



The Influence of International Labour Organization Conventions on Workers' Rights in A Globalized Economy

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ABSTRACT: This paper examined the influence of International Labour Organization conventions on workers' rights within the context of a globalized economy. It highlighted how ILO conventions, particularly the eight fundamental conventions on labour standards, have shaped international labour policies and promoted decent work practices across various sectors. The paper explored the impact of key conventions, such as those on freedom of association, collective bargaining, and the elimination of forced and child labor, in safeguarding workers' rights and promoting social justice globally. Globalization has significantly transformed labour markets, fostered economic growth, while also intensified labour exploitation, wage disparities, and violations of workers' rights, particularly in developing economies. The paper investigated the dual impact of globalization on labour standards, analyzed how multinational corporations and global supply chains contributed to both opportunities and challenges in enforcing labour rights. The paper also highlighted the role of governments, trade unions, and employers in implementing ILO standards and ensuring compliance. The paper revealed that there is a need for stronger international cooperation, corporate accountability, and sustainable labour policies to bridge gaps in labour standards enforcement. The paper concluded with recommendations for enhancing the implementation of ILO conventions to address emerging challenges in the global labour market, ensuring workers' rights are protected and upheld in a rapidly evolving globalized economy.

KEYWORDS: Labour, International Labour Organization, ILO Conventions, Labour Rights, Globalization, Economy

INTRODUCTION

The International Labour Organization (ILO), founded in 1919, is a specialized agency of the United Nations that promotes social justice and internationally recognized labor rights. Over the years, the ILO has developed conventions that set global standards for workers' rights, focusing on areas such as freedom of association, collective bargaining, and the elimination of forced and child labour. These conventions form the backbone of global labour standards and guide national policies to ensure fair and dignified working conditions.¹The international community aspires to cooperate on standards to avoid the strategic exploitation of workers. It does, however, not imply normative consensus on the level of protection; countries have different preferences for regulation. Is it therefore reasonable to organize standards globally, since they are defined and implemented locally depending on domestic legislation, norms and institutions? The understanding of the effectiveness of labour provisions in any form, be it through international conventions or bilateral agreement is limited. From a theoretical perspective, human rights law and in particular labour law is underexposed in the economic analysis of public international law and further research should be attributed to it.²

The International Labor Organization is the most visible and comprehensive actor. It is the key organization to define the norms and practices around international labor standards. Although, it is one of the most active international organizations in releasing conventions it has been largely criticized for its approach, especially its weak enforcement mechanisms. Due to its labour market activity, the ILO is often benchmarked with trade and finance oriented international organizations such as the WTO or IMF. Yet, it should also be put into perspective with other global human rights bodies (Guzman 2004).³However, in the era of globalization, labour markets have become increasingly interconnected, and while this has created economic opportunities, it has also exposed

¹ International Labour Organization 'History of the ILO' [History of the ILO | International Labour Organization](https://www.ilo.org/history) accessed February 20, 2025.

² Sykes already (2007) claimed that from a theoretical perspective very little research has been undertaken on international human rights law by economic scholars, which is still the case today.

³ J.E Samwer 'The Effect of ILO Conventions on Labour Standards – The Structural Change' [PEIO11_paper_65\[1\].pdf](https://www.peio11.org/paper_65[1].pdf) accessed February 28, 2025.

workers to new vulnerabilities such as exploitation, poor working conditions, and wage suppression. Multinational corporations often operate across countries with varying labour laws, making the enforcement of ILO standards critical but challenging.⁴ This paper examines how ILO conventions influence workers' rights in the globalized economy, analyzing both their achievements and limitations. Additionally, the paper discusses the challenges posed by globalization, such as labour rights violations in global supply chains, and proposes solutions for strengthening the enforcement of international labour standards.

CONCEPTUAL UNDERSTANDING

Labour

In simple terms, Labour means the work done by hard manual labour mostly work done by unskilled worker. But in Economics, the term labour mean manual labour and it includes mental work also. In other words, we can say that Labour includes both physical and mental work undertaken for some monetary reward.⁵

Labour according to Prof. Marshall means any exertion of mind or body undergone partly or wholly with a view to earning some good other than the pleasure derived directly from the work. According to Prof. Jevons Labour is any exertion of mind or body undertaken partly or wholly with a view to some good other than the pleasure derived directly from the work. S. E. Thomas has also examined Labour as all human efforts of body or mind which are undertaken in the expectation of reward.⁶

The Nigerian Labour Act, 2004 does not provide a direct definition of labour, but, defines a worker as any person who has entered into or works under a contract with an employer, whether the contract is for manual labour or clerical work, and whether it is expressed or implied, oral or written, and whether it is a contract of service or apprenticeship, but does not include persons exercising administrative, executive, technical, or professional functions.⁷ This definition suggests that labour, in the context of the Act, primarily refers to work performed under an employment contract, particularly in manual or clerical roles.

The ILO does not have a single convention explicitly defining "labour" but provides a general understanding of it through various conventions and instruments. However, the closest definitions can be drawn from ILO Convention No. 29 (Forced Labour Convention, 1930). It Defines labour in the context of forced or compulsory labour "Forced or compulsory labour shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily."⁸ This indicates that labour refers to any form of work or service, whether willingly undertaken or coerced.

Workers

A worker refers to an individual who performs tasks or provides services for an employer or organization in exchange for compensation. A Worker can include employees, contractors, freelancers, temporary workers, and other individuals engaged in work activities. The term "worker" encompasses a wide range of roles and responsibilities, from manual labour to professional and technical tasks. The goal of understanding the concept of a worker is to recognize the diverse nature of the workforce and the various forms of work arrangements that exist in the modern labour market.⁹

The term worker is defined in four labour laws in Nigeria which are the Labour Act,¹⁰ the Trade Unions Act,¹¹ the National Minimum Wage Act¹² and the Trade Disputes Act.¹³ Consideration will be paid mainly to the Labour Act since it is the main law that regulates the form and validity of contracts of employment and can be considered as the workers' constitution or bible and provides for protection to the category of persons that qualify as workers. Thus, section 91 of the Labour Act defines a worker to mean any person who has entered into or works under a contract with an employer, whether the contract is for manual labour or clerical work or is expressed or implied or oral or written, and whether it is a contract of service or a contract personally to execute any work or labour, but does not include:

- (a) any person employed otherwise than for the purposes of the employer's business
- (b) persons exercising administrative, executive, technical or professional functions as public officers or otherwise
- (c) members of the employer's family

⁴ G. Shangquan 'Economic Globalization: Trends, Risks and Risk Prevention'

https://www.un.org/en/development/desa/policy/cdp/cdp_background_papers/bp2000_1.pdf accessed February 21, 2025.

