中華民國全國總工會
Chinese Federation of Labor

全總青刊

一本好閱讀的勞權雜誌

Young CFL

A Easy-Reading Magazine of Labor Rights

中華民國全國總工會青年團

11th 2022 January

▲本期重點：國際勞工組織

Focus：ILO (International Labour Organization)



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親愛的讀者，

感謝您打開全總青刊。
我是中華民國全國總工會的理事長陳杰，從事勞動事務多年，觀察到國人對於勞動議題不夠關注，以致對於自身權益一知半解。
青年是國家重要的勞動力，卻面臨低薪、高工時等問題，感到無所適從。本人希冀重啟本會青刊，透過年輕化的設計向我國青年推廣勞權意識，並為接軌我國2030年雙語國家政策，以繁體中文及英文雙語並置方式發行，增進國際觀思維。

願您有天能起身為自己的權益發聲。

勞工勝利，勞工萬歲！

Dear readers:

Thank you for reading Young CFL.
I'm Chieh CHEN, the president of Chinese Federation of Labour.
Having been engaged in labor affairs for many years, I have noticed that Taiwanese people understand very little about their labor rights and interests due to paying insefficient attention to labor issues.
The youth are important workforce of a country, however, they facing problems such as low wages and high working hours. I hope Young CFL Newsletter can help promote the awareness of labor rights to our youth through a younger design. In order to following up the Blueprint for Developing Taiwan into a Bilingual Nation by 2030, the newsletter is published with both traditional Chinese and English.

Wish every one of you stands up and speaks for your rights.

Support Labor; Honor the Workers!

CHEN CHIEH

本期重點 Focus



國際勞工組織

International Labour Organization

國際勞工組織成立於1919年，是聯合國的三方架構專門機構。
該組織制訂勞工標準、政策和計劃，促進所有性別享有尊嚴勞動，追求社會經濟正義與世界和平。
該組織因保障社會正義、努力增進國家間情誼獲得1969年諾貝爾和平獎。
截至2021年3月，該組織共有187個成員國。並有眾多勞工組織與雇主組織參與其國際勞工大會。

The ILO is a tripartism UN agency founded in 1919. It sets International Labour Standards, policy and projects.
Whose mandate is to advance social and economic justice and world peace and promote the idea of Decent Work for all genders.
The ILO guarantees social justice and enhances the national friendship won the Nobel Peace Prize in 1969.As of March 2021, the ILO has a total of 187 countries members. And many Workers and Employers' organizations involved in its International Labour Conference.

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什麼是三方架構？ What is Tripartism?

三方指的是「勞方(勞工組織)」、「資方(雇主)」及「政府方」。在一個國家，雇主與勞動者在決策過程中擁有與政府同等的發言權，這樣的概念稱為「三方機制」。

三方協商相當重要。如果一個國家的勞動政策都是政府說了算，制定出來的政策肯定不符合現實，因為政府人員未必了解產業現況；都是雇主做決定，那可能會制定出剝削勞工 降低成本、利益至上的政策；但如果都是勞工做主，卻也常常忽視企業和政府支出成本，過於躁進、民粹。透過理性的三方談判，才能有效的遏止其中一方失控。

國際勞動公約第144條約《三方協商促進履行國際勞工標準公約》中第三條第二項寫明：雇主及工人(勞工)應以平等地位參加從事協商的任何機構。

三方坐下來好好針對問題進行討論，就是所謂的「社會對話」。無論是開會、協商、團體協約還是只是活動中的意見交換，都可被視為「社會對話」。社會對話雖然對於解決許多社會問題有著直接性的幫助，但在各國，包括台灣，建立良好的社會對話依舊有著困難。

Tripartism is the system of tripartite between ''trade unions(workers organizations)'' , '' employers' organizations'', and '' government'' .Employers and workers have the same voice as the government in the decision-making process.This concept is called ''Tripartite Mechanism''.

Tripartite Consultation is very important. If a country' s labor policy is determined by the government, the policies formulated are definitely not in line with reality, because the government may not understand the current situation of the industry; if the employers control the rights of decision-making, it may be formulated to exploit labor, reduce costs, and put enterprise profits first; if the labor has the final say, it often ignores the cost of enterprise and government expenditure, which is too aggressive and populist. Only through rational tripartite negotiations can avoid the one side lose control.

