ILO labour standards and the supervisory system: the key role of employers in standard-setting and reporting

Belize Chamber of Commerce and Industry reporting workshop

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Employers organizations have a key role to play at every stage of international standards:

Development, negotiation and adoption of Conventions and Recommendations: _tripartite_

The decision to ratify a Convention: ideally _tripartite_

Reporting on the implementation of the Convention: ideally _tripartite_

Monitoring of the implementation of Conventions: _tripartite_
International Labour Standards: Conventions, Recommendations and Protocols

100 years of standard setting

- 190 ILO Conventions
- 206 ILO Recommendations
- 6 ILO Protocols

- Negotiated between governments, employers and workers representatives
- Voted on by a tripartite basis – need two-thirds support to adopt a Convention
Role of international labour standards

- A path to decent work
- An international legal framework for fair and stable globalization
- Safeguard in trade agreements
- A level playing field
- A means of improving economic performance
- A safety net in times of economic crisis
- A strategy for reducing poverty
- The sum of international experience and knowledge
Subjects covered by international labour standards

- Freedom of association
- Collective bargaining
- Forced labour
- Child labour
- Equality of opportunity and treatment
- Tripartite consultation
- Labour administration
- Labour inspection
- Employment policy
- Employment promotion
- Vocational guidance and training
- Employment security
- Wages
- Working time
- Occupational safety and health
- Social security
- Maternity protection
- Migrant workers
- HIV/AIDS
- Seafarers
- Fishers
- Indigenous and tribal peoples
- Other specific categories of workers
- Violence and Harassment

International Labour Conference

Advancing social justice, promoting decent work
ILO Fundamental Conventions

► 10 up-to-date fundamental Conventions setting standards on 5 principles at work that form the “social floor” to globalization

► freedom of association and collective bargaining
► elimination of forced labour
► abolition of child labour
► elimination of discrimination at work
► NEW 2022 : Safe and health working environment
Belize

ILO Member State since 1981

50 Conventions and 1 Protocol

- Fundamental Conventions: 8 of 8
- Governance Conventions (Priority): 2 of 4
- Technical Conventions: 40 of 178

Last ratification: Maritime Labour Convention, 2006 (ratified in 2014)

Belize has the most ratifications of any Member State covered by ILO Caribbean
System of supervision

Member States: obligation to submit periodical reports on the measures taken to give effect, in law and in practice, to the provisions of ratified Conventions.

Member States: obligation to send copies of the reports on ratified Conventions to the representative organizations of employers and workers.
Two pillars of the supervisory system

Committee of Experts on the Application of Conventions and Recommendations (Committee of Experts, CEACR)
Examines the implementation of ratified Conventions on the basis of the report of the Government and observations from social partners

Committee on the Application of Standards (Conference Committee, CAS)
Tripartite
Examines serious cases of violations at the Conference
List of cases to be discussed is negotiated between employers and workers representatives
Conclusions developed between employers and workers representatives
The Regular Supervisory Process

Governments send reports

1st June - 1st September

Social partners may comment

INTERNATIONAL LABOUR OFFICE

COMMITTEE OF EXPERTS ON THE APPLICATION OF CONVENTIONS AND RECOMMENDATIONS (CEACR)
examines reports, comments and related information

Observations published in the CEACR Report

Direct requests sent to the government and the social partners in the country concerned

February

March

TRIPARTITE CONFERENCE COMMITTEE ON THE APPLICATION of STANDARDS (CAS)
examines the CEACR Report and discusses a selection of cases

INTERNATIONAL LABOUR CONFERENCE
discusses and adopts the CAS Report in plenary
Key role of social partners in reporting

- Government reports must be submitted to the most representative employers’ and workers’ organizations, which may comment on their content.

- Employers’ and workers’ organizations can also supply information on the application of Conventions directly to the ILO under article 23(2) of the ILO Constitution.

- In Belize, reports are reviewed by the Labour Advisory Board
Article 23 observations

- Can be sent to the Government or to the ILO directly.
- Should normally concern the reports due that year (exceptions possible for serious cases).
- Observations must be received by 1 September to be treated that year.
- Organizations wishing to transmit observations directly to the Office should use the following contact: ORGS-CEACR@ilo.org.
## Comments from the social partners on Belize reports 2014-2021

from NORMLEX

<table>
<thead>
<tr>
<th>Reception date</th>
<th>Instrument</th>
<th>Organization</th>
<th>Transmission to government</th>
<th>Response from government</th>
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<td>International Trade Union Confederation (ITUC)</td>
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Reports requested by 1 September 2022

6 reports requested

- 5 pending requests from 2021
- occupational safety and health
- labour inspection
- tripartite consultation
- collective bargaining
- paid educational leave
## Reporting requests from **NORMLEX** for 2022

<table>
<thead>
<tr>
<th>Instrument(s)</th>
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Activity
slido.com with #2651359
The ILO is the only tripartite United Nations agency. What does tripartite mean?
How many ILO Conventions has Belize ratified?
What role do employers' organizations play in the ILO standards system?
When are observations from the social partners on ratified ILO Conventions due to the ILO?
Thank you for your attention

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www.ilo.org/global/standards