

IOE, ILO, ILS: Relevance & Implications for Business



International Organisation of Employers
Organisation Internationale des Employeurs
Organización Internacional de Empleadores
The Global Voice of Business

Colombo, 8 September 2017, Letchimy Housset, Adviser (Asia)

IOE at a Glance



IOE at a Glance

“Companies are increasingly aware of the growing stake they have in creating better societies. This is our invitation to multinationals that wish to take their place at the global decision making table to create a stronger global voice of business.”

**Linda Kromjong, Secretary-General,
International Organisation of
Employers (IOE)**



IOE at a Glance

- Advance employer and business agenda across a range of forums and media
- Strengthen the capacity of business and employer organisations to support their own members
- Equip companies with information and networking resources to meet the social and labour obligations and challenges of operating globally



IOE at a Glance

- The IOE is the Secretariat of the Employers' Group in the ILO
- International Labour Conference
- Governing Body
- Sectoral meetings
- Meeting of experts
- Seminars, workshops, etc



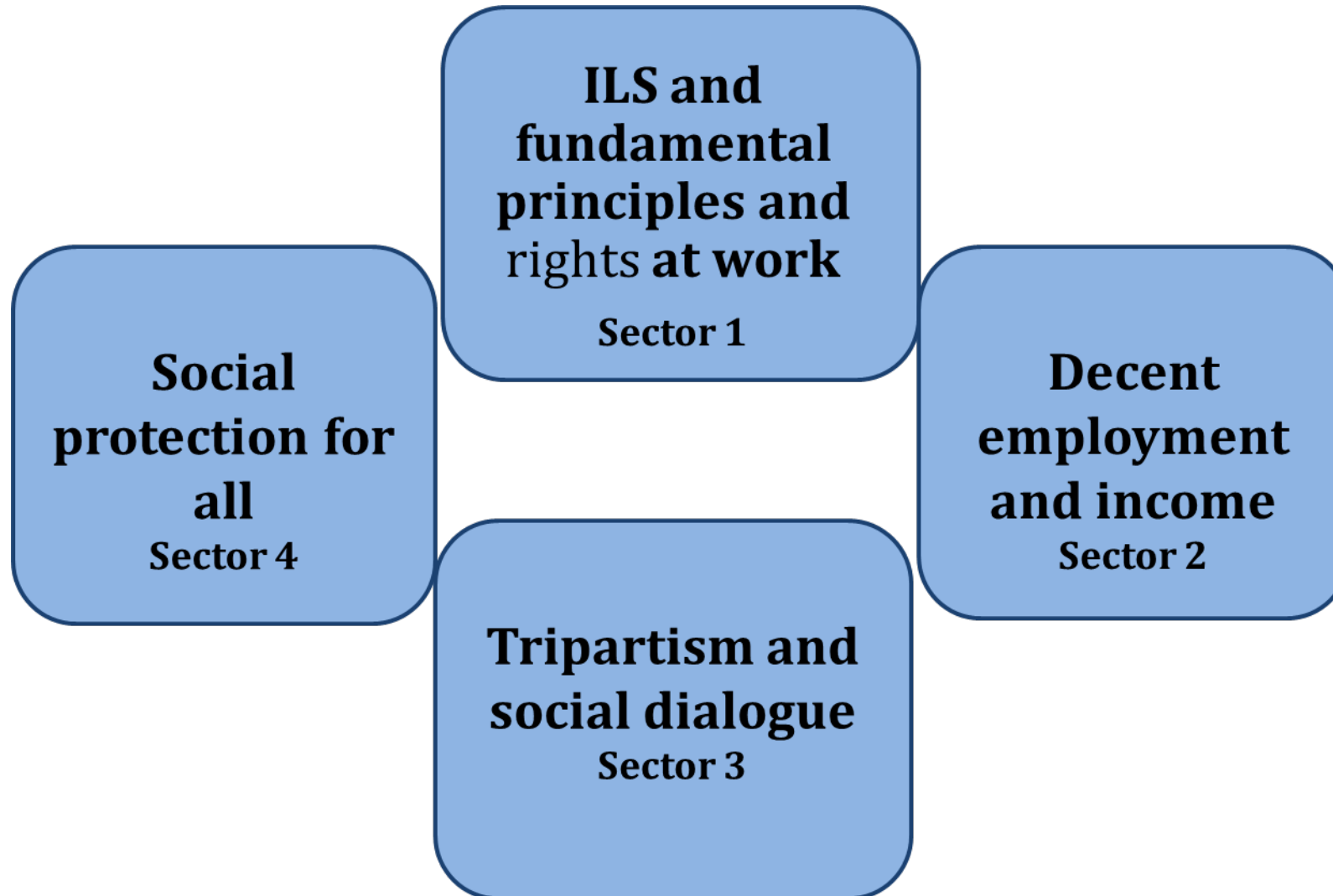
International Labour Organisation (ILO)

