

Decent Work that Workers All Over the World Should Realize

Ying Ma*, Zhenfeng Ma

Dalian Ocean University, Dalian Liaoning, China

*Corresponding Author.

Abstract

ILO takes workers all over the world as its activity object, and it has actually achieved success in eliminating vicious and unjust reforms in many countries. In order to protect workers, the role of ILO will become more and more important. Decent Work was put forward as the central goal of the 21st century at the 87th ILO Conference. Decent Work is interpreted as a truly humanized working way like this, in which labor rights are protected, fair income can be obtained, social security is complete, safety, freedom and equality are ensured, and there is hope and dignity. Decent Work is a general and natural way of working, and all workers must realize that it is their own way of working.

Keywords: International Labour Organizatio, Decent Work, Labor treaty

I. Introduction

Decent Work was put forward as the central goal of the 21st century in the report of the former ILO Director when Somalia took office in 1999. In this report, Decent Work is interpreted as productive work with protected power, sufficient income and appropriate social security. Furthermore, in order to achieve this goal, four strategic goals are put forward: promoting labor rights, increasing employment, social security and social dialogue. Today, with the globalization of economy, workers in some countries and regions are in poor working conditions such as long hours, free overtime, overwork, low wages and unemployment. Therefore, Decent Work should indeed become the goal that the working people all over the world strive for in the 21st century.

II. International Labour Organization

2.1 The birth of ILO

The birth of ILO (International Labour Organization) can be traced back to the early 19th century. Robert Owen (1771 ~ 1858), an enlightened British capitalist, first advocated the necessity of international labor standards. With the development of the industrial revolution at that time, working conditions such as long-term labor, low wages and child labor became huge social problems. Therefore, in order to protect workers, Owen put forward the necessity for member States to conclude international minimum labor standards. Although these ideas and proposals were not realized immediately at that time, they had a great influence on the trend of the world.

On the one hand, from the late 19th century, labor organizations in various countries formed international labor organizations and launched international labor movements. At the appeal of Marx and Engels, the International Workers Association was founded in 1864. At the first meeting (1866), it was decided to limit the time of child labor and prohibit night labor, and advocated the necessity of international labor legislation. After that, international labor organizations such as the Socialist Association (1889) and the International Union of Labor Organizations (1889) continued to demand the adoption of international treaties on working conditions at various international conferences.

Driven by these international labor movements, the decisive impact on the birth of ILO was the Russian October Revolution. The October Revolution in Russia, which broke out in 1917, established the socialist country of the working class and gave great courage to the laborers and labor organizations all over the world [1].

2.2 Evolution of ILO

On October 19, 1919, the ILO held its first conference in Washington, adopted six treaties and six advisories, including the No.1 Labor Time (Industry) Treaty and the No.2 Unemployment Treaty, and appointed the Council. From the very beginning of its establishment to the Second World War, since the setting of international labor standards was the central activity of ILO, the adoption rate of treaties and advice was very high at that time. During the 20 years from 1919 to 1939, the number of adopted treaties reached 67.

However, in the Second World War, ILO activities were forced to stagnate. Most of the main staff in Geneva headquarters have moved to Canada. From the beginning of the Second World War in 1940 to the end of the war in 1945, no treaty was adopted. In April 1944, at the end of World War II, the 26th ILO Conference was held in Philadelphia, USA. In order to deal with the world problems after the Second World War, the ILO Charter was revised by summing up the previous experience and lessons. In particular, the Declaration on the Purpose of International Labor Organs, or Philadelphia Declaration, was adopted in the form of reconfirming the ILO goals. The content of this declaration consists of "labor is not a commodity", "freedom of expression and association is indispensable for continuous progress", and "for the prosperity of all, part of poverty is dangerous". This declaration is of great significance in the history of ILO. At that time, President Roosevelt spoke highly of the Philadelphia Declaration, saying that "the Philadelphia Declaration is a summary of an era after the Second World War, and it should have the same historical value as the American Declaration of Independence".

After the Second World War, the old League of Nations was disintegrated and the International Union was established. As a specialized agency under ILO, the focus of its activities has shifted to technical cooperation. Therefore, ILO won the Nobel Peace Prize in 1969, the 50th anniversary of its founding. Chairman Leonis of the Nobel Committee delivered a speech at the award ceremony. "Today, looking around our world every day, we must admit that most ILO goals in the industrialized world have been achieved. ILO has achieved success in eliminating vicious and unjust reforms in many countries".

Since 1970s, with the globalization of economy and the establishment of WTO, great changes have taken place around the ILO environment. Especially in the 1980s, even after 1990s, with the progress of globalization, ILO carried out its activities with the goal of fair global rules.

ILO was originally established by capitalist countries to fight against the socialist regime, but now the socialist countries have become the object of joining, which is its progressive side. Now, regardless of capitalist countries, socialist countries, developed countries or developing countries, ILO takes laborers all over the world as its target. With special emphasis on poverty in developing countries.

Moreover, in terms of treaties, the ILO Council conducted a thorough investigation of all the old treaties adopted before 1985 from 1995 to 2002. Because there are some things in these treaties that don't meet the present needs, that is, they fall behind the times. Therefore, ILO itself is also aware of the problems existing in treaties and expects the adoption and correction of these weighty treaties.

