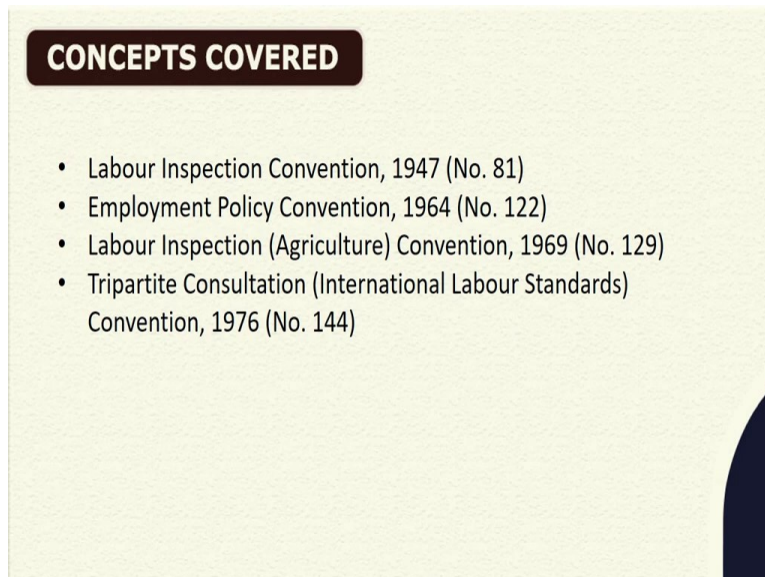


**New Labour Codes of India**  
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**Lecture: 60**

**The Governance Conventions of ILO Labour Standards**

Dear students the last class of this course is about 4 additional conventions developed by the ILO other than the 8 Core Labour Standard Conventions. These conventions are known as the governance conventions of ILO. So, 8 core level standard conventions we talked about in the previous classes.

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These 4 conventions include the Labour Inspection Convention of 1947. So, this is one of the old conventions, Employment Policy Convention 1964, the Labour Inspection (Agriculture) Convention 1969 and the Tripartite Consultation (International Labour Standards) Convention 1976. These 4 conventions also play a crucial role in the implementation of labour policies at the domestic level, because implementation and inspection is an integral part of the implementation of any policy in any country.

That is why the ILO come out with the Labour Inspection Convention, and then Employment Policy, every country must have an Employment Policy and Labour Inspection (Agriculture) Convention, because most of the countries' largest contributor to the GDP is the agriculture sector. But there are no labour standards for the agriculture sector. So, the ILO come out with a

Labour Inspection (Agriculture) Convention in 1969. And then finally, all ILO conventions prescribe that tripartite bodies are the pillars of labour law in any nation. That is why they come out with the Tripartite Consultation, International Labour Standards Convention 1976. So, we will see the provisions of this convention.

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## KEYWORDS

- Labour Inspection
- Tripartite Consultations
- Employment Policy
- International Labour Standards
- Governance Convention

### □ Introduction

- The ILO Governing body has framed 4 Conventions, apart from the 8 Fundamental Conventions of International Labour Standards, which is called as the Governance Convention or Priority Convention
- These Conventions work as an instrument for encouraging member States to ratify them because of their importance for functioning international labour standards system

## ❑ Introduction

➤ The following Conventions constitute the Governance Convention of International Labour Standards:

- Labour Inspection Convention, 1947 (No. 81)
- Employment Policy Convention, 1964 (No. 122)
- Labour Inspection (Agriculture) Convention, 1969 (No. 129)
- Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

## ❑ Labour Inspection Convention, 1947 (No. 81)

- ❑ Adopted on – 11<sup>th</sup> July, 1947
- ❑ Enforced on – 7<sup>th</sup> April, 1950
- ❑ Ratification – **148 States** ratified it
- ❑ India **ratified** it excluding Part II of the Convention

And also the vis-a-vis the Indian response. So, we already said that the ILO has 8 fundamental conventions as core labour standard conventions, and these 4 conventions are known as the governance conventions. And these 4 governance conventions encourage member states to ratify because of the importance of functioning of the other 8 core labour standard conventions.

