

ILSAMUN 2024

I L O

INTERNATIONAL
LABOUR ORGANIZATION

DISCUSSING THE CHALLENGES
FACED BY WOMEN IN THE
WORKPLACE



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LETTER FORM SECRETARY-GENERAL

Estemeed Participants,

I salute you on behalf of the ILSA Model United Nations Team of 2024 which shall be the fourth annual edition of ILSAMUN as its Secretary-General. It's utmost pleasure to lead a team which struggle to gather up a Model United Nations Conference that we all hope and with great determination schedule to be an intellectual gathering of minds that wish nothing but to become more sharpened rather than just a usual Model United Nations Conference.

Through relentless efforts, our aim has been to craft an enriching experience marked by intellectual exchange, robust debates, and indelible memories. It is a privilege to see this vision come to fruition with a team of dedicated individuals eagerly awaiting your arrival.

I truly believe that the Model United Nations Conferences shall be nothing but serve you to demonstrate the dynamics of the world with a different perspective, provide a chance to expand your knowledge and awareness on the matters. Without you, our efforts would be meaningless. Therefore I invite you to find the common ground and generate the sustainable solutions with your enthusiastic and active participation.

Finally, I as the Secretary-General of ILSAMUN, hereby welcome you all to this beginning of an unforgettable experience. I'm no one but the person who is looking forward to meet you for your valuable contributions.

Sincerely,

Ömer Faruk CAN

HISTORY OF THE INTERNATIONAL LABOUR ORGANIZATION

The International Labour Organization (ILO) was founded in 1919, marking over a century of its existence. It is one of the oldest specialized agencies of the United Nations. The organization's initial membership comprised nine representative countries: Cuba, France, Japan, Belgium, Czechoslovakia, Italy, Poland, the United Kingdom, and the United States. The organization's primary goal is to improve working conditions, promote decent work opportunities, enhance social protection, and strengthen dialogue on Labor-related issues between governments, employers, and workers.

The ILO is rooted in the belief that ensuring social security is a must. Hence In its first decade, ILO was primarily concerned with defining and promoting proper minimum standards of labor legislation for adoption by member states. Doing this was certain for the organization in times when post-war, economic depression and many more issues were arising. We could see it in the ILO Constitution Preamble (1919):

I. Universal peace can be established only if it is based on social justice, II. The failure of any nation to adopt humane labor standards may be an obstacle in the way of social justice improvements in other nations.

As the organization gained momentum, it recognized the need to address emerging issues, such as the social problems resulting from the liberalization of international trade, the prevalence of child labor, and the relationship between working conditions and environmental sustainability

To further its mission, the ILO relocated its headquarters from London to Geneva in 1920, where it remains to this day. In Geneva, the ILO became part of a unique network of international organizations dedicated to global cooperation and coordination. Among other organizations the ILO is unique for its fast growth in a short time, its approximately 175 member states are

represented by delegated governments, employers, and workers.

One unforgettable recognition of the ILOs came in 1969. The organization was awarded the Nobel Peace Prize for improving fraternity and peace among nations, pursuing decent work and justice for workers, and providing technical assistance to developing nations.

HISTORIC EVENTS

1.

Formation of the ILO (1919): Established as the first specialized agency of the League of Nations, the ILO aimed to promote social justice and improve working conditions globally.

2.

Maternity Protection Convention (1919): The ILO adopted this convention, recognizing the need for special protection for women during pregnancy and after childbirth.

3.

Equal Remuneration Convention (1951): The ILO emphasized equal pay for men and women for work of equal value to combat gender-based wage discrimination.

4.

Declaration of Fundamental Principles and Rights at Work (1998): The ILO issued this declaration, emphasizing core labor principles such as freedom of association, the elimination of forced labor, child labor abolition, and the elimination of employment discrimination.

Decent Work Agenda (1999): The ILO launched this framework to promote productive work, rights at work, social protection, and social dialogue for inclusive development.

6.

Global Campaign against Child Labor (1997-present): The ILO initiated a global campaign to eliminate child labor and ensure access to education for

children.

