

**THE MINISTRY OF EDUCATION OF THE REPUBLIC OF AZERBAIJAN**

**AZERBAIJAN STATE UNIVERSITY OF ECONOMICS**

**INTERNATIONAL GRADUATE AND DOCTORATE CENTER**

**MASTER DISSERTATION**

**ON THE TOPIC**

**“Effects of WTO and ILO on global employment conditions”**

**Nuriyeva Lala Aghaddin**

**BAKI – 2021**

**THE MINISTRY OF EDUCATION OF THE REPUBLIC OF AZERBAIJAN**

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**Head of the International Center for  
Graduated Education**

**Assoc. Prof. Dr. Ahmedov Fariz Saleh**

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**MASTER DISSERTATION**

**On the topic**

**“Effects of WTO and ILO on global employment conditions”**

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**Master’s Student:**

**Nuriyeva Lala Aghaddin**

\_\_\_\_\_  
signature

**Supervisor: Ph.D in Econ.**

**Sofiyeva Ofelya Sadikh**

\_\_\_\_\_  
signature

**Program Manager: Ph.D in Econ.**

**Najafova Kamala Akif**

\_\_\_\_\_  
signature

**Head of the Department: Dr. of Econ.**

**Prof. Kalbiyev Yashar Atakishi**

\_\_\_\_\_  
signature

**BAKU – 2021**

## **Elm andı**

Mən, Nuriyeva Lalə Ağaddin qızı and içirəm ki, “Effects of WTO and ILO on global employment conditions” mövzusunda magistr dissertasiyasını elmi əxlaq normalarına və istinad qaydalarına tam riayət etməklə və istifadə etdiyim bütün mənbələri ədəbiyyat siyahısında əks etdirməklə yazmışam.

# “ÜTT VƏ BƏT-İN QLOBAL MƏŞĞULLUQ ŞƏRTLƏRİNƏ TƏSİRİ”

## XÜLASƏ

**Tədqiqatın aktuallığı:** Dissertasiya işinin əsas mövzusu dünyadakı məşğulluq şəraitinin və Ümumdünya Ticarət Təşkilatı və Beynəlxalq Əmək Təşkilatının məşğulluğa təsirlərini, problemləri aradan qaldırmaq üçün həyata keçirilən siyasətləri analiz etməkdir.

**Tədqiqatın məqsədi:** Tədqiqatın əsas məqsədi, dünyadakı işsizlik səviyyəsi və beynəlxalq təşkilatların məşğulluğa təsirinin öyrənilməsi və bu sahədə olan problemlərin aradan qaldırılması yollarının analiz olunmasıdır.

**İstifadə olunmuş tədqiqat metodları:** Tədqiqat məqaləsinin yazılması və məqsədini təhlil etmək üçün əsasən empirik və nəzəri tədqiqat metodlarından və korrelyasiya və reqressiya təhlilindən istifadə edilmişdir.

**Tədqiqatın informasiya bazası:** Dissertasiyanın məlumat bazasında Beynəlxalq Əmək Təşkilatının konvensiyaları və Ümumdünya Ticarət Təşkilatı tərəfindən qəbul edilmiş proqramlar, bu sahədə fəaliyyət göstərən təşkilatların təqdim etdiyi statistiklardan və dünyada iş şəraitini öyrənmək üçün aparılan anketlərin nəticələri barədə yazılmış kitab və elmi məqalələrdən istifadə edilmişdir.

**Tədqiqatın məhdudiyyətləri:** Tədqiqatın əsas məhdudiyyətləri statistik məlumatların tam və düzgün şəkildə təqdim olunmama ehtimalıdır. Başqa səbəb də az inkişaf etmiş ölkələrdə təşkilatların yürütdüyü siyasətlərin təhlil və təqdim edilməsi üçün kifayət qədər təcrübənin olmamasıdır.

**Tədqiqatın elmi yeniliyi və praktiki nəticələri:** Alınan nəticələrdən daha çox iş şəraitinin yaxşılaşdırılması, ticarət vasitəsi ilə məşğulluğun artırılması, əmək standartlarının və yoxsulluğun azaldılması siyasətinin yaxşılaşdırılması və s. sosial müdafiə və iqtisadi sahələrdə istifadə edilə bilər.

**Nəticələrin istifadə oluna biləcəyi sahələr:** Tədqiqat müxtəlif sahələrdəki məşğulluq səviyyələrinə əsaslandığına görə, ölkələrdə peşə xəstəlikləri və iş qəzaları ilə bağlı statistik məlumatların yaxşılaşdırılması üçün istifadə oluna bilər.

*Açar sözlər: Beynəlxalq təşkilatlar, məşğulluq, beynəlxalq ticarət, əmək standartları*

# **“EFFECTS OF WTO AND ILO ON GLOBAL EMPLOYMENT CONDITIONS”**

## **SUMMARY**

**The actuality of the subject:** Topic of the dissertation is the analysis of impact of the global employment situation and the World Trade Organization and the International Labor Organization on employment, policies pursued to address the problems.

**Purpose and tasks of the research:** Main purpose of the study is to study the level of unemployment and impact of international organizations on employment conditions in the world and analyze ways to overcome the problems in this area.

**Used research methods:** Empirical and theoretical research methods and correlation and regression analysis were mainly used to write the research article and analyze its purpose.

**The information base of the research:** Dissertation database used books and scientific articles on the conventions of International Labor Organization and programs adopted by World Trade Organization, statistics provided by organizations operating in this field and results of surveys conducted to study working conditions in the world.

**Restrictions of research:** Main limitation of the study is the possibility of incomplete and inaccurate presentation of statistical data. Another reason is the lack of experience in analyzing and presenting the policies pursued by organizations in less developed countries.

**The novelty and practical results of investigation:** Results include improving working conditions, increasing employment through trade, improving labor standards and poverty reduction policies, and so on. can be used in social protection and economic fields.

**Scientific-practical significance of results:** Because of the study is based on employment levels in different areas, it can be used to improve statistics on occupational diseases and accidents in countries.

*Keywords: International organizations, employment, international trade, labor standards.*

## **ABBREVIATIONS**

<b>DSB</b>	Dispute Settlement Body
<b>DWCPs</b>	Decent Work Country Programs
<b>EM</b>	Developing Countries
<b>EU</b>	European Union
<b>GATT</b>	General Agreement on Tariffs and trade
<b>GU</b>	Developed Countries
<b>ILO</b>	International Labor Organisation
<b>IMF</b>	International Monetary Fund
<b>NGO</b>	Non – Governmental Organisation
<b>OECD</b>	Organisation for Co-operation and Development
<b>SSM</b>	Problem Solving Mechanism
<b>UN</b>	United Nations
<b>UT</b>	Uruguay Round
<b>WB</b>	World Bank
<b>WTO</b>	World Trade Organisation

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## INTRODUCTION

**Relevance of the research topic:** One of the world's biggest challenges today is the adequacy of employment and workplace safety measures. Although some countries have a large workforce, due to their level of education and skills, inexperience and low wages, entrepreneurs have difficulty finding a suitable workforce.

International organizations, governments and companies are trying to take individual measures to overcome such problems. Specialists brought in by companies at high cost to improve the education and skills of the local population play a key role in both gaining experience and literacy and increasing the company's revenue. During this period, due to the wage gap between local workers and foreigners, a number of social problems arise, and as a result, part of the local population migrates to foreign countries.

In recent years, international organizations have adopted certain conventions to minimize and prevent fatal accidents at work. Such accidents cause serious damage to both human health and the benefits of the enterprise. The first step in overcoming this problem is to inform employees about occupational health and safety measures and to require management to follow these rules.

The research deals with the problems of working conditions in the world, the application of labor standards, the payment of wages to employees, the recognition of workers' rights. The role of international organizations and international trade in overcoming these problems and normalizing working conditions in the world was noted.

**Statement of the problem and learning level:** The problem of employment is now the basis of society. The level of employment describes the main economic and social situation in the country.

The main issue discussed in the study is based on the policy of reducing unemployment in the country, increasing employment and preventing violations of workers' rights, improving wages, working hours and working conditions.



In a globalizing world, labor is being replaced by robots to increase production, and as a result, unemployment is soaring. Liberalization of trade, increase in production, in contrast to developing countries, the population migrates to developing countries to work due to the growing demand for human labor during production in developed countries. As a result, wages fall in developing countries as labor supply increases, while wages rise in developed countries due to low labor supply. The main goal of the World Trade Organization and the International Labor Organization is to reduce unemployment and at the same time ensure the recognition of workers' rights, both by maintaining this balance and by increasing trade between countries.

**Purposes and objectives of the research:** The main purpose of the dissertation is to study the level of employment in the world, as well as to analyze the working conditions, measures to normalize labor standards. The main goal is to study the effectiveness of measures taken by the World Trade Organization and the International Labor Organization to improve working conditions and increase employment, how the statistics have changed as a result of these measures, and the positive and negative effects of these organizations.

**Object and subject of the research.** The object of the study is the conditions of employment in the world and its types, as well as the level of employment and unemployment, the working conditions and measures taken by the World Trade Organization and the International Labor Organization for working conditions and employment. The subject of the study is the policies adopted by international organizations, governments and enterprises to address the problems of employment and unemployment.

**Research methods.** Since the dissertation was supported the utilization of observation, comparison, document analysis, analysis and composition methods, empirical and theoretical research methods and correlation and regression analysis were used for research analysis.

Observation is a purposeful concept of the object of activity. Objectivity is one of the main conditions of scientific observation, which allows you to verify the result by re-observing the result, or using another empirical study.

The process of comparison is to follow a specific goal and plan. During the observation, the researcher determines the purpose for which he is following the object, collects, analyzes, groups and draws conclusions.

Document analysis is a method that serves to gather some important facts in research.

The method of analysis and composition covers the division of pedagogical processes into components and main features. During the analysis, the synthesis method is used to coordinate and observe the individual parts and features. As a result of analysis and composition, it is possible to understand the essence of pedagogical processes and find a common feature.

Correlation analysis - describes a applied math relationship between two or a lot of random variables. Changing one or more of these variables causes other variables to change systematically. The correlation between the two variables is expressed mathematically in coefficients. These ratios can be positive or negative. They depend on interactions. In the case of a positive and negative correlation, the increase or decrease of one variable affects the decrease or increase of others.

Regression analysis could be a technique of applied math analysis of impact of 1 or a lot of experimental variables on other variable quantities. The purpose of the analysis is to determine the relationship between a dependent variable and several free variables. One of the key issues here is to determine the behavior of the independent variable as a result of the systematic effects of the dependent variable and to distinguish it from random effects.

**Research database:** The dissertation information database uses the conventions of the International Labor Organization and the programs adopted by the World Trade Organization, the UNCTAD database and the statistics of the Organization for Economic Cooperation and Development. In addition, books and scientific articles were used on changes in employment around the world, the

adequacy of safety measures in the workplace, and the results of surveys conducted to study working conditions.

**Research limitations:** The main limitation of the study is the possibility of inaccurate and unreliable statistical data. The main reason for this inaccuracy is the lack of experience in data collection and analysis in many developing countries. As international organizations work to improve labor standards in less developed and developing countries, it is not possible to accurately analyze the success of these policies and measures. In addition, the accuracy of statistics is affected by the fact that some enterprises hide the number of employees who are disabled or die due to certain work accidents and occupational diseases in order to protect their image. Given the large number of migrants and illegal workers in the countries, it is difficult to gather accurate information on the employment conditions of the countries.

**Scientific novelty of the research:** The dissertation discusses the world's employment conditions, unemployment problems and the policies of the World Trade Organization and the International Labor Organization to address these problems.

**Scientific and practical significance of the results:** Every year, organizations publish statistics on the level of unemployment in the world, the number of fatal accidents at work, the number of employees infected with occupational diseases. Through these statistics, countries and organizations working to improve these indicators develop action plans. This study is also based on employment levels in different countries.

The research aims to improve working conditions in the workplace, increase employment through trade, improve labor standards and poverty reduction policies, measure the pros and cons of trade liberalization for the population and the country, determine the impact of trade on wages, etc. can be used in areas such as social protection and economic areas.

## **CHAPTER I. GENERAL INTRODUCTION OF WTO AND ILO**

### **1.1. What is WTO? -general introduction**

History of WTO. During the period between the First and Second World Wars, a number of countries, especially industrialized countries, were concerned about the restrictive measures taken in international trade. To this end, Western countries took the initiative to create a multifunctional international trade and payment system before the end of World War II.

After the Second World War, it was decided that it was important to start international economic cooperation in order to ensure reconciliation between the countries. In this context, a number of countries have begun discussions to support the development efforts of some countries, the establishment of new institutions to liberalize and develop international trade. Initially, it was decided to establish organizations such as the International Monetary Fund (IMF) and the World Bank (WB) as a result of this activity.

Thus, the General Agreement on Tariffs and Trade, adopted as an interim agreement, became a permanent basis for the establishment of the World Trade Organization. GATT maintained its existence till 1994. Over the past 47 years, a number of important events have taken place, 8 major rounds of discussions have taken place and GATT has been able to create a generally accepted framework for world trade. GATT is a comprehensive international agreement 4 main principles were formed during the creation of GATT:

- Most controlled country law (non-discrimination)
- National treatment law
- Reduction and consolidation of customs duties
- Implementation of protection only through customs taxes (conversion of non-tariff measures into tariffs)

The topics of discussion in the 1970s were “tariffs, non-tariff measures and framework agreements”. Meanwhile, the number of countries exceeded 100 for the first time, reaching 102. The longest and most comprehensive discussions took place

in the Uruguay Round between 1984 and 1994. Indeed, the Uruguay Round was more comprehensive and comprehensive than ever before. The number of member countries increased to 123.

In the 7 rounds before this round, discussions were held on “reduction of customs duties”. However, in the Uruguay Round, along with the reduction of customs duties, the text of 29 agreements and compromises supported by all countries to unify laws and strengthen management over world trade was adopted as a package.

The United Nations agency was renamed the World Trade Organization on January 1 1995, with the goal of liberalizing international trade and in operation in an exceedingly unified manner (Craig VanGrasstek., 2013).

The World Trade Organization (WTO) regulates trade relations through quadripartite trade agreements. The WTO, one among the youngest international organizations, could be a successor to the General Agreement on Tariffs and Trade (GATT), supported in 1947. Its headquarters are in Geneva, Switzerland is a full member of the organization. In addition, thirty one countries and several other international organizations have observer standing in the WTO.

The principles of WTO:

- The principle of “most favorable regime” (creation of equal trade conditions for member countries);
- The principle of “national regime” (non-discrimination between imported goods and services and local goods and services);
- Preference for tariff methods in trade regulation;
- Elimination of quantitative restrictions on trade;
- Clear and transparent trade policy;
- Protection of domestic markets only on the basis of WTO rules;
- Creation of favorable conditions for free competition;
- Negotiated settlement of trade disputes.

The activities of the WTO are based on two main principles: non-discrimination and free access to the markets of member countries. The principle of non-

discrimination has two meanings - Each country creates the same favorable conditions for all countries in which it trades. This aspect of non-discrimination is reflected in the application of the “most favorable regime” principle.

Another aspect is the non-discrimination of imported goods in national markets. The application of this requirement requires the application of the principle of “national regime” against foreign goods entering the domestic market.

The principle of free access to markets also serves the effective organization of trade turnover on the basis of the application of fertile national regimes, as well as the elimination of quantitative restrictions on imports, as well as ensuring openness and transparency in the foreign trade regime of member countries.

The structure and functions of the WTO. In order to fulfill its functions, the World Trade Organization manages a “Ministerial Conference”, which will meet at least every two years and consists of representatives of all members. There is a “Trade Policy Review Body” and a “Dispute Resolution Body” attached to the Ministerial Conference. There are “Dispute Settlement Panels” and “Appeals Body” working under the Dispute Resolution Body.

The Ministerial Conference is the highest body of the WTO. High-level decisions of the WTO are made at a meeting of the Ministerial Conference convened at least once every two years. The Ministerial Conference, representing all member countries, discusses issues related to the Uruguay Round Agreements and makes decisions on issues of principle. It has such important powers. So far, 6 such conferences have been held.

The Trade Policy Review Body examines the trade policies of the member countries at regular intervals such as two, four and six years. The parties concerned are obliged to comply with the decisions of the Dispute Settlement Body, which is responsible for settling the disputes between the member countries and making a decision. The Ministerial Conference also established committees such as “Trade and Environment Committee”, “Trade and Development Committee”, “Balance of Payments Restrictions Committee” and “Budget, Financial and Administrative Affairs Committee”. The Conference of Ministers may form additional committees

for the tasks it deems necessary. These committees fulfill the duties assigned to them in accordance with the agreements and by the General Council.

