

International Labour Organisation

Introduction

The International Labour Organization is an organization in the United Nations System which provides for tripartite—employers, unions, and the government—representation. The International Labour Organization (ILO) was established in 1919 and its headquarter is in Geneva. It is one of the important organs of the United Nations System. The unique tripartite structure of the ILO gives an equal voice to workers, employers and governments to ensure that the views of the social partners are closely reflected in labour standards and in shaping policies and programmes. The main aims of the ILO are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

Origin of International Labour Organisation

The ILO was founded in 1919, in the wake of a destructive war, to pursue a vision based on the premise that universal, lasting peace can be established only if it is based on social justice. The ILO became the first specialized agency of the UN in 1946.

The ILO was established as an agency of **the League of Nations** following World War I, its founders had made great strides in social thought and action before 1919. The core members all knew one another from earlier private professional and ideological networks, in which they exchanged knowledge, experiences, and ideas on social policy. In the post–World War I euphoria, the idea of a "makeable society" was an important catalyst behind the social engineering of the ILO architects. As a new discipline, international labour law became a useful instrument for putting social reforms into practice. The utopian ideals of the founding members—social justice and the right to decent work—were changed by diplomatic and political compromises made at the **Paris Peace Conference** of 1919, showing the ILO's balance between idealism and pragmatism.

Over the course of the First World War, the international labour movement proposed a comprehensive programme of protection for the working classes, conceived as compensation for labour's support during the war. Post-war reconstruction and the protection of labour unions occupied the attention of many nations during and immediately after World War I. In Great Britain, the Whitley Commission, a subcommittee of the Reconstruction Commission, recommended in its July 1918 Final Report that "industrial councils" be established throughout the world. The British Labour Party had issued its own reconstruction programme in the document titled *Labour and the New Social Order*. In February 1918, the third Inter-Allied Labour and Socialist Conference (representing delegates from Great Britain, France, Belgium and Italy) issued its report, advocating an international labour rights body, an end to secret diplomacy, and other goals. And in December 1918, the **American Federation of**

Labor (AFL) issued its own distinctively apolitical report, which called for the achievement of numerous incremental improvements via the collective bargaining process.

As the war drew to a close, two competing visions for the post-war world emerged. The first was offered by the **International Federation of Trade Unions (IFTU)**, which called for a meeting in Bern, Switzerland, in July 1919. The Bern meeting would consider both the future of the IFTU and the various proposals which had been made in the previous few years. The IFTU also proposed including delegates from the Central Powers as equals. **Samuel Gompers**, president of the AFL, was elected Chairman of Paris Peace Commission composed of representatives of nine countries (Belgium, Cuba, Czechoslovakia, France, Italy, Japan, Poland, the United Kingdom and the United States) in 1 February 1919. The Commission issued its final report on 4 March 1919, and the Peace Conference adopted it without amendment on 11 April. The report became Part XIII of the Treaty of Versailles as an organ of the League of Nations and ILO was established on 28th June 1919.

The first annual conference (referred to as the International Labour Conference, or ILC) began on 29 October 1919 at the Pan American Union Building in Washington, D.C and adopted the first six International Labour Conventions, which dealt **with hours of work in industry, unemployment, maternity protection, night work for women, minimum age, night work for young persons in industry**. The prominent French socialist **Albert Thomas** became its first Director General.

Constitution and Structure of ILO

The ILO (established in 1919) is a unique organization in the United Nations System which provides for tripartite-employers, unions, and governments-representation. India a founder member of the ILO. Presently the ILO has 187 member countries. The Cook Island are the member of non –United Nations states join in June 2015. At every level in the organization, besides government, two other social partners, namely the workers and employers, are involved. All three groups are represented in all the organs of the ILO and share responsibility in conducting its work. The preamble of the constitution of ILO contains the basic purpose for attainment of which the organisation has been established. The ILO set forth a few fundamental principles at the time of inception. These principles are embodied in the form of Charter of Freedom of Labour which was reaffirmed in Philadelphia Charter in 1944. These Charter are’

- (i). Labour is not a Commodity.
- (ii). Freedom of expression and of association are essential to sustained progress.
- (iii). Poverty anywhere constitutes danger to prosperity everywhere.
- (iv). The war against want requires to be carried on with unrelenting vigour within

each nation by continuance and concerted international effort in which the representatives of workers and employers, enjoying equal status with those of the governments, join with them in free discussion and democratic decision with a view to the promotion of common welfare.

The ILO operates through three main organs, these organs are :

1. The International Labour Conference

The ILO organizes the International Labour Conference in Geneva every year in June, where conventions and recommendations are crafted and adopted. It is the organization's policy-making and legislative body, in which every member state is represented. It holds one session a year at ILO headquarters in Geneva. It is known as the "parliament of labour", the conference also makes decisions about the ILO's general policy, work programme and budget.

Each member country sends to the International Labour Conference a national delegation consisting of four delegates. Two represent the government, one represents the country's employers, and one represents the country's workers. Alternates and advisers may be sent as well as nongovernment delegates take part on an equal footing with government representatives as a matter of constitutional right. Representatives of employers' and workers' organizations are included in its policy-making, standard-setting, and executive machinery and participate, with full voting rights, in all these aspects of its work. All of them have individual voting rights, and all votes are equal, regardless of the population of the delegate's member state. The employer and worker delegates are normally chosen in agreement with the "most representative" national organizations of employers and workers. Usually, the workers' delegates coordinate their voting, as do the employers' delegates. All delegates have the same rights, and are not required to vote in blocs.

2. The Governing Body

The Governing Body is the Executive Council of the ILO, which meets three times a year in the months of March, June, and November. The Governing Body decides the agenda of the International Labour Conference, adopts the draft programme and budget of the organization for submission to the conference, elects the director-general, requests information from member states concerning labour matters, appoints commissions of inquiry and supervises the work of the International Labour Office. This governing body is composed of 56 members, 28 from government representatives, 14 from workers' representatives, and 14 from employers' representatives. Ten of the government seats are held by member states that are nations of "chief industrial importance," as first considered by an "impartial committee." The nations are Brazil, China, France, Germany, India, Italy, Japan, the Russian Federation, the United Kingdom and the United States of America and they do not participate in election. The remaining government members, elected for three years.

Under amendments to the ILO constitution adopted by the International Labour Conference in 1986—to become effective when ratified or accepted by two-thirds of the members, including 5 of the 10 permanent members of the Governing Body—the members of the

Governing Body will be increased to 112 (56 representing governments, 28 representing employers, and 28 representing workers) and the 10 permanent seats will be eliminated. As of 2002, this amendment had not yet entered into force.

Guy Ryder is the 10th present Director General of ILO. ILO Director-General Guy Ryder took office on 1 October 2012. Guy Ryder sees the ILO as absolutely central to the questions of the day: jobs, social protection, the fight against poverty, and equality. For this reason, he wants to reinforce the ILO's place at the centre of international decision-making on issues that affect the world of work. The Director-General wants the ILO to play a role in difficult global situations – such as economic crisis – and on the national agendas of countries undergoing change, especially where the world of work is at stake. To support these goals, Guy Ryder has started a process of [internal reform](#) to strengthen the ILO's technical capacity and improve its policy analysis.

Period wise and country wise list of former Director Generals are as under'

Table-
LIST OF DIRECTOR GENERAL OF ILO SINCE 1919

<u>Period</u>	<u>Name</u>	<u>Country</u>
1919-1932	Albert Thomas	France
1932-1938	Harold Butler	U.K.
1939-1941	Johan G. Winant	U.S.
1941-1948	Edward Pelan	Ireland
1948-1970	David A. Morse	U.S.
1970- 1973	Clarence W. Jenks	U.K.
1974- 1989	Francis Blanchard	France
1989-1999	Michel Hansenné	Belgium
1999-2012	Juan Somavia	Chile
2012-till date	Guy Ryder	U.K.