7.

Violence and Harassment Convention (2019): The ILO adopted this convention to address workplace violence and harassment, with a focus on protecting women's rights.

HOW THE ILO WORKS

The ILO aims to ensure that it serves the needs of working women and men by bringing together governments, employers and workers to set labor standards, develop policies and devise programs.

The ILO works through three main bodies;

The International Labor Conference (ILC): ILC is the highest decision making body of the ILO, it sets the labor standards and the broad policies of the ILO. It meets annually in Geneva. The ILC sets the policy direction of the organization, discussing and adopting conventions and recommendations on various labor topics.

Governing Body: It is responsible for implementing the decisions and policies established by the International Labor Conference. It meets three times a year in Geneva. Its main functions include supervising the application of international labor standards, formulating the ILO's budget and work program, and overseeing the activities of the International Labor Office.

International Labor Office (ILO): ILO is the permanent secretariat of the International Labor Organization. It supports the work of the International Labor Conference and the Governing Body by providing research, data, and technical expertise on labor-related issues.

KEY WORDS AND DEFINITION

Social justice: The fair and equitable distribution of opportunities,

resources, and benefits within a society, ensuring that all individuals have equal rights and access to basic needs, opportunities, and protections.

Environmental sustainability: The practice of using natural resources in a way that meets the needs of the present generation without compromising the ability of future generations to meet their own needs, while also minimizing negative impacts on the environment.

EEOC: The Equal Employment Opportunity Commission is a U.S. government agency responsible for enforcing federal laws that prohibit employment discrimination based on factors such as race, gender, religion, disability, and national origin.

BME: An acronym for Black and Minority Ethnic, referring to individuals who identify as belonging to racial or ethnic minority groups.

Social Discrimination: Treating a person or particular group of people in society differently, especially in a worse way from the way in which you treat other people, because of their skin color, sex, etc.

INTRODUCTION TO THE AGENDA ITEM

Discussing the challenges faced by women in the workplace.

In the early 20th century, the majority of women in the United States did not work outside the home, with those who did primarily being young and unmarried. During this era, the Census Bureau categorized only 20 percent of all women as "gainful workers," referring to labor force participation outside the home. Additionally, the statistics indicated that only 5 percent of married women fell into this category.

However, these figures fail to fully capture the economic contributions of married women beyond housekeeping and childrearing. Many married

women engaged in productive work within family businesses and contributed to the home production of goods, such as agricultural products, for sale.

Moreover, it is important to acknowledge that aggregate statistics obscure the diverse experiences of women based on race. At that time, African American women were approximately twice as likely to participate in the labor force compared to their white counterparts. This disparity was largely due to a higher likelihood of African American women remaining in the labor force even after getting married. The racial differences in labor force participation highlight the complex interplay of social and economic factors that influenced women's work patterns during this period.

While there have been significant advancements in women's participation in the workplace since the early 20th century, it is important to recognize that challenges persist in the present day. Despite progress, women continue to face various obstacles in the workplace. Let us now delve into a few of the many challenges that women encounter in their professional lives:

Female Representation

Despite progress in gender equality, women continue to be underrepresented at all levels of the workforce, from entry-level jobs to senior leadership roles. The Women in the Workplace 2018 report highlights the persisting disparities in representation, particularly for women of color. Research indicates that women of color are most likely to lag behind white men, non-white men, and white women in terms of representation.

In many organizations, the underrepresentation of women of color is particularly stark. For instance, the report reveals that women of color make up only 17% of entry-level roles, demonstrating a significant gap in the pipeline to higher positions. Furthermore, when it comes to C-Suite positions, the representation of women of color drops to a mere 4%. This lack of diversity not only hampers the progression of women of color but also limits the diversity of perspectives and experiences in decision-making

processes.

The issue of underrepresentation extends to senior management positions as well. Only 22% of senior managers are women, highlighting a significant gender gap in leadership roles. This underrepresentation of women in senior positions can perpetuate stereotypes, hinder career advancement, and limit opportunities for mentorship and sponsorship, which are crucial for professional growth.

