



International
Labour
Organization

General information on the
**INTERNATIONAL LABOUR ORGANIZATION
AND ITS OPERATIONS IN THE PACIFIC**



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History, mandate, principles

The International Labour Organisation (ILO) was founded, along with the League of Nations, by the Treaty of Versailles on 11 April 1919.



The ILO was created in response to the consciousness that followed the First World War at the Peace Conference, which convened first in Paris and then in Versailles. The ILO is the only major surviving outcome of the Treaty of Versailles.

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The ILO was founded primarily in response to humanitarian concern over the condition of workers who were being exploited with no consideration for their health, their family lives or their professional and social advancement.

These ideas were reflected in the ILO Constitution.

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History, mandate, principles

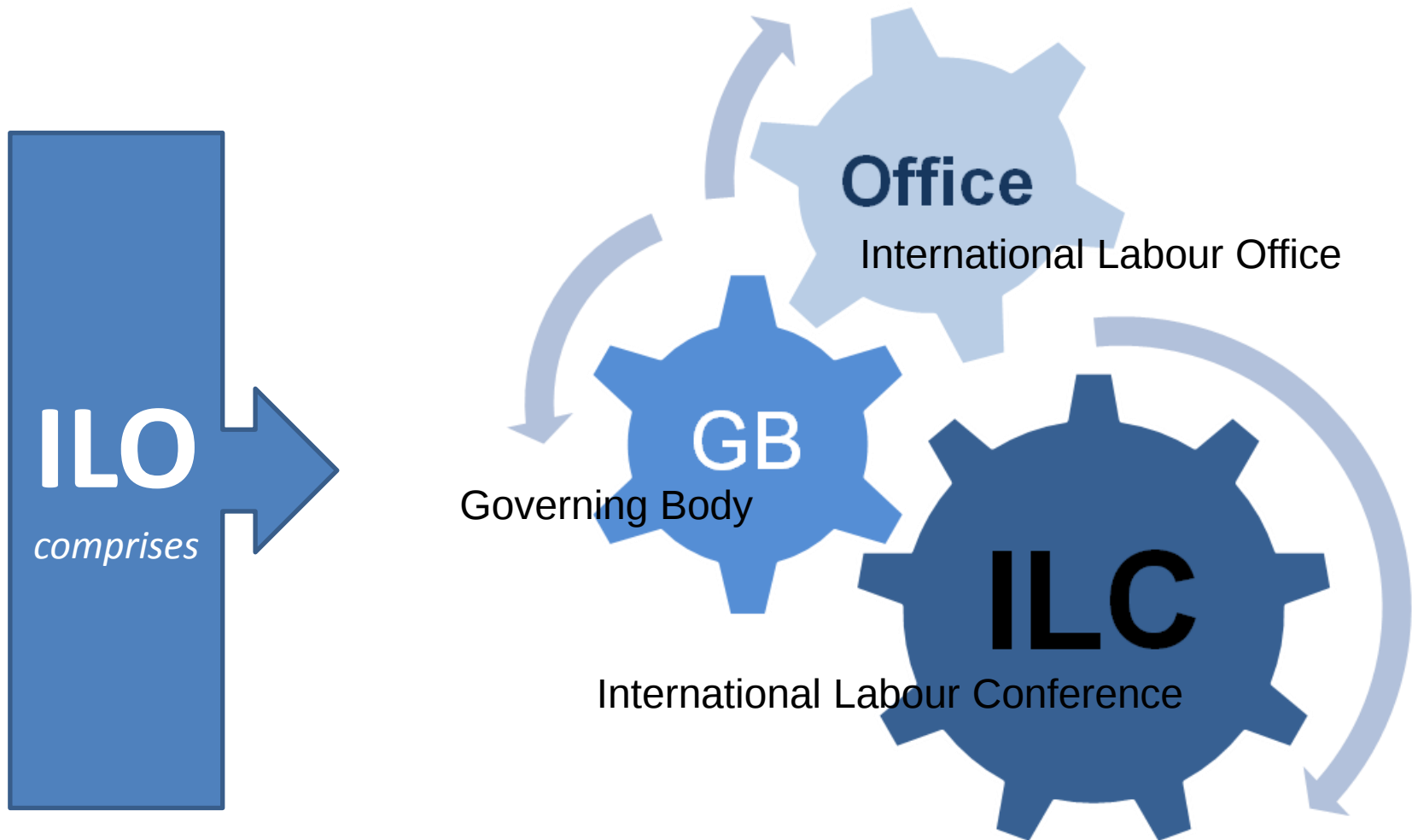
- Official languages: English, French and Spanish.
- Became a UN agency when the organization was founded after World War 2 in 1945.
- Mandate: Improve the world of work.
- Members: Governments, employers, workers.



