

International Labour Organization

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I. INTRODUCTION

International labour organization is a United Nations agency headquarters at Geneva Switzerland and it founded in 1919 by Guy Ryder and it made mandatory to provide social justice & promote decent work by setting international labour standard

IMPORTANCE:

- **Full employment& raising standard of living:**

It is a situation in which everyone wants a job can have work hours they need on fair wages a standard of living is the level of wealth, comfort, material goods, and necessities available.

- **Protection of life & health of workers:**

Government should take appropriate measures to safeguard life by making laws to protect.

- **Assurance of equality of education:**

ILO vision of equality between women and men the ILO's goal is to promote equal opportunities for women and men to obtain decent work create greater opportunities for men and women to secure decent employment and income. Enhance the coverage and effectiveness of social protection for all.

- **Provision for child welfare & maternity protection:**

ILO States to take measures to ensure that a pregnant woman is not obliged to perform work which has been determined to be harmful to her health or that of her child.

FUNCTIONS:

1. Manpower organization:

It is the process by which management determines how the organization should move from its current manpower position to its desired manpower position.

Manpower planning involves two stages:

- Planning of manpower requirements for all Types and levels of employees throughout the period of plan.
- Planning of manpower supplies to provide the organization with the right type of people from all sources to meet the planned requirements.

2. Migrant workers:

Migrant worker is defined in the ILO instruments as a person who migrates from one country to another with a view to being employed.

3. Women workers:

These rights include the right to live free from violence, discrimination, to be educated, to own property, to vote, to earn fair and equal wage.

4. Child labour:

It is defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

5. Social security:

Social Security is the protection that a society provides to individuals and households to ensure access to health care and to guarantee income security, particularly in cases of old age, unemployment, sickness, work injury, maternity.

6. Working conditions:

ILO work in the pursuit of better working conditions and it contributes for achieving better objectives.

7. Health safety and welfare:

ILO intended to protect the health and safety of everyone in the workplace, and to ensure that adequate welfare facilities are provided for people at work.

ILO PRINCIPLES STRATEGIC OBJECTIVES:

- Standards and fundamental principles and rights at work.
- Decent employment
- Social protection for all

- End to poverty initiatives
- Women at work
- Green initiatives
- Enterprise initiatives
- Standards
- Governance

ADVANTAGES:

- **level playing field :**

An international legal framework on social standards ensures a level playing field in the global economy.

- **Improving economic performance:**

ILO standards have been sometimes perceived as being costly and therefore hindering economic development. ILO not only respond to changes in the world of work for protection of workers, but also take into account the needs of sustainable enterprises.

- **Sum of international experience and knowledge:**

ILO standards are the results of discussions among governments, employers and workers, in with experts from around the world. They represent the international consensus on how a Particular labour problem could be addressed at the global level and reflect knowledge and experience from all corners of the world.

DISADVANTAGES:

- Sometimes, ILO are seen as demanding significant cost & therefore hindering economic development in the short-run.
- Enforceable labour standards in the global economy can also be pursued on a regional level.
- Labour standards lack enforcement powers or penalty.

FUNDAMENTAL PRINCIPLES:

- Labour is not a commodity.
- Freedom of expression & association is essential
- Poverty acts as a danger for prosperity
- War against want requires to be carried on. Workers & employers should enjoy equal status in free discussion.

ILO INITIATIVES:**II. CONCLUSION**

The important contribution agreed by the ILO tripartite constituency of government, employers and workers organizations and how to promote enterprise development in a manner that aligns enterprise growth with sustainable development .