



„Decent Work - A Global Goal“

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Decent Work - A Global Goal

- „Right of way for work!“
- „Social is what creates work!“

***Social is what creates
decent work!***

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It is

“nowadays the overriding objective of the ILO to promote good and productive work for women und men – in freedom, equality, security and human dignity.”

(Director General of the ILO, Juan Somavia)

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What is “Decent Work”?

Necessary prerequisites for decent work:

- jobs with a fair income
- safety and health at the workplace
- social security and protection for the families
- social integration
- binding standards under the labor and social laws
- social dialogue

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“Decent Work” and globalization

**An important contribution to
globalization
is ILO's
“decent work” strategy!**

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“Decent Work” and globalization

„We (...) invite the WTO members and interested international organizations, in close collaboration with the ILO, to promote the observance of internationally recognized core labour standards as reflected in the ILO declaration on Fundamental Principles and Rights and its follow-up

(from: final document of the G 8 summit of 8 June 2007)

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EU promotes “Decent Work”

According to EU studies, this includes:

- avoiding and reducing health risks
- social security
- a reasonable income that secures the employee's existence
- options for vocational development and co-determination in the working life as well as the relevant working conditions (including flexible working hours)
- improved work-life balance

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“Decent Work” in Europe and Germany

- less protection by social and labour laws
- approx. 50 % of newly created jobs in Germany are in the job leasing sector
- more temporary and part-time jobs
- dubious freelance existences
- extension of the low-income sector

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“Decent Work” in Europe and Germany

- The implementation of the decent work principles especially means to create a suitable legal framework for minimum wages!
- 20 of 27 EU member states have statutory minimum wages.

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“Decent Work” – Investment in the future

1.

Required is an offensive qualification strategy as the central component of “decent work“, with education in the sense of life-long learning being a central requirement.

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“Decent Work” – Investment in the future

2.

A future-oriented strategy for decent work must therefore allow sufficient flexibility and transparency with regard to education, training, work and leisure time.

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“Decent Work” – Investment in the future

3.

The relevant general statutory regulations must provide sufficient room for manoeuvre for corporate and individual solutions in collective bargaining as well as for the practical implementation.

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“Decent Work” – Investment in the future

4.

Any future-oriented arrangements must also include more options for the co-determination process giving employees a say in decisions concerning jobs and working conditions.

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“Decent Work” – Responsibility of politics

- Comprehensive strategy of economic, financial, social and labour market policies to create decent work
- Availability of a sufficient number of productive jobs
- The “strategy of full employment” must become the overriding principle at national, European and international level and must be integrated into all governmental activities.

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“Decent Work”

Responsibility of the economy

1.

Productivity and “quality of work”

- customer satisfaction
- optimization of internal business relations
- innovative ability
- flexible organizational structures

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“Decent Work”

Responsibility of the economy

2.

Requirements of the employees

- secure income and employment
- meaningful and multifaceted job assignments
- cooperative behaviour of the management
- mutual support

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“Decent Work”

Responsibility of the economy

3.

Decent Work pays off

- less absenteeism (through mobbing etc.)
- lower fluctuation
- higher efficiency through better working conditions

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“Decent Work”

**A dynamic strategy
which all people involved are required
to permanently improve and to
adapt to the new requirements -
hence a global goal!**



Thank you very much
for your attention!