

WORLD OF *Work*

THE MAGAZINE OF THE ILO

Fighting child labour: From dream to reality

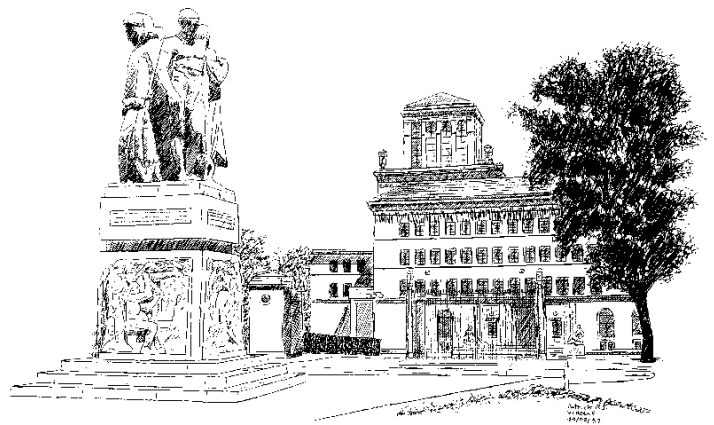
Inside:

- The new international plan
- Review of ILO activities
- Special pull-out section



1997-1998 World Labour Report
Trade unions: Battered,
but rising to the
challenges of
globalization





The ILO in history

Globalization, Social Progress and Albert Thomas

He was known as a highly cultured individual with a nearly prophetic vision of the future, an enormous capacity for work, a clarity of ideas, the strength of his convictions, and an exceptional ability as an orator. He was an inspiration to the newborn International Labour Organization and a leader of rare dimension. Certain personality traits also conferred on him an astonishing prescience. May 7 of this year marked the 65th anniversary of his death at the age of 54 in 1932. June 16 of next year will mark the 120th anniversary of his birth in 1878.

Albert Thomas, the first Director of the ILO, was above all practical. On the subject of the reduction of working hours, for example, he was delighted that among the solutions put forward for the unemployment crisis of the thirties, the social partners considered a 40-hour week. But he was also well aware of the limits of the written word, even those of a Convention. "What matters in today's world is that solutions of this nature impose themselves on the spirit, that they appear as feasible and effective solutions to the crisis..."

It was his taste for the concrete which impelled him to venture into the field, to observe realities and to meet the people. In an era where flying was not yet a common means of transportation, he travelled extensively – to the United States, Canada, Latin America, Russia, China, Japan, to say nothing of most of the countries of Europe. He visited factories, descended into mines, questioned owners and workers. "If I apply myself to the study of national realities," he explained, "it is to absorb everything which can serve in realizing the common ideal."

In this sense, he was a true disciple of what today would be called globalization; that is, of universality in the service of social progress. He rebelled against the idea that one could oppose "worker protectionism", which would have been the prerogative of the ILO, with the free-trade views in vogue at the League of Nations. "Isn't the effort at nationalist protection in contradiction with the general effort of regulation of labour which we are instituting here?" he asked.

Sources: ILO: Proceedings of the International Labour Conference. (Geneva, 1929, 1930, 1932); Phelan, E.J.: Albert Thomas et la création du BIT. (Paris, 1936).



During a visit to Japan in 1928, seen with the Seafarers' Trade Union.

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**Laying the
foundation
stone of the
then new
Inter-
national
Labour
Office
building in
Geneva,
Switzerland,
21 October
1923.**

**Samuel
Gompers (left)
President of
the American
Federation of
Labor and
President of the
Commission on
International
Labour Legis-
lation, Peace
Conference,
Paris, 1919,
seated with
Albert Thomas.**



All photos on these pages: ILO

Albert Thomas visits a copper mine in Chile in 1925.



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STEEL REMAINS BOTH AN ENGINE AND AN INDICATOR OF ECONOMIC GROWTH WORLDWIDE. BUT GLOBALIZATION AND NEW TECHNOLOGY WILL MEAN FEWER JOBS.

Governmental delegations from 18 countries accounting for 75 per cent of the world's steel, met union and employers' organization representatives in Geneva to discuss recent and projected transformations in the industry and their impact on the seven million workers it currently employs. When the meeting ended, participants came away with a mixed message: while steel continues to drive growth, expect labour to pay a price for globalization and new technology.

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FUNDAMENTAL RIGHTS

ILO GOVERNING BODY TO EXAMINE DECLARATION ON FUNDAMENTAL RIGHTS

Meeting in Geneva, the ILO Governing Body agrees to place on the agenda of the 1998 International Labour Conference an item relating to the consideration of a possible ILO Declaration of principle concerning fundamental rights and its appropriate follow-up.

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CAN THE WAR AGAINST CHILD LABOUR BE WON? OSLO CONFERENCE SAYS AN EMPHATIC “YES”

As a recent international conference got down to forging a new global plan against child labour, ILO Director-General Michel Hansenne sought to clarify matters: “Allow me to start with one bold statement,” the Director General said in his keynote address to the International Conference on Child Labour. “The war against child labour is being won, and it can be won in all countries in the coming 15 years.”

Also in this issue:

- *Around the Continents: Summary of ILO activities*
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PROGRAMME FOR AFRICA: JOBS POLICY CAN IGNITE FURTHER GROWTH

Sub-Saharan Africa, long beset by economic adversity and civil disorder, is showing the first signs of an economic resurgence, with at least 33 countries enjoying economic increases greater than their population growth and several beginning to grow much more rapidly. A new report by the ILO: “Jobs for Africa” explains how.

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LABOUR ON-LINE: AS UNIONS GET WIRED, WHITHER THE RANK-AND-FILE?

Unions are getting on-line, but with some difficulties: widespread use of information and communications technology (IT) is posing a dual challenge. On the one hand, IT may be part of profound modifications underway in the nature of work. On the other, pressure on trade unions to adopt IT may question their ways of working, be it militant action, contact with workers, or worker awareness and education. Internet analyst Alan McCluskey examines how such challenges interact, and the need to meet them head on.

