

SOS POLITICAL SCIENCE
AND
PUBLIC ADMINISTRATION,
JIWAJI UNIVERSITY, GWALIOR

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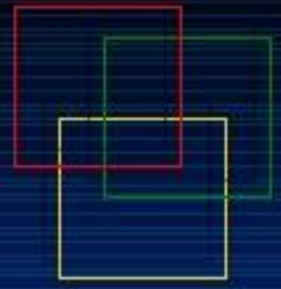
SUBJECT NAME: LABOUR LAW

TOPIC NAME:

INTERNATIONAL
LABOUR
ORGANISATION
(ILO)



INTERNATIONAL
LABOUR
ORGANIZATION



INTERNATIONAL
LABOUR
ORGANIZATION

International Labour Organization



**International Labour
Organisation**

The International Labour Organization (ILO) is a United Nations agency dealing with labour issues, particularly international labour standards, social protection, and work opportunities for all.

The ILO has 187 member states: 186 of the 193 UN member states plus the Cook Islands are members of the ILO.

In 1969, the organization received the Nobel Peace Prize for improving peace among classes, pursuing decent work and justice for workers, and providing technical assistance to other developing nations.

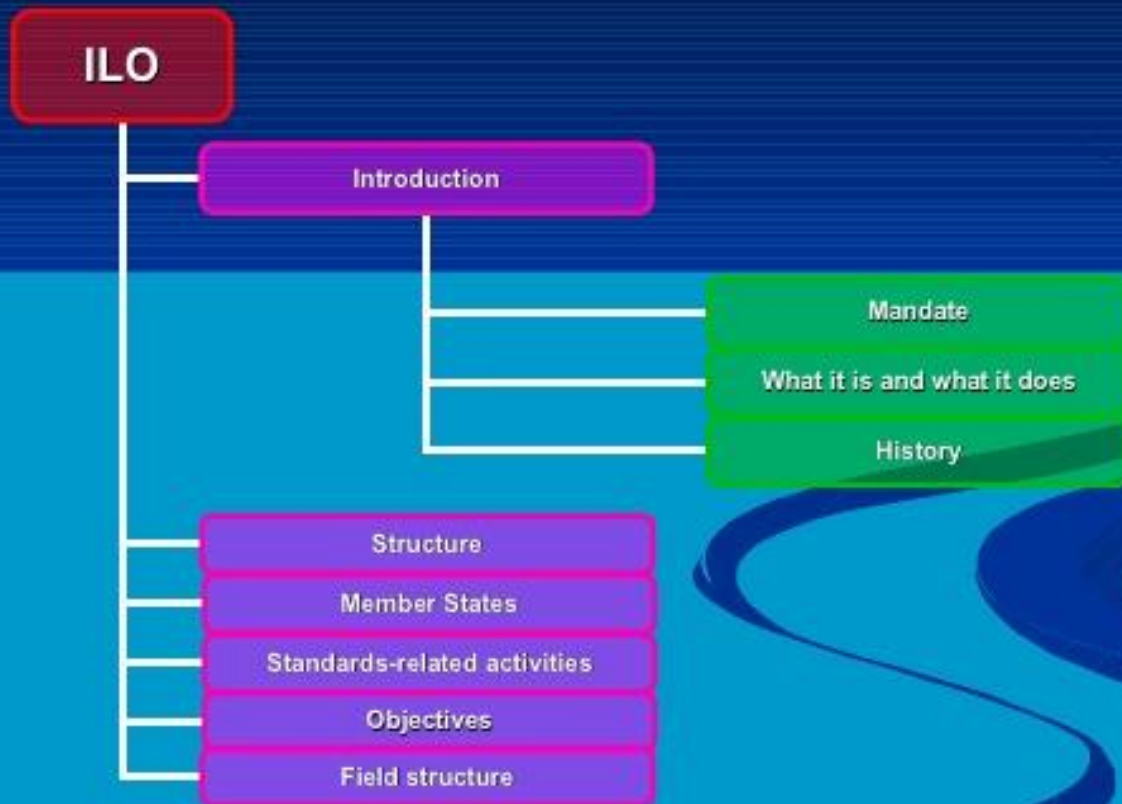
The ILO registers complaints against entities that are violating international rules; however, it does not impose sanctions on governments.

- ILO is a special organization of the United Nations that regulates labor relations. At the current time 180 nations have become members of this organization; based in Geneva since 1920.
- The ILO was created in 1919, as part of the Treaty of Versailles that ended World War I, to reflect the belief that universal and lasting peace can be accomplished only if it is based on social justice.
- The driving forces for ILO's creation arose from security, humanitarian, political and economic considerations. Summarizing them, the ILO Constitution's Preamble says the High Contracting Parties were 'moved by sentiments of justice and humanity as well as by the desire to secure the permanent peace of the world...'
- There was keen appreciation of the importance of social justice in securing peace, against a background of exploitation of workers in the industrializing nations of that time. There was also increasing understanding of the world's economic interdependence and the need for cooperation to obtain similarity of working conditions in countries competing for markets.

