

ILO(International Labour Organization):

1.Ensuring social security protection for migrant workers:

Social security is a fundamental human right and as such is enshrined in the Universal Declaration of Human Rights (1948), the International Covenant on Economic, Social and Cultural Rights (1966), and other human rights-related UN instruments. The ILO defines social security protection as all those measures providing benefits to secure protection from the lack (or insufficiency) of work-related income caused by sickness, disability, maternity, injury, unemployment, old age, and similar. The notion covers also the lack of access to health care, family support and general provision of public services. Generally, the term “social protection” has a double function: on the one hand, it is used with a broader meaning that encompasses obligations among members of a community or society. On the other hand, it has a more precise meaning, meant as those policies addressing the most vulnerable members of a society. However, the ILO (and UN institutions) uses the two terms interchangeably. Globalization and the recent trends of migratory flows have boosted international labor mobility to unprecedented levels. This phenomenon brought about the issue of social protection for migrant workers, given that they are treated differently from “standard” national workers. International labor mobility is expected to keep growing due to the increased intensity of both “pull factors” (such as ageing in developed countries that spurs demand for labor, better political and social conditions, etc.) of destination countries, and “push factors” (e.g. climate change, economic crises, social and political intolerance, etc.) of origin countries. In 2015 there were 244 million international migrants of which over 150 million were migrant workers. Migration cannot be detached from the world of work as it represents a valuable opportunity for people to obtain decent working and living conditions. In addition to this, current social, political, and environmental challenges urge the implementation of effective policies of social protection sustainable in the long run.

2.Combating discrimination practices in the workplace:

Discrimination is defined under ILO Convention No. 111 as any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin (among other characteristics), “which has the effect of nullifying or impairing equality of opportunity and treatment in employment or occupation”. Millions of people suffer from discrimination in the working world, and oftentimes entire demographics suffer. This has been empirically shown by several pieces of research- Goldin & Rouse as well as Darity & Mason have shown that gender discrimination exists, even in a controlled workplace setting. For example, a test for studying racial discrimination by the Fair Employment Council of Greater Washington, found that white female candidates had higher chances of callbacks for interviews and job offers than black female testers--50% of white women were offered jobs, but only 11% of black women received job offers. Given that the only differentiating factor was likely race, it is safe to say that racial discrimination was at work. Not only is this a violation of basic human rights, it reflects the general discriminatory attitude of the populace in the form of blatant minority oppression. This latent prejudice brings about social and economic implications, for instance the widening of the income gap, thereby perpetuating poverty and inequality while worsening social tensions. Lessening discrimination could help the world dramatically decrease poverty and promote decent work for all.