In International Labour Convention 144 - Tripartite Consultation (International Labour Standards) Convention, Article 3-2 have wrote,''Employers and workers shall be represented on an equal footing on any bodies through which consultations are undertaken.''

The three parties sit down and discuss the issues. This is the so-called "social dialogue ." Whether it is a meeting, negotiation,collective agreement or just an exchange of opinions during an event, it can be regarded as a "social dialogue." Although social dialogue can directly help solve many social problems, it's still difficult to establish good social dialogue in various countries, including Taiwan.

什麼是ILC國際勞工大會？

國際勞工大會會議是國際勞工組織每年在日內瓦總部舉辦的會議。此會議為編寫起草公約和建議，經大多數表決後通通過並推行。會議也會針對國際勞工組織的一般政策、重點世界勞動議題、未來工作計畫和預算編列進行為期兩到三周的會議探討。會議中動員大量口譯人員，現場提供五種以上語言即席翻譯，協助各國與會者能有效溝通。

國際勞工會議尊循三方架構，每會員國由四位與會代表組成代表團：兩位政府代表、一位雇主代表及一位勞工代表。所有的代表皆有個別投票權，並且不論與會代表的國家人口數多寡，所有的票皆具相同效力。該國通常會推派國內最具代表性的雇主與勞工組織參與表決。執行投票權時，各代表會協調並整合國內之意見。國際勞工組織是國際組織中唯一投票權不單只掌握在政府手中，而是勞方與資方共享平等參與、投票、制定公約與決策的過程的組織架構。

因COVID-19疫情因素，ILC曾於2020年暫停舉辦，並於2021年5月以ZOOM會議軟體線上重啟辦理，並於11月至12月期間增加第二會期。

本次國際勞動大會關注工作不平等與技能發展和終生學習議題， 亦在會議中提及疫苗供給不平等，造成貧窮國家之勞工在疫情之下飽受染疫風險

What is the ILC (International Labour Conference)?

Once a year, the ILO organizes the International Labour Conference in Geneva HQ, to set the broad policies of the ILO, including conventions and recommendations. The conference also makes decisions about the ILO's general policy, work programme and budget and also elects the Governing Body. Will have 2-3 weeks' meetings during the ILC. A large number of interpreters were mobilized during the meeting, and simultaneous Interpreting in more than five languages were provided on-site to assist all participants from different countries to communicate effectively.

Each member state is represented by a delegation: two government delegates, an employer delegate, a worker delegate and their respective advisers. All of them have individual voting rights and all votes are equal, regardless the population of the delegate's member State. The employer and worker delegates are normally chosen in agreement with the most representative national organizations of employers and workers. Usually, the workers and employers' delegates coordinate their voting. All delegates have the same rights and are not required to vote in blocs. ILC respects the tripartism.

The 109th session of the ILC was delayed from 2020 to May 2021 and was held on line because of the COVID-19 pandemic. The first meeting was on 20 May 2021 in Geneva for the election of its officers. It used the ZOOM conference software online, and added a second session from November to December.

The ILC this year focused on work inequality, skill development and lifelong learning issues. It also mentioned the inequality of vaccine supply in the meeting, which caused workers in poor countries to be exposed to the risk of infection under the epidemic.

