

SCTCMG 2021
**International Scientific Conference «Social and Cultural Transformations in the Context of
Modern Globalism»**

**INTERNATIONAL LABOUR ORGANIZATION AND THE
FUTURE OF THE WORLD OF WORK**

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Abstract

The article analyses the activities of the International Labour Organization (ILO) to determine the social and labour strategy for the future of the world of work. 2019 marked the 100th anniversary of the ILO, and in connection with this anniversary, research on the role of the ILO in determining the future of the world of work has been updated around the world, including in Russia. In this study, specific historical and sociological approaches were used, which made it possible to show the continuity, scale and social orientation of the ILO's activities. The main historical milestones and achievements of the ILO are highlighted. The question of the role and significance of the USSR – Russia in the activities of the ILO is examined through the prism of the uneasy and sometimes conflicting relations between the USSR and the USA. The authors point out modern challenges and problems in the labour sphere, new opportunities and guidelines for cooperation between states, governments, employers and workers in achieving social justice. Particular attention is paid to the report of the ILO Global Commission on Social and Labour Issues “Work for a brighter future” published in 2019 and the ILO Centenary Declaration “The future of work”. The main goals of the ILO today are the establishment and preservation of social justice and harmony, the protection of workers' rights, the development of the principles of tripartism and social progress throughout the world.

2357-1330 © 2021 Published by European Publisher.

Keywords: Decent work, international labour organization, social justice, tripartism, world of work



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1. Introduction

In 1919, in Paris, the 13th part (Articles 387–427) of the Versailles Peace Treaty under the League of Nations created the International Labour Organization (ILO). On April 11, 1919, the ILO Constitution was adopted, which began with the words: “Universal and lasting peace can be established only if it is based upon social justice” (these words still remain the ideological foundation of the ILO). On October 29, 1919, the First International Labour Conference (the highest body of the ILO) began its work in Washington (USA), which adopted the first six Conventions (the first of which established an 8-hour working day and a 48-hour working week in industry). The opening date of the conference became the Founding Day of the ILO, although the conference continued its work until January 27, 1920. The Director of the International Labour Office (the governing body of the ILO) for the period from 1919 to 1932 became Albert Thoma – a politician and minister in government France during the First World War. From the very beginning, the ILO has been characterized by tripartism, i.e. activities based on tripartite representation: governments of states, entrepreneurs, workers. The goal of the ILO is to promote social justice and decent work (Kostin, 2002). In connection with the anniversary of the ILO all over the world, including in Russia, various events were held: conferences, seminars, exhibitions, Internet projects, telethons, etc. demographic policy of the state, living standards, wages, employment and social protection of the population, as well as the relationship between the ILO and the Russian Trilateral Commission, Russian trade unions.

2. Problem Statement

In 2019, the ILO Global Commission on the Future of Work “Work for a brighter future” and the ILO Centenary Declaration “The future of work” were published. In this regard, in this article we will try to answer the questions: “What is the essence, features of the social and labour strategy of the ILO in the future of the world of work? How can this be reflected in social and labour relations in Russia?”

3. Research Questions

The International Labour Organization (ILO) is a specialized UN agency dealing with the regulation of social and labour relations on a global scale, to determine the social and labour strategy for the future of the world of work. The goal of the ILO is to promote social justice and decent work. The article analyses the activities of the International Labour Organization (ILO) to determine the social and labour strategy for the future of the world of work. 2019 marked the 100th anniversary of the ILO, and in connection with this anniversary, research on the role of the ILO in determining the future of the world of work has been updated around the world, including in Russia. In 2019, the report of the ILO Global Commission on Social and Labour Issues “Work for a brighter future” and the ILO Centenary Declaration “The future of work” were published. Taking these documents into account, a characteristic is given and the content of the social and labour strategy of the ILO in the field of future work is revealed.

4. Purpose of the Study

The purpose of this study is to analyse the activities of the International Labour Organization (ILO), a specialized UN agency dealing with the regulation of social and labour relations on a global scale, to determine the social and labour strategy for the future of the world of work.