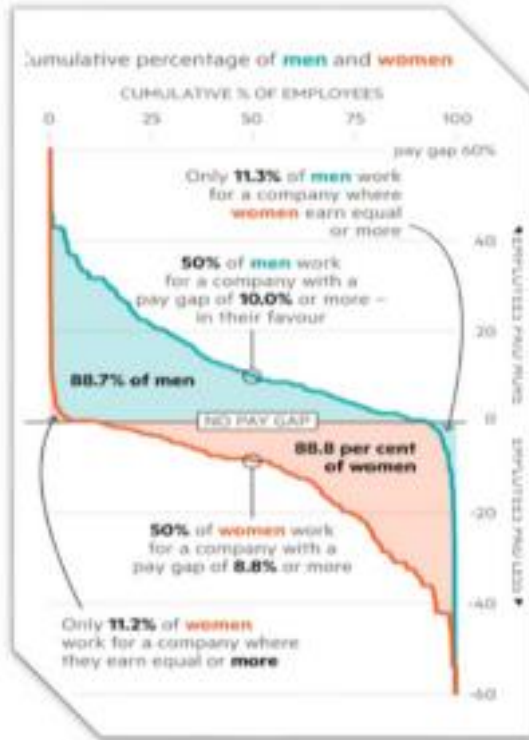
The promotion rates also reveal disparities between men and women. The same report highlights that only 38% of women are promoted to manager roles compared to 62% of men. This discrepancy suggests that women face barriers and biases that hinder their advancement into managerial positions. These barriers can include gender stereotypes, unconscious bias in performance evaluations, and limited access to opportunities for skill development and visibility.

It is worth noting that the attrition rates of men and women leaving their companies are relatively similar. Therefore, attrition alone cannot be solely blamed for the persisting gender inequality in the workplace. Instead, the issue lies in the systemic barriers and biases that hinder the progress and representation of women.

Addressing the underrepresentation of women requires a comprehensive understanding of the complex factors at play. It involves fostering awareness, promoting diversity and inclusion, and creating an environment that encourages equal opportunities for all employees. By recognizing and acknowledging these challenges, organizations can work towards creating a more inclusive and equitable workplace for women.

Wage Difference by Gender

One of the persistent challenges women face in the workplace is the wage gap. On average, women continue to earn less than their male counterparts. According to data from the U.S. Census Bureau, women in the United States earned 77.9 cents for every dollar earned by men. This gap in earnings has remained relatively unchanged over the years, indicating an ongoing disparity in pay.



Further research by PayScale in 2018 revealed that the average salary for women was about 22 percent lower than the average salary for men. This wage difference can have significant long-term consequences, affecting women's financial stability, retirement savings, and overall economic empowerment.

The struggle for equal pay is not limited to a specific country or region. For example, in India, the issue of gender-based wage disparity persists. The Bureau of Labor in India has found that there are significant differences in daily wages based on gender and sectors. In rural areas, in the agricultural sector, men earn an average daily wage of 264.05, while women earn only 205.32, indicating a considerable wage gap. Similarly, in non-agricultural sectors, the average daily wage for men is 271.17, whereas for women, it is 205.90.

These disparities in wages based on gender can be attributed to various factors, including occupational segregation, bias in hiring and promotion practices, and societal norms and expectations. Women often face barriers in accessing higher-paying jobs or may be confined to certain industries where

wages are typically lower.

The wage gap not only affects individual women but also has broader societal implications. It reinforces gender inequality, perpetuates economic disparities, and hampers overall economic growth and development. Closing the wage gap requires a collective effort from various stakeholders to address the underlying causes and ensure fair compensation for all individuals, regardless of gender.

Understanding and addressing the wage gap is crucial for achieving gender equality and creating inclusive work environments where everyone has equal opportunities and is recognized and compensated based on their skills and contributions. By raising awareness about this issue and working towards eliminating wage disparities, we can move towards a more equitable and just society for all.