- Specialised agency of the UN
- Promotes social justice and internationally recognised human and labour rights
- 185 member states
- Mission of the ILO: To promote opportunities for men and women to obtain decent productive work, in conditions of freedom, equity, security and human dignity



International
Labour
Organization

International Labour Organisation (ILO)



International Labour Organisation (ILO)

- The ILO is the only tripartite UN agency
- The ILO is a unique forum in which the governments and the social partners of its member States can debate and elaborate on labour standards and policies



International
Labour
Organization

International Labour Organisation (ILO)



International Labour Conference: highest body of the ILO that develops and adopts ILO labour standards and policies



Governing Body: executive body of the ILO that takes decisions on ILO policy, decides the agenda of the ILC and adopts the Budget



International Labour Office: the permanent secretariat of the ILO, acting under the leadership of the Director General

International Labour Standards (ILS)

Standard Setting

International Labour Standards (ILS)

Conventions

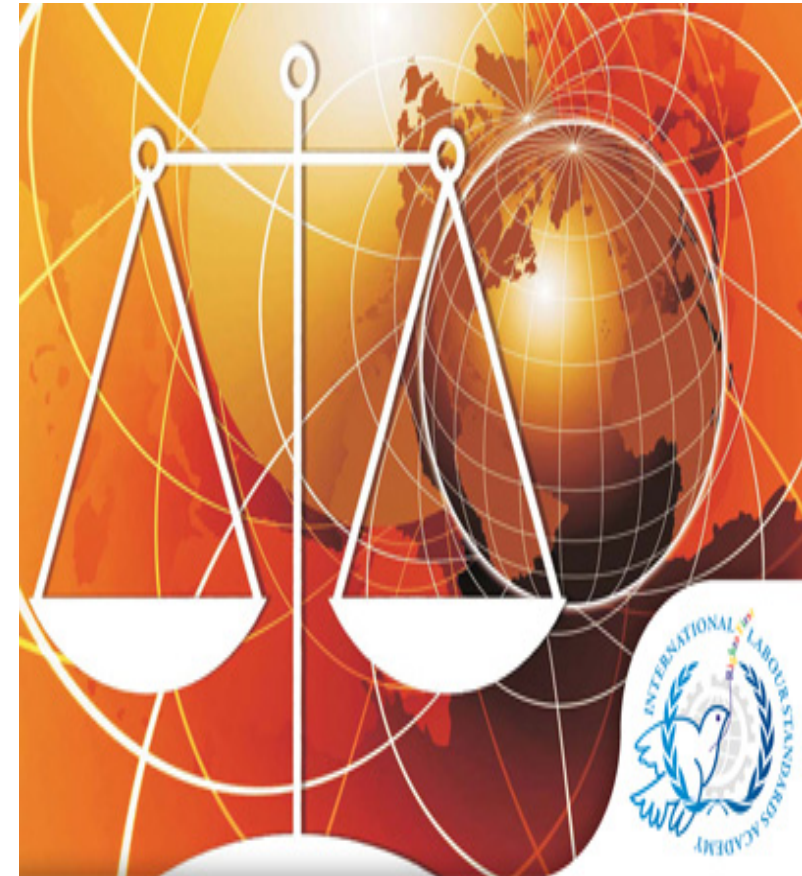
Recommendations



*Application at national level
(through legislation and practice)*

International Labour Standards (ILS)

- ILS are instruments drawn up by the ILO's constituents
- Establish fundamental principles and rights at work
- ILS take the form of Conventions and Recommendations
- Conventions are legally binding instruments
- Recommendations are non-binding normally accompanying a Convention



International Labour Standards (ILS)

