

Committee: International Labour Organization

State: Peoples Republic of China-Workers Representative

Agenda: Achieving the Decent Work Agenda Through Reinforcement of Collective Agreements

The People's Republic of China mostly known as just China is a country of East Asia. China is the largest of all Asian countries occupying nearly the entire of East Asia. And it is the most populous country in the world, after India. China has 33 administrative units under the central government. China is bordered by Mongolia to the north; Russia and North Korea to the northeast; the Yellow Sea and the East China Sea to the east; the South China Sea to the southeast, Vietnam, Laos, Myanmar (Burma), India, Bhutan, Nepal to the south; Pakistan to the southwest; and Afghanistan, Tajikistan, Kyrgyzstan to the west. China is the third largest country in the world. Beijing is the capital of China with also the cultural, economic, and communications center of the country. In the early 20th century a revolution rose against the old regime resulting in the establishment of a communist government in 1949. This evolution has reformed the whole world, leading to China becoming one of the most influential country in the world.

China is the second largest economy by nominal GDP after the USA and is the largest economy if measured by purchasing power parity. According to official data from the World Bank, China's GDP value contributes around 16.88 percent of the World Economy. China is the world's largest exporter and the second-largest importer overall. China has faced some ample alterations in its economy for the past decades since the Chinese Economic Reform in 1978, such as transforming into a global manufacturing powerhouse from having rather an agrarian society. This affected their

position in the world's economy, they became one of the largest economies in the world due to this change. The manufacturing sector has remained significant in the Chinese economy ever since, contributing half of the Chinese GDP. Low-wage labor forces has been a key factor in rapid economic growth in China, which led to China having the largest labor force in the world. Due to the wage trends, wages in high-skilled sectors have been increasing while labor force wages have been decreasing.

China's labor force contains around 60 percent of women, even though women's participation rate decreased faster than male participation rate. However, compared to the world average level, the female participation rate is still relatively high. There is a big difference between women participation level and male participation level in China. But as for China, the female participation rate is on the decline and that will have some negative effects on both the Chinese economy and society. For instance, it will reduce the employment intentions of future female workers or increase the gender discrimination of the current female workers. We can confidently say these will leave a negative impact on both the economy and the society of China.

The Chinese Sex-Specific Labor Force Participation Rate

gender	1982	1990	2000	2010
male	91.01%	90.07%	89.29%	86.09%
female	81.74%	83.83%	80.11%	74.21%

Another major problem in China is the normalized overworking. Majority of the employers expect from their workers to work 9 am to 9 pm, which creates the popular term in China the infamous "996 work culture", in which employees are pressured to work 12 hours a day for 6 days a week.

Some abandon work-life balance in fear that they might get replaced by someone willing to make this sacrifice.

Long working hours and low wages can show their effect on workers' mental and physical health. According to a research made by the World Health Organization and ILO, overworking can lead to serious heart diseases. Thousands of Chinese workers die due to long working hours and the stress caused by low wages every year. Some may not even see their families properly as a result of the relentless working conditions set by their employers. As stated before, this leads workers to suicide as the result of depression caused by stress, or major heart diseases. The labor force population in China is approximately 772.2 million at the moment. This indicates that the Chinese population is mostly composed of workers and makes the labor force the most important strata in the country. As pointed out, the main power in the rapid economic development in China is the low-wage labor force, this again makes them the most important strata in China.

Another problem that the Chinese labor force faces is that the representation is inadequate. According to undercover investigations conducted by a group of local college students, most workers in investigated factories are unaware of trade unions' existence or did not even know they were a member of one. They all faced humane working conditions, their toilet breaks were limited and water and soldering dust was a serious safety hazard. None of the factories they investigated had democratic trade union elections. This is caused by the inadequate representation of workers in China. Many local trade unions lack proper communication, leaving workers in China vulnerable and allowing employers to undermine their workers' efforts. The biggest reason is that trade unions are only seen as political tools by the government rather than individual organizations created only for workers' advocacy. This makes trade unions almost invisible and ineffective.

To avoid these problems stated above, we are offering some effective solutions.

- By improving the education level and cultural quality of females and encouraging women to receive higher education to get more human capital while at the same time increasing the women's will to employment.
- Encouraging companies and employers to develop various flexible forms of employment, such as flexible working systems which allow female workers who have children to choose work time under the premise of finishing the work tasks.
- Perfecting the corresponding laws and regulations to protect the legitimate rights and interests of women in order to eliminate sex discrimination and reduce the behavior that employers don't hire women because of their fertility.
- Perfecting and enforcing the labor law that deters employers to force their employees to work overtime. According to China's labor laws, a standard workday must be 8 hours long with a maximum of 44 hours per week. Any other extra hours that surpass this will be considered overtime and require extra pay. Developing higher deterrent costs to avoid illegal overwork if needed giving prison terms to those who do not enforce the law.
- Taking legal action against employers that caused their workers' death by humane overworking and low wages and making employers pay compensation to those who lost their families.
- Informing workers about their rights and trade unions through effective usage of social media and creating forums or with various educations in schools.
- Regularly checking companies and employers to stop them from creating dangerous working environments for their workers in the absence of proper trade union communication.

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