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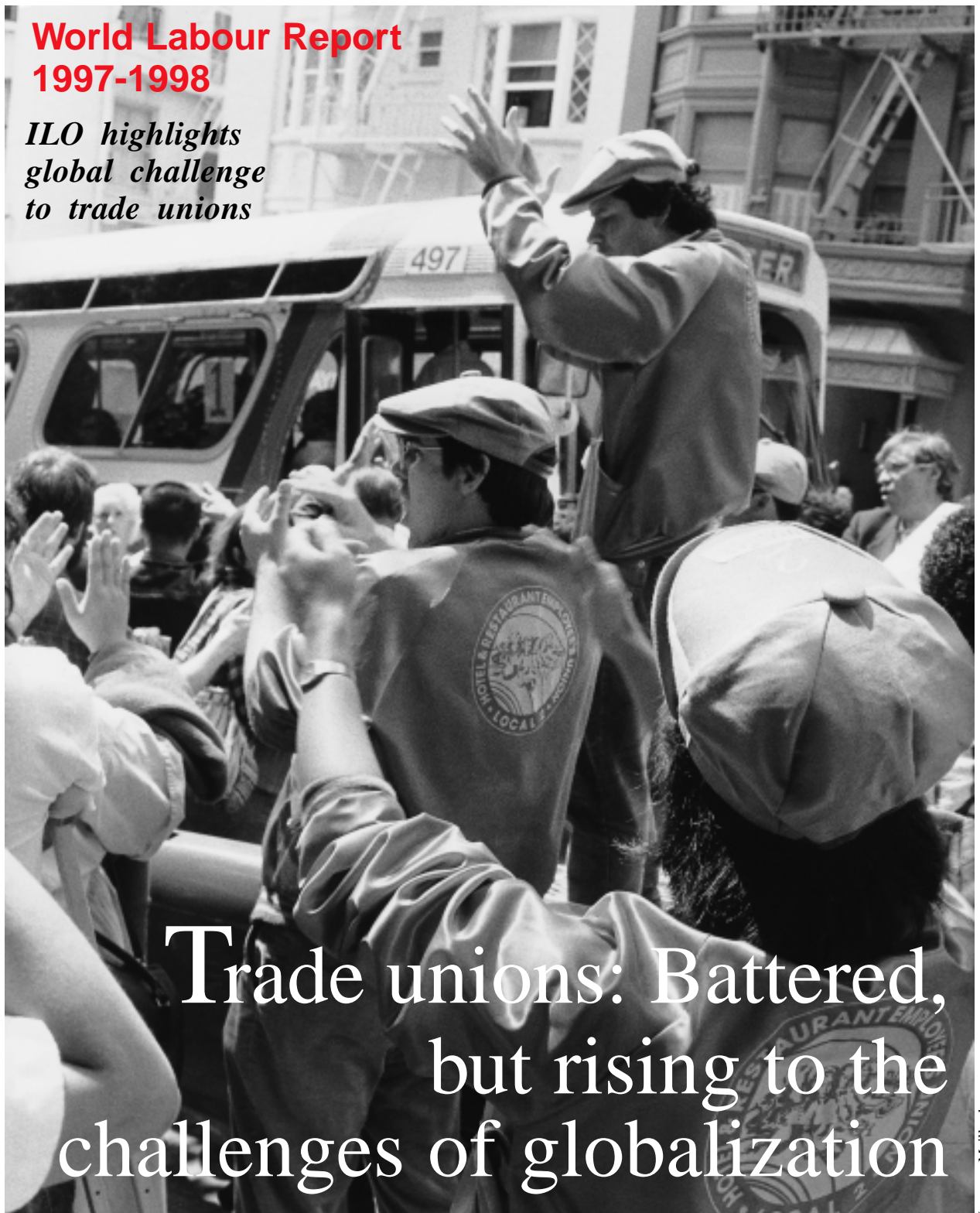
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Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 174 member States in common action to improve social protection and conditions of life and work throughout the world. The International Labour Office, in Geneva, is the permanent Secretariat of the Organization.

World Labour Report 1997-1998

*ILO highlights
global challenge
to trade unions*



Trade unions: Battered, but rising to the challenges of globalization

Jacques Maillard

Trade-union membership plummeted in the past decade, to less than 20 per cent of workers in 48 out of 92 countries surveyed in the ILO's annual World Labour Report. This drop, however, has not meant a corresponding loss of influence. In fact, in most countries unions are adapting, often on a global scale

The **1997-1998 International Labour Report** says that in 1995, roughly 164 million workers belonged to trade unions. In only 14 of the 92 countries surveyed, did the union membership rate exceed 50 per cent of the national workforce. In all but about 20 countries, membership levels declined during the last decade.

However, the ILO report also says that in spite of the negative trends, the drop in union numbers has not translated into a corresponding drop in influence. In most countries, trade unions have managed to consolidate their strength in core sectors, enlist constituents in emerging sectors and develop new collective bargaining strategies, often on a global scale.

Presenting the study at a press conference in Geneva in November, ILO Director-General Michel Hansenne suggested the results signalled a major turning point in industrial relations worldwide, but dismissed the notion of a worldwide decline in trade-union power.

"Numbers tell only part of the story", said Mr. Hansenne, adding "Where many observers around the world see only decline, I see increased democracy, greater pragmatism and freedom for millions of workers to form representative organizations to engage in collective bargaining with their employers and to participate in decisions affecting society and the workplace".

Many reasons for the changes

The report shows that while much of the numerical decline is attributable to such economic factors as reduced public-sector employment, heightened economic competition and a falling share of manufacturing industries in total employment, the dramatic rise or fall of trade-union membership is linked to systemic changes in governance or major legislative overhauls in many countries and regions.

For example, in regional terms, the drop in union membership was sharpest in central and eastern European countries, which saw an average decline of almost 36 per cent, much of which resulted from the ending of quasi-obligatory union membership following the breakup of the former Soviet bloc. Unionization rates in Estonia were down 71 per cent, in the Czech Republic by 50 per cent, in Poland by 45 per cent, in Slovakia 40 per cent and Hungary 38 per cent. Much of the decline in Germany's unionization rate (20 per cent versus a 16 per cent

average in the EU) is attributable to the drop in the former East Germany.

In contrast, the largest single increase in trade-union membership came in South Africa, which saw unionization rates leap by 130.8 per cent, with most of the increase coming in the post-apartheid era. Some of the other countries which saw unionization rates increase were: Bangladesh (58 per cent), Canada (10.7 per cent), Chile (89 per cent), Republic of Korea (61 per cent), the Philippines (69 per cent), Spain (92 per cent), Thailand (77 per cent) and Zimbabwe (54 per cent).

The report also says that in some cases union membership is repressed for political or investment considerations. Some governments have "adopted a restrictive policy with regard to recognizing unions in the hope of attracting foreign investment." In addition, restrictions of various kinds and officially sanctioned, or ignored, anti-union activities remain pervasive in a large number of countries, as reflected by the numerous complaints filed each year and examined by the ILO's Committee on Freedom of Association.

The report says that while unions in most countries have moved "towards a less adversarial and more cooperative" approach, trade unions have shown themselves capable of wielding power in times of crisis. In a number of recent industrial and political conflicts, notably

in France, Germany and the Republic of Korea, trade unions proved decisive in reaching settlements.

The international activities of trade unions have expanded greatly, leading, in a number of high-profile cases, multinational corporations (including Nike, The Gap and others) to adopt "codes of conduct" for workers and subcontractors on a global scale. In many non-democratic developing countries, notably Myanmar, Nigeria and Sudan, unions and workers' organizations continue to be in the vanguard of democratic opposition and strong proponents of human rights. Innovative social structures, such as the implementation of works councils in Europe and various "social pacts" (along the lines of those implemented in Ireland and Italy which have boosted growth, restrained inflation and reduced unemployment) owe much of their inspiration to trade unions.

In other countries, such as the United Kingdom, Australia and New Zealand, declines in union membership (of respectively 25, 30 and 55 per cent) resulted partly from the weakening of legislation protecting unions, and changes to the institutional recognition accorded to workers' organizations.

Union membership in the United States declined by 21.1 per cent during the last decade, giving the US one of the lowest levels of unionization among industri-

Trade Union Membership (1995)

Region	No. of union members
Sub-Saharan Africa	10,027,000
North Africa and Middle East	7,338,000
North America	20,489,000
Central America	11,042,000
South America	22,431,000
Oceania	2,802,000
East and south-east Asia	23,930,000
South Asia	10,445,000
Northern Europe	7,527,000
Western Europe	23,749,000
Southern Europe	10,174,000
Central and Eastern Europe	13,993,000
Total	163,947,000

alized countries. Changes in the composition of the workforce resulting from the introduction of new technologies figure prominently among the causes of this trend.