5. Research Methods

In this study, specific historical and sociological approaches were used, which made it possible to show the continuity, scale and social orientation of the ILO's activities.

6. Findings

The first ideas for creating an international organization for social and labour problems emerged at the beginning of the 19th century in the context of the industrial revolution and industrialization in Europe, North America, when economic growth was achieved through the unrestrained exploitation of workers. Working in factories was exhausting and low paid. Working children were common in factories and in agriculture. Social protection was virtually non-existent. In 1818, at the congress of the Holy Alliance in Aachen (Germany), the English industrialist and utopian socialist Owen (1771–1858) proposed to adopt the Regulation on the Protection of Workers and to create a special commission on social and labour issues. In 1855, the French industrialist Legrand, in the development of Owen's ideas, pointed out that possible social upheavals in the future could be prevented by “only social reform” (Kostin, 2002).

In 1864, the International Workers' Association, the First International, was founded in London. The Congress of the First International, convened in 1866, proposed the drafting of international labour legislation.

In 1889, the Second International was formed in Paris, and in 1890 in Berlin, representatives of 14 states proposed their recommendations for improving labour legislation. A noticeable role in the development of international labour law was played by the congresses of the I and II Internationals and the emerging social democratic movement. At the end of the XIX century in industrialized countries, trade unions – organizations of workers who demanded democratic rights, decent working and living conditions – began to emerge. The first revolutionary democratic organizations and parties were also created, including in Russia (in 1898 the RSDLP, which split into Bolsheviks and Mensheviks in 1903). In 1905, the first trade unions were established in Russia.

In 1906, at a conference in Bern, two international conventions were adopted – on the limitation of the use of poisonous white phosphorus in the production of matches and on the prohibition of night work by women.

The First World War, which began in 1914, exacerbated the socio-political and labour contradictions in the world and prevented the adoption of new conventions. In 1917, a revolution takes place in Russia, The Specter of Revolution is wandering around Europe (revolutionary actions began in Germany and Hungary). In order to prevent revolutions and provide peaceful and evolutionary resolution

of conflicts, governments, employers and workers (the reformist wing of labour trade unions) of France, England and the United States came to the idea of creating an international organization to regulate social and labour relations.

During the preparation for the formation of the League of Nations and the International Labour Organization, "The American Paradox" emerged: disagreements between the presidential administration and the US Senate. On November 20, 1919, the Senate refused to ratify the Versailles Agreement, the treaty establishing the League of Nations, and removed the American representatives from participating in this work. Therefore, when the League of Nations and the ILO were created, the Americans did not officially take part, and the main work was carried out by the Anglo-French representatives. At the first conference of the ILO in 1919, the first 6 Conventions were adopted concerning the protection of the labour rights of adolescents, women, the unemployed, etc. (Kostin, 2002).

In 1919–1945 The ILO has focused on institution building, norm setting and the dissemination of the mission, purpose and objectives of the ILO. The following ILO documents were taken as a basis: Conventions, which are subject to ratification by the ILO member countries and being international treaties that are binding upon ratification; Recommendations and Declarations that did not become legally binding acts, but had to be taken into account in their activities by members of the organization.

Since 1920, the headquarters of the ILO and its governing body, the International Labour Office, have settled in Geneva. In 1926, the ILO headquarters moved to a new building on Lake Geneva. A Latin dictum was written on the stone laid in the foundation of the building: "Si vis pacem, cole justitiam" ("If you want peace, seek justice"). The arrangement of the front gate of this building was symbolic: to open it, it was necessary to use three keys, symbolizing tripartism – equivalent representatives of governments, employers and workers.

Since 1924, the ILO has established ties with the Soviet Union. The leadership of the USSR was suspicious of the ideas of class cooperation and until 1934 did not dare to join the ILO. At the same time, the People's Commissariat for Labour had contacts with the Office on some technical issues, on the exchange of information and statistical data. In 1934 the USSR and the USA joined the ILO, which significantly increased the influence of this organization. However, until 1956, the USSR had not ratified a single ILO Convention. By 1939, the ILO had adopted 63 Conventions, the number of member countries reached 57, and the number of ratifications averaged 15 Conventions per country (Kostin, 2002).