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MAIN MENU



Mandate



- *The International Labour Organization (ILO) has the following **mission**:*

*To promote opportunities for men and women to obtain **decent and productive work**, in conditions of freedom, equity, security and human dignity, which is summed up by the expression “**Decent work as a global goal**”.*



What the ILO is and what it does

The International Labour Organization (ILO) is a specialized agency of the United Nations system which seeks the promotion of social justice and internationally recognized human and labour rights.

The ILO formulates **international labour standards**.

These standards take the form of Conventions and Recommendations, which set minimum standards in the field of fundamental labour rights: freedom of association, the right to organize, the right to collective bargaining, the abolition of forced labour, equality of opportunity and treatment, as well as other standards addressing conditions spanning across the entire spectrum of work-related issues.



What the ILO is and what it does

The ILO provides technical assistance, mainly in the following fields:

- vocational training and vocational rehabilitation;
- employment policy;
- labour administration;
- labour law and industrial relations;
- conditions of work;
- management development;
- cooperatives;
- social security;
- labour statistics, and occupational safety & health.



HISTORY



The ILO was founded in April 1919 primarily in response to humanitarian concern over the condition of workers who were being exploited with no consideration for their health, their family lives or their professional and social advancement.

HISTORY

How the ILO came into being

The International Labour Organization (ILO) was founded, along with the League of Nations, by the Treaty of Versailles on 11 April 1919.



The ILO was created in response to the consciousness that followed the First World War at the Peace Conference, which convened first in Paris and then in Versailles. The ILO is the only major surviving outcome of the **Treaty of Versailles.**



HISTORY

How the ILO came into being



The ILO was founded primarily in response to humanitarian concern over the condition of workers who were being exploited with no consideration for their health, their family lives or their professional and social advancement.

The ILO was also based on political and economic considerations.

These ideas were reflected in the **ILO Constitution**.

The ILO Constitution



“WHEREAS
UNIVERSAL AND
LASTING PEACE
CAN BE
ESTABLISHED
ONLY IF IT IS
BASED UPON
SOCIAL
JUSTICE...”



Preamble

Full text of the Constitution [here](#)



Brief description of the ILO

Towards the end of the Second World War, the ILO adopted the **Declaration of Philadelphia** to reflect its philosophy and fundamental principles, as well as to broaden its aims and purposes. The Declaration was adopted by the ILO in 1944 and is the equivalent of what an organization commonly refers to as its **mission**.

In 1946, the ILO became the first specialized agency associated with the newly formed **United Nations**, following the **dissolution of the League of Nations**.

On its 50th anniversary in 1969, the ILO was awarded the **Nobel Peace Prize**.



Declaration of Philadelphia (1944)

“The General Conference of the International Labour Organisation, meeting in its Twenty-sixth Session in Philadelphia, hereby adopts, this tenth day of May in the year nineteen hundred and forty-four, the present Declaration of the aims and purposes of the International Labour Organisation and of the principles which should inspire the policy of its Members.