So, these 4 conventions, are governance conventions, which supplement the core labour standard conventions, and the first one is the Labour Inspection Convention of 1947. And which is ratified by 148 countries, India also ratified this particular convention, except the Part II of the convention.

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#### ❑ Labour Inspection Convention, 1947 (No. 81)

- The proper application of labour legislation depends on an **effective labour inspectorate**.
- Labour inspectors examine how **national labour standards** are applied in the workplace and advise employers and workers on how to improve the application of national law in such areas as **working time, wages, occupational safety and health, and child labour**.
- In addition, labour inspectors bring to the notice of **national authorities gaps and defects in national law**.
- They play an important role in ensuring that labour law is applied **equally to all employers and workers**.
- Because the international community recognizes the importance of labour inspection, the ILO has made the promotion of the ratification of the two labour inspection Conventions (Nos 81 and 129) a priority.

#### ❑ Labour Inspection Convention, 1947 (No. 81)

- **Article 1:** Each Member of the ILO for which this Convention is in force shall maintain a system of labour inspection in industrial workplaces.
- **Article 2:** The system of labour inspection in industrial workplaces, shall apply to all workplaces in respect of which legal provisions relating to conditions of work and the protection of workers while engaged in their work are enforceable by labour inspectors.
- National laws or regulations may exempt mining and transport undertakings or parts of such undertakings from the application of this Convention.

Labour inspection. We already said that labour inspection, the effective labour inspectorate is mandatory for the implementation of any labour law. And the proper application of labour law is not possible without inspections. And these labour inspectors examine how the national labour standards are implemented.

And these labour standards include working time, wages, occupational safety and health, child labour policies, etc. And also, to point out these inspectors bring to the notice of the national authorities, gaps and defects in national law with regard to the implementation of working time, wages, health, child labour, etc.



And the international community recognizes the importance of the system of inspection. And it promotes the ratification of inspection conventions convention numbers 81 and 129 on a priority basis, and most of the countries admitted that inspectorate systems are necessary for the implementation of labour policies in the country.

So, article 1 of the convention says that each member of the ILO is to maintain a system of labour inspection in industrial workplaces. And this is applied to industrial workplaces. So, there must be legal provisions relating to the conditions of work and protection of workers engaged in work enforceable through the labour inspectorates. And national laws must exempt mining and transportation from this application other than the mines and transportation sector, every sector including the agriculture sector there must be labour inspectorates.

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#### ❑ Labour Inspection Convention, 1947 (No. 81)

➤ Article 3: The labour inspection system performs the following function:

- ❑ To secure the enforcement of the legal provisions relating to conditions of work and the protection of workers while engaged in their work, such as provisions relating to **hours, wages, safety, health and welfare**, the employment of children and young persons, and other connected matters, in so far as such provisions are enforceable by labour inspectors;
- ❑ To supply technical information and advice to employers and workers concerning the most effective means of complying with the legal provisions;

So, what are the functions of these inspectorates? The inspectorate should enforce legal rights relating to working conditions, working hours, wages, the safety of health and welfare and employment of young person employment of children and any other matters connected with labour policies. And also, these labour inspectorates must point out to the central authorities the loopholes in the implementation of domestic law as well.

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#### ❑ Labour Inspection Convention, 1947 (No. 81)

- **Article 4:** With due regard to compatibility with the administrative practice of the Member, labour inspection shall be placed under the supervision and control of a central authority.
- **Article 5:** The competent authority shall make appropriate arrangements to promote:
  - (a) effective co-operation between the inspection services and other Government services and public or private institutions engaged in similar activities; and
  - (b) collaboration between officials of the labour inspectorate and employers and workers or their organisations.

