



## A STUDY ON THE ROLE OF INTERNATIONAL LABOUR ORGANISATIONS IN PROTECTION OF RIGHTS OF WORKERS

**AUTHORS** – RITHIKA MAHESH & JAYA HARI VINAY NAIDU, STUDENTS AT SAVEETHA SCHOOL OF LAW,  
SAVEETHA INSTITUTE OF MEDICAL AND TECHNICAL SCIENCES (SIMATS).

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### ABSTRACT:

*The International Labor Organization (ILO) is committed to advancing civil rights and internationally perceived human and work privileges, seeking after establishing mission work harmony is crucial for prosperity. The ILO was made in 1919, as a feature of the Treaty of Versailles that finished World War I, to mirror the conviction that widespread and enduring harmony can be achieved provided that it depends on civil rights. The objective of this study is to find out whether people are aware about the term labour, to find out whether people do know about the rights of workers. Here the research method used is an empirical research method. The study is based on primary and secondary data collection. For this study secondary data collection is done from journals and literature review and primary data collection is being collected from 200 sample respondents through the convenient sampling method. It can be concluded by saying that people are aware about the term labour and according to them it means workers who are working in an industry. The International Labor Organization (ILO) is given to advancing civil rights and globally perceived human and work privileges, seeking after its establishing mission that civil rights is fundamental for general and enduring harmony.*

**KEYWORDS:** International labor organization, Workers, Convention, Rights, Industries.

### INTRODUCTION:

The International Labor Organization (ILO) is committed to advancing civil rights and internationally perceived human and work privileges, seeking after establishing mission work harmony is crucial for prosperity. The ILO was made in 1919, as a feature of the Treaty of Versailles that finished World War I, to mirror the conviction that widespread and enduring harmony can be achieved provided that it depends on civil rights. The ILO plays had a huge impact in advancing work and common liberties. It had stood firm on a critical footing during the Great Depression (1930s) for guaranteeing work rights. In 1946, the ILO turned into a specific organization of the United Nations. Its remarkable three sided structure gives an equivalent voice to laborers, bosses

and legislatures giving an extraordinary stage to advancing respectable work for all ladies and men. By 1970, 134 Conventions and 142 Recommendations had been taken on by the ILO. India is an establishing individual from the ILO. It turned into a long-lasting individual from the ILO Governing Body in 1922. The first ILO Office in Quite a while was initiated in 1928. The ILO Governing Body had at first recognized eight "major" Conventions, covering subjects that were viewed as crucial standards and privileges at work. Forced Labor Convention, 1930, Abolition of Forced Labor Convention 1957, Minimum Age Convention 1973, Worst Forms of Child Labor Convention 1999, Equal Remuneration Convention 1951, Discrimination (Employment and Occupation) Convention 1958, Occupational Safety and Health Convention 1981, Promotional



Framework for Occupational Safety and Health Convention 2006. India has confirmed six essential conventions. India has not sanctioned Freedom of Association and Protection of the Right to Organize Convention, 1948 and Right to Organize and Collective Bargaining Convention, 1949. As the two shows include the conceding of specific freedoms that are disallowed under the legal guidelines for government employees. The factors that impacted the freedoms of laborers are unfortunate working circumstances that is 10-12 hour days, low compensation, risky manufacturing plants, no days off, small kids working, extended periods of time of work, absence of safety and benefits finances hitting a financial dead end. The specialist could be terminated out of the blue under any condition. There was no joblessness protection, medical coverage, advanced age benefits, no occasions or paid debilitated days. Transfer from the gig without appropriate notification, suspension, release, from the gig with practically no earlier notification and at the no legitimate Provision of Grievances redressal. On June 2, 2021, the International Labor Organization (ILO) distributed the World Employment and Social Outlook: Trends 2021 report (WESO Trends report), which features the significance of international work guidelines to safeguard laborers' freedoms. Specifically, the WESO Trends report centers around the dissimilar effect the COVID-19 pandemic has had on laborers, contingent upon the area of monetary movement, sort of big business, and specialist profile. The last examination predicts huge long haul social scarring from the COVID-19 pandemic for miniature and little undertakings, casual specialists and ventures, lower-gifted laborers, ladies, and youth. The report likewise sees explicit effects at the endeavor level, for example, those influencing homegrown specialists and sailors, taking note of that specific fundamental classes of work utilize a high level of transients and are described by a serious level of familiarity, low compensation, and a serious level of hazard of openness to the infection, as well as presenting

other word related wellbeing and security concerns. There are around 175 states who are the individuals from International Labor Organization and they all have embraced the accompanying show for the insurance of freedoms of laborers the show are Forced Labor Convention, 1930, Abolition of Forced Labor Convention 1957, Minimum Age Convention 1973, Worst Forms of Child Labor Convention 1999, Equal Remuneration Convention 1951, Discrimination (Employment and Occupation) Convention 1958, Occupational Safety and Health Convention 1981, Promotional Framework for Occupational Safety and Health Convention 2006. So the main aim of this research paper is to find out whether the public are aware about the role of international labour organizations in protection of rights of workers.

#### OBJECTIVE:

- To find out whether people are aware about the term labour.
- To find out whether people do know about the rights of workers.
- To find out that they know about International labour organizations.
- To find out that workers rights are being protected.