Dispute Resolution Board - The General Assembly called itself a Dispute Settlement Body (DSB) to provoke controversy among WTO members. Such disputes may arise from any agreement contained in the latest Uruguayan Situation Act and subject to an understanding of the Rules and Procedures for Dispute Resolution. The DSB has the power to set up dispute resolution councils, confer with arbitration, membership, institutional appeals and conciliation reports, monitor the implementation of recommendations and selections in such reports, and settle for waivers. Just in case of discrepancy these recommendations and decisions are used.

The General Council – consisting of the representatives of the member states can fulfill the functions of the Ministerial Conference within the amount between the Ministerial Conference meetings. The overall Council are able to build decisions on mechanisms for dispute settlement and review of trade policies.

The overall Council is convened 8-10 times a year between sessions of the Conference of Ministers to resolve current and procedural issues. In addition, the overall Council provides body steering to the body on dispute resolution and foreign policy review.

This body that reports to the Ministerial Conference, is accountable for the everyday running of the overall Council, which is pictured in Geneva by ambassadors or heads of missions. The functions of the overall Council embody overseeing the implementation of quadripartite trade agreements and selections of the Ministerial Conference, breakdown disputes and reviewing the periodic review of trade policy. The overall Council has 3 councils:

- Trade goods Trade Council;
- Services Trade Council;
- Council on Trade-Related Aspects of belongings Rights.

There are three committees:

- Trade and Development Committee;
- Balance Restrictions Committee;

- Committee on Budget, Finance and Administration.

The world organization maintains regular dialogue with non-governmental organizations, parliamentarians, different international organizations, the media and also the general public on numerous aspects of the WTO and the in progress El Beda negotiations, with the aim of enhancing cooperation and increasing awareness of WTO activities.

The main functions of the WTO is to manage and implement multilateral trade negotiations that completely constitute the WTO, to serve as a forum in multilateral trade negotiations, to seek solutions to trade disputes, to supervise national trade policies and to cooperate with international organizations in global economic policy making for these purposes.

The WTO agreement consists of 29 different texts in different fields from agriculture, textile and apparel, services to intellectual property rights rules. In addition to these, there are additional 25 declarations, decisions and agreements that impose additional responsibilities and commitments to WTO members. WTO rules also include trade in agricultural goods, textiles and apparel products, which are traditionally considered sensitive sectors. The rules adopted in agriculture include market entry requirements, rules to support domestic production, export incentives and food safety and animal health rules. The new rules in textile and apparel will be included in the WTO rules with a 10 years transition period after the Multi-Fibers Agreement.

The first deal in services trade. It speaks of the members' scope, national practices and their obligations to market entry, and provides a general framework for the further liberalization of the services trade. Ongoing views are currently about market entry commitments in financial services, key communication sectors, maritime transport and border-to-border crossing of people. Another first in the talks is the commercial aspect of intellectual property rights (TRIPS). This agreement not only articulates new intellectual property rights such as copyrights, patent rights, but also protects the rights to geographical indications, industry design, trademarks and trade secrets and know-how. It also covers WTO rules, anti-dumping practices,



incentives and counter-applications, customs practices and import licenses in commodity trade. The rules also explain what kind of rules will be applied when these practices come to the agenda.

The functions of the WTO briefly:

- Monitoring the adoption and implementation of multilateral trade agreements that form the legal basis of the WTO;
- Organization of trade negotiations between member countries;
- Monitoring trade policy pursued by Member States;
- Cooperation with other international organizations;
- Admission of new members to the organization;
- Assistance in resolving trade disputes between member countries;
- Collection, study and presentation of information on international trade and trade policy.

Main purpose of WTO. The international organization agreements are prolonged and complicated as a result of their legal texts covering a good vary of activities. However a variety of simple, basic principles run throughout all of those documents. These principles are the inspiration of the three-sided mercantilism system.

A rustic mustn't discriminate between its trading partners and it should not discriminate between its own and foreign products, services or nationals. Lowering trade barriers is one in every of the foremost obvious ways that of encouraging trade. These barriers embody customs duties or tariffs and measures comparable to import bans or quotas that prohibit quantities selectively. Foreign companies, investors and governments ought to be assured that trade barriers mustn't be raised arbitrarily. With stability and predictability, investment is encouraged, jobs are created and customers will totally fancy the advantages of competition — alternative and lower prices. Discouraging unfair practices, comparable to export subsidies and marketing product at below price to achieve market share. The problems are complex, and also the rules try and establish what's honest or unfair, and the way governments can respond, specially, by charging further import duties calculated to atone for harm

caused by unfair trade. Giving them longer to adjust, larger flexibility and special privileges, over three-quarters of international organization members are developing countries and countries in transition to promote economies. The WTO agreements offer them transition periods to regulate to the lots of unknown and, perhaps, tough WTO provisions. The WTO's agreements allow members to require measures to safeguard not solely the setting however conjointly public health, animal health and plant health. However, these measures should be applied within the same thanks to each national and foreign businesses. In different words, members must not use environmental protection measures as a way of disguising exponent policies.

WTO Coverage and its Difference from GATT. The WTO is very comprehensive and also includes new provisions. As a matter of fact, agricultural products, services, intellectual property rights, trade-related investment measures and trade policies review mechanism, which are not within the scope of GATT 47, were included in the WTO. Likewise, Subsidies and Compensatory Taxes, Technical Barriers in Trade, Import Licenses Procedure, Government Procurement, Customs Valuation and Anti - Dumping agreements that were not covered by the agreement before and which were accepted at the end of the Tokyo Round and which were complied with were included in the WTO and at the same time an obligation to comply. The WTO Agreement introduces new regulations on textiles and the Textile Trade Agreement (MFA) is abolished on 1 January 2005 at the latest. With the withdrawal of the Textile Trade Agreement, textile trade will be covered by the WTO Agreement and will be subject to the rules of the agreement. The Dispute Settlement Mechanism, which was previously ineffective within the scope of GATT 47, was strengthened by establishing a "Dispute Settlement Body (DSB)" and "Appeals Body" to deal with the resolution of disputes in the scope of the Agreement.

Likewise, converting non-tariff barriers into tariffs is within the scope of WTO. With the WTO agreement, different from the previous ones, a definition of subsidies (financial assistance) was introduced and also the concept of "Specific" Subsidy was introduced. Accordingly, if a subsidy is applied to only one firm, an industry, or a

firm or industrial group, such subsidies are called “special” subsidies. The agreement gathers subsidies under three categories. These "Prohibited" Subsidies are “Actionable” Subsidies and “Non-actionable” Subsidies. Essentially, according to the Agreement, no member state should harm the interests of the other member state through subsidies. Subsidies that are legally or de facto stipulated on “export performance” or “use of domestic inputs” constitute prohibited subsidies. If subsidies imposed by a member state adversely affect the interests of another member state or damage the domestic industry, or if there is an unjust "serious harm" involved, such subsidies are actionable subsidies. If the sum of subsidies given to a product exceeds 5 percent of the value of that product, it is considered that there is “serious damage”. Aid to the underdeveloped regions, also referred to as the “Green Light Subsidy”, subsidies for research and development and environmental protection, are subsidies that cannot be sued.

Post-WTO Sectoral Developments:

-Industry

After the Uruguay Round (UR), taxes (tariffs) on imports of industrial products will also be reduced by an average of 34 percent. These discount commitments will be made within four years starting from 01.01.1995 and in five equal installments unless otherwise stated.

In industrial products, the weighted average tariff rates applied before UR, the promised average discount rates and the new tariff rates after UR as a result of this reduction are shown in the table.

-Agriculture

One of the important issues agreed upon at the end of the Uruguay negotiations was the inclusion of agriculture within the WTO. Member countries in agricultural products. They will reduce the tariffs they apply for entry to the market, imports, and reduce the support in domestic production and the incentives they apply in exports. From this, it is aimed to carry out economic activities in the production and trade of agricultural products under free competition conditions. Accordingly,

commitments made in agriculture are grouped under three headings. These entry to the market, internal supports and subsidies (in exports).

Developed countries (GU) will make a 36 percent reduction in 6 years, and developing countries will make a reduction of 24 percent within 10 years in the tariff rates in imports. The tariff rates to be based on the discount are the tariff rates applied by each country in 1986 for imports.

The discount rates in trade-disruptive domestic supports are 20 percent in 6 years in GU and 13.33 percent in 10 years in EM. The period of 1986-88 will be taken as basis for the discount. In case of minimum support, there is no need to reduce the internal support. In order to benefit from this situation, the aid (internal support) should not exceed 10 percent of the production value of that good in EM and 5 percent in GU. The amount of aid by supporting purchases made in Turkey, does not exceed 10 per cent of the production value, hence the "minimum support" fall within the scope. So there is no obligation to make any discount in Turkey's domestic support amount.

#### - Services

Service trade, which was not covered by GATT before, was included in the scope of WTO after the Uruguay Round with the influence of developed countries and especially the USA. Experiences gained from commodity trade have been effective in the establishment of the "General Agreement on Trade in Services". Therefore, the provisions of the said agreement are similar to the terms and principles of the goods trade agreement. The agreement is expressed in GATS, the initials of the English name (General Agreement on Trade in Services). The Services Agreement is established on three principles. The first of these, the "Framework of the Agreement", covers the basic obligations that all members must comply with. These obligations are the basic principles and principles such as non-discrimination, national treatment and gradual liberalization of access to the services market. The second is the list of market entry commitments. These lists are about the commitment of countries to how many of the barriers that exist in their services sector and from other countries to enter their countries during the ongoing liberalization process, or

to eliminate them. The third is attachments. The Annexes cover exceptions from the most favored country rule, some services (e.g. communications, financial services, air transport services) and disciplines related to the movement of the public (natural persons producing the services mentioned in the agreement) ([https://www.wto.org/english/tratop\\_e/serv\\_e/serv\\_sectors\\_e.htm](https://www.wto.org/english/tratop_e/serv_e/serv_sectors_e.htm), 2020).

The WTO Secretariat divides the “Services Section”, which covers a wide range of economic activities, into 12 sectors and 155 subsectors.

These sectors are;

- Commercial Services,
- Communication Services,
- Construction and Engineering Services,
- Distribution Services,
- Educational Services,
- Environmental Services,
- Financial Services,
- Health Services and Social Services,
- Tourism and Travel Services,
- Entertainment, Culture and Sports Related Services,
- With Transportation Services

## **1.2. What is ILO? -general introduction**

The International Labor Organization (ILO) was established in 1919 with the Versailles Peace Treaty in order to achieve lasting peace in the world through social justice.

With an agreement signed with the United Nations Organization in 1946, the ILO continued to serve as the first specialized agency of the UN that made efforts to improve living and working conditions.

Achieving full employment based on the basic principle that a universal and permanent peace can only be established on the basis of social justice, raising living standards, employing workers in jobs that best suit them, providing vocational training opportunities, implementing policies to ensure that everyone can enjoy the benefits of development equally, protecting the life and health of employees. Having aims such as recognizing the right to organize and collective bargaining and promoting social security and was awarded with the Nobel Peace Prize in 1969, ILO carries out all its activities based on the principle of "tripartite structure" consisting of workers, employers and representatives of the government and differs from other international organizations with this feature.

There are 187 countries that are members of the ILO.

History of ILO. The ILO, which has existed for more than 100 years, has achieved significant success during this period, but also suffered some stagnation.

Since the Industrial Revolution in the 18th and 19th centuries, the labor movement has had a concern that international trade will weaken the bargaining power of workers as a result of employers employing workers from abroad against labor standards. Since its establishment, the ILO has argued that unregulated cross-border competition will worsen working conditions and create difficulties for workers. Accordingly, the remedy for the devastating "social collapse" is the implementation of international labor law and universal minimum labor standards. It has been stated that compliance with the law will prevent the privileges to be obtained as a result of unfair competition. It was emphasized that the standards

should be applied simultaneously not only for the labor market, but also for the goods and capital markets.

In the last century, during critical periods in social history, the ILO has intervened directly or indirectly in some social events at varying success rates. For example, the organization insistently defended the right of workers to organize for collective bargaining in the United States of America during Roosevelt's "New Deal" period in 1930. At the same time, its resistance against Italian and German fascism in the 1920s and 1930s increased the historical value of the ILO. After the banning of German unions in May 1933, Nazi representatives wanted to control the unions at the International Labor Conference that same year. To this end, Nazi representatives tried to attract a retired Social Democratic Party member Wilhelm Leuschner as Vice President of the Confederation of German Trade Unions, as well as a representative of the Christian trade union, to their side through socio-political privileges, one of Germany's well-known trade unionists. However, this maneuver failed due to intense protests from both trade unionists and conference delegates. After the conference refused to recognize the authority of the Nazi German Labor Front leader Robert Ley, Robert Ley left the conference and Hitler Germany left the ILO membership in 1933.

One year after Germany left membership, the United States decided to join the ILO, despite the strong opposition of the US Congress to the League of Nations. The ILO's philosophy and standards have inspired the programs and political agendas of national and international organizations on many occasions and in many directions. Another example to be given in this regard is the "European Social Model" and its emphasis on social dialogue. The European Social Model is a fulcrum in terms of ILO's principles, values and labor law regulations. The overall positive effect in combating the economic crisis and its effects on the global workforce can be attributed to the ILO. In the first International Labor Conference in 1919, the idea of creating public employment as an effective measure against economic depression and unemployment was advocated. However, during the economic crisis that erupted around the world since the early 1930s, the ILO only faintly defended its measures

for public employment creation to mitigate the consequences of the crisis, despite the advocacy of British economist John Maynard Keynes. In the joint conference held on this issue in 1931, a consensus could not be reached, mainly due to the objections of the Anglo-Saxon members.

The ILO played an important role in the fight against the racist regime in South Africa, with the opposition putting pressure on the government and demanding international labor standards. In addition, the ILO supported the freedom and democracy movements.

All these activities of the ILO have made it publicly known. In 1969, in its 50th anniversary of ILO, it received the Nobel Peace Prize on . Every year, October 7 is celebrated as World Decent Work Day at the representatives of international trade unions. The aim of this day is to draw attention to the ILO's Decent Work Agenda and its role in economic development, poverty and social injustice. On October 7 2011, it was seen as an opportunity to highlight the growing trend of precarious employment and possible solutions were discussed in almost all countries.

Since the beginning of the last economic and financial crisis in 2008, the ILO has been among the most important supporters of active employment and labor market policy. The ILO has repeatedly warned against measures such as wage cuts and other types of social cuts applied in previous crises to overcome the crisis. In addition, the ILO called for significant reforms in the financial markets and the strengthening of the real economy. In addition, the ILO has recently warned the European Union member states that social discomfort will occur if they continue to implement their fiscal and social cut policies. For the past few years, the ILO has been researching and advocating for the development of “green employment”, climate-friendly technologies and energy resources that have positive employment effects. Recently, the ILO has gained widespread support for its claim that access to Decent Work opportunities is a key factor in eradicating poverty.

When the organization celebrated its 90th anniversary in 2009, the entrance hall of its headquarters in Geneva was decorated to the liking of government leaders who have visited the ILO over the years, working for the organization's objectives and



supporting its activities. Indeed, ILO history, Nelson Mandela, Amartya Sen, Lech Walesa, Pope IV. Paul, Pope II. It is full of big names such as John Paul, Willy Brandt, Franklin D. Roosevelt, Kofi Annan and Aung San Suu Kyi who have fought for the ILO in difficult times, spoke at the International Labor Conference, or somehow inspired the ILO and raised its reputation. At the G20 summit, where the ILO Director-General regularly attends, employment issues and the concept of decent work have been an important part of the summit statements and final reports for years.

**Structure and Bodies of the ILO.** The ILO, headquartered in Geneva, consists of the International Labor Conference, which is the decision-making body held every year in June, the Executive Board as the executive body, and the International Labor Office, which carries out the secretariat services of the Organization.

There is a General Manager at the head of the International Labor Office. Guy RYDER (England) was elected for this position in 2012 for five years (2012-2017). Guy RYDER was elected as the ILO Director General for the second time for five years (2017-2022) with the election in 2017.