3. International Labour Office and Director-General

The International Labour Office-a permanent Secretariat with headquarters in Geneva and field offices in various continents/regions and countries. The International Labour Office in Geneva, headed by the Director-General, is the ILO's headquarters and its permanent secretariat. The International Labour Office services the sessions of the conference, the Governing Body, and the various subsidiary organs and committees. It prepares the

documents for these meetings; publishes periodicals, studies, and reports; and collects and distributes information on all subjects within the ILO's competence. As directed by the conference and the Governing Body, it carries out ILO operational programs that have been decided on in various fields. The work of the Conference and the Governing Body is supplemented by regional conferences, regional advisory committees, industrial committees, committees of experts, panels of consultants, special conferences/meetings, etc.

ILO and India

The ILO has played a significant role in promoting international labour standards. India is a founder member of the ILO and has contributed to the codification of the standards. It has, in turn, benefited from these standards in developing its own legal and institutional framework on social and labour aspects. In recent years, efforts have been made to link the standards to world trade through social clauses of the World Trade Organization (WTO). This is sought to be done through aligning national laws and institutions in such a way that better compliance of international labour standards is secured through hard laws. Parallel to this, efforts are being made to promote international labour standards through voluntary means, such as, company codes, fair trading initiatives, social labelling, and consumer boycotts.

The Conference, assisted by the Governing Body, adopts international labour standards in the form of Conventions and Recommendations and provides a forum for discussing social, economic, and labour-related issues. Since inception the International Labour Conference had four Indian Presidents, Sir Atul Chatterjee, 1927; Shri Jagjivan Ram, Minister for Labour, 1950; Dr Nagendra Singh, President, International Court of justice, 1970; and Shri Ravindra Verma, Minister for Labour and Parliamentary Affairs, 1979. There have also been eight Indian Vice Presidents of the International Labour Conference—two from government groups and three each from employers' and workers' groups. Indians have chaired several important committees of conferences, such as the Committee on Application of Standards, Selection Committee, and the Resolution Committee.

The Governing Body of the ILO is the executive wing of the organization. It is also tripartite in character. Since 1922, an Indian has been holding a non-elective seat on the Governing Body as one of the 10 countries of chief industrial importance. Indian employers' and workers' representatives have been elected as members of the Governing Body most of the time. Four Indians have so far been elected as Chairman of the Governing Body. They are Sir Atul Chatterjee (1932-33); Shri Shamal Dharee Lall, Secretary, Ministry of Labour

(1948-49); Shri S.T. Merani, joint Secretary, Ministry of Labour (1961-62); and Shri B.G. Deshrnukh, Secretary, Ministry of Labour (1984- 85). The Governing Body of the ILO functions through various committees and India is a member of all six committees of the Governing Body.

The International Labour Office, Geneva, provides the Secretariat with all the work of the ILO and the implemented decisions taken by the Conference, Governing Body, etc. Among the Indians who occupied important positions, mention should be made of S.K. Jain, who retired as Deputy Director General of the ILO, and Shri Padmanabh Gopinath, who was the Director of the International Institute of Labour Studies, Geneva.

The principal means of action of the ILO are the international labour standards set up in the form of Conventions and Recommendations. Conventions are international treaties and instruments which create legally binding obligations on the countries which ratify them. Recommendations are non-binding and set out guidelines orienting national policies and actions.

Prominent Indians have served on the ILO Committee of Experts on Application of Conventions and Recommendations, which is an independent body to oversee the implementation of the ILO Conventions by member countries. They include:

1. Shri Atul Chatterjee, 1936-38 and 1945-55,
2. Shri R.M. Bannerjee, 1956-88,
3. Shri A. Ramaswamy Mudaliar, 1959-70.
4. Justice P.Y. Gajendragadkar, 1972-77, and
5. Justice P.N. Bhagwati, 1978-2004.

The ILO is currently implementing several technical cooperation projects in India, including one to eliminate child labour

ILO Conventions & Recommendations and India

Conventions and recommendations are drawn up by representatives of governments, employers and workers and are adopted at the ILO's annual International Labour Conference. Once a standard is adopted, member states are required under the ILO Constitution to *submit* them to their competent authority (normally the parliament) for consideration. In the case of conventions, this means consideration for *ratification*. If it is ratified, a convention generally

comes into force for that country one year after the date of ratification. Ratifying countries commit themselves to applying the convention in national law and practice and reporting on its application at regular intervals. The ILO provides technical assistance if necessary. In addition, representation and complaint procedures can be initiated against countries for violations of a convention they have ratified. The ILO's Governing Body has identified eight conventions as "fundamental", covering subjects that are considered as fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

The eight fundamental Conventions are:

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

The four governance Conventions are:

1. Labour Inspection Convention, 1947 (No. 81)
2. Employment Policy Convention, 1964 (No. 122)
3. Labour Inspection (Agriculture) Convention, 1969 (No. 129)
4. Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

Out of 190 Conventions in total, there are 8 fundamental Conventions, binding on every member regardless of ratification, and a further 71 Conventions that are up to date and enforced. By 2016 India had ratified 43 out of the 190 Conventions (Table no.1). The Constitution of India and labour legislation uphold all the fundamental principles envisaged in the eight 'core' international labour standards.

Table.1

ILO Conventions Ratified by the Government of India

<u>Sl. No.</u>	<u>Conv. Number, Title and Year of adoption by the ILO</u>	<u>Date of Ratification by India</u>
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1	1. Hours of Work (Industry) Convention, 1919	14.07.1921
2*	1. Unemployment Convention, 1919	14.07.1921
3	4. Night Work (Women) Convention, 1919	14.07.1921
4	2. Minimum Age (Industry) Convention, 1919	09.09.1955
5	3. Night Work of Young Persons (Industry) Convention, 1919	14.07.1921
6	11. Right of Association (Agriculture) Convention, 1921	11.05.1923
7	14. Weekly Rest (Industry) Convention, 1921	11.05.1923
8	15. Minimum Age (Trimmers and Stokers) Convention, 1921	22.11.1922
9	16. Medical Examination of Young Persons (Sea) Convention, 1921	20.11.1922
10	18. Workmen's Compensation (Occupational Diseases) Convention, 1921	30.09.1927
11	19. Equality of Treatment (Accident Compensation) Convention, 1925	30.09.1927
12	21. Inspection of Emigrants Convention, 1926	14.01.1928
13	22. Seamen's Articles of Agreement Convention, 1926	31.10.1932
14	26. Minimum Wage-fixing Machinery Convention, 1928	10.01.1955
15	27. Marking of Weight (Packages Transported by Vessels) Convention, 1929	07.09.1931
16	29. Forced Labour Convention, 1930	20.11.1954
17	32. Protection Against Accidents (Dockers) Convention (Revised) , 1934	13.01.1964
18	41. Night Work (Women) Convention (Revised) , 1934	25.03.1938
19	42. Workmen's Compensation (Occupational Diseases) Convention (Revised) , 1934	13.01.1964
20	45. Underground Work (Women) Convention, 1935	25.03.1938
21	80. Final Articles Revision Convention, 1948	17.11.1947
22	81. Labour Inspection Convention, 1947	07.04.1949
23	88. Employment Services Convention, 1948	24.06.1959
24	89 Night Work (Women) Convention Revised, 1948	27.02.1950
25	90. Night Work of Young Persons (Industry) Convention (Revised), 1948	27.02.1950
26	100. Equal Remuneration Convention, 1951	25.09.1958
27	107. Indigenous and Tribal Population Convention, 1957	29.09.1958
28	111. Discrimination (Employment & Occupation)	03.06.1960