Sexual harassment

The issue of sexual harassment in the workplace continues to be a significant concern, with numerous cases emerging involving women who have been subjected to both sexual and non-sexual forms of harassment. These cases encompass a range of behaviors, including unwanted verbal advances, visual harassment, nonverbal cues, and even physical abuse.

Studies have shed light on the prevalence of sexual harassment in various work settings. For instance, research has shown that 35% of women working in full-time corporate sector jobs have experienced sexual harassment during their careers. These distressing incidents can have severe consequences for the victims, affecting their mental well-being, job satisfaction, and professional growth.

One concerning aspect of sexual harassment is the underreporting of such incidents. According to a study conducted by the Equal Employment Opportunity Commission (EEOC), it is estimated that approximately 75% of women who experience hostile work environments resulting from harassment

choose not to report the incidents. This reluctance to report can stem from fear of retaliation, concerns about credibility, or a lack of faith in the efficacy of the reporting process.

In some cases, the power dynamics within an organization can further exacerbate the issue of sexual harassment. Particularly when the perpetrator holds a senior position, victims may face even greater barriers to reporting the harassment. Fear of negative repercussions, such as damage to one's reputation or career prospects, can discourage victims from coming forward and seeking justice.

Sexual harassment not only violates an individual's rights and dignity but also creates a toxic work environment that affects productivity and overall employee well-being. It is crucial for organizations to prioritize creating a safe and inclusive workplace culture that actively addresses and prevents instances of sexual harassment.

By recognizing the prevalence and impact of sexual harassment and fostering an environment where victims feel supported and empowered to report such incidents, organizations can take steps towards eradicating this pervasive issue. It is essential to promote awareness, provide comprehensive training on prevention and response, and establish clear and robust policies that condemn and address any form of harassment.

Creating a workplace free from sexual harassment requires collective efforts from employers, employees, and society as a whole. By addressing the underlying factors that contribute to these behaviors and advocating for a culture of respect and equality, we can work towards ensuring that every individual can thrive in a safe and respectful work environment.

Unemployment Penalty

The impact of unemployment on women during their child-rearing years is a significant concern. Women often face a longer unemployment penalty, making it more challenging for them to secure employment after taking extended

leaves. This penalty stems from biases and assumptions surrounding their commitment to work and potential interruptions due to caregiving responsibilities.

When women have not worked for a relatively short period, such as less than three months, the unemployment penalty is relatively low at 3.4 percent. However, if the duration of unemployment extends to over a year, the penalty increases to 7.3 percent. These penalties disproportionately affect women, further hindering their chances of reentering the workforce on equal footing.

The unemployment rates among specific age groups also shed light on the challenges faced by women. For instance, in the 20-29 age range, the rate of unemployed men who have been jobless for over 12 months stands at 4 percent. In contrast, the rate for women in the same age group is higher at 11 percent. Similarly, in the 30-44 age group, the disparity continues, with 10 percent of men and 20 percent of women experiencing unemployment. These figures demonstrate the persistent struggle faced by women in maintaining stable employment throughout their careers.

The consequences of these unemployment penalties and higher rates of joblessness for women have a direct impact on the gender pay gap. Women often face challenges in securing and maintaining senior positions, which can be attributed to the difficulties they encounter during periods of unemployment or career interruptions. The gender pay gap perpetuates the cycle, making it harder for women to attain higher positions and earn salaries commensurate with their qualifications and experience.

This imbalance not only hampers the professional growth and financial stability of women but also contributes to broader gender inequalities within the workforce. The underrepresentation of women in senior positions and the gender pay gap highlight the systemic barriers and biases that continue to hinder women's progress and limit their economic empowerment.

The Equal Employment Opportunity

Racial and ethnic discrimination in the workplace is a persistent issue, as evidenced by the 33.9 percent of workplace discrimination claims attributed to racial discrimination by the EEOC. This indicates the ongoing challenges faced by individuals from diverse racial backgrounds in their professional lives. Discrimination not only affects those directly targeted but also undermines the principles of equality and fairness necessary for an inclusive work environment.

