INTERNATIONAL LABOUR ORGANISATION AND ITS STANDARDS SETTING ACTIVITIES: THE RELEVANCE OF INTERNATIONAL LABOUR STANDARDS TO HUMAN RESOURCES MANAGEMENT TO MEET FUTURE CHALLENGES OF GLOBALISATION

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FOUNDBING OF THE INTERNATIONAL LABOUR ORGANISATION

1919

“UNIVERSAL AND LASTING PEACE CAN BE ESTABLISHED ONLY IF IT IS BASED ON SOCIAL JUSTICE”
DECLARATION OF PHILADELPHIA (1944)

- LABOUR IS NOT A COMMODITY
- FREEDOM OF EXPRESSION AND 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, AND BY CONTINUOUS AND CONCERTED INTERNATIONAL EFFORT IN WHICH THE REPRESENTATIVES OF WORKERS AND EMPLOYERS, ENJOYING EQUAL STATUS WITH THOSE OF GOVERNMENTS, JOIN WITH THEM IN FREE DISCUSSION AND DEMOCRATIC DECISION WITH A VIEW TO THE PROMOTION OF THE COMMON WELFARE.
TRIPARTITE STRUCTURE OF THE ILO
THE STRUCTURE OF THE ILO

INTERNATIONAL LABOUR ORGANISATION
(created in 1919. A specialised agency of the United Nations, it has its permanent secretariat in Geneva, and regional and local offices throughout the world)

INTERNATIONAL LABOUR OFFICE
(the headquarters of the International Labour Organisation in Geneva, Switzerland)

INTERNATIONAL LABOUR CONFERENCE
(the annual Conference of the International labour organisation, normally held in Geneva every June, at which each ILO member State is represented by two Government delegates, one Employers’ delegate and one Workers’ delegate)

GOVERNING BODY
(the executive council of the ILO, elected every three years at the Conference, comprises 28 Government, 14 Employer and 14 Worker members. It directs the activities of the ILO, and it establishes the agenda of the Conference)

The Governing Body supervises the work of the Office

The Conference elects the Governing Body

The Governing Body directs the activities of the Organisation
MEANS OF ACTION

I. STANDARD SETTING

✓ SETTING OF INTERNATIONAL LABOUR STANDARDS
✓ ADOPTION BY THE CONFERENCE
✓ SUPERVISION OF APPLICATION BY MEMBER STATES

II. TECHNICAL CO-OPERATION

✓ PROMOTION OF THE OBJECTIVES ESTABLISHED BY INTERNATIONAL LABOUR STANDARDS.
✓ IMPROVEMENT OF LIVING AND WORKING CONDITIONS
✓ PROMOTION OF FULL EMPLOYMENT
PREAMBLE TO THE CONSTITUTION OF THE ILO

- Whereas universal and lasting peace can be established only if it is based upon social justice;
- And whereas conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperiled; and an improvement of those conditions is urgently required; as, for example, by the regulation of the hours of work, including the establishment of a maximum working day and week, the regulation of the labour supply.
the prevention of unemployment, the provision of an adequate living wage, the protection of the worker against sickness, disease and injury arising out of his employment, the protection of children, young persons and women, provision for old age and injury, protection of the interest of workers when employed in countries other than their own, recognition of the principle of equal remuneration for work of equal value, recognition of The Principle of freedom of association, the organisation of vocational and technical education and other measures;
PREAMBLE TO THE CONSTITUTION OF THE ILO (cont..)

- Whereas also the failure of any nation to adopt humane conditions of labour is an obstacle in the way of the other nations which desire to improve the conditions in their own countries;

- The High Contracting Parties, moved by sentiments of justice and humanity as well as by the desire to secure the permanent peace of the world, and with a view to attaining the objectives set forth in the Preamble, agree to the following Constitution of the International Labour Organisation.
SYSTEM OF INTERNATIONAL LABOUR STANDARDS

INTERNATIONAL LABOUR STANDARDS

CONVENTIONS
- If they are not ratified they represent objectives and influence national legislation
- When ratified these are legally binding

RECOMMENDATIONS
- General or technical guidelines
- Not open to ratification
OTHER INSTRUMENTS

☐ RESOLUTIONS
☐ DECLARATIONS
☐ CONCLUSIONS
☐ SET OF GUIDELINES
STANDARDS ADOPTED BY ILO AS AT 01-01-2009

- CONVENTIONS - 188
- RECOMMENDATIONS - 199
CLASSIFICATION OF STANDARDS

- Basic Human Rights
- Employment
- Social Policy
- Labour Administration
- Industrial Relations
- Conditions of Work
- Society Security
- Employment of Women
- Employment of Children and Young Persons
- Protection of Special Categories
ILO SUPERVISORY BODIES

