

# **INTERNATIONAL** **LABOUR ORGANISATION**

**SHIVAM M. TRIPATHI**

**Master of Commerce**

Sheth Damodardas School of Commerce, Gujarat University,  
Opp. Gujarat University Library, Navrangpura 380009, India.

shivam.ks.1011@gmail.com



INTERNATIONAL  
LABOUR  
ORGANIZATION



# ILO

**□ The International Labour Organisation (ILO) is a United Nations agency dealing with labour problems, particularly international labour standards, social protection, work opportunities for all. The ILO has 187 member states: 186 of the 193 UN member states plus Cook Islands are members of the ILO.**

# ILO HEADQUARTERS



# ILO

- ❑ It's formation is done in the year 1919.**
- ❑ ILO's headquarters is situated in Geneva, Switzerland.**
- ❑ Guy Ryder is current director general of International Labour Organisation (ILO).**
- ❑ The ILO registers complaints against entities that are violating international rules; however, it does not impose sanctions on governments.**
- ❑ It's official website is [www.ilo.org](http://www.ilo.org).**

# **GUY RYDER (DIRECTOR GENERAL OF ILO)**



# **HISTORY OF ILO**

- ILO was created in April 1919 as a part of treaty of versailles that ended world war 1 with the belief that universal peace accomplished only if it is based on social justice.**
- The labour commission set up by the peace conference which was first met in Paris and then versailles.**

# **HISTORY OF ILO**

- ❑ The commission chaired by Samuel Gompers. Head of American Federation of Labour (AFL) in United States was composed of representative from nine countries: Belgium, Cuba, Czechoslovakia, France, Japan, Italy, Poland, U.K., U.S..**
- ❑ It result in tripartite organization the one kind of its bringing together representative of Government, Employer and Workers in it's executive body.**



# **HISTORY OF ILO**

- The driving forces for ILO creation arose from security, humanitarian, political economic consideration.**
- The ILO constitution drafted between January and April 1919, “WHERE AS UNIVERSAL AND LASTING PEACE CAN BE ESTABLISHED ONLY IF IT IS BASED UPON SOCIAL JUSTICE.”**

# **HISTORY OF ILO**

**□ Areas of improvement listed in the preamble remain relevant today for example:-**

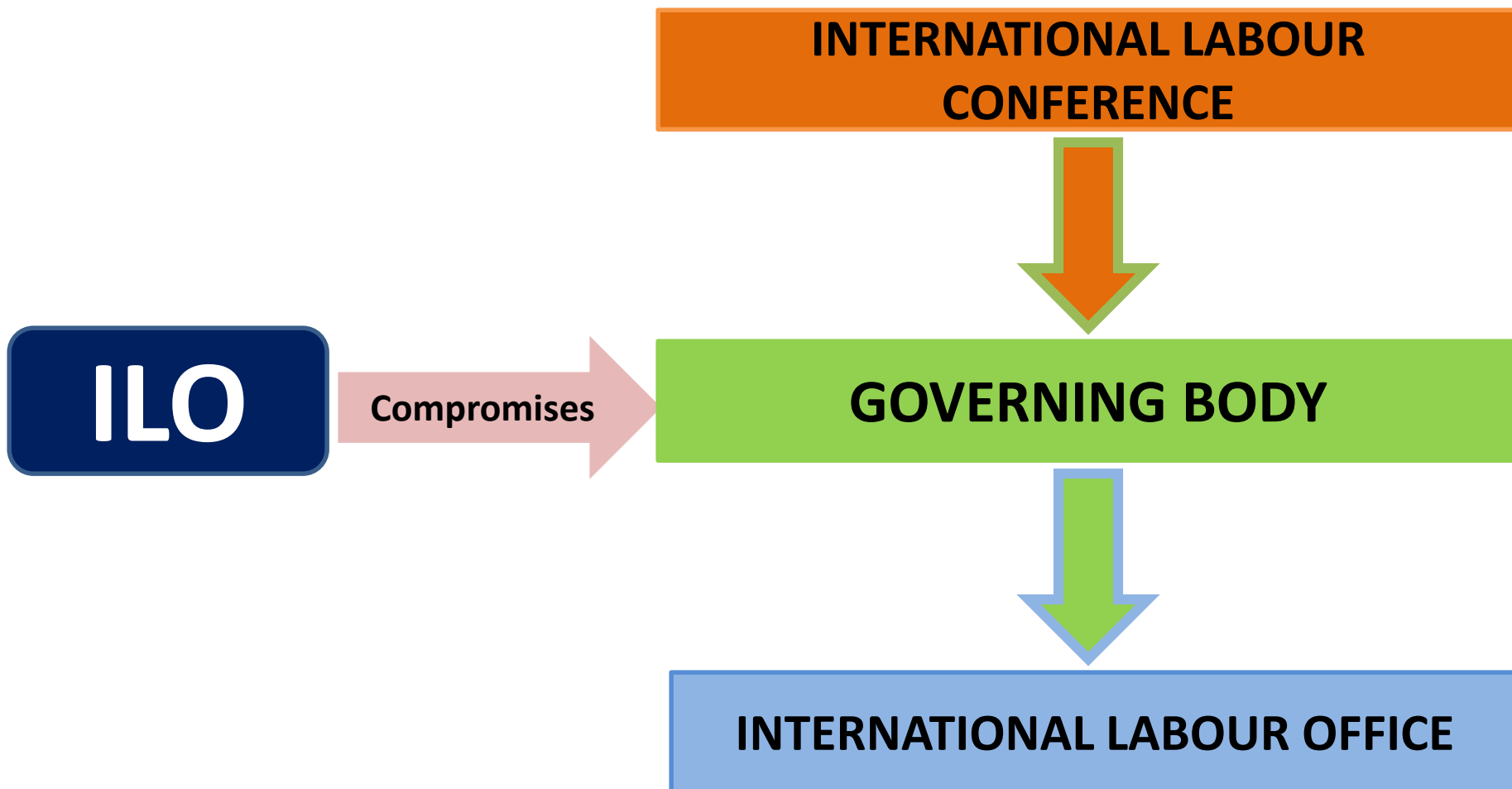
- Regulation of the hours of work including establishment of a maximum working day and week.**
- Regulation of labour supply, prevention of unemployment and provision of adequate living wages.**