#### LITERATURE REVIEW:

**Nicola Piper, 2022**, This article evaluates the job of the International Labor Organization (ILO) as a player inside the multi-entertainer circle of worldwide relocation administration. The point is to examine the ILO's initiative inside this circle that is described by moving elements between rules-based and privileges based approaches because of the increase of entertainers and, given its standardizing inclination, the consequences for the ILO's capacity to propel traveler laborers' work freedoms. The origination of worldwide administration as nodal gives a comprehension of how such organizations can create multi-directional and purposeful activity across different hierarchical entertainers and over the long run, adding to the headway of travelers' work privileges ([Nicola Piper](#))



[2022](#)). **Halonen, Tarja, Liukkunen Ulla, 2021**, International Labor Organization in building worldwide social administration from various and commonly corresponding points of view. It investigates the effect of this UN's most established organization, established in 1919, on the changing universe of work in a worldwide setting, giving bits of knowledge into the extraordinary history and elements of the ILO as an association and the development of laborers' privileges through global work guidelines coming from its administrative component. It basically evaluates the difficulties that arise when worldwide work principles are carried out and upheld in profoundly assorted administrative structures in global, provincial, public and nearby settings. It likewise reveals insight into tripartism and its specific job in crafted by the ILO, looking at the difficulties that a significantly changing working life presents concerning work security and civil rights, and analyzing the transnational element of work regulation ([Halonen Tarja, Liukkunen Ulla 2021](#)). **Tonia NOVITZ, 2020**, Manageability targets have been perceived by the ILO principally as far as the effect of ecological security as "simply progress" and "green work" drives. Seemingly, the Sustainable Development Goals (SDGs) presently offer more extravagant extension for ILO commitment with social manageability. This can be credited to the noticeable acknowledgment of "good work" in SDG 8 and the requirement for "responsive, comprehensive, participatory and agent navigation at all levels" in SDG target 16.7. This article looks at how the ILO could additionally advance aggregate specialist voice with regards to banter over a supportable "eventual fate of work", especially considering to whom voice is given and the way things are worked out ([Tonia Novitz 2020](#)). **Joseph LaDou 2020**, Word related wellbeing and security is ineffectively served by United Nations offices assigned to safeguard laborers: the World Health Organization (WHO) and the International Labor Organization (ILO). The neoliberal projects at first took on by the United Nations upheld establishments of social

assurance and guideline and extended laborer insurances and association development. Neoliberalism later became inseparable from globalism and partaken in its worldwide achievement. The key change under neoliberalism was the trade and aggregation of capital. Trades for the WHO and ILO programs should be created. It isn't sufficient to call for reestablished financing, given the United Nations' inability to guide the worldwide work to safeguard laborers. Another heading should be found ([Joseph LaDou et al. 2020](#)). **Marcel van der Linden, 2019**, How might we evaluate the record of the International Labor Organization over the course of the past hundred years? In the current paper it is contended that the principal 50 years of the ILO comprised of "fat years," in which managing the worldwide work market accomplished restricted however clear advancement, and that the last part century was a period of "lean years," when the ILO achieved less. Following a short survey of the beginnings and early history of the ILO, the exposition delineates this by showing how the relative fulfillments from the period until around 1970 were consequently debilitated. Except if it figures out how to reevaluate itself sooner rather than later, the association is presently at risk for additional minimization ([Marcel van der Linden 2019](#)). **Faradj Koliev, James H Lebovic, 2018**, For what reason do intergovernmental associations focus on certain nations, yet not others, for naming and disgracing? We look for replies by inspecting these cycles inside the International Labor Organization (ILO), which through two chief bodies, screens consistency with worldwide shows overseeing the freedoms of laborers. We additionally find proof that the most common way of naming, which prompts the underlying ID of guilty parties, stands separated from the cycle by which the ILO focuses on, or picks, from among nations for disgracing. While our discoveries are well defined for the ILO, they back guarantees that IOs can abrogate states interests, whenever created in manners that limit political impact ([Faradj koliev, James H](#)



[Lebovic 2018](#)). **Michele Ford, Michael Gillan, Htwe Htwe Thein, 2017**, This part examines the degree to which the International Labor Organization (ILO) can be perceived as an improvement entertainer, how its accentuation on advancement has advanced after some time, and how its advancement plan has been sought after through different vital drives and projects. One critical board in the ILO's work guideline work in Myanmar has been very customary, to guarantee that the nation's administrative and institutional game plans live up to worldwide assumptions concerning opportunity of affiliation and worker's organization association in three sided components of strategy making and debate goal ([Michele Ford, Michael Gillan, Htwe Thein et al. 2017](#)). **Anne Posthuma & Arianna Rossi, 2017**, This article centers around the job of worldwide associations (IOs), at the supranational level, in progressing 'facilitated administration' - the collaboration and reciprocal endeavors of various public, private and social partners - in advancing work guidelines consistency in worldwide worth chains (GVCs). While researchers have scrutinized the capacity of IOs to address monetary and social difficulties presented by globalization, ongoing experience of the International Labor Organization (ILO) outlines how supranational administration can intercede among public and worldwide administration of work guidelines in cross-line creation frameworks like GVCs ([Anne Posthuma & Arianna Rossi 2017](#)). **Huw Thomas, Peter Turnbull, 2017**, The job of the International Labor Organization (ILO) in the administration of worldwide stockpile chains is normally ignored or basically excused as incapable. This is reasonable as worldwide stockpile chains have sabotaged the customary country state worldview of worldwide work administration, most strikingly the global Conventions concurred by the three sided constituents of the ILO. Another way to deal with business connections in worldwide stock chains is 'really taking shape', with the possibility to work on