#### ❑ Labour Inspection Convention, 1947 (No. 81)

- **Article 8:** Under this Convention, both men and women shall be eligible for appointment to the inspection staff; where necessary, special duties may be assigned to men and women inspectors.
- **Article 10:** The number of labour inspectors shall be sufficient to secure the effective discharge of the duties of the inspectorate and shall be determined with due regard for:
  - The importance of the duties which inspectors have to perform, in particular--
    - (i) The number, nature, size and situation of the workplaces liable to inspection;
    - (ii) The number and classes of workers employed in such workplaces; and
    - (iii) The number and complexity of the legal provisions to be

## ❑ Labour Inspection Convention, 1947 (No. 81)

➤ **Article 12: Labour inspectors**, with proper credentials, shall be empowered:

- to enter freely and without previous notice at any hour of the day or night any workplace liable to inspection;
- to enter by day any premises which they may have reasonable cause to believe to be liable to inspection; and
- to carry out any examination, test or enquiry which they may consider necessary in order to satisfy themselves that the legal provisions are being strictly observed, and in particular--
  - a) to interrogate, alone or in the presence of witnesses, the employer or the staff of the undertaking on any matters concerning the application of the legal provisions;
  - b) to require the production of any books, registers or other documents the keeping of which is prescribed by national laws or regulations relating to conditions of work

And must be a central authority to look into this inspectorate system, must under the central authority and there must be appropriate arrangements to promote effective cooperation between inspection services and other government services. And also, the public-private partnership with institutions engaged in similar activities, and collaboration between different departments and also organizations.

So, the inspection system must have the cooperation of other areas of governance. And here it says that irrespective of gender, men and women are eligible to be appointed. And special duties may be assigned to men and women inspectors, they will be known as labour inspectors and the importance of their duties and their workplaces and also the class of workers and the legal provisions.

So, due regard must be given with regard to their working conditions when they work and also the labour inspectors have vast powers mentioned under the convention and that includes they are empowered to enter freely without any previous notice. So, this is a concern of member countries without previous notice, they can enter at any hour of the day or night in a workplace for inspection.

So, they can enter the premises at any point of time without any prior notice. And they can carry out inspections, examinations, tests or inquiry which they consist which they are considered to be necessary in order to satisfy themselves to see that the legal provisions are strictly implemented,

they have the authority to interrogate in the presence of witnesses, the employer, staff and other people

And also, they can ask for the production of any books, registers or documents in accordance with national laws and regulations. So, it means that for the implementation of these Labour Inspection Convention 1947 every country must make laws for the appointment of labour inspectors in their respective domestic legislation.

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- ❑ **Labour Inspection Convention, 1947 (No. 81)**
- ❑ [Protocol of 1995 to the Labour Inspection Convention, 1947 \(No. 81\)](#) -
- ❑ Each state that ratifies this protocol shall extend the application of the provisions of the Labour Inspection Convention, 1947 (No. 81) to workplaces considered as non-commercial, which means neither industrial nor commercial in the sense of the convention.
- ❑ It also allows ratifying states to make special arrangements for the inspection of enumerated public services.

And the protocol 1995 protocol to this particular convention Labour Inspection Convention 1947 convention number 81 says that the countries that are ratifying the protocol, extend the application of the provisions of the Labour Inspection Convention 1942 to workplaces considered as non-commercial.

So, that means, the protocol extends the particular provisions to all activities irrespective of whether it is industrial or commercial the extent to non-commercial activities as well. So, the burden of inspectorates is increasing if somebody is going to ratify the protocol. So, the inspection services are extended to non-commercial activities also through this particular protocol.



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#### ❑ Employment Policy Convention, 1964 (No. 122)

- ❑ Adopted on – 9<sup>th</sup> July, 1964
- ❑ Enforced on – 15<sup>th</sup> July, 1966
- ❑ Ratification – As of 2021, **155 States** ratified it
- ❑ India has **ratified** it

#### ❑ Employment Policy Convention, 1964 (No. 122)

- This Convention seeks to adopt certain proposals concerning **employment policy**,
- with a view to stimulating economic growth and development, **raising levels of living**,
- meeting manpower requirements and overcoming unemployment and **under-employment**,
- by proposing that each member state shall declare and pursue, as a major goal,
- **an active policy designed to promote full**, productive and freely chosen employment..