⁵ Economic discussion. Net 'Labour: meaning, kind and importance' [Labour: Meaning, Kinds and Importance | Economics](#) accessed February 20th 2025.

⁶ Economic discussion. Net 'Labour: meaning, kind and importance' [Labour: Meaning, Kinds and Importance | Economics](#) accessed February 20th 2025.

⁷ Labour Act Cap L1 LFN (2004) s.91

⁸ ILO convention (1919) No.20

⁹ *Ibid.*

¹⁰ Labour Act S.91.

¹¹ Trade Union Act S.52.

¹² National Minimum Wage Act S.9.

¹³ Trade Dispute Act S.47.

(d) representatives, agents and commercial travelers in so far as their work is carried on outside the permanent workplace of the employer's establishment.

There is no doubt that this definition is extremely complex and confusing, but to explain it in simple terms, a worker is any employee engaged under a contract of employment (whether oral or written, express or implied) that performs manual labour or clerical work in private or public sector organization. This essentially covers cleaners, labourers, typists, receptionists (depending on the nature of the organization) but excludes persons rendering administrative, executive, technical or professional functions like engineers, IT specialists, doctors, nurses, lawyers, bankers, managers, lecturers and many others.¹⁴ In other words, once a person does not perform manual labour or clerical work, he will not qualify as a worker and therefore would generally not be entitled to the protections conferred on a worker under the Act.

Rights

Rights are freedoms or entitlements that are protected by law, social convention, or ethical theory. They are important in law and ethics, and are often the subject of social conflict. Rights are legal, social, or ethical principles of freedom or entitlement; that is, rights are the fundamental normative rules about what is allowed of people or owed to people according to some legal system, social convention, or ethical theory¹⁵.

Types of Rights

There are two major concepts of rights, they are;

1. Natural rights

The concept of natural rights presupposes the notions of nature and right. In addition, it implies the terms “duties”, “obligations”, and “inalienable rights” or “absolute rights”, “natural law”, “human rights”, and “legal rights”. An understanding of the ideas of right and nature will promote a better understanding of the notion of natural rights. "Natural rights" refer to the inherent, inalienable, and universal rights that are believed to belong to every human being, regardless of their nationality, culture, or government.¹⁶

2. Legal Rights

Legal rights are based on a society's customs, laws, statutes or actions by legislatures. An example of a legal right is the right to vote of citizens. Citizenship, itself, is often considered as the basis for having legal rights and has been defined as the "right to have rights." Legal rights are sometimes called civil rights or statutory rights and are culturally and politically relative since they depend on a specific societal context to have meaning.¹⁷

Economy

An economy is an area of the production, distribution and trade, as well as consumption of goods and services. In general, it is defined as a social domain that emphasize the practices, discourses, and material expressions associated with the production, use, and management of resources.¹⁸ An economy is a complex system of interrelated production, consumption, and exchange activities, which ultimately determine how resources are allocated among participants. The production, consumption, and distribution of goods and services combine to fulfill the needs of those living and operating within the economy.¹⁹

Economic agents can be individuals, businesses, organizations, or governments. Economic transactions occur when two groups or parties agree to the value or price of the transacted good or service, commonly expressed in a certain currency.²⁰ Economic activity is spurred by production which uses natural resources, labour and capital. It has changed over time due to technology, innovation (new products, services, processes, expanding markets, diversification of markets, niche markets, increases revenue functions) and changes in industrial relations (most notably child labor being replaced in some parts of the world with universal access to education.²¹

¹⁴ A. Ezeamama ‘Workers Day Celebration- Who is a Worker Under Nigerian Law’ https://www.linkedin.com/pulse/workers-day-celebration-who-worker-under-nigerian-law-ezeamama?utm_source=share&utm_medium=member_ios&utm_campaign=share_via accessed February 28, 2025.

¹⁵ W. Leif ‘Rights’ https://en.wikipedia.org/wiki/Stanford_Encyclopedia_of_Philosophy accessed February 28, 2025.

¹⁶ S. O. Opafola. The Concept of Natural Rights: A Philosophical Reflection, *The Concept of Natural Rights: A Philosophical Reflection, A Journal of Contemporary Research*, 10(3), 124-133, 2013. Accessed 3rd April, 2025.

¹⁷ *Ibid.*

¹⁸ J. Paul et al *Urban Sustainability in Theory and Practice: Circles of Sustainability* (London Routledge, 2020) 53

¹⁹ W. Kenton, *Economy: What It Is, Types of Economies, Economic Indicators*, Updated February 01, 2025, accessed April 03, 2025

²⁰ *Ibid.*

²¹ *Ibid.*

Worker's Rights

Workers' rights encompass a large array of human rights from the right to decent work and freedom of association to equal opportunity and protection against discrimination. Specific rights related to the workplace include health and safety in the workplace and the right to privacy at work, amongst many others. Given the relationship between workers, employers, and the state, worker's rights are where business and human rights most often intersect.²²

Workers' rights at the international level are laid out in number of human rights conventions and treaties including the Universal Declaration on Human Rights (Articles 23 and 24, 1948) and the International Covenant on Economic, Social and Cultural Rights, 1966 which provide for:²³

1. the right of everyone to the opportunity to gain his living by work which he freely chooses or accepts;
2. the right to the enjoyment of just and favourable conditions of work, in particular remuneration which provides all workers, as a minimum, with fair wages and equal remuneration for work of equal value, and a decent living for themselves and their families;
3. Safe and healthy working conditions;
4. Equal opportunity for everyone to be promoted in his employment to an appropriate higher level, subject to no considerations other than those of seniority and competence;
5. and rest, leisure and reasonable limitation of working hours and periodic holidays with pay, as well as remuneration for public holidays;
6. the right of everyone to form and join the trade union of his choice and the right to strike, provided that it is exercised in conformity with the laws of the particular country.

The Nigerian Labour Act Cap L1, Laws of the Federation of Nigeria 2004 defines and protects workers' rights in various sections. some of these provisions include:

a) Right to Employment and Fair Treatment

Section 17²⁴ : Prohibits discrimination based on race, place of origin, sex, or religion in employment decisions.

b) Right to a Written Contract

Section 7(1)²⁵ : Requires employers to provide a written contract to employees within three months of employment, stating terms such as wages, work hours, and conditions of service.

c) Right to Fair Wages and Equal Remuneration

Section 15(1)²⁶: It provides those wages be paid in legal tender and prohibits unfair deductions.