working circumstances and privileges at work for millions across the globe ([Hum Thomas Peter Turnbull 2017](#)). **Anne Trebilcock, 2015**, Audits the ILO's way to deal with arrangement regulation as hued by its underlying highlights and long history of the association as the maker of hard and delicate regulation instruments. The draft section investigates the premium showed by the ILO in the 1969 and 1986 Vienna Conventions corresponding to *lex specialis*. It analyzes ILO practice according to drafting, accommodation, sanction, reservations, announcements, adaptability gadgets and revocation. The part on execution and observing of ILO instruments centers around arrangement understanding by ILO administrative bodies and focuses on the new contention connecting with the option to strike. The creator is the previous Legal Adviser, ILO ([Anne Trebilcock 2015](#)). **Janelle Marie Diller, 2011**, With regards to the dramatic development of globalized business connections, this paper analyzes move made by the International Labor Organization to address the social lead of ventures, and investigates its relationship to the contemporary globalized models of big business social drives. It investigates the current multilateral structures for tending to the social effect of transnational business, including public area guideline and confidential area rules. Regardless, experience affirms that private area drives are additionally laden with unique difficulties emerging from their non-state, or private, character and improvement outside conventional administrative structures ([Janelle Marie Diller 2011](#)). **Jill Jensen, 2011**, Starting during the 1930s, Western Hemisphere countries went to social protection regulation - directed by the new idea of government managed retirement - because of the monetary emergency of the Great Depression. Upheld by the International Labor Organization (ILO), public level strategy producers presented a scope of measures in acknowledgment of the 1935 US Social Security Act. Setting President Franklin Roosevelt's Good



Neighbor Policy in a more extensive casing, this examination of ILO between American exercises uncovers a charming crossroads ever, when pioneers from a few countries saw monetary turn of events, exchange, future development, government backed retirement, and work privileges as essentially bound together ([Jill Jensen 2011](#)). **Samuel Emeka Mbah ,2011**, This paper inspects center shows of the International Labor Organization with potential consequences for Nigerian Labor Law. The paper features the justifications for why the ILO was laid out, one of which the creator states as managing social government assistance approaches on work of youngsters, among others. The creator embraces a hypothetical methodology, the underlying functionalist hypothesis by Talcott Parson to make sense of the elements of the worldwide work association. The creator at long last reasons that disregarding every one of these that ILO is a powerful association that assumes broadened parts in global work matters. That it's activity at worldwide level ought to be upheld and urged to better the existence of various specialists across the part countries ([Samuel Emeka Mbah et al. 2011](#)). **Alan Hyde,2009**, The International Labor Organization (ILO) is certainly not a viable power for increasing work expectations in the creating scene and could turn out to be significantly more compelling by assessing two of the most significant and interrelated ongoing hypothetical improvements in figuring out work principles. The ILO ought to in this way focus its energies on lifting these, as opposed to focusing on work principles that are a wellspring of similar benefit, the disposal of which is opposed unequivocally and successfully. Second, the instruments of game hypothesis might be utilized to recognize the aggregate activity issues that keep nations from lifting their own work principles, and make a job for a transnational organization that might help them ([Alan Hyde 2009](#)). **David Strang, Patricia Mei Yin Chang,2009**, Public government assistance programs are critically impacted by models of government assistance action

regulated at the worldwide level. This article inspects the effect of the government assistance system supported by and inside the International Labor Organization (ILO). Nations that have as of late confirmed ILO shows connected with government assistance show expanded development in spending, net of public qualities. ILO confirmation appears to be disengaged from spending in the less evolved nations. Authoritative contextual analyses highlight comparable examples. These discoveries recommend that worldwide standards add to strategy where they offer convincing models that strong entertainers can use to authentic arrangement development ([David Strang, Patricia Mei Yin chang et al. 2009](#)). **Jasmien Van Daele,2008**, This article addresses according to a multidisciplinary viewpoint key inquiries, patterns, and discussions that have decided how the historical backdrop of the International Labor Organization (ILO) has been imagined throughout the course of recent years. A beginning stage for this overview paper is the focal speculation that the logical interest throughout the entire existence of worldwide associations is a lot connected with the overall significance joined to multilateral designs and the faith in the viability of global collaboration. In light of this examination of the past patterns and the present status of the field, I close with remarks on lacunae and potential ways for future exploration on ILO history ([Jasmien Van Daele 2008](#)). **Jasmien Van Daele,2005**, In 1919 a spearheading age of researchers, social strategy specialists, and lawmakers planned an uncommon global hierarchical system for work legislative issues. Most of the initial architects of this new foundation, the International Labor Organization (ILO), had taken extraordinary steps in friendly idea and activity before 1919. In the post bellum happiness, the possibility of a "makeable society" was a significant impetus behind the social designing of the ILO planners. As another discipline, global work regulation turned into a helpful instrument for trying social changes. This article additionally manages how