Globally, the UK government's 2017 report revealed the potential economic benefits of fully utilizing black and minority ethnic (BME) talent. The report estimated that by providing equal opportunities and fully utilizing their skills, the UK economy could experience a significant boost of up to \$29 billion. This underscores the untapped potential and systemic barriers that hinder the full participation and contribution of individuals from diverse racial and ethnic backgrounds.

Women, in particular, encounter unique challenges resulting from racial and ethnic discrimination in the workplace. For instance, they may be subjected to comments suggesting that they do not conform to the organization's culture or work ethic, leading to their replacement by a white person. These discriminatory actions perpetuate harmful stereotypes and biases, restricting career opportunities for women and contributing to a lack of diversity and inclusivity in the workforce.

Race and ethnicity

Racial and ethnic discrimination in the workplace disproportionately affects women, adding an extra layer of complexity to their experiences. The Equal Employment Opportunity Commission (EEOC) has reported that racial discrimination claims account for a significant portion of workplace discrimination cases. Women of diverse racial backgrounds often face

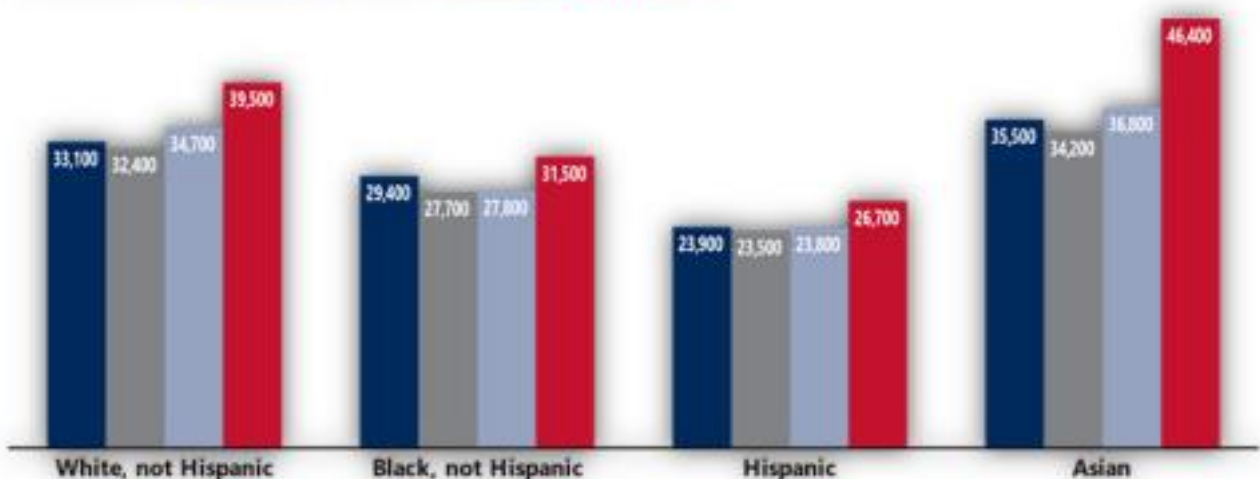
compounded biases, which further hinder their professional growth and opportunities.

Globally, the economic potential of fully utilizing the talents and skills of women from diverse racial and ethnic backgrounds remains largely untapped. Reports, such as the 2017 publication by the UK government, highlight the substantial economic benefits that could be achieved by embracing equal opportunities and maximizing the contributions of individuals from different racial and ethnic backgrounds.

However, women from these backgrounds continue to encounter barriers that limit their access to equal opportunities and hinder their career progression.

Within the workplace, women subjected to racial and ethnic discrimination may experience additional challenges that intersect with their gender identity. For example, they may face comments or actions suggesting that they do not conform to the organization's culture or work ethic, resulting in their replacement by individuals from the dominant racial or ethnic group. These experiences perpetuate harmful stereotypes, restrict career advancement, and contribute to a lack of diversity and representation in senior positions.