In Israel, union membership during the period 1985-95 dropped by 76 per cent, mainly because the Government removed health care from unions and transferred it to the State.

In some industrialized countries, the total number of unionized workers decreased only slightly, but the percentage of wage and salary earners in the workforce dipped more sharply. This suggests that large numbers of new entrants to the labour market are not being unionized and that the relative numerical importance of unionized labour is decreasing as a percentage of the workforce in most countries.

For example, in Japan, the number of unionized workers decreased by only about 1 per cent, but the decline of union density was 16 per cent during the last decade; unionized workers now account for only about one-quarter of the Japanese workforce.

The number of unionized workers remained steady in Italy, but the percentage of unionized workers in the labour force decreased by 7 per cent to 44 per cent of the total since the mid-1980s.

The ILO Director-General acknowledged that the decline in overall numbers underscored the fact that "economic



Jacques Maillard

Unions have usually remained focused on workers in mass production in very large enterprises, thus ignoring the increasing numbers of workers employed in small and medium-sized enterprises (SMEs).

openness means coming to terms with change," but insisted that "evidence abounds that the extent of countries' involvement in globalization is in no way limited by the existence of strong trade unions." In fact, "the benefits of globalization are likely to be stronger when the social partners are capable of assuring wage earners of a reasonable measure of security in the face of change".

While stressing the vital economic function of trade unions during industrial restructuring, he said that "trade unions continue to play an important role as vehicles of democracy and advocates of social justice, notably by reaching out to women, minorities, consumer groups, the unemployed and the growing numbers of working poor in countries around the world".

Pressure to adapt

The report surveys a vastly different landscape of industrial relations emerging in the global economy, driven more by capital mobility, new methods of production and communication, and innovative approaches to human resource development than by traditional collective labour relationships, which it says "are becoming increasingly unstuck".

The report foresees an era of reduced government intervention in economies, greater autonomy for enterprises and increased competition for jobs and investment. It says that coping with the potentially negative social fallout from these trends will be a major challenge for governments, employers and workers alike.

The report highlights the increasing mobility of capital, which means that for enterprises previously limited by national horizons, a variety of options beckon in the global competition for plants and investment. "Exit routes really do exist, and they may well increase in years to come."

Since companies now have greater options on locating production, the report says "the cost of labour is back on the table; wages, once taken out of competition (by national or industry-wide collective agreements) are now back in the competitive sphere".

The impact is likely to be greatest on low-paid, low-skilled labour, thus widening social inequalities. The ILO warns that trade competition and capital mobility risk "dividing the workforce" by seeking



Jacques Maillard



Jacques Maillard

"Numbers tell only part of the story. Where many observers around the world see only decline, I see increased democracy, greater pragmatism and freedom for millions of workers to form representative organizations to engage in collective bargaining with their employers and to participate in decisions affecting society and the workplace." Michel Hansenne.

out and bidding up the wages of highly skilled workers at the expense of the less skilled, who used to be protected from wage competition.

Employers also face new challenges as a result of reduced government intervention and increased competition: "In reducing the autonomy of national macroeconomic policy, globalization enhances a firm's role as the primary engine of wealth and job creation", the report says. However the same forces "erode the shelter in which firms used to operate." Enterprises have responded by transforming how they organize work and production and, in the process "industrial relations structures have come under pressure to adapt".

The most immediate casualties of efforts to promote flexibility and "lean" production have been managers, whose ranks have been dramatically reduced. In the US, for example, "18.6 per cent of all positions phased out since 1988 came from middle management, although middle managers account for only 5-8 per cent of the workforce." In large UK companies, the average number of management layers went from seven to less than five in recent years.

Responsibility has increasingly devolved to the shop floor, with such new methods of organization as cross-functional teams and multi-skilling, replacing the traditional system of highly segmented jobs and rigid job descriptions which prevailed as recently as the 1980s in the most developed industrial economies.

The ILO report says that "while these new methods offer certain advantages to workers in the form of greater autonomy, responsibility and decision-making power, the benefits have frequently been offset by higher unemployment, reduced employment security, limited career prospects and a growing number of peripheral workers on casual, temporary or part-time contracts".

Meanwhile, existing industrial relations structures have, in many cases, been augmented or circumvented by new ones, known generically as human resource management (HRM) policies, which deal with such workplace issues as teamwork, training, payment systems and personnel systems, many of which were previously dealt with by collective agreements.

The ILO report says that in unionised enterprises, the use of HRM policies can be interpreted two ways: "either the union facilitates the introduction of these methods, or they are used to counter the influence of unions." In continental Europe and Japan, the transition has done little to disrupt existing labour-management relationships, in contrast to the UK and the US where "in the context of a traditionally adversarial collective bargaining culture, this relationship has been more confrontational".

According to the ILO analysis, the architecture of future industrial relations will be largely determined by how employers and workers resolve the tension



Unions have usually remained focused on workers in mass production in very large enterprises, thus ignoring the increasing numbers of workers in SMEs, in services or in unconventional employment circumstances: part-time, informal and home workers.

between cooperation-based policies underpinning most human resource strategies, and traditional enterprise-based industrial relations involving unions and collective bargaining. In the ILO's view, the two need to be "complementary," without undermining the role of trade unions, which frequently have to intervene when problems remain immune to direct, cooperation-based solutions or involve social issues which go beyond the boundaries of the enterprise.

New strategies for employers and unions

The report says that in many cases decisions taken by unions have compounded the difficulties they face, and these need to be addressed. For example, loss of revenue caused by declining membership has led to numerous mergers among unions seeking to streamline their operations. The larger unions emerging from this process may have sometimes

lost touch with their grass roots.

In addition, unions have usually remained focused on workers in mass production in very large enterprises, thus ignoring the increasing numbers of workers employed in small and medium-sized enterprises (SMEs), in services or in unconventional employment circumstances, such as part-time, informal and home workers. Employers organizations have made similar oversights, notably in failing to organize SMEs or informal-sector employers.

To address these and other shortcomings, unions and employer organizations are developing new strategies, including:

- **Provision of new services** – For unions and employers alike this includes supplementary social benefits, advisory services, development of professional communications programmes, job networks, etc.

- **Recruiting new members** – For unions this includes women, young people, workers in SMEs, informal-sector employees (i.e., those working outside the bounds of the formal economy, which in some poor regions of the world could account for 80 per cent of all workers) and the unemployed. For employers this means SMEs and informal-sector employers.

- **Expansion of international cooperation** – In spite of legal barriers and cultural differences, trade unions are increasingly developing their international ties, notably by participation in international fora, confederations and by increased direct contacts of trade unionists with counterparts overseas, notably those employed by multinational corporations. Employers' organizations are seeking to create integrated service networks offering training, legal advice and strategic planning to ever-larger networks of employers, especially SMEs, on a regional basis.

- **Forging new alliances** – Grass roots organizations, including NGOs and consumer groups which share the same objectives and employers' and trade union organizations are an increasingly important resource in such complex international areas as human rights, trade policy, environment and development. □



Keystone

More steel, less jobs?

