

Unit 1: International Labour Organisation in IR (Sub: Employee Relations MBA-213-H)HR Spz

International Labour Organisation (ILO) ... 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 only tripartite U.N. agency, since 1919 the ILO brings together governments, employers and workers of 187 member States, to set labour standards, develop policies and devise programmes promoting decent work for all women and men.

International Labour Organization Definition : The origin of I.L.O. goes back to the First World War.

The International Labor Organization (ILO) is a United Nations agency responsible for dealing with employment-related issues across the world, including employment standards and problems of exploitation. The ILO registers complaints against organisations that violate established rules but does not sanction or disincentivise governments or organisations.

The ILO was established following the Treaty of Versailles as a formal agency of the League of Nations and in 1946 became the first agency of the newly-formed United Nations. Of the 193 UN member states, 185 are currently members of the ILO. In 1969, the ILO was awarded the Nobel Peace Prize for its work.

Aims and Goals of ILO :

The main aim of the International Labour Organisation (I.L.O.) is to advance the cause of social justice through the abolition of conditions of labour involving injustice, hardship and privation.,

The preamble of the constitution of the International Labour Organisation (I.L.O.) affirms that universal and lasting peace can be established only if it is based on social justice. It explains that existing conditions of labour involving injustice, hardship and privation to large numbers produce great unrest that imperils peace and harmony of the world. It declares that improvement of these conditions is urgently required by such means:

- i) To regulate the hours of working
- ii) To prevent unemployment
- iii) To protect the workers against sickness, disease and injury ,
- iv) To protect children and women,
- v) To recognise the principle of equal work and equal pay;
- vi) To organize vocational and technical education, and

vii) To recognise the principle of freedom of allocation.

Further, the preamble states that the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries.

The aims and objectives of the I.L.O. were re-affirmed through the declaration of Philadelphia adopted in 1944. This declaration has been made a part of its constitution. The Declaration of Philadelphia reaffirmed the fundamental principles on which the Organisation was based, and, in particular, that

* Labour is not a commodity.

* Freedom of expression and of association are essential to sustained progress.

* Poverty anywhere constitutes a danger to prosperity everywhere.

ORGANISATIONAL STRUCTURE OF INTERNATIONAL LABOUR ORGANISATION :

ILO Tripartite Constituency

The International Labour Organization (ILO) is the only tripartite UN agency with government, employer and worker representatives. This tripartite structure makes the ILO a unique forum in which the governments and the social partners of the economy of its 187 member States can freely and openly debate and elaborate labour standards and policies.

International Labour Office

The International Labour Office is the permanent secretariat of the International Labour Organization - its operational headquarters. Administration and management are decentralized in regional, area and branch offices in more than 40 countries under the leadership of a Director-General.

ILO Director-General

A Director-General is elected every five years by the Governing Body. Subject to the instructions of the Governing Body, the Director-General is responsible for the efficient conduct of the International Labour Office and other duties as may be assigned.

ILO Administrative Tribunal

The Administrative Tribunal examines employment-related complaints by officials of the International Labour Office and of the other international organizations that have recognized its jurisdiction. It is currently open to approximately 46,000 international civil servants who are serving or former officials of some 60 organizations.

ILO Centres and Institutes

The ILO is universally regarded as an authoritative source of knowledge on the world of work. The Organization has established institutes and centres that provide specialized research, training and support for the ILO's offices and constituents.

EMPLOYERS ORGANIZATION :

Employer associations are nonprofit organizations that advocate and provide support for a group of member employers. Employer associations can be organized around central components such as geography, size, or type of organization. Employer associations pool their collective resources so costs can be shared by multiple members. Employer associations are voluntary for their members. Employers' Organizations

In India, there are a number of well-established employers' organizations, which represent the collective voices of private and government-owned enterprises, including small, medium and large businesses. They interact with the central and state governments and workers' organizations to protect and promote the interests of employers. The Council of Indian Employers is the umbrella organization of three employers' bodies: the All India Organization of Employers (AIOE), Employers' Federation of India (EFI) and Standing Conference of Public Enterprises (SCOPE). The Council of Indian Employers is the ILO constituent employers' organization and is affiliated to the International Organisation of Employers (IOE).

Among the key challenges being faced by employers' organizations in India and across South Asia are : a) remaining relevant and sensitive to the needs of its members, in an increasingly competitive and constantly changing economic scenario; b) promoting innovation and higher productivity, which are key determinants of enterprise sustainability; and c) strengthening industrial relations and promotion of bipartite and tripartite dialogue.