

# The International Labour Organization (ILO)

The ILO is devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue in handling work-related issues.

In promoting social justice and internationally recognized human and labour rights, the organization continues to pursue its founding mission that labour peace is essential to prosperity. Today, the ILO helps advance the creation of decent jobs and the kinds of economic and working conditions that give working people and business people a stake in lasting peace, prosperity and progress.

The ILO has four strategic objectives, as follow:

- Promote and realize standards and fundamental principles and rights at work
- Create greater opportunities for women and men to secure decent employment and income
- Enhance the coverage and effectiveness of social protection for all
- Strengthen tripartism and social dialogue

One of the most unique features of the ILO is its tripartite structure. Government, employer and worker representatives are brought together in the ILO executive body and each year the International Labour Conference.

## How does the ILO work?

The ILO works through three main bodies, all with government, employer and worker representatives. The three main bodies consist of the International Labour Conference, the Governing Body and the International Labour Office. The International Labour Conference, which takes place in June of each year in Geneva, establishes and adopts standards and is a forum of discussion for social and labour issues and questions. The Governing Body is the executive council of the ILO, meeting three times per year in

Geneva and is composed of 14 employer and 14 worker members as well as representatives of ten states of chief industrial importance. The Governing Body is responsible for electing the Director-General. The third body is the International Labour Office, which is the permanent secretariat of the International Labour Organization, carrying out the activities of the ILO from the Geneva headquarters and through 40 field offices globally.

You are likely probably aware of the department (sometimes referred to as “programme”) you will be working in while at the ILO, though you may not be familiar with the others. The following are the main departments at the ILO (see Appendix B for a complete list of departments):

- Standards and Fundamental Principles and Rights at Work (STANDARDS)
- Employment (EMPLOYMENT)
- Social Protection (PROTECTION)
- Social Dialogue (DIALOGUE)
- Management and Administration (EDMAS)
- Reporting to the Director-General (DGREPORTS)



# Appendices

## Departmental Structure of the ILO

### Standards and Fundamental Principles and Rights at Work (STANDARDS)

- Fundamental Principles and Rights at Work Department (FPRW)
  - \* International Programme on the Elimination of Child Labour (IPEC)
  - \* Programme for the Promotion of the Declaration (DECLARATION)
- International Labour Standards (NORMES)
  - \* Indigenous and Tribal Peoples
  - \* Project to Promote ILO Convention No. 169
- Relations, Meetings and Document Services (RELCONF)

### Employment (EMPLOYMENT)

- Crisis Response and Reconstruction (CRISIS)
- Economic and Labour Market Analysis Department (EMP/ELM)
  - \* Employment Analysis and Research (EMP/ANALYSIS)
  - \* Employment Trends (EMP/TRENDS)
- Employment Policy Department (EMP/POLICY)
  - \* Country Employment Policy (CEPOL)
  - \* Employment Intensive Investment (EMP/INVEST)
  - \* Social Finance
- Employment Sector Information and Documentation Centre
- Job Creation and Enterprise Development Department (EMP/ENTERPRISE)
  - \* Boosting Employment through Small Enterprise Development (EMP/SEED)
  - \* Cooperatives (EMP/COOP)
  - \* Multinational Enterprises (EMP/MULTI)
- Skills and Employability Department (EMP/SKILLS)

### Social Protection (PROTECTION)

- HIV/AIDS (ILO/AIDS)
- International Migration (MIGRANT)
- Labour Protection Department (PROTRAV)

- \* Conditions of Work and Employment Programme (TRAVAIL)
- \* Programme on Safety and Health at Work and the Environment (SafeWork)

- Social Security Department (SEC/SOC)
  - \* Strategies and Tools Against Social Exclusion and Poverty (STEP)

#### Social Dialogue (DIALOGUE)

- Employers' Activities (ACT/EMP)
- Industrial and Employment Relations Department (DIALOGUE)
- Labour Administration and Labour Inspection Programme (LAB/ADMIN)
- Sectoral Activities (SECTOR)
- Workers' Activities (ACTRAV)

#### Management and Administration (EDMAS)

- Bureau of Internal Administration (INTER)
- Bureau of Programming and Management (PROGRAM)
- Evaluation Unit (EVAL)
- Financial Services (FINANCE)
- Human Resources Department (HRD)
- Information Technology and Communications (ITCOM)

#### Reporting to the Director-General (DGREPORTS)

- Department of Communication and Public Information (DCOMM)
- Department of Statistics (STATISTICS)
- Director-General's Office (CABINET)
- Gender Equality (GENDER)
- ILO Office for the United Nations (ILO-New York)
- ILO Office in the United States (ILO-Washington)
- ILO Tokyo Office (ILO-Tokyo)
- International Institute for Labour Studies (INST)
- International Training Centre of the ILO (TURIN)
- Office of Internal Audit and Oversight (IAO)
- Office of the Legal Advisor (JUR)
- Partnerships and Development Cooperation Department (PARDEV)
- Policy Integration Department (INTEGRATION)
- World Commission on the Social Dimension of Globalization: Follow up (WCSDG)