The International Labor Conference consists of 2 Governments, 1 Worker and 1 Employer representative of each member country. These representatives are accompanied by technical consultants according to the topics on the conference agenda. The International Labor Conference discusses current problems of work, determines international labor standards consisting of the Conventions and Recommendations, monitors the implementation of these standards in member countries, adopts the two-year ILO Budget funded by member countries' contributions, determines the two-year ILO activity program, and all three annually elects the members of the Board of Directors. Conference work is carried out by the Committees

The decisions impose an obligation to comply with governments that approve these matters. On the other hand, recommendations guide governments in national legislation, executive and policies.

The Executive Board. The Board of Directors, which has a decisive role in all activities of the organization, has a tripartite structure like the Conference. The Board of Directors convenes three times a year and consists of a total of 56 members, 28 of which are from the government, 14 employees and 14 employers. In addition, the ILO establishes trilateral sectoral and technical committees covering major industry areas and organizes regional and technical conferences.

ILO's provincial organization consists of regional, field and branch offices and multi-faceted expertise groups. The ILO also includes an Administrative Court, the Institute for International Labor Studies and the Advanced Technical and Business Training Center in Turin, Italy.

Main purpose and targets of ILO. According to the ILO's own statement, international labor standards aim to develop decent and productive working conditions in conditions of freedom, equality, security and dignity. Part of the international governance framework, these standards are designed to ensure that the global economy benefits all.

The main purpose of the ILO is to improve working and living conditions in member countries by determining minimum and universal international standards. These standards are formed in the form of international recommendations and labor agreements. Since the establishment of the ILO (1919), 189 Conventions and 205 Recommendations have been adopted. Contracts become binding for the ratifying country if they're punctually ratified.

Acting in line with its initiation mission that peace in working life is indispensable for welfare, the International Labor Organization (ILO) works to understand social justice and internationally recognized human and labor rights. Nowadays the ILO aims to form good jobs. It helps to produce economic and dealing conditions which will lead workers and business communities to assert lasting peace, prosperity and progress. The many-sided nature of the International Labor Organization provides a singular platform for the promotion of tight work for all ladies and men. Its main objectives are the belief of rights in operating life, the promotion of decent employment opportunities, the strengthening of social

protection and also the strengthening of dialogue on working life issues. The ILO has four strategic goals:

- The dissemination and implementation of standards, basic principles and rights in working life;
- Increasing the opportunities required for women and men to work in decent jobs and earn decent earnings;
- Expanding the scope of social protection for all and increasing its effectiveness;
- Strengthening tripartite and social dialogue.

In supporting work towards these goals, the ILO draws on a unique expertise and experience in working life. These are the expertise and experience gained over 100 years in efforts to meet the needs of decent work, livelihood and dignity. The ILO serves its tripartite components - and society as a whole - in a variety of ways, including:

- Developing international policies and programs aimed at protecting fundamental human rights, improving working and living conditions and strengthening employment opportunities;
- Determining international labor standards to be supported by a unique system for monitoring practices;
- A widespread program of international technical cooperation prepared and implemented through active partnership with the components to help countries implement these policies;
- Education and research studies to support all these efforts to move forward.

How ILO works. ILO links the importance of communication between employers and workers with low levels of intergovernmental relations to the development of social and economic progress.

The ILO aims to ensure that it meets the needs of working girls and boys by setting standards of service, developing policies and programs, and transferring them between governments, employers and workers. The ILO demonstrates a social dialogue in which workers and employers operate together where there is an equal

voice with governments in joint negotiations. The views of the social partners play an important role in the ILO's labor standards, policies and programs. The ILO promotes social dialogue between trade unions and employers in developing national policies on social, economic and plenty of different problems and, if necessary, between builders - employers, employees and member states.

International labor standards are backed by a superordinate system that's distinctive at the international level which helps to make sure that countries implement the conventions they ratify. The International Labor Organization frequently examines the appliance of standards in member states and points out areas wherever they may be higher applied. If there is a problem with the application of the standards, the ILO provides social and technical assistance to those countries.

The ILO has developed varied means that of direction the applying of Conventions and suggestions in law and observe following their adoption by the International Labor Conference and therefore their approval by States (<https://www.ilo.org/global/about-the-ilo/mission-and-objectives/lang--en/index.htm>, 2020).

Since the early 1950s, the United Nations has provided technical cooperation to countries on all continents and at the lowest levels of economic development. Through the cooperation concluded between the ILO, the income is maintained by a network of recipient countries, donors and country offices around the world.

Development cooperation to build a bridge between women and men the role of ILO standard laws is being taken everywhere. It is important to provide good job opportunities for individuals, and it is important that we help our constituents - workers, employers and governments - to implement the important Work Agenda. Simply put, development cooperation supports the technical, institutional and institutional capability of the United Nations agency to position important and consistent policies in situ and to make sure property development.

With over fifty years of expertise in development cooperation on all continents and in the least stages of development, the United Nations agency these days has over 600 programs and comes in additional than one hundred countries – with the support of a hundred and twenty development partners.

The Program and Budget of the ILO sets out the strategic objectives and expected outcomes for the work in the biennium, is approved every two years by the International Labor Conference of Organization.

The Program and Budget establishes each a program of labor and a budget supported the priorities known within the Strategic Plan. It describes what the International Labor Organization is predicted to try and do and achieve among a selected biennium, specifies the methods to attain measurable results aboard the capacities and therefore the resources needed to deliver those results, and authorizes the relevant regular budget expenditure. The ILO's biennial program of work is delivered in member States in the main through Decent Work Country Programs (DWCPs), aligned with national development plans and global organization designing frameworks.

The results and achievements of the ILO are financed through three main funding sources:

- The Regular Budget, funded from assessed contributions by member States, based on the scale of assessments of the United Nations;
- The Regular Budget Supplementary Account, funded by voluntary core contributions from key resource partners that provide fully none earmarked resources and
- Extra-Budgetary Technical Cooperation resources, funded by voluntary non-core contributions from over 100 different resource partners, including public and private organizations, IFIs and UN entities, in support of specific projects.

The closed integration of various sources of funding in the market into the International Labor Organization to provide a framework for integrated results is at the center of a strategy to successfully achieve regional and global priorities based on results based on work plans (<https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/programme-and-budget/lang--en/index.htm>, 2020).

## **CHAPTER II. EMPLOYMENT IN GLOBALIZING WORLD**

### **2.1. Employment in different countries.**

The concept of employment and unemployment. The amount of production and professional development required to meet human needs is a condition for maximum use of human resources in each country.

The concept of “labor force” is the sum of physical, mental, intellectual, mental energy, knowledge, skills and ability to work, which a person spends in the process of labor. The labor force is the owner and carrier of the labor force. It exists in all societies, regardless of the form, level and stage of development, and is constantly improving and evolving - the labor force or ability to work is the sum of the abilities and energy that a person, his body possesses, expends in creating any specific consumption values.

The concepts of “labor force” and “labor resources”, their content and essence are still debated. Some economists equate the concepts of “labor” and “labor resources” and say that they do not differ much from each other. However, in the economic literature, the majority of scholars are of the opinion that these concepts are different from each other. Proponents of this view say that the labor force includes both active and potentially available workforce.

It can be said that the concept of “labor resources” is broader than the concept of “labor force”. If the "labor force" has the ability to work, it includes both those working in social production and those who are self-employed and engaged in household. In other words, “labor resources” refers to a certain demographic and quantitative definition of the entire able-bodied population that exists at a particular historical stage of development in the country or in its individual territories, and “labor force” refers to those labor resources both in labor activity and should be viewed as part of the reserve in case of potential.

Employment is the permanent employment of able-bodied people in the country. In an economy, the use of human labor, employment, or the degree to which one can engage in economic activities indicates "employment." That is, employment

is a factor of production-oriented labor. Unemployment of able-bodied people means unemployment. The production and consumption functions of society have raised the issue of employment, unemployment even when it is not working or not being able to work. Entrepreneurs who produce goods and services to meet the needs of society, along with all other factors of production, use labor as a factor of production and give it a share of a value that creates in return. However, not all existing able-bodied people can work in production. They offer jobs in the labor market and find a job at the current average salary. The difference between the ability to work and the level of employment indicates unemployment.

According to some scientists, not using all the factors of production, leaving resources idle and away from activities, while the factor of labor remains unemployed can have many other negative effects. Unemployment is a very important problem should be solved in the last 30 years, not only in developing countries, but also in developed countries. The main reason why the unemployment problem is seen as such a serious problem is that unemployment imposes various costs on the economy, as well as on the individual and his family. Unemployment increases the crime rate by creating very serious negative effects on human psychology. Thus, unemployment is not only an economic problem, but also a social and psychological problem. Long-term unemployment is seen as a separate loss for the economy, as it leads to a loss of professionalism and reduced productivity over time.

For an employed person, working is not only a means of managing his life in order to survive, but also a means of meeting his social and psychological needs. Because a busy person earns money, has a reputation in society, and communicates with people in order to develop himself.

Incomplete employment is another key consideration for a healthy definition of unemployment.

A country's employment depends on its level of development, population, natural resources, technological innovation, education and economic conditions. If all the factors in an economy are fully engaged and contribute to production, then a

situation of “full employment” arises. In a full-fledged economy, just as all able-bodied people who want to work at the current wage level are employed, so too are the country's existing stock of investment goods and natural resources. Thus, the existing production potential of the economy is used and there are no vacancies. When some of the country's production factors are not in production, a situation of “incomplete employment” arises.

High unemployment pressures and unemployment costs have an impact on the economy. Due to the growing inadequacy of the social security mechanism of unemployment benefits, individuals are forced to accept the first job they find. This situation leads to increased employment and loss of activity in inefficient areas. Another factor that creates part-time employment is the unplanned or insufficient level of human resources and education. Being unplanned or the result of poor planning results in either illiterate workers or incomplete employment. In short, those who cannot find a job that suits their profession and skills or level of education are forced to work in different fields.

The concept developed as a solution to the economic problems on which unemployment is based is “Job Creation Policy”. Job Creation Policy actively supports economic decision-makers to create new jobs. It contributes to the creation of new jobs. It is possible by increasing the activities and increasing the employment. There are 3 main goals of the Job Creation Policy. These:

- Creating new jobs
- Employment for everyone
- Create equal opportunities.

The employment in developed countries. After the Second World War, the full employment situation in developed countries, which lasted until the 1970s, ended in 1973 under the influence of the Gasoline Crisis, and unemployment began to rise day by day.

During this period, there was a topic discussed by economic decision-makers and academics: lagging behind in industrialization. This concept is expressed as a weakening of international competitiveness, reduction of market share or complete



loss of competitiveness in the export and import of processed industrial products in domestic and foreign markets, both for personal reasons and due to global changes and influences in economic activities.

The main feature of economic development is the introduction of a service economy is the advancement of employment from the first sector to the second, third and fourth sectors. The transition from the manufacturing sector to the services sector and the development of new technologies and the creation of structural changes in new technologies have reduced employment and increased unemployment in developed countries.

Another issue of concern in developed countries in the face of globalization is that investment and production will shift from developed countries to low-cost developed countries. This situation will lead to a reduction in skilled labor costs in developed countries, and cheap exports from developing countries will hit industrialization, and developing countries will begin to raise the standard of living of developed countries to their level.

As a result, there have been significant changes in employment and unemployment in developed countries since the 1973 Gasoline Shock. Unemployment in the Organization for Economic Co-operation and Development (OECD) rose from 3.5% to 9% in 1973-75. Japan, Norway, Switzerland, Austria and Sweden have the lowest unemployment rates (1%-4%). In contrast, Belgium, the Netherlands, Ireland, the United Kingdom, Spain and Turkey have the highest unemployment rates (13%-20%). Other OECD countries with declining unemployment rates are the United States, Germany, France and Italy.

In the 1990s, unemployment in developed countries was structured. In the 2000s, developed countries were unable to sustain the growth rates of the previous decade, and as a result, their ability to create employment weakened.

Unemployment continued to be an important problem. In 2004, the unemployment rate was 10% in France, 9.3% in Germany and 4.7% in the United Kingdom. In pre-crisis OECD countries, it rose to 8.2% in 2011 from 6.1% in 2008.

During this period, unemployment rates rose in all OECD countries, except Germany (7.6% -6.0%), Luxembourg (5.1% -4.9%) and Turkey (11.2% -10.0%).

**Table 1: Calculating the % of unemployment rates in some OECD countries**

	1992-2002	2004	2006	2008	2009	2010	2011	2013	2015	2017	2019
Germany	7.9	9.3	10.4	7.6	7.8	7.2	6.0	5.1	4.5	3.6	3.3
France	10.8	10.0	8.9	7.4	9.2	9.4	9.3	10.2	10.2	9.0	8.2
Ireland	9.4	4.4	4.7	5.8	12.2	13.9	14.6	12.8	9.1	6.2	4.8
Italy	10.8	8.1	6.9	6.8	7.9	8.5	8.5	12.4	11.6	10.9	9.6
Spain	14.6	10.8	8.6	11.4	18.1	20.2	21.8	25.5	20.8	16.6	13.7
England	7.4	4.7	5.5	5.4	7.8	7.9	8.0	7.1	5.0	4.2	3.7
Sweden	6.4	5.5	7.1	6.1	8.5	8.5	7.6	8.0	7.2	6.6	6.6
Switzerland	3.3	4.2	4.1	3.4	4.2	4.6	4.2	4.2	4.5	4.8	4.4
Luxembourg	2.8	4.3	4.7	5.1	5.2	4.4	4.9	6.0	6.5	5.6	5.6

*Source:* Research by OECD, 2020 (<https://data.oecd.org/unemp/unemployment-rate.htm>).

Employment in developing countries. The 1973 Gasoline Crisis affected not only developed countries but also developing ones. The economies that emerged in the 1980s performed differently, and employment-related structures varied. Developing countries are also better off in terms of growth rates. In economically underdeveloped countries, there has been a decline in employment in the formal sector and an increase in employment in the informal sector. Informal areas include non-insured, low-productivity, unprofessional family work.

Rapidly growing agricultural economies are causing unemployment in young countries entering the labor market and in developing countries with poor productivity and low productivity. Also, despite the increase in employment in these regions, the majority of the working population is poor. Because these jobs are often unofficial, uninsured and low-paid jobs.

In 1986-1990, the unemployment rate was observed to be very low - 6%. However, in order to describe this unemployment rate in a normal way, it is necessary to take into account the small size of the official labor market in the region. In Latin America, for example, 15.7 million new jobs were created in the 1990s, of which 8.4% were informal. Thus, while informal sector employment in the region increased by 4.7%, formal sector employment increased by only 1.1%. As a result,

the weak growth in employment in the formal sector also affected the minimum wage, and the average wage in the informal sector began to decline. In Colombia, more than half of total employment is in urban informal employment. Similarly, in Africa, 61% of urban labor is in the informal sector.

Between 1984 and 1992, women's participation in the sector increased from 40.6% to 43.2% and employment in the informal sector decreased. There is a significant difference between Southeast Asia and South Asia in the statistics on women's informal employment in the city. For example, in the labor markets of Thailand and the Philippines, women's labor is estimated to account for more than half of total labor. Women's labor is mainly used in the processing, retail and apparel sectors. However, in some cities in India and Pakistan, the use of women in these sectors is lower. In these regions, women's labor is mainly used in less productive areas.

In short, high unemployment rates in developing countries, especially in Latin America, Chile, Colombia and sub-Saharan Africa, have long been a serious economic problem. The main reason for this negative economic trend in Africa is the inability to provide adequate food, health care and education to the growing population, despite its rapid population growth. The main reason for the development of professional Japanese is the importance given to education.

It is very difficult for developing or least developed countries to adapt to the global economic structure. Because the problems of the market mechanism in these countries still remain. The level of education and professionalism of labor is not enough. Therefore, these shortcomings will prevent the study and application of new and mixed technologies and create an attractive environment for foreign investors. As a result, if these countries are late in expanding their economies and entering the global market, the economic gap between them and the newly industrialized countries will increase.

## **2.2. Working conditions in the world.**

The lens of job quality. Currently, the quality of work is a critical political issue for all countries. As a result of centuries-old initiatives organized by the International Labor Organization (ILO) under the name “Future of Work”, they noted that ideal working conditions would be beneficial for everyone. Many of the job features that are useful and productive for employees support a positive and satisfying work life for employees. Therefore, a high level of work life is associated with health and well-being, the balance between work and life, financial security and skills development.