the idealistic idea(s) of the initial architects – civil rights and the option to respectable work – were changed by conciliatory and political trade offs made at the Paris Peace Conference. The article hence mirrors the double connection among optimism and realism ([Jasmien Van Daele 2005](#)). **Reiner Tosstorff, 2005**, Records of the establishing of the International Labor Organization (ILO) for the most part underline the job of social-reformist educated people and legislators. In spite of the unquestionable job of these entertainers, notwithstanding, the worldwide work development was the genuine initiator of this cycle. Throughout the span of World War I, the global work development proposed a complete program of security for the regular workers, which, considered as remuneration for its help in the conflict, should turn into a peaceful accord after the conflict. In spite of open dissatisfaction and sharp evaluation, nonetheless, the restored International Federation of Trade Unions (IFTU) immediately adjusted to this component. The IFTU currently progressively arranged its global exercises around the entryway work of the ILO ([Reiner Tosstorff 2005](#)). **Ernst-Ulrich Petersmann, 2004**, The today general acknowledgment of 'unavoidable' common freedoms suggests that the authenticity and legitimacy of all administration means, including rules and choices of intergovernmental associations, rely likewise upon their regard for basic liberties as characterized in public constitutions and worldwide regulation. The restricted order of the WTO, in any case, and the different basic liberties ideas and various sacred customs in WTO part nations, make an agreement among WTO Members on such a Declaration far-fetched. Despite the fact that the WTO ought to leave the translation, observing, and moderate improvement of basic freedoms to particular common liberties bodies outside the WTO, WTO debate settlement bodies might be legitimately expected to address contentions that common freedoms might be an applicable lawful setting for deciphering WTO rules ([Ernst-Ulrich](#)

[Petersmann 2004](#)). **Jenny Earle, 1999**, This paper examinations the International Labor Organization's new audit of its Maternity Protection Convention and Recommendation according to a women's activist point of view, contending the requirement for additional far-reaching arrangements in a modified show. It likewise assesses the arrangement of maternity freedoms in Australia, the Australian government's situation comparable to the ILO show, and the limit with regards to global principles to expand maternity privileges in this country. Nonetheless, the creator is fairly negative about the prompt possibilities both for the expansion of guidelines in ILO arrangements, and for significant advancement on maternity privileges in Australia ([Jenny Earle 1999](#)).

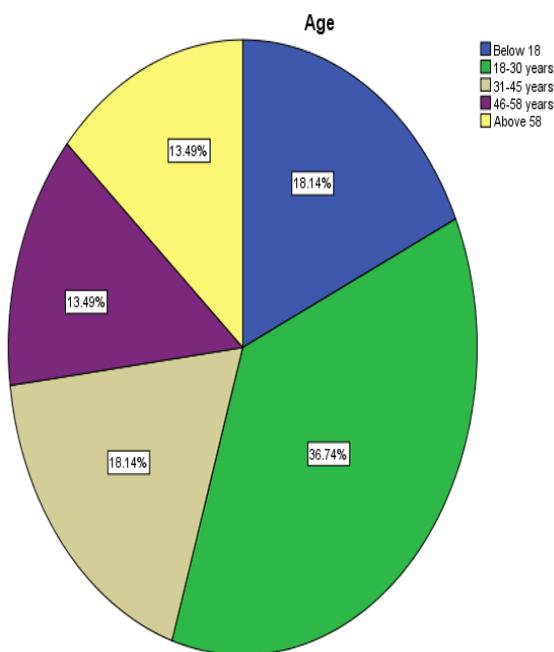
#### METHODOLOGY:

Here the research method used is an empirical research method. The study is based on primary and secondary data collection. The secondary is using the data information already collected by someone and using it for the problem. examples of Data Collection are newspaper, magazine, website, blogs, case law, published books, a report published by private, government or Agencies, journal, articles working /discussion papers. For this study secondary data collection is done from journals and literature review and primary data collection is being collected from 200 sample respondents through the convenient sampling method. The research instrument used to collect primary data is a well-structured questionnaire Which has been launched through Google forms online. The independent variables used here are age, gender, qualification, occupation and place of living. The dependent variables are what the term labour law means globally, on The scale of 1 to 10 are you aware about international labour organisation, opinion on the main aim of international labour organizations are to promote right at work and encourage decent employment opportunities, enhance social protection and strengthen dialogues on work

related issues, do they agree with this statement, what right of workers or mainly protected by international labour organisation, promoting fundamental rights of workers, creating great opportunities for Women and men for decent and employment and income, providing social protection and good relationship between organisation and workers.

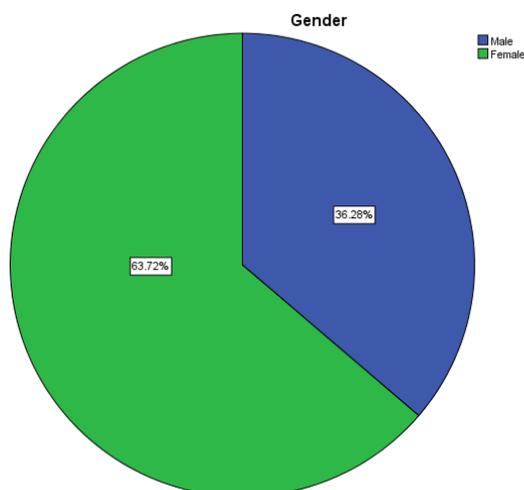
**ANALYSIS:**

FIGURE 1:



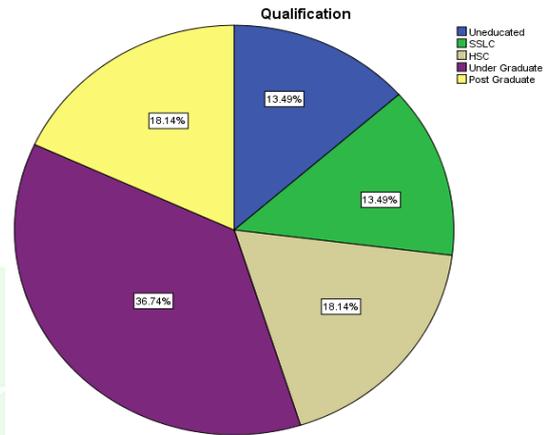
**LEGEND:** Figure 1 represents the age of the respondents.

FIGURE 2:



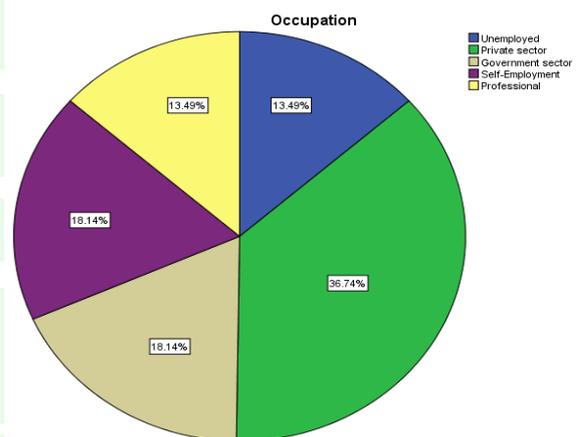
**LEGEND:** Figure 2 represents the age of the respondents.

FIGURE 3:



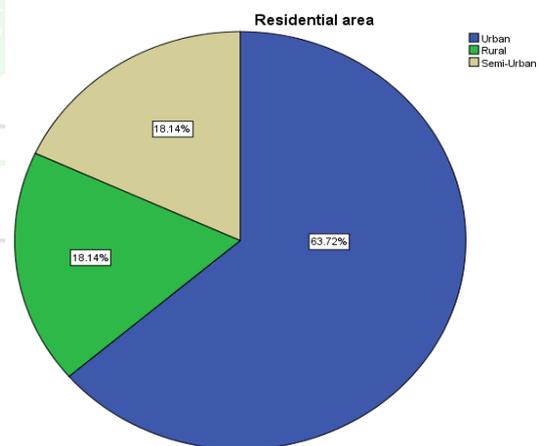
**LEGEND:** Figure 3 represents the qualification of the respondents.

FIGURE 4:



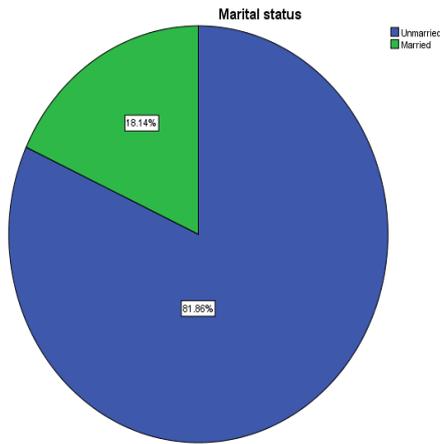
**LEGEND:** Figure 4 represents the occupation of the respondents.

FIGURE 5:



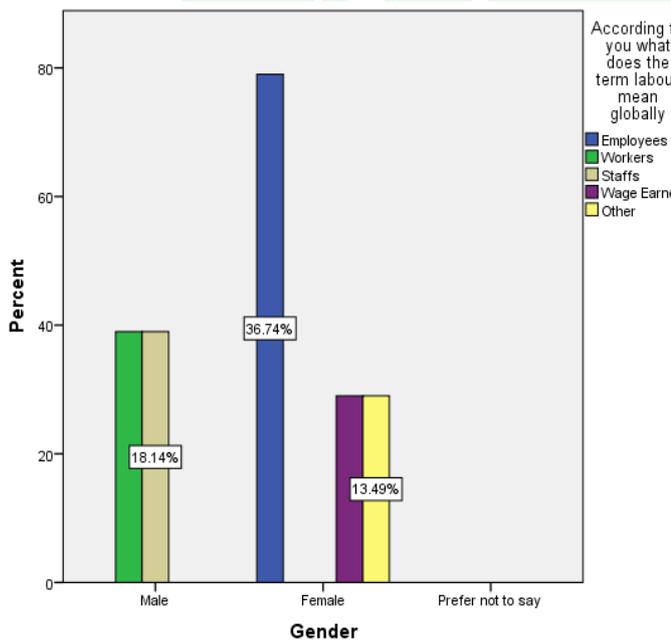
**LEGEND:** Figure 5 represents the residential area of the respondents.