In 1939, the Soviet-Finnish war began. The League of Nations accused the USSR of aggression and expelled it from its ranks, including from the ILO. In 1940, in connection with the outbreak of World War II, the headquarters of the ILO was temporarily relocated to Montreal (Canada). During the war, there were no meetings of the ILC, the Administrative Council in 1943 invited representatives of the USSR to a meeting of the 26th session of the ILO, but this invitation was not accepted by the Soviet government.

At the 26th session of the ILO in 1944 in Philadelphia (USA), the Declaration on the Goals and Objectives of the ILO was adopted, which was included in the Charter, as well as Recommendation No. 71 "R071 – Employment (Transition from War to Peace) Recommendation." The Philadelphia Declaration stipulated the following principles: labour is not a commodity; freedom of speech and

freedom of association are essential for continuous progress; poverty anywhere is a threat to general welfare; all people, regardless of race, faith or gender, have the right to exercise their material condition and spiritual development in conditions of freedom and dignity, economic stability and equal opportunities. US President Franklin D. Roosevelt compared the Philadelphia Declaration with the American Declaration of Independence.

In 1945, the headquarters of the ILO was returned to Geneva. In 1945–1991, the activities of the ILO acquired a universal character; by 1990 it united representatives of 150 states in its ranks. The development of such functions of the ILO as research (in 1960, the International Institute of Labour and Social Relations was created in Geneva), technical cooperation (in 1965, the International Training Centre in Turin was opened, information and educational work intensified).

In 1948, the ILO adopted Convention No. 87 “C087 – Freedom of Association and Protection of the Right to Organise Convention”, which indicated the need to provide freedom and protection of the rights to organize for workers and employers; in 1949 Convention No. 98 “C098 – Right to Organise and Collective Bargaining Convention” was adopted. Regional offices of the ILO began to be created, regional conferences of the ILO were held. In 1950, an expanded UN technical assistance program gave a new impetus to cooperation with developing countries (Lyutov, 2014).

In 1954, the USSR renewed its membership in the ILO and two years later ratified 17 Conventions at once. The ILO also included Ukraine and Belarus as independent members. But until 1959, delegates-heads of enterprises in the USSR and other socialist countries were not allowed to work in the committees of the ILO. Since 1959, the ILO Decent Work Technical Support Team and the ILO Office for Eastern Europe and Central Asia have been working in Moscow. A feature of the ILO at that time was the coexistence within its walls of two ideologies – capitalistic and socialistic – and their struggle.

In 1966, on the recommendation of the ILO, the UN General Assembly adopted the International Covenant on Economic, Social and Cultural Rights, which provided for the right to work that included the right of every person to receive the opportunity to earn a living in work that they freely choose or freely accept. The USSR and a number of other socialist countries, where there was no unemployment, insisted on the adoption of the Convention on the Right to Work, but to no avail.

In 1969, the International Labour Organization was awarded the Nobel Peace Prize for helping to improve the living conditions of workers. In the 1970s, the concept of "basic needs" became widespread in the ILO, i.e. the establishment of the minimum standard of living of people, which the state should give to the poorest groups of its population in terms of personal consumption. To achieve these goals, the ILO proposed rapid economic growth and a significant redistribution of incomes between the rich and the poor in favour of the latter. In 1976, the World Employment Program was launched to help developing countries make better use of human resources.

In 1977, under the ILO Director General French F. Blanchard, the United States left the ILO, accusing its leadership of excessive discussion of the conflict in the Arab territories occupied by Israel, of "erosion of tripartism" and of "pro-Soviet orientation." In 1980, the United States returned to the ILO.

In 1986, Convention No. 160 “C160 – Labour Statistics Convention” was adopted, obliging every member of the ILO to publish statistics on labour. In 1991, the ILO adopted a new strategy to combat

child labour, aimed at the gradual elimination of the exploitation of child labour in the world, and the elimination of the worst forms of exploitation of child labour.