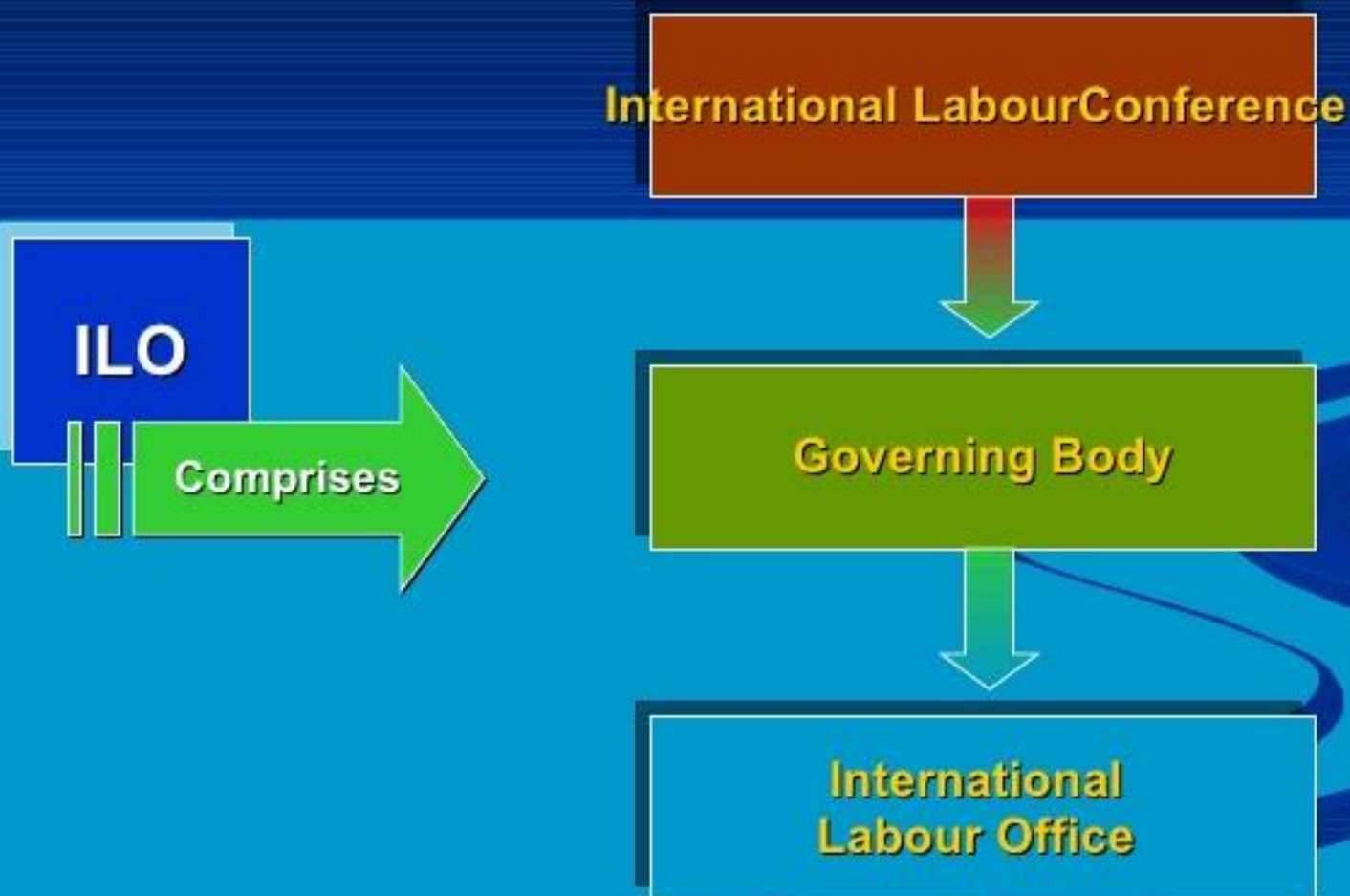
The Conference reaffirms the fundamental principles on which the Organisation is based and, in particular, that:

- ◆ *labour is not a commodity;*
- ◆ *freedom of expression and of association are essential to sustained progress;*
- ◆ *poverty anywhere constitutes a danger to prosperity everywhere;*
- ◆ *the war against want requires to be carried on with unrelenting vigour within each nation...with a view to the promotion of the common welfare.”*

STRUCTURE

How the ILO works

International Labour Conference



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graph TD; A[International Labour Conference] --> B[Governing Body]; B --> C[International Labour Office]; D[ILO] -- Comprises --> B;
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The diagram illustrates the organizational structure of the International Labour Organization (ILO). It features three main components in a vertical hierarchy: the International Labour Conference at the top, the Governing Body in the middle, and the International Labour Office at the bottom. A green arrow points from the ILO box on the left to the Governing Body box, indicating that the ILO comprises the Governing Body. The boxes are connected by downward-pointing arrows, showing the flow of authority and operations from the highest level to the executive office.

ILO

Comprises

Governing Body

International
Labour Office

International Labour Conference (ILC)

The ILC meets in June every year, in Geneva, and is the highest authority of the ILO. It sets minimum international labour standards and defines the broad policies of the Organization. Every two years, the Conference adopts the ILO's biennial work programme and budget, which is financed by **member States**.

The ILC also provides an international forum for the discussion of world labour and social problems.

The ILC elects the Governing Body of the ILO.