FIGURE 6:



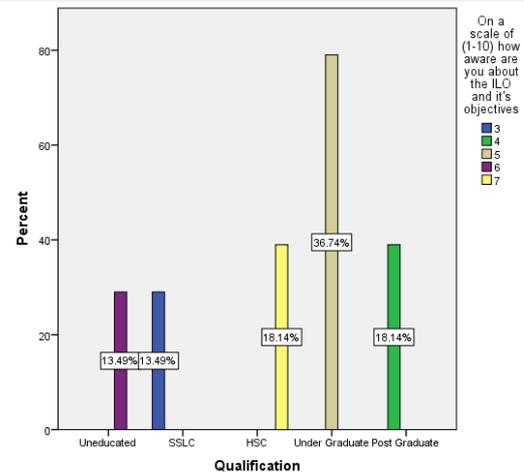
**LEGEND:** Figure 6 represents the marital status of the respondents.

FIGURE 7:



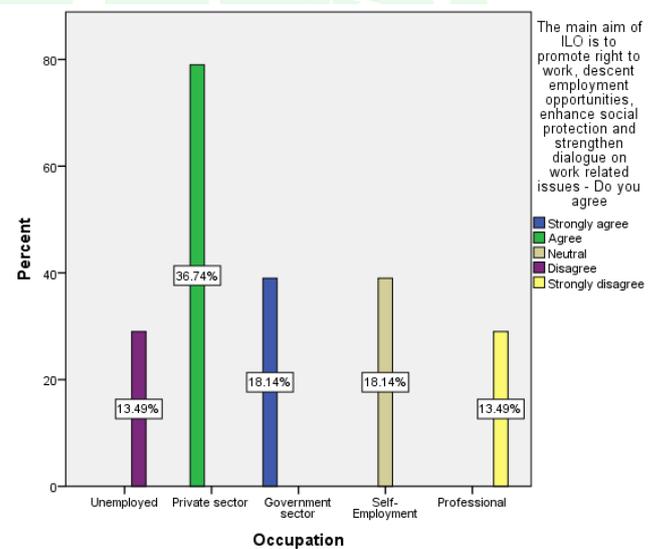
**LEGEND:** Figure 7 represents what the term labor means globally

FIGURE 8:



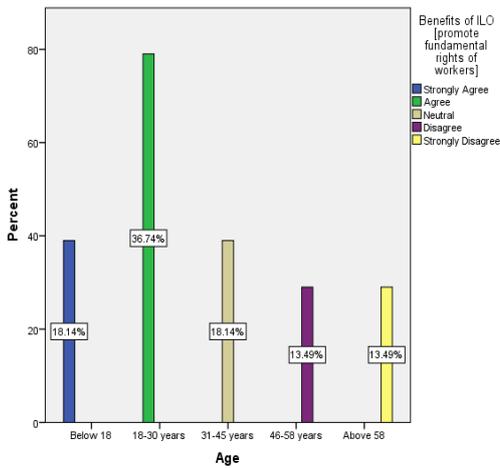
**LEGEND:** Figure 8 represents rating on a scale of 1-10 on how aware the respondents are about ILO and its objectives.

FIGURE 9:



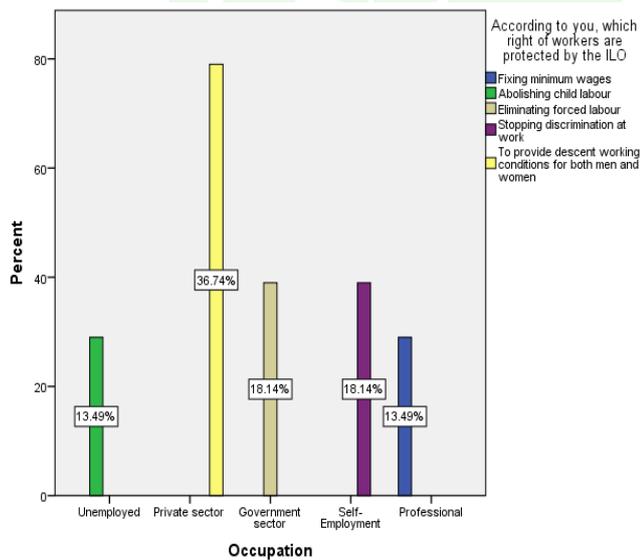
**LEGEND:** Figure 9 represents whether the respondents agree on the main aim of the ILO is to promote right to work, decent employment opportunities, enhance social protection and strengthen dialogue on work related issues.

FIGURE 10:



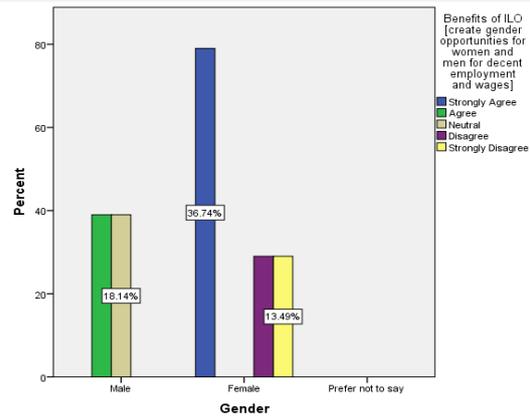
**LEGEND:** Figure 10 represents Agreeability on the benefits of ILO is to promote the fundamental rights of workers.

