

THE PROGRAM OF DECENT WORK IN THE REPUBLIC OF KAZAKHSTAN

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It is difficult to imagine a person who not want would do what you love in a safe environment and at the same time receive a decent reward. For any person, it is important to have social guarantees in the workplace, the ability to freely express their opinions, and participate in making management decisions. The ILO Decent Work program guarantees these opportunities. The concept of “decent work” was enshrined in 1999 in the report of the Director General at the meeting of the 87th session of the International Labor Conference. This report by the Director-General outlined the four components of “decent work”, namely employment, social security, labor rights and social dialogue [1].

Often, these four elements are divided into two categories: employment and social security in one, and workers' rights and social dialogue in the other. The first category is more dependent on the level of economic development, while the second category is more influenced by legislation and ethics.

Employment covers all types of work, and therefore applies to both workers of the formal economy and employees, self-employed, domestic workers. It also includes decent working conditions, remuneration in cash and in kind, safe working conditions.

Social security is an equally important component and can be provided in the form of providing workers with free meals, issuing a loan for building housing to an employee, and ensuring that workers attend social and cultural events.

The rights of workers include the following rights: the right to freedom of assembly and association, equality and non-discrimination at work, prevention of forced and worst forms of child labor.

Social dialogue provides for the right of employees to express their views, protect their interests, and participate in the discussion and making management decisions.

Employment:

The ILO has devoted most of its program to creating opportunities for women and men in terms of decent employment and income. The ILO to achieve this goal

creates international standards for employment policies, which, together with technical cooperation programs, are aimed at achieving full and productive employment. ILO standards in the field of employment policy provide the basis for the development and implementation of such policies in each individual country, thereby ensuring maximum access to job opportunities for decent work [2].

ILO documents in this area: the Employment Policy Convention, 1964 (No. 122) requires states to pursue an active policy aimed at promoting full and productive employment and free choice of labor; Employment Service Convention, 1948 (No. 88) provides for the creation and maintenance in the states that ratified this Convention a free public employment service for both workers and employers; The 1983 Vocational Rehabilitation and Employment of Disabled Persons Convention (No. 159) contains the principles of a national policy for vocational rehabilitation and employment of persons with disabilities; provides for the creation of vocational training and employment services for persons with disabilities; Private Employment Agencies Convention, 1997 (No. 181) requires the principle of non-discrimination by private employment agencies, provides for cooperation between private and public employment services, general principles for the protection of job seekers; Recommendation 162 on older workers provides for the prevention of age discrimination.

The Republic of Kazakhstan ratified the following documents listed above: Employment Policy Convention, 1964 (No. 122); Employment Service Convention, 1948 (No. 88) [3].

The employment rate of the population in the Republic of Kazakhstan is calculated as the ratio of the number of employed people aged 16-58 (women) and 16-63 years (men) to the total population in this age group as a percentage and in 2014 is 74.0% women and 80.9% are men; in 2015, 74.6% are women and 81.2; in 2016, 73.9% are women and 81.3% are men; in 2017, 74.2% are women and 81.3 are men. The unemployment rate is calculated as the ratio of the number of unemployed aged 16–58 years (women) and 16–63 years (men) to the number of labor force (employed and unemployed) in this age group as a percentage, and for 2014 - 6.0% of women 4.3% of men; in 2015, 5.9% of women and 4.3% of men; in 2016, 5.7% of women and 4.4% of men; in 2017, 5.6% of women and 4, 4% of men [4].

Thus, the above statistics show that the unemployment rate in the country every year becomes much lower, but at the same time, the Republic of Kazakhstan has not yet ratified important documents such as ILO Convention No. 159 Convention on Vocational Rehabilitation and Employment of Disabled Persons 1983, ratification which would enable people with disabilities to get and keep a suitable job, to be able to advance in the service. It should also be noted Recommendation No. 162 "On Older Workers", which has still not been ratified by the Republic of Kazakhstan.

Workers' rights:

First, the right of workers to freedom of assembly and association should be noted. The right of workers and employers to form organizations is a

prerequisite for collective decision-making and social dialogue. ILO standards open the way for solving the difficulties associated with the right of workers and employers to form associations and ensure respect for this fundamental right all over the world [2].