International Labour Conference

Each member State has **four** representatives

One Worker
representative

Two Government
representatives

One Employer
representative

List of ILO Member States

- Afghanistan
- Albania
- Algeria
- Angola
- Antigua and Barbuda
- Argentina
- Armenia
- Australia
- Austria
- Azerbaijan
- Bahamas
- Bahrain
- Bangladesh
- Barbados
- Belarus
- Belgium
- Belize
- Benin
- Bolivia
- Bosnia and Herzegovina
- Botswana
- Brazil
- Brunei Darussalam
- Bulgaria
- Burkina Faso
- Burundi
- Cambodia
- Cameroon
- Canada
- Cape Verde
- Central African Republic
- Chad
- Chile
- China
- Colombia
- Comoros
- Congo
- Costa Rica
- Côte d'Ivoire
- Croatia
- Cuba
- Cyprus
- Czech Republic
- Democratic Republic of the Congo
- Denmark
- Djibouti
- Dominica
- Dominican Republic
- Ecuador
- Egypt
- El Salvador
- Equatorial Guinea
- Eritrea
- Estonia
- Ethiopia
- Fiji
- Finland
- France
- Gabon
- Gambia
- Georgia
- Germany
- Ghana
- Greece
- Grenada
- Guatemala
- Guinea
- Guinea-Bissau
- Guyana
- Haiti
- Honduras
- Hungary
- Iceland
- India
- Indonesia
- Iran, Islamic Republic of
- Iraq
- Ireland
- Israel
- Italy
- Jamaica
- Japan
- Jordan
- Kazakhstan
- Kenya
- Kiribati
- Korea, Republic of
- Kuwait
- Kyrgyzstan
- Lao People's Democratic Republic
- Latvia
- Lebanon
- Lesotho
- Liberia
- Libyan Arab Jamahiriya
- Lithuania
- Luxembourg
- Madagascar
- Malawi
- Malaysia
- Mali
- Malta
- Marshall Islands
- Mauritania
- Mauritius
- Mexico
- Moldova, Republic of
- Mongolia
- Montenegro
- Morocco
- Mozambique
- Myanmar
- Namibia
- Nepal
- Netherlands
- New Zealand
- Nicaragua
- Niger
- Nigeria
- Norway
- Oman
- Pakistan
- Panama
- Papua New Guinea
- Paraguay
- Peru
- Philippines
- Poland
- Portugal
- Qatar
- Romania
- Russian Federation
- Rwanda
- Saint Kitts and Nevis
- Saint Lucia
- Saint Vincent and the Grenadines
- Samoa
- San Marino
- Sao Tome and Principe
- Saudi Arabia
- Senegal
- Serbia
- Seychelles
- Sierra Leone
- Singapore
- Slovakia
- Slovenia
- Solomon Islands
- Somalia
- South Africa
- Spain
- Sri Lanka
- Sudan
- Suriname
- Swaziland
- Sweden
- Switzerland
- Syrian Arab Republic
- Tajikistan
- Tanzania, United Republic of
- Thailand
- The former Yugoslav Republic of Macedonia
- Timor-Leste
- Togo
- Trinidad and Tobago
- Tunisia
- Turkey
- Turkmenistan
- Tuyalu
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom
- United States
- Uruguay
- Uzbekistan
- Vanuatu
- Venezuela, Bolivarian Republic of
- Viet Nam
- Yemen
- Zambia
- Zimbabwe

Governing Body

- The Governing Body is the executive council of the ILO which establishes the strategic objectives and policies. The Governing Body meets three times a year in Geneva and makes decisions on ILO policy and establishes the programme and budget, which it subsequently submits to the Conference for adoption. The Governing Body also elects the Director-General for a five-year renewable term.
- The ten States of chief industrial importance have permanent seats on the Governing Body, while the other members are elected at the Conference every three years from representatives of the other member countries, taking into account geographical distribution. Employers and workers elect their own representatives independently of one another.



