

Frequently Asked Question and Reply Thereto to be Published on the
Website of Ministry of Labour & Employment

Question: What is ILO?

Answer: The International Labour Organization (ILO) is a specialized UN agency, tripartite in nature with governments, employers and workers as members. It was established in 1919 by the Treaty of Versailles.

Question: Is India a member of ILO?

Answer: India is one of the founding members of International Labour Organization which came into existence in 1919 and has been a permanent member of the ILO Governing Body since 1922.

Question: How many members are there in ILO?

Answer: At present the ILO has 185 Members.

Question: What are the main functions of the ILO?

Answer: The principal function of the ILO is to take care of the interests of the workers by means of setting up the international labour standards in the form of Conventions and Recommendations.

Question: How many Conventions and Recommendations ILO has adopted so far?

Answer: The ILO has so far adopted 189 Conventions and 202 Recommendations. Out of the 189 Conventions of the ILO, India has so far ratified 43 Conventions (as on 31st December, 2013).

Question: Which are the main organs of the ILO?

Answer: The ILO is composed of three organs: 1. A general assembly (International Labour Conference): Meets once every year in the month of June. 2. An executive council (Governing Body): Meets three times every year in the months of March, June and November. 3. A permanent secretariat (International Labour Office).

Question: What are the main features of International Labour Conference of the ILO?

Answer: The International Labour Conference of the ILO is one of the largest Conferences at the international level and is characterized by a unique feature of tripartism i.e., 'governments', 'workers' and 'employers' representatives participate independently. It is the supreme body of the ILO.

Question: What are the functions of the Governing Body of ILO?

Answer: It is the executive body of the ILO, with a tripartite composition. It elects the Director General of the ILO, prepares the organization's programmes and budget, sets the agenda of the Conference, determines the organization's standards and its technical cooperation policy, supervises the implementation of related programmes and implements the decisions of the Conference.

Question: What are ILO Conventions, Recommendations and Protocol?

Answer: ILO Conventions are international labour instruments or treaties, which on ratification create legally binding obligations upon the States.

Question: What are ILO Recommendations and Protocol?

Answer: Recommendations are instruments providing guidance for policy formulation and action by the governments, employers' and workers' organizations. They are not intended to give rise to obligations, nor can they be ratified by member States.

Question: What is ILO Protocol?

Answer: A Protocol is an instrument that partially modifies a Convention. It is open to ratification by a State already bound by or simultaneously ratifying and becoming bound by the Convention in question.

Question: Which are the Core Conventions of the ILO?

Answer: The 8 Core Conventions of the ILO are categorized into the following 4 categories; 1. **Child Labour**: Minimum Age Convention (No.138), Worst Forms of Child Labour Convention (No.182); 2. **Freedom of Association & Collective Bargaining**: Freedom of Association and Protection of Right to Organize Convention (No.87), Right to Organize and Collective Bargaining Convention

(No.98); 3. **Forced Labour:** Forced Labour Convention (No.29), Abolition of Forced Labour Convention (No.105); 4. **Discrimination:** Equal Remuneration Convention (No.100), Discrimination (Employment Occupation) Convention (No.111). These Conventions are also called the Human Rights Conventions or Fundamental Principles and Rights at Work.

Question: How many of the ILO Core Conventions have been ratified by India so far?

Answer: Among the Core Conventions, India has ratified ILO Conventions on Forced Labour Convention (No.29), Equal Remuneration Convention (No.100), Discrimination (Employment Occupation) Convention (No.111) and Abolition of Forced Labour Convention (No.105).

(Convention No. 29 ratified on 30.11.1954, Convention No.100 ratified on 25.9.1958, Convention No.105 ratified on 18.5.2000 and Convention No.111 ratified on 3.6.1960).