- COMMITTEE OF EXPERTS ON THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS
- GOVERNING BODY COMMITTEE ON FREEDOM OF ASSOCIATION
- CONFERENCE COMMITTEE ON THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS
INTERNATIONAL LABOUR STANDARDS RELEVANT TO HUMAN RESOURCES MANAGEMENT (HRM)
1. STANDARDS CONCERNING FUNDAMENTAL SOCIAL RIGHTS

**FREEDOM OF ASSOCIATION**
- C.87: Freedom of Association and Protection of the Right to Organize, 1948
- C.98: Right to Organize and Collective Bargaining, 1949

**FREEDOM FROM FORCED LABOUR**
- C.29: Forced Labour 1930
- C.105: Abolition of Forced Labour, 1957

**FREEDOM FROM DISCRIMINATION**
- C.100: Equal Remuneration, 1951
- C.111: Discrimination (Employment and Occupation), 1958

**EFFECTIVE ABOLITION OF CHILD LABOUR**
- C.138: Minimum Age, 1978
2. STANDARDS CONCERNING EMPLOYMENT SECURITY

- TERMINATION OF EMPLOYMENT CONVENTION, 1982 (NO.158)
- TERMINATION OF EMPLOYMENT RECOMMENDATION, 1982 (NO.166)
3. STANDARDS CONCERNING WORKPLACE CO-OPERATION

1. CO-OPERATION AT THE LEVEL OF THE UNDERTAKING RECOMMENDATION, 1952 (NO. 94)
2. COMMUNICATIONS WITHIN THE UNDERTAKING RECOMMENDATION, 1967 (NO. 129)
3. WORKERS’ REPRESENTATIVES CONVENTION, 1971 (NO. 135)
4. WORKERS” REPRESENTATIVES RECOMMENDATION 1971 (NO. 143)
5. EXAMINATION OF GRIEVANCES WITHIN THE UNDERTAKING, 1957 (NO. 130)
WHAT IS WORKPLACE CO-OPERATION?

Workplace Co-operation can mean:

- Workers participation or involvement in decision making
- Labour management co-operation
- Participation or co-operative practices in an enterprise
In workplace co-operation managers and workers in the enterprise come together to talk and listen to each other in order to find mutually acceptable ways of dealing with common problems and issues.
WHAT ARE THE OBJECTIVES OF WORKPLACE CO-OPERATION?

Developing more co-operative working relations in an enterprise can contribute to:

- Increased efficiency, productivity and competitiveness of the enterprise.
- Better enterprise labour relations
- An improved working environment
- Improved job satisfaction and effectiveness
- More effective decision making within the enterprise
- More equitable sharing of enterprise profits by workers
ILO DECLARATIONS RELEVANT TO HRM TO MEET THE CHALLENGES OF GLOBALISATION

- ILO DECLARATION ON MULTINATIONAL ENTERPRISES AND SOCIAL POLICY (1977 as amended)
- ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK (1998)
- ILO DECLARATION ON SOCIAL JUSTICE FOR A FAIR GLOBALISATION (2008)
ILO’S DECENT WORK AGENDA TO RESPOND TO THE CHALLENGES OF GLOBALISATION

DECENT WORK – sums up the aspiration of people in their working life. It involves:

- Opportunity for work that is productive and deliver a fair income.
- Security in the workplace and social protection for the families
- Better prospects for personal development and social integration
- Freedom for people to express their concerns, organise and participate in the decisions that affect their lives
- Equality of opportunity and treatment for women and men.
DECENT WORK INVOLVES :-

- SOCIAL DIALOGUE
- PRODUCTIVE EMPLOYMENT
- SOCIAL PROTECTION
  - SOCIAL SECURITY
  - LABOUR PROTECTION
- RIGHTS AT WORK
UNITED NATION’S INITIATIVE TO SAFEGUARD SUSTAINABLE GROWTH WITHIN THE CONTEXT OF GLOBALISATION
THE TEN PRINCIPLES OF GLOBAL COMPACT

DIRECTLY ADDRESSED TO THE BUSINESS COMMUNITY BY THE UNITED NATIONS

❖ HUMAN RIGHTS
❖ PRINCIPLE 1 – Businesses should support and respect the protection of internationally proclaimed human rights, and
❖ PRINCIPLE 2 – Make sure that they are not complicit in human rights abuse.

❖ LABOUR STANDARDS
❖ PRINCIPLE 3 – Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
❖ PRINCIPLE 4 – The elimination of all forms of forced and compulsory labour.
PRINCIPLE 5 – The effective abolition of child labour, and

PRINCIPLE 6 – The elimination of discrimination in respect of employment and occupation

ENVIRONMENT

PRINCIPLE 7 – Businesses should support precautionary approach to environmental challenges

PRINCIPLE 8 – Undertake initiatives to promote great environmental responsibility, and

PRINCIPLE 9 – Encourage the development of environmental friendly technologies

ANTI-CORRUPTION

PRINCIPLE 10 – Businesses should work against corruption in all its forms, including extortion and bribery.