Governing Body

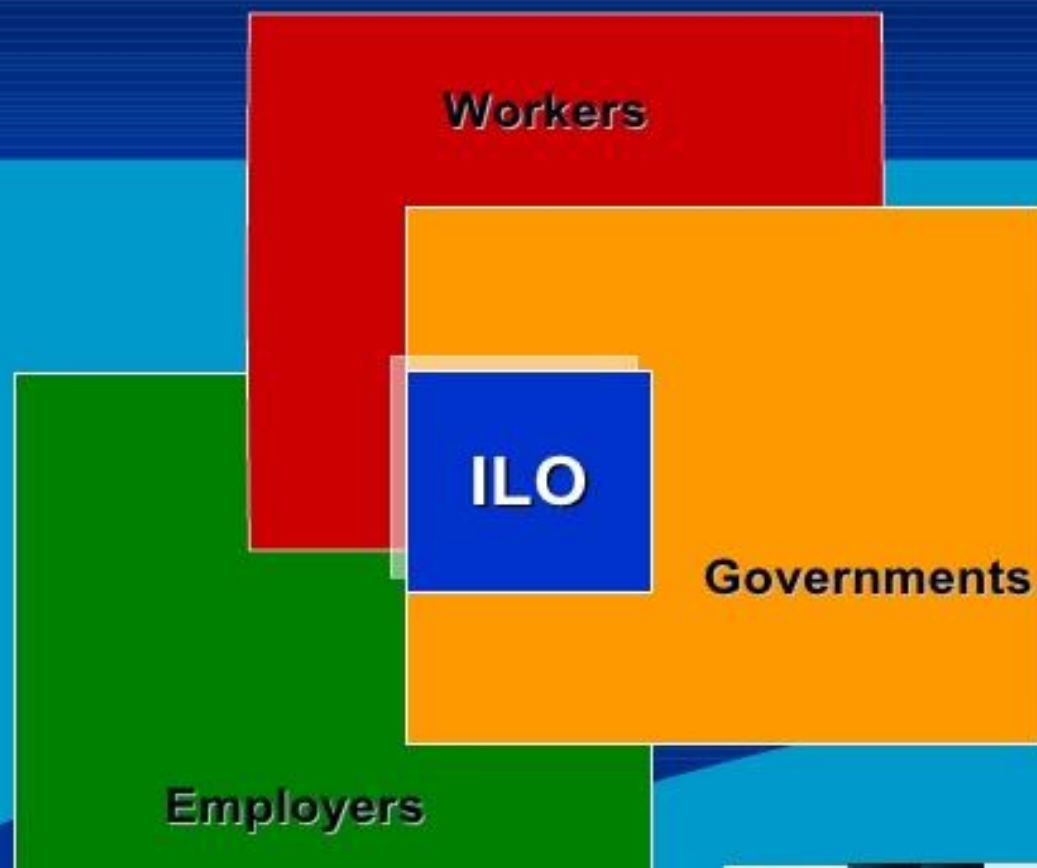
14 Worker
representatives

28 Government
representatives

14 Employer
representatives

Tripartite structure of the ILO

The ILO has a tripartite structure unique in the United Nations system, in which employers' and workers' representatives – the “social partners” – have an equal voice with those of governments in shaping its policies and programmes.



Tripartism

The ILO's tripartite mechanisms seek to promote a climate of understanding between workers, employers and governments.

Tripartism thus emphasizes the concept of a "social partnership" between them, in the interests of every ILO member State.

ACTRAV

The mandate of the Bureau for Workers' Activities (ACTRAV) is to strengthen representative, independent and democratic trade unions, to enable them to play their role effectively in protecting workers' rights and interests and in providing effective services to their members at national and international levels.

ACTEMP

The strengthening of employers' organizations is a key element in consolidating the ILO's principle of tripartism. The activities carried out with employers' organizations, in addition to encouraging their participation in the ILO's fields of action, contribute to enhancing the environment in which enterprises are developed.

ILO SPHERE OF ACTIVITY



Social justice



**STANDARDS-RELATED
ACTIVITIES**

**TECHNICAL
COOPERATION**

RESEARCH - INFORMATION - MEETINGS

STANDARDS-RELATED ACTIVITIES

International labour standards (ILS)

Subjects addressed by the ILO's ILS

International labour standards respond to a growing number of needs and challenges experienced by workers and employers in the globalized economy. The following subjects are covered by international labour standards:

- Freedom of association
- Collective bargaining
- Forced labour
- Child labour
- Equality of opportunity and treatment
- Tripartite consultation
- Labour administration
- Labour inspection
- Employment policy
- Employment promotion
- Vocational guidance and training
- Employment security

- Wages
- Working time
- Occupational safety and health
- Social security
- Maternity protection
- Social policy
- Migrant workers
- Seafarers
- Fishers
- Dock workers
- Indigenous and tribal peoples
- Other specific categories of workers



What are international labour standards?

International labour standards are legal instruments drawn up by the ILO's constituents (governments, employers and workers) which set out basic principles and rights at work.

ILS are divided into:



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graph TD; A[ILS are divided into:] --> B[CONVENTIONS]; A --> C[RECOMMENDATIONS];
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CONVENTIONS

These are legally binding international treaties that are subject to ratification by member States.

RECOMMENDATIONS

These serve as non-binding guidelines. They can also be autonomous, namely not linked a Convention.

In many cases, a **Convention** lays down the basic principles to be implemented by ratifying countries, while a related **Recommendation** supplements the Convention by providing more detailed guidelines on its implementation.

Binding means mandatory as soon as a country has ratified a Convention and integrated it into national law.

The ILO's fundamental Conventions

The ILO's Governing Body has identified eight "fundamental" Conventions.

These principles are also covered by the *ILO Declaration on Fundamental Principles and Rights at Work* (1998).

In 1995, the ILO launched a campaign for the universal ratification of these eight Conventions.

There are currently over 1,200 ratifications, representing 86% of the possible number of ratifications.



The ILO's fundamental Conventions

These cover subjects considered to be fundamental principles and rights at work:

- ✿ Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- ✿ Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- ✿ Forced Labour Convention, 1930 (No. 29)
- ✿ Abolition of Forced Labour Convention, 1957 (No. 105)
- ✿ Minimum Age Convention, 1973 (No. 138)
- ✿ Worst Forms of Child Labour Convention, 1999 (No. 182)
- ✿ Equal Remuneration Convention, 1951 (No. 100)
- ✿ Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Priority Conventions

The ILO's Governing Body has also designated another four Conventions as “priority” instruments, thereby encouraging member States to ratify them because of their importance for the functioning of the international labour standards system.



- ✿ Labour Inspection Convention, 1947 (No. 81)
- ✿ Labour Inspection (Agriculture) Convention, 1969 (No. 129)
- ✿ Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
- ✿ Employment Policy Convention, 1964 (No. 122)

- Conventions, Recommendations, ratifications and much more can be found in the **ILOLEX** database. The ILO publication *The rules of the game: A brief introduction to international labour standards* also contains relevant information.