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How ILO is governed



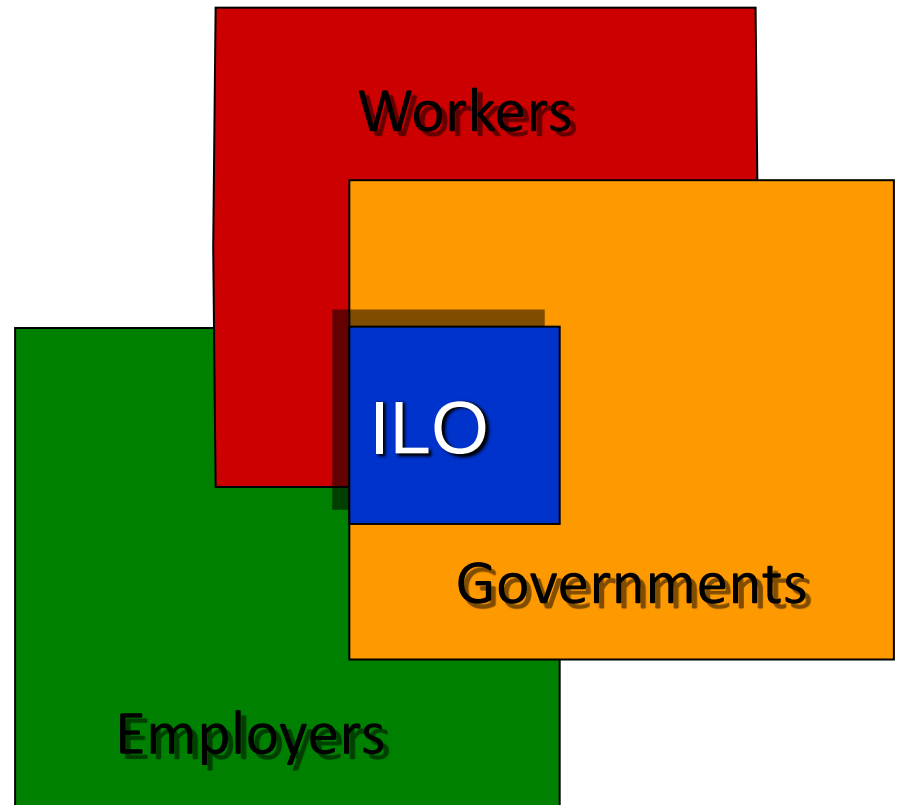
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The ILO Tripartite Structure

Unique in the United Nations system

- Employers' and workers' representatives are called "social partners"
- All three sides have an equal voice in shaping ILO's policies and programmes.
- Mirrored throughout governance structure



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International Labour Conference (ILC)



- The highest authority of the ILO
- All the member States meet in June every year in Geneva, Switzerland (185 as of July 2012)
- Sets minimum international labour standards and defines the broad policies of the Organization

International Labour Conference (ILC)

- Provides an international forum for the discussion of world labour and social problems.
- The ILC elects the Governing Body of the ILO.
- Every two years, the Conference adopts the ILO's biennial work programme and budget, which is financed by member States
- Each member State has four representatives
 - One Worker representative
 - Two Government representatives
 - One Employer representative

How ILO is governed

- The Executive Council of the ILO
- Establishes the strategic objectives and policies.
- Meet three times a year in Geneva (March, June, November) and makes decisions on ILO policy and establishes the programme and budget, which it subsequently submits to the Conference for adoption.
- Elects the Director-General for a five-year renewable term.
- The ten States of chief industrial importance have permanent seats on the Governing Body, while the other members are elected at the Conference every three years from representatives of the other member countries, taking into account geographical distribution. Employers and workers elect their own representatives independently of one another.