	Convention, 1958	
29	116. Final Articles Revision Convention, 1961	21.06.1962
30	118. Equality of Treatment (Social Security)	19.08.1964
31	123. Minimum Age (Underground Work) Convention, 1965	20.03.1975
32	115. Radiation Protection Convention, 1960	17.11.1975
33	141. Rural Workers' Organisation Convention, 1975	18.08.1977
34	144. Tripartite Consultation (International Labour Standards) Convention, 1976	27.02.1978
35	136 Benzene Convention, 1971	11.06.1991
36#	160. Labour Statistics Convention, 1985	01.04.1992
37	147. Merchant Shipping (Minimum Standards) Convention, 1976	26.09.1996
38	122. Employment Policy ,1964	17.11.1998
39	105. Abolition of Forced Labour ,1957	18.05.2000
40	108. Seafarers, Identity Documents ,1958	07.01.2005
41	174. Prevention of Major Industrial Accidents	06.06.2008
42.	142. Human Resource Development	25.03.2009
43	127. Maximum Weight	26.03.2010

Source: Govt. Of India, International Labour Organisation

The ILO has influenced India and India has influenced the ILO. A tripartite committee on ILO conventions oversees the aspects relating to international labour standards, proposals concerning new conventions /ratification of old conventions, compliance of the provisions in the ratified conventions, etc. For several years the committee was dormant but has now been activated once again. As in most other countries, the legal framework on wages, working conditions, welfare, social security, protection of the vulnerable sections of society, human resource development, equality, non-discrimination, etc. in India have been significantly influenced by the ILO Conventions and Recommendations. India has also received technical cooperation and assistance from the ILO to establish several institutions and to strengthen labour inspection and labour administration. The major area of the entire conventions and recommendations ratified by India may be classified on the following broad subjects:

- Conditions of Work
- Employment of Children and Young Persons
- Employment of Women
- Social Security
- Industrial Relations
- Health, Safety and Welfare
- Employment and Unemployment
- Basic Human Rights
- Labour Administration
- Other Special Categories

India has a long way to go before it can comply with the core labour standards. Its large workforce in the informal sector (93%) would be content even if the minimum standards in national legislation-not international labour standards-were the maximum.

ILO has so many positive impacts on Indian labour Legislations. Many legislations were passed or amended due to ratification of the conventions. In the past, some of the legislative initiatives based on ILO conventions have had the opposite effect. For instance, measures to safeguard the interests of women through maternity benefits and restriction of employment of women in night shifts in factories and in underground mining have resulted in many employers hesitating to employ women. This should not lead to discontinuance of maternity benefits. Giving paternity leave would perhaps restore the balance and remove the incentive for employers to hire only males. The ILO Convention on night shift work was revised in the 1990s to enable the employment of women in night shifts. The Government of India is pursuing, although rather half-heartedly, changes to some of the labour legislations. The employing ministries have apparently been pressing for some of these changes. They include changes in the Factories Act to permit employment of women in nightshifts, particularly in electronic units and export zones.

India is actively pursuing many projects to eradicate child labour in hazardous industries. The All India Organization of Employers has undertaken a project in Jalandhar (Punjab) to enter into an agreement similar to the one in Sialkot, Pakistan, concerning the

abolition of child labour in the manufacture of sports goods.

India has advocated the promotion of labour standards within the framework of the ILO's Constitution. It has consistently opposed the proposals to link labour standards and trade through 'social labelling', etc. The Non-aligned Countries' Summit, organized by the Labour Minister of India in New Delhi in 1995, adopted a resolution to this effect. India played an active role in Seattle in 1999 to prevent linking trade with labour and environmental issues. All three social partners-the government, employers' organizations, and national trade union centres belonging to different persuasions-are united against the linkage of international standards with trade (for statements of different social partners, see IIRA/FES 1996) for reasons that are articulated in most developing countries' worldwide commitment to ILO's pillars of voluntarism, tripartism, and free choice of social partners. Mandatory imposition of labour standards, by whatever name they may be called, contravenes Article 19(3) of the ILO Constitution. All social partners in India are in favour of upgrading labour standards, but they are against linkages within the context of the *WTO* as it is currently constituted. They suspect that the linkage is aimed at putting artificial barriers against competition and, in the words of the Mexican President, 'saving India and other developing countries from development'. Also, concern for improving labour standards should be more holistic and should encompass the entire working class rather than the microscopic minority engaged in production for exports.

Under Article 236 of the Constitution of India, labour is in the concurrent list. Since liberalization there has been a tendency among some state governments to pursue competitive labour policies with a view to attracting investments and creating jobs. The Constitution Review Committee appointed by the Government of India in 2000 should examine this aspect, given the need for a unified law on matters which fall within the ambit of the eight core labour standards under the 1998 ILO Declaration on Fundamental Principles.

A national consultation on international labour standards, where several NGOs and national trade union centres participated, made a proposal with the following components (CEC 1996):

- (1) Reject labour rights-WTO linkage.
- (2) Uphold the principles of universal labour rights and the need for evolving structures to monitor the enforcement of labour rights.
- (3) Set up a UN Labour Rights Commission as an alternative.

- (4) Establish, at the national level, a powerful National Labour Rights Commission to monitor and enforce labour rights.

The 1998 ILO Declaration on Fundamental Principles and Rights at Work and its follow-up substantially addresses the central issue. So long as the ILO takes time to make its instruments yield the desired results and resistance to the WTO continue to build up, initiatives at the industry level through social labelling and at the community level through consumer boycotts will apply the kind of pressure that apex inter-governmental and international organizations are ill-equipped to exert.

All member countries of the ILO are required to submit a report on their progress implementing the principles enshrined in the above conventions. The ILO, in turn, will prepare a report each year on one of the above four categories of fundamental principles and rights. The report will be based on the information gathered and assessed in accordance with established procedures. In the case of member states that have not ratified the fundamental conventions, the report will be based on the findings of the annual follow-up. In the case of member countries that have ratified these conventions, the report will be dealt in accordance with Article 22 of the ILO Constitution.

International Labour Standards & ILO

Since 1919, the International Labour Organization has maintained and developed a system of **international labour standards** aimed at promoting opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and dignity. In today's globalized economy, international labour standards is an essential component in the international framework for ensuring that the growth of the global economy provides benefits to all. "Experience shows that economic growth is not sufficient. We must do more to empower individuals through decent work, support people through social protection, and ensure the voices of the poor and marginalized are heard. As we continue our efforts to achieve the Millenium Development Goals and shape a post-2015 development agenda, let us make social justice central to achieving equitable and sustainable growth for all."

International labour standards are first and foremost about the development of people as human beings. In the ILO's Declaration of Philadelphia of 1944, the international community recognized that **"labour is not a commodity"**. Indeed, labour is not like an apple or a television set, an inanimate product that can be negotiated for the highest profit or the lowest price. Work is part of everyone's daily life and is crucial to a person's dignity, well-being and development as a human being. Economic development should include the creation of jobs and working conditions in which people can work in freedom, safety and dignity. In short, economic development is not undertaken for its own sake but to improve the lives of human beings; international labour standards are there to ensure that it remains focused on improving decent work, human life and dignity.

