

Session 2

International Labour Standards and the International Labour Organization



International
Labour
Organization



Session snapshot

Session 2

Builds on the introduction to human rights by focusing on labour rights, international labour standards, and the ILO. It explains what international labour standards are, how the ILO develops them, their role and importance, and gives examples of standards in practice. The session is lecture-based but encourages participant engagement throughout.



Estimated
duration:
90 minutes



Required materials:
**None except for usual
presentation equipment
and accessories**



Facilitator's guide points

Facilitator's guide points



1. Start with transition notes from Session 1 and give an overview of Session 2.



2. Share the learning objectives.



3. Use the Session Proper as a guide; adapt as needed. Cover at minimum:

- a. What are International Labour Standards?
- b. How are they constituted, implemented, enforced? (Optional: ILO)
- c. Why are they important?



Facilitator's guide points



4. Keep Key Learning Points in mind.



5. Include optional exercises/discussions if relevant.



6. Engage participants during lectures; check for questions/comments.



7. End with a recap exercise.





Learning Objectives



Key elements of ILS

Identify the key elements and forms that constitute international labour standards and the process that gives rise to them



Significance of ILS

Understand the significance of ILS as they relate to decent work, social justice, and sustainable development

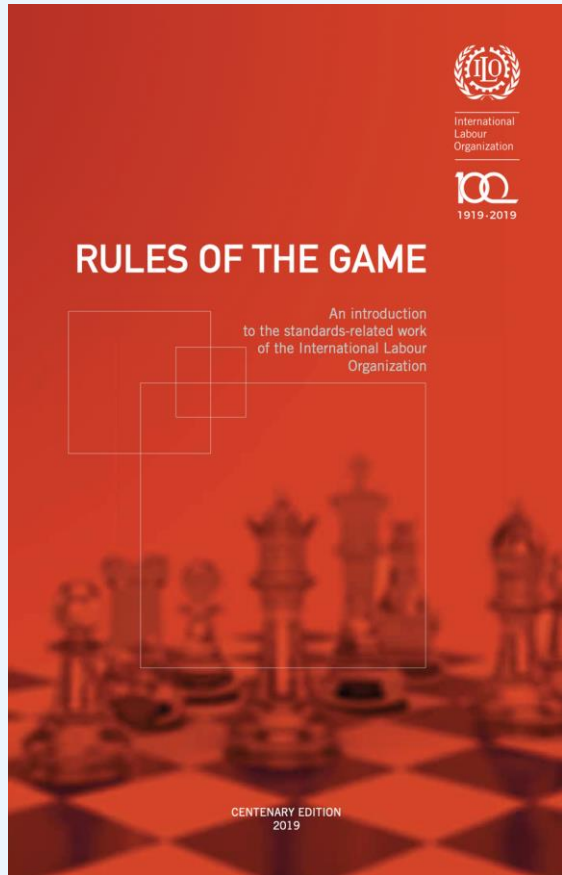


ILO Core and technical conventions

Be familiar with the ILO core and technical conventions forming part of international labour standards, and some ILO declarations that are vital to the enforcement of those standards and the operations of ILO



Definition of key terms



International Labour Standards (ILS)

Legal instruments putting forward fundamental principles and rights at work as deliberated and agreed upon by the standard tripartite constituents of the ILO (i.e., government, workers and employers).



Convention

International *legally-binding* treaties that are subject to ratification by ILO member-States like the Philippines. They usually set out the principles for implementation of a ratifying member-State.



Recommendation

International *non-legally-binding* guidelines that are not subject to ratification. They usually serve as complementary documents to enable member-States to apply the ratified ILO Conventions. However, there can be instances when a Recommendation is autonomous, i.e. not linked to any Convention



Protocol

Internationally *legally-binding* documents that supplement the ILO Conventions, subject to member-States' ratification.



Ratification

The formal process by which a member-State accepts a Convention adopted at the ILO's annual International Labour Conference



Key learning points

International Labour Standards (ILS) advance core rights at work, like FOA and the right to organise, and must be developed and ratified carefully for vulnerable workers.





ILS support decent work, social justice, and sustainable development, and should align with national and sectoral goals for greater impact.



Session Proper

Session 2



What are international labour standards (ILS)?



International Labour Organization (ILO) background, mandate, and structure



Fundamental principles and rights at work



How are international labour standards adopted, ratified, and implemented?

Session 2



***What is ratification and how is the process done in the Philippines?**

Importance of international labour standards



Decent work

** Optional discussion points*

What are International Labour Standards (ILS)?



What are international labour standards (ILS)?

International Labour Standards (ILS) **are legal instruments drawn up by the ILO's constituents** (governments, employers and workers) **setting out basic principles and rights at work.**

What are international labour standards (ILS)?

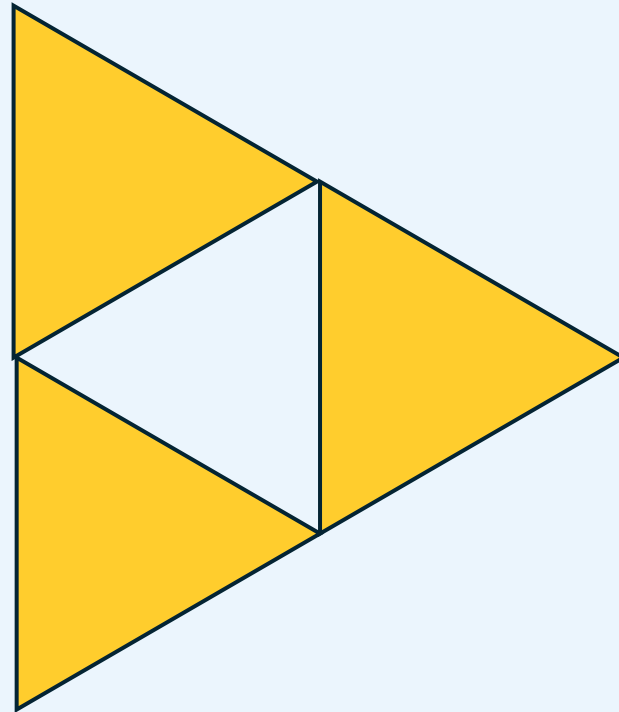
They are internationally recognized set of labour rights coded in three various forms as follows:

Conventions

International **legally binding** treaties **ratified by ILO Member States**

Protocols

International legally binding documents that **supplement Conventions** and also **require ratification.**



Recommendations

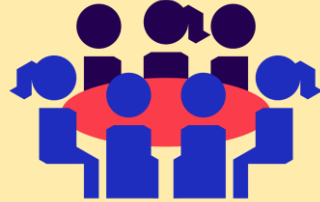
international **non-legally binding guidelines**, often supporting Conventions but sometimes **stand-alone.**

What are international labour standards (ILS)?