The second convention is the Employment Policy Convention of 1964. Again 155 ratifications all over the world and India also ratified it. So, the employment policy convention states that every state must adopt an employment policy, this policy must be for stimulating economic growth and development and raising levels of living conditions and meeting manpower requirements and overcoming unemployment and also underemployment. So, in recent times during the pandemic period, the employment unemployment level has gone up like anything in all countries including the developed countries every country must declare its major goal as to eliminate unemployment.

There must be activities and policies designed to promote fully productive and freely chosen employment. So, the question is to what extent we can implement these particular policies especially freely chosen unemployment because the unemployment levels are not only in developing countries. The gap between developed countries and developed countries is increasing. So, unemployment in developing countries is 10 percent to 30 percent. So, this 30 percent unemployment in developing countries. So, how the developing countries going to reduce this unemployment?

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#### □ Employment Policy Convention, 1964 (No. 122)

- **Article 1:** For stimulating economic growth and development, raising levels of living, meeting manpower requirements and overcoming unemployment and underemployment, each Member shall declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment.
  - The said policy shall aim at ensuring that--
    - a) there is work for all who are available for and seeking work;
    - b) such work is as productive as possible;
    - c) there is freedom of choice of employment and the fullest possible opportunity for each worker;
  - The said policy shall take due account of the stage and level of economic development and the mutual relationships between employment objectives and other economic and social objectives, and shall be pursued by methods that are appropriate to national

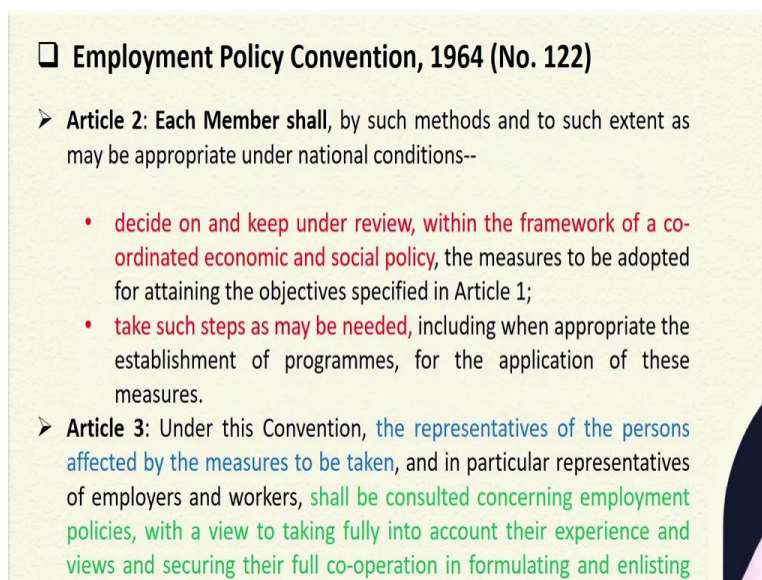
So, the employment policy must be stimulating economic growth and each member shall declare and pursue a major goal, an active policy designed to promote fully productive and freely chosen employment and ensure there is work for all who are available for and seeking work. The question is whether developing countries can provide employment to those who are available for work and seeking work.

We know that a chunk of the skilled workforce is working outside the country. So, they may be going to the Middle East or they may be going to developed countries for work. So, whether states are able to provide employment for those who are ready to work and also be productive, that partners be productive as well. The question is the freedom of choice of employment and the fullest possible opportunity for each worker.

So, again, the question is the freedom of choice of employment. The revenue-developing country can guarantee the choice of employment and the policy should take into account of stage and level of economic development and the mutual relationship between employment objectives and economic and social objectives.

So, in most countries, the relation between employment objectives, economic objectives and social objectives has no connectivity, but Article 1 of the Employment Policy Convention, convention number 122 very clearly says that there must be a relationship between employment objectives, economic objectives and social objectives. And every country can come out with this particular policy in accordance with the national conditions and practices according to the conditions of their own national practices.