Section 17²⁷: Supports the principle of equal remuneration for equal work, in line with ILO standards.

d) Right to Safe and Healthy Working Conditions

Section 65²⁸: This section requires employers to provide a safe working environment, particularly in hazardous industries.

e) Right to Rest, Leave, and Work Hours Regulation

Section 13²⁹: Entitles workers to rest hours and regulates the maximum working hours.

Section 18³⁰: Grants workers paid annual leave of at least six working days.

f) Right to Maternity Protection

Section 54³¹: Provides maternity leave for female employees, prohibiting dismissal on grounds of pregnancy.

g) Right to Freedom of Association and Collective Bargaining

Section 9(6)³²: Protects workers from forced union membership but allows for voluntary participation in trade unions.

h) Protection Against Forced Labour

Section 73³³: This section prohibits forced labour in any form, aligning with ILO standards.

²² National Action Plans on Business and Human Rights 'Worker's Rights' [Workers' rights - National Action Plans on Business and Human Rights](https://crajour.org/index.php/cra) accessed February 20, 2025.

²³ *Ibid.*

²⁴ Labour Act Cap L1 LFN (2004) S.17.

²⁵ *Ibid* S.7(1).

²⁶ *Ibid* S.15(1), 17.

²⁷ *Ibid*, S. 17.

²⁸ *Ibid* S. 65.

²⁹ *Ibid*, S. 13.

³⁰ *Ibid*, S.18.

³¹ *Ibid*, S. 54.

³² *Ibid*, S. 9(6).

³³ *Ibid*, S. 73.

The International Labour Organization (ILO) also defines workers' rights through its Fundamental Conventions, which set minimum global labor standards. Some of the key conventions include:

a) Right to Freedom of Association and Collective Bargaining³⁴

ILO Convention No. 87 which provides for the freedom of association and Protection of the Right to Organize, 1948). The convention affirms workers' rights to form trade unions and engage in collective bargaining without employer interference.

b) Right to Equal Treatment and Non-Discrimination³⁵

- i. ILO Convention No. 100 (Equal Remuneration, 1951)
- ii. ILO Convention No. 111 (Discrimination in Employment and Occupation, 1958)

These conventions ensure equal pay for equal work and prohibit discrimination based on race, gender, or social status.

c) Right to Abolish Forced and Child Labour³⁶

- i. ILO Convention No. 29 (Forced Labour, 1930)
- ii. ILO Convention No. 105 (Abolition of Forced Labour, 1957)
- iii. ILO Convention No. 138 (Minimum Age, 1973)
- iv. ILO Convention No. 182 (Worst Forms of Child Labour, 1999)

These conventions prohibit forced labor, protect children from exploitative work, and set the minimum age for employment.

d) Right to Safe and Healthy Working Conditions³⁷

- i. ILO Convention No. 155 (Occupational Safety and Health, 1981)
- ii. ILO Convention No. 187 (Promotional Framework for Occupational Safety and Health, 2006)

These conventions ensure that workers operate in safe environments, free from hazardous conditions.

e) Right to Decent Work and Fair Wages³⁸

ILO Convention No. 131 (Minimum Wage Fixing, 1970)

This convention requires countries to set fair and livable minimum wages.

International Labour Organization

The International Labour Organization was created in Washington by the Government of the United States of America, on the 29th day of October 1919, as part of the treaty of Versailles that ended World War I to reflect the belief that universal and lasting peace can be accomplished only if it is based on social justice.³⁹ International labour standards are legal instruments drawn up by the ILO's constituents (governments, employers and workers) and setting out basic principles and rights at work.

They are either:

1. **Conventions and Protocols**, which are legally binding international treaties that may be ratified by member States, or
2. **Recommendations**, which serve as non-binding guidelines⁴⁰

In many cases, a Convention lays down the basic principles to be implemented by ratifying countries, while a related Recommendation supplements the Convention by providing more detailed guidelines on how it could be applied.

Recommendations can also be autonomous, that is, not linked to a Convention.⁴¹

The ILO moved to Geneva in the summer of 1920, with France's Albert Thomas as its first Director. Nine International Labour Conventions and 10 Recommendations were adopted in less than two years. These standards covered key issues, including:

- i. hours of work⁴²
- ii. unemployment⁴³
- iii. maternity protection⁴⁴
- iv. night work for women⁴⁵

³⁴ International Labour Organization Convention (1919) No. 87

³⁵ *Ibid* No. 100, 111.

³⁶ *Ibid*, No. 29, 105, 138, 182

³⁷ *Ibid* No. 155, 187.

³⁸ *Ibid* No. 131.

³⁹ International Labour Organization 'History of the ILO' [History of the ILO | International Labour Organization](#) accessed February 20, 2025.

⁴⁰ ILO 'Conventions, Protocols and Recommendations' [Conventions, Protocols and Recommendations | International Labour Organization](#) accessed February 21, 2025.

⁴¹ *Ibid*

⁴² ILO Convention (1919) No.1

⁴³ *Ibid* No.2

⁴⁴ *Ibid* No. 3

⁴⁵ *Ibid* (Revised) 8) No. 89.

- v. minimum age⁴⁶
- vi. Night work for young persons.⁴⁷

A Committee of Experts was set up in 1926 to supervise the application of ILO standards. The Committee, which still exists today, is composed of independent jurists responsible for examining government reports and presenting each year to the Conference its own report on the implementation of ILO Conventions and Recommendations.⁴⁸

The Governing Body of the International Labour Office is the executive body of the International Labour Organization (the Office is the secretariat of the Organization). It meets three times a year, in March, June and November. It takes decisions on ILO policy, decides the agenda of the International Labour Conference, adopts the draft Programme and Budget of the Organization for submission to the Conference, and elects the Director-General.⁴⁹ Gilbert F. Houngbo was elected as the ILO's 11th Director-General by the organization's Governing Body in March 2022, for a five-year term. He took office in October 2022.⁵⁰

Globalized Economy

Since ancient times, humans have sought distant places to settle, produce, and exchange goods enabled by improvements in technology and transportation. But not until the 19th century did global integration take off. Following centuries of European colonization and trade activity, that first wave of globalization was propelled by steamships, railroads, the telegraph, and other breakthroughs, and also by increasing economic cooperation among countries. The globalization trend eventually waned and crashed in the catastrophe of World War I, followed by postwar protectionism, the Great Depression, and World War II.⁵¹ Globalization describes the growing interdependence of the world's economies, cultures, and populations, brought about by cross-border trade in goods and services, technology, and flows of investment, people, and information.⁵²