臺灣如何參加ILC國際勞工大會？

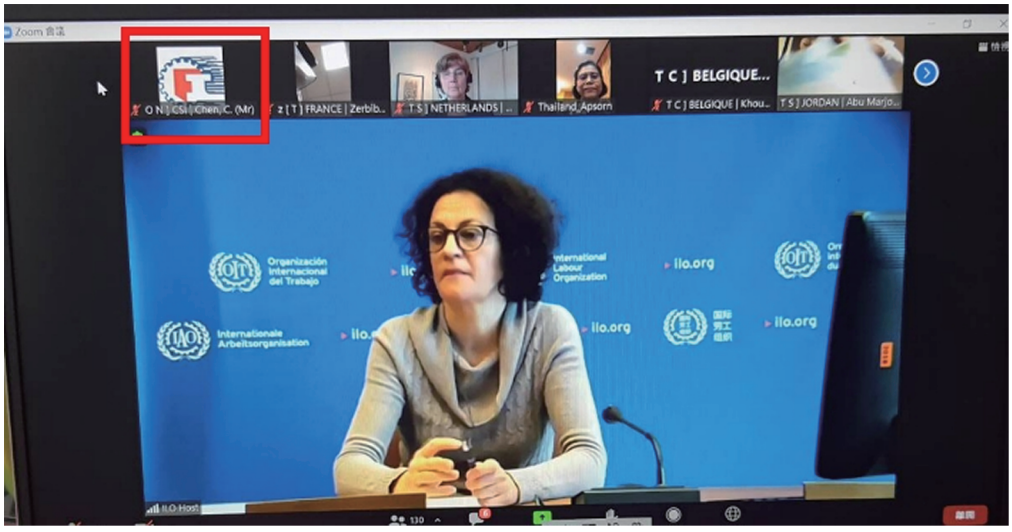
臺灣目前並非聯合國及ILO會員國，因此無法以政府方身分參與國際勞工大會，也無法像其他國家一樣批准國際勞動公約及以政府方身分參與ILC大會。然而在台灣，我們透過「非政府組織(INGO)」所屬身分參與ILC國際勞工大會，並得以低調但順利的進入會場共襄盛舉。

大會三方架構含有「政府」、「勞工組織」及「雇主組織」。本會隸屬於全球最具代表性之國際工會聯合會(ITUC)，為其所屬會員工會，因此透過國際組織的保護下，本會歷屆理事長得以「勞工組」身分進入ILC的系統當中。而不僅透過ITUC，台灣亦有雇主組織透過國際雇主組織(IOE)所屬組織身分，受國際組織保護，以「雇主組」身分參與ILC國際勞工大會。

How did Taiwan join in the ILC?

Because Taiwan isn't member states of the United Nations and ILO, We can't join the ILC or ratify the International Labour Conventions as member states like other countries. But we can join in the ILC as the affiliated organization of '' INGO (Internationl Non-Governmental Organization)'', and we can keep a low profile but join in the meeting successfully.

ILC follow the Tripartite constituents rule, and it have three groups of participants, ''Member States(Government)'' ,''Workers' Organizations(Trade Unions)'' and ''Employers' Organizations''. CFL is the affiliated union of ITUC (International Trade Union Confederation). ITUC help CFL to register and get in to the ILC. The president of CFL could join the ''workers' group'' of ILC ever years. Not only the ITUC, but also the IOE (International Organisation of Employers) help the affiliated Employers' Organizations in Taiwan to join in the ILC '' Employers' group''.



本會陳杰理事長
透過勞工組織身分，
列席本年度
109屆國際勞動大會
第二會期Zoom會議。

President of CFL
Mr.Chen Cheih
Joint the 109th ILC
Second part in Zoom.



嘿，工會好朋友。
我來幫你惹！
Yo, union workers,
I'm coming for you!

ACTRAV全名 Bureau for Workers' Activities(工人活動局)，是國際勞工組織核心部門國際勞工局與全世界勞動領域之間的銜接機構，擁有專業的團隊接觸各國勞工組織。如果她是個人類，肯定是個熱愛工會運動的工運狂魔，一心想為勞工發聲。其具有多國部門，總部在瑞士日內瓦。ACTRAV旗下的ITCILO與培訓有著密切關係，集中培訓各國與勞工事務相關工作者，協助建立結社自由、國際勞動標準等勞權觀念。因應疫情，ACTRAV與時俱進的以多場網路研討會研討勞動議題。配合聯合國願景開發線上課程，推廣SDGs(永續發展目標)及聯合國系統下的各式援助與發展計畫。

ACTRAV(Bureau of Workers' Activities) is the main link between the International Labour Office and the world of work through workers' organizations. She has a team of specialists to reach with the workers' organizations around the world. If she is a human, she will be very crazy about the trade union movement, has passion for labor rights promoting.
ITCILO under ACTRAV is focus on training the people engaged in labor affairs in all of the world, and help them to establish the concept of labor rights based on freedom of association and international labor standards. During epidemic, ACTRAV host many webinars related labor issues, and also design series of online courses for promote SDGs, some of development and relief projects in the UN system.