FIGURE 11:



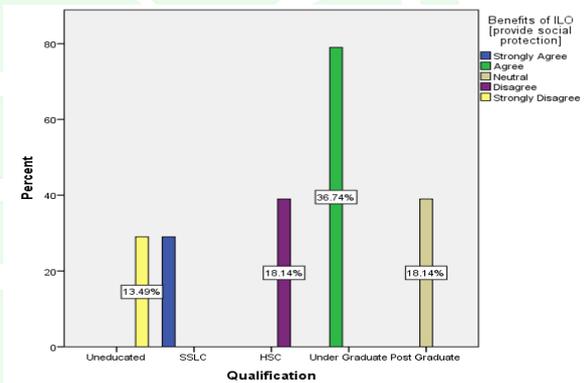
**LEGEND:** Figure 11 represents which among the following rights are protected by the ILO.

FIGURE 12:



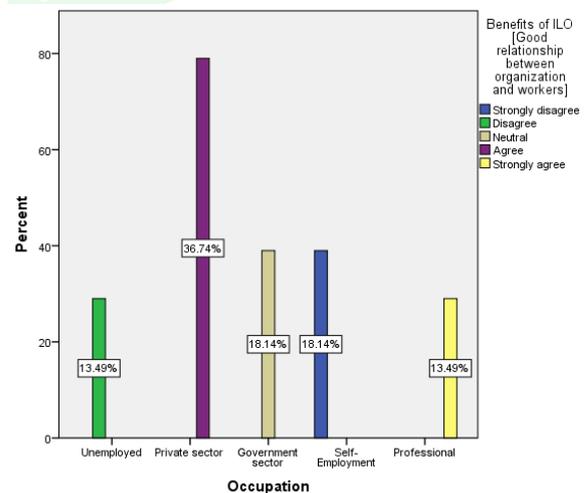
**LEGEND:** Figure 12 represents agreeability on the benefits of ILO- To create opportunities for men and women for decent employment and wages.

FIGURE 13:



**LEGEND:** Figure 13 represents the agreeability on the benefits of ILO being to provide social protection.

FIGURE 14:



**LEGEND:** Figure 14 represents the benefits of ILO.

**FIGURE 15:**

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Benefits of ILO [provide social protection]* Gender	215	100.0%	0	0.0%	215	100.0%

Benefits of ILO [provide social protection]\* Gender Crosstabulation

Count		Gender		Total
		Male	Female	
Benefits of ILO [provide social protection]	Strongly Agree	0	29	29
	Agree	0	79	79
	Neutral	39	0	39
	Disagree	39	0	39
	Strongly Disagree	0	29	29
Total		78	137	215

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	215.000 <sup>a</sup>	4	.000
Likelihood Ratio	281.653	4	.000
Linear-by-Linear Association	35.991	1	.000
N of Valid Cases	215		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 10.52.

**LEGEND:** Table represents Chi-square test to find the significant relation between gender of the respondents and ILO providing social protection as a benefit.

**FIGURE 16:**

ANOVA

Benefits of ILO [provide social protection]

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	342.558	4	85.640		
Within Groups	.000	210	.000		
Total	342.558	214			

**LEGEND:** Table represents the Anova test to find the significant relation between age of the respondents and ILO providing social protection as a benefit.

**RESULTS:**

**Figure 1** represents the age of the respondents where 18.14% , 36.74%, 18.14%, 13.49%, 13.49% are below 18, 18-30, 31-45, 45- 58 and above 58 years respectively. **Figure 2** represents the gender of the respondents where 63.72% are Female and 36.28% of them are Male respectively. **Figure 3** represents the educational qualification of the respondents where 13.49%, 13.49%, 18.14%, 36.74%, 18.14% of them are Uneducated, SSLC, HSC, UG and PG respectively. **Figure 4** represents the occupation of the respondents where 13.49%, 36.74%, 18.14%, 18.14% and 13.49% are unemployed, private sector, public sector, self employed and professional respectively. **Figure 5** represents the residential area of the respondents 63.72%, 18.14% and 18.14% of them are from Urban, Rural and Semi- Urban respectively. **Figure 6** represents the marital status of the respondents where 81.86 are unmarried and 18.14% are married. **Figure 7** represents what according to you what term labor mean globally where 36.74%, 18.14%, 18.14%, 13.49% and 13.49% of them think Employees, workers, Staffs, wage earners and others respectively. **Figure 8** represents the awareness of ILO 's objectives where 13.49%, 18.14%, 36.74%, 13.49% and 18.14% of them have opted for 3,4,5,6 and 7 respectively. **Figure 9** represents the agreeability on the main aim of ILO is to promote right to work, descent employment opportunities enhance social protection and strengthen dialogue on work related issues where 18.14%, 36.57%, 18.14%, 13.49% and 13.49% have strongly agree, agree, neutral, disagree and strongly disagree respectively. **Figure 10** represents agreeability on the benefits of ILO to promote the fundamental rights of the workers where respondents have opted for 18.14%, 36.74%, 18.14%, 13.49% and 13.49% strongly agree, agree, neutral, disagree and strongly disagree respectively. **Figure 11** represents which rights of