Economic globalization is one of the three main dimensions of globalization commonly found in academic literature, with the two others being political globalization and cultural globalization, as well as the general term of globalization.⁵³ Economic globalization refers to the widespread international movement of goods, capital, services, technology and information. It is the increasing economic integration and interdependence of national, regional, and local economies across the world through an intensification of cross-border movement of goods, services, technologies and capital.⁵⁴

Economic globalization refers to the increasing interdependence of world economies as a result of the growing scale of cross-border trade of commodities and services, flow of international capital and wide and rapid spread of technologies. It reflects the continuing expansion and mutual integration of market frontiers, and is an irreversible trend for the economic development in the whole world at the turn of the millennium.⁵⁵

Multinational corporations have become the main carriers of economic globalization. They are globally organizing production and allocating resources according to the principle of profit maximization. And their global expansions are reshaping macroeconomic mechanisms of the operation of the world economies. In 1996, there were altogether only more than 44,000 MNCs in the whole world, which had 280,000 overseas subsidiaries and branch offices. In 1997, the volume of the trade of only the top 100 MNCs already came up to 1/3 of the world's total and that between their parent companies and their subsidiaries took up another 1/3.⁵⁶

The enforcement of Labour rights in globalized economy is challenging due to disparities in labour law, weak regulatory frameworks and competitive pressure to lower production cost.

⁴⁶ *Ibid* No. 5

⁴⁷ *Ibid* No.6

⁴⁸ International Labour Organization 'History of the ILO' [History of the ILO | International Labour Organization](#) accessed February 20, 2025.

⁴⁹ International Labour Organization 'ILO Governing body' [ILO Governing Body | International Labour Organization](#) accessed February 20, 2025.

⁵⁰ International Labour Organization 'About the ILO- How the ILO works' [ILO Director-General | International Labour Organization](#) accessed February 20, 2025.

⁵¹ Peterson Institute for International Economics 'What is Globalization' [piie.com/microsites/globalization/what-is-globalization](#) accessed February 21, 2025.

⁵² *Ibid*.

⁵³ Babones, Salvatore 'studying Globalization: Methodological Issues' [Economic globalization - Wikipedia](#) accessed February 21, 2025.

⁵⁴ J. R. Mohan *International Business* (Oxford University Press 2009)

⁵⁵ G. Shangquan 'Economic Globalization: Trends, Risks and Risk Prevention'

https://www.un.org/en/development/desa/policy/cdp/cdp_background_papers/bp2000_1.pdf accessed February 21, 2025.

⁵⁶ *Ibid*.

An Overview of the Key provisions in the International Labour Organization

The International Labour Organization is a United Nations agency that sets global labour standards through conventions and recommendations. These provisions cover a wide range of workers' rights and labor policies, ensuring fair treatment, decent work conditions, and social protection.

Below is an overview of key provisions in the ILO's framework:

1. Fundamental Principles and Rights at Work

The ILO has identified eight fundamental conventions that set the foundation for global labor rights. These conventions cover:

a) Freedom of Association and Collective Bargaining⁵⁷

- i. ILO Convention No. 87 (Freedom of Association and Protection of the Right to Organize, 1948)
The Convention Grants workers and employers the right to form and join organizations without government interference.
- ii. ILO Convention No. 98 (Right to organize and Collective Bargaining, 1949)
The Convention Protects workers against anti-union discrimination and ensures their right to negotiate better conditions through trade unions.

b) Elimination of Forced and Compulsory Labour⁵⁸

- i. ILO Convention No. 29 (Forced Labour, 1930)
The Convention Prohibits all forms of forced or compulsory labor except in cases like military service or national emergencies.
- ii. ILO Convention No. 105 (Abolition of Forced Labour, 1957)
The Convention Bans forced labor used for political coercion, economic development, or discrimination.

c) Abolition of Child Labour⁵⁹

- i. ILO Convention No. 138 (Minimum Age, 1973)
The convention sets the minimum legal working age at 15 years (or 14 in developing countries) to ensure education before employment.
- ii. ILO Convention No. 182 (Worst Forms of Child Labour, 1999)
The Convention Calls for the elimination of hazardous work, child trafficking, forced child labor, and other exploitative practices.

d) Elimination of Discrimination in Employment⁶⁰

- i. ILO Convention No. 100 (Equal Remuneration, 1951)
This convention ensures equal pay for equal work regardless of gender.
- ii. ILO Convention No. 111 (Discrimination in Employment and Occupation, 1958)
The Convention prohibits discrimination based on race, gender, religion, political opinion, or social origin.

2. Decent Work Conditions and Wages⁶¹

To promote fair wages and job security, the ILO has set standards on employment conditions:

- i. ILO Convention No. 131 (Minimum Wage Fixing, 1970)
The Convention establishes guidelines for setting fair minimum wages to protect low-income workers.
- ii. ILO Convention No. 95 (Protection of Wages, 1949)
It Prohibits unfair wage deductions and ensures timely payment of salaries.
- iii. ILO Convention No. 158 (Termination of Employment, 1982)
The convention requires justifiable reasons for terminating employment and provides workers with legal recourse.

3. Occupational Safety and Health⁶²

To ensure safe and healthy work environments, the ILO has adopted several conventions:

- i. ILO Convention No. 155 (Occupational Safety and Health, 1981)
The Convention requires governments and employers to ensure safe workplaces free from hazards.
- ii. ILO Convention No. 187 (Promotional Framework for Occupational Safety and Health, 2006)
The Convention Encourages national policies to improve workplace safety and reduce work-related accidents.
- iii. ILO Convention No. 81 (Labour Inspection, 1947)

⁵⁷ International Labour Organization Convention No. 87,98.

⁵⁸ *Ibid* No. 29, 105.

⁵⁹ *Ibid* No. 138, 182.

⁶⁰ *Ibid* No. 100, 111.

⁶¹ *Ibid* No. 131, 95, 158.

⁶² *Ibid* No. 155, 187, 81.

The Convention Establishes labor inspection systems to enforce workplace health and safety laws.