Thematic and sectoral categories of ILO Conventions, Recommendations, and Protocols



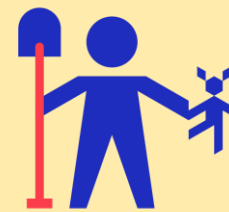
**Freedom of
association**



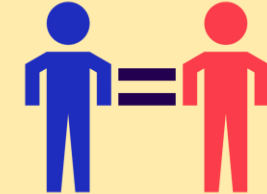
**Collective
bargaining**



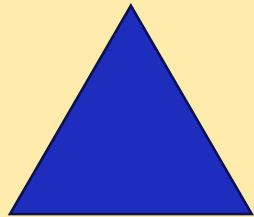
Forced labour



Child labour



**Equality of
opportunity and
treatment**



**Tripartite
consultation**



**Labour
administration**



**Labour
Inspection**

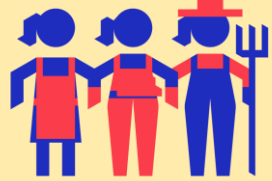


**Employment
policy**



**Employment
Promotion**

Thematic and sectoral categories of ILO Conventions, Recommendations, and Protocols



**Vocational
guidance and
training**



**Employment
Security**



Social policy



Wages



**Working
time**



**Occupational
safety
and health**



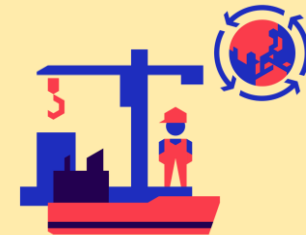
Social security



**Maternity
protection**



**Migrant
workers**



Seafarers

Thematic and sectoral categories of ILO Conventions, Recommendations, and Protocols



Fishers



Dockworkers



**Indigenous
and tribal
peoples**



**Other specific
categories of workers
(e.g. workers with
disabilities, workers
living with HIV, or
LGBTIQ workers)**

International Labour Organization (ILO) background, mandate and structure



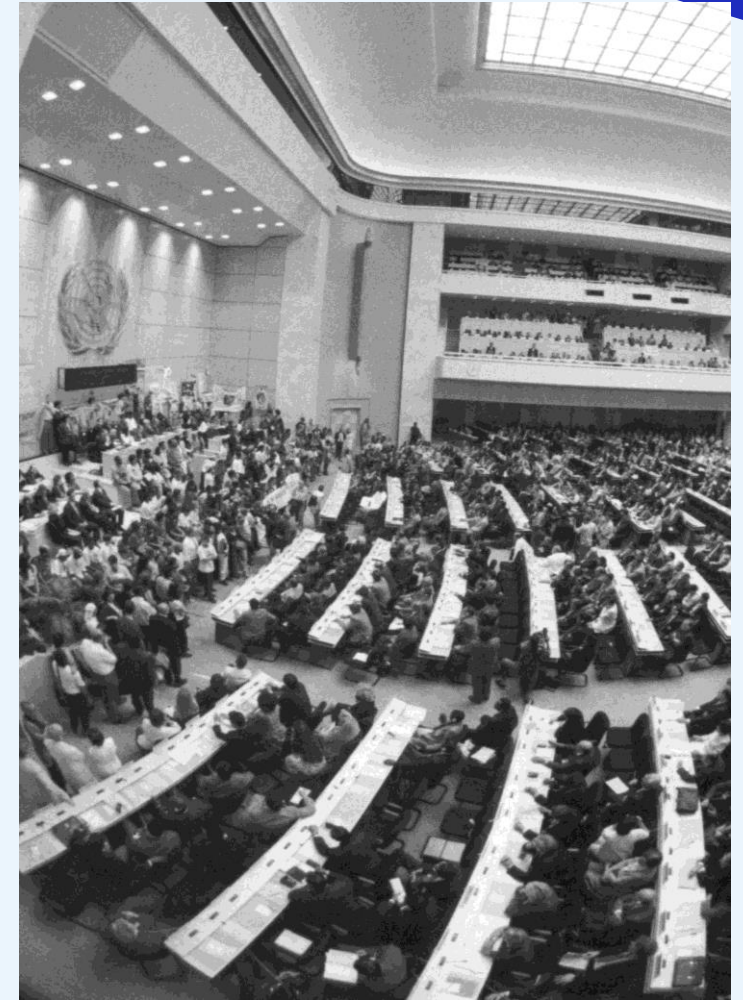
International
Labour
Organization



The ILO and how it works

International Labour Organization

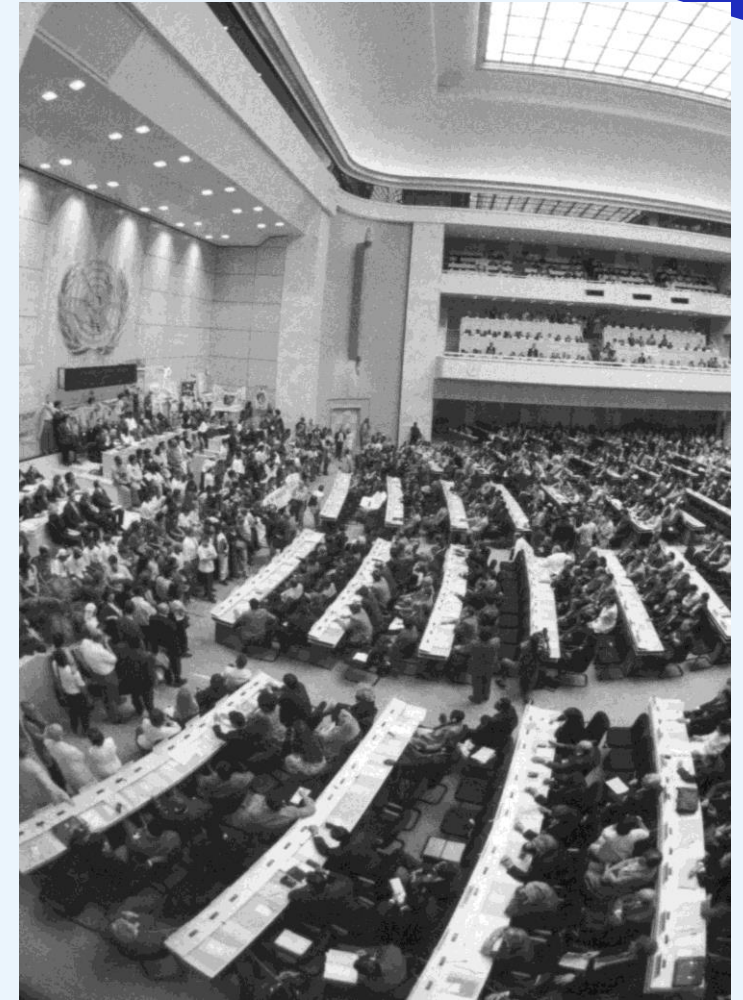
- ▶ UN specialized agency **founded in 1919**, following World War I
- ▶ aims to achieve **social justice** by bringing together **governments, employers and worker representatives** of 187 member states to develop labour standards together: **tripartite structure**



International Labour Organization

Key ILO mandates

- ▶ ILO Constitution (1919)
- ▶ ILO Declaration of Philadelphia (1944)
- ▶ ILO Declaration on Fundamental Principles and Rights at Work (1998)
- ▶ ILO Declaration on Social Justice for a Fair Globalization (2008)
- ▶ ILO Centenary Declaration for the Future of Work (2019)
- ▶ International Labour Standards



The **tripartite structure** makes the ILO unique.