As steel remains both an engine and an indicator of economic growth worldwide, globalization and new technology will mean fewer jobs.

Governmental delegations from 18 countries accounting for 75 per cent of the world's steel production, met with union and em-

ployers' organization representatives in Geneva to discuss recent and projected transformations in the industry and their impact on the seven million workers it

currently employs. When the meeting ended, participants came away with a mixed message: while steel continues to drive growth, expect labour to pay a

price for globalization and new technology. Intense and growing competition means that governments, employers' and workers' organizations must work together to ensure the industry's sustained growth and to promote the development of stable, productive and skilled employment.

Gyrating consumption, plummeting jobs

Per capita consumption of steel – in the form mainly of construction and of durable goods – is closely linked to the level and rate of a country's economic development. It ranges from an average

"China, the CIS and India together account for about 70% of the industry's total labour force, but only about 30% of steel production".

of 17 kilograms per year in Africa to 625 kilograms in Japan. Consumption in industrialized countries is expected to remain static or to decrease slightly in the coming decade, according to a new ILO report*. "Strong growth is, however, expected in Asia (40% over the period), notably in China (150%) and, to a lesser extent, in Latin America (18%)."

Steel is currently produced in about 100 countries, says the report pointing out that "in the 15 years between 1981 and 1996 the share of world steel production held by industrialized market-economy countries has fallen slightly from 54.5% to 51.2%. Production in the CIS and Eastern Europe, however, has halved from 29% of the total to 14.3%, whereas production in China and other Asian countries (excluding Japan) has almost trebled from 9.6% to 25.5%".

With nearly 3.2 million steelworkers, China has, by far, the largest workforce. "China, the CIS and India together account for about 70% of the industry's total labour force, but only about 30% of steel production". Other countries where steel employs a large workforce include the United States, Japan, Romania, Brazil, Poland and Germany.

The largest job losses have occurred in Europe. "In the European Union, the total number of steel jobs dropped by over 65% (from 991,000 to 326,000) in 1975-95. In France and the United Kingdom steel employment fell by 75% and 80%, while production fell by 16%

and 14% respectively. In the United States and Japan 51% and 48% of steel jobs were lost compared with falls in production of, respectively, 10% and 1%".

Workforce reductions, albeit less severe ones, have also affected the countries of the former USSR. In the Russian Federation, approximately 10% of steel industry jobs have been eliminated over the last five years. But, warns the ILO report, "this may be just the start". According to the Federation's Ministry of Industry, as many as 310,000 jobs will have to be shed over the next five years to keep Russian steel competitive. This represents more than 40% of the 705,000 steel jobs existing in the country in 1996.

"The huge social costs of increased competitiveness that have been paid in Western Europe still have to be quantified and funded" in much of Eastern Europe and the former USSR, notes the report.

Technology, privatization drive change

Two principal factors lie behind this trend. The first is the radical transformation of the industry as a result of technological innovations.

Steelmaking today is a high-technology industry "in the vanguard of computer-integrated manufacturing". Traditional large and labour-intensive open-hearth

"Successful steelmaking in the twenty-first century will depend more than ever on an enduring but responsive and flexible partnership between the enterprise and its workforce".

plants are being "driven out by more efficient and environmentally sound basic oxygen converter and electric arc furnace operations". More efficient production of new, lighter steels means that less raw steel is required in each finished product and hence less workers to produce it.

New production processes are "attracting new capital to highly efficient, strategically located steel plants", which tend to be much smaller than the huge integrated steel mills that were the norm in the past. Because they are closer to markets and employ fewer workers, "mini-mills", as they are known, have proved highly competitive. "The TRICO mini-mill in the United States, a joint venture of US, Japanese and British steel companies, has a workforce of less than 600 producing 2 million tonnes of steel a year, whereas in the United Kingdom 4,000 workers directly involved in steelmaking produce 3 to 4 million tonnes" over the same period.

The second determinant factor has been the withdrawal of the State from its long-standing ownership and control of the iron and steel industry and its consequent privatization. In Western countries, the process is virtually complete and it is accelerating elsewhere: "less than 20% of steel production remains in state hands; in 1994, it was 40% in Europe alone". The overstaffing typical of state-owned steelworks has given way to rationalization and heavy employment losses as the industry went private.

Another consequence of privatization has been the internationalization of the industry and the cross-border mergers and acquisitions which have accompanied it. "Japanese steel companies pioneered international steel acquisitions, acquiring 50% of the shares of National Steel, then the fifth largest United States steel company. By 1990, NKK had increased its stake to 70%, and all other major Japanese steel producers now have joint ventures with United States steel companies."

Substantial foreign investment by steelmakers in industrialized countries has generally focused on modernization while in developing countries, particu-

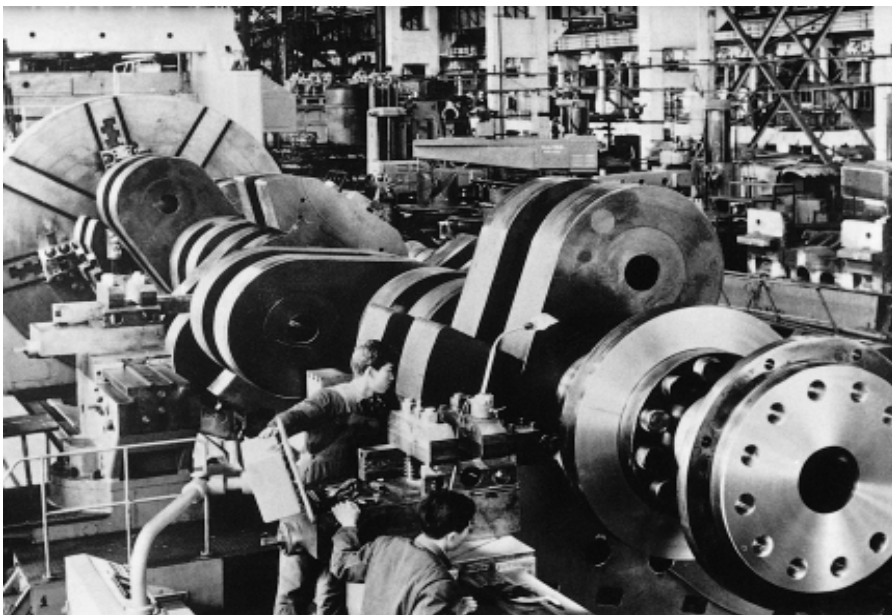
Employment in the iron and steel industry, 1975-1996

Country	1975	1996
Australia	35,000	12,300
Belgium	61,400	23,100
Brazil	123,900	80,000 ¹
France	157,000	38,500
Germany	226,700	85,900
Hungary	64,000	14,200
India	200,000	280,000 ²
Italy	96,000	39,200
Japan	324,400	155,000
Poland	156,000	91,600
Spain	90,900	23,800
Russian Fed.	837,600 ³	705,200
South Africa	108,700	60,400
UK	190,700	37,000
USA	470,400	237,500

¹ Brazil: 1995

² India: 1995

³ Russian Federation: 1985



Keystone

The old (left) and the new (below): Steelmaking today is a high-technology industry “in the vanguard of computer-integrated manufacturing”. New production processes are “attracting new capital to highly efficient, strategically located steel plants”, which tend to be much smaller than the huge integrated steel mills that were the norm in the past.

larly in Asia and Latin America, investments have largely been directed towards increasing capacity close to fast-growing markets.

