



International Labour Organization. Rules Influence on Employee

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Abstract *Simultaneously with the increasing labor market flexibility is necessary to increase the protection of employees, including the individual responsibility on their efforts to look for a job. The emergence and expansion of wage labor led to the adoption of relevant legislation, diversification and scale of social relations work led to the development continue this legislation.*

Key words:

Social law, employee labor relations, international

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F66, J08

1. Introduction

The legal rules applicable European law reflects social relations of production traits characteristics of Europe and the interests of legal issues should be mentioned here. Legal rules are called European social because it regulates the legal relationships of individual and collective labor, social protection, in most European countries, forming an autonomous discipline - European social law.

In legal theory was accepted and promoted the idea that international labor law consists of conventions and recommendations of the International Labour Organisation, Council of Europe standards and European Union rules. Treaties, conventions, recommendations, developed in the field of labor relations for the International Labour Organization, the Council of Europe and the European Union, forming what is called European social law and can not be regarded as the world as consisting of universal rules in every state and in any geographic area. The legal rules that relate individual and collective labor legal, no effect by themselves, but only as a result of their ratification by the Member States and to implementing the law.

The main international institutions and European role in the development of labor law rules are International Labour Organization, European Union hammering and its main institutions. When a child running with the Treaty of the European Union in October 2007 are required to be complied with the rules established by the Constitution of the International Labour Organisation, the Treaty establishing a Constitution for Europe in 2003 with other treaties and national laws adopted, concerning the relations Legal of work, the

movement of people in Europe, protection and security related work.

2. Regulatory I.L.O.

International Labour Organization (ILO) - based in Geneva, is the United Nations specialized agency that promotes social justice and internationally recognized human rights and labor rights, develop policies and programs aimed at improving working conditions and employment opportunities, setting rules also International used in all countries in the field of labor was founded in 1919 by the Versailles Peace Treaty. Part XIII - a Peace Treaty of Versailles, with some modifications, the Constitution today is International Organization International Labour Organization (ILO *) was created in 1919 and became a specialized agency of the United Nations in 1946. It currently has 182 member states.

Equipped with a structure "tripartite" single brings together representatives equally governments, employers and workers to discuss work-related issues and social policy. International Labour Conference, which meets once a year, delegations of member countries, guiding the work of the Organization. It adopts new international labor standards, as well as schedule and budget.

The primary goal of the ILO is to promote decent work, so that each works in conditions of freedom, equity, security and human dignity.

In achieving the goal of decent work for all, ILO is based on four strategic objectives:

1. Promotion and development of international labor standards and fundamental principles and rights at work,
2. Creating more opportunities for men and women insurance jobs and decent incomes
3. Expanding and improving social protection for all
4. Strengthen and social dialogue.

The main areas of intervention of the ILO are: training and vocational rehabilitation, employment policy, labor administration, labor law and industrial relations, working conditions, management development, social security, labor statistics, hygiene and safety. ILO instruments to intervene are labor rules covering all labor issues being developed and incorporated into international conventions and recommendations (in total there are 188 conventions and 199 recommendations) by representatives of governments, employers and workers from around the world .

Board of BIM described as 'fundamental' eight conventions that deal with issues considered fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining, elimination of all forms of forced or compulsory labor, abolition of child labor and the elimination discrimination in respect of employment and occupation. These principles are also contained in the ILO Declaration on Fundamental Principles and Rights relative labor (1998). In 1995, the organization has launched a campaign that aims to achieve universal ratification of these eight fundamental conventions. Currently, more than 1,304 ratifications have been registered for the convention, representing 89% of the possible number of ratifications.

The eight fundamental conventions:

- Convention (No. 87) concerning Freedom of Association and Protection of the Right to Organise, 1948;
- Convention (No. 98) on the Right to Organise and Collective Bargaining Convention, 1949;
- Convention (No. 29) concerning Forced, 1930;
- Convention (No.105) Abolition of Forced Labour, 1957;
- Convention (No.138) concerning Minimum Age for Admission to Employment, 1973 • Convention (No. 182) on the Worst Forms of Child Labour, 1999;
- Convention (No. 100) concerning Equal Remuneration, 1951.
- Convention (No.111) concerning Discrimination (Employment and Occupation), 1958 the recent initiative of the ILO Decent Work Agenda, covering a large number of challenges already facing the organization is its creation. This book aims to enable everyone to get a decent job promoting social dialogue, social protection and job creation, and respect for international labor standards that have been developed

to provide a comprehensive work-related tools and social policy, supported by a control mechanism that allows addressing any kind of problems that would rise to their application on a national scale.

International labor standards are legal component of the ILO strategy adopted to ensure globalization, promote sustainable development, eradicate poverty and to do so as each to benefit from decent and safe working conditions.

ILO Subregional Office for Central and Eastern Europe is located in Budapest and is responsible for Moldova, in addition to a number of other countries of the region. Moldova is a member of the ILO since 1992 and in that time has ratified 40 conventions of this organization, including the eight fundamental.

The assistance provided by the ILO Moldova took the form of Decent Work Country Programmes (2006-2008 and 2008-2011) and contains the essence legislative expert technical assistance and logistics audit of labor market institutions. The world economy today has reached a stage of development unprecedented in history. With new technology, people, goods and capital movement between countries with an ease and speed that gave rise to a network of interdependent economic crisis concerning him practically every inhabitant of the planet.

Globalization has created many opportunities and advantages, while at the same time millions of workers and employers around the world have been facing new challenges.