2.3 The necessity of ILO

With the development of economic globalization, the economies of all countries in the world are growing. However, in some developed capitalist countries, the working conditions and living standards of workers are gradually declining. If we sit idly by, it is impossible to achieve sustained economic growth. In the short term, employers cut costs and brought high profits by reducing working conditions. For countries, lower labor costs are beneficial in international competition. However, in the long run, workers gradually lose their desire to work hard, and it is impossible to maintain the employment of highly skilled workers in highly productive industries. The

decline of technical level and even the low wages of workers will lead to the low consumption. In a word, the negative impact is enormous, and ultimately the economic development cannot be realized. Moreover, from the perspective of the whole world, as a result of this competition, the whole labor standard will continue to decline, thus hindering economic development. Therefore, in order to maintain the sustainable development of economy, it is necessary to maintain or even improve labor standards.

However, if only one country complies with ILO labor standards, it will become a loser in international competition. Some experts pointed out that under the increasingly intensified international competition of economic globalization, it is very difficult for only one country to maintain high labor standards. Therefore, in order for countries to keep pace, fair international standards are needed.

Moreover, as a result of this unequal economic growth, many people feel uneasy about their lives. Poverty and inequality may threaten social stability and even cause disputes. As Anson, the 8th-generation ILO Director, pointed out, it is dangerous for countries to underestimate the power of social and labor policies in the development of economic globalization.

In this context, ILO is actively fighting. As an initial attempt, ILO set up the World Committee on the Social Dimension of Globalization. The Committee indicated that the rules of the global economy should aim at improving the rights, life, security and opportunities of people, families and regional societies all over the world, and take the realization of fair and internationalized rules as the biggest task [2]. Therefore, it is conceivable that ILO will play an increasingly important role in protecting workers.

Furthermore, the tripartite constructivism possessed by ILO plays a great role on the basis of constructing fair globalization rules. For workers, they should be given the right to express their opinions and claim their own rights directly from the standpoint of enterprise equivalence. Moreover, because international labor standards are also formulated on the basis of agreement among the three parties, we expect it to change the inequality in the globalized society. Therefore, it will bring good influence to society and economy. At the same time, the realization of fair globalization rules should be the priority of ILO in the future.

III. Decent Work

It seems that there is no proper translation of this word in all countries of the world. For example, it is translated as "honourable work" in Chinese, "good work" in German and "work with labor value" in Japanese. Every language that has been translated has subtle differences. "decent" originally meant "of a good enough standard or quality", "honest and fair; treating people with respect" "acceptable to people in a particular situation". Adam Smith used the word "indecent" [3] in his book THE WEALTH OF NATIONS. Later, Amartya Sen quoted this word in the book development as freedom (1999) [4]. In addition, Weibull used the word "decency" many times in the book "The theory of the leisure class", such as "ideal of decency", "the standard of decency [5] and so on.

To sum up, the author interprets "decision work" as a truly humanized working way like this, which has the protection of labor rights, can obtain fair income, has complete social security, ensures safety, freedom and equality, and has hope and dignity. Some countries and regions in the world still have labor problems such as long-term labor, free overtime, overwork death, low wages, unemployment, etc., so it can be said that there is still a considerable distance from "decision work". The author thinks that "Decent Work" should have been a modern society, which should have been realized.

The connotation of "Decent Work" is to guarantee the equal rights, freedom rights, survival rights and labor rights of workers. Basic human rights. And, fundamentally speaking, ILO sets the minimum standards, so it cannot be said that it is a luxury. Therefore, Decent Work is a general and natural way of working, and all workers must realize that it is their own way of working.

However, not only ordinary workers, but also trade unions in some countries don't understand the word "decision work". In some developed capitalist countries, they even mistakenly believe that Decent Work is a subject of developing countries, which has nothing to do with them. However, in some developed capitalist countries, problems such as long-term labor, free overtime, overwork death, low wages and unemployment are becoming more and more serious. Isn't this a topic that Decent Work, which is a truly humanized working way like this, should realize, that is, "labor rights are protected, fair income can be obtained, social security is complete, safety, freedom and equality are guaranteed, and there is hope and dignity"? Therefore, not only workers, but also the state and employers should first regard Decent Work as a very general and natural way of working.

IV. Conclusion

To sum up, decision work is the goal of labor mode that can be realized by all workers in the world. It is an abstract and generalized concept. Not only developing countries, but also developed countries with advanced social welfare. Every country in the world should formulate a Decent Work program in line with its own national conditions, so as to improve the working conditions of workers all over the world.

References

- [1] N. Valticos, International Labour Law, 1979.
- [2] "International Labour Office Geneva, Rules of the game: A brief introduction to International Labour Standards, " International Labour Office Geneva, 2005.
- [3] A. Smith, "The Wealth of Nations, Random House," Originally published in 1776 by The Modern Library, 1937.
- [4] A. Sen, "Development as Freedom," Oxford, 1999.
- [5] T. Veblen, "The Theory of the Leisure Class, Transaction Publishers," Originally published in 1899 by The Macmillan Company, 1991.