The ILO's strategic objectives



Promote and realize **fundamental principles** and **rights at work**

Create greater opportunities for **decent employment** and income for women and men

Enhance the coverage of effectiveness of **social protection** for all

Strengthen tripartism and **social dialogue**

Three main bodies of the ILO

International Labour Conference

- ▶ sets the International Labour Standards and the broad policies of the ILO
- ▶ forum for discussion of key social and labour questions; meets annually in Geneva

Governing Body

- ▶ the executive council of the ILO; meets three times a year in Geneva
- ▶ makes decisions on ILO policies
- ▶ establishes the programme and the budget, then submits to the Conference for adoption

International Labour Office

- ▶ the permanent secretariat of the ILO
- ▶ focal point for the ILO's overall activities under the scrutiny of the Governing Body and leadership of the Director-General

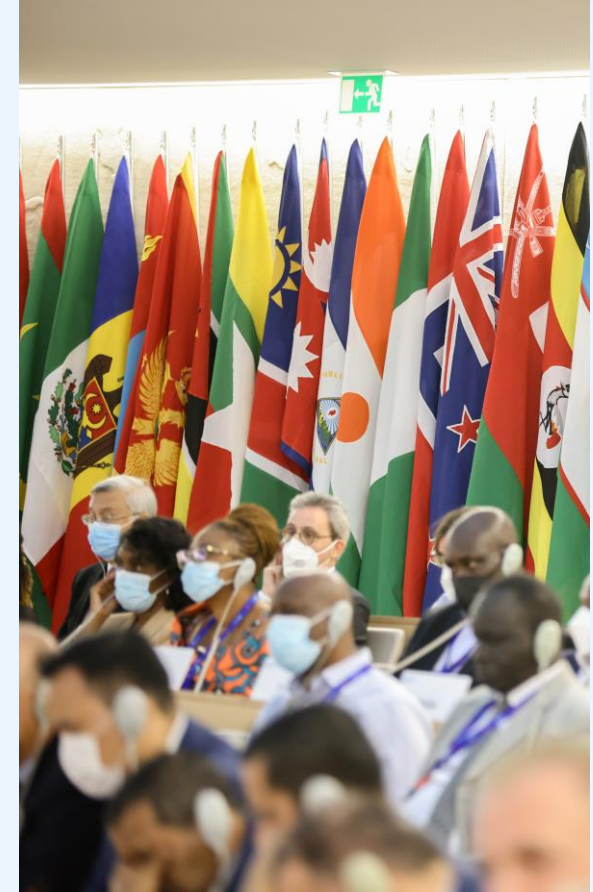
Supervisory mechanism

Regular system of supervision

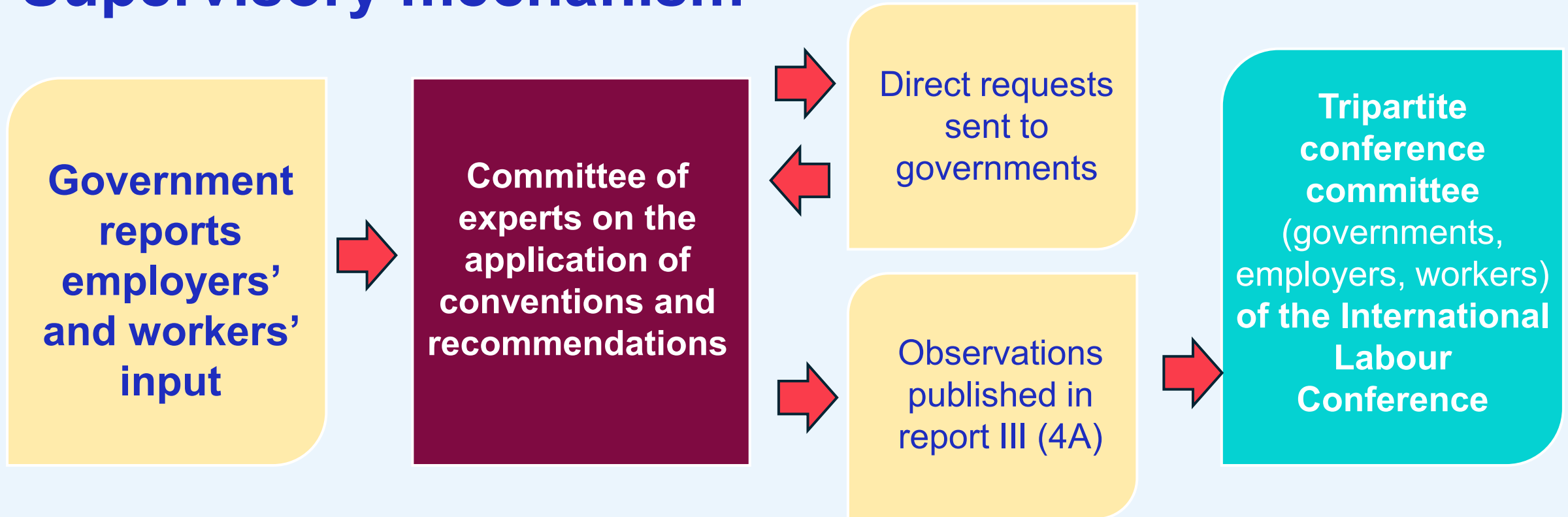
- ▶ Committee of Experts on the Application of Conventions and Recommendations (CEACR)
- ▶ Committee on the Application of Standards (CAS)

Special procedures

- ▶ representation
- ▶ complaint
- ▶ Committee on Freedom of Association (CFA)



Supervisory mechanism



ILO Declaration of Philadelphia, 1944



Extends the aims of the ILO to all

- ▶ labour is not a commodity
- ▶ **freedom of expression and of association** are essential to sustained progress
- ▶ poverty anywhere constitutes a danger to prosperity everywhere
- ▶ **equal opportunity without any discrimination**