Also, the quality of work is closely linked with the activities of the enterprise, productivity and innovation. Improving individual labor performance is also associated with reduced sick leave and reduced productivity while ill. In addition, the quality of work contributes to increasing organizational relationships and motivation among employees, as well as the development of creativity and workforce.

There are seven dimensions of job quality:

1. Physical environment;
2. Work intensity;
3. Working time quality;
4. The social environment;
5. Skills and discretion;
6. Prospects;
7. Earnings.

These seven indicators show that the concept of work quality is multifaceted and has a positive impact on the working lives of employees. Initially, each indicator reflects the employee-entrepreneur relationship that the government regulates as a result of a particular policy. Secondly, these indicators are based on the positive and negative characteristics of work, which reflect the demand for labor and labor resources. Third, these indicators reflect objectively accepted business characteristics. Thus, they refer to specific job characteristics that are observed at

work and to meet people's needs for work. In particular, these indicators have been proven to have epidemiological positive and negative effects on human health - physical health and well-being.

Physical environment. As a result of the observation of physical hazards and physical conditions in the workplace, it was decided that improving these conditions was one of the key factors. Various measures have been taken in the last century to eliminate or minimize physical risks, especially in agriculture and industry. If we compare the past century with the present, we can see that this field is very developed. Despite the development of physical safety in the workplace, there are areas that are interested in psychosocial risks and are constantly evolving.

Along with agriculture, industry and construction, sometimes the service sector is also exposed to physical risks. Sometimes, physical risks can also arise when employees regularly carry heavy loads and care for patients. If this working condition persists, then it is very difficult to prevent this risk. In other cases, for example, exposure to heat, cold, or biological agents may be accidental.

Exposure to physical risks also depends on the employee's performance. For example, if there is a high demand for work, employees may not be able to use protective equipment or equipment, they may feel that they are not in a position to expect support from their colleagues, and so they are exposed to risks at work.

There is also gender discrimination when exposed to physical risks. This is mainly due to the separation of the labor market and sexual career choices. Also, stereotypes about women's and men's labor can reduce some physical risks. Men are exposed to the dangers of working in jobs that require physical force, and the danger is often overlooked on the grounds that this work is specific to men. Thus, the physical dangers of this activity are hidden and the physical safety of men is ignored. A similar situation can be observed in women's labor. Because some areas are considered women-specific areas, the physical risks they face are ignored, such as information centers, hairdressers, and retail assistants, who work almost without sitting during working hours. Similarly, we can show examples of more women working on computers in offices, monotonous mobility during the day. When

women work as cleaners, they often work in uncomfortable situations. Finally, in general, some observations show that women and men do not fulfill the same responsibilities when they work in the same job. For example, if we look at the work of women and men working as cleaners in hospitals, men often clean the places, and women often clean the toilets at work, which is more harmful to human health due to the use of more chemicals. These differences may affect the reporting levels of men and women.

Exposure to physical risks can lead to injuries, disputes and accidents that can affect the operation of the enterprise. Extensive surveillance activities are available in many countries and regions to prevent physical risks. According to the latest research, physical risks are divided into 3 groups:

1. Risks affecting the spine. These risks are mainly caused by vibration, heavy loads, and sedentary work.

2. Environmental risks. This risk occurs when working in high or negative temperature, noisy conditions and is considered the second most dangerous category in the group of physical risks. Open field, agricultural workers, plant growers and machine operators are the most exposed to this risk.

3. Biological and chemical risks. At this risk, men are mainly affected by tobacco and harmful substances, and women are exposed to chemicals and biological waste in the health sector. These types of risks are manifested in 4 occupations: those engaged in handicrafts, plant and machine operators, agricultural workers, and primary workers, depending on the country.

Work intensity. Work intensity is often associated with job demand. Thus, if the workload is high, requires more mental and physical energy, requires more workers, then it is difficult to perform the task effectively and healthily.

Studies have shown that low-demand jobs can cause a variety of problems, but heavy-duty jobs can also cause serious illness. Work intensity is a key component of a work-based stress model. Various studies by Karasek and Thorell in 1979 and 1992, and Siegrist in 1996, have shown that both the demand-control model of labor stress and the effort-reward imbalance model examine the level of demand for labor,

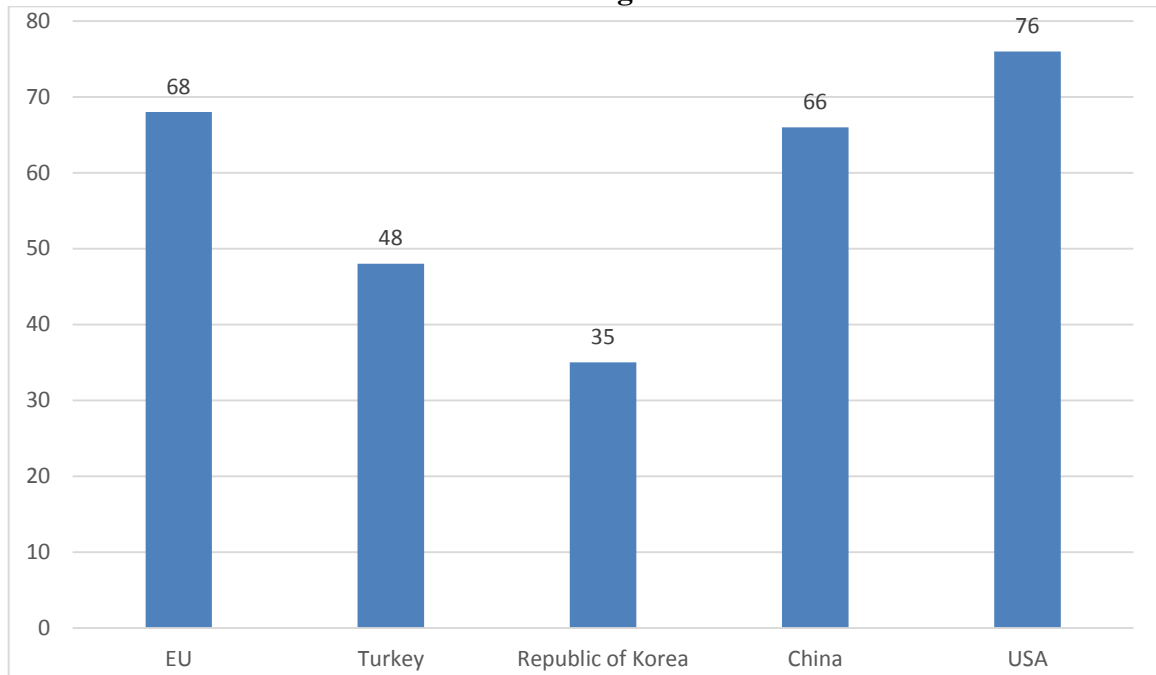
along with other important indicators of performance. Numerous epidemiological studies have shown that high-demand work causes diseases such as the cardiovascular system, musculoskeletal system and depression. This is especially true with limited decision-making freedom and limited work support. From an organizational point of view, we can see that work intensity is not related to better performance. Working hastily, especially with a reduced workforce, shifting the entire workload to a smaller workforce will not only result in less productive work, but will also weaken technological development and lead to inadequate tasks, lack of coordination, and poor product quality. Although the intensity of work is sometimes welcomed and motivated, it has many negative effects on the quality of work.

In measuring the intensity of work, mainly the type and number of work pace, as well as both subjective and objective indicators are taken into account.

Factors determining the pace of work and independence. The key element of a work plan is the speed at which employees work. The pace of work can be affected by various constraints: customer requirements, performance targets, the speed of the equipment or system, direct demand from management, and the team. These elements are also important for the organization of work and the analysis of obligations. As companies have become more responsive to customer demands over time and more flexible in production, the rhythm and performance activity between technology and human labor has also changed. This situation arises when the work is mainly managed by managers or when the bulk of the work is often performed by employees working in an interdependent position for the performance of the work.

In many countries, the pace of work of more than half of employees is determined by customer requirements. For example, 68% in the EU, 66% in China, 48% in Turkey, but in the Republic of Korea this figure is 35%. In the United States, the pace of work of 76% of employees is determined by customer requirements.

**Figure 1: Calculating the % of incidence of direct demands from people, by country or region**



**Source:** Research report of ILO, 2019, page 22 ([https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_696174.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_696174.pdf)).

Quality of working time. As we know, there are 24 hours in 1 day and 168 hours in 1 week. Ensuring a fair distribution of these hours between processes such as work, rest, and personal affairs is an important factor for the well-being and development of society. As women take on most of the household chores, ongoing social policies shape the link between working hours and gender norms, the household and the labor market. With the expansion of the service sector, employment opportunities are being promoted in the economy, especially in the domestic service sector, where women are given priority in such matters as babysitting and daily household chores. Especially in the labor markets where women are growing, people are forced to combine employment and personal responsibilities due to the increase in the number. If we look at the working hours of women and men, we can see that working hours for women and men are framed and defined differently.

International competition, planned work schedules, technological advances, and the growth of knowledge-based services are changing the structure and



increasing the flexibility of paid work, which sets the line between working and not working.

Production processes, work with shifts - health and social sectors operating in retail, etc. areas are notable for having antisocial working hours. Especially during a pandemic, health workers are constantly working.

Working hours - includes work breaks, work organization and forecasting. In two cases, these are important factors for the quality of work. First, working hours are the most influential factor in health. For example, as working hours increase, the proportion of risks that employees are exposed to increases, and thus more time is needed than usual to recover energy. On the other hand, maintaining a balance between working hours and leisure time is critical to maintaining employee resilience, adaptability, and ability to work. Good adaptation ensures that the organization and duration of the work are tailored to the needs of both the individual and the organization. Today, non-standard and free working hours regulations are being developed for start and end hours and weekends.

Working duration. Although paid working hours have declined sharply over the last 100 years, especially in developed countries, long working hours remain a political issue. Traditionally, all countries set a certain number of working hours per day and week. Certain exceptions are often added to these limits, and people's safe working conditions are not taken into account in these exceptions.

From a health perspective, long hours of work can systematically lead to cardiovascular disease, depression, and sleep disorders. In the worst case scenario, long-term work in Japan increases the risk of a syndrome called death. At the same time, overwork makes it difficult to adapt to other areas of our lives. Long working hours are also discussed not only in terms of social adjustment, but also in marriage, personal development, and spending time with children.

Long working hours and days of oath are also associated with distraction, high accident risks and high injury risks. These risks can affect not only the person, but also others around him (Look to figure 2, appendix 1, 89p).

A long work week means working 48 hours or more a week, which is common. As shown in Figure 2, 15% of employees in the EU, 19% in the United States, 45% in the Republic of Korea, 57% in Turkey, and 41% in China work 48 hours or more per week.

In all of these countries, men work more hours than women. According to the figures in Figure 2, the ratio of women to men working 48 hours or more is 9/21% in the EU, 39/50% in the Republic of Korea, 45/59% in China and 50/61% in Turkey.

The social environment. To give a brief example of the importance of a social environment at work, when people are asked about their work, they will be informed about the work environment, employees and whether the work is good and work. Feeling fit for the work environment and being accepted by people in the workplace is the most important factor for mental health. Working life is the ideal way to connect with people from other societies. These relationships also have a positive effect on the performance of the enterprise, as contact with people from other Societies leads to personal development, the individual feels part of society, and these influences also have a positive impact on his performance in the workplace. The impact of the social environment is an important factor affecting the quality of work.

Workplaces not only encourage employees to be less stressed and do their best, but also motivate them to be more productive. The trust and positive work environment created between managers and employees contributes to both employee commitment to the workplace and the protection of company secrets and innovation. It also relatively prevents employees from going to more lucrative jobs.

The effectiveness of managers ensures the performance of the team and organizes the work by receiving certain feedback from employees. They are also considered leaders in creating a social environment at work.

Conversely, if various negative situations, including violence in the workplace, lead to a loss of motivation to work, absenteeism and resignation, and most importantly, if these situations continue for a long time, they can lead to deep emotional wounds in employees. Workplaces can lead to employees and managers

also abusing the imbalance between high-ranking employees and new employees, as well as employees. Violence in the workplace occurs mainly in physical and psychological forms. The result can be a person's "suicide." Reaching this level is not the result of one or two acts of violence. Occurs as a result of repeated incidents of deliberate exploitation, threats, or humiliation of any employee or manager in connection with their work. Third parties can remain silent and even blame the victim for such incidents. According to psychologists, the peak of events, the recurrence of violence at least once a week for 6 months or longer, creates a significant problem for the individual.

Skills and discretion. Employees' use of their skills is measured by their self-improvement and work experience. According to the European Working Conditions Questionnaire, this can be measured by four elements: the content of the workplace potential, freedom of decision-making, active participation of employees in the organization and training.

In general, in EU countries, there is a high level of creativity and variety of tasks at work, as most employees solve problems at work alone or express their views to the manager in the performance of work. In addition, many employees report that their work encourages them to learn new information and perform a variety of mixed tasks. However, in the questionnaires, many employees (about 46%) said that their work was boring and monotonous. Even 40% of them said that the break in their work is only 10 minutes. In other words, there is very little difference in their work. Plant and machine operators, part-time and fixed-term contract workers, and relatively young workers were accepted as workers in the most creative and diverse fields.

Considerations are the most important factor for employees to adapt to the demands of the job, to do the job in a healthy, safe and optimal way. Between 2005 and 2019, considerations varied across different occupations, but at least employees were empowered to do some of the nuances in the process of performing tasks in a more comfortable way.

In EU countries, almost 50% of employees are involved in decisions that directly affect their work. 46% of all employees consult before setting a work goal, and 49% are involved in improving the organization of work in their department or in the whole enterprise. In addition, some (approximately 47% of employees) can directly influence decisions that are important to their work.

The principle of lifelong learning has been one of the main directions in the European Union since the 1900s. As a result, trainings to increase the knowledge and skills of employees in the workplace increased from 26% to 44% from 2005 to 2019. By participating in these trainings, employees can have a direct impact on improving the quality of their work and increase their ability to work. An average of 42% of employees who participate in this type of training think that the training has a positive effect on their work (Look to figure 3, appendix 2, 90p).

Prospects. Perspectives on the quality of work include its security and career prospects. Contrary to job security, job insecurity is seen as a major cause of stress and can seriously damage people's well-being over a long period of time. In 2019, 22% of employees reported layoffs in the last 3 years, and 16% reported inadequate workplace safety measures.

Nevertheless, various changes have taken place. Almost 4 out of 10 employees (39%) said that the company they work for has good prospects for career development. Men valued their job opportunities better than women. Older workers, mostly women, think they have no prospects. Half of them are 50 years old and older. If we look at Figure 4, we can see the differences between the professions. For example, executives think that jobs have good career prospects (Look to figure 4, appendix 3, 91p).

Earnings. Despite the growing interest in intangible elements in recent years, materialism is an important element of business life. Income plays a vital role in increasing motivation to work. In this context, the level of income speaks volumes. Another factor is that the employee's salary is not set correctly. Although almost half of employees differ in the distribution of income, they report that their income is commensurate with their efforts and the work they do.

Work-life balance. It is important to help strike a balance between workers' non-working lives and working lives in order to encourage the unemployed to enter the labor market and those who are currently working not to be laid off.

In 2015, 82% of workers said that there was a balance between work and social life, they say they can spend time with their families, while another 18% said the opposite. These figures may vary by country. Employees with certain special care responsibilities generally report a lack of balance between work and personal life. Men say that compared to women, their working hours are not enough to devote time to their personal lives. In 2015, this opinion was voiced by 20% of men and 16% of women. However, given women's commitment to housework after work, men's opinion is not fair. The longer men stay at work than women, the more women do housework.

If we compare paid and unpaid work together, we can clearly see that women work harder than men. Thus, women work 55 hours a week, while men work 49 hours. Men spend more time in paid work, while women spend more time in unpaid work.

People who work long hours are about four times less likely to adapt to social life than people who work normal hours. This type of work environment also puts their health and safety at risk. Because at the end of a hard day's work, they feel exhausted, and as a result, they lose interest and motivation to work. These workers get sick more often than other workers.

Various statistical models also show that working hours have a significant impact on a person's well-being and work-life balance: for example, workers who work less than 35 hours a week report better lifestyles, while workers who work more than 40 hours claim the opposite.

Occupational health and safety. The concept of Occupational Health and Safety is based on the right to life, which is a fundamental human right, rather than security. Thus, Occupational Health and Safety is a global right and must be protected. The basic right of Occupational Health and Safety is to require the workplace to ensure the health and safety of workers. In order for Occupational Health and Safety to

function as an active system, workers, employers and states must first implement policies to prevent hazards in accordance with Occupational Health and Safety laws, and play a role in disseminating a culture of Occupational Health and Safety and educating people about it.