Achieving the goal of decent work in the globalized economy requires action at the international level. The world community is responding to this challenge in part by developing international legal instruments on trade, finance, environment, human rights and labour. The ILO contributes to this legal framework by elaborating and promoting international labour standards aimed at making sure that economic growth and development go along with the creation of decent work. The ILO's unique tripartite structure ensures that these standards are backed by governments, employers, and workers alike. International labour standards therefore lay down the basic minimum social standards agreed upon by all players in the global economy.

International labour standards are the result of discussions among governments, employers and workers, in consultation with experts from around the world. They represent the international consensus on how a particular labour problem could be tackled at the global level and reflect knowledge and experience from all corners of the world. Governments, employers' and workers' organizations, international institutions, multinational companies and non-governmental organizations can benefit from this knowledge by incorporating the standards in their policies, operational objectives and day-to-day action. The standards' legal character allows them to be used in the legal system and administration at the national level, and as part of the corpus of international law which can bring about greater integration of the international community.

How International Labour Standards are created?

International labour standards evolve from a growing international concern that action needs to be taken on a particular issue, for example providing working women with maternity protection, or ensuring safe working conditions for agricultural workers. Developing international labour standards at the ILO is a unique legislative process involving representatives of governments, workers and employers from around the world. As a first step, the Governing Body agrees to put an issue on the agenda of a future International Labour Conference. The International Labour Office prepares a report that analyses the laws and practices of member states with regard to the issue at stake. The report is circulated to member states and to workers' and employers' organizations for comments and is discussed at the International Labour Conference. A second report is then prepared by the Office with a draft instrument for comments and submitted for discussion at the following Conference, where the draft is amended as necessary and proposed for adoption. This "double discussion" gives Conference participants sufficient time to examine the draft instrument and make comments on it. A two-thirds majority of votes is required for a standard to be adopted.

The International Labour Conference recently started using an "integrated approach" with the aim of improving the coherence, relevance and impact of standards-related activities and developing a plan of action that embodies a coherent package of tools to address a specific subject. These tools may include conventions, recommendations and other types of instruments, promotional measures, technical assistance, research and dissemination of knowledge, and inter-agency cooperation.

How International Labour Standards are used?

International labour standards are primarily tools for governments which, in consultation with employers and workers, are seeking to draft and implement labour law and social policy in conformity with internationally accepted standards. For many states this process begins with a decision to consider ratifying an ILO convention. Countries often go through a period of examining and, if necessary, revising their legislation and policies in order to achieve compliance with the instrument they wish to ratify. International labour standards thus serve as targets for harmonizing national law and practice in a particular field; the actual ratification might come further along the path of implementing the standard. Some countries decide not to ratify a convention but bring their legislation into line with it anyway; such countries use ILO standards as models for drafting their law and policy. Still others ratify ILO conventions fairly quickly and then work to bring their national law and practice into line; the comments of the ILO's supervisory bodies and technical assistance can guide them in this process. For such countries, ratification is the first step on the path to implementing a standard.

In numerous countries ratified international treaties apply automatically at the national level. Their courts are thus able to use international labour standards to decide cases on which national law is inadequate or silent, or to draw on definitions set out in the standards, such as "forced labour" or "discrimination".

In addition to shaping law, international labour standards can provide guidance for developing national and local policies, such as employment and work and family policies. They can also be used to improve various administrative structures such as labour administration, labour inspection, social security administration, employment services, and so on. Standards can also serve as a source of good industrial relations applied by labour dispute resolution bodies, and as models for collective agreements.

Subjects Covered by International Labour Standards

International labour standards respond to a growing number of needs and challenges faced by workers and employers in the global economy. This section presents the subjects covered by international labour standards and introduces some relevant conventions and recommendations. It also explains what problems exist in a particular field today and how international labour standards are helping to provide solutions. Finally, some case examples are highlighted where the application of international labour standards or of the principles they embody has made a positive contribution in a particular situation.

- * International Labour Standards on Freedom of association
- * International Labour Standards on Collective bargaining
- * International Labour Standards on Forced labour
- * International Labour Standards on Equality of opportunity and treatment
- * International Labour Standards on Child labour
- * International Labour Standards on Equality of opportunity and treatment
- * International Labour Standards on Tripartite consultation
- * International Labour Standards on Labour inspection
- * International Labour Standards on Labour administration

- *International Labour Standards on Labour inspection
- * International Labour Standards on Employment policy
- *International Labour Standards on Employment promotion
- *International Labour Standards on Vocational guidance and training
- * International Labour Standards on Wages
- *International labour Standards on Employment security
- *International Labour Standards on Occupational Safety and Health
- *International Labour Standards on Social security
- *International Labour Standards on Maternity protection
- *International Labour Standards on Social policy
- *International Labour Standards on Migrant workers
- *International Labour Standards on HIV/AIDS
- *International Labour Standards on Seafarers
- *International Labour Standards on Fishers
- *International Labour Standards on Dock workers
- *International Labour Standards on Indigenous and tribal peoples
- *International Labour Standards on Other specific categories of workers

• **International Labour Standards on Freedom of association**

The principle of freedom of association is at the core of the ILO's values: it is enshrined in the ILO Constitution (1919), the ILO Declaration of Philadelphia (1944), and the ILO Declaration on Fundamental Principles and Rights at Work (1998). It is also a right proclaimed in the Universal Declaration of Human Rights (1948). The right to organize and form employers' and workers' organizations is the prerequisite for sound collective bargaining and social dialogue. Nevertheless, there continue to be challenges in applying these principles: in some countries certain categories of workers (for example public servants, seafarers, workers in export processing zones) are denied the right of association, workers' and employers' organizations are illegally suspended or interfered with, and in some extreme cases trade unionists are arrested or killed. ILO standards, in conjunction with the work of the Committee on Freedom of Association and other supervisory mechanisms, pave the way for resolving these difficulties and ensuring that this fundamental human right is respected the world over. Selected relevant ILO instruments on freedom of association are as under,

* Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) [ratifications]

- *Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - [ratifications]

*Workers' Representatives Convention, 1971 (No. 135) - [ratifications]

*Rural Workers' Organisations Convention, 1975 (No. 141) - [ratifications]

* Labour Relations (Public Service) Convention, 1978 (No. 151) - [ratifications]

- **International Labour Standards on Collective bargaining**

Freedom of association ensures that workers and employers can associate to efficiently negotiate work relations. Combined with strong freedom of association, sound collective bargaining practices ensure that employers and workers have an equal voice in negotiations and that the outcome will be fair and equitable. Collective bargaining allows both sides to negotiate a fair employment relationship and prevents costly labour disputes. Selected relevant ILO instruments are as under;

[Right to Organise and Collective Bargaining Convention, 1949 \(No. 98\)](#) - [ratifications]

[Labour Relations \(Public Service\) Convention, 1978 \(No. 151\)](#) - [ratifications]

[Collective Bargaining Convention, 1981 \(No. 154\)](#) - [ratifications]

- **International Labour Standards on Forced labour**

Although forced labour is universally condemned, ILO estimates show that 20.9 million people around the world are still subjected to it. Of the total number of victims of forced labour, 18.7 million (90 per cent) are exploited in the private economy, by individuals or enterprises, and the remaining 2.2 million (10 per cent) are in state-imposed forms of forced labour. Among those exploited by private individuals or enterprises, 4.5 million (22 per cent) are victims of forced sexual exploitation and 14.2 million (68 per cent) of forced labour exploitation. Forced labour in the private economy generates US\$ 150 billion in illegal profits per year: two thirds of the estimated total (or US\$ 99 billion) comes from commercial sexual exploitation, while another US\$ 51 billion results from forced economic exploitation, including domestic work, agriculture and other economic activities. Selected relevant ILO instruments are as under