ILO Declaration on Fundamental Principles and Rights at Work, 1998



Freedom of association

- ▶ **Freedom of Association and protection of the Right to Organize Convention, 1948 (No.87)**
- ▶ **Right to organize and Collective Bargaining Convention, 1949 (No.98)**

ILO Declaration on Fundamental Principles and Rights at Work, 1998



The abolition of forced labour

- ▶ Forced Labour Convention, 1930 (No.29)
- ▶ Abolition of Forced Labour Convention, 1957 (No.105)



Equality

- ▶ Discrimination (Employment and Occupation Convention, 1958 (No.111)
- ▶ 6. Equal Remuneration Convention, 1951 (No.100)

ILO Declaration on Fundamental Principles and Rights at Work, 1998



The elimination of child labour

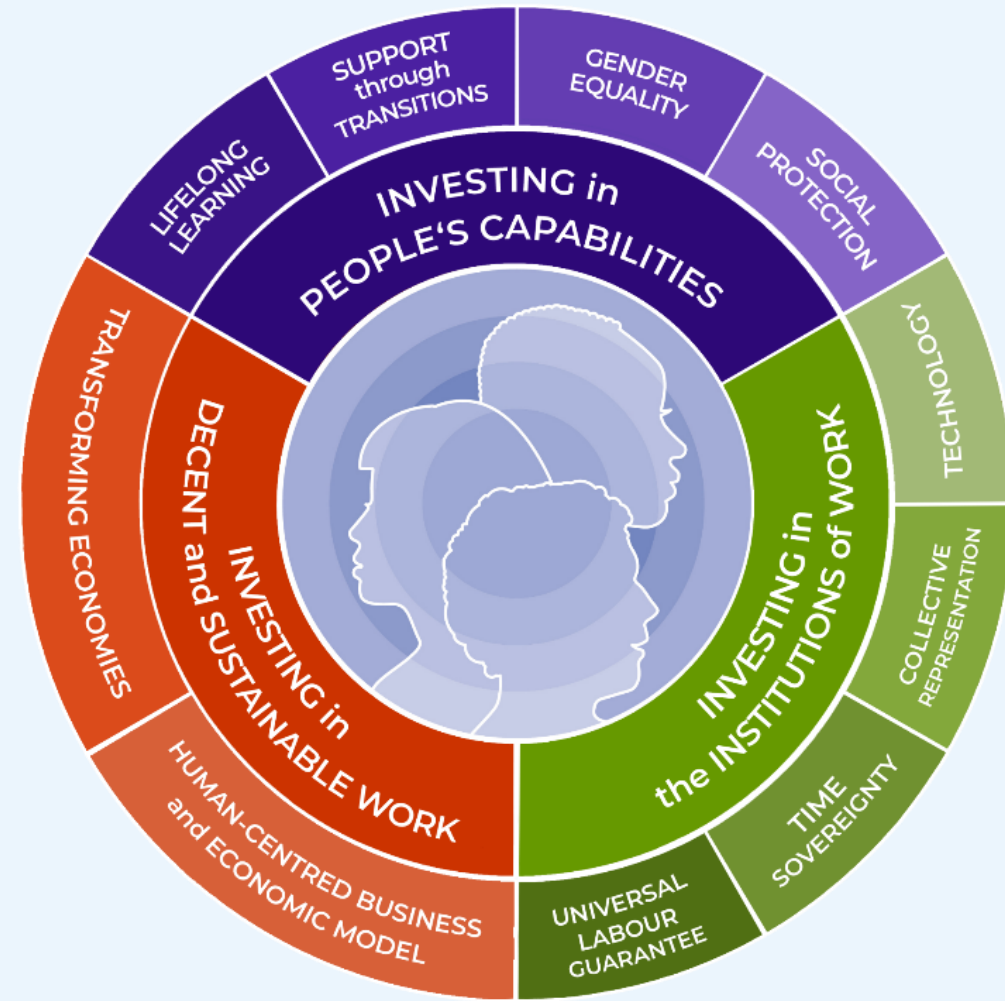
- ▶ Minimum Age Convention, 1973 (No. 138)
- ▶ Worst Forms of Child Labour Convention, 1999 (No.182)



A safe and healthy working environment

- ▶ Promotional Framework for OSH, 2006 (No. 187)
- ▶ OSH Safety and Health Convention, 1981 (No.155)

ILO Centenary Declaration on the Future of Work, 2019



Optional exercise



Convention Recall



Which topics or themes can you recall that are already covered by an ILO convention (e.g., occupational safety and health), and which ones currently have no international labour standards (e.g., just transition)?

Fundamental principles and rights at work



Fundamental rights

The ILO has designated one set of rights as “**fundamental**” by which is meant “**enabling rights**” that allow all the other rights to be implemented.

ILO Convention

Ratification Status



Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Ratified
29 Dec.1953



Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Ratified 29 Dec. 1953
In force

source: [ILO Information System on International Labour Standards \(NORMLEX\)](#)

Fundamental rights

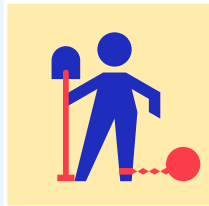
ILO Convention

Ratification Status



Forced Labour Convention, 1930 (No. 29)

Ratified 15 Jul. 2005
In force



Protocol of 2014 to the Forced Labour Convention, 1930 (No. 29)

Not ratified



Abolition of Forced Labour Convention, 1957 (No. 105)

Ratified 17 Nov. 1960
In force

source: [ILO Information System on International Labour Standards \(NORMLEX\)](#)

Fundamental rights

ILO Convention

Ratification Status



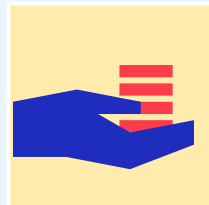
Minimum Age Convention, 1973 (No. 138)

Ratified 04 Jun. 1998
In force



**Worst Forms of Child Labour Convention,
1999 (No. 182)**

Ratified 28 Nov. 2000
In force



Equal Remuneration Convention, 1951 (No. 100)

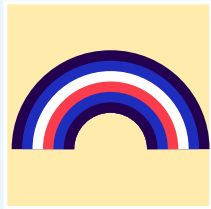
Ratified 29 Dec. 1953
In force

source: [ILO Information System on International Labour Standards \(NORMLEX\)](#)

Fundamental rights

ILO Convention

Ratification Status



**Discrimination (Employment and Occupation)
Convention, 1958 (No. 111)**

**Ratified 17 Nov. 1960
In force**



**Occupational Safety and Health
Convention, 1981 (No. 155)**

Not ratified



**Promotional Framework for Occupational
Safety and Health Convention, 2006 (No. 187)**

**Ratified 28 Nov. 2000
In force**

source: [*ILO Information System on International Labour Standards \(NORMLEX\)*](#)