Occupational Health and Safety in the broadest sense is defined as - measures taken to ensure the health and safety of workers, employers, customers, visitors and the population living close to the workplace, to eliminate or minimize risks.

**Table 2: Counts of deadly occupational accidents in the EU 2008-2018**

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
EU 28	4736	4294	4449	4141	3918	3679	3801	3903	3588	3552	3548
Belgium	96	69	74	75	49	66	52	64	64	64	59
Germany	616	489	567	507	516	466	527	477	450	430	397
Ireland	51	38	42	49	43	40	47	49	43	41	34
Spain	529	390	338	365	299	270	280	344	296	317	323
France	289	557	537	559	576	553	589	595	595	585	572
Italy	780	703	718	621	604	517	522	543	481	484	523
Hungary	117	100	96	81	65	55	81	86	83	80	79
Austria	170	159	182	117	114	143	126	134	109	96	124
Poland	520	406	446	404	350	277	263	304	234	270	211
Romania	497	411	381	297	276	269	272	281	236	241	235
Portugal	221	213	204	192	169	160	160	161	138	140	144
England	157	144	172	194	161	271	239	260	280	249	252

**Source:** Research by EUROSTAT, 2019

([http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=hsw\\_n2\\_02&lang=en](http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=hsw_n2_02&lang=en)).

In Table 2, we see a decline in the EU-28 countries in 2008-2018. We are also witnessing a decrease in the number of individual accidents in selected EU countries.

The categories of work accidents. The definition of work accidents has been expressed by different agencies in their own way. For example, according to the International Labor Organization, an accident is “an unplanned event that causes a certain amount of damage and injury”. This is an event that can cause to personal injury, collapse of machinery and equipment, and reduce of production. “The WHO emphasizes the economic aspects of accidents. The European Statistical Office describes accidents as a process that causes physical and psychological harm to an employee”. Much can be said about such definitions, but it is clear from the definitions of these three bodies that the definition of an accident is almost the same.

In general, there are 3 categories of work accidents: economic, technical and social.

**Economic.** Every year thousands of people die due to work accidents. The vast majority of work accidents occur in developing countries. A factory worker in a developing country is eight times more likely to die in an accident than a worker in a developed country. In addition, the accident statistics vary not only according to the level of development of the country, but also depending on the sector.

As a result of work accidents or occupational diseases, workers may lose their ability to work for a certain period of time or permanently. As a result of the loss of ability to work, the employee loses the necessary support to the people he is responsible for.

In the event of an accident, it is related to the employee as well as the employer. As a result of work accidents or occupational diseases, employers face serious financial costs. These costs include treatment costs incurred and due to accidents and occupational diseases, certain payments for temporary or permanent disability, court costs and other costs.

**Technical.** As science and technology develop, production processes become more comfortable and complex. As a result of this development, new risks related to accidents in the workplace arise. The ideal way to avoid these accidents is for employees to be both psychologically and physiologically healthy.

The technical category of accidents means areas such as medical, legal and psychological. These areas are an integral part of Occupational Health and Safety.

**Social.** In order to succeed in the field of Occupational Health and Safety, more attention must be paid to the socially vulnerable. The purpose of Occupational Health and Safety is not only to combat the risks to the accident in the workplace, but also to protect her from all the risks that can harm the health of people in society. For example, some occupations harm not only human health but also the environment, which in turn affects society as a whole.

The most important way to succeed in this field is education. Increasing the number of people educated in the field of Occupational Health and Safety and informing people about this field will help the society to avoid these risks.

If we talk about the legal dimension of work accidents and occupational diseases, then the issue of crime and compensation arises. In short, if an employee loses his or her ability to work as a result of an accident or occupational disease, he or she can apply to the court for compensation from the employer.

Basic laws of occupational health and safety:

1. Employees should have the same right to speak as the government and employers to protect their rights;
2. Occupational Health and Safety policies should be implemented as a result of discussions between employees and employers;
3. Precautions must be taken. Policies should be the main goal;
4. Lack of information must be addressed. Workplace risk tools should be researched, analyzed, and informed about the effectiveness of policies;
5. Employees should be provided with social and psychological support;
6. Medical centers should be established in all workplaces. These points should benefit all employees, regardless of their position;
7. Rehabilitation services should be provided to injured workers to address the negative consequences of work accidents;
8. Employees and employers must be aware of Occupational Health and Safety laws to create a safe workplace environment;
9. Everyone in the workplace must fulfill their obligation to reduce the risks of the accident: employees - must fully comply with the system established to prevent these risks, the employer - must establish the entire system to ensure safety.
10. Occupational Health and Safety policies should be binding on all workplaces. Regular raids should be conducted to verify compliance with this system

Unfortunately, while Occupational Health and Safety has taken serious steps to implement these laws and policies, these laws are not sufficient to ensure full



security. The creation of special areas can support the creation of more effective laws.

**Insufficient Data on Work Accidents and Occupational Diseases.** It is important to obtain new and international information to measure the level of occupational accidents and diseases and to implement an action plan to prevent them. The International Labor Organization (ILO) has several agreements in this regard. These agreements play an important role in collecting accurate Occupational Health and Safety data, identifying hazardous sectors and preventing these hazards. Obtaining accurate Occupational Health and Safety information not only makes it easier to identify problem sectors, but also makes it possible to monitor progress as a result of policies in place. Control in this way is very important for the detection of high-risk occupational diseases and measures to prevent them. For reliable information, there must always be a link between the government, employees and employers. There are many obstacles to obtaining reliable information. Initially, many countries do not have sufficient experience to collect statistics, and these data are not placed in a single database. The main reason for this is the large number of organizations that collect information on management systems in those countries and the confusion in the distribution of responsibilities among them. In addition, the non-compliance of the country's registration systems with international standards undermines the reliability of the data. Rising levels of migrants in the country and the immigration of workers from the country, the aging of able-bodied people and the increase in the number of part-time workers are hampering both the increase in the number of workers working in hazardous conditions and access to information on occupational health and safety. For this reason, it has become difficult to diagnose occupational diseases in the workplace and accidents at work. Concealment or incomplete reporting of occupational accidents, country-by-country differentiation of statistics, or non-disclosure of information to the ILO and other statistical agencies make it difficult for Occupational Health and Safety measures to obtain accurate information.

Today, proper information has become important and mandatory in order to take the right measures on Occupational Health and Safety.

The effects of the pandemic on working life. The COVID-19 epidemic, which occurred in the Chinese city of Wuhan and affected the world in a short time, was declared a pandemic by the World Health Organization on March 11, 2020. In many countries, schools and universities have switched to online education, all travel except for compulsory work travel has been abolished, and workers have already started working from home.

Although it is possible to work from home/distance in workplaces with technological infrastructure, employers should take occupational health and safety measures in workplaces where the remote work model cannot be applied due to the nature of the work.

Law on Occupational Safety No. 6331 states the measures to be taken by employers. According to Article 4 of the Law, the employer is obliged to ensure the health and safety of employees in connection with the work, and in this context, the obligations of the employer are listed as follows:

1. Take all necessary measures to prevent occupational risks, including training and information, organize, provide the necessary tools and equipment, adapt health and safety measures to changing conditions and work to improve the current situation;
2. Monitor compliance with occupational health and safety measures in the workplace and ensure that non-conformities are rectified;
3. Conduct or conduct a risk assessment;
4. Taking into account the suitability of the employee for the job in terms of health and safety when assigning the position;
5. Take necessary measures are to prevent access to places where the lives and special dangers of employees, except those with sufficient information and instructions.

As is clear from the regulation, once a coronavirus threat has been identified, the employer has analyzed the threat, will be provided with risk control measures,

will carry out related documentation, and all work will be continued worldwide. In this regard, to inform employees about viruses and virus protection methods, to carry out disinfection work in the workplace, to provide employees with protective materials, etc. measures are being taken.

On the other hand, employees have the right to demand the necessary measures. Article 13 of the law stipulates that employees facing serious and imminent danger may apply to the Occupational Safety and Health Council and request a decision to determine the situation in the workplace where the board does not exist and to take the necessary measures. Although workers have the right to refrain from working unless necessary measures are taken, Article 24 of the Labor Code gives workers the right to terminate employment contracts for a valid reason, even if the necessary measures are not taken despite their demands.

In addition, in distance work practice, not every accident that can occur at home is considered a work accident. For this reason, employers who choose to work distance are required to provide information to their employees in terms of occupational health and safety and to obtain approval from employees regarding this information. Although the home environment is not considered a direct workplace and the employer is not given the right to intervene in the first place, employees are exposed to occupational accidents in cases such as an accident due to equipment provided - for example, when workers are caught in the act while working at home. Ensuring regular inspection of such equipment will minimize risks.

## **CHAPTER III. HOW INTERNATIONAL ORGANIZATIONS AFFECT EMPLOYMENT CONDITIONS**

### **3.1. WTO and labor standards**

Definition and history of labor standards. The United States included labor standards in the WTO regime in the Uruguay Round Agreement. The main purpose of negotiations on the protection of workers' rights:

- Encourage honor for workers' rights as human rights;
- Ensure that all employees are aware of GATT articles, objectives, principles and documents in order to take advantage of trade;
- Recognizing that violations of workers' rights were not a means to increase competitiveness in international trade.

The 1947 Havana Charter was concerned with the fair setting and observance of labor standards by member states. The International Labor Organization (ILO) is also directly involved in ensuring fair labor standards.

According to some reports, the agreement to improve labor standards stems from the adoption of the United Nations Declaration of Human Rights in 1948, the Conventions of the International Labor Organization and the 1998 ILO Declaration on Basic Principles and Rights at Work. In addition to these standards, there are standards that employers must follow, such as minimum wages, working hours, occupational safety, and the health of NGO leaders.

According to the Organization for Economic Co-operation and Development (OECD), basic labor standards are commenced in International Labor Organization human rights instruments. These are:

- Ban of forced labor;
- Protection of the rights to freedom of organization and collective association;
- Equal employment and wages for men and women;
- Stop of discrimination;
- Suspension of child labor and compliance with the minimum age of workers.

The International Labor Organization has played an important role in promoting International Labor Standards. Labor standards have been developed at

various conferences. In 1944, the Philadelphia Declaration was adopted, stating the goals of the ILO. Several options have been proposed to express labor standards - minimum labor standards, basic labor standards, and fair labor standards. Non-compliance with labor standards has been linked to factors such as unfair trade and inexperience, poor development, and a lack of cooperation. In 1979, the International Labor Organization adopted a convention to improve working conditions through a tripartite forum. In addition, the 1995 Copenhagen Summit on Social Development sought to establish a basis for social protection by creating a consensus on the minimum labor standard.

The OECD supported that social protection in 1996, but limited itself to policies on “child labor”. The European Union's Social Charter has also compiled a list of labor standards for the protection of labor rights.

The first WTO Ministerial Conference was held in December 1996, and the Ministers expressed their views. According to them:

Thus, the main purpose of adopting these standards is to protect workers' rights and give them immunity with the support of the WTO.

Since the establishment of the WTO, there have been increasing calls for the application of its labor standards. Labor standards have a hidden role in the World Trade Organization, though not explicitly. However, some industrialized countries are trying to work to bring labor standards in trade relations. These countries consider it important to bring them to the WTO in order to comply with the above basic labor standards. They believe that the WTO rules will take serious measures to improve working conditions in member countries and encourage it.

There is some controversy over bringing labor standards to the WTO. Many developing countries and some developed countries say that bringing this issue to the WTO is not a good idea. They believe that raising labor standards to multilateral trade is a form of protectionism. Even many developed countries point out that the main goal of industrialized countries in promoting this idea is to undermine the comparative advantage of trading partners with low wage policies.

The United Nations (UN) has said that the WTO is one of the bodies working to bring labor standards into trade, such as human rights, and to call for the unification of human rights and obligations in the future. It is clear that states need legal and moral support not only in the economic sphere, but also for the protection of human rights. Chapter 16 of UN Charter 103 states that “in the event of a discrepancy between the obligations assumed by UN members under this Charter and the obligations of another international treaty, the obligations under the Charter shall prevail.” It is also clear that the UN Charter protects the protection of human rights and freedoms. This means that labor standards adopted to respect human rights and freedoms violate all non-compliant WTO treaties. Another problem is that not all WTO members are members of the UN.

Obstacles to upgrade labor standards. There are many scrape to the application of labor standards within the WTO. First, the adoption of labor standards combines not only legal and economic issues, but also political and ethical issues. The relationship between states and interest groups is becoming more complicated. The application of labor standards in the WTO can also cause a number of political problems. The main reason for this is that even simple technical problems can be politicized, as states act primarily in their national interests. The high democratic nature of the WTO also highlights this problem, as a certain agreement must be reached before a decision can be made, and in some cases it is difficult to move forward because each country has its own veto power. Second, these problems arise at the intersection of trade and labor standards and raise a number of questions. Although trade and human rights regimes have developed together since World War II, they are very different. Because the human rights regime regulates the relationship between the state and the citizen, not like international law. After the atrocities of the Nazi regime in World War II, states undertook to protect the rights of their citizens, and if they did not do so, they would inevitably face international interference. The law on human rights controls internal behavior, as opposed to the legal concept of state sovereignty. Free trade also impedes the establishment of domestic policies and the fulfillment of contractual obligations by the state. For

example, free trade leads developing countries to regulate to attract investment and maintain competitiveness. Therefore, governments are limited in meeting basic work standards. Countries regulate rules to gain comparative advantage and attract investment, which leads to a decline in labor standards.

Many developing countries are concerned that labor standards could have a negative impact on the economy. There are objections to the application of labor standards to the WTO, as the main part of the world economic order is the comparative wage advantage. Mainly developing countries are concerned that the application of labor standards is linked to protectionism. Tariffs resulting from the introduction of labor standards into the WTO can have devastating effects on the economies of developing countries. Despite the threat of protectionism, the adoption of these standards by the WTO will make it easier to combat many violations of the law, such as the exploitation of child labor. If the WTO adopts labor standards, it could lead countries that have individually defined trade agreements to distance themselves from the organization, but are less likely to leave the WTO altogether, as the disadvantages of leaving the WTO are greater.

Mechanisms for inclusion of labor standards in the World Trade Organization. There are several ways to incorporate labor standards into the WTO. Using the General Agreement on Tariffs and Trade (GATT). Theoretically, it seems possible to use existing policies within the WTO to protect human rights. WTO agreements contain general provisions for the protection and exercise of human rights in Article 20 of the GATT. Paragraphs a, b, and d of Article 20 state that it is not prohibited to impose trade restrictions on countries in accordance with prohibited labor standards. There were many difficulties for those seeking to apply trade policy to the use of exceptions, and the GATT showed that no country was restricted by these provisions. The reason for this is that even if the application of restrictive measures to one country is successful, the principle of the most beloved country comes into force. This article basically shows that if one country is treated in a certain way, all other countries should be treated in the same way. In connection with sanctions, if restrictions are imposed on a country for exceeding the established labor standards,

they must be applied to all countries that exceed those standards. As a result, very serious political and economic problems may arise. In addition to the political side of Article 20, there are also technical and legal issues to address. The provisions of Article 20 of the GATT also state that it is important to restrict the import and export of a product in order to protect the life and health of humans, animals or plants. If a country wants a unilateral restriction based on these provisions, it must pass a relevance test. There are 3 components in this regard:

1. Indicate whether the profits they are trying to protect are life-threatening;
2. There is an assessment of the adequacy of alternative measures;
3. It should be determined whether the alternative measures are in conflict with GATT.

This shows the importance of establishing a link between the product, the risk and the limitations, and the obligation to prove rests with the party wishing to continue the provision.

Adding a social item. As a solution proposed by some trade unions and human rights, the inclusion of a socially oriented provision in the WTO agreements is proposed. The addition of labor standards to WTO agreements indicates that it would be more appropriate to do so through the WTO if any part of the agreement needs to be changed. If the government violates this social provision, the WTO will take action to investigate the violation. In the dispute resolution process, the Dispute Settlement Body (DSB) may impose trade restrictions on the guilty party at the request of the complaining party. At first glance, this may seem like an ideal solution, as a result of which workers' rights will be recognized both in the international organization and the problems can be resolved through the WTO.