- [Forced Labour Convention, 1930 \(No. 29\)](#) - [ratifications]
- [Abolition of Forced Labour Convention, 1957 \(No. 105\)](#) - [ratifications]
- [Protocol of 2014 to the Forced Labour Convention, 1930 and Forced Labour \(Supplementary Measures\) Recommendation, 2014 \(No. 203\)](#)

- **International Labour Standards on Child labour**

Child labour is a violation of fundamental human rights and has been shown to hinder children's development, potentially leading to lifelong physical or psychological damage. Evidence points to a strong link between household poverty and child labour, and child labour perpetuates poverty across generations by keeping children of the poor out of school and limiting their prospects for upward social mobility. This lowering of human capital has been linked to slow economic growth and social development. A recent ILO study has shown that eliminating child labour in transition and developing economies could generate economic benefits nearly seven times greater than the costs, mostly associated with investment in better schooling and social services. ILO standards on child labour are primary international legal tools for fighting this problem. Selected relevant ILO instruments are as under;

- [Minimum Age Convention, 1973 \(No. 138\)](#) - [ratifications]

- Worst Forms of Child Labour Convention, 1999 (No. 182) - [ratifications]
- **International Labour Standards on Equality of opportunity and treatment**

Millions of women and men around the world are denied access to jobs and training, receive low wages, or are restricted to certain occupations simply on the basis of their sex, skin colour, ethnicity or beliefs, without regard to their capabilities and skills. In a number of developed countries, for example, women workers earn up to 25% less than male colleagues performing equal work. Freedom from discrimination is a fundamental human right and is essential for both workers to choose their employment freely, to develop their potential to the full and to reap economic rewards on the basis of merit. Bringing equality to the workplace has significant economic benefits, too. Employers who practise equality have access to a larger and more diverse workforce. Workers who enjoy equality have greater access to training, often receive higher wages, and improve the overall quality of the workforce. The profits of a globalized economy are more fairly distributed in a society with equality, leading to greater social stability and broader public support for further economic development. ILO standards on equality provide tools to eliminate discrimination in all aspects of the workplace and in society as a whole. They also provide the basis upon which gender mainstreaming strategies can be applied in the field of labour. Selected relevant ILO instruments are as under;

- Equal Remuneration Convention, 1951 (No. 100) - [ratifications]
- [Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\)](#) - [ratifications]
- Workers with Family Responsibilities Convention, 1981 (No. 156) - [ratifications]

In addition to these standards, numerous other ILO standards include provisions on equality in relation to the specific topic they cover.

- **International Labour Standards on Tripartite consultation**

The ILO is based on the principle of tripartism - dialogue and cooperation between governments, employers, and workers - in the formulation of standards and policies dealing with labour matters. International labour standards are created and supervised through a tripartite structure that makes the ILO unique in the United Nations system. The tripartite approach to adopting standards ensures that they have broad support from all ILO constituents. Tripartism with regard to ILO standards is also important at the national level. Through regular tripartite consultations, governments can ensure that ILO standards are formulated, applied and supervised with the participation of employers and workers. ILO standards on tripartite consultation set forth the framework for effective national tripartite consultations. Such consultations can ensure greater cooperation among the social partners and stronger awareness and participation in matters relating to international labour standards,

and can lead to better governance and a greater culture of social dialogue on wider social and economic issues. Selected relevant ILO instruments are as under;

- [Tripartite Consultation \(International Labour Standards\) Convention, 1976 \(No. 144\)](#)
- [ratifications]
- **International Labour Standards on Labour administration**

International labour standards are usually applied through national law and policy. It is therefore vital that each country maintain a viable and active labour administration system responsible for all aspects of national labour policy formulation and implementation. Besides promoting labour administration systems in a variety of forms, ILO standards at the same time promote the collection of labour statistics, which are invaluable in identifying needs and formulating labour policy, at both national and international levels. While labour administrations exist in most countries around the world, many of them face financial and material difficulties. Adequate financing of labour administration systems is therefore necessary in order to maintain and strengthen this important tool for development. Selected relevant ILO instruments are as under;

- Labour Administration Convention, 1978 (No. 150) - [ratifications]
- Labour Statistics Convention, 1985 (No. 160) - [ratifications]

- **International Labour Standards on Labour inspection**

Proper application of labour legislation depends on an effective labour inspectorate. Labour inspectors examine how national labour standards are applied in the workplace and advise employers and workers on how to improve the application of national law in such matters as working time, wages, occupational safety and health, and child labour. In addition, labour inspectors bring to the notice of national authorities loopholes and defects in national law. They play an important role in ensuring that labour law is applied equally to all employers and workers. Because the international community recognizes the importance of labour inspection, the ILO has made the promotion of the ratification of two labour inspection conventions (Nos. 81 and 129) a priority. To date, more than 130 countries (over 70% of ILO member states) have ratified the Labour Inspection Convention, 1947 (No. 81), and more than 40 have ratified Convention No. 129.. Labour inspection can help prevent several problems and thereby enhance productivity and economic development. Selected relevant ILO instruments are as under;

- Labour Inspection Convention, 1947 (No. 81) - [ratifications]
- [Protocol of 1995 to the Labour Inspection Convention, 1947 \(No. 81\)](#) -
[ratifications]
- Labour Inspection (Agriculture) Convention, 1969 (No. 129) - [ratifications]

• International Labour Standards on Employment policy

The key to escaping poverty means having a job. Recognizing that developing labour standards without addressing employment would be senseless, the ILO dedicates a large part of its programme to creating greater opportunities for women and men to secure decent employment and income. To reach this goal, it promotes international standards on employment policy which, together with technical cooperation programmes, are aimed at achieving full, productive and freely chosen employment. No single policy can be prescribed to attain this objective. Every country, whether developing, developed, or in transition, needs to devise its own policies to bring about full employment. ILO standards on employment policy provide tools for designing and implementing such policies, thereby ensuring maximum access to jobs needed to enjoy decent work. Selected relevant ILO instrument is as under;

- [Employment Policy Convention, 1964 \(No. 122\)](#) - [ratifications]

In 2003 the ILO's Governing Body adopted the **Global Employment Agenda**, which sets forth ten core elements for developing a global strategy to boost employment. These include such economic strategies as promoting trade and investment for productive employment and market access for developing countries, sustainable development for sustainable livelihoods, and policy integration on macroeconomic policy.