In 1998, the ILO adopted the Declaration on Fundamental Principles and Rights at Work, which enshrined four principles: freedom of association and the right to collective bargaining; the prohibition of discrimination in labour relations; eradication of forced labour; the prohibition of child labour. These four principles are devoted to eight ILO Conventions (respectively – Conventions Nos. 87 and 98; 100 and 111; 29 and 105; 138 and 182), which are called fundamental (Lyutov, 2008).

In its work, the International Labour Organization uses four main methods: the development of social partnerships between governments, workers 'and employers' organizations (tripartism); development and adoption of international labour standards (conventions and recommendations) and control over their use (rule-making); helping countries to solve social and labour problems (at the ILO this is called technical cooperation); research and publication on social and labour issues (Grimshaw et al., 2014).

After the collapse of the USSR, Russia, as the successor to the international obligations of the Soviet Union, became a member of the ILO. To date, the Russian Federation has ratified 77 ILO Conventions (for comparison, the United States has 14 Conventions). Since 1959, the ILO Subregional Office for Eastern Europe and Central Asia has been operating in Moscow. The Bureau coordinates the activities of the ILO in ten states: Russia, Azerbaijan, Armenia, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan.

In 2008, with the onset of the global economic crisis, some countries called for a revision of the traditional values of the ILO: the rejection of direct labour contracts with workers, for "flexible employment", for the curtailment of social guarantees for workers (Barzilay & Ben-David, 2017). In these conditions, Russia came out in favour of maintaining the achieved level of social security and the traditions of the ILO.

The intensification of cooperation between the Russian Federation and the ILO indicates progress in the development of the social and labour sphere in our country, international standards in such areas as labour migration, labour safety, employment, etc. are taken into account. In 2018, Russia became the 56th member of the ILO that ratified Convention No. 102 "C102 – Social Security (Minimum Standards) Convention" which defines the responsibility of the state for social security, whether it is the payment of sick leave, maternity leave, or pensions. This is a basic document of the norms of social security of the population, which must still be implemented in real life (Krainov, 2019).

On the occasion of the 100th anniversary of the ILO, the report of the ILO Director general G. Ryder on the future of the world of work "Work for a brighter future" was published, which defined the goals of creating new prospects for people of work: guaranteed social protection from birth to old age; the universal right to lifelong learning; universal guarantees in the world of labour and employment; management of technological changes in connection with the development of automation, digitalization, artificial intelligence, robotization; increase in investments in the household, green economy, agriculture, etc. (Work for a brighter future ..., 2019).

The social and labour strategy of the ILO in the context of globalization at the present stage is aimed at the development and implementation of norms and fundamental principles and rights at work;

creating greater opportunities for women and men to achieve decent employment; expanding the coverage and effectiveness of social protection for all; strengthening the tripartite structure and maintaining social dialogue. The ILO strategy sets forth the task of interstate regulation of globalization in order to reduce its negative consequences. In this regard, it is necessary to strengthen the social protection of workers through social partnership, tripartism (Krainov, 2018). In the context of globalization with the growth of income differentiation between countries and within them, mutually beneficial cooperation of the ILO with the IMF, World Bank, WTO is necessary to help developing countries and the poor. The ILO aims to develop The International Labour Code.

7. Conclusion

Thus, today the ILO is one of the oldest and largest international organizations dealing with the regulation of social and labor relations. It unites 187 states (out of 193 UN members), in which more than 98% of the world population lives, therefore international social and labor standards have become universal. Over 100 years of its activity, the ILO has adopted 3 Declarations, 190 Conventions and 206 Recommendations, 5 protocols of a conventional nature, many resolutions and statements on social and labor issues. 108 International Labor Conferences (ICL) were held, at which topical issues of regulation and development of the world of work were discussed (Krylov, 2019). The ILO has gone through a difficult evolutionary path, despite objective difficulties, has stood the test of time and is currently the world center of social and labor legislation and social partnership. It acts with the aim of establishing and preserving social justice and harmony, protecting the rights of workers, developing the principles of tripartism, and social progress throughout the world.

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