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**□ Employment Policy Convention, 1964 (No. 122)**

- **Article 2:** Each Member shall, by such methods and to such extent as may be appropriate under national conditions--
  - **decide on and keep under review, within the framework of a coordinated economic and social policy,** the measures to be adopted for attaining the objectives specified in Article 1;
  - **take such steps as may be needed,** including when appropriate the establishment of programmes, for the application of these measures.
- **Article 3:** Under this Convention, **the representatives of the persons affected by the measures to be taken,** and in particular representatives of employers and workers, **shall be consulted concerning employment policies, with a view to taking fully into account their experience and views and securing their full co-operation in formulating and enlisting**

And each member should decide to review the framework of a coordinated economic and social policy and also to take appropriate programs to achieve the goal and application of these particular provisions also, this particular convention representatives of the persons affected by the measures to be taken and the representatives of employees should also be consulted the representatives of workers to be consulted before formulating such policies and also seek their cooperation in formulating and enlisting such policies.

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### ❑ Employment Policy Convention, 1964 (No. 122)

- Article 6: A Member which has ratified this Convention may denounce it after the expiration of 10 years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration.
  - Such denunciation shall not take effect until 1 year after the date on which it is registered.
- Article 7: The Director-General of the International Labour Office shall notify all Members of the ILO of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

And also, the countries that adopted this particular convention said to denounce it after the expiration of 10 years from the date on which the convention first comes into force. And it is communicated to the Director General of the ILO for registration. So, we can see most countries have employment policy provisions, but whether they are able to employ it, whether they are able to include all these policy objectives and implement these provisions in letter and spirit is the big cost.

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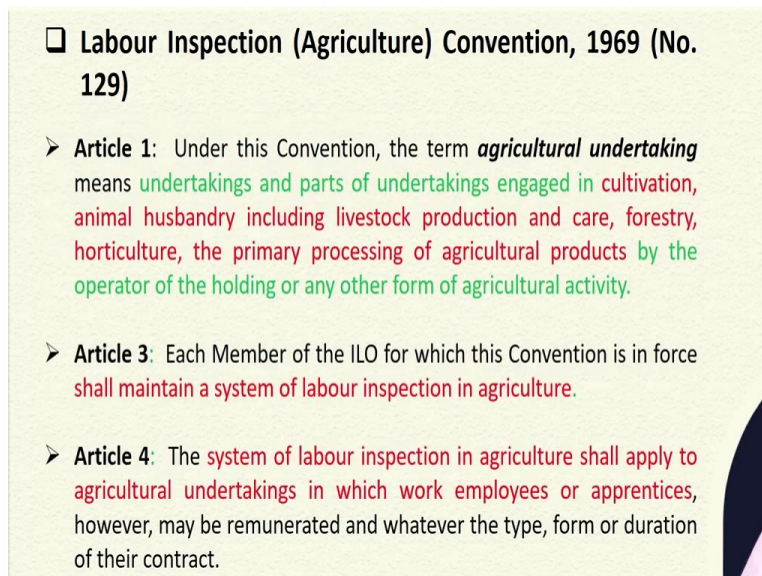
### ❑ Labour Inspection (Agriculture) Convention, 1969 (No. 129)

- ❑ Adopted on – 25<sup>th</sup> June, 1969
- ❑ Enforced on – 19<sup>th</sup> January, 1972
- ❑ Ratification – As of 2014, 53 member States ratified it
- ❑ India has NOT ratified it



And another convention is the Labour Inspection (Agriculture) Convention of 1969. Because, most countries have a problem with this particular convention, and only 53 countries are ratified it. And India has not ratified this particular convention so far because probably these conventions have more than 50 years, but 52 years almost or it has only 53 members. So, it shows that the weather, the application of inspectorates, to the reluctance of the member countries to include this inspectorate system in the agriculture sector.

