

## Right to Work and Just and Favourable Conditions of Work (Articles 6 and 7)

Article 6 of the International Covenant on Economic, Social and Cultural Rights requires the State to recognise the right to work including the right of everyone to the opportunity to gain his living by work which he freely chooses or accepts. The State is required to take appropriate steps to safeguard this right. It prohibits forced labour.

This Article also encompasses technical and vocational guidance and the provision of training opportunities to work towards full and productive employment.

Article 7 of the Covenant obliges the State to ensure that workers are afforded just and favourable conditions of work. This means that you must be granted fair and equal pay for equal work.

### Components of the rights to work and just and favourable conditions of work



### Some issues to consider on the right to work:\*

- Rate of unemployment, in particular the high rate of youth unemployment;
- The restructuring of the workplace relations/employment rights and industrial relations structures and frameworks and the establishment of the Workplace Relations Commission;
- The increase in 'zero hour contracts';
- Gender pay gap;
- Working hours and conditions for particular professions;
- Changes to work permit system;
- Forced labour and exploitation of migrant workers in particular.

\*This is not an exhaustive list but these issues have arisen through other consultations or through desk research.

## Questions for FLAC Consultation on Economic, Social and Cultural Rights

### Accessing the Right and Available Remedies

- Is information available on how you can access the right?
- Are there any government or state bodies or supports available to help you access the right?
- Do you feel that the process or procedure for you to assert the right is transparent?
- Do you feel that all of the different elements of the right are respected, protected and fulfilled in the way intended by the Committee?
- If you feel that the right is not being respected, do you know if there is a remedy available to you or who to contact?

### Vulnerable Groups

- Are there any particular groups of people who face specific discrimination when trying to access a particular right or who are more likely to be affected by the lack of access to the right?
- If so, please give a short outline of the group and describe the nature of the discrimination they face and how this impacts on them.

### Government Action

- What steps has the Government taken to progress this right?

#### In law:

- Have any specific laws been introduced to support better enjoyment of this right?
- Have any specific laws been introduced which impact negatively on the enjoyment of this right?

#### In policy:

- Has the Government introduced any policy which supports or promotes the better enjoyment of this right?
- Has the Government introduced any policy which negatively impacts on the enjoyment of this right? Please give details.

#### In budgetary decision-making:

- Has the Government introduced any budgetary measures to support, promote or improve the enjoyment of this right?
- Has the Government introduced any budgetary measures which negatively impact on the enjoyment of this right?
- Has there been any change, positive or negative, in how this right is enjoyed since the economic downturn?
- Do you feel these changes have been reasonable?

### Additional information

Do you have any other information or issues that you wish to raise which have not been covered already?