4. Social Security and Employment Protection⁶³

The ILO promotes social protection for workers, ensuring job security and benefits:

- i. ILO Convention No. 102 (Social Security, 1952)
The Convention Establishes minimum standards for unemployment benefits, health insurance, and pensions.
- ii. ILO Convention No. 183 (Maternity Protection, 2000)
The Convention Provides at least 14 weeks of maternity leave and protects pregnant workers from dismissal.
- iii. ILO Convention No. 168 (Employment Promotion and Protection against Unemployment, 1988)
The Convention Sets guidelines for unemployment benefits and job placement programs.

5. Working Hours and Rest Periods⁶⁴

The ILO regulates working hours to prevent worker exploitation:

- i. ILO Convention No. 1 (Hours of Work, 1919)
The Convention Sets the standard 8-hour workday and 48-hour workweek limit.
- ii. ILO Convention No. 14 (Weekly Rest, 1921)
The Convention Requires that workers have at least 24 consecutive hours of rest per week.
- iii. ILO Convention No. 132 (Holidays with Pay, 1970)
The Convention Grants workers paid annual leave of at least three weeks per year.

6. Protection for Migrant and Informal Workers⁶⁵

The ILO also protects vulnerable workers, such as migrants and those in informal employment:

- i. ILO Convention No. 97 (Migrant Workers, 1949)
The Convention Ensures equal treatment for migrant workers regarding employment rights and social security.
- ii. ILO Convention No. 143 (Migrant Workers, 1975)
The Convention Protects migrants from exploitative working conditions.
- iii. ILO Recommendation No. 204 (Transition from Informal to Formal Economy, 2015)

The Convention Encourages governments to improve protections for informal workers.

The Influence of ILO Conventions on Workers' Rights

ILO standards contribute to the realization of economic, social and cultural as well as civil and political rights. The protection of rights at work is an integral part of fulfilling human rights obligations. Some ILO standards directly express human rights while others set benchmarks for the labour market institutions that are necessary for realizing human rights at work.⁶⁶ The International Labour Organization plays a pivotal role in shaping and promoting workers' rights on a global scale. Through its conventions and recommendations, the ILO establishes international labor standards designed to ensure fair treatment, safe working conditions, and social justice for workers worldwide.

The following can be presented as notable influences of the ILO on workers' rights⁶⁷

1. Establishment of International Labor Standards

The ILO has developed a comprehensive framework of conventions that member states can ratify, thereby committing to uphold specific labor standards. These conventions cover a wide array of topics, including working hours, occupational safety, and social security. By setting these benchmarks, the ILO provides a universal reference point for workers' rights, encouraging countries to align their national laws with international norms.

2. Promotion of Fundamental Principles and Rights at Work

In 1998, the ILO adopted the Declaration on Fundamental Principles and Rights at Work, which underscores four core labor standards⁶⁸

- i. Freedom of Association and the Right to Collective Bargaining: Empowering workers to form unions and negotiate collectively.
- ii. Elimination of Forced or Compulsory Labor: Prohibiting all forms of coerced labor.
- iii. Abolition of Child Labor: Eradicating labor practices that exploit children.

⁶³ *Ibid* No. 102, 183, 168.

⁶⁴ *Ibid* No. 1, 14, 132.

⁶⁵ *Ibid* No. 97, 143, 204.

⁶⁶ ILO International labour standards as human rights' [International labour standards as human rights | International Labour Organization](#) accessed February 21, 2025.

⁶⁷ ILO 'ILO Declaration on Fundamental Principles and Rights at Work' [ILO Declaration on Fundamental Principles and Rights at Work | International Labour Organization](#) accessed February 21, 2025.

⁶⁸ n (28)

- iv. Elimination of Discrimination in Respect of Employment and Occupation: Ensuring equal opportunities and treatment for all workers.

These principles are considered universal, obligating all member states to respect and promote them, regardless of whether they have ratified the specific conventions.

3. Impact on National Legislation

Ratification of ILO conventions often necessitate that countries amend or enact national laws to comply with international standards. This process leads to the enhancement of workers' rights domestically, as governments integrate ILO principles into their legal frameworks. For instance, many countries have adopted laws that align with ILO conventions on minimum wage, occupational health and safety, and non-discrimination.

4. Monitoring and Enforcement

The ILO employs supervisory mechanisms to monitor the implementation of its conventions. Member states are required to submit regular reports detailing their compliance efforts. Additionally, the ILO provides technical assistance and capacity-building to help countries address challenges in enforcing labor standards. This oversight ensures that commitments translate into tangible improvements in workers' rights.

5. Global Advocacy and Awareness

Through campaigns, research, and partnerships, the ILO raises awareness about labor issues and advocates for the continuous improvement of workers' rights. Its initiatives have brought global attention to issues such as forced labor, child labor, and workplace discrimination, prompting collective action from governments, employers, and workers' organizations.

In summary, the ILO's conventions serve as foundational instruments in the promotion and protection of workers' rights globally. By setting international standards, influencing national legislation, and fostering a culture of compliance and advocacy, the ILO significantly contributes to the advancement of fair and equitable labor practices worldwide.

The Effects of Globalization on Labour standards and working Conditions

1. The Impact of Globalization on Labour Laws and Regulations

The impacts of globalization on labor laws and regulations will be discussed under the following two subheadings;

1.1 Changes in Labor Standards and Labour Rights

Labour standards and labour rights have undergone significant changes in recent decades due to globalization and economic integration. While globalization has brought about several benefits, including increased trade and investment, it has also led to significant changes in the nature of work and employment. This has had a significant impact on labor standards and labor rights, both at the national and international level.⁶⁹

One of the most significant changes in labour standards and labour rights has been the increasing importance of international labour standards. International labour standards are principles and rules established by the International Labor Organization that sets minimum standards for the treatment of workers. These standards cover a wide range of issues, including freedom of association, collective bargaining, child labour, forced labor, discrimination, and working conditions.⁷⁰ The ILO has been instrumental in promoting and enforcing these standards, and its work has contributed to the development of national labour laws and regulations in many countries.⁷¹

Another significant change in labour standards and labour rights has been the increasing importance of corporate social responsibility. CSR refers to the voluntary actions that companies take to address social and environmental issues, including labour standards and labour rights. Many multinational corporations have adopted CSR policies and practices that aim to improve labour standards and labor rights in their operations and supply chains.⁷² However, despite these positive developments, globalization has also led to significant challenges for labour standards and labour rights. One of the most significant challenges has been the erosion of labour standards in many developing countries due to increased competition and a race to the bottom. This has led to a downward pressure on wages and working conditions, as well as an erosion of workers' rights and protections.⁷³

1.2 Impact of globalization on minimum wage laws

Globalization has had a significant impact on minimum wage laws in many countries around the world. Minimum wage laws are policies that set a minimum wage that employers must pay to their workers. These policies are designed to protect workers from

⁶⁹ International Labour Organization, 'The Benefits of International Labour Standards' (2015) [The benefits of International Labour Standards | International Labour Organization](#) accessed February 21, 2025.

