they have not always been prepared or trained or operate in an organizational structure where there is little commitment to diversity and inclusive practices. Fatigue from working in a different cultural environment is a risk factor in itself and should be clearly addressed in training on intercultural competencies.

Within the various bodies concerned with the issue of rehabilitation and return to work – including public and semipublic organizations working in employability and socio-professional integration – a reflective process should be initiated to better identify the issues related to the difficult pathways of overqualified workers and minority groups, with the aim of developing concerted efforts. Return-to-work programs should be available for migrant workers. These programmes should be culturally sensitive and adaptable to the personal experiences and pathways of the individuals, people or groups who may require assistance [7, 18]. They should also create spaces for meaningful interactions between people of diverse backgrounds and orientations.

Recognition and development of the expertise of partners in the voluntary, non-profit, union, private, and associative or non-governmental sectors

The contributions of semi-public organizations, the associative or community sector, and NPOs (or their counterparts in the various countries) should be recognized at their true value since they often provide services that the government or State should offer. These partners should be supported, and their contribution strengthened in order to better protect precarious workers or those in vulnerable situations and improve the capacity of the network. The funding of these bodies should be consistent, recurrent, and stable so as to provide them with long-term security, while preserving their independence in the planning and strategic orientation of their activities. This should be done in a way that avoids situations where organizations become in practice subcontractors of government and state activities. Governments should assume their responsibility to provide services that benefit the population and thus the common good.

Training in OHS and rehabilitation at work should be accessible and provided to such partners. Given the health-related institutions' lack of awareness of these organizations, which are closer to citizens and the general population, any initiative aimed at bringing them closer to each other, collaborating and concluding service agreements should be encouraged. A directory of resources should be compiled, regularly updated and accessible to all actors in the health network.

Accountability of local employers

Employers bear a crucial responsibility for safeguarding the well-being and rights of workers. They should establish policies and procedures that prioritize the protection of these individual workers, regardless of their job contract, in addition to complying with health and working standards and laws in force in the countries where their business is situated. This includes providing a safe working environment free from harassment, discrimination, and exploitation (e.g., economic, unfair or unethical treatment, manipulation, coercion, abuse or mistreatment). Employers should also ensure fair wages, reasonable working hours and access to adequate benefits and healthcare. In addition, it is their duty to offer appropriate training and support to them, empowering them with knowledge and skills needed to perform their jobs safely. By assuming these accountability responsibilities, employers can contribute to creating a workplace that values and protects all employees, fostering a culture of inclusivity and dignity.

Scientific research and service planning

In the context of increasingly socially and culturally diverse societies, it is important to promote and support scientific research aimed at developing and providing access to statistical data and access to key informants to produce qualitative data that make it possible to document and monitor the evolution and progress of work and health for immigrants, ethno-cultural and linguistic minorities, and Indigenous people, ultimately to address the inequalities and social injustices that are perpetuated in the era of neo-liberal and capitalist globalisation.

Wherever possible, real-time data should be produced and made available to researchers to facilitate their analysis and recommendations, guide future research, set priorities and contribute through research to better planning of health services and work injury prevention and rehabilitation.

It is also important to advocate the systematic use of sex and gender analysis in OHS studies, both qualitative and quantitative, and to systematically document, wherever possible, the diversity of the workforce in terms of national, “racial,” ethnic and linguistic origin, all in an ethical and socially just manner, with a view to not reinforcing existing stigma and not creating new ones. Similarly, the type of employment relationship and company size should be systematically documented in the administrative databases of third-party payers, as this information has a scientifically recognized clinical relevance. All these data should be made easily accessible to researchers to facilitate their analysis.

OHS research should therefore concentrate on contextual sensitivity, recognizing the multi-dimensional nature of social inequalities in health. It should, with the input of social sciences theories and methodologies, promote an analytic framework that considers the complexity and the accumulative process of precarious employment and underemployment that makes workers more vulnerable to occupational injuries or even excludes them from the labour market when an injury occurs. OHS research should also pay attention to the structural, politico-economic, and institutional dimensions of precariousness that create, foster and reinforce illness and injury at work and in any other dimensions of life.

Lastly, OHS research should focus on understanding the broader context in which the world of work and OHS operate. A paradigm shift is needed from individual concerns for equity to an institutional commitment to health equity and inclusive research practices.

This declaration was developed at IDIVOSH, held in Montreal in June 2023. It is the result of a collective process of exchange and reflection on social inequalities in work and on job insecurity. Around thirty delegates took part in the workshop that led to the Manifesto. Daniel Côté, Jorge Frozzini and Jessica Dubé drew up a first draft and compiled all the suggestions that led to the final version. Many delegates chose to remain anonymous, while others agreed to add their names to this collective effort: Genevieve Armstrong / Faculty of Nursing, University of Toronto, Ontario, Canada; Alex Collie / Monash University, Victoria, Australia; Andrea Cortinois / Dalla Lana School of Public Health, University of Toronto, Ontario, Canada; Daniel Côté / Laboratoire de recherche en relations interculturelles (LABRRI), Québec, Canada; Confédération des syndicats nationaux (CSN) / Québec, Canada; Toby Desnomie / Indigenous Centre for Occupational Health & Public Safety (ICOHPS); Jessica Dubé / Laboratoire de recherche en relations interculturelles (LABRRI); Jorge Frozzini / Canada Research Chair in Intercultural Communication and Management Technologies in a Pluralist Environment, Université du Québec à Chicoutimi (UQAC), Québec, Canada; Denise

Gastaldo / Faculty of Nursing, University of Toronto, Ontario, Canada; Fabienne Goutille / Institut national de la santé et de la recherche médicale (INSERM) / Bordeaux, France; Marie Laberge / School of Rehabilitation, Université de Montréal, Québec, Canada; Karen Messing / Department of Biological Sciences, Université du Québec à Montréal (UQAM), Québec, Canada; Carles Muntaner / Faculty of Nursing and Dalla Lana School of Public Health, University of Toronto, Ontario, Canada; Stéphanie Premji / School of Labour Studies, McMaster University, Ontario, Canada; Jessica Riel / School of Management, Université du Québec à Montréal (UQAM), Québec, Canada; Mircea Vultur / Institut national de la recherche scientifique (INRS), Québec, Canada; Bob White / Department of Anthropology, Université de Montréal, Québec, Canada; Basak Yanar / Institute for Work and Health, Ontario, Canada.