the workers are being protected by the ILO where respondents have opted for 13.49%, 13.49%, 18.14%, 18.14% and 36.74% have opted for Fixing minimum wages, Abolishing child labor, Eliminating forced labor, Eradicating discrimination at work and To provide decent working conditions for both men and women respectively. **Figure 12** represents the agreeability on the benefits of ILO to create gender opportunities for men and women for working class conditions where 36.74%, 18.14%, 18.14%, 13.49% and 13.49% have strongly agreed, agreed, neutral, disagreed and strongly disagreed. **Figure 13** represents the agreeability on the benefits of ILO is to provide social Security where respondents have 13.49%, 36.74%, 18.14%, 18.14% and 13.49% have strongly agree, agree, neutral disagree and strongly disagree respectively. **Figure 14** represents the agreeability on the benefits of ILO is to maintain a good relationship between organization and employees where the respondents feel 18.14%, 13.49%, 18.14%, 36.74% and 13.49% have strongly disagree, Disagree, Neutral, Agree and Strongly Agree. **Figure 15** represents NULL HYPOTHESIS There is no significant relation between gender of the respondents and ILO providing social protection as a benefit. ALTERNATIVE HYPOTHESIS There is a significant relation between gender of the respondents and ILO providing social protection as a benefit. **Figure 16** represents NULL HYPOTHESIS There is no significant relation between age of the respondents and ILO providing social protection as a benefit. ALTERNATIVE HYPOTHESIS There is a significant relation between age of the respondents and ILO providing social protection as a benefit.

#### DISCUSSION:

**(Figure 1)** depicts that the majority of the respondents are aged between 18-30 years and that can be due to the fact that people aged between 18-30 are much aware about the ILO and the rights of workers. **(Figure 2)** represents that majority of the respondents are female due to the fact that they possess more knowledge on the rights of workers and ILO. **(Figure 3)** represents that UG students are much aware of

the laws that govern the ILO as they have special knowledge and awareness on the specified topic. **(Figure 4)** represents that majority of them are from the Private sector and can be due to the fact that they have better knowledge on the rights of the workers. **(Figure 5)** represents that majority of the respondents are from Urban sector as people from there possess vital information about ILO and the rights of the workers. **(Figure 6)** represents the majority of the respondents as unmarried as they have better knowledge on the rights of the workers and ILO. **(Figure 7)** represents that majority of them think that employee and workers shall be used interchangeably. **(Figure 8)** represents rating on the awareness of ILO's objectives where majority have opted for 5 which is neutral. **(Figure 9)** represents the agreeability on the main aim of ILO is to promote right to work, decent employment opportunities, enhance social protection and strengthen dialogue on work related issues where majority of them have agreed. **(Figure 10)** represents agreeability on the benefits of ILO to promote the fundamental rights of the workers where majority of the respondents have agreed. **(Figure 11)** represents which rights of the workers are being protected by the ILO where majority have opted for Eradicating discrimination at work and To provide decent working conditions for both men and women respectively. **(Figure 12)** represents the agreeability of the benefits of ILO to create gender opportunities for men and women for working class conditions where majority have strongly agreed. **(Figure 13)** represents the agreeability on the benefits of ILO is to provide social Security where respondents agree in majority. **(Figure 14)** represents the agreeability on the benefits of ILO is to maintain a good relationship between organization and employees where the respondents agreed in majority. **(Figure 15)** represents NULL HYPOTHESIS There is no significant relation between gender of the respondents and ILO providing social protection as a benefit. ALTERNATIVE HYPOTHESIS There is a significant relation between gender of



the respondents and ILO providing social protection as a benefit. Here the Pearson correlation value is less than 0.05. Hence null hypothesis is rejected and alternative hypothesis is accepted. (Figure 16) represents NULL HYPOTHESIS There is no significant relation between age of the respondents and ILO providing social protection as a benefit. ALTERNATIVE HYPOTHESIS There is a significant relation between age of the respondents and ILO providing social protection as a benefit. Here the Pearson correlation value is less than 0.05. Hence null hypothesis is rejected and alternative hypothesis is accepted.

#### LIMITATION:

My research study has been limited in the lack of female respondents as they are also part of the society at some point so they should be aware of the fact that to give their opinion on role of International labour organizations in protection of rights of workers, it means that they are not aware of the most needed matter. Secondly Lacking of above 45 responses. Thirdly It was hard to get a lot of primary sources reference on this particular part of impact of role of International labour organizations in protection of rights of workers and its awareness on public in the study.

#### CONCLUSION AND SUGGESTION:

It can be concluded by saying that ILO administrative activities incorporate deliberate reception of worldwide work norms which makes restricting commitments for States in turn. Today, the ILO helps advance the production of good work and the monetary and working circumstances that give working individuals and finance managers a stake in enduring harmony, flourishing and progress. The objective of ILO advance and acknowledge guidelines and essential standards and privileges at work, Create more noteworthy open doors for ladies and men to respectable business and income, Enhance the inclusion and viability of social security for all, and Strengthen tripartism and social discourse. It can be concluded by saying that people are aware

about the term labour and according to them it means workers who are working in an industry. It can also be stated that public are aware that there are certain rights of workers like minimum wage, abolishment of child labour, eliminating of forced labour and stopping discrimination at work place which are been protected. They are even aware about International labour organisation and the work performed. But still there is a need that they must take more step to protect the rights of the workers. At last it can be said that the International labour organization's role to protect the rights of workers have been performed by them. The International Labor Organization (ILO) is given to advancing civil rights and globally perceived human and work privileges, seeking after its establishing mission that civil rights is fundamental for general and enduring harmony. So my suggestion would be that after COVID 19 main labour have been affected and still their rights are fully not be protected so the ILO can take certain measures related to it.

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