



中华全国总工会
All China Federation of Trade Unions



在“加强职工教育、促进性别平等、 实现体面劳动”

研讨会上的主旨发言

Keynote Speech in the ILO/ACFTU Workshop on Strengthening Workers' Education, Promoting Gender Equality and Achieving Decent Work

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中国工会面临的严峻课题

提高职工队伍整体素质，促进中国职工队伍全面适应经济发展方式转变的需求。

**A daunting task facing
Chinese trade unions**

**To adapt China's workers
to the transformed
economic growth pattern
and promote sustainable
economic development .**



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我国职工队伍现状

3亿职工中，

具高中以上文化程度者
占**23.5%**

具有一定专业技能者
占**22.5%**

Current situation of workers in China

There are about **300 million** workers in China.

Only **23.5%** have education above high school level.

Only **22.5%** master certain technique and skills.



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中国政府和工会的主张：

Chinese government and trade union's proposition:

“让广大劳动群众实现体面劳动”

“**achieving decent work for the mass workers**”





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相关情况介绍 Introduction

一、实施职工素质建设工程,推动职工队伍素质整体提升

Carry out projects for
enhancing workers education
in a comprehensive manner



中华全国总工会文件

(2010—2014年)

总工发[2010]21号

中华全国总工会关于印发 《全国职工素质建设工程五年 规划(2010—2014年)》的通知

各省、自治区、直辖市总工会,各全国产业工会,中共中央直属机关工会联合会,中央国家机关工会联合会,全总各部门、各直属单位:

现将《全国职工素质建设工程五年规划(2010—2014年)》印发给你们,请结合工作实际,围绕《规划》目标任务分解指标,研究制定本地区(本系统)实施职工素质建设工程的阶段性规划和实施方案,并及时总结成功经验,广泛收集





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《全国职工素质建设工程五年规划（2010-2014年）》

Five Year Plan for Nationwide Education for Workers (2010-2014)

目标
goals

1000万
10 million

提升学历层次
enhance workers academic
degrees

2000万
20 million

提升技术等级
improve workers technique levels

1000万
10 million

城镇下岗失业人员和农民工的就业、
自主创业和职业技能培训
urban laid-off workers and migrant workers
will receive employment, startup and skill trainings



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保障培训经费
to ensure training
fees

运用现代远程教育
to make full use of
modern distance
education

整合各类教育
培训资源
to integrate various
education and training
resources

措施measures

建设50000家
“职工书屋”
to set up 50000 workers
bookstores

开展劳动竞赛
skill competitions





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技术技能培训
skills training



“职工书屋”
bookstores



场景
scenes



现代远程教育
modern distance
education



劳动竞赛
skill competitions





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相关情况介绍 Introduction

二、采取多种措施，保障实现体面劳动

Ensure decent work through various measures





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措施一 Practices 1

参与《劳动合同法》、《女职工劳动保护规定》等法律法规的研究制定和贯彻执行，从源头上维护职工合法权益。

Participate in the development and enforcement of Labour Contract Law, Regulations on the Protection of Women Workers and relevant laws and regulations.

措施二 Practices 2

发展和谐劳动关系，推进工资集体协商，加强对女职工权益、劳动保护等专项集体合同工作的指导。

Develop harmonious labour relations, promote collective wage bargaining, strengthen guidance on the work of special collective contract for women workers' rights protection and labor protection.



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措施三 Practices 3

做好就业服务和困难帮扶工作。

Provide employment services and assistance for difficult workers and families.

措施四 Practices 4

维护职工安全健康权益。

Safeguard workers' rights to safety and health.



**“安康杯”竞赛 workers'
safety and health competition**



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相关情况介绍 Introduction

三、明确工作重点，突出抓好女职工、农民工的权益维护

Identify priorities and protect rights of women workers and migrant workers in particular





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女职工提升素质建功立业工程

Projects to enhance Education for women workers



女职工劳动竞赛

women workers' skill ompetitions



女职工培训
women workers'
skills training





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《关于实施女职工提升素质建功立业工程的意见》

Opinion on Carrying out Projects to enhance Education for women workers

目标Goals



700万女职工提升技术等级

to upgrade skill for 7 million women workers

350万女职工提升学历层次

to enable 3.5 million women workers to get higher academic degrees

建成一批工会女职工培训学校

to build some women workers' training schools





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“千万农民工援助行动”

"Assistance Action for tens of Millions of Migrant Workers".

2009年投入10亿元
Invested 1 billion RMB
In 2009

对**1300**多万名农民工进行了就业培训、岗位援助、创业指导、维权服务和生活帮扶

to provide employment training, job assistance, business startup guidance, rights protection services and life assistance for migrant workers

建立125个农民工技能培训示范基地和就业培训基地

to establish 125 skill and employment training bases



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结语 The concluding remarks



相互借鉴

to draw on good experience of each other



兼容并蓄



真诚合作

to cooperate with each other



互利共赢





谢谢！

Thank you !