• International Labour Standards on Employment promotion

Convention No. 122 sets out the goal of full, productive and freely chosen employment; other ILO instruments put forward strategies for attaining this aim. Employment services (public and private), the employment of disabled persons, small and medium enterprises and cooperatives all play a part in creating employment. ILO standards in these fields provide guidance on using these means effectively in order to create jobs. Selected relevant ILO instruments are as under;

- [Employment Service Convention, 1948 \(No. 88\)](#) - [ratifications]
- [Private Employment Agencies Convention, 1997 \(No. 181\)](#) - [ratifications]
- [Vocational Rehabilitation and Employment \(Disabled Persons\) Convention, 1983 \(No. 159\)](#) - [ratifications]
- [Employment Relationship Recommendation, 2006 \(No. 198\)](#)
- [Older Workers Recommendation, 1980 \(No. 162\)](#)
- [Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 \(No. 189\)](#)
- [Promotion of Cooperatives Recommendation, 2002 \(No. 193\)](#)

- **International Labour Standards on Vocational guidance and training**

Education and training are the key to making people employable, thereby allowing them to gain access to decent work and to escape poverty. To compete in today's global economy, workers and employers need to be especially well trained in information and communication technology, new forms of business organization, and the workings of the international market. Societies aiming to attain full employment and sustained economic growth therefore need to invest in education and human resources development. By providing basic education, core work skills, and lifelong learning opportunities for their entire working population, countries can help ensure that workers can maintain and improve their employability, resulting in a more skilled and productive workforce. Nevertheless, gaps in education and access to information technology persist between countries and within countries. ILO standards encourage countries to develop sound human resources practices and training policies which are beneficial to all the social partners. Because of the current importance of this topic, in 2004 the International Labour Conference adopted an updated Recommendation concerning Human Resources Development: Education, Training and Lifelong Learning (No. 195). Selected relevant ILO instruments

- [Paid Educational Leave Convention, 1974 \(No. 140\)](#) - [ratifications]
- [Human Resources Development Convention, 1975 \(No. 142\)](#) - [ratifications]

By investing in human resources, enterprises can improve productivity and compete more successfully in world markets. One study has found that in Denmark, for instance, enterprises which combined production innovations with targeted training were more likely to report growth in output, jobs and labour productivity than companies that did not pursue such strategies. Studies on Germany, Italy, Japan, and the United States reached similar conclusions. Training benefits not only the individual worker, but by increasing her or his productivity and skill level, the employer reaps the rewards as well.

- **International Labour Standards on Employment security**

The termination of an employment relationship is likely to be a traumatic experience for a worker and the loss of income has a direct impact on her or his family's well-being. As more countries seek employment flexibility and globalization destabilizes traditional employment patterns, more workers are likely to face involuntary termination of employment at some point in their professional lifetime. At the same time, the flexibility to reduce staff and to dismiss unsatisfactory workers is a necessary measure for employers to keep enterprises productive. ILO standards on termination of employment seek to find a balance between maintaining the employer's right to dismiss workers for valid reasons and ensuring that such dismissals are fair and are used as a last resort, and that they do not have a disproportionate negative impact on the worker.

Shortly after their adoption, Convention No. 158 and Recommendation No. 166 were brought to the attention of the Working Party on International Labour Standards (1987) [the “Ventejol Group”] which recommended that the instruments were to be promoted on a priority basis. These instruments were subsequently considered by the Working Party on Policy regarding the Revision of Standards (1997–2002) [the “Cartier Group”]. However, no conclusions were

reached by the Cartier Group on either of these instruments. Selected relevant ILO instruments are as under;

- Termination of Employment Convention, 1982 (No. 158) - [ratifications]
- Preparatory Reports for Convention No. 158 & Recommendation No. 166:

- **International Labour Standards on Wages**

Most people work in order to earn money. Yet, in many parts of the world access to adequate and regular wages is not guaranteed. In numerous countries, non-payment of wages has led to huge wage arrears, and wages are sometimes paid in bonds, manufactured goods, or even alcohol. Large wage arrears have been linked to debt bondage and slavery. In other countries, workers face loss of wages when their employer goes bankrupt. ILO standards on wages address these problems by providing for regular payment of wages, the fixing of minimum wage levels, and the settlement of unpaid wages in case of employer insolvency. Selected relevant ILO instruments are as under

- [Labour Clauses \(Public Contracts\) Convention, 1949 \(No. 94\)](#) - [ratifications]
- Protection of Wages Convention, 1949 (No. 95) - [ratifications]
- [Minimum Wage Fixing Convention, 1970 \(No. 131\)](#) - [ratifications]
- [Protection of Workers' Claims \(Employer's Insolvency\) Convention, 1992 \(No. 173\)](#) - [ratifications]
- Equal Remuneration Convention, 1951 (No. 100) - [ratifications]

- **International Labour Standards on working time**

The regulation of working time is one of the oldest concerns of labour legislation. Already in the early 19th century it was recognized that working excessive hours posed a danger to workers' health and to their families. The very first ILO Convention, adopted in 1919 (see below), limited hours of work and provided for adequate rest periods for workers. Today, ILO standards on working time provide the framework for regulated hours of work, daily and weekly rest periods, and annual holidays. These instruments ensure high productivity while safeguarding workers' physical and mental health. Standards on part-time work have become increasingly important instruments for addressing such issues as job creation and promoting equality between men and women. Selected relevant ILO instruments are as under;

- Hours of Work (Industry) Convention, 1919 (No. 1) - [ratifications]
- Hours of Work (Commerce and Offices) Convention, 1930 (No. 30) - [ratifications]
- Forty-Hour Week Convention, 1935 (No. 47) - [ratifications]
- Reduction of Hours of Work Recommendation, 1962 (No. 116)
- Weekly Rest (Industry) Convention, 1921 (No. 14) - [ratifications]
- Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106) - [ratifications]
- Holidays with Pay Convention (Revised), 1970 (No. 132) - [ratifications]

- [Night Work Convention, 1990 \(No. 171\)](#) - [ratifications]
- [Part-Time Work Convention, 1994 \(No. 175\)](#) - [ratifications]

- **International Labour Standards on Occupational Safety and Health**

The ILO Constitution sets forth the principle that workers should be protected from sickness, disease and injury arising from their employment. Yet for millions of workers the reality is very different. An estimated 2.3 million people die every year from work-related accidents and diseases. More than 160 million people suffer from occupational and work-related diseases, and there are 313 million non-fatal accidents per year. The suffering caused by such accidents and illnesses to workers and their families is incalculable. In economic terms, the ILO has estimated that more than 4% of the world's annual GDP is lost as a consequence of occupational accidents and diseases. Employers face costly early retirements, loss of skilled staff, absenteeism, and high insurance premiums due to work-related accidents and diseases. Yet many of these tragedies are preventable through the implementation of sound prevention, reporting and inspection practices. ILO standards on occupational safety and health provide essential tools for governments, employers, and workers to establish such practices and to provide for maximum safety at work. In 2003 the ILO adopted an **global strategy to improve occupational safety and health** which included the introduction of a preventive safety and health culture, the promotion and development of relevant instruments, and technical assistance. The ILO has adopted more than 40 standards specifically dealing with occupational safety and health, as well as over 40 Codes of Practice. Nearly half of ILO instruments deal directly or indirectly with occupational safety and health issues. Selected relevant ILO instruments are as under;

Fundamental principles of occupational safety and health

- Occupational Safety and Health Convention, 1981 (No. 155) - [ratifications] and its Protocol of 2002 - [ratifications]
- [Occupational Health Services Convention, 1985 \(No. 161\)](#) - [ratifications]
- Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) - [ratifications]
- Occupational Safety and Health Recommendation, 2006 (No. 197) .

Health and safety in particular branches of economic activity

- [Hygiene \(Commerce and Offices\) Convention, 1964 \(No. 120\)](#) - [ratifications]
- Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152) - [ratifications]
- Safety and Health in Construction Convention, 1988 (No. 167) - [ratifications]
- [Safety and Health in Mines Convention, 1995 \(No. 176\)](#) - [ratifications]
- Safety and Health in Agriculture Convention, 2001 (No. 184) - [ratifications] .

