

## MAJOR OBJECTIVE OF DECENT WORK-ILO

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### Abstract

*The International Labor Organization was founded in 1919 by the Treaty of Versailles, which has as its mission the development of policy and programs for nations that work and employment opportunities. Its main objectives are to promote rights at work, promoting access to decent jobs, strengthening social protection and social dialogue.*

*The concept of "decent work" was released in 1999 by this organization, aimed at formulating an international objective of promoting new jobs and improve working conditions with for fundamental right at work.*

*At the base of defining decent work are the four strategic objectives of the ILO, namely: the right to work, employment, social protection and social dialogue.*

**Key words:** decent work, tripartism, social protection, social dialogue.

**JEL Classification:** J7, J8

### I. INTRODUCTION

The world today faces many of the labor shortages, they manifest as unemployment, employment or unproductive workers rights respected.

The concept of decent work has the advantage of concentrating the various dimensions of work: work, rights at work, social protection, equality between women and men at work.

Decent work means productive work in which rights are protected, which generates an adequate income, with adequate social protection ([www.ilo.org.com](http://www.ilo.org.com)).

This concept includes the contribution that work on the one hand contribute to economic development and, on the other hand, social integration and individual development ([www.munca.decenta](http://www.munca.decenta)).

Promoting decent work is the central objective of the International Labor Organization (ILO) and the International Trade Union Confederation (ITUC) which describes decent work as "opportunities for women and men to obtain decent and productive employment in conditions freedom, equity, security and human dignity" ([www.munca.decenta](http://www.munca.decenta)).

Decent Work expresses peoples aspirations on:

- opportunities for productive and gainful work correctly;
- safety at work;
- equal opportunities for women and men;
- freedom of expression;
- opportunities for professional development ([www.adoshrom.ro/munca-decenta](http://www.adoshrom.ro/munca-decenta)).

The concept of decent work, proposed by the International Labor Organization, has as purpose formulating an objective on promote new jobs, and improve working conditions and respect fundamental rights laid down in the conventions of this organization.

This organization has a tripartite structure that is considered as an international tribunal for everyone connected with the world of work. It develops international standards in the form of Conventions and Recommendations, rules fixing minimum conditions of fundamental rights at work.

The mission of this organization is to improve the situation of people in the world of work. Today this mission is reflected in ILO concern in times of great change to find sustainable opportunities for decent work.

The primary goal of the ILO is to promote opportunities for women and men advanced to obtain decent and productive work with fair wages, social protection and social dialogue, and rights at work and the integration of the gender dimension ([www.munca.decenta](http://www.munca.decenta)-Comisia de Femei FNME). The purpose is not only to create jobs but to create quality jobs, the amount of work can not be separated from the quality.

Today, this organization helps to create in advance the decent work and economic conditions that give working people and business people working a stake in lasting peace, prosperity and progress.

Decent work emerged from the analysis of the eight core conventions of the International Labor Organization namely nr.29/1930 Convention on Forced Labor; nr.87/1948 Convention on Freedom of Association, Right to Organise Convention nr.98/1949 and collective bargaining; nr.100/1951 Convention on equal Remuneration; nr.105/1957 Convention on the abolition of Forced Labor; nr.111/1958 Convention on Discrimination ( employment and Occupation ) Convention on minimum age nr.138/1973 employment; nr.182/1999 Convention on the worst forms of Child Labor ([www.mmuncii.ro](http://www.mmuncii.ro))

On 10 June 2008 the International Labor Organization adopted the ILO Declaration on Social Justice for a Fair Globalization, statement reminiscent of decent work developed by the ILO in 1999. It is the reflection of a vision productive because it highlights the importance of viable businesses create more employment opportunities and earning of income for all.

Also, in addition to the eight core conventions, there are four priority conventions, the ILO Administrative Council asked Member States to ratify them in a short time. It is nr.81/1947 Convention on Labor Inspection Convention nr.122/1964 on employment policy, the labor inspection nr.129/1964 Convention (Agriculture) Convention. 144/1976 on tripartite consultations on international labor standards.

The four objectives of the concept of decent work are the same goals that the ILO has established as strategic objectives, namely:

- promote and realize standards and fundamental rights principles at work;
- employment;
- increasing the coverage and effectiveness of social protection for all;
- strengthening tripartism and social dialogue.

These objectives are inseparable, interrelated and mutually reinforcing them.

They also define how the ILO can promote the primary objective of decent work. Social dialogue and tripartism are two objectives to ensure participation in the democratic process as a means to achieve other strategic objectives of the ILO.

In Romania, the concept is very recent, in 2006 the social partners (MMSSF- IOM) launched a cooperation program on decent work, which aimed to promote decent work as a key component of social development policies in Romania.

The first objective of decent work, International Labor Conference reaffirmed its commitment to the fundamental ideals of the ILO, adopting the Declaration on Fundamental Principles and Rights at Work. This Statement responds to a widespread problem, that economic growth should be accompanied by social justice. It provides guidelines for social and economic developments in each state and is designed to promote fundamental principles and rights of workers. Principles concerning fundamental rights at work refers to: the liberty of association, the elimination of discrimination in employment, elimination of forced labor. The liberty of association and right to collective bargaining are particularly important to allow the four strategic objectives. Collective bargaining have an important role in strengthening the link between wages and productivity growth. It is recognized that equality between women and men in relationships, it is a fundamental value of the ILO. Through its Constitution and the Declaration of 1998, the ILO establishes common goal: the elimination of discrimination based on sex in the workplace and to promote equality between women and men. Equality between women and men is accepted as necessary for sustainable development and poverty reduction, especially for the improvement of life. Decent work there if employment opportunities for productive and quality employment for women and men there, too. Measures taken by the ILO on the discrimination refer only to women but also to men (paternity). Regarding forced labor, all Member States, in compliance with the 1998 ILO Declaration , have the obligation to " respect, promote and realize the" elimination of all forms of forced or compulsory labor. Forced labor exists on all continents and is manifested in various forms and is sometimes used as "slavery" designating underpaid labor. She disputes the value of work, undermine human capital formation and contributes to poverty.