Real Median Annual Earnings of Women Aged 20–59 (in 2020 Dollars)
Two-year period: ■ 2005/2006 ■ 2010/2011 ■ 2015/2016 ■ 2019/2020



In conclusion

The year is 2023. The world is talking about progress and creating an

environment where all people are treated equally. But why stop when it comes to women? Now is the time to understand that it is about reducing gender distinctions and achieving political, economic, personal, and gender equality.

UN ACTIONS

1.

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): The UN has promoted and supported the implementation of CEDAW, an international treaty that aims to eliminate all forms of discrimination against women. This convention provides a comprehensive framework for advancing gender equality and women's rights, including in the workplace.

2.

Sustainable Development Goals (SDGs): The UN's SDGs include Goal 5, which specifically focuses on achieving gender equality and empowering all women and girls. Through this goal, the UN advocates for equal access to economic opportunities, decent work, and equal pay for work of equal value.

3.

Women's Empowerment Principles (WEPs): The UN has developed the WEPs in partnership with the International Labor Organization (ILO). These principles provide guidance to businesses on promoting gender equality and empowering women in the workplace. They encourage companies to adopt policies and practices that support women's advancement, including equal opportunities, fair treatment, and leadership development.

4.

UN Women: The establishment of UN Women in 2010 has been instrumental in advancing gender equality and women's empowerment globally. UN Women works to promote women's economic empowerment, including through initiatives such as the Women's Empowerment in

Agriculture Index and the We Empower Asia program that focuses on increasing women's participation in the private sector. 5.

Capacity Building and Technical Assistance: The UN provides capacity building support and technical assistance to governments, employers, and workers' organizations to strengthen their capacity in promoting gender equality and women's rights in the workplace. This includes training programs, workshops, and policy advice to support the implementation of gender-responsive policies and practice.

THE COUNTRIES STATS

United Kingdom

In the United Kingdom, efforts have been made to address the challenges faced by women in the workplace. Companies with over 250 employees are now required to report their gender pay gap figures annually, promoting transparency and awareness of gender pay disparities. This measure aims to initiate discussions and actions towards achieving pay equity. Additionally, the UK government has encouraged the representation of women in leadership roles through initiatives like the Hampton-Alexander Review. This review set targets for increasing the number of women in senior positions within FTSE 350 companies, with the goal of promoting diversity and equal opportunities in decision-making positions.

Despite these efforts, challenges persist. The gender pay gap remains a concern, with women earning less on average compared to men. This wage disparity highlights the need for continued action to address the underlying factors contributing to the gap, such as biased hiring practices and limited career advancement opportunities.

United States Of America

Efforts have been made in the United States to address the challenges faced by women in the workplace. Some states have implemented laws to promote pay equity and transparency, aiming to reduce the gender pay gap. These laws ensure that women receive equal pay for equal work, fostering a fairer and more equitable working environment.

Organizations like Catalyst and the 30% Club have also played a role in advocating for better gender balance in corporate leadership. Catalyst focuses on expanding opportunities for women in the workplace, while the 30% Club strives to increase female representation on corporate boards. However, challenges persist. The gender pay gap remains an issue, with women earning less on average than their male counterparts. Women also continue to face barriers in terms of advancement and representation in leadership roles.

Saudi Arabia

Saudi Arabia has made notable progress in enhancing women's participation in the workforce. The lifting of the ban on women driving in 2018 has expanded their access to employment opportunities. Initiatives such as the National Transformation Program and Vision 2030 have been implemented to promote gender equality and empower women in various sectors. Vision 2030 aims to increase women's participation in the workforce from 22 percent to 30 percent, while institutions like the Saudi Arabian General Investment Authority and the Human Resources Development Fund provide support and resources for women in the labor market. Challenges remain, including cultural norms and gender stereotypes, but ongoing efforts are being made to promote gender equality and create a conducive environment for women to thrive professionally.

Pakistan

Pakistan faces challenges related to gender-based discrimination, cultural

norms, and limited access to education and employment opportunities for women. The government has taken steps to address these issues and promote women's rights in the workforce.

Initiatives such as the Protection against Harassment of Women at the Workplace Act aim to create safe working environments by prohibiting harassment and providing a framework for reporting and addressing incidents. Additionally, the Benazir Income Support Program provides financial assistance to vulnerable women, aiming to alleviate poverty and their economic empowerment.