The global economy has led to the relocation of workers and enterprises, training or migrations sudden accumulation of capital and causing financial instability in some regions. In despite early optimism, globalization has marked the dawn of a new era of prosperity for all. In 2001 it was estimated that almost half of the world population living on U.S. \$ 2 per day or less and that 1.1 billion people, almost 21% of the world population does not have to live more than a dollar a day.

No country has been spared. Thus, the mid-90s in 20 industrialized countries, on average, more than 10% of the population lived below the poverty line. In addition, many inequalities within and between countries to the richest and the poorest has increased exponentially in recent decades manner. In 1960, the rate of income between one-fifth of the world population the richest and the poorest fifth of the population were 30 to 1. In 1999 it was 74 to 1. In 1995 GDP per capita in the richest 20 countries was 37 times higher than in the poorest 20 countries, this rate doubled during these last 40 years.

The world economy to continue to grow in this way is neither viable nor desirable. Inequalities generate poverty, a decrease in productivity in social stability and

even conflicts. Therefore, the community recognized that international expansion was necessary to establish the fundamental rules of the game in order to ensure that globalization gives everyone the same chance to know prosperity. International labor standards have in mind above all the development of individuals as human beings.

The ILO Declaration of Philadelphia (1944), the international community has recognized that "labor is not a commodity." Work is not an object such as an apple or a TV that you can negotiate to get the best return or cheap price. It is part of everyday life for everyone and is the dignity of a person, his wealth and his development as a human being.

Economic development should include the creation of jobs and working conditions that workers can work in complete freedom, security and dignity. In a word, economic development is not an end in itself; it serves improving people's lives. International labor standards ensure that economic development remains focused on the goal of improving the quality of life of men and women and protection of their dignity. An international legal framework for a fair globalization and decent work stable in the bosom of a globalized economy requires international action.

The international community prepares legal instruments in the field of trade, finance, environment, human rights and labor. ILO legal framework contributes to this developing and seeking to promote international labor standards which aim to ensure economic growth and development go hand in hand with the creation of decent jobs. ILO's unique tripartite structure of these rules ensure support from both governments and employers' and workers. International labor standards are so basic social minimum standards agreed by all actors in the global economy.

The report presented in 2006 by the Director General of the International Labour Organisation, entitled "Changes in the world of work" again categorically rejected economic thesis that labor is simply a factor of production - a commodity - highlighting the social dimension of this human activities, both from the individual and the family, community and national levels. "Work is not a product inert, lifeless, like a machine or a mobile kitchen that can negotiate to get the best return or lowest price. The work is part of daily life is fundamental to human dignity, welfare and happiness."

3. Conclusions

The International Labour Organization was and still remains one of the most important international organizations that have the power to issue labor legislation and social protection in the most democratic manner. NAP now, IOM has developed a decent work

agenda that covers a large number of challenges that the organization is already experiencing its creation.

This book aims to enable everyone to achieve decent work favoring social dialogue, social protection and job creation, as well as compliance with international labor standards, which were developed to provide a comprehensive work-related tools and social policy, supported by a control mechanism that allows addressing any kind of problems would their application on a national scale. International labor standards are legal component of the ILO strategy adopted to ensure globalization, promote sustainable development, eradicate poverty and to do so for everyone to enjoy decent and safe working conditions.

An international legal framework of social norms guarantees everyone equal conditions in the world economy. It helps governments and employers to resist the temptation to lower labor standards in the hope that it might give them a greater comparative advantage in international trade. In the long term, such a practice would not be profitable for anyone.

Lower standards of labor standards can encourage the development of industry with low competence, low wages and high staff rotation and prevent the country to develop more stable skilled jobs. Moreover, such practices constraining growth of trading partners. For international labor standards are minimum standards adopted by governments and social partners, is in everyone's interest that they be applied to all, so that those who do not compromise the effort to apply them to those who do.

ILO labor relations (public service) no. 151/1978 provides that the resolution of conflicts on the terms and conditions of employment must be made through negotiations between the parties or through independent and impartial mechanism such as conciliation, mediation and arbitration.

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International Employers' Organizations. The IOE's main activity, however, is to organize employers whenever they have to deal with social and labour matters at the global level. In practice, most of this takes place in the ILO, which has responsibility for these questions in the United Nations system. The IOE also has Category I consultative status with the Economic and Social Council of the United Nations, where it intervenes whenever matters of interest or consequence to employers arise. The IOE is one of only two organizations that the employer community has set up to represent the interest PDF | Employee engagement has emerged as a popular organizational concept in recent years. It is the level of commitment and involvement an employee has | Find, read and cite all the research you need on ResearchGate. 2nd International Conference on Managing Human Resources at the Workplace, December 13-14, 2013. ISBN: 978-81-922146-5-8. The Impact of Employee Engagement on Organization's Productivity. Chandra Sekhar Patro. Department of Management Studies Employee engagement is directly influenced by growth of the organization, value addition experienced by employees and employee perception of the organization. HR practitioners believe that the International Labour Organization, Geneva, Switzerland. 504,474 likes 1,650 talking about this. The ILO aims to promote rights at work, encourage... The International Labour Organization is committed to empowering women in the field of science to eradicate the inequalities seen in the #worldofwork and ensure decent work opportunities for all. Find out more: <http://bit.ly/2NkD6Wj>. International Labour Organization. The International Labour Organization is one of the oldest IOs in the world, and is focused on labour rights and workers rights. The ILO has over 1900 officials, and is based in Geneva, Switzerland. Furthermore, there are over 600 technical experts also working for the International Labour Organization (Mertus, 2009). In this article, we shall discuss the International Labour Organization, and its functions in international relations. Namely, we shall examine the history of the International Labour Organization, the mandate of the IO, as well as the key issues that the organization has worked o