Priority (governance): 4 ILO instruments

ILO Convention

Ratification Status

	Labour Inspection Convention, 1947 (No. 81)	Ratified 05 Nov. 2024 To enter into force 1 yr after
	Employment Policy Convention, 1964 (No. 122)	Ratified 13 Jan. 1976 In force
	Labour Inspection (Agriculture) Convention, 1969 (No. 129)	Not ratified
	<u>Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</u>	Ratified 10 Jun. 1991 In force

source: [ILO Information System on International Labour Standards \(NORMLEX\)](#)



Of the other 177 ILO
technical conventions,
**41 have been ratified by
the Philippines to date.**

Among these technical conventions ratified so far by the Philippines are the following:

- ▶ Rural Workers' Organizations Convention, 1975 (No. 141)
- ▶ Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)
- ▶ Labour Relations (Public Service) Convention, 1978 (No. 151)
- ▶ Maritime Labour Convention, 2006 (MLC, 2006)
- ▶ Domestic Workers Convention, 2011 (No. 189)
- ▶ Violence and Harassment Convention, 2019 (No. 190)
(Entered into force on 20 February 2025)



Key ILO declarations that carry a significant weight both on its operations and the norms around labour and human rights

ILO
Declaration
on FPRW
and its
Follow-up

ILO Declaration
on Social Justice
for a Fair
Globalization

ILO Centenary
Declaration for
the Future of
Work, 2019

Tripartite
Declaration of
Principles
concerning
Multinational
Enterprises and
Social Policy
(Governing Body
Declaration)

ILO Declaration on fundamental principles and rights at work and its follow-up

ILO
Declaration
on **FPRW**
and its
Follow-up

- ▶ Adopted in 1998 to promote four core rights: **freedom of association and collective bargaining, no forced labour, no child labour, no discrimination.**
- ▶ All ILO members must uphold these, even if they haven't ratified related Conventions.
- ▶ ILO provides assistance to help States meet these obligations.

ILO Declaration on fundamental principles and rights at work and its follow-up

ILO
Declaration
on **FPRW**
and its
Follow-up

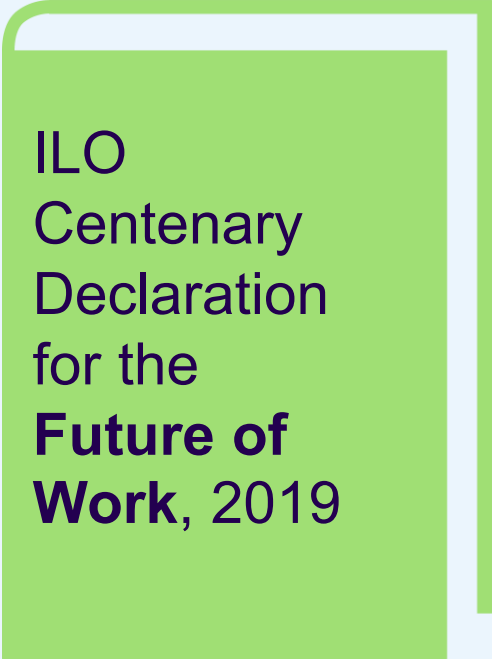
- ▶ States that haven't ratified must submit annual reports, reviewed by experts and the Governing Body.
- ▶ A Global Report reviews global progress and guides ILO support.
- ▶ Aims to help States fully apply and ratify fundamental Conventions under ILO supervision.

ILO Declaration on social justice for a fair globalization

ILO
Declaration
on **Social
Justice for a
Fair
Globalization**

- ▶ Adopted in 2008 as the ILO's third major principles statement, building on the 1919 Constitution, 1944 Philadelphia Declaration, and 1998 FPRW Declaration.
- ▶ Reaffirms ILO values and sets its vision for fair globalization through social justice.
- ▶ **Highlights the Decent Work Agenda as central to ILO policies.**
- ▶ Adopted by governments, employers, and workers from 182 States.
- ▶ Updated in 2022 to include a safe and healthy working environment as a fundamental right.

ILO centenary declaration for the future of work



ILO
Centenary
Declaration
for the
**Future of
Work**, 2019

- ▶ Adopted in 2019 at the ILO's 100th anniversary.
- ▶ **Addresses future work challenges** like technology, climate change, demographics, and skills.
- ▶ Reaffirms ILO's social justice mandate and the role of social dialogue and standards.
- ▶ **Calls for a human-centred approach:** invest in jobs, skills, social protection, gender equality, labour institutions, fair wages, safe work, and decent work for all.

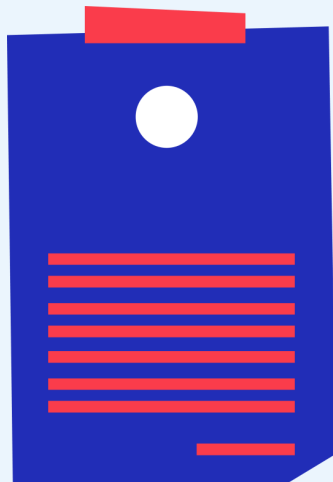
Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (Governing Body Declaration)

Tripartite declaration of principles **concerning multinational enterprises and social policy** (Governing Body Declaration)

- ▶ The only ILO instrument giving **direct guidance to enterprises on responsible workplace practices**.
- ▶ Adopted by governments, employers, and workers globally; updated multiple times (latest in 2022).
- ▶ Addresses MNEs, governments, and social partners on employment, training, working conditions, and industrial relations.
- ▶ Builds on ILO standards and supports the **Decent Work and Responsible Business Conduct** agendas.

How are international labour standards adopted, ratified, and implemented?

▶ **The process of setting international labour standards occur at the International Labour Organization.** It is highly consultative and considerably rigorous, in that it involves tripartite representatives of governments, workers and employers from around the world.