How an international labour standard is adopted



Technical cooperation

- Since the early 1950s, the ILO has been providing technical assistance to countries on all continents and at all stages of economic development.
- In the last decade, an average of some US\$130 million has been spent annually on technical cooperation projects.
- These projects are implemented through close cooperation between recipient countries, donors and the ILO.
- The overall purpose of ILO technical cooperation is the implementation of the Decent Work Agenda at the national level, by assisting constituents in making this goal a reality for everyone.
- In order to achieve this, the ILO has an extensive network of offices throughout the world which provide technical guidance on policy issues and assistance in the design and implementation of development programmes.

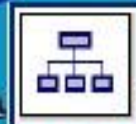
Technical cooperation

- These programmes currently focus on the areas covered by the Organization's four strategic objectives: the promotion of fundamental rights at work, the creation of decent employment for men and women, the strengthening of social protection and the promotion of tripartism and social dialogue.
- Technical cooperation is one of the ILO's chief means of action, a decisive instrument for the implementation of the principle of decent work at the national policy level. Technical cooperation activities involve technical and training advisory services based on the specific needs and objectives of each country.
- Technical cooperation programmes or projects can be:



International Labour Office

- The **International Labour Office** in Geneva is the Organization's secretariat and also acts as its operational headquarters, research centre and publishing house. It implements activities related to the objectives and policies emanating from Governing Body decisions.
- Administration and management are decentralized to regional offices for the Americas, Africa, Asia, Europe and the Arab States, and through subregional and/or country offices within each region. **See organization chart**
- The Office also acts as a research and documentation centre; as a publishing house, it produces a wide range of specialized studies, reports and periodicals.

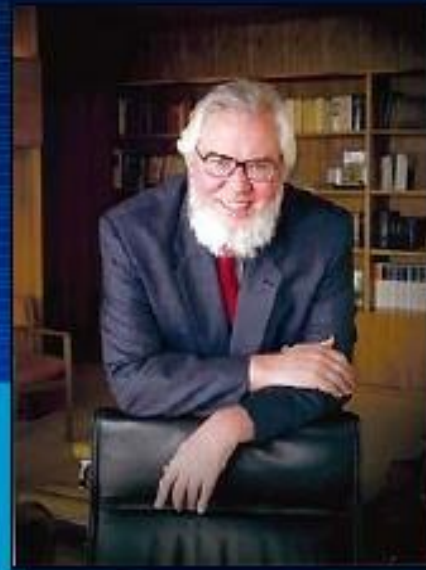


Headquarters



The ILO headquarters in Geneva, Switzerland

The Office employs some 1,900 officials of more than one hundred nationalities at its Geneva headquarters and in forty offices throughout the world. In addition, some 600 experts carry out missions under the technical cooperation programme.



Juan Somavia is Chilean and an attorney by profession. Juan Somavia was elected to serve as the ninth Director-General of the International Labour Office by the Governing Body on 23 March 1998. His five-year term of office began on 4 March 1999, when he became the first representative from the Southern hemisphere to head the Organization. In March 2003, Mr Somavia was re-elected for a second five-year term.

OBJECTIVES

Decent work as a global goal

Strategic objectives			
1. To promote and realize standards and fundamental principles and rights at work	2. To create greater opportunities for women and men to secure decent employment and income	3. To enhance the coverage and effectiveness of social protection for all	4. To strengthen tripartism and social dialogue
Operational objectives			
1.a. Fundamental principles and rights at work	2.a. Employment, labour markets, skills and employability	3.a. Enhanced social security coverage	4.a. Strengthened social partners
1.b. Standards-related activities	2.b. Employment creation	3.b. Effective labour protection	4.b. Governments and institutions of social dialogue
			4.c. Development of social dialogue at the sectoral level