# **HISTORY OF ILO**

- **Protection of worker against sickness, diseases and injury arising out of his employment.**
- **Protection of children, young person and women.**
- **Recognition of the principle of equal remuneration for work of equal value.**
- **Recognition of the principle of freedom of association.**

# STRUCTURE OF ILO

(How the ILO works)



# **STRUCTURE OF ILO**

- The unique tripartite structure of 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.**

# **INTERNATIONAL LABOUR CONFERENCE**

- ❑ Policy making/ legislative wing of ILO.**
- ❑ Holds session once in a year.**
- ❑ ILC elect governing body meeting are attends by 4 Delegates:- 2 from government (Generally Cabinet Minister), 1 representative from employees, 1 representative from employer.**
- ❑ Each delegates is accomplished by advisor not exceeding 2 in number.**



# **INTERNATIONAL LABOUR CONFERENCE**

## **□ Function of ILC**

- Formulate international standards**
- Decide expenditure budget**
- Consider labour problem and assist solution**
- Elect president**
- To make amendments**



# **GOVERNING BODY**

- ❑ Executive wing of ILO**
- ❑ Political body**
- ❑ Implements decisions of ILC with the help of International Labour Office**
- ❑ Consist 56 titular member:-28 Government, 19 employer, 19 employees**
- ❑ Generally it meets thrice in a year (March, June, November)**
- ❑ Members are elected by ILC every 3 year**
- ❑ Governing Body follow up recommendation and convention of ILC**

# **INTERNATIONAL LABOUR OFFICE**

- It is focal point for activities of ILO under the supervision of Governing Body.**
  - It is headed by Director General**
  - It's headquarter is at Geneva, Switzerland**
  - It is responsible to collect and distribute information of labour and social problems**

# **OBJECTIVES OF ILO**

- ❑ Full employment and the raising of standards of living.**
- ❑ Employ workers on jobs for which they have adequate skill and satisfaction to work.**
- ❑ Provide due share of profit as compensation to ensure a minimum level of living standard to all employed and protection as and when needed.**

# **OBJECTIVES OF ILO**

- ❑ Provide training and development facilities to achieve the above objective.**
- ❑ Accept collective bargaining as a right of workers and a means of improving productivity between employees and management.**
- ❑ Extend social security measures to provide a basic income to all in need and also medical cover.**

# **OBJECTIVES OF ILO**

- ☐ Protect the life and health of workers in all occupations.**
- ☐ Provision for child welfare and maternity protection.**
- ☐ Provision for quality education and vocational opportunity.**

**REGULATIONS**

2

N-Y

# REGULATIONS

- Regulation of the hours of work including the establishment of a maximum working day and week.
- Protection of worker against sickness , disease and injury arising out of his employment.
- Recognition of the principal of equal remuneration for work for equal value.
- Protection of children , young people and women.

# REGULATIONS

- Provision for old age injury , protection of interest of workers when employed in the country other than their own.**
- Protection of labour supply , prevention of un employment and provision of an adequate living wage.**
- Organization of education and research activities and training to help increase efficiency of workers.**



# **FUNCTIONS OF ILO**

## **□ Formulation of policy :**

- First step towards achievement of objectives**
- formulation of international policies and programmes to promote basic human rights, improve working conditions, social security, health, safety & welfare and enhance employment opportunities of workers is the basic function of ILO.**

# **FUNCTIONS OF ILO**

## **□ International labour standards :**

- To stop the exploitation of labour it formulates international standards.**
- Creation of international labour standards is backed by a unique system to supervise their application.**
- The standards include maximum hours of working, minimum wages etc.**

# **FUNCTIONS OF ILO**

- ❑ To promote research related to the institutionalization of training that meet the requirements of efficiency, competitiveness, productivity, quality, social equity and respect for international labour standards.**
- ❑ ILO works to develop a learning and knowledge management community in vocational training.**
- ❑ To promote and strengthen cooperation for the institutional development and modernization of vocational training among Latin America and Caribbean countries and between the America and other countries in the world.**

# **FEATURE OF ILO**

- ❑ It was created in 1919 with an objective to promote healthy labour practice.**
- ❑ The ILO registers complaints against entities that are violating international rules; however, it does not impose sanctions on government.**
- ❑ The International Labour Organisation has a tripartite governing structure – representing governments, employers and workers.**

# FEATURE OF ILO

- The ILO organizes the International Labour Conference in Geneva every year in June. This conference is also called parliament of labour.**
- The recommendations given by ILO do not have the binding force of conventions and are not subject to rectification.**