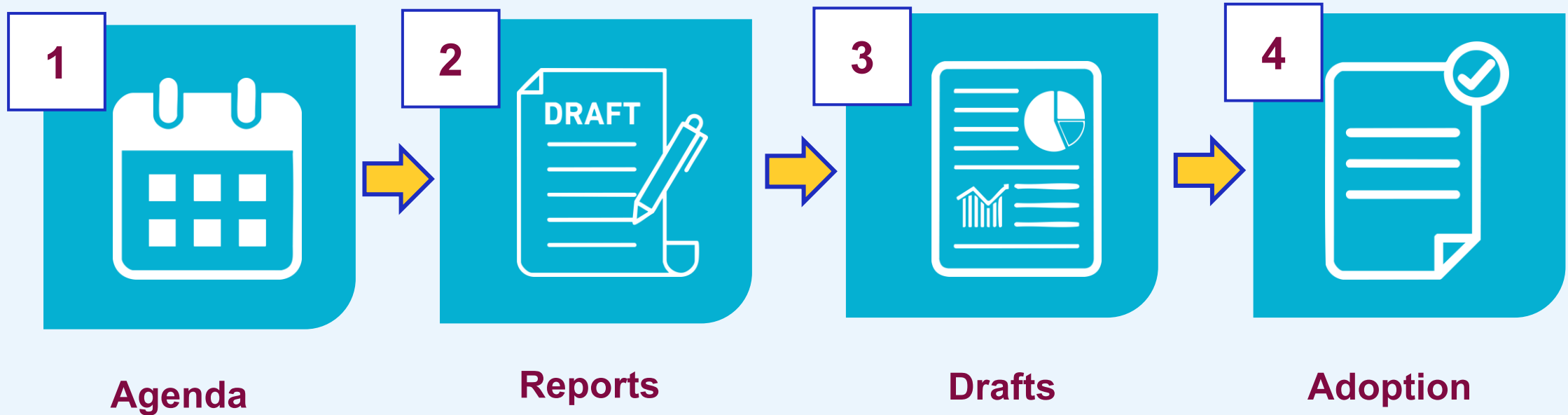


Purpose: Respond to labour rights & decent work needs (e.g. maternity, social protection, non-discrimination).

Who: Tripartite ILO process (governments, employers, workers).

How are ILS adopted, ratified, and implemented?

Key Steps:



Ratifications



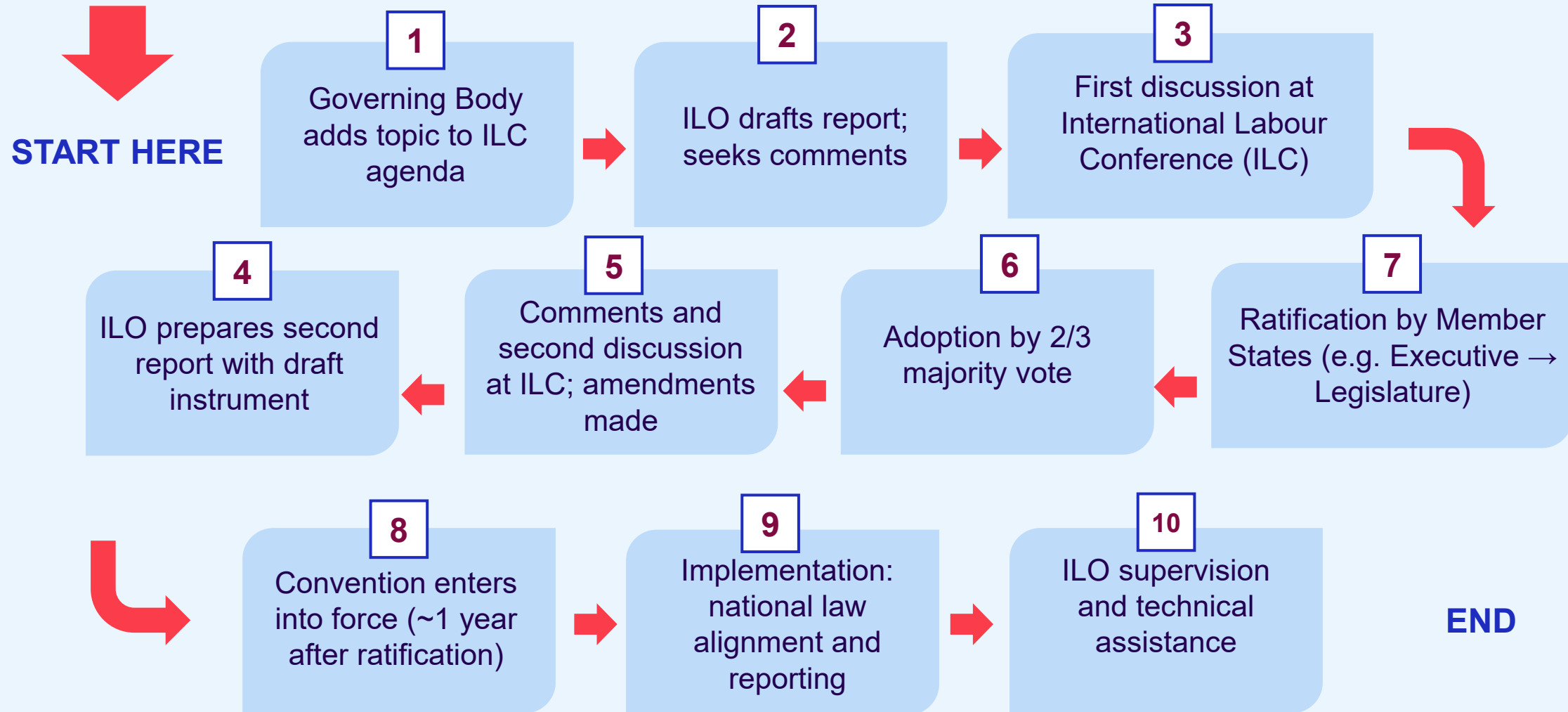
- ▶ States submit for ratification (Conventions) or consideration (Recommendations).
- ▶ E.g. PH: Executive → Senate.
- ▶ Enters into force ~1 year later.

Implementation



- ▶ Align with national laws.
- ▶ Report progress.
- ▶ Non-compliance → complaints procedure.
- ▶ ILO provides supervision, guidance & support.

How are ILS adopted, ratified, and implemented?



Optional Discussion Point

What is ratification and how is the process done in the Philippines?