Objectives of ILO

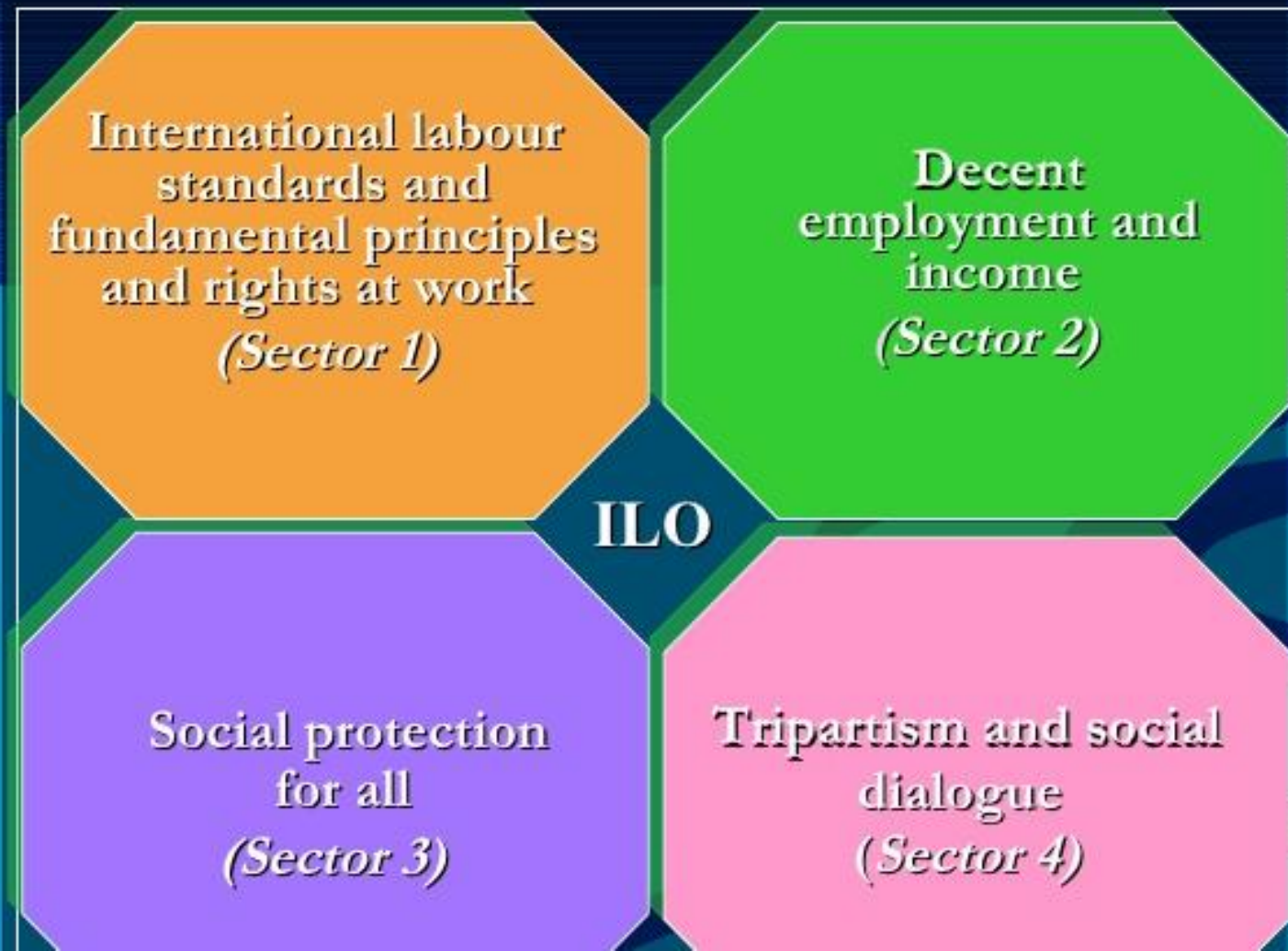
- Full employment and raising of living.
- Protection for the life and health of workers in all occupation.
- Provision for child welfare and maternity protection.
- Assurance of quality education.

The ILO has four strategic objectives:

- **Promote and realize standards and fundamental principles and rights at work**
- **Create greater opportunities for women and men to decent employment and income**
- **Enhance the coverage and effectiveness of social protection for all**
- **Strengthen tripartism and social dialogue**



ILO sectors for implementing the strategic objectives



Strategic objectives and sectors

SECTOR 1

International labour standards and fundamental principles and rights at work



This objective corresponds to the ILO's role in promoting and monitoring the implementation of labour standards. In this regard, the ILO has eight fundamental Conventions and seeks to achieve their universal ratification, namely their adoption by all countries throughout the world.



Strategic objectives and sectors



SECTOR 2

Decent employment and income

There is a divide between those in the world who have poor-quality jobs – or no jobs at all – and those in decent employment. The employment of young people and women is a priority for the ILO. The Organization develops programmes for worker training, enterprise creation and poverty reduction.



Strategic objectives and sectors

SECTOR 3

Social protection for all

The ILO understands that workers and their families need social protection. In this area, the Organization is committed to promoting a campaign on social protection and coverage for all, which includes subjects such as occupational safety and health, conditions of work, migration and strategies to combat HIV/AIDS in the world of work.