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❑ **Labour Inspection (Agriculture) Convention, 1969 (No. 129)**

- **Article 1:** Under this Convention, the term *agricultural undertaking* means *undertakings and parts of undertakings engaged in cultivation, animal husbandry including livestock production and care, forestry, horticulture, the primary processing of agricultural products by the operator of the holding or any other form of agricultural activity.*
- **Article 3:** Each Member of the ILO for which this Convention is in force *shall maintain a system of labour inspection in agriculture.*
- **Article 4:** The *system of labour inspection in agriculture shall apply to agricultural undertakings in which work employees or apprentices, however, may be remunerated and whatever the type, form or duration of their contract.*

We will see what are the provisions of this particular convention. So, this particular convention talks about the extension of the inspectorate system to the agriculture sector. So, what are these agricultural undertakings? So, these undertakings include cultivation, animal husbandry, livestock production, forestry, horticulture and primary processing of agricultural products. So, basically, it is focusing on the agriculture sector including cultivation.

So, Article 3 very clearly puts an obligation on the member countries to maintain a system of labour inspection in agriculture. The system of labour inspection agriculture applies to agriculture undertakings in which employees are apprentices irrespective of the terms of their duration of the contract.

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❑ **Labour Inspection (Agriculture) Convention, 1969 (No. 129)**

- Article 6: The functions of the system of labour inspection in agriculture shall be
  - to secure the enforcement of the legal provisions relating to **conditions of work and the protection of workers while engaged in their work**;
  - to supply **technical information** and advice to employers and workers concerning the most effective means of complying with the legal provisions;
  - to bring to the notice of the competent authority defects or abuses not specifically covered by existing legal provisions and to submit to it proposals on the improvement of laws and regulations.
- National laws or regulations may **give labour inspectors in agriculture advisory or enforcement functions** regarding legal provisions relating to conditions of life of workers and their families.
- 3. Any further duties which may be entrusted to **labour inspectors in agriculture** shall not be such as to interfere with the effective discharge of their primary duties or to prejudice in any way the authority and impartiality which are necessary to inspectors in their relations with employers and workers.

And the function of the system inspectorate systems is to secure enforcement of legal provisions relating to conditions of work and the protection of workers while engaged in their work. Technical Information supply of technical information advisories to the employees, employers and workers for complying with these legal provisions, the national laws give labour inspectors in agriculture advisory or enforcement functions.

And also, this system is entrusted to labour inspectors and agriculture shall not be such as to interfere with the effective discharge of their primary duties to prejudice anyway authority and impartiality which were necessary to the inspectors. So, probably developing countries do not want to implement these inspection systems in the agriculture sector.

Because a country like India, depending on, up to 50 to 60 percent of their GDP contribution is from the agriculture sector. So, the service sector and the manufacturing sector only constitute 40 percent. So, this may be the reason most of the developing countries are not a party to this particular convention. So, they do not want the inspectorate systems to apply to the agriculture sector.

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#### ❑ Labour Inspection (Agriculture) Convention, 1969 (No. 129)

- **Article 6 (Part II):** National laws or regulations may give labour inspectors in agriculture advisory or enforcement functions regarding legal provisions relating to conditions of life of workers and their families.
- **Article 7:** Under this Convention, for the administrative functions, labour inspection in agriculture shall be placed under the supervision and control of a central body.

#### ❑ Labour Inspection (Agriculture) Convention, 1969 (No. 129)

- **Article 7: (Cont..):** In the case of a federal State, the term *central body* means either one at federal level or one at the level of a federated unit.
- Labour inspection in agriculture might be carried out for example--
  - (a) by a single labour inspection department responsible for all sectors of economic activity;
  - (b) by a single labour inspection department, which would arrange for internal functional specialisation through the appropriate training of inspectors called upon to exercise their functions in agriculture;
  - (c) by a single labour inspection department, which would arrange for internal institutional specialisation by creating a technically qualified service, the officers of which would perform their functions in agriculture; or

So, the national laws say that they should give full freedom to the inspectorates and also these inspectors should be under the central administrative and supervision of the central body or central authority. And we can say that it is very difficult in a federal country like India, especially for the agriculturists in the concurrent list.

