

Committee: ILO (International Labour Organization)

State: The Republic of China – Employers Representative

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

The Republic of China, basically China is a well known country that has the second most population and has the second biggest economy. China's nearly has 9.6 million kilometersquare of area and this makes China the third most largest country by land. China is located at eastern part of Asia. China has 14 border neighbours. These neighbours are like this: North Korea, Russia, Mongolia, Kazakhstan, Kyrgyzstan, Tajikistan, Afghanistan, Pakistan, India, Nepal, Bhutan, Myanmar, Laos, and Vietnam. China's capital is Shanghai which is the financial center of China.

Since the Industrial Revolution has done, the labours divided to 3 different groups: Workers, Employers and the Government. The economic and social operations are connected to these 3 groups and their relationship. To improve the prosperity in the country, these 3 groups might work together and in an order. If the order breaks down and some negative things happen in one of these 3 groups, the layout might deteriorate and this could lead to a collapse in the country's economic growth.

In China the percentage of people who unemployed is %5,1 which is a bit less when we compare it to the other countries which has a big role in the worlds economy. But like we said, China currently has the second most population by country. And India is the number one in the population list. When we compare these 2 countries to each other about the unemployed people percentage the India's unemployed people percentage is %8,01 (these percentages are about the beginning of 2024), which has a big difference between China. These type of countries are facing couple of problems when doing the plan of reducing the unemployed people percentage, practicing the decent work more cause of their population. As China's Employers Representative we don't think that people in China having big troubles with finding a job and not be happy about it.

In China there is only one legal trade union and it's called All-China Federation of Trade Unions (ACFTU). If people want to open another trade union or unions it have to be connected to ACFTU. According to China's laws, China doesn't allows to independent trade unions. Trade unions who are working about workers rights generally using Collective Bargaining System if they want to offer better decent work conditions for workers. Because of China's communist rule, workers do not have many problems with their careers and working conditions. But however, trade union movements and their Collective Bargaining System sometimes cause employers problems. Some of these problems are listed below:

- Trade unions ignite workers so that workers get angry about their jobs. Workers want better decent working conditions, even though sometimes they have one of the best conditions.
- The impact of trade unions on workers can cause a decline in productivity. This problem can cause a fall in wages, so employers and workers can fall into a worse problem as a result.

- Trade unions rallies are usually about low wages. So workers think that they are not being paid enough. And that can lead to an increase in labour costs.
- Trade unions can sometimes promote an ideology, sometimes expressing a political view rather than simply supporting labour rights. This can lead to conflicts between workers in the workplace.
- Trade unions there might be unfair between workers. For example they can give the priority to workers who is more experienced at their work. And that can make conflicts between workers.
- Trade unions and Collective Bargaining System defends that every worker at the same position might be paid equally. However, this system can prevent the emergence of talented and willing workers.
- Large enterprises can easily adapt to possible changes in the Collective Bargaining System, whereas small enterprises may struggle with such changes
- Problems that are tried to be solved through the collective bargaining system can be time-consuming for both workers and employers.

To avoid these problems we can take these actions:

- Workers who think that their working conditions are not included in decent work should empathise with workers who have a much better education but work in worse conditions than them and evaluate the situation in a healthier way before causing any conflict.
- If workers feel that they are experiencing difficulties with their working conditions, they should take action legally and within their rights, not in the form of riots or strikes.

- Employers can inform their workers about their rights, thus preventing potential unrest in the workplace.
- Employers regularly have to know about what do their workers feel about their working condition. They can ask their workers these type of questions: Do they think their working conditions are close to decent working? Doing surveys etc. about workers can have a good impact on the workplace.
- Employers should not discriminate between workers on the basis of their religion, nationality or gender during recruitment.
- Workers should know employers has rights just like them and act according to this. Workers also should know not every employers are in a good position financially so they can solve their problems by reconciliation.