A “cultural revolution”?

In terms of working practices, these transformations have resulted in something akin to a cultural revolution. The rigid occupational structures of the past are being cast aside in favour of greater functional flexibility. Computerization has made certain skills redundant. Promotions based on seniority have given way to job structures based strictly on competence. And as the report also points out, “rapid technological change means that experience is no longer the best criterion for selecting workplace supervisors; training, qualifications and adaptability are often more relevant”.

“The human dimension is the key to the future”, suggests the ILO report. “Technical advances are short-lived and new procedures are developed at an increasing rate....Successful steelmaking in the twenty-first century will depend more than ever on an enduring but responsive and flexible partnership between the enterprise and its workforce.”

Another issue of vital concern is environmental management. The steel industry is second only to the cement industry in the weight and volume of material processed. Worldwide, the 750 million tonnes of steel currently produced each year generate some 30 million tonnes of solid waste. “But the environmental impact of iron- and steelmaking has been dramatically reduced over the last 20 years”, says the

report”; half as much solid waste is produced per tonne of steel than in the 1970s” as a result of both new technologies and the introduction of stricter environmental legislation. Steel itself is routinely recycled. Today, “over 300 million tonnes of used scrap steel (40% of production) is used in making new steel products”.

In the future, says the report, “the greatest potential impact for...steel producers that is associated with environmental man-



Jacques Maillard

agement is likely to come from...responses to the greenhouse effect. Future international agreements to reduce the emission of greenhouse gases will inevitably have an impact upon the production processes”.

“The winners in the next millennium”, concludes the ILO report, “will be steelmakers who focus on product quality and environmental management, who meet customers’ schedules, and who train

and motivate their workforce to see quality production and environmental responsibility as the means to job security and advancement in a progressive enterprise”.

*The Iron and Steel Workforce of the Twenty-first Century. Report for discussion at the Tripartite Meeting on the Iron and Steel Workforce of the Twenty-first Century: What it will be like and how it will work. ILO, Geneva, 1997. ISBN 92-2-110507-5.

New report on farm safety

*Warning to agricultural workers:
Mortality rates remain high,
and pesticides pose an
increasing health risk*



Agricultural workers run at least twice the risk of dying on the job as workers in other sectors. In a global overview prepared for a recent conference on farm safety and health, the ILO reported that tens of thousands of agricultural workers die each year, and millions suffer injuries, or are poisoned by chemicals.

How dangerous is agricultural work? According to a report delivered to a recent international meeting of farm safety and health experts*, significantly more than other jobs. Some 170,000 agricultural workers die each year as a result of work hazards. And millions more of the world's 1.3 billion agricultural workers suffer serious injuries, or poisoning from pesticides or agro-chemicals.

In a keynote address, Ali Taqi, Assistant Director-General of the ILO told the recent International Conference on Occupational Health and Safety in Agriculture* that agriculture mortality rates have remained consistently high in the last decade, in sharp contrast to other dangerous occupations such as mining and construction, where fatal accident rates have decreased.

What's more, Mr. Taqi said the real picture of occupational safety and health

for farm workers is likely to be worse than official statistics indicate, due to widespread under-reporting of deaths and injuries worldwide. The fatality rate, for example, may be up to one-third higher than reported.

A grim picture

Workers in developing countries are at especially high risk due to inadequate education, training and safety systems. But even in developed countries such as Australia, Canada and the United States, agriculture ranks consistently among the most hazardous industries.

In the United States, for example, farmers and farm workers comprise only 3% of the workforce, but account for nearly 8% of all work-related accidents. In Italy, 9.7% of workers in agricultural production account for 28.7% of workplace accidents.

Though agriculture accounts on average for 9% of the workforce in most industrialized countries (ranging from 5.2% in the European Union to 20% in Eastern Europe), almost one-half of the world's total workforce remains involved in agricultural production. The largest concentrations are in developing countries: 25% in Latin America, 63% in Africa and 62% in Asia.

Increasingly, women and children are being affected. Mr. Taqi pointed out that "significantly, the share of women in agricultural employment world wide is growing, mainly due to the migration of men to urban centres seeking better opportunities, to the point where women now account for some 43% of the total workforce in agriculture." In addition, child labour is pervasive in agriculture. According to ILO estimates, in a number

(continued on p. 36)

ILO Governing Body to examine Declaration on fundamental rights

Meeting in Geneva at its 270th session, the ILO Governing Body agreed to place on the agenda of the 1998 International Labour Conference an item relating to the consideration of a possible ILO Declaration of principle concerning fundamental rights and its appropriate follow-up. The Governing Body instructed the ILO secretariat to prepare, in close consultation with constituents, a draft Declaration for submission to the Governing Body at its next session in March, 1998.

While the specific content of the text, as well as the modalities of follow-up, will be the subject of further discussions, the Declaration is to be based on the principles embodied in the seven "core" Conventions of the ILO relating to fundamental rights¹. These deal with the right of workers to organize and bargain collectively, the abolition of forced and child labour, equal pay for work of equal value and non-discrimination in employment.

A campaign to achieve universal ratification of the seven core Conventions was launched in May 1995. Since the beginning of this campaign, the ILO has registered over 60 ratifications and confirmations of previous obligations concerning the fundamental Conventions. Many countries are currently involved in formal ratification procedures or are in the process of examining the ratification of the Organization's core Conventions.

The Working Party on the Social Dimensions of the Liberalization of International Trade continued its previous debates and reviewed, in particular, developments in other agencies, including the Bretton Woods institutions and OECD.

Freedom of association

In other decisions, the Governing Body adopted the report of the ILO Committee on Freedom of Association which examined 28 complaints of violation of trade union rights and reached definitive conclusions in 19.²

The Report of the Committee on Freedom of Association, highlighted the failure of the Government of Nigeria to accept a direct-contact mission to the country and reiterated in the strongest possible terms the appeals which have already been launched to accept such a mission.

The report points out that "for nearly three years, the Government has consistently evaded responding to the urgent calls for a mission" and that "the behaviour of the Government gives rise to serious doubts concerning its good faith in dealing with the Committee."

The complaints against the Government are serious and long-standing, involving accusations of anti-union decrees, violence and detention of trade unionists in Nigeria.

Previous Committee rulings have underscored the "persistent deterioration of trade union rights in Nigeria." Should the government persist in its negative attitude, the Workers' Group of the Governing Body gave notice of its intention to request the Governing Body, at its next sitting, to initiate proceedings under article 26 of the Constitution (complaints procedure).

The Governments of the Republic of Korea and Djibouti agreed to accept missions during the first half of 1998.

Other cases where progress was made include registration of previously contested trade unions in Argentina and

Bangladesh, reintegration of dismissed trade union labour inspectors in Guatemala and the revision of aspects of labour law under consideration by the Peruvian legislature.

In response to allegations of denial of union recognition, government interference in trade union activities and harassment and detention of trade unionists in Indonesia, the Committee expressed its "deep concern that no action has been taken by the Government to remedy the situation of workers in Indonesia, which is still characterized by serious and worsening infringements of basic human and trade union rights and violations of freedom of association principles in law and practice".