Regarding the second objective, employment, job it is to ensure people of working age appropriate skills they have. Without productive employment cannot speak of economic and social development ([www.ilo.org.com](http://www.ilo.org.com))

From the analysis of the report presented by the Director General of the ILO International Labor Conference Session 100 in 2011, it appears that globally more than 3 billion people occupy a job and two in three people age 15-64 years are employed.

ILO notes that one of the biggest problems of the contemporary world job deficit remains (Andrei Popescu, 2008).

2006 ILO conference discussing the issue of job creation. To cope with population growth assets appreciated that mankind will need 430 million new jobs by 2015.

The Conference of 2009 due to the crisis which began in 2008, has discussed the report entitled "Discussing the global crisis on employment. Recovery through decent work policies". On this occasion, Director General of the International Labor Office presented the concerns and conclusions:

- rising unemployment will continue
- poverty and informal employment (moonlighting) will continue to grow
- 45 Million people come into the labor market
- lack of jobs increase demand for social protection
- previous crises have shown that even if growth resumes, jobs are only after four or five years (Alexandru Ticlea, 2012).

Over the past ten years, developing areas, 496 million people were absorbed in the informal economy, informal economy is a "source" jobs in many countries ([www.ilo.org.com](http://www.ilo.org.com)).

After World War II, employment was an objective of government policy active when employment and wages rose.

The International Labor Conference Session 99, ILO Director-General has set several goals for the program of action on job growth sustainable and equitable, which include:

- a priority as lower inflation to create jobs;
- an development of international cooperation for balanced growth of the market in financial services in the real economy;
- the massive increase in jobs;
- creating a climate for investment in sustainable businesses ([www.ilo.org.com](http://www.ilo.org.com))

Also on welfare, the Declaration of Philadelphia and numerous international labor standards enshrine the right of all to adequate social protection ([www.munca.decenta](http://www.munca.decenta)).

Since ancient times, when people began to organize, there was a need to guard against unforeseen circumstances in life. Development of formal social security systems was an important step in the development of human societies ([www.ilo.org.com](http://www.ilo.org.com)). Germany was the first country to adopt a statutory system of social security in the 1880.

The terms of social security and social protection have evolved over time and is used in different ways throughout the world. Therefore, social protection means the protection provided by social security systems, as necessary and Social Security refers to measures of the benefits (either in cash or kind) to protect.

Social security is a powerful tool in the fight against poverty and inequality, social protection should encourage workers to work in the informal economy.

In reality it can be seen that more than 10 % of the poorest countries benefit from adequate social protection and workers poorest are the least protected. ILO information around the world reveals that 3,000 workers die every day due to accidents at work or occupational diseases ([www.ilo.org.com](http://www.ilo.org.com))

ILO Conventions provide that any person has the right to social security, the right to rest, the right to security in the event of unemployment, sickness, disability.

Although EU legislation on social protection is at a high level to ILO standards, a very small number of EU Member States have ratified the ILO Conventions on social security.

Access to health services is essential for a minimum standard of living and ensure the future and well-being, and however much of the population has no access to medical services. To achieve the objectives of social health protection is necessary to ensure access to health services.

Social dialogue and tripartism are essential for policy formulation and international programs to promote basic human rights.

Having a tripartite structure, the ILO can promote and support social dialogue to reach a new consensus on how to ensure social protection for all.

With social dialogue can promote the best conditions of life and work. He is a powerful tool to solve difficult problems and due to which you can get to good governance. ([www.munca.decenta](http://www.munca.decenta)).

ILO's tripartite structure reflects the belief that the best solutions arise through social dialogue.

International Labor believes that social dialogue includes all types of negotiation or consultation of the social partners and between representatives of government, employers and employees.

The state has an important role in facilitating and promoting all forms of social dialogue, thereby contributing to a stable and fair.

The social dialogue is intended to promote the interests of workers protect and respecting the principles of democracy and human dignity in the workplace.

## **II. CONCLUSIONS**

Promoting and achieving the four strategic objectives of the ILO is therefore the purpose of decent work. Advantages of decent work can take certain forms namely fair income, stable employment, respect for fundamental rights at work, eliminating discrimination, elimination of forced labor and adequate social protection.

For workers who face extreme poverty, decent work is "the shift from subsistence to existence" and is the main means to get out of poverty (Andrei Popescu, 2008) it can be a key mechanism by which to eliminate poverty.

Decent work has an important role in the fight against poverty, unemployment and workers is essential to guarantee the right to a decent life

Social protection strategies must adapt to contemporary situations and the ILO should continue to advocate for more effective social protection. All international partners should help to increase the opportunities for people to find and keep a decent job. Governments should create an enabling environment for social dialogue to enable the social partners to defend their positions in order to meet legal standards. The social partners should ensure that workers are represented in tripartite bodies.

Despite the importance given by the ILO's four strategic objectives in all aspects of economic and political life, they remain inaccessible to employers and workers in the informal economy.

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