For the implementation of this particular central body and also the inspectorate system. So, at the federal level, this inspectorate central body should be working the federal level. So, a single labour inspection department is responsible for all the sectors of economic activity. So, there will be a constitutional problem with regard to the division of powers. So, there is a central authority

have jurisdiction over states, and also there must be technically qualified people to give technical services and technical advice to the agriculture sector.

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- ❑ **Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)**

- ❑ Adopted on – 21<sup>st</sup> June, 1976
- ❑ Enforced on – 16<sup>th</sup> May, 1978
- ❑ Ratification – As of 2021, 156 member States ratified it
- ❑ India has **ratified it**

- ❑ **Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)**

- ❑ The ILO is based on the principle of tripartism - dialogue and cooperation between governments, employers, and workers - in the formulation of standards and policies dealing with labour matters.
- ❑ International labour standards are created and supervised through a tripartite structure that makes the ILO unique in the United Nations system.
- ❑ The tripartite approach to adopting standards ensures that they have broad support from all ILO constituents.



❑ **Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)**

- ❑ Tripartism with regard to ILO standards is also important at the national level.
- ❑ Through regular tripartite consultations, governments can ensure that ILO standards are formulated, applied and supervised with the participation of employers and workers.
- ❑ ILO standards on tripartite consultation set forth the framework for effective national tripartite consultations.
- ❑ Such consultations can ensure greater cooperation among the social partners and stronger awareness and participation in matters relating to international labour standards and can lead to better governance and a greater culture of social dialogue on wider social and economic issues.

So, the 4th convention is the Tripartite Consultation (International Labour Standards) Convention 1976. So, this convention is also ratified by 156 countries and India also ratified it, tripartite consultations I have already said that in the beginning said that, the ILO believes that tripartite bodies are the pillars of implementation of any labour standards.

So, Tripartite Consultation, the convention which says that the principle of tripartism is based on dialogue and cooperation between governments, employers and workers, in the formulation of all labour standards, or dealing with all labour matters and international standards cannot be implemented without the cooperation of these 3 bodies or 3 people.

And the tripartite system is very unique with regard to ILO in the United Nations system and this tripartite system is adopted by ILO mainly to get cooperation from all stakeholders that is the employees, employers and the governments that are the constituents of labour standards.

Tripartism is very important at the national level because the consultations between these all stakeholders are very important to implement the ILO standards and supervision is very important for the implementation. So, active national consultations and tripartite consultations are important for the implementation of these particular standards.

And these tripartite bodies are very important in the cooperation and implementation of labour standards, and awareness and also the social participation in implementing these international labour standards are very important. In the governance of labour standards in any country. So,

tripartite dialogues are very much important and also to discuss social and economic issues as well.

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#### ☐ Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

- **Article 1:** Under this Convention, the term “*representative organizations*” means the most **representative organizations of employers and workers enjoying the right of freedom of association.**
- **Article 3:** The **representatives of employers and workers** for the purposes of the procedures, **shall be freely chosen by their representative organizations, where such organizations exist.**
  - Employers and workers shall be represented on an equal footing on any bodies through which consultations are undertaken.
- **Article 4:** The **competent authority shall assume responsibility for the administrative support of the procedures.**

#### ☐ Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

- **Article 5:** For the purpose of the procedures provided for in this Convention shall be consultations on--
  - **government replies to questionnaires concerning items on the agenda of the International Labour Conference** and government comments on proposed texts to be discussed by the Conference;
  - the **proposals to be made to the competent authority or authorities** in connection with the submission of Conventions and Recommendations, and the **re-examination at appropriate intervals of unratified Conventions** and of Recommendations to which effect has not yet been given, to consider what measures might be taken to promote their implementation and ratification as appropriate;
  - questions arising out of reports to be made to the **International Labour Office.**

So, this provision very clearly says that representative organizations of employees and workers enjoy the right of freedom of association, representative organizations. Then very recently, all the labour codes have implemented representative unions in India. The representative unions have the freedom to represent the labours. And also, representative unions are the sole authority have the right to represent Indian workers. So, that there will avoid a multiplicity of associations and unions in enterprises.