It called on the Government to drop criminal charges brought against a detained trade unionist, Mr. Muchtar Pakpahan, to have him released and "to ensure that Mr. Pakpahan can freely exercise his legitimate trade union activities". The Committee noted that "the measures taken against Mr. Pakpahan are linked to his trade union activities. It also asked the Government to provide information on a number of detained members and officers of a non-recognized trade union federation Serikat Buruh Sejahtera (SBSI), to release other imprisoned unionists and to reinstate workers who have been fired for legitimate union activities.

The Committee on Freedom of Association, established in 1951, oversees compliance with the fundamental principles of freedom of association, which guarantee, inter alia, the right of workers to organize and to engage in collective bargaining. It meets three times annually and consists of three government representatives, three employer representatives and three worker representatives.

Country reviews

The Committee on Employment and Social Policy examined the work of the Task Force on Full Employment and Sustainable Livelihoods established by

the United Nations' Administrative Committee for Coordination (ACC) following the World Summit for Social Development (Copenhagen, 1995).

The Task Force which is coordinated by the ILO, has conducted seven country reviews covering Chile, Hungary, Indonesia, Morocco, Mozambique, Nepal and Zambia. Their purpose is to develop recommendations on employment policy based on a review of employment trends in each of the countries concerned. A synthesis report submitted to the Governing Body singled out some key areas for future action, including the promotion of the urban informal sector and

upgrading its conditions of work and productivity.

The Governing Body also ruled on the date for the election of the next Director-General, which is now set to take place in March 1998.

The current five-year term of the Director-General, Michel Hansenne, terminates on 3 March 1999, and he has announced that he will not be seeking a third term.

The Chairman of the 270th session of the Governing Body was Mr. Ahmed Ahmed El Amawy, Minister of Manpower and Immigration of Egypt. Mr. William Brett (United Kingdom) was the worker Vice Chairman and Mr. Jean-

Jacques Oechslin (France) was the employer Vice Chairman. □

¹ *Freedom of association and collective bargaining* (No. 87 and 98); *Forced labour* (No. 29 and No. 105); *Non-discrimination* (No. 100 and No. 111); and *Minimum Age* (No. 138).

² *Cambodia, Canada/Ontario, Comoros, Croatia, Cuba, Ecuador, Ethiopia, Guatemala, Indonesia, Japan, Latvia, Lebanon, Mauritania, Mexico, Niger, Peru, Philippines, Spain, Venezuela.*

The 28 Government members of the Governing Body: Bangladesh, Brazil, Canada, Chile, China*, Colombia, Congo, Egypt, France*, Germany*, Guinea, Hungary, India*, Italy*, Japan*, Republic of Korea, Mauritius, Nigeria, Panama, Poland, Russian Federation*, Saudi Arabia, Suriname, Swaziland, Thailand, Turkey, United Kingdom*, United States**

(* members holding non-elective seats as States of chief industrial importance).

TURNING VISION INTO REALITY:

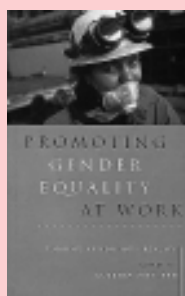
New book highlights promotion of gender equality at work

Promoting Gender Equality at Work: Turning Vision into Reality for the twenty-first century is a new study, prepared for the International Labour Office. It was edited by Eugenia Date-Bah, Manager of the recent ILO Interdepartmental Project on Equality for Women in Employment, and is published by ZED Books Ltd. in London and New York (ISBN 1-85649 454-3), under an ILO license.

The following is taken from the book's preface by Mary Chinery-Hesse, Deputy Director-General, ILO, Geneva.

For the past two decades, increasing attention has been given to the situation of women within the context of the world of work in the light of the many changes that have taken place in the world economy. Indeed, the Fourth World Conference on Women, held in Beijing in 1995, identified this issue as a critical area of concern if the condition of women is to be improved. Statistics indicate that there has been some progress, especially in terms of the increase in the female labour-force participation rate over the past ten years. This has not, however, been matched by gender equality in opportunity and treatment in the workplace.

Women have borne the brunt of the social costs of the changes in the world economy such as globalization and increased international competition, structural adjustment, the transition to a market economy and other economic reforms, and technological changes and their impact on the organization of work. Women have tended to be negatively affected by the precariousness of employment, deterioration of the quality and conditions of work, and reduction of resources for social protection in many parts of the world in the wake of these changes. Women continue to labour under stereotypes in the workplace, and find themselves as a result clustered on the lower rungs of the career ladder and in sectors outside the purview of existing labour legislation. Few countries have explicit policies to provide adequate social support for workers with family responsibilities. There has been a tendency also for women's work to be



undervalued, with statistics failing entirely to reflect the amount of work women perform for no wages at all.

This volume, which presents contributions from 12 experienced gender specialists, examines the various developments and elements that impact on the participation of women as equal players in the workplace, and conveys a number of messages to guide policy and action. It draws attention to the unambiguous need to formulate more viable and effective policies and strategies that take due account of the diverse economic, legal and social factors crucial for the improvement of women workers' situation. It encourages the promotion of training to enhance women's occupational and employment opportunities. It draws attention to the need to make evident the economic contribution of women by removing the methodological and conceptual problems that perpetuate the dearth of reliable empirical data on women workers. It underlines the importance of the legislative environment that would guarantee quality working conditions for women, gender-sensitive labour-market policies, appropriate social protection, and adequate arrangements for workers with family responsibilities.

The volume demonstrates the relevance of international instruments, including international labour standards, in ameliorating the plight of women workers. It enumerates as worthy of special attention a number of International Labour Conventions and the United Nations Convention on the Elimination of All Forms of Discrimination against Women. It draws at-

tention to other laws of importance, such as those on land ownership, property rights, family and marriage, inheritance, contracts and banking, which could constrain or facilitate women's capacity to embark on economic and other activities, and to be treated equally in the workplace.

Other messages relate to the positive impact that would be achieved if women were mobilized to articulate their concerns themselves and if the representation or participation of women at decision-making levels of work groupings is improved. It further stresses the need to marshal the involvement of all relevant actors in the world of work, such as governments, employers' and workers' organizations, grass-roots associations and other non-governmental organizations (NGOs), in order to improve the situation of women. The most important message, however, is the resounding call for the adoption of an integrated, comprehensive strategy for tackling the issues which influence the condition of the woman in the workplace, in recognition of the interlinked and multifaceted nature of the problem.

The Fourth World Conference on Women placed great emphasis on the effective follow-up of the Conference conclusions. This book's publication so soon after the Conference, and its coverage of different countries, both developed and developing, is opportune, as a major input into the design of policies and strategies, in moving the recommendations contained in the Platform of Action from mere words on paper to realization, and in advancing the debate on policy and action concerning women and gender equality in the world of work. It should be an invaluable reference, therefore, for policy-makers, as well as for the international community, researchers and lobbyists, and scholars interested in gender issues. It should also supplement existing publications and other documents in the field for the burgeoning women's and gender studies programmes at universities and other institutions of higher learning.

Working World

CONDITIONS OF WORK

- The end of downsizing? According to a study carried out in the **United States**, there is a definite shift away from massive implementation of the practice. Only one-fourth of



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A quarterly review of trends and developments in the world of work

mixed response despite having been negotiated among the country's social partners. Although the move was greeted as satisfactory by the unions, it was condemned by the National Centre of French Employers, whose President resigned.