Problems with the unilateral application of trade sanctions. It is very difficult to integrate international law into the international system, regardless of human rights. Mandatory trade sanctions are a good tool for developing cooperation. However, there are several indicators that prove that the inclusion of trade sanctions in labor standards is not appropriate. These indicators are contrary to WTO principles and can only be used in WTO measures such as anti-dumping and under



certain permitted conditions. From a political point of view, unilateral violations of labor standards are rare. Assuming that the WTO's trade measures are implemented through labor standards, we can see that these standards do not solve a complex problem and cannot be used to solve the problem of labor standards. Thus, trade measures restrict market access and have a barrier effect. As a result, developing countries will become even poorer and will not be able to help their workers in any way. Trade sanctions punish not only violators, but the country as a whole. There is a close link between civil, political, economic, social and cultural rights. Lack of strong economic support means that all these rights are endangered. For example, certain measures must be taken to prevent child labor and forced labor, and sufficient funds are required to implement these measures. We can conclude that no matter how strong the political will in the country, control over the protection of human rights will weaken as a result of poverty when access to the global market is banned. As a result of trade barriers, it can create difficulties not only for countries, but also for individual entrepreneurs. For example, entrepreneurs can reduce their salaries in order to reduce the impact of sanctions.

The application of social provisions and the resulting sanctions apply only to the export-oriented sector. This also creates many problems, if child labor is used in the export sector, after the introduction of sanctions, these children will move away from the export sector and start working in another sector. Working in an unregulated shadow economy can lead to worse working conditions and human rights abuses. Studies show that 5% of total child labor is child labor in the export sector. Therefore, sanctions can not only improve the situation, but also make children more difficult. As sanctions apply only to exported products, abuses of labor standards will be inevitable in countries with weak law enforcement. In the United States, for example, involving prisoners in the production of marketable products violates one of the mandatory labor conventions. However, the WTO cannot impose sanctions in this case because the products are sold on the domestic market.

From another point of view, we can see that the violation of labor standards is related to poverty, and the application of sanctions will not eliminate this problem,

but will make it more difficult. If the root cause of the problem is not addressed and working conditions worsen as a result of trade measures, mass layoffs will begin and the family will become even poorer.

In addition, sanctions are not always used for good purposes, but can also be used for protectionist purposes. The main reason for this is that it is illegal for a country to choose which product to restrict if trade sanctions are imposed in response to violations of the WTO agreements. Trade fines affect developing countries more than developed ones. Although all countries have the same rights under the law, developing countries have a disadvantage in the application of trade fines, as the imposition of these fines is detrimental to both parties. In addition, competitors can artificially increase prices by gaining control of the black market. Trade sanctions are not effective enough to combat such competition. Because sanctions help more countries control their resources.

Future relationship between WTO and ILO. Although there is currently no concrete solution to the situation, there is a need to strengthen ties between the WTO and the ILO to improve the situation. There are some limited links between the WTO and the ILO in terms of “statistics, research and technical assistance guidelines”. In order for these two organizations to have strong ties, they must first work together on all labor issues and make decisions on economic development. The current system overshadows this with limited cooperation. According to a decision made at the Singapore Ministerial Conference in 1996, the WTO and ILO secretariats would cooperate on labor standards. Yeo Chow Tong, chairman of the Singapore Ministerial Conference, said he respected the mandates of the two organizations separately. At the Geneva Ministerial Conference, many developing countries, with the exception of the United States, the European Union and South Africa and Brazil, opposed joint cooperation between the two organizations. However, financial ties have been established between the organizations. However, due to the many discussions on this issue, the Declaration did not mention it.

The WTO's reluctance to openly oppose labor standards and the impossibility of developing this area show that the link between the WTO and the ILO can be

crucial for labor standards. However, within the WTO, this issue has never been formalized and will not be affected without active intervention. In addition, a Ministerial Declaration should be signed to strengthen cooperation with the IMF and the World Bank in order to establish formal relations.

As a result of these relations, the WTO will not violate the standards adopted by the ILO, while maintaining its authority against labor standards. According to ILO Director-General Michel Hansenne at the Singapore Ministerial Conference, ILO conventions covering labor standards can be adopted by putting some pressure on the state. Countries that refuse to do so are provided with the provisions of the Convention every four years and are briefed on them. Although the ILO is not able to fully implement labor standards, it can make recommendations based on accusations. Increased transparency in labor standards under Hansenne's scheme could lead to discussions about work standards. It is necessary to increase the pressure on countries that do not accept labor standards. Following the Singapore Ministerial Conference, Hansenne changed the rules for establishing a grievance committee against governments abusing labor standards, and suggested that the matter be referred to the ILO's Fact-finding and Coordination Commission with the government's consent in the event of a breach. However, the committee did not support these views. It was then suggested that in order to strengthen cooperation between the WTO and the ILO, countries wishing to join the WTO should first adopt the ILO conventions. WTO membership standards are set by members of the organization. Setting these two standards would be unfair and would not prevent abuses of labor standards. Double standards are not a means of forcing countries that do not adopt labor standards to adopt them, but they remain the last resort.

Enhance the presence of civil society. It is proposed to increase the share of civil society in the organization to improve the WTO system. As a result of the implementation of this proposal, social issues will be centralized along with labor standards. In addition, civil society will put pressure on governments to adopt and adhere to labor standards. NGOs will also play a key role within these societies. The term NGO has been popular since the 1970s and means an independent non-profit

organization. As the WTO is a completely intergovernmental organization, we can say that civil society has no direct participation in decision-making and decisions are made behind closed doors. However, the WTO is actively involved in these issues if there are protests outside the WTO meeting that concern civil society. Decisions made in the WTO during globalization affect everyone's life, and therefore we can see the growing interest of civil society in the WTO. Increasing the share of NGOs in the WTO's decision-making system can also increase transparency, put pressure on countries on labor standards, and provide support for educated professionals.

One of the main problems of the system is that it ensures that member states have the responsibility to inform the WTO Secretariat. If this process is not controlled, then this problem may become more serious, but if the experience of NGOs is used, this problem will be eliminated. The second problem is measured by the share of sustainability of control in organic world trade. This means that the policies of the United States, the European Union, Japan and Canada must be considered in each area. It should be held to control 6 specialties in developing countries. Although the system is currently operating normally, there is always a problem with performance standards. The main reason for this is that human rights abuses in developing countries are more intense than in developed countries and should not be controlled as little as in developed countries. Each country can be transferred to the WTO in 2 specialties or in a shorter period at the expense of targets and trade liberalization. If the work standards in the countries are reported, the issue will be resolved only in a positive way. Countries have not been forced to take action against violations in their territories, you can find a solution by informing the public about these problems. Coverage of work standards is a first step to solving problems, and public support should never be withheld.

### **3.2. How does ILO influence employment conditions**

Core labor standards. Labor standards has two meanings. This ambiguity has led to both reciprocity and disagreement. The first meaning is the actual term employment, the working conditions and well-being of employees in a particular place and time. This expression normally uses statistics showing the condition and condition of the workforce to determine the level of secondary education, occupational skills, adequacy of wages and working hours, occupational health and safety, and so on. It can also called them working conditions. The second meaning of labor standards is normative or guidelines. Here is the standard “what should be” situation in the workplace. There are specific reasons why these standards are important:

First, each ILO member country has its own obligations. They must comply with the obligations arising from these obligations, even if the relevant convention is not ratified. Second, these standards are also included in the Universal Declaration of Human Rights. The ILO Declaration on Rights and Fundamental Principles in the Workplace of 1998 states that basic labor standards are respected and the obligations of all member states are affirmed. Mechanisms related to the 1998 Declaration have been strengthened to help countries monitor their activities.

In addition, the ILO has other conventions on labor standards: Freedom of Association and Protection of the Right to Organize Convention 1948 № 87, Right to Organize and Collective Bargaining Convention 1949 № 98, Forced Labor Convention 1930 № 29, Abolition of Forced Labor Convention 1957 № 105, Minimum Age Convention 1973 № 138, Worst Forms of Child Labor Convention 1999 №182, Equal Remuneration Convention 1951 № 100, Discrimination Convention 1958 № 111.

Effectiveness in the abolition of child labor. The fact that countries have signed the convention does not mean that they will comply with it. Sometimes conventions just stay on paper. However, in the age of globalization, conventions were ratified more rapidly. These conventions were dominated by child labor. However, there was a problem that countries only signed the standards they had adopted in advance.

In 1960, the number of economically active children aged 10-14 was 76.4 million, and in 2000 it was 67.4 million. In 2000, African countries accounted for 37% of this figure and Asian countries for 25.9%. In Asian countries, this figure fell by 10% in 2000 compared to 1960. Child labor is mainly used for free in agriculture and household chores. Thus, a consensus has been reached between the countries to eliminate child labor, forced labor and armed labor. Failure to eliminate child labor can have very serious consequences. Therefore, measures to eliminate child labor should be taken in parallel with the fight against poverty. Also, as a result of investment in infrastructure, children will have better conditions to go to school and will be more inclined to learn. In this case, social states play an important role.

Recent ILO research on child labor shows that measures to eliminate child labor in transition economies and developing countries can be seven times more effective than investment measures.

Economic development is a very important nuance related to child labor. Because poverty is cited as the main reason for the use of child labor, but an increase in child labor also increases poverty by reducing the level of development. Children are sensitive, they cannot make free choices, and long working hours, harsh and dangerous conditions are detrimental to their physical and mental health. There is a broad consensus within labor law that there is a need to expand educational opportunities and direct children to education by providing employment to parents of children who are forced to work. Currently, children have a disadvantage in the labor market, and the employment of their parents will result in an increase in both welfare and education in the country.

Freedom of association and recognition of the right to collective bargaining. The principle of freedom of association was also recognized in the 1948 Universal Declaration of Human Rights. Drafting a law on employers 'and workers' organizations is a key condition for collective bargaining and social dialogue. However, in some countries this principle has not yet been fully implemented due to the deprivation of this right to certain categories of workers, the illegal suspension of workers 'and employers' organizations and the arrest of trade unionists.

According to the ILO, freedom of association plays an important role in the effective organization of relations between workers and employers. Freedom of association also allows managers and employees to have a say in decision-making and avoids high labor costs. Trade unions, on the other hand, develop employment relationships in the long run.

Elimination of forced labor. There are four main types of forced labor: slave labor, forced labor, part-time work, and prison labor. The ILO estimates that 14.7 million people worldwide are forced to work, despite the global ban on forced labor. 9.8 millions of them are exploited by private agents, and about 2.4 million are victims of human trafficking. Another 2.5 million are exploited by government or military groups. In some parts of Africa, traditional slave labor still exists, and in many Latin American countries and some Caribbean countries, forced labor still exists. Employees are often reluctant to leave their employers' homes for fear of insults and violence. In South Asia, millions of men, women, and children are left to fend for themselves. In Europe and North America, women and children are the main victims of human trafficking. In conclusion, we can say that forced labor is now used as a punishment for political views.

Remove the discrimination in employment and occupation. The last of the basic labor standards is related to the elimination of discrimination. Discrimination has nothing to do with economic development. Elimination of discrimination means all its forms. Because there is still gender and racial discrimination in both developed and developing countries. Racial discrimination often stems from local unemployment concerns, which can lead to local unemployment by offering cheaper labor to migrants and other immigrants. Eliminating discrimination and opposing it is a human right and is very important for both the employee and the employer. Prevention of discrimination refers mainly to disability related to sex, race, origin, religion, nationality, age, political opinion and health. There is also premarket discrimination, where discrimination is measured by people's individual skills, access to school, education and other services. In short, it is very difficult to measure discrimination. Millions of people around the world are deprived of good jobs and

training, high wages and lifestyles. In addition, they are discriminated against on the basis of race, ethnicity, creed or gender. For example, in many developed countries, women earn 25% less than men, even though they work with the same workload.

When we say discrimination, the first thing that comes to mind is sexual discrimination. ILO standards implement measures to promote discrimination in all workplaces and in society. They also strive for gender equality. Based on research by Weichselbaumer and Winter-Ebner, we can say that income inequality between men and women has dropped from 60% to 30%. However, most working women still work in low-income areas with low wages.

As a result, fatal work accidents, child labor, and overtime are not taken seriously by some. As a result of globalization, information can be obtained faster and easier. However, some entrepreneurs still manage to hide the situation in the workplace.

ILO Conventions and worker rights. Given that the ratification of labor rights in accordance with ILO conventions is likely to be conducive to 'radical segregation', there may be no positive link to labor rights. Given the long-term status of the ILO in the field of labor rights, we can say that the countries that have ratified the ILO conventions have some benefits from these conventions. In addition, the ILO only makes decisions, is not enforceable, and therefore minimizes costs in the event of breach of obligations. These conditions create conditions for the violation of labor rights, as the conventions can be used for protection purposes in case of violation of rights after the confirmation of rights.

Labor rights have an advanced right, the ILO conventions. Since 1919, hundreds of conventions have been adopted to regulate labor rights. To achieve its goals, the ILO has adopted eight conventions as fundamental labor rights. The importance of these standards can be seen in the rhetoric and policies of economic institutions. International financial institutions are taking a number of measures to increase the ILO's influence, for example, the World Bank is adding labor standards to its standards for contractors. Labor rights play a key role in trade agreements between US and EU trade policies. Given the ILO conventions, states competing for



preferential trade agreements (PTAs) can use ratified ILO conventions to demonstrate their commitment to occupational safety and health.

The benefits of recognizing the conventions, regardless of their actual obligations, apply to all signatory countries. States that do not accept labor rights may use ratifications to ease labor standards. In Latin America, this trend is evident, and we can note that the ratification of conventions by governments has largely become a symbol. Conversely, countries with strong working regimes, adopters of ILO conventions, and post-conventions with labor rights, such as Chile and Mexico, may accept ratification as a political outcome and refrain from signing it.

Implementation of these conventions is practically impossible. Although the ILO has increased its political power since the end of the Cold War, its executive power is limited to informing the public about labor rights violations. There is only one recommended event in the ILO's sanctions, which is the existence of excessive labor violations. In such a situation, it was considered expedient to establish an ILO penal system to control the country's ban on forced labor.

Gaining symbolic gains for ratification creates an opportunity to weaken labor rights, along with non-enforcement of laws. There are several reasons for this. First, the ILO cannot permanently interfere with the labor rights of states. Peru's "extremely restrictive" Industrial Relations Act of 1992 and Chavez's reforms to restructure the labor movement in Venezuela in 2000 did not prevent such anti-labor reforms.

In addition, calls for violations of labor rights are not as important as calls for violations of labor law. Companies, not states, are responsible for protecting human rights, and if they are indifferent, serious human rights problems arise. Countries that seek to weaken human rights are not forced to spend the resources needed to protect them. At the same time, companies already have a symbolic intention and are waiting for help to restore their strength. For example, in Indonesia, following policies to bring labor policies into line with ILO standards, it has liberalized labor contracts in violation of stronger collective and individual labor laws.

In general, given the disadvantages of symbolic gains and shortcomings in implementation, ILO conventions can lead to radical segregation. Because ratification can be easily used in case of violation of workers' rights. In conclusion, we can say that the system of protection of workers' rights in countries studying the ratification of ILO conventions is very weak.

The definition of social security in ILO. The terms social protection and social security are sometimes used interchangeably by countries and organizations in different senses. By the ILO, the terms “social protection” and “social security” include protection measures from the family and society. There is also a narrow view that these expressions are mainly used to protect the poor and vulnerable members of society. The term social security includes measures taken to ensure the following:

- Loss of job due to illness, maternity leave, work accident, occupational disease, unemployment, old age or death.
- Inadequate medical services and non-payment of their material value
- Lack of family support for children and the elderly
- General poverty and social isolation.

On the other hand, these two terms were used in the 2010 ILO documents. The ILO has different agreements and recommendations in the field of social security, which implement certain measures and make changes. Unemployment-related measures, for example, were linked to the Unemployment Agreement and the Unemployment Recommendation Decision of 1919, which included unemployment insurance decisions that were part of many other topics. Then, in 1952, an important period passed with the Social Security Agreement No. 102, and various changes took place in the measures taken, and finally, in 2012, the Social Protection Recommendation Decision No. 202 was adopted. During this period, the organization has adopted 31 agreements and 24 recommendations in the field of social security. Six of these 31 ratified agreements have been adopted by the ILO Board as current agreements. These agreements include: Contract No. 102, the Accident Assistance Agreement of 1964, the Disability, Aging and Mortality Agreement of 1967, the Medical Services and Illness Assistance Agreement of 1969,

and the Employment Promotion and Unemployment Protection Agreement of 1988 and the 2000 Maternity Protection Agreement.