⁷⁰ International Labor Organization, 'Introduction to International Labour Standards' | [International Labour Organization](#) accessed February 21, 2025.

⁷¹ *Ibid*

⁷² G. Gereffi, & others, 'The Governance of Global Value Chains' (2005) 12 *Review of International Political Economy*

⁷³ A. Harrison and J. Scorse, 'Multinationals and Anti-Sweatshop Activism' (2010) 100 (1) *American Economic Review* 247—273.

exploitation and to ensure that they receive a fair wage for their labour. However, globalization has led to several challenges to minimum wage laws, including increased competition, outsourcing, and the shifting of production to countries with lower labour cost.⁷⁴

One of the most significant impacts of globalization on minimum wage laws has been the increasing competition between countries for investment and trade. This has led to a race to the bottom in terms of wages and working conditions, as countries try to attract investment by offering lower labor costs.⁷⁵ This has made it difficult for countries to maintain high minimum wages, as they are often seen as a barrier to investment and competitiveness.⁷⁶ Another significant impact of globalization on minimum wage laws has been the outsourcing of jobs to countries with lower labour costs. This has been particularly significant in manufacturing industries, where production has been shifted to countries such as China and Bangladesh, where labour costs are much lower than that in developed countries.⁷⁷ This has led to a decline in manufacturing jobs in developed countries, as well as a downward pressure on wages in those countries.⁷⁸

2. The Impact of Globalization on Wages and Income Inequality

The impact of globalization on wages and income inequality will be looked into in two folds, namely;

2.1 Examining Wage Differentials across Countries

Wage differentials refer to the variations in wages or salaries paid to workers for the same or similar jobs across different countries. These wage differentials have been a topic of interest within labour economics, as they reflect the underlying factors that determine wage levels in different countries. In this discussion, we will examine the factors that contribute to wage differentials across countries and their implications.

One of the primary factors that contribute to wage differentials across countries is the difference in the level of economic development. Countries that are more economically developed tend to have higher wage levels due to factors such as higher productivity, greater demand for skilled labor, and better technology.⁷⁹ On the other hand, countries that are economically less developed tend to have lower wage levels due to lack of investment in human capital and lower productivity levels.⁸⁰

Another factor that contributes to wage differentials across countries is the difference in labour market institutions and regulations. Countries that have strong labour market institutions such as labour unions and collective bargaining tend to have higher wage levels due to the ability of workers to negotiate for higher wages and better working conditions.⁸¹ In contrast, countries that have weak labour market institutions and regulations tend to have lower wage levels, as workers are not able to negotiate effectively for better wages.⁸² A third factor that contributes to wage differentials across countries is the difference in the level of globalization and international trade. Countries that are more open to international trade tend to have higher wage levels due to the greater demand for labor and the transfer of technology and skills.⁸³ On the other hand, countries that are less open to international trade tend to have lower wage levels due to lack of competition and access to new technologies and skills.⁸⁴

In conclusion, examining wage differentials across countries is essential in understanding the underlying factors that contribute to wage levels in different countries. The factors discussed in this discussion, such as the level of economic development, labor market institutions, and globalization, are just a few of the many factors that contribute to wage differentials.

⁷⁴ *Ibid*

⁷⁵ A. Harrison and J. Scorse, 'Multinationals and Anti-Sweatshop Activism' (2010) 100 (1) *American Economic Review* 247—273.

⁷⁶ *Ibid*.

⁷⁷ ILO, 'Globalization Changes the Face of Textile, Clothing and Footwear Industries' (1996) https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_008075/lang--en/index accessed February 21, 2025.

⁷⁸ Barend A de Vries, 'High Cost of Industry in Developing Countries—Causes and Remedies' (1969) 0006 *Finance & Development* <https://www.elibrary.imf.org/view/journals/022/0006/004/> accessed February 21, 2025.

⁷⁹ Erica Field, 'Entitled to Work: Urban Property Rights and Labor Supply in Peru', (2007) 4(122) *Quarterly Journal of Economics* 1561—1602.

⁸⁰ Erica Field, 'Entitled to Work: Urban Property Rights and Labor Supply in Peru', (2007) 4(122) *Quarterly Journal of Economics* 1561—1602.

⁸¹ Indermit Gill and Homi Kharas, *An East Asian Renaissance: Ideas for Economic Growth* (World Bank 2007) <http://hdl.handle.net/10986/6798> accessed February 21, 2025.

⁸² *Ibid*.

⁸³ David H Autor, David Dorn and Gordon H Hanson, 'The China Syndrome: Local Labor Market Effects of Import Competition in the United States' (2013) 103 *American Economic Review* 2121.

⁸⁴ *Ibid*.

2.2 Impact of globalization on the gender wage gap

The gender wage gap refers to the difference in earnings between men and women in the labour market. While the gender wage gap exists in all countries, the extent of the gap varies across countries and has been shown to be influenced by globalization.⁸⁵ One of the ways in which globalization affects the gender wage gap is through changes in the demand for different types of labour. With globalization, there has been a shift in demand towards industries that require skills such as communication, technical knowledge, and problem-solving abilities. These skills are typically associated with higher-paying jobs and are more commonly found among men than women,⁸⁶ due largely to the substantive inequality between men and women. As a result, globalization has led to an increase in the gender wage gap in these industries.