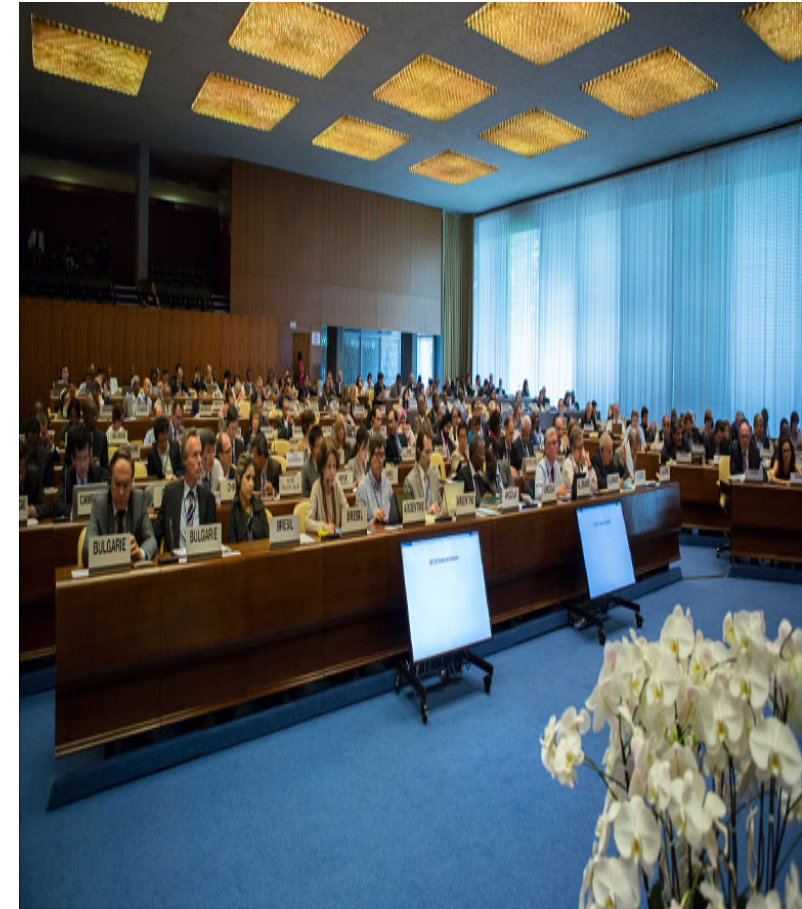
- 8 Fundamental Conventions
- Freedom of Association and the Protection of the Right to Organise Convention, 1948 (C.87)
- Right to Organise and Collective Bargaining Convention, 1949 (C.98)
- Forced Labour Convention, 1930 (C.29)
- Abolition of Forced Labour Convention, 1957 (C.105)
- Minimum Age Convention, 1973 (C.138)
- Worst Forms of Child Labour Convention, 1999 (C.182)
- Equal Remuneration Convention, 1951 (C.100)
- Discrimination (Employment and Occupation) Convention, 1958 (C.111)

International Labour Standards (ILS)

- Once a standard is adopted, member States have to submit them to their Parliament for consideration
- If a member State decides to ratify a Convention, it has to
- Apply the Convention in national law and practice;
- Report on its application at regular intervals to the ILO.
- A Convention generally comes into force for that country one year after the date of ratification

International Labour Standards (ILS)

- ILO supervisory system
- Committee of Experts on the Application of Conventions & Recommendations (CEACR)
- Conference Committee on the Application of Standards (CAS)
- Committee on Freedom of Association (CFA)



International Labour Standards (ILS)



International Labour Standards (ILS)

- ILS can inspire national collective agreements
- ILS have been taken over, or mentioned, by many international instruments when they deal with labor rights
- ILS are part of international guiding principles for IR and HR behaviour
- There are 2 main implications of making reference to ILS in a Code of Conduct
- Such principles are made part of an employment contract meaning that they create actual rights and obligations for the employer and the worker
- If the adherence to a company's Code is included in a supply contract, the violation of ILS by a supplier may have serious consequences

ILS Situation in Sri Lanka

- Sri Lanka has ratified 43 Conventions
- 8 out of 8 Core Conventions
- Out of 43 Conventions ratified, 32 are in force, 13 have been denounced; 1 ratified in the past 12 months (C185 Seafarers' Identify Documents Convention (Revised), 2003; 2016)



Food to Thought

- Do you think that ILS have implications for enterprises in Sri Lanka? If yes, how so?
- The ILO agenda is based on the idea of bringing together employers, workers and governments to help equitably govern labor markets. Is this concept still relevant today? If no, what could replace this?



Thank you



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