**Elements of ILO'S Organization Processes**

In determining the organization's general outcomes, ILO's generic activities have always been guided by key elements that ensure the set outcomes are met. Among the elements include Freedom of association that encourages an effective recognition of workers' rights, such as collective bargaining (Strang and Chang, 1993). As a result, many workers can freely associate with one another because all their rights are protected. In this way, it is easier for the organization to organize all its organizational processes to promote fairness in treating workers. The second element is the elimination of all forms of compulsory and forced labor. Compulsory and forced labor are considered one of the biggest threats that many workers face in various organizations. Thus, to eliminate such practices, ILO has set out different articles and clauses that guide other organizations on how employees should perform their duties. Elimination of discrimination is also another element that guides ILO's organizational processes. Eliminating discriminatory cases is meant to ensure that employment and occupation practices are conducted respectfully (Nielsen 1994, p. 827). The ILO'S fundamental principles are also key elements that determine how it organizes its processes. Principles are usually considered guidelines that every organization must follow to promote a conducive work environment for the workers (Bellace, 2001). Thus, without the elements, there are high chances that ILO may not realize a positive outcome in its organizational processes.

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