Globalization has also led to an increase in the number of women entering the labour force, particularly in developing countries. However, this has not necessarily translated into a decrease in the gender wage gap. In many cases, women are employed in low-paying, low-skilled jobs that are vulnerable to fluctuations in the global market.⁸⁷ This has resulted in a widening of the gender wage gap in many developing countries, where women are concentrated in industries that are affected by globalization, such as the textile and garment industries.⁸⁸

There is evidence that globalization can also have a positive impact on the gender wage gap. For instance, globalization has led to an increase in educational opportunities for women, which has resulted in a greater supply of skilled female workers.⁸⁹ This has led to an increase in demand for female workers in certain industries, which has helped to reduce the gender wage gap.⁹⁰ In addition, globalization has led to the adoption of gender-sensitive policies in some countries, such as the promotion of equal pay for equal work and the provision of parental leave.⁹¹

3. The Impact of Globalization on Working Conditions

The impact of globalization on working conditions will be discussed under the following subheadings;

3.1 Changes in Working Hours and Work-life Balance

The globalization of the economy has led to changes in working hours and work-life balance for many workers around the world. These changes have been driven by a number of factors, including advances in technology, increased competition, and the growing importance of flexible work arrangements.⁹²

One of the most significant changes in working hours has been the increase in the number of hours worked by many employees. This is particularly true for those in high-skilled, high-paying jobs, who are often expected to work longer hours in order to meet the demands of global competition.⁹³ This trend has been accompanied by a decline in the number of hours worked by lower-skilled workers, who are more likely to be employed in industries that have been affected by globalization, such as manufacturing.⁹⁴ This has resulted in a growing divide between high-skilled and low-skilled workers, and has raised concerns about inequality in the labor market.⁹⁵

Globalization has also led to changes in work-life balance, as workers are increasingly expected to be available to work outside of traditional working hours. Advances in technology have made it easier for workers to work remotely and to communicate with colleagues and clients around the world. While this has increased flexibility and autonomy for many workers, it has also led to a blurring of the boundaries between work and personal life.⁹⁶ Workers may feel pressured to be available for work-related tasks at all times, which can lead to increased stress and burnout.⁹⁷

⁸⁵ Francine D Blau and Lawrence M Kahn, 'The Gender Wage Gap: Extent, Trends, and Explanations' (2017) 55 Journal of Economic Literature 789

⁸⁶ Claudia Goldin, 'A Grand Gender Convergence: Its Last Chapter' (2014) 104 American Economic Review, 1091

⁸⁷ Rania Antonopoulos, 'The Unpaid Care Work-Paid Work Connection' (2008) SSRN Electronic Journal.

⁸⁸ *ibid.*

⁸⁹ Sirous Tabrizi, 'Does Globalization Improve Women's Educational Status?' (2019) 8(2) International Journal of Technology and Inclusive Education.

⁹⁰ Asrif Hossain and others, 'Does Globalization Encourage Female Employment? A CrossCountry Panel Study' (2022) 3 World 206.

⁹¹ World Bank, 'Overview' (2018) <https://www.worldbank.org/en/topic/gender/overview> accessed February 21, 2025.

⁹² Max Mockett, 'A Future of Work Report the Benefits of Flexible Working Arrangements' (2012) [The Benefits of Flexible Working Arrangements](#) accessed February 21, 2025.

⁹³ Jeffrey Greenhaus and Tammy Allen, 'Work-Family Balance: A Review and Extension of the Literature' in James Campbell Quick and Lois E Tetrick (eds) Handbook on Occupational Health Psychology (American Psychological Association 2011).

⁹⁴ Matthew J. Slaughter and Phillip Swagel, 'The Effect of Globalization on Wages in the Advanced Economies' 'International Monetary Fund' [IMF Publications](#) accessed February 21, 2025.

⁹⁵ *Ibid.*

⁹⁶ Yannick Griep and others, 'Technology in the Workplace: Opportunities and Challenges' (2021) Flexible Working Practices and Approaches 93

⁹⁷ *Ibid.*

In conclusion, globalization of the economy has led to significant changes in working hours and work-life balance for many workers around the world. While these changes have provided greater flexibility for some workers, they have also led to concerns about inequality and the blurring of boundaries between work and home life. Policymakers and employers must take into account these complex effects of globalization on working hours and work-life balance and implement policies that promote greater flexibility and work-life balance for all workers.⁹⁸

3.2 Impact of Globalization on Workplace Safety and Health

Globalization has had a profound impact on workplace safety and health around the world. As companies expand their operations globally, they are often faced with different legal and regulatory environments, as well as cultural norms that can affect workplace safety and health.⁹⁹

One of the main impacts of globalization on workplace safety and health has been the increasing prevalence of global supply chains.¹⁰⁰ This has led to an increase in outsourcing and subcontracting, which can make it more difficult for companies to ensure that their suppliers and contractors are meeting safety and health standards.¹⁰¹ For example, companies that outsource their manufacturing to other countries may have less control over the working conditions and safety practices of their suppliers. This can lead to a greater risk of accidents and injuries, as well as long-term health effects such as exposure to hazardous substances.¹⁰²

Another impact of globalization on workplace safety and health has been the growing use of temporary and contract workers. These workers often have less job security and are more likely to work in hazardous conditions than permanent employees.¹⁰³ This can lead to a higher risk of accidents and injuries, as well as long-term health effects such as stress and fatigue.¹⁰⁴ In response to these challenges, many countries and organizations have implemented regulations and guidelines aimed at improving workplace safety and health. For example, the International Labour Organization has developed several conventions and recommendations aimed at promoting safe and healthy working conditions for all workers, regardless of their employment status.¹⁰⁵

However, there are also concerns that globalization has led to a race to the bottom in terms of workplace safety and health standards. Companies that are focused on minimizing costs and maximizing profits may prioritize cost-cutting measures over the safety and health of their workers.¹⁰⁶ This can lead to a culture of risk-taking and disregard for safety and health standards, which can have serious consequences for workers.

Challenges Faced by International Labour Organizations

While the International Labour Organization has been instrumental in promoting workers' rights globally, its conventions and operations face several challenges and criticisms:

1. Declining Standard-Setting Role

Critics point out that the ILO's influence in establishing new labor standards has diminished over time. The rate of adoption for new conventions has slowed, and existing ones often see low ratification rates. This trend raises concerns about the organization's relevance in addressing contemporary labor issues.¹⁰⁷

2. Low Ratification and Implementation Rates

Many ILO conventions suffer from low ratification by member states. Even when countries ratify these conventions, effective implementation remains a significant hurdle. Factors contributing to this include:¹⁰⁸

⁹⁸A. I Uwadinma "Effects of Globalization on Labor Standards and Working

Conditions" <https://www.banglajol.info/index.php/DULJ/article/download/72329/48252/201242> accessed February, 21 2025.

⁹⁹ Maud MTE Huynen, Pim Martens, Henk BM Hilderink, 'The health impacts of globalisation: a conceptual framework' (2005) 1(14) Global Health.

¹⁰⁰ *Ibid*

¹⁰¹ Michael Quinlan and Claire Mayhew, 'The Effects of Outsourcing on Occupational Health and Safety: A Comparative Study of Factory-Based Workers and Outworkers in the Australian Clothing Industry' (1999) 29 International journal of health services: planning, administration, evaluation 83—107.

¹⁰² *Ibid*.