Strategic objectives and sectors



SECTOR 4

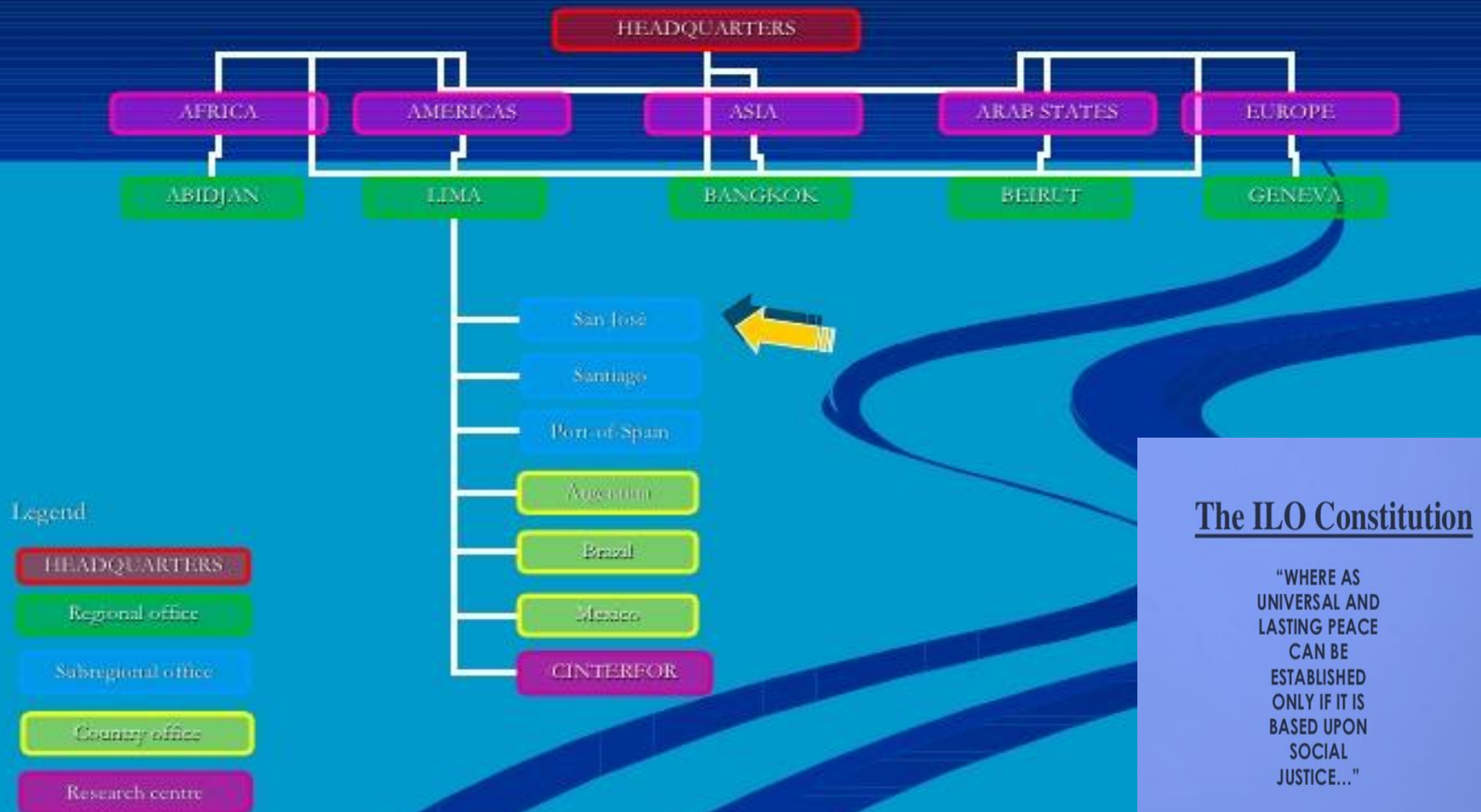
Tripartism and social dialogue



The Organization is tripartite, meaning that governments, workers and employers are its constituents. The ILO therefore has a special interest in strengthening the organizations representing these groups, so that they can increase their involvement in the development of policies that affect the world of work at the national and international levels.

ILO field structure

The field structure includes a regional office for each continent, as well as subregional offices, country offices and research centres. The chart below shows a breakdown of the field structure in the Americas; for a breakdown of other continents [click here](#).



ILO Issues

ILO fight against:

- ❖ Fight against forced labour
- ❖ To protect the right of labours for fixing minimum wage
- ❖ **Rights of migrant workers**

Migrant workers refer to those who moves from place to place to do their job

Securities of ILO

Social securities:

- ❖ Workmen's Compensation
- ❖ Sickness insurance
- ❖ Old age insurance

Employment for Women:

- ❖ Maternity protection
- ❖ Night work
- ❖ Equal process

STANDARDS-RELATED ACTIVITIES

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- ▣ Occupational safety and health
- ▣ Social security
- ▣ Maternity protection
- ▣ Social policy
- ▣ Migrant workers
- ▣ Seafarers
- ▣ Fishers
- ▣ Dock workers
- ▣ Indigenous and tribal peoples
- ▣ Other specific categories of workers

Role of ILO in Promoting Industrial Relations:

1. Promoting International labour standards (decent working conditions, and enhanced labour productivity);
2. Promoting freedom, equity, security and dignity at work place;
3. A common platform (of employers, employees, governments, NGOs, and other experts) for international dialogue on labour issues;
4. It generates a worldwide Public Awareness for events, campaigns and issues concerning labour;

Thank You