The ILO's social security adjustments can be divided into three periods. At first, these events did not involve the whole society, but only a certain category of people. At a time when processes were advancing entirely through social insurance, each of the documents covered a different social relationship and sector. The second period covers the period after the Second World War, and the main goal is to cover everyone with social security measures. These goals are set out in Social Security Agreement 102. The main difference between the first two periods is that in the first period an attempt was made to bring a serious organizational expression to the field of social security, and in the second period the main goal was to set minimum labor standards. Although the standards set in the third period were still set out in Contract 102, more complex measures were targeted at that time. The main reason for this was the growing integration of social security with social protection and social policy and its implementation in conjunction with employment policy.

The main functions of social security are income insurance and medical insurance. These two functions are endorsed in Recommendation 2. Income Insurance Recommendation Decision No. 67 of 1944 stated that “income insurance plans, including old age, should be insured against loss of ability to work, financial hardship as a result of the loss of the head of the family, and insufficient income.” In 1944, and this time in Decision No. 69 of the Medical Care Recommendation, the phrase “a person's medical needs must be met by health workers” was stated and this service was extended to all members of the individual's family.

The eight basic ILO treaties contain the basic laws of working life and the terms of international work standards. The basic laws were adopted by the least approved 152 countries and by the most 177 countries. With these statistics, we can see that the Treaty on Organizational Freedom and Protection of Organizational Law makes up 47% of the world's population, and the Treaty on the Prohibition of Forced Labor - 94%. The 48 ILO member states have ratified all eight of these basic agreements. Of course, the ratification of contracts does not mean that its terms have been fully

met. For example, as of 2013, there had been more than 3,000 complaints of violations of Organizational Freedom and Organizational Rights Treaty No. 88. These include isolation, discouragement, arrest and even crimes against entrepreneurs. In fact, despite the Compulsory Prohibition of Forced Labor, which covers almost the entire world, about 15 million people are forced into forced labor, 115 million work in health-hazardous jobs, and 215 million children are estimated to be exploited.

Plans for future occupational health and safety. Plans that can be implemented in the field of occupational health and safety can be made in two main ways. First of all, it is necessary to study the current problems and analyze the problems they may create in the future. The second direction is to evaluate future reports of international organizations on occupational health and safety.

The ILO has released a report on occupational health and safety in 2019 entitled “Safety and Health at the Future of the Work-building on 100 Years of Experiences”. The report discusses possible changes in health and safety, opportunities, risk areas, technology, demography, labor markets and the threats they can cause. The report highlights six key steps to take when discussing challenges and opportunities for occupational health and safety. These:

- New and potential occupational health and safety risks;
- Creating a multidisciplinary approach to occupational health and safety;
- Establishing a link between occupational health and safety and the people;
- Instructing the population about occupational health and safety;
- Expanding cooperation with state enterprises;
- Strengthening other occupational health and safety measures within the framework of international standards.

This report sets out their views on occupational health and safety, primarily taking into account technological changes. Technology is seen as a tool for both future concerns and opportunities in this area. The report outlines technology, work organization, and all possible changes in the future. In this regard, the virtualization of work was considered as a tool for the future. The virtualization of work will

facilitate all organizational processes. This situation offers opportunities in different areas related to occupational health and safety. For example, working online can reduce travel time, relationship stress, and work accident risks, and help you better manage your life balance. However, in addition to opportunities, virtualization can also have negative effects on employees. For example, the disturbance of the balance between people's work and personal lives in connection with working alone or at home, and the obligation of a person to provide for everything related to work, bring with them many psychological and social risks. The most obvious example of this is the period when people were forced to work online from home during the Covid-19 pandemic. Work in various fields has led to many problems related to the development of technology, such as the isolation of the individual from society, and in connection with this, the level of stress has increased.

Covid-19 provisions of ILO. The ILO estimated that about 25 million people worldwide would lose their jobs due to the pandemic. The importance of stimulating measures in the financial and monetary system to support full, free and efficient employment for the future, to create a source of income to meet daily needs, to ensure stable income and job sustainability was noted.

To rectify the situation, a diversified policy should be gradually introduced and social protection and employment measures should be implemented to support the local economy. Because the minimum wage can protect vulnerable workers and reduce poverty, increase demand, and benefit the economy, maintaining a minimum wage is critical to the well-being of the population in the event of an economic downturn.

What measures have to be taken if employment is stopped or terminated? Unemployment benefits under the Employment Promotion and Unemployment Protection Agreement of 1968, 1988, to compensate for lost income due to the economic impact of Covid-19 or health conditions, reduced working hours, or general unemployment. They need to have the right to benefit. In order to ensure the reintegration of those who have lost their jobs into employment services and labor markets, they should have the right to participate in employment promotion

activities, including vocational training. In the case of breach of individual employment contracts, the termination of an employee's contract is inadmissible under Article 158 of the Termination of Service Relations of 1982, unless there is a reason based on the employee's usefulness or continuity of work or the employee's rules. At the same time, suspension of work due to illness or family responsibilities is not considered a valid reason to terminate the contract.

Contract No. 158 on mass dismissals contains these provisions:

The employer must inform in advance those who intend to terminate the contract for economic reasons. According to national law, the relevant employees should be given as much time as possible to find another job, taking into account the measures taken to stop the process of termination of employees or to minimize wages and the negative effects of this process on the employee. In addition, managers should be notified if service outages are considered.

In this theme, Recommendation Decision No. 166 of 1982 stipulates that all parties should be as neutral or minimized as possible in the event of termination of employment for economic or other reasons without compromising the useful sustainability of the enterprise, organization or service aims to reduce the negative effects on workers in connection with the termination of employment.

If we look at the provisions on the payment of wages, according to the Wage Protection Treaty of 1949, wages must be paid on a regular schedule. In the event of bankruptcy, according to Resolution 95, the priority of the fee constituting the concessional receivables over other concessional receivables will be regulated by national legislation.

What measures should employers take during a pandemic? Employers are responsible for taking all possible measures to minimize the risk of occupational diseases under the 1981 Occupational Health and Safety and Working Conditions 155. Employers must, if necessary, provide the employee with a special uniform without any material burden to prevent the risk of accidents or adverse health effects. Employers should adequately inform employees about occupational health and safety, take action in emergencies, and identify occupational diseases.

Employees, in cooperation with the employer, must comply with occupational health and safety obligations, adhere to established safety measures, take care not to endanger the health of others, and use safety devices properly. Occupational Health and Safety measures do not create any financial burden on employees. If the rules of the workplace pose any threat to the lives of employees and there is a good reason for it, the employee must report it directly to his supervisor. The employer cannot require employees to come to the enterprise until this dangerous situation has been eliminated and the safety of the employees has been ensured. Employees should be informed of health hazards at work before being hired.

If Covid-19 and post-traumatic stress disorder are caused by working conditions, then Covid-19 can be considered an occupational disease. Under Employment Accident Assistance Agreement 121 of 1964, they will be required to seek financial compensation and medical care in the event of loss of ability to work as a result of work-related activities. The family members of the person who died as a result of infection with covid-19 during work must be paid financial assistance and compensation, as well as funeral expenses.

Targets till 2030 by ILO. Good working conditions are not only a goal, but also a means of economic development. The ILO has some goals and objectives for good working conditions. At the same time, his job and commitment is to make progress in 2030 in all areas. Those goals:

1. To eliminate all forms of poverty everywhere;
2. Reduce hunger, ensure food security, and promote sustainable and sustainable agriculture;
3. Ensuring a healthy life and well-being for all age groups;
4. Ensuring quality education for all and providing lifelong learning strategies;
5. Creating conditions for all women to ensure gender equality;
6. Providing everyone with water and sanitation;
7. Providing everyone with reliable, sustainable, affordable and modern energy;
8. Promoting sustainable economic development and employment;

9. To create a sustainable and sustainable infrastructure, to promote industrialization and innovation;
10. Eliminate inequality between countries;
11. Sustainable and sustainable, safe and comprehensive cities;
12. To improve the sustainable consumption and production laws;
13. Develop an emergency action plan to combat climate change and its effects;
14. Continuous use of sea and ocean products, provided they are protected;
15. Prevent deforestation, combat desertification and protect biodiversity;
16. Ensuring peace and a just society;
17. Revitalizing global cooperation for sustainable development.

The benefits of international labor standards. Due to the difficulties created by globalization, setting labor standards is more appropriate than in previous countries.

Productive and decent work for everyone - 2030 goals. International labor standards were originally created for the spiritual development of people. The 1944 Philadelphia Declaration recognized that human labor was not a commodity. It was noted that there is no criterion for evaluating labor as more or less, valuable or worthless, and that labor is not a lifeless product. Work life is a part of everyone's daily life and is a very important factor for a person's spiritual development and well-being. Economic development must include the creation of jobs and working conditions in which people can work safely, freely and with dignity. Economic development must exist for the benefit of the people, not just for the sake of figures. International labor standards have also been adopted to improve the working and living conditions of men and women.

Good working conditions increase people's interest and desire to work. In addition to material benefits, working in self-employed jobs includes personal development and social integration, social protection of families, opportunities and freedom for individuals to discover their abilities. At the same time, these opportunities are realized on an equal footing for men and women.

Decent working conditions are considered not only a goal, but also a tool for sustainable development in the international arena. In 2015, the UN General



Assembly adopted the elements of employment, social protection, right at work and social dialogue as key elements of the 2030 Agenda for Sustainable Development. These elements are also included in the goals of Goal 16 of the new UN development vision.

The development of operating conditions in a very globalizing economy which need work on the international level. People try to help these activities by drafting certain legal documents on trade, environment, human rights and labor. The International Labor Organization, in turn, has developed international labor standards to ensure that economic growth and development are linked to employment conditions, and has created a legal framework for their implementation. The ILO has established a tripartite structure between governments, employers and workers to ensure that these standards are upheld. Thus, labor standards set minimum social labor standards that everyone supports.

The international legal framework for social standards provides a good and equal setting within global economy. This, in turn, discourages governments and employers from lowering work standards, which could lead to a comparative advantage in international trade. Lower working conditions can lead to lower wages, the spread of weak skills and the training of highly qualified specialists in the country. As a result, economic growth may slow down among trading partners. Since international labor standards are minimum standards adopted by governments and social partners, it is advisable to apply these standards to the board in order to prove that they have no negative impact on the areas of application.

Economic development has always depended on certain rules and laws. These laws and the institutions that act in accordance with them help to protect the property rights of individuals, the principles of contract enforcement, the progress of events in accordance with procedures, and protection from crime. Without these institutions and laws, no economy can function. As a rule, a fairly managed market always benefits everyone. The labor market works on the same principle. The legal system defined by international labor standards provides an efficient labor market for both employees and employers.

For now the overwhelming majority of staff work informally in several developing and transition economies. At the same time, such countries do not have sufficient opportunities to ensure social justice. In such situations, international labor standards can be an effective tool. Because most ILO treaties and conventions protect not only those who work in the formal sector, but also those who work informally. If we look at those who work in the informal sector, these include those who work in the household, those who work with indigenous and tribal peoples, and those who work in rural areas.

International labor standards have been adopted by governments, employers and workers in consultation with representatives and professionals from around the world. These standards represent a global solution to the labor problem and are spreading around the world. All governments, organizations, employers, workers' organizations, non-governmental organizations, etc. they can benefit by adopting these standards. The legal side of standards can lead to greater integration of international knowledge and experience in their legal systems and governance at the national level and can be used as part of the international legal corps.

### **3.3. How does international trade affect employment.**

International trade, the creation of favorable working conditions and flexible labor markets, providing a high level of education and skills development, is a tool to create new opportunities for all workers, firms and consumers around the world. Since the 1980s, many developing countries have made international trade more free by adopting trade as a means of economic development. At the same time, the issue of whether employment has increased or decreased as a result of trade liberalization and whether wages have risen or not has also caused some controversy. Krugman puts it this way: Depending on the level of employment, short-term aggregate demand, and long-term natural unemployment, the male effect of tariffs leads to macroeconomic issues in microeconomic policies (Greg Thompson., Tim Murray., Patrick Jomini., 2012).

Traditionally, it has been argued that a larger foreign trade deficit would lead to declining employment due to export competition. Therefore, the issue of creating unemployment and employment as a result of international trade continues to be discussed as an empirical topic.

Neo-classical trading theories state that trade is an effective tool for developing employment. In addition, the policies of developing countries confirm this. It is also possible to obtain different results in two different studies examining the relationship between foreign trade and employment in the same country. Developed countries, on the other hand, are concerned that the number of unskilled workers in developed countries will increase as a result of contact with developing countries, which have a large number of unskilled workers through trade. Many developing countries in East Asia and Latin America are pursuing an export-oriented strategy by producing processed products. Studies in India, Malaysia, the Philippines, and other Asian countries have shown that unskilled labor is concentrated in the export industry, while workers in industries that compete for imports are more skilled. According to a study in Latin American countries such as Mexico and Brazil, despite the growth of export-oriented manufacturing, the growth of unskilled labor is very slow. It can be concluded that although developing countries have a comparative advantage in

production, the impact of trade on employment is not fully understood. An international study examining the link between trade and employment in the People's Republic of China found that foreign trade created employment conditions for unskilled Chinese workers and eliminated unemployment in other areas, such as agriculture.

The connection between trade, employment and poverty. Trade and employment can be linked through several channels. The link between trade and development, while free trade has a positive effect on development, can lead to increased employment as more products are produced. Several studies have shown a positive link between trade and employment. However, other studies have shown no link between free trade and development. Each country is connected to a different model of consumption. Even when the country's reserve funds are used efficiently, it does not create the productivity that leads to development.

It is generally accepted as a tool for trade, development and job creation. Over the past 10 years, trade has expanded significantly thanks to trade agreements, transport and the development of technology. It has been very useful in creating jobs in both developed and developing countries.

Through trade, businesses can reduce both costs and prices by purchasing quality and competitive products from the most profitable sources, regardless of their geographical location, and selling them to consumers in more markets. For consumers, trade has a different meaning. According to them, trade is a means to obtain products and services that are not available in domestic markets at a competitive price. The OECD has examined the impact of global value chains on jobs, and it has become clear that some of the employment in emerging economies in OECD countries relies on trade. 10% of the labor force in the United States, 20% in France, 30% in Germany and 47% in Ireland are involved in the production of goods and services exported abroad.

Many OECD studies show that trade plays a positive role in increasing the average income of the population. Unlike firms that sell their products only in the domestic market, firms that export goods abroad are both more productive and pay

their employees higher wages. A study of market opening, development and employment found that trade liberalization could increase wages in the region by up to 4%.

While free trade generally benefits the economy, it can make a sectoral difference. While some sectors may benefit more from trade, others may experience declining activity and unemployment. Wage regulations are often included in such changes in the economy. In enterprises that have been reduced or shut down, some workers are employed as a result of redistribution, while others find themselves unemployed and in a difficult situation.

It is not always possible to automate the regulation process and it takes some time to ensure it. There are also regional complications of regulation. Because production is often grouped regionally, losses accumulate in certain geographic areas. Effective regulation involves certain investments from the government for the cross-sectoral movement of workers. That is, it provides the families of workers affected by the changes with the information they need to provide social support.

At this pace of change, it is important to implement the right policies for both the current workforce and future job seekers. More than the benefits of trade, there is a need for an integrated policy that works for better working conditions for workers. In other words, a policy must be implemented to remove barriers to protect open market earnings by reducing the costs that prevent people and firms from participating in trade. This will help protect not only jobs but also employees. Employee protection also means investing in development beyond tradition. For example, good income support and social spending can be used to revitalize regional economies if incomes, including education and health, are encouraged to be earned by helping people rather than by employment.

While trade will not have an effect on the quantity of jobs, it can affect the extent of wages. The key issue here is not to confuse whether trade affects the wages of certain employees. As trade allows individual firms and workers to increase their comparative advantage in the market, it will also lead to an increase in the average wage in the economy. Employers will hire more productive workers, and as a result,

the demand for workers will increase, as will the level of wages. Conversely, if trade barriers begin to increase, the typical wage within the economy can fall.

If trade increases overall wages, it will benefit some workers, but not others. For example, as the demand for workers in enterprises competing with imported products in industries decreases, these enterprises will be forced to reduce wages due to trade. On the contrary, we can see an increase in wages as a result of trade, as the demand for labor of enterprises engaged in sales in global markets increases.