ILO ACTRAV

▲想了解更多...Learn more ...

ITC ILO

International **Training** Centre



ITCILO是隸屬於ILO (國際勞工組織)轄下的國際訓練中心，如果她是個人類，她會是一個溫柔且精通各國語言的義大利都靈人。每年她接待來自世界各地的學生，這些學生來自各國政府、雇主組織以及勞工組織。台灣也曾有勞動部及工會成員接受訓練。
根據不同的組織性質，ITCILO提供不同類型的實體與線上培訓。
培訓內容與國際勞動公約、勞動議題及聯合國所提倡的SDGs有關。

ITCILO is an International training Centre under the ILO. If she is a human, she will be a gentle Italian and proficient in various languages. She live in Turin, Italy. She receives learners from all over the world, including Taiwan. Learners come from various Governments, Employers' organizations and Labor organizations. ITCILO provides different types of physical and online training for different learners. Content of the training is about International Labour Conventions, Labor Issues and the SDGs advocated by the United Nations.

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國際勞工局
International Labour Office

國際勞工局是ILO的常設秘書處。
他是國際勞工組織整體活動的協調中心，
在理事會的監督下進行各項事務的籌備
並在總幹事的領導下執行。
該辦公室在其日內瓦總部和全球約 40 個駐外辦事處僱用了來自 150 多個國家、約 2,700 名官員。在這些官員中，有 900 人從事技術合作計劃和項目。

該局轄下還設有一個研究和文獻中心。

The International Labour Office is the permanent secretariat of the ILO. It is the focal point for ILO's overall activities, which it prepares under the scrutiny of the Governing Body and under the leadership of the Director-General.
The Office employs some 2,700 officials from over 150 nations at its headquarters in Geneva, and in around 40 field offices around the world. Among these officials, 900 work in technical cooperation programmes and projects.

The Office also contains a research and documentation centre.

官方網站
Official website

▲想了解更多...Learn more ...

結語：為何你需要知道ILO？

ILO是全世界最具地位的國際組織之一，其大會探討與全球勞動有關重要議題，各國皆共襄盛舉，所制定的標準更成為各國效法之準則。臺灣非常欠缺外交資源，非政府組織卻是台灣走出去最重要的關鍵。我們需要更多的年輕人投入國際勞工事務，憑藉良好的語言、數位科技運用與公關溝通能力，和國際議題、組織成員接軌，形成對外的友好關係。讓世界了解，臺灣即使並非會員國，不受ILO的束縛，卻仍致力於尊嚴勞動和工作平等的倡議。將臺灣帶出小小海島，走向世界。

臺灣的勞動領域需要年輕熱血的你勇敢加入！

Conclusion: Why must you know about ILO?

ILO is one of the most prestigious organization in the world. ILC discusses worldwide topic issues related labour affairs, and the standards established by it have become the norm for countries to follow.
Taiwan is lack of diplomatic resources, but NGOs could be the key to let Taiwan get connections with global.
We need more young people to participate in international labor affairs, relying on the abilities of language, digital skills and public relations communication, to connect with international issues and organization members, set up the friendships with world.
Taiwan is not a goverment member and is not bound by the ILO, but we still work hard for fulfill the goal of Decent work and work equality. Let's make Taiwan out of the small island and jump into the world.

Taiwan' s labor field needs you join us!

▲下期全總青刊將：
In CFL Youth 12th:
介紹國際勞動公約、國際工會聯盟ITUC以及其亞太區會ITUC-AP。
Introduce the International Labour Conventions, ITUC and ITUC-AP.

我們下期見。 SEE YOU：)

ITUC CSI IGB　ITUC - Asia Pacific

出版：中華民國全國總工會
Publication: CFL,Tawian
發行人：陳杰
Issuer: : CHEN Chieh
總編輯：謝貽安
Editor-in-chief: HSIEH I An
設計：謝貽安 及 0726
Design: HSIEH I An and 0726