Representative employees and workers effectively contribute to collective bargaining and the workers can select these representative organizations and representative people. So, the consultations effectively undertaken with these representative organizations and representative units and the competent authority should contact the elections or selections to these or the process of selecting these representative unions or organizations according to the tripartite consultation convention.

And the government is a very important part of this particular process. And the proposals to be made to the competent authorities or other authorities and submission of conventions and recommendations or reexamination of appropriate intervals and unratified conventions all are functions of these tripartite bodies. And bring to the notice of the particular governments that are also a part of this tripartite consultation bodies.

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#### ☐ **Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)**

- **Article 6:** When this is considered appropriate after consultation with the **representative organizations**, where such organisations exist, the competent authority **shall issue an annual report on the working of the procedures provided for in this Convention.**
- **Article 7:** The **formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.**
- **Article 8:** This **Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General**

## CONCLUSIONS

- The governance conventions actually establish a procedural system for better implementation of 8 fundamental conventions of International Labour Standards and four additional conventions.

And the consultations with the tripartite representative organizations must be included in the annual reports and reports back to the ILO and the ratification of these particular conventions, tripartite consultation in most countries implemented including India, we can find in all bodies, labour bodies, we can see this particular the concept has been incorporated.

So, these 4 governance conventions, which talk about various concepts relating to the general formulation of policies, the formulation of inspectorates, the formulation and implementation of inspectorates to the agriculture sector and the concept of tripartism, so, we saw that the inspectorate systems contribute highly to the implementation of labour standards in the domestic area.

So, every country is obligated to include this inspectorate system in the domestic laws. And secondly, we saw that every country must have a policy labour policy and employment policy and the goal of the policy provisions should be very clear, the government should come out with programs and policies and how they are going to achieve these goals.

Thirdly, we saw that the agriculture inspectorate system to the agriculture sector, where only 53 countries are ratified, including India not ratified. So, we saw the problems, because most of these agriculture-based countries agriculture-based economies does not want to extend the inspected system to the agriculture sector, because then it is going to affect the production and production of agriculture and also their contribution to the economy at large.



So, most of the developing countries may not be like to for the time being implement the third convention at the domestic level. And Fourthly, we saw that most of the countries have happy to implement the tripartite system into their domestic laws. So, other than these fundamental conventions, 8 core level standard conventions, these 4 governance conventions.

For example, if you take India, India has only ratified 4 core labour standard conventions out of 8 conventions, but, India has ratified 3 conventions out of the 4 governance conventions. So, there is more acceptability to governance conventions than the core level standard conventions by the member countries because the core labour standard conventions have problems.

So, in India we have problems with the freedom of association, we have problems in other conventions, and we have problems in 4 conventions, so, we have not ratified it. We have ratified only 4 core level standard conventions. But we have ratified 3 supplementary conventions out of 4 governance conventions.

So, I am very sure that with these, the implementation of the seven total international labour standard conventions, India is going to achieve a new level of the implementation of these 4 core labour codes in India these 4 labour codes whether it wages code or social security code or occupational health and safety code.

So, all these combined once it is implemented, the government has notified very recently that its intention is to notify it from the 1st of June 2022. So, all these 4 labour standard conventions are going to change the labour market and labour scenario in the country. So, the Prime Minister has declared that these reforms are pending for the last more than 70 years that post-independent India was spending for a long period of time.

So, if it is simply when did this is going to change the whole labour scenario in the country and the government is very enthusiastic to see that the ease of doing business index. So, we are going to have a high ranking in the ease of doing business and also more social security benefits to the workers, which will be provided.

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So, we can expect the implementation of these particular codes, and also the International Labour Standard conventions in India is going to achieve a new sense of new energy to the working class in India. Thank you.