International
Labour
Organization

Consolidated training manual on freedom association and labour rights in the Philippines
Module 1-Session 2: International Labour Standards and
the International Labour Organization

Funded by the
Government of Canada

Canada

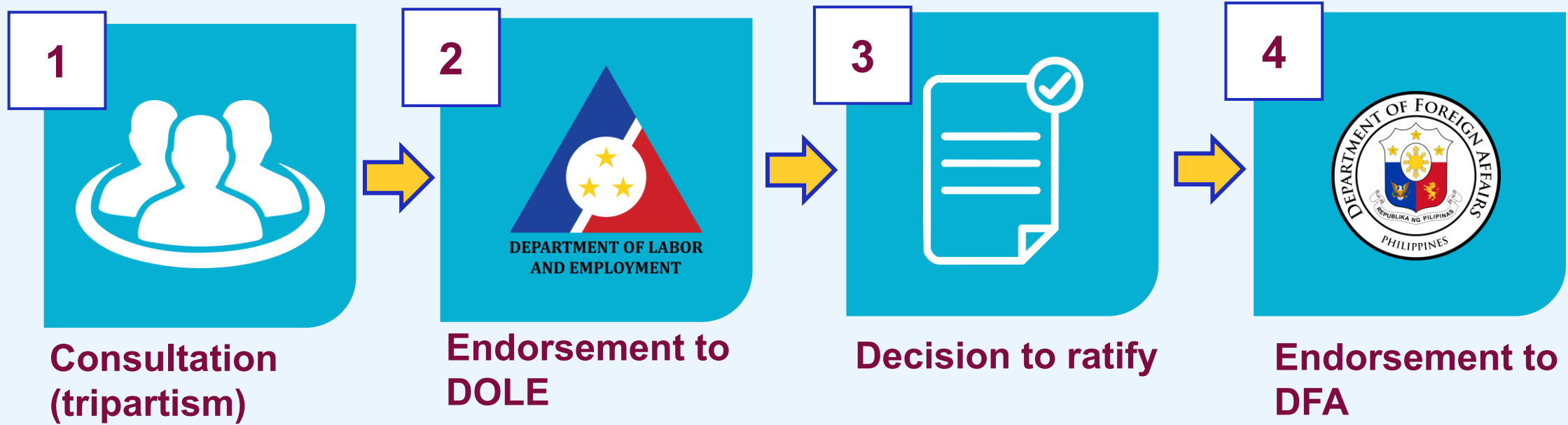


Funded by
the European Union



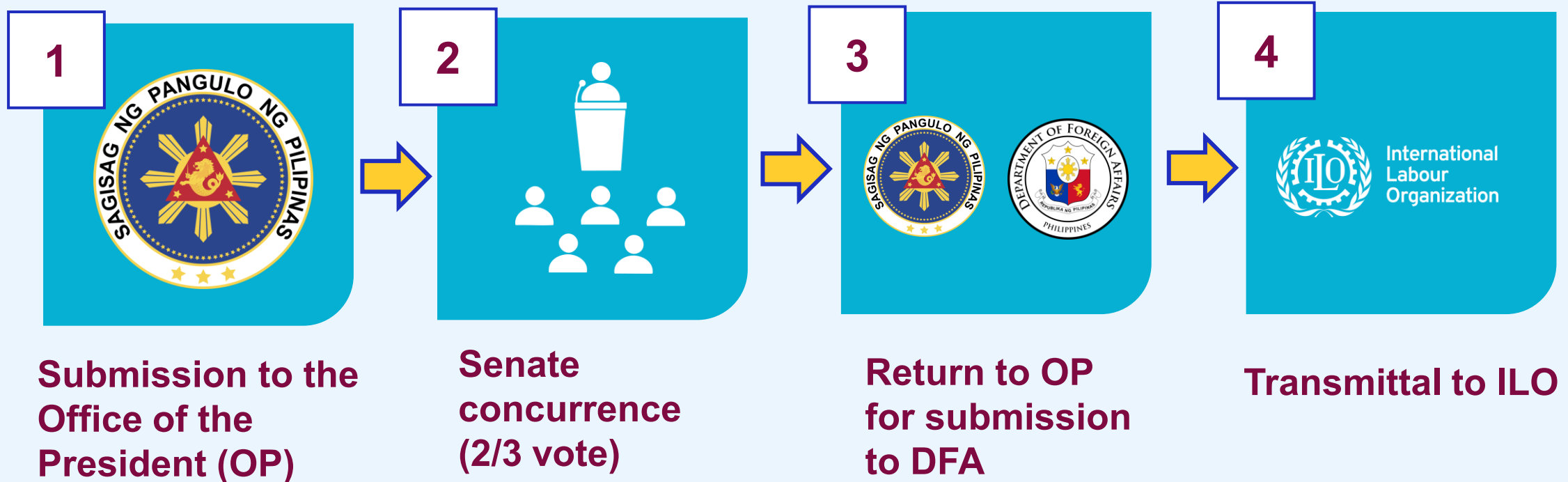
Ratification and Process in the Philippines

- ▶ **Ratification:** Formal acceptance of an ILO Convention by a Member State, subjecting it to ILO supervision.
- ▶ **Process (EO No. 459, 1997):**

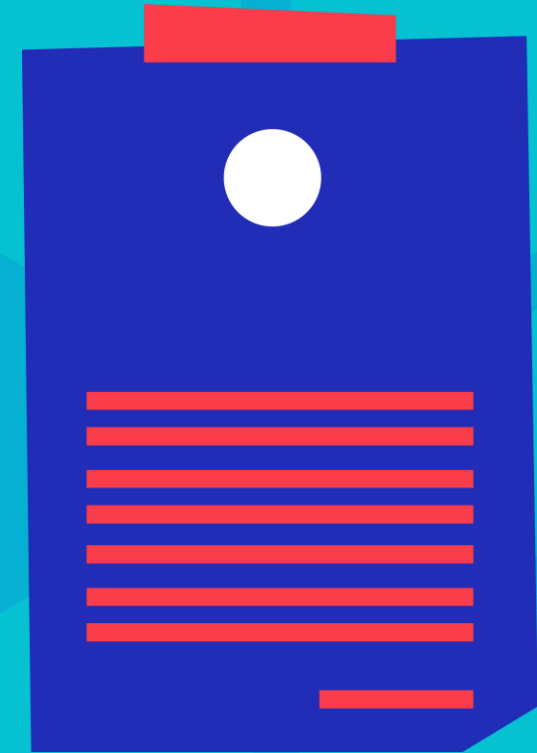


Ratification and Process in the Philippines

► Process (EO No. 459, 1997):



Importance of international labour standards



International labour standards play a crucial role in **helping ensure the protection and promotion of labour and human rights**. More specifically, they enable the following outcomes:



Promote decent work and sustainable development (align with SDG 8)



Provide an international legal framework for fair globalization



Ensure a level playing field in the global economy

Source: ILO (n.d.); ILO & CHR (2022)

International labour standards play a crucial role in **helping ensure the protection and promotion of labour and human rights**. More specifically, they enable the following outcomes:



Improve economic performance and productivity



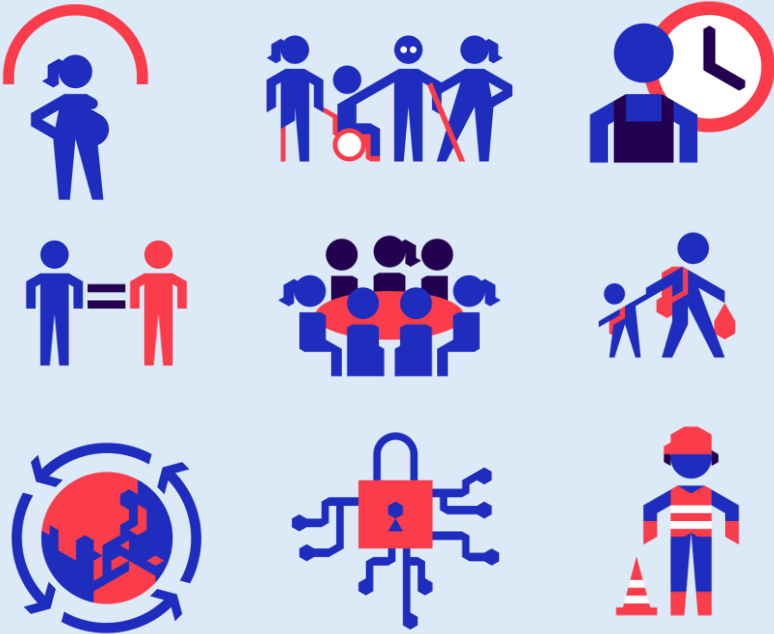
Act as a safety net during economic crises (e.g., social protection)



Support poverty and inequality reduction efforts

Source: ILO (n.d.); ILO & CHR (2022)

Decent work



International
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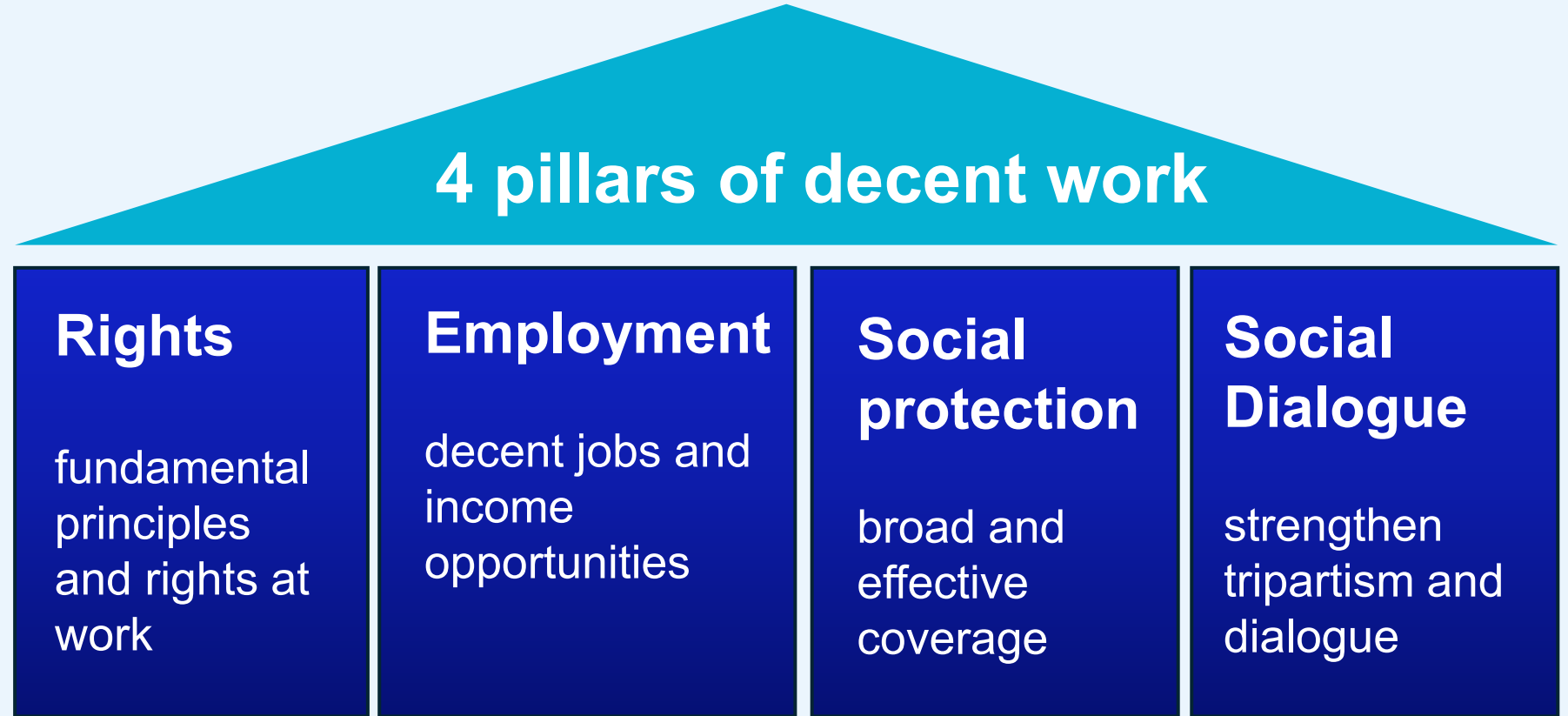


Funded by
the European Union



Decent work

Key to reducing poverty and achieving inclusive, sustainable development



Incorporated in SDG 8: Decent Work and Economic Growth (2030 Agenda)

Source: ILO-CHR Module (2022)



Recap Exercises

1. International labour standards are adopted at this venue/activity done annually.

- a) High-Level Tripartite Mission (HLTM)
- b) International Labour Conference (ILC)
- c) ILO Governing Body Session

2. These refer to the two key conventions related to FOA and collective bargaining.

- a) C29 and C105
- b) C100 and C111
- c) C87 and C98

3. Which of the following is NOT one of the broader roles of international labour standards?

- a) A path to decent work and sustainable development
- b) A strategy for reducing poverty (and inequality)
- c) A tool for increasing company sales and revenues through reduced labour cost

4. All the forms of ILS are legally-binding except for:

- a) Recommendations
- b) Protocols
- c) Conventions

5. This is the formal process whereby a government accepts a Convention or another kind of international treaty and be subject to a supervisory/monitoring mechanism correspondingly.

- a) Adoption
- b) Ratification
- c) Implementation



Recap Exercises

Answer keys

1. International labour standards are adopted at this venue/activity done annually.

a) High-Level Tripartite Mission (HLTM)

b) International Labour Conference (ILC)

c) ILO Governing Body Session

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- a) A path to decent work and sustainable development
- b) A strategy for reducing poverty (and inequality)

c) **A tool for increasing company sales and revenues through reduced labour cost**

4. All the forms of ILS are legally-binding except for:

a) **Recommendations**

b) Protocols

c) Conventions

5. This is the formal process whereby a government accepts a Convention or another kind of international treaty and be subject to a supervisory/monitoring mechanism correspondingly.

a) Adoption

b) Ratification

c) Implementation