¹⁰³ 'Non-Standard Forms of Employment (Non-Standard Forms of Employment)' <https://www.ilo.org/global/topics/non-standard-employment/lang--en/index.htm> accessed February 21, 2025.

¹⁰⁴ *Ibid*.

¹⁰⁵ International Labour Organization, 'Safety and Health at Work' <https://www.ilo.org/global/topics/safety-and-health-at-work/lang--en/index.htm> accessed February 21, 2025.

¹⁰⁶ Drusilla K Brown, Alan V Deardorff and Robert S Stern, 'The Effects of Multinational Production on Wages and Working Conditions in Developing Countries' (2003) University of Chicago Press eBooks 279

¹⁰⁷ Open Edition Journals 'The ILO'S Role in Global Governance: Limits and Potential' [The ILO's Role in Global Governance: Limits and Potential](#) accessed February 21, 2025.

¹⁰⁸ SSRN 'Emerging Challenges of International Labour Organization (ILO)' [Emerging Challenges of International Labour Organization \(ILO\) by Joydip Dey :: SSRN](#) accessed February 21, 2025.

1. Resource Constraints: Developing nations may lack the financial and administrative capacity to enforce labor standards effectively.
2. Political Will: Some governments may prioritize economic growth over labour rights, leading to inadequate enforcement.
3. Legal and Cultural Barriers: Existing national laws or cultural practices might conflict with ILO standards, hindering adoption and implementation.

3. Perceived Lack of Representativeness

The ILO operates on a tripartite structure, including governments, employers, and workers. However, there are concerns about the genuine representation within this framework:

1. Dominance of Certain Groups: In some countries, employer or government interests may overshadow workers' voices, leading to imbalanced decision-making.
2. Exclusion of Informal Sector Workers: A significant portion of the global workforce operates in the informal sector, which often lacks representation in ILO discussions.¹⁰⁹

4. Challenges in Monitoring and Enforcement

Ensuring compliance with ILO conventions is a persistent challenge:

1. Reliance on Self-Reporting: The ILO often depends on member states to self-report their compliance, which can lead to underreporting or misrepresentation.
2. Limited Enforcement Mechanisms: The ILO lacks robust mechanisms to enforce compliance, relying instead on moral persuasion and dialogue.¹¹⁰

5. Globalization and Labour Standards

The rapid pace of globalization presents additional challenges:

1. Race to the Bottom: To attract foreign investment, some countries may lower labour standards, undermining ILO conventions.
2. Complex Supply Chains: Multinational corporations operate across multiple jurisdictions, making it difficult to enforce consistent labor standards.¹¹¹

6. Overambitious Mandate

Some argue that the ILO's broad mandate may dilute its effectiveness:

1. Resource Allocation: Attempting to address a wide range of labor issues can stretch the organization's resources thin, impacting the quality of interventions.
2. Focus and Prioritization: Balancing diverse objectives may lead to challenges in setting clear priorities and achieving measurable outcomes.¹¹²

In summary, while the ILO has made significant strides in advocating for workers' rights, it faces ongoing challenges related to representation, enforcement, globalization, and resource allocation. Addressing these issues is crucial for the organization to maintain its relevance and effectiveness in the evolving global labor landscape.

CONCLUSION

The International Labour Organization has been instrumental in establishing and promoting global labor standards aimed at safeguarding workers' rights. Through its conventions and recommendations, the ILO has provided a framework for member states to enhance labour laws and practices, addressing issues such as forced labour, child labour, discrimination, and the right to collective bargaining. Over the years, the ILO has been instrumental in promoting key labour rights, such as freedom of association, collective bargaining, the elimination of forced and child labour, and workplace equality. Many countries have integrated these principles into their legal systems, leading to notable improvements in workers' rights.

However, despite these achievements, the paper has identified several challenges in the implementation and enforcement of ILO conventions. The uneven ratification of key conventions across different countries, the lack of effective enforcement mechanisms, and the dominance of economic interests over labor rights in some regions have hindered the full realization of these conventions. The globalized economy has further complicated the situation, as multinational corporations and international trade agreements

¹⁰⁹ Open Edition Journals 'The ILO'S Role in Global Governance: Limits and Potential' [The ILO's Role in Global Governance: Limits and Potential](#) accessed February 21, 2025

¹¹⁰ J.M Diller 'Three Challenges Facing International Labour Law' Vol. 101 (March 28-31,2007) 398-402 [Three Challenges Facing International Labor Law on JSTOR](#) accessed February 21, 2025.

¹¹¹ F. Poorsaied 'Examining the Functional Challenges of the International Labour System' [Examining the Functional Challenges of the International Labour System](#) accessed February 21, 2025.

¹¹² Open Edition Journals 'The ILO'S Role in Global Governance: Limits and Potential' [The ILO's Role in Global Governance: Limits and Potential](#) accessed February 21, 2025

often prioritize profit maximization over labour protections. This has contributed to issues such as labour outsourcing, wage suppression, and poor working conditions, particularly in developing countries.

While the ILO has made significant strides in promoting workers' rights, its effectiveness is ultimately dependent on the commitment of member states and other stakeholders to enforce and uphold its conventions. A more inclusive and coordinated approach is required to ensure that workers, regardless of their location or employment sector, enjoy fundamental labor protections in an increasingly interconnected global economy.

RECOMMENDATION

1. **Strengthen Monitoring and Enforcement Mechanisms:** The ILO should enhance its supervisory systems to ensure member states not only ratify but effectively implement conventions. This could involve regular audits, increased transparency, and public reporting to hold countries accountable.
2. **Capacity Building for Member States:** Providing technical assistance and resources to developing nations can aid in the adoption and enforcement of labour standards. Tailored support can help these countries align their national laws with international norms.
3. **Promote Social Dialogue:** Encouraging collaboration among governments, employers, and workers' organizations can lead to more effective implementation of labour standards. Social dialogue fosters mutual understanding and commitment to upholding workers' rights.
4. **Address Challenges of Global Supply Chains:** The ILO should develop strategies to manage labour rights issues arising from complex global supply chains. This includes advocating for corporate social responsibility and ensuring multinational enterprises adhere to established labour standards.
5. **Enhance Awareness and Education:** Raising awareness about the importance of labour rights among workers, employers, and the public can lead to greater demand for compliance and respect for ILO conventions. Educational programmes and campaigns can play a pivotal role in this endeavor.

By implementing these recommendations, the ILO can reinforce its mission to promote decent work and protect the rights of workers worldwide, adapting to the evolving challenges of the global labour landscape.

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