- A study carried in the **United Kingdom** by the employment agency Sanders & Whitney shows that 90 per cent of employees estimate that job loyalty has decreased, while 75 per cent of managers believe it has increased. For employees, this decrease in loyalty is explained in particular by continual staff reductions and their feeling that

customers are more important than staff. (Source: *Argus, Geneva*)

- In **Spain**, the number of contracts of undetermined length which were signed in the last year, increased from 26,078 in June 1996 to 69,544 in June 1997. This increase benefitted 29-30 year-old workers and those over 45 years of age in particular. (Source: *Argus, Geneva*)

MULTINATIONAL ENTERPRISES

- The Saint Gobain Group, which employs 120,000 persons around the world, includ-

ing 39,000 in **France**, has decided to give up the use of graphology in job recruitment. It was decided that this procedure was not scientifically sound.

(Source: *Argus, Geneva*)

- The Danone Group and the International Union of Foodworkers signed an agreement on social benefits which would accompany any restructuring affecting employment or conditions of work in all the establishments of the Group. The agreement stipulates consultations with staff representatives, and its measures go well beyond national legislation in countries where the Group is established. (Source: *Le Monde, Paris*)

SALARIES

- According to the National Institute of Statistics and Economic Studies, young job recruits in **France** in 1995 had a starting salary which was

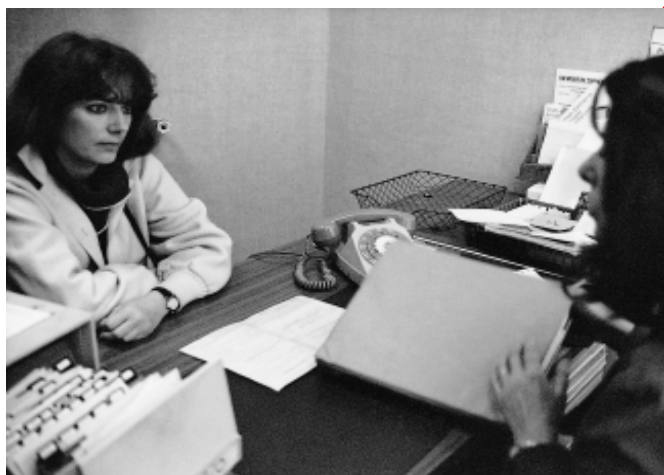
the organizations which have downsized once or more since 1994 expect to downsize again. According to the study, repeated contraction and expansion of the workforce has proven difficult and expensive to maintain, and enterprises are now focusing on how to find and keep qualified employees.

- In **France**, the Government's decision to reduce the working week to 35 hours in the year 2000 (except in small enterprises) has received a

- A new job market reform was adopted last June in **Italy**. It deals essentially with legalization of temporary work, reform of fixed-term contracts, reduction of working time, reform of vocational training, the fight against clandestine employment and assistance in the recruitment of young people.



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7 per cent lower in constant Francs compared with 1991. The decrease can be explained by a lowering of required job qualifications while at the same time the young recruits are more and more qualified. (Source: *Argus, Geneva*)

● The Ministry of Labour in **Germany** expressed its concern about the excessive increase in "badly-paid small jobs" resulting from an exemption from social benefits below a certain level of remuneration. It indicated that the number of such jobs had increased from 4.4 million in 1994 to 5.6 million in 1996.

SOCIAL SECURITY

● In **Spain**, the social security reform law took effect last August as a result of an agreement signed by the social partners. The law changes the way in which the social security system is financed, and covers: income subject to contributions, minimum contribution period (which is changed from eight to 15 years), a revalorization of pensions linked to inflation, and the amount of social security paid to the beneficiary according to years of contribution.

● A new pension law in **Kazakhstan** has raised the retirement age for men and women by three years, to 63 for men and 58 for women.

EQUALITY ISSUES

● The Government of the **Netherlands** has put forward

a bill whose aim is to prohibit discrimination based on age. A study on work inspection had shown that one-third of all enterprises fixed an age limit for recruitment. According to this bill, such a practice would only be acceptable in the case of an already existing high proportion of aging staff.

(Source: *Argus, Geneva*)

● The ruling political party in **Zimbabwe** has adopted affirmative action for women to enable them to get top government positions. No precise quota has been agreed upon but a 25 per cent start has been suggested. Following this

decision, several women were nominated as Ministers of State and Deputy Ministers.

● During a seminar entitled "Communications for Equality and Solidarity", the Minister for Information and Communications of **Nepal** noted that women constituted 12 per cent of the journalists working in the official media, but that the percentage fell to eight if female journalists working in the private sector were included. He stressed that political commitment alone was not enough to increase women's participation in the media and that there should be laws to encourage such participation.

MANAGERS

● The Association for Employment of Managers (**France**) carried out a study on recruitment of managers in western Europe (**European Union, Norway, Iceland**). Managers make up 13 per cent of the total number of employees. Out of 817,400 managerial posts filled between July 1996 and June 1997, 63 per cent were filled by recruitment and 37 per cent by promotion. Experienced managers made up 52 per cent of the recruitment, young managers 26 per cent and beginners 22 per cent. 98.3 per cent of managers enjoy the benefits of contracts of undetermined length compared with 94.6 per cent of all employees. (Source: *Semaine Sociale Lamy (Paris)*)

● During its meeting last May in Geneva, the World Commission of Managers of the FIET (International Federation of Commercial, Clerical, Professional and Technical Employees) adopted a code of ethics which calls on managers to consider not only the scientific, technical and economic aspects of their work, but also its social, ecological and ethical consequences. (Source: *FIET Info (Geneva)*) □



Keystone

● In **Japan**, the Ministry of Labour has decided on the framework for new family leave legislation, which will be submitted to the Diet (parliament). This will allow a worker to take a leave of absence to care for a dependent family member (spouse, child, or parent). The benefit would be 25 per cent of earnings, paid through the unemployment insurance mechanism, for a maximum of three months.

Cover Story: Report from Oslo Conference

Can the war against child labour be won?

Oslo Conference says an emphatic "yes"

OSLLO, Norway – As a recent international conference got down to forging a new global plan against child labour, ILO Director-General Michel Hansenne sought to clarify matters:

"Allow me to start with one bold statement," the Director General said in his keynote address to the International Conference on Child Labour. "The war against child labour is being won, and it can be won in all countries in the coming 15 years."

With that, the Conference, organized by the Government of Norway in collaboration with the ILO and the United Nations Children's Fund (UNICEF), embarked on a debate that produced a wide-ranging agreement on international action against child labour: a new "Agenda for Action" endorsed by 40 countries, and based on what the Conference chair, Norwegian Minister of Development and Human Rights Hilde F. Johnson, called simply, "reality".

The Conference was the latest in a series of international meetings on child labour which have included the World Congress Against Commercial Sexual Exploitation of Children, held in Stockholm in 1996, and a Child Labour Conference held in Amsterdam in February 1997. The meeting gathered some 350 high-level representatives from governments, workers' and employers' organizations, non-governmental organizations and a number of international organizations and independent experts.