Protection against specific risks

- Radiation Protection Convention, 1960 (No. 115) - [ratifications]
- Occupational Cancer Convention, 1974 (No. 139) - [ratifications]

- [Working Environment \(Air Pollution, Noise and Vibration\) Convention, 1977 \(No. 148\)](#) - [ratifications]
- Asbestos Convention, 1986 (No. 162) - [ratifications]
- Chemicals Convention, 1990 (No. 170) - [ratifications]

ILO Codes of Practice set out practical guidelines for public authorities, employers, workers, enterprises, and specialized occupational safety and health protection bodies (such as enterprise safety committees). They are not legally binding instruments and are not intended to replace the provisions of national laws or regulations, or accepted standards. Codes of Practice provide guidance on safety and health at work in certain economic sectors

• **International Labour Standards on Social security**

Social security systems promote gender equality through the adoption of measures to ensure that women who have children enjoy equal opportunities in the labour market. For employers and enterprises, social security helps maintain a stable workforce adaptable to change. By providing a safety net in case of economic crisis, social security serves as a fundamental element of social cohesion, thereby helping to ensure social peace and a positive engagement with globalization and economic development. Despite these advantages, only 20% of the world's population have adequate social security coverage, while more than half lack any kind of social security coverage at all.

ILO standards on social security provide for different types of social security coverage under different economic systems and stages of development. Social security Conventions offer a wide range of options and flexibility clauses which allow the goal of universal coverage to be reached gradually. In a globalizing world, where people are increasingly exposed to global economic risks, there is growing consciousness of the fact that a broad-based national social protection policy can provide a strong buffer against many of the negative social effects of crises. For these reasons, in 2012, the International Labour Conference adopted an important new instrument, the **Social Protection Floors Recommendation (No. 202)** . Selected relevant ILO instruments are as under;

- Social Security (Minimum Standards) Convention, 1952 (No. 102) - [ratifications]
 - Social Protection Floors Recommendation, 2012 (No. 202)
 - Equality of Treatment (Social Security) Convention, 1962 (No. 118) - [ratifications]
 - Maintenance of Social Security Rights Convention, 1982 (No. 157) - [ratifications]
- These instruments provide for certain social security rights and benefits for migrant workers, who face the problem of losing entitlements to social security benefits which they enjoyed in their country. There are certain conventions no 102, convention no. 130 , convention no.168, convention no. 121 and 128 relates with medical care, sickness benefit, unemployment benefit, old age benefit , employment injury benefit, maternity benefit, invalidity benefit etc.

International Labour Standards on Maternity protection

Raising a family is a cherished goal for many working people. Yet pregnancy and maternity are an especially vulnerable time for working women and their families. Expectant and nursing mothers require special protection to prevent harm to their or their infants' health, and they need adequate time to give birth, to recover, and to nurse their children. At the same time, they also require protection to ensure that they will not lose their job simply because of pregnancy or maternity leave. Such protection not only ensures a woman's equal access to employment, it also ensures the continuation of often vital income which is necessary for the well-being of her entire family. Safeguarding the health of expectant and nursing mothers and protecting them from job discrimination is a precondition for achieving genuine equality of opportunity and treatment for men and women at work and enabling workers to raise families in conditions of security. Selected relevant ILO instruments are as under; [Maternity Protection Convention, 2000 \(No. 183\)](#) - [\[ratifications\]](#), [Maternity Protection Convention, 1919 \(No. 3\)](#), and the [Maternity Protection Convention \(Revised\), 1952 \(No. 103\)](#) - are still in force in certain countries.

- **International Labour Standards on Social policy**

The ILO Constitution, in the Declaration of Philadelphia, states that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity" and that the fulfilment of this objective "must constitute the central aim of national and international policy". Social policy formulated through dialogue between the social partners has the best chance of achieving the aims agreed upon by the international community. Relevant ILO standards provide a framework for creating social policies which ensure that economic development benefits all those who participate in it. [Social Policy \(Basic Aims and Standards\) Convention, 1962 \(No. 117\)](#) - [\[ratifications\]](#)

- **International Labour Standards on Migrant workers**

The growing pace of economic globalization has created more migrant workers than ever before. Unemployment and increasing poverty have prompted many workers in developing countries to seek work elsewhere, while developed countries have increased their demand for labour, especially unskilled labour. As a result, millions of workers and their families travel to countries other than their own to find work. At present there are approximately 232 million migrants around the world, representing 3,1 per cent of the global population. Women make up almost half of migrants. It is estimated that one in eight migrants are between the age of 15 and 24. Migrant workers contribute to the economies of their host countries, and the remittances they send home help to boost the economies of their countries of origin. Yet at the same time migrant workers often enjoy little social protection, face inequalities in the labour market and are vulnerable to exploitation and human trafficking. Skilled migrant workers are less vulnerable to exploitation, but their departure has deprived some developing countries of valuable labour needed for their own economies. ILO standards on migration provide tools for both countries of origin and destination to manage migration flows and ensure adequate protection for this vulnerable category of workers.

- [Migration for Employment Convention \(Revised\), 1949 \(No. 97\)](#) - [ratifications]
[Migrant Workers \(Supplementary Provisions\) Convention, 1975 \(No. 143\)](#) - [ratifications]
[Further relevant instruments](#)

- **International Labour Standards on HIV/AIDS**

The pandemic of HIV/AIDS has become one the most critical workplace issues in our time. In addition to the epidemic's devastating impact on these women and men and their families, it affects the world of work in many ways. For example, discrimination against people with HIV/AIDS threatens fundamental rights at work, undermining opportunities for people to obtain decent employment. Following consultations among governments, employers and workers, the ILO in 2001 adopted a Code of Practice on HIV/AIDS and the World of Work.

In June 2010 a new international labour standard on HIV and AIDS was adopted by delegates to the International Labour Conference - the first international human rights instrument to focus specifically on the issue in the world of work. **Relevant ILO instrument is as under,**

- HIV and AIDS Recommendation, 2010 (No. 200)
- **International Labour Standards on Seafarers**

An estimated 90% of world trade makes use of maritime transport, depending on more than 1.2 million seafarers to operate ships. Many seafarers ply waters distant from their home. Seafarers and ship owners are often of different nationalities, and ships often operate under a flag different from their origin or ownership. Seafarers are also frequently exposed to difficult working conditions and particular occupational risks. Working far from home, they are vulnerable to exploitation and abuse, non-payment of wages, non-compliance with contracts, exposure to poor diet and living conditions, and even abandonment in foreign ports. Only standards observed by all seafaring nations can guarantee adequate protection for workers in the world's first genuinely global industry. Selected relevant ILO instruments are as under;

- The [Maritime Labour Convention, 2006](#) ,
- The [Seafarers' Identity Documents Convention \(Revised\), 2003 \(No. 185\)](#) - [ratifications]
- [Merchant Shipping \(Minimum Standards\) Convention, 1976 \(No. 147\)](#) - [ratifications] and its Protocol of 1996 - [ratifications]
- [Seafarers' Hours of Work and the Manning of Ships Convention, 1996 \(No. 180\)](#) - [ratifications]
- [Recruitment and Placement of Seafarers Convention, 1996 \(No. 179\)](#) - [ratifications]
- [Labour Inspection \(Seafarers\) Convention, 1996 \(No. 178\)](#) - [ratifications]
- [Repatriation of Seafarers Convention \(Revised\), 1987 \(No. 166\)](#) - [ratifications]
- [Social Security \(Seafarers\) Convention \(Revised\), 1987 \(No. 165\)](#) - [ratifications]
- [Health Protection and Medical Care \(Seafarers\) Convention, 1987 \(No. 164\)](#) - [ratifications]

- Seafarers' Welfare Convention, 1987 (No. 163) - [ratifications]
- Seafarers' Annual Leave with Pay Convention, 1976 (No. 146) - [ratifications]
- Continuity of Employment (Seafarers) Convention, 1976 (No. 145) - [ratifications]