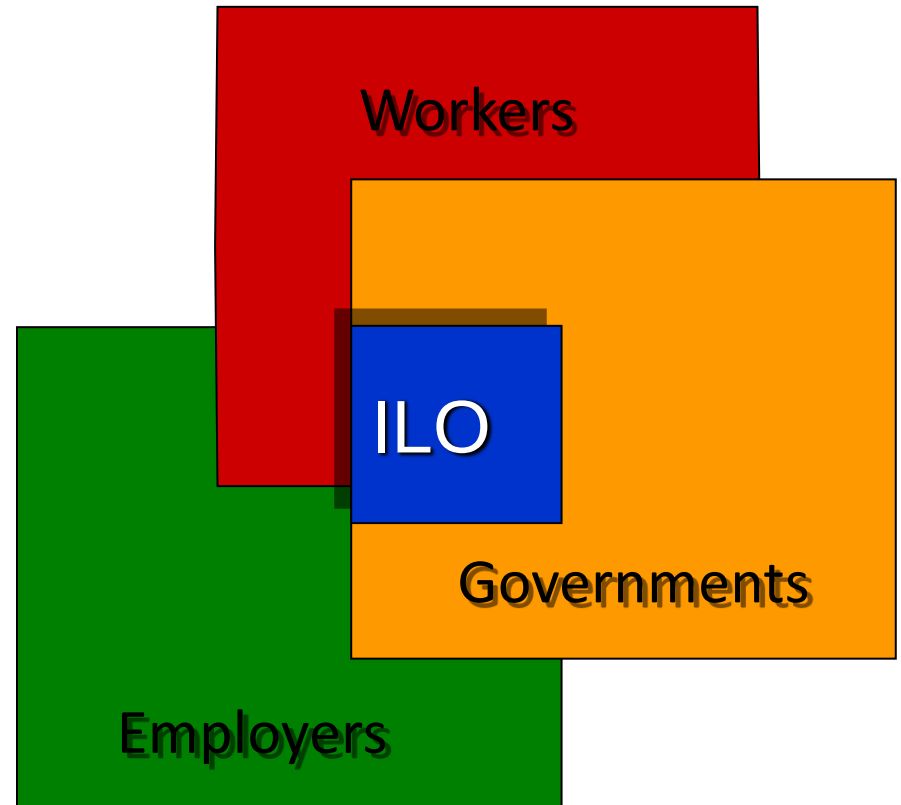


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Governing Body (56)

- **14 Worker** representatives
- **28 Government** representatives
- **14 Employer** representatives



The International Labour Office

- The Organization's secretariat
- Acts as its operational headquarter, research and documentation centre; as a publishing house, it produces a wide range of specialized studies, reports and periodicals.
- Implements activities related to the objectives and policies emanating from Governing Body decisions.
- Regional offices for the Americas, Africa, Asia and the Pacific (ROAP, Bangkok), Europe and the Arab States, and through sub regional and/or country offices (including one for Pacific Islands Countries in Suva) within each region.
- Approximately 1500 ILO staff world wide



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The International Labour Office

Workers and employers have their own units in the Office

- Bureau for Workers' Activities (ACTRAV)
- Bureau for Employers' Activities (ACT/EMP)

Keep the ILO constantly aware of social partners' views, concerns and priorities.

Enable trade unions and employers to play their role effectively in protecting rights and interests and in providing effective services to their members at national and international levels



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Decent Work

Not just important that people have work, but that it's decent work.

Provides income, paves the way for broader social and economic advancement, strengthens individuals, their families and communities.

A source of personal dignity, family stability, peace in the community, economic growth that expands opportunities for productive jobs and enterprise development.

The Decent Work agenda

Four pillars of Decent Work

**Create
opportunities
to secure
decent
employment
and income**



**Standards and
rights at work**



**Governance,
tripartism and
social dialogue**



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



Gender equality

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The Decent Work agenda

- 1) **Creating Jobs** – to generate opportunities for investment, entrepreneurship, skills development, job creation and sustainable livelihoods.
- 2) **Guaranteeing rights at work** – to obtain recognition and respect for the rights of workers.
- 3) **Extending social protection** – to ensure that all men and women have basic social and economic security, provide for adequate compensation in case of lost or reduced income and permit access to adequate healthcare.
- 4) **Promoting social dialogue** – to involve strong and independent workers' and employers' organizations is central to increasing productivity, avoiding disputes at work, and building cohesive societies.
- 5) **Gender Equality** – to eliminate discrimination in the world of work so women and men have access to the same rights and opportunities.

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Benefits of ILO membership and constitutional obligations

Benefits of ILO membership

- Underlines a country's commitment to multilateral agreements and international cooperation.
- Provides technical support to all continents and at all stages of economic development.
- Allows assistance in developing and updating national employment law and regulations.
- Strengthens government, and representative of employers' and workers' organizations capacities to solve issues through negotiation, tripartism and social dialogue.
- Supports international trade agreements.
- All member States are entitled to the same type of assistance regardless of size.