However, cultural norms and societal expectations still influence gender roles and can hinder women's progress. Further action is necessary to challenge stereotypes, create inclusive work environments, and ensure equal opportunities for women across all sectors.

Germany

Germany has taken significant steps to promote gender equality in the workplace. These include legislation to address the gender pay gap, the Women's Quota Act, and programs that support work-life balance and affordable childcare. Germany has set a goal to achieve equal representation of women in leadership positions in the public sector by 2025.

Iran

Iran faces significant challenges in achieving gender equality in the workplace. Cultural norms and limited job opportunities create barriers for women's participation and advancement in various industries. Women in Iran encounter restricted access to diverse employment options, which hampers their ability to pursue rewarding and fulfilling careers. While the government has made some efforts to improve women's participation in sectors like education and healthcare, more work is needed to create equal employment opportunities across all industries. Enhancing women's rights and addressing

cultural norms that hinder their progress are crucial steps towards achieving greater gender equality in the Iranian workplace.

Iraq

In Iraq, gender equality in the workplace also faces significant obstacles. Cultural norms, security issues, and limited access to education and employment opportunities hinder women's full participation in the labor market. Women in Iraq encounter challenges in accessing quality education and finding meaningful employment. However, efforts have been made to address these issues. Initiatives promoting women's education and entrepreneurship have been implemented to empower women and create pathways for their economic independence. Legislative measures have also been introduced to protect women's rights in the workplace. Continued focus on breaking down cultural barriers, increasing access to education and employment opportunities, and ensuring equal rights for women is vital for achieving greater gender equality in the Iraqi workplace.

Turkey

Turkey has taken notable steps to address gender inequality in the workplace through legislative measures and supportive programs. The introduction of legislation to combat workplace harassment reflects the government's commitment to creating a safe and inclusive working environment for women. Additionally, initiatives like the Women Entrepreneurs Support Program provide valuable assistance to women who are starting their own businesses, promoting their economic empowerment and entrepreneurship. The Turkish Employment Agency has implemented various programs aimed at encouraging women's employment and supporting their career development. These initiatives recognize the importance of equal opportunities for women in the workforce and seek to overcome barriers that hinder their participation. By providing resources, training, and support, these programs

strive to enhance women's access to employment and promote their professional growth.

Japan

Japan is confronted with significant challenges when it comes to achieving gender equality and promoting women's participation in the workforce. Despite the implementation of initiatives like the Act on Promotion of Women's Participation and Advancement in the Workplace, various barriers persist.

Cultural norms and expectations continue to pose obstacles for women in Japan. Traditional gender roles often relegate women to domestic responsibilities, limiting their opportunities for career advancement. Additionally, the prevailing practice of long working hours in many industries makes it difficult for women to balance work and family life effectively. Limited access to affordable and high-quality childcare is another barrier that hinders women's full participation in the workforce. The lack of accessible childcare options makes it challenging for women with children to pursue careers and maintain a healthy work-life balance.

Russia

In an effort to address gender discrimination and promote equal pay, Russia has implemented robust laws in the workplace. These laws aim to create a fair and inclusive environment, where men and women have equal opportunities for career advancement. Furthermore, the government has taken proactive steps to support women's entrepreneurship by providing resources and assistance to help them succeed in business. Additionally, measures such as setting quotas for women in government bodies have been introduced to increase their representation in leadership positions. These comprehensive efforts underscore Russia's commitment to fostering gender equality and empowering women in the workplace.

QUESTIONS TO BE ANSWERED

How can the international community work together to ensure the rights of women's in workplace?

What role can the ILO and the other international organizations play in promoting and enforcing labor rights for women's in workplace?

How can the Media and civil society organizations play a role in raising awareness of the issues facing women's while working in Saudi Arabia?

How can we ensure that the voices of woman workers themselves are heard and taken into account in our discussions and recommendations?

Are there any ways to prevent gender pay gap from occurring in Iran in the first place ?

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