

# 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

## ▶ 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



## 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

Reception date	Instrument	Organization	Transmission to government	Response from government
04 Oct 2021	MLC, 2006	International Chamber of Shipping (ICS); International Transport Workers' Federation (ITF)	12 Oct 2021	
26 Oct 2020	MLC, 2006	International Chamber of Shipping (ICS)	27 Oct 2020	
01 Oct 2020	MLC, 2006	International Transport Workers' Federation (ITF)	09 Oct 2020	
18 Oct 2018	MLC, 2006	Belize Chamber of Commerce & Industry (BCCI); National Trade Union Congress of Belize	Transmitted by Government	
01 Sep 2016	C087	International Organisation of Employers (IOE)	20 Sep 2016	
01 Sep 2014	C087	International Organisation of Employers (IOE)	02 Oct 2014	
01 Sep 2014	C087	International Trade Union Confederation (ITUC)	22 Sep 2014	

## ▶ 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

Instrument(s)	Ratification	Type of Report	Pending comments	Status of report
<a href="#"><u>C081</u></a>	1983	Regular		Requested
<a href="#"><u>C115</u></a>	1983	Out of cycle (Requested by CEACR)	<a href="#"><u>Observation 2021</u></a>	Requested
<a href="#"><u>C140</u></a>	1999	Out of cycle (Not received last year)	<a href="#"><u>Direct Request 2021</u></a>	Requested
<a href="#"><u>C144</u></a>	2000	Out of cycle (Not received last year)	<a href="#"><u>Direct Request 2021</u></a>	Requested
<a href="#"><u>C151</u></a>	1999	Out of cycle (Requested by CEACR)	<a href="#"><u>Direct Request 2021</u></a>	Requested
<a href="#"><u>C155</u></a>	1999	Out of cycle (Requested by CEACR)	<a href="#"><u>Observation 2021</u></a>	Requested

# ▶ 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](http://www.ilo.org/global/standards)