Relevance of the ILO for Employers

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A bit of history.

1919: The ILO is founded as part of the Treaty of Versailles that ended the First World War, to reflect the belief that universal and lasting peace cannot be achieved without social justice.

1944: The Declaration of Philadelphia states that labour is not a commodity and establishes basic human and economic rights for States to uphold.

1946: The ILO becomes the first specialized agency of the United Nations.

1969: The Organization is awarded the Nobel Peace Prize.

1998: The Declaration on Fundamental Principles and Rights at Work creates a set of core labour standards.

2008: The Declaration on Social Justice for a Fair Globalization expresses the contemporary vision of the ILO’s mandate in the era of globalization.

2015: Agenda 2030 for Sustainable Development places decent work at the heart of policies for sustainable and inclusive growth and development.

2019: The ILO marks its Centenary and launches a number of key initiatives to equip the Organization to take up successfully the challenges of its mandate in the future.
How the concept of decent work is built

Decent Work
built on four strategic pillars: the promotion of

- Standards and Fundamental Principles and rights at work.
- Create greater opportunities for women and men to decent employment.
- Strengthen Tripartism and Social Dialogue.
- Enhance the coverage and effectiveness of Social Protection for all.
Why are Employers' Organisations important to the ILO?

- Because they are members of the organisation’s governance bodies.
- Because they play an important role in social dialogue (Tripartism).
- Because they are strategic partners for social and economic development.
Because they are members of the organisation’s governance bodies.

- In the International Labour Conference
- In the Governing Body
- In the process of setting the International Labour Standards (ILS)
- In the ILO Supervisory System / Mechanism
Because they play an important role in social dialogue (Tripartism)

- At the national level, as the voice of business when new legislation affecting the workplace is enacted.

- As advocates for ILO principles and values (tripartism, freedom of association, elimination of child labour, elimination of discrimination and forced labour).
Because they are strategic partners for social and economic development.

- Connection with business and its performance.
- As agents of change (influencers at the national level) to generate enabling environments for business.
- Job creation/ Employment generation (no employment, no decent work)
Employers

Influencing international policy - promoting an enabling environment for business.

Voice of Business in the process of setting ILS.

Advocate on behalf of the business sector's interests in the international arena.

Participate in a UN Agent Governance
Social dialogue and tripartism
Preconditions for sound Social Dialogue
Strong, independent and representative employers' and workers’ organizations.

Respect for the fundamental rights of freedom of association and effective recognition of the right to collective bargaining.

Political will, trust and commitment to engage in social dialogue by all the parties.

An enabling legal and institutional framework.
Social dialogue and tripartism
What is included in social dialogue?
Social Dialogue includes Negotiation, consultation and information exchange between and among governments, employers’ and workers’ Org.

Collective bargaining between employers/employers’ organizations and workers’ organizations.

Dispute prevention and resolution.

Other approaches such as Workplace cooperation International framework agreements