Many workers from low-income countries who come to the United States work illegally in the there. In countries such as China, Thailand, Brazil, and Poland, workers are often paid less than the minimum wage in the United States. For example, the minimum wage in the United States is \$ 7.25 per hour. Other low-income countries may have the same amount, but it is often lower, and working conditions in those countries are lower than in the United States.

When we think about the labor standards in the countries, we can see that some of them are really unacceptable and very painful. Many people work in harsh conditions in factories or use the labor of young children as slaves. Aggressive measures such as suspension of production and imports will be taken to eliminate such cases.

Arguments in favor of relationship between trade and labor standards. One of the direct arguments linking trade and labor standards is trade sanctions. Anyone working to raise labor standards and apply them to all countries needs extra help to do so. Trade tries to help those people by certain means. Although trade sanctions have long been mixed, they have been used to pressure countries to change their behavior. With threats such as export restrictions, countries are expected to improve labor standards. However, experience shows that long-term use of such tools has failed. At the same time, the WTO can eliminate inconsistencies with the agreed problem-solving mechanism (SSM) using labor standards adopted by the country in the ILO system.

The second argument is the institutions of rational labor standards. This argument is based on the fact that countries cannot set optimal labor standards for

the local population and therefore need help from abroad. Countries are interested in adopting labor standards that promote economic efficiency. There can be several reasons for pursuing inefficient policies in a democracy. First, labor policy, like trade policy, is opposed to many conflicting policies. As a result, the people can be better served with services imported from abroad. For example, entrepreneurs may put pressure on the government to set lower labor standards in order to make more money. If those who support trade liberalization are interested in joining the WTO, those who support the weakening of work standards will either resist non-WTO membership or welcome those who support it.

The second reason is that governments that are able to regulate labor standards at the national level can also regulate the labor market, which is considered cost-effective. If labor standards change the volume of trade to a level that could disturb world market prices, it will fail to implement optimal national policies.

The third argument is not related to the application of trade sanctions to labor standards. This argument has to do with whether labor standards are included in the WTO's multilateral round of negotiations. Developing countries do not support this idea. However, European countries emphasize the importance of this for the development of trade and labor standards, while in the United States, Republicans and Democrats disagree. But if they want to bring labor standards into a new era, it is important to keep them within the ILO.

Arguments in against relationship between trade and labor standards. The first argument against trade and labor standards is that labor standards are ineffective. However, everyone considers it expedient to improve the working conditions of employees. At the same time, it is questionable whether all employees will benefit from improving working conditions. If working conditions are improved, the value of the workforce will increase and employers will demand fewer workers and, as a result, fewer people will be employed. Naturally, this view is simply assumed, and different reactions may occur depending on whether labor markets work in this way. Many see this as an application of the minimum wage in developing countries, while

those who support the link between trade and labor standards refuse to raise wages above market levels in developing countries.

Like the ILO conventions, labor standards have almost no negative effects on workers. Conversely, labor standards can increase employee productivity and reduce economic costs. If there is an asymmetry between market forces between workers and employers, then the need for freedom of association can be considered absolute. Forced labor is not part of a voluntary and proper labor market for both parties. When it comes to child labor, children and their parents believe that child labor will make them better, but child labor is not necessarily prohibited.

Economists believe that if trade sanctions are allowed, they should be adopted only if violations of labor standards are recorded. However, they are concerned that the sanctions will be applied for other purposes. This is because trade sanctions are restrictions on a country's trade, and when they are imposed, they benefit firms or workers who compete in foreign markets with limited imports. When sanctions are formally imposed, such as anti-dumping, sanctions become more aggressive. There is not enough equipment to identify and prevent abuses, and individuals are not interested. If trade sanctions are used for protectionist purposes, they will be a serious concern for both individual traders and trade agreements in developing countries. From a lobbying point of view, it is possible to make a profit by supplementing the gap between trade and labor standards. Under a contract, such complementarity increases the cost of compliance with trade labor standards and makes it difficult to continue cooperation.



## **CONCLUSIONS AND RECOMMENDATIONS**

This study examines the impact of international organizations (WTO and ILO) on society from the past to the present, and examines the impact on labor standards, working life, employment and unemployment.

The unemployment problem is a global problem and does not cover only the least developed and developing countries. The main problems of the labor markets in the European Union are the problems created by the creation of new jobs, the small number of people entering the labor market due to the population structure, the adaptation of older people in the workplace to modern technology and youth employment. According to the ILO's Global Employment Trends report, the number of unemployed people reached a record 195.2 million in 2006, despite the number of people working in the world. Especially the level of employment of women is far behind.

Examining the changing employment and labor markets as a result of globalization, we can see that young people have more difficulty entering the labor market and finding work than adults. Women do not have equal opportunities with men, and most importantly, the use of child labor is on the rise. Workers' safety is not ensured in many workplaces and sectors.

On the other hand, companies that use modern technology, robots and computers have reduced the demand for human labor and increased the demand for fewer and more educated workers.

Working conditions play an important role in shaping employee satisfaction, performance, the balance between work and life, and the ability to continue working or looking for another job in the future. The better the working conditions, the more positive will be the productivity and success of enterprises, as well as the sustainable development of the economy and the population.

Despite the differences in economic and social development levels, many of the same risks affect the same working groups. Problems with occupational health and safety have become more serious, especially in developing countries. At the same time, there are not enough programs and measures to provide compensation to

employees injured as a result of work accidents or occupational diseases. Even if social insurance programs for work accidents and occupational diseases are developed, working conditions without social insurance will continue in developing countries due to the proliferation of illegal sectors. On the one hand, in developed countries, the number of occupational diseases has increased, although the number of deaths due to work accidents has decreased.

The concept of labor standards is a step towards ensuring social, economic and political justice against labor around the world. The World Trade Organization (WTO), in conjunction with the International Labor Organization, requires equal employment and other social security measures in developing countries, as in developed countries. However, in poor and developing countries due to poverty, wages are too low for advanced labor standards. The population there works for a living. In order to apply advanced labor standards in those countries, developing countries must implement first-generation reforms. Due to the low level of labor skills in developing countries, knowledge and skills need to be improved first, and child labor needs to be addressed.

In rich countries, governments need to help workers make the most of the globalization process. Instead of blocking imports from poor countries and applying labor standards in developing countries, measures should be taken to make workers more flexible and adaptable to developing countries. In particular, by encouraging employment in declining sectors, both the development of that sector and the acquisition of experience for employees to work in larger enterprises should be encouraged.

Currently, there is no clear strategy for the implementation of global labor standards. The membership of civil society organizations, such as non-governmental organizations and global trade unions, in the International Labor Organization can be a solution in choosing a strategy. In addition, these membership can further enhance the ILO's credibility. As a result, they can pursue both hard and soft policies at the same time. Also, the distinction between hard and soft policies is not always sharp, and there is no doubt that there will be stronger mechanisms for enforcing

labor standards in the future. However, as poverty has always existed, macroeconomic instruments should be a key part of the solution.

In general, we can say that the countries that have adopted the ILO conventions have an impact on labor rights. In fact, the ratification of ILO conventions contradicts the protection of workers' rights. Those who sign such agreements benefit greatly and are particularly sensitive to their implementation. It is difficult to deepen the support of existing global norms and relations for the rights promoted by the ILO. However, the ILO says that efforts to establish international labor regimes and respect workers' rights will always be challenged.

Trade and employment are linked through various channels. Some developing countries have developed employment systems by integrating into the global market. Trade in services creates great opportunities for employment. However, information on the impact of trade in services on employment is limited. We can say that the trade in services is constantly growing. Many developing countries benefit from trade in services by taking advantage of their comparative advantage. Strengthening the link between service trade and employment is also a development issue.

Various efforts and cooperation are needed to develop service trade at the international level. It is important to increase the interest in exports to developing countries, to promote the development of infrastructure and network, and to create a value chain in services by linking more value, especially for the temporary migration of individuals.

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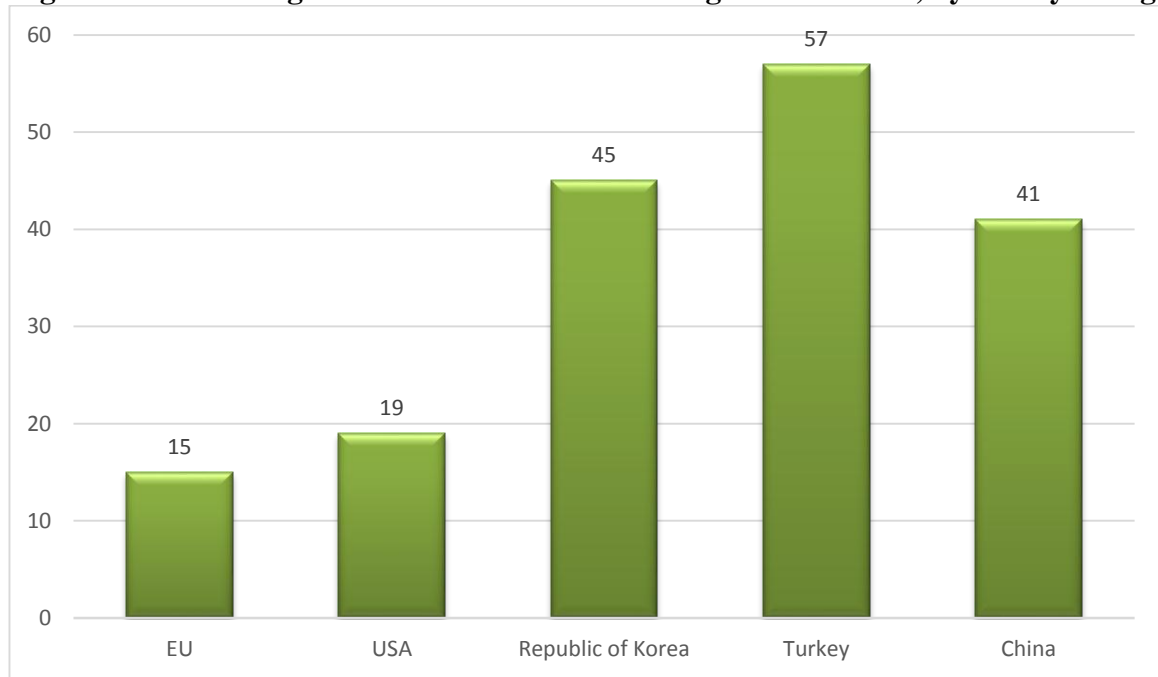
#### **Internet resources**

1. International Gender and Trade Network: [www.igtn.org](http://www.igtn.org)
2. UN Special Rapporteur on the Right to Health: [www.unhcr.ch/html/menu2/7/b/mhealth.htm](http://www.unhcr.ch/html/menu2/7/b/mhealth.htm)
3. [www.ilo.org](http://www.ilo.org)
4. [www.wto.org](http://www.wto.org)
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## APPENDIXES

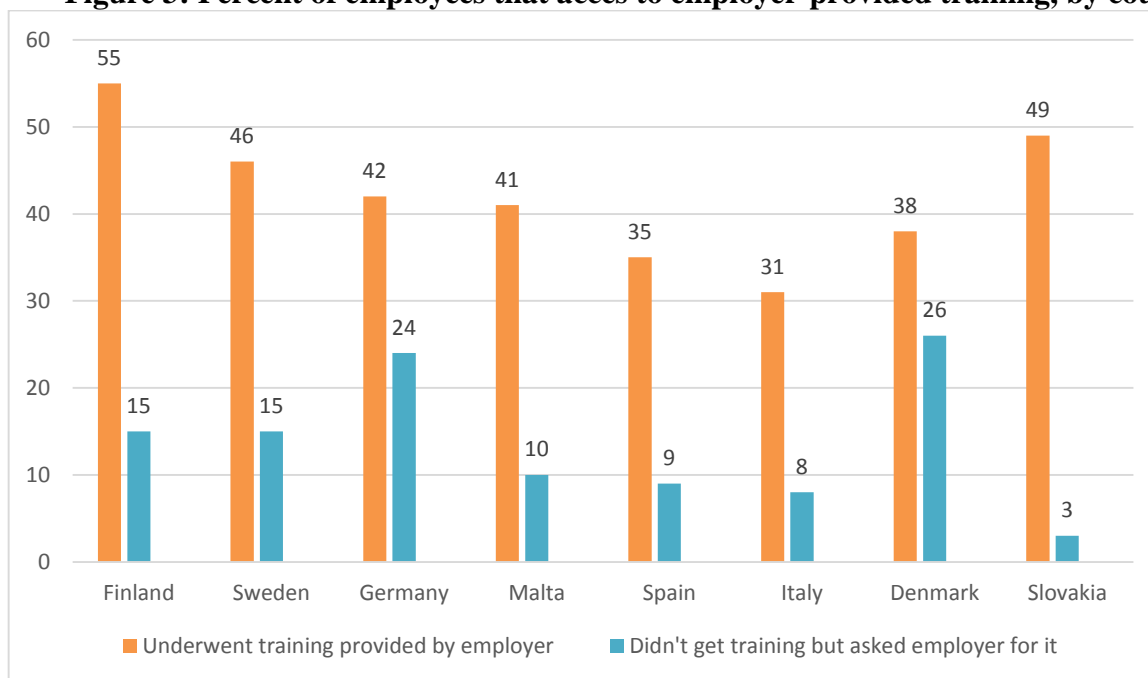
### Appendix 1

**Figure 2: Calculating the % of incidence of working over 48 hours, by county or region**



**Source:** Research report by ILO, 2019, page 27 ([https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_696174.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_696174.pdf)).

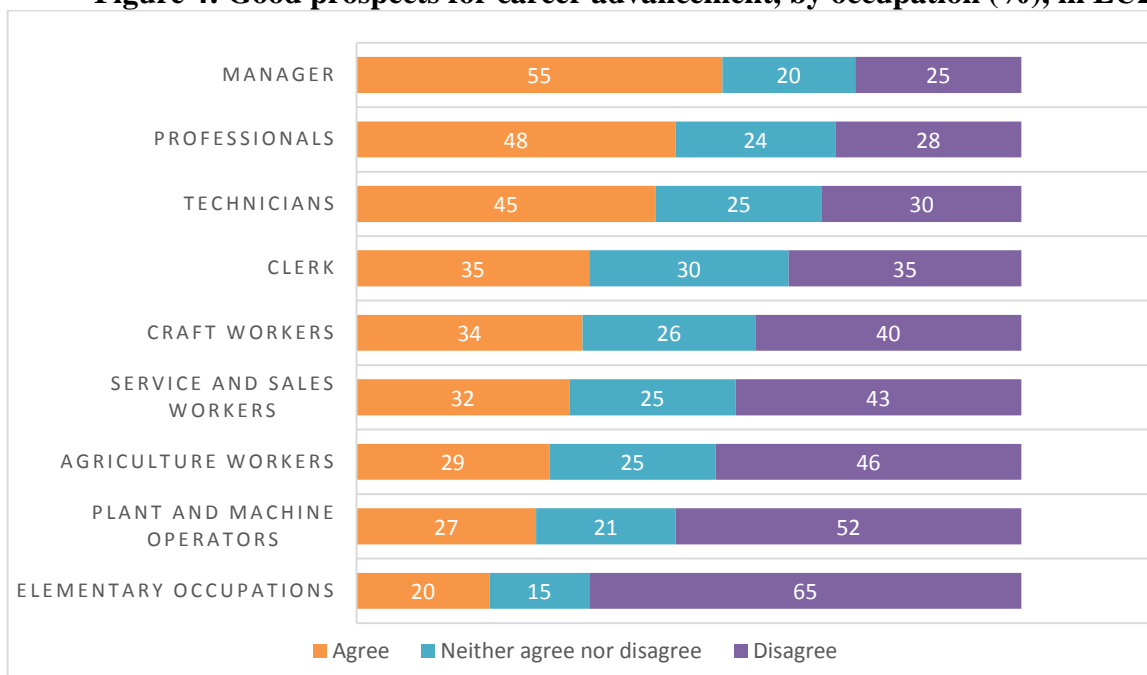
Figure 3: Percent of employees that access to employer-provided training, by county



**Source:** Research report of ILO, 2019, page 62 ([https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_696174.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_696174.pdf)).



Figure 4: Good prospects for career advancement, by occupation (%), in EU28



Source: Research report of ILO, 2019, page 63 ([https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_696174.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_696174.pdf)).

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