Benefits of ILO membership and constitutional obligations

Obligations of ILO membership

- Promote, respect and report on application of the principles embodied in the eight conventions that are considered as fundamental:
 - Abolition of Forced Labour
 - Freedom of Association
 - The Right to Organise
 - Collective Bargaining
 - Equal Remuneration
 - Elimination of Discrimination
 - Minimum Age
 - Elimination of Worst Forms of Child Labour

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ILO in the Pacific Island Countries



ILO in the Pacific Island Countries

Decent Work Country Programme (DWCP)

- The framework ILO works within with member States at the country level.
- Content varies from country to country based on their priorities.
- Constituents are involved in the development of each DWCPs.



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ILO in the Pacific Island Countries



ILO presence in the Pacific

- Currently CO-Suva covers nine members States.
 - Fiji, Kiribati, Marshall Islands, Palau, Papua New Guinea, Samoa, Solomon Islands, Tuvalu, Vanuatu
- As member States of the ILO, these countries have a Decent Work Country Programme
- In addition, we are responding to requests from Cook Island, Nauru and Tonga.
- Collaborating with Departments/Ministries of Labour, Trade Union Confederations and Employers' Federations in all the countries.
- ILO assistance to draft new labour Bills



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ILO in the Pacific Island Countries

Labour law reform

- ILO assistance to draft new Labour Bills
- PNG, Kiribati, Vanuatu and Samoa
- Unions, employers and government working together as a tripartite to identify common priorities
- Mentoring by NZ and Australian unions and employers to help workers and employers develop policy papers on reform



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ILO in the Pacific Island Countries

Tackling Child Labour through Education (TACKLE)

Project to eliminate child labour in Fiji and Papua New Guinea

- Strengthens legislative and policy frameworks and enforcement mechanisms to combat child labour
- Research
 - Commercial sexual exploitation of children
 - Street children in child labour
 - Working children in rural agricultural communities
 - Working children in informal and squatter settlements
 - School- based survey
- Mobilising schools and communities to remove children from child labour and prevent at risk children from falling into child labour
- Promotes awareness, advocacy, dialogue and networks



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ILO in the Pacific Island Countries

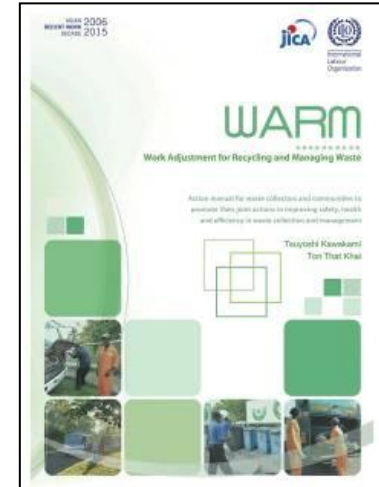
Social Protection

Current Activities:

- Assistance with Minimum wages in Fiji and Vanuatu
- HIV/AIDS Project funded by SPC for all 9 member States
- Occupational Safety and Health: Work Adjustment for Recycling and Managing Waste (WARM) Project with JICA in Fiji and PNG
- Cash for Work initiative

Pacific: 2004-2006:

- Social Security Project funded by Netherlands Govt for Fiji, Kiribati, Samoa, Solomon Islands & Vanuatu to conduct studies and develop National Action Plans for 2006 - 2014



ILO in the Pacific Island Countries

Maritime Labour Convention, 2006

- Seafaring is an important source of employment & foreign income for Pacific island countries
- MLC establishes a seafarers 'bill of rights'
- Ship owners at competitive disadvantage by not ratifying
- MLC likely to come into effect in 2013
- So far in Pacific: RMI, Kiribati, Tuvalu, Australian & Palau already ratified
- ILO-MLC Gap Analyses; Pacific Regional MLC Workshop; maritime and labour law reform; capacity building for Port State control



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True or false?

- The ILO is an international trade union organization
 - Empowering workers leads to industrial action and civil unrest
 - If a country joins the ILO all ILS standards will apply to that country
 - Ratification of the Child Labour Conventions will mean that children can not help in family businesses and income generating activities
- ✓ False. ILO is tripartite.
 - ✓ False. It will lead to a more stable and sustainable work environment.
 - ✓ False. A country can choose which ILS to ratify.
 - ✓ False. Children can work under special circumstances as long as it doesn't interfere with their education.

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Thank you for your attention

Fa'afetai tele!

Fakafetai!

Kia ora!

Malo aupito!

Meitaki ma'ata!

Shukriya!

Tankyu tumas!

Tanggung tumas!

Vinaka vakalevu!

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**Please contact us if you have any questions.
We are here for you!**

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