- **International Labour Standards on Fishers**

Fishing is one of the world's earliest industries and today provides a livelihood for millions of families around the world. Approximately 36 million people are engaged in capture fishing and aquaculture worldwide. Of these, an estimated 27 million work in capture fishing alone. Like seafarers, fishers are exposed to significant hazards, including rough weather at sea, crushing waves, powerful and dangerous machinery, hooks and shark bites. An estimated 24,000 persons working in the fish industry die from work-related causes every year. Fishing is also a very diverse industry, ranging from highly organized commercial deep-sea fishing operations to the more common small-scale and artisan fishing. The majority of fishers still belong to the informal sector. An estimated 45% of the total world catch is taken by small-scale fishers. The wage payment system is normally based on a share in the value of the catch. Many fishers are employed in fishing only on a part-time and temporary basis and earn the rest of their income through additional occupations, agricultural or other. To respond to the specific needs of workers engaged in fishing, the ILO has developed standards specifically aimed at providing protection for the men and women who work in this sector. Selected relevant ILO instruments are as under,

- Work in Fishing Convention, 2007 (No. 188) - [ratifications]
- Work in Fishing Recommendation, 2007 (No. 199)

- **International Labour Standards on Dock workers**

The dock industry is today an important link in the transport network that requires constant upgrading in order to respond to the demands of international trade. The growing transport volume, the increasing sophistication of infrastructure, the widespread use of containers, and the intensity of capital investment required for the development of dock activities have led to profound reforms in the sector. Once a sector relying on mostly occasional and low-skilled labour, dock work now requires more highly skilled workers who are increasingly registered workers. At the same time, there are growing demands on dockworkers to be more productive and to work in shifts, while the overall dock workforce has been reduced. Developing countries are finding it difficult to finance the development of increasingly sophisticated ports. ILO standards help address these challenges by dealing with two peculiarities of dock work: the need for specific protection due to safety and health hazards to which dockworkers are exposed during their work, and the impact of technological progress and international trade on their employment and the organization of work in ports. Selected relevant ILO instruments are as under;

*Dock Work Convention, 1973 (No. 137) - [ratifications]

*Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152) - [ratifications]

- **International Labour Standards on Indigenous and tribal peoples**

Indigenous and tribal peoples have their own cultures, ways of life, traditions and customary laws. Unfortunately, throughout history, lack of respect for tribal and indigenous cultures has led to numerous instances of social conflict and bloodshed. Today, the international community has accepted the principle that the cultures, ways of life, traditions and customary laws of indigenous and tribal peoples are valuable and need to be respected and protected, and that indigenous and tribal peoples should participate in decision-making processes in the country in which they live. The most recent ILO standards on this subject set out these principles and provide a framework for governments, organizations of indigenous and tribal peoples, and non-governmental organizations to ensure the development of the peoples concerned, with full respect for their needs and desires. Selected relevant ILO instruments are as under;

- The Indigenous and Tribal Peoples Convention, 1989 (No. 169) - [ratifications]
- The Indigenous and Tribal Populations Convention, 1957 (No. 107) - [ratifications]
- **International Labour Standards on Other specific categories of workers**

International labour standards in most cases have universal value and apply to all workers and all enterprises. Some standards mentioned earlier cover specific industries, such as seafaring, and there are a number of standards dealing with work-related issues in very specific sectors of economic activity (plantations, hotels, restaurants) or concerning specific groups of workers (nursing personnel, home workers). Selected relevant ILO instruments are as under;

- Domestic Workers Convention, 2011 (No. 189) - [ratifications]
- Plantations Convention, 1958 (No. 110) and its Protocol of 1982 - [ratifications]
- Nursing Personnel Convention, 1977 (No. 149) - [ratifications]
- Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172) - [ratifications] .
- Home Work Convention, 1996 (No. 177) - [ratifications]

Vision Plan of ILO

ILO has developed several International Standards keeping in view of the changing scenario. A vision statement by **Guy Ryder**, the present Director General of ILO is a clear commitment to reform the ILO to give it greater influence in pursuit of its unchanging mandate to promote social justice in a world of work undergoing profound and rapid change and facing major challenges, above all a global jobs crisis. That went with recognition of the need for the ILO: to be guided by its founding values; to strive for technical excellence; to work with maximum efficiency; and to be in permanent contact with its tripartite constituency so as to be able to respond promptly to their needs and to benefit from their insights, knowledge and guidance. The criteria of quality, relevance, and usefulness of the ILO's work and its impact would be the measures of success. The success in putting decent work at the heart of the 2030 Sustainable Development Agenda has been crucial, and the ILO

has demonstrated its universal relevance and capacities for example in its work to service successive G20 Presidencies, the BRICS and the G7+ group of fragile and conflict-affected countries.

Over the next five years the ILO will need to organize its work to maximize its impact and overall influence. In this, it will benefit from processes which are already underway or planned, but must also be able to respond rapidly to emerging challenges. At the same session that the election for Director-General will be held, the Governing Body will consider its Strategic Plan 2018-2021, coinciding closely with his/her term of office. Several building blocks for that Strategic Plan are already known:

- ⌚ The Centenary Initiatives in 2019
- ⌚ The 2016 International Labour Conference evaluation of the impact of the 2008 Declaration on Social Justice
- ⌚ The 2030 Sustainable Development Agenda
- ⌚ The ILO's commitment to continuous improvement.

The ILO's mandate to strive for a better future for all in the world of work requires it: to set a firm strategic course for the Organization on the basis of current knowledge and circumstances; to understand and anticipate the transformational drivers of change which are already in operation; and to be ready to respond rapidly to events and challenges which cannot reasonably be predicted.

There are at least two sets of emerging issues Mobility and Supply Chains which straddle these categories and which the ILO will particularly need to address:

- ⌚ Mobility – either migration for employment which is a constitutional responsibility and a current policy outcome, or the refugees and displaced persons crisis discussed at the March Governing Body, or in other forms.
- ⌚ Supply chains – will be discussed at the year's Conference and are an increasingly important part of the world of work. Without anticipating what the Conference will decide, it is likely that new scope will be opened for ILO action. Again, the ILO must be responsive to new opportunities and demands.

Key Words: *The League of Nations, Paris Peace Conference, Philadelphia Charter, Parliament of Labour, Fundamental Conventions, International Labour Standard, Sustainable Growth, Universal Declaration on Human Rights, Global Employment Agenda, Employment Security, Code of Practices.*

A. Long Answer Type Questions:

1. What is International Labour Organisation? Discuss the fundamental principles of I.L.O.
2. Discuss the constitution and structure of I.L.O..
3. What is the role of the ILO and how has it influenced labour and social policies in India?
4. What are international labour standards? How are conventions different from

recommendations?

5. Discuss the important conventions and recommendations of I.L.O. ratified by India.
6. What do you mean by conventions and recommendations? Discuss the various subject matters on which Government of India has ratified the conventions and recommendations of I.L.O.
7. What do you mean by International Labour Standard? How it is created and used?
8. Discuss the various subjects on which I.L.O. has developed International Labour Standard.
9. Discuss the vision plan of International Labour Organisation.
10. Discuss the key features of the Indian constitution in so far as they relate to labour.
11. What are core labour standards? Are they linked to international trade?
12. What are the arguments for and against linking international labour standards to trade?
13. Discuss the role of government, employers, unions, and civil society institutions in promoting international labour standards.

B. Short Answer Type Questions:

- (B.i) What is the Universal Declaration on Human Rights?
- (B.ii) What is International Labour Standard?
- (B.iii) What is Philadelphia Charter?
- (B.iv) What is Paris Peace Conference?
- (B.v) What is Global Employment Agenda?
- (B.vi) What is vision of ILO for coming decades?

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