APPENDIX

Other documents (laws, declarations, charters) relevant to this Declaration.

United Nations

- United Nations 2030 Agenda for Sustainable Development:
 - <https://sdgs.un.org/2030agenda>
 - Goal 8. Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.
- Universal Declaration of Human Rights. Adopted on December 10th, 1948:
 - <https://www.un.org/en/universal-declaration-human-rights/>
 - Complementary documents :
 - International Covenant on Civil and Political Rights. Adopted on December 16th, 1966:
 - <https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-civil-and-political-rights>
 - International Covenant on Economic, Social and Cultural Rights. Adopted on December 16th, 1966:
 - <https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-economic-social-and-cultural-rights>
- International Convention on the Elimination of All Forms of Racial Discrimination. Adopted on December 1965:
 - <https://www.ohchr.org/en/instruments-mechanisms/instruments/international-convention-elimination-all-forms-racial>
- International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. Adopted on December 18th, 1990:
 - <https://www.ohchr.org/en/instruments-mechanisms/instruments/international-convention-protection-rights-all-migrant-workers>
- Convention on the Rights of Persons with Disabilities. Adopted on December 13th, 2006:
 - <https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-persons-disabilities>
- Convention on the Elimination of All Forms of Discrimination against Women. Adopted on December 18th, 1979:
 - <https://www.ohchr.org/en/professionalinterest/pages/cedaw.aspx>
- Convention on the Rights of the Child. Adopted on November 20th 1989:
 - <https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-child>
- Declaration on the Rights of Indigenous People. Adopted on September 13th, 2007:
 - https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf

International Labour Organization

- Violence and Harassment Convention (Convention 190). Adopted on June 21st, 2019:
https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190
- As of 17 January 2022, the ILO has produced 190 fundamental, governance and technical conventions, as well as 6 protocols:
<https://www.ilo.org/dyn/normlex/en/f?p=1000:12000::NO::>
- On decent work. See ILO document on this topic:
<https://www.ilo.org/global/topics/decent-work/lang--en/index.htm> and its 2030 Agenda for sustainable development including a position on decent work
<https://www.ilo.org/global/topics/sdg-2030/lang--en/index.htm>
- Declaration on Fundamental Principles and Rights at Work:
<https://www.ilo.org/declaration/lang--en/index.htm>)
- Migration for Employment Convention (revised), 1949 (No. 97):
https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:55:0::NO::P55_TYPE,P55_LANG,P55_DOCUMENT,P55_NODE:CON,en,C097,/Document)
- Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143):
https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::p12100_instrument_id:312288)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111):
https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C111)
- Domestic Workers Convention, 2011 (No. 189):
https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C189
- Migration for Employment Recommendation (Revised), 1949 (No. 86):
https://www.ilo.org/dyn/normlex/en/f?p=1000:12100::NO:12100:P12100_INSTRUMENT_ID:312424
- Migrant Workers Recommendation, 1975 (No. 175):
https://www.ilo.org/dyn/normlex/en/f?p=1000:12100::NO:12100:P12100_INSTRUMENT_ID:312489
- Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205):

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:3330503

- Maternity Protection Recommendation, 2000 (No. 191):
https://www.ilo.org/dyn/normlex/en/f?p=1000:12100::NO:12100:P12100_INSTRUMENT_ID:312529
- Workers with Family Responsibilities Recommendation, 1981 (No. 165):
https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_INSTRUMENT_ID,P12100_LANG_CODE:312503,fr:NO
- Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159):
https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C159
- Private Employment Agencies Convention, 1997 (No. 181):
https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_INSTRUMENT_ID:312326
- General Principles and Operational Guidelines For Fair Recruitment and Definition of Recruitment Fees and Related Costs, 2019:
https://www.ilo.org/global/topics/labour-migration/publications/WCMS_536755/lang--en/index.htm
- Forced Labour Convention, 1930 (No. 29):
https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C029
- Abolition of Forced Labour Convention, 1957 (No. 105):
https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C105

World Health Organization

- “Closing the gap in generation. Health equity through action on the social determinants of health”. Commission on Social Determinants of Health. Final Report, 2008:
https://apps.who.int/iris/bitstream/handle/10665/43943/9789241563703_eng.pdf
- Ottawa Charter for Health Promotion. Adopted on November 21st, 1986:
<https://www.canada.ca/en/public-health/services/health-promotion/population-health/ottawa-charter-health-promotion-international-conference-on-health-promotion.html>

Emphasizes health promotion by highlighting the prerequisites for health: housing, education, food, a decent income, a stable ecosystem, a sustainable supply of resources, social justice and fair treatment.

- Bangkok Charter for Health Promotion in a Globalized World. Adopted on August 11th, 2005:

<https://apps.who.int/iris/bitstream/handle/10665/205976/B3280.pdf>

Takes up the Ottawa Charter, with similar content, but stresses the increase in social inequalities in health, the political aspect of health, and the impact of globalization.

References

The list of references cited in this Declaration is non-exhaustive and by no means covers the body of literature on the protection of precarious im/migrant workers or workers from ethno-cultural or indigenous minorities.

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