Relevant ILO instruments: The 1948 Freedom of Association and Protection of the Right to Organize Convention (No. 87) is a fundamental convention that establishes the right of workers and employers to create and join organizations of their own choice without prior permission; The 1949 Right to Organize and Collective Bargaining Convention (No. 98) provides for the right of an employee to enjoy appropriate protection against acts of anti-union discrimination; Workers' Representatives Convention 1971 (No. 135) provides for the right of workers to enjoy effective protection against any actions detrimental to them, including dismissal, on the basis of their status or activity as a representative of workers or membership of a union or accordance with existing laws or collective agreements or other jointly agreed arrangements; Rural Workers' Organization Convention 1975 (No. 141) provides for the right of rural workers to form and join organizations of their choice without prior permission; Labor Relations (Public Service) Convention, 1978 (No.151).

The Republic of Kazakhstan ratified the following ILO instruments listed above: Freedom of Association and Protection of the Right to Organize Convention 1948 (No. 87); Right to Organize and Collective Bargaining Convention 1949 (No. 98); Workers' Representatives Convention 1971 (No. 135). [3].

Equality and non-discrimination at work:

Discrimination in the field of labor and occupation is a universal and constantly evolving phenomenon. Millions of women and men around the world are denied access to work and education, receive low wages or are limited to certain professions simply based on their gender, color, ethnicity or belief, regardless of their abilities and skills. Freedom from discrimination is a fundamental human right and is necessary so that workers can freely choose their jobs and develop their potential. Equality employers have access to a wider and more diverse workforce. Employees, who enjoy equality, have greater access to training, often receive higher wages and improve the overall quality of the workforce [2].

ILO equality standards provide the tools to eliminate discrimination in all aspects of the workplace and in society as a whole. They also provide the basis for applying gender mainstreaming strategies in the world of work. The relevant ILO instruments are: Equal Remuneration Convention, 1951 (No. 100) requires states to ensure the application of the principle of equal remuneration for men and women for work of equal value; Discrimination (Employment and Occupation) Convention, 1958 (No. 111) defines discrimination as any distinction, exception, or preference based on race, color, sex, religion, political opinion, nationality, or social origin that nullifies or impairs equality opportunities or treatment at work; Workers with Family Responsibilities Convention 1981 (No. 156) requires that

states set as their goal national policies that allow people with family responsibilities who are already working or willing to find a job, to exercise their right without discrimination and as far as possible, do not conflict between their work and family responsibilities.

The Republic of Kazakhstan has ratified all of the above instruments. According to the Statistics Committee of the Ministry of National Economy of the Republic of Kazakhstan, the gender wage gap amounted to 33.0% in 2014; in 2015 - 34.1%; in 2016 - 31.4% and in 2017 - 32, 2%. As for segregation in types of occupations (occupations) by sex at all levels, including heads of organizations, in 2016 the proportion of men was 62.7%, and women - 37.3%; in 2017, 63.0% of men and 37.0% of women [4].

Thus, it can be concluded that the Republic of Kazakhstan seeks to ensure equality in the sphere of labor, but in spite of this, the gender wage gap and segregation in types of occupations based on gender occurs.

Speaking about the prevention of forced and worst forms of child labor, it should be noted that the Republic of Kazakhstan ratified the following ILO documents: Forced Labor Convention 1930 (No. 29); Abolition of Forced Labor Convention 1957 (No. 105); Minimum Age Convention 1973 (No. 138); Worst Forms of Child Labor Convention 1999 (No. 182) [3].

The share of employed in the age group under 18 in the Republic of Kazakhstan for 2015 amounted to 4.1%, of which 0, 0004% are employed in hazardous and (or) dangerous working conditions, in 2016, 3, 1% and 0.0004 %, respectively, in 2017 - 2.0 and 0.0004%, respectively [4].

Based on this, it can be concluded that conditions are being created in the Republic of Kazakhstan for the abolition of such labor, and every year the proportion of those employed in this age group becomes smaller.

Working well is not just having a job. This means being able to work productively, earning a decent income at the expense of your labor, using labor protection and social protection for your loved ones. Decent work lies at the heart of social cohesion. Where decent work is not secured, people face poverty, inequality, social tension and open social and conflict. Labor that condemns people to bondage or poverty, forcing them to take risks, be discriminated against and endangered, does not allow them to develop and reveal their potential to either the individual or the entire economy [5].

Full and productive employment and decent work for all, including women and young people, are the most effective way to overcome poverty. The global financial and economic crisis re-emphasized the need to fully integrate the ILO's approach to decent work into a broader economic and social strategy in order to prevent a slowdown, stimulate recovery and create equitable globalization.

List of used sources:

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5. Наш ответ глобализации: Программа достойного труда. [Электронный ресурс], доступно на: [https://www.ilo.org/moscow/news/WCMS_655937/lang--ru/index.htm] - Дата публикации 24 декабря 2018 г., дата обращения 3 марта 2019г.