The meetings have been held amid mounting concern for some 250 million children who often work in exploitative and hazard-

ous conditions and face injury, illness and even death. Globally, child labour is most prevalent in the less-developed regions. In absolute terms, Asia has the largest number of child workers (approximately 61 per cent of the world total) as compared with Africa (32 per cent) and Latin America (7 per cent).

Helping the defenceless, stopping abuse

Noting that millions of child labourers were "defenceless" and often had neither the time nor the opportunity for proper schooling, Mr. Hansenne stated "child labour is simply the single most important cause of child exploitation and child abuse in the world today. This must stop."

Hansenne proposed a four-point strategy involving a political commitment to the effective and total abolition of child labour; backing this political commitment with a time-bound programme of action against child labour, encompassing prevention, removal and rehabilitation; the adoption of a new international Convention to suppress all extreme forms of child labour; and, a global compact of international cooperation and mutual assistance to allocate more resources to fight world poverty and child labour and to combat the international aspects of the problem, such as the sale and trafficking of children and child sex tourism.

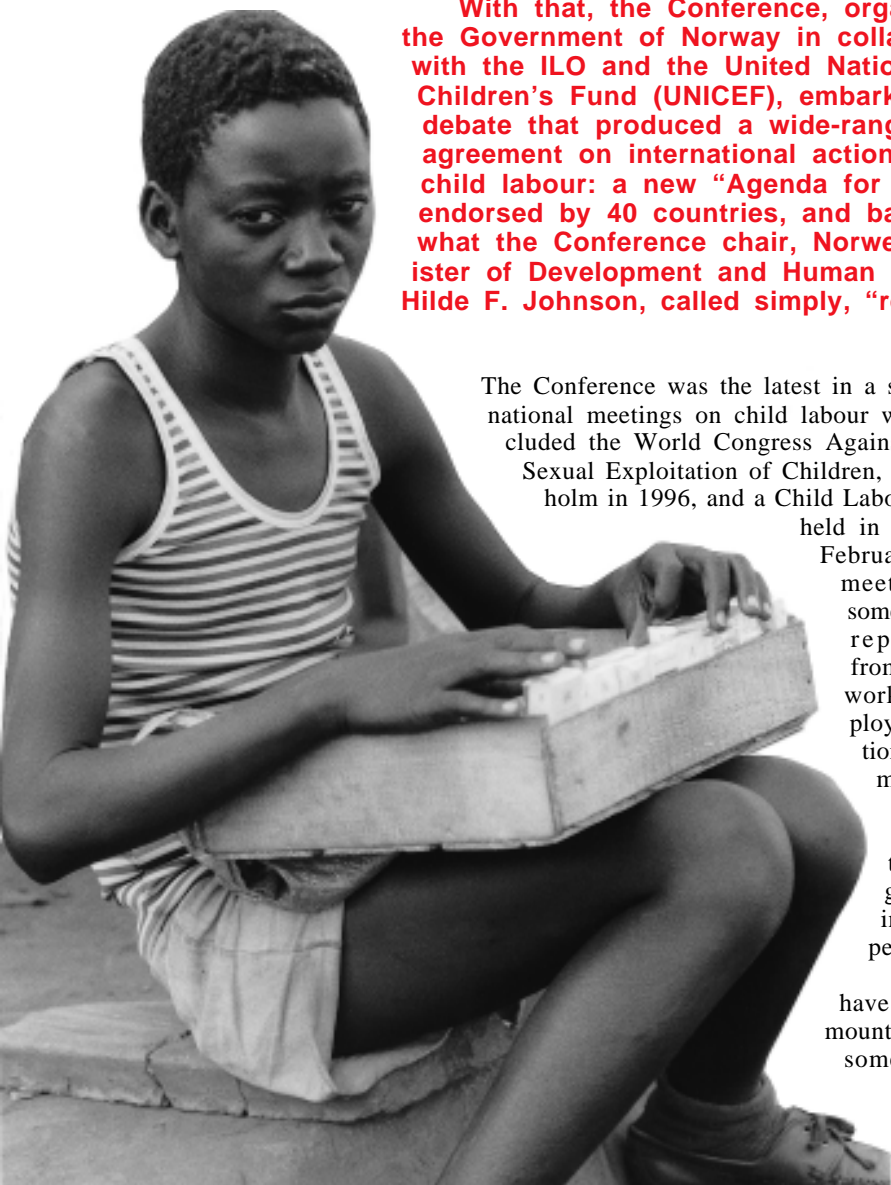
A new "Agenda for Action"

In adopting an "Agenda for Action," the Conference urged a time-bound programme to eliminate child labour and

(Continued on p.23)

See also in this issue:

- *Around the Continents: Summary of ILO activities*
- *Special pull-out section "Faces of Child Labour"*



Jacques Maillard



International Labour
Organization



India - Sivakasi, Tamil Nadu:
Children aged under 14 work in match
factories.

Faces of Child Labour



India - Sivakasi:
Eight year-old Marishwara works 12
hours a day, six days a week, for the
equivalent of US\$1.



India - Sivakasi:
Five year-old Babu packs matches.

Pakistan - Sialkot:

It is estimated that there are 25,000 football stitchers in the city of Sialkot, which makes 80% of the world's footballs. The children stitch 2-3 balls a day, receiving around 25 cents per ball, sold in the West for around US\$50.



Zambia - Lusaka:

"Stone breakers": Families like this one, who make a living by smashing rocks for use in the building industry, are a common sight on the outskirts of the Zambian capital.

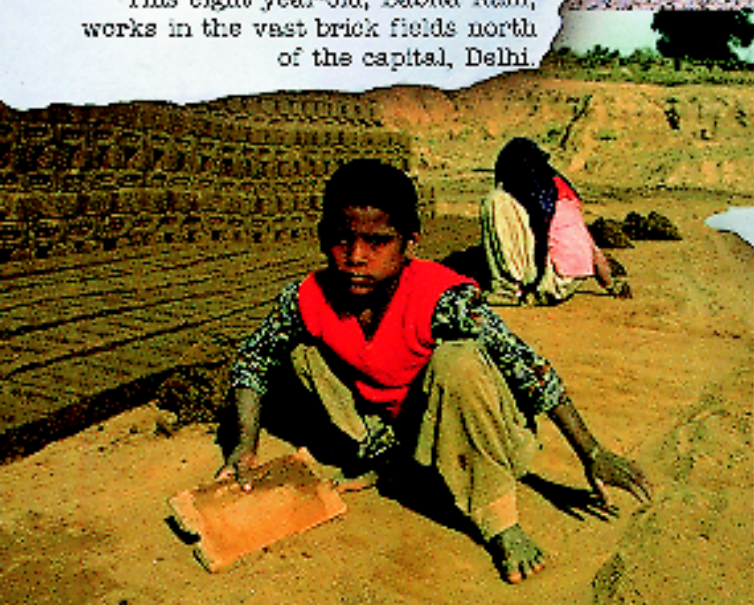


Mexico - Mexico City:

"Squeegee kids": Young car windscreen washers take time out from work on the city streets to smile for the camera.

India - Mandala Village, Uttar Pradesh:

This eight year-old, Babita Ram, works in the vast brick fields north of the capital, Delhi.



India - Sivakasi

Young girl and children making tubes for the fireworks industry.



Liberia - Monrovia:

A 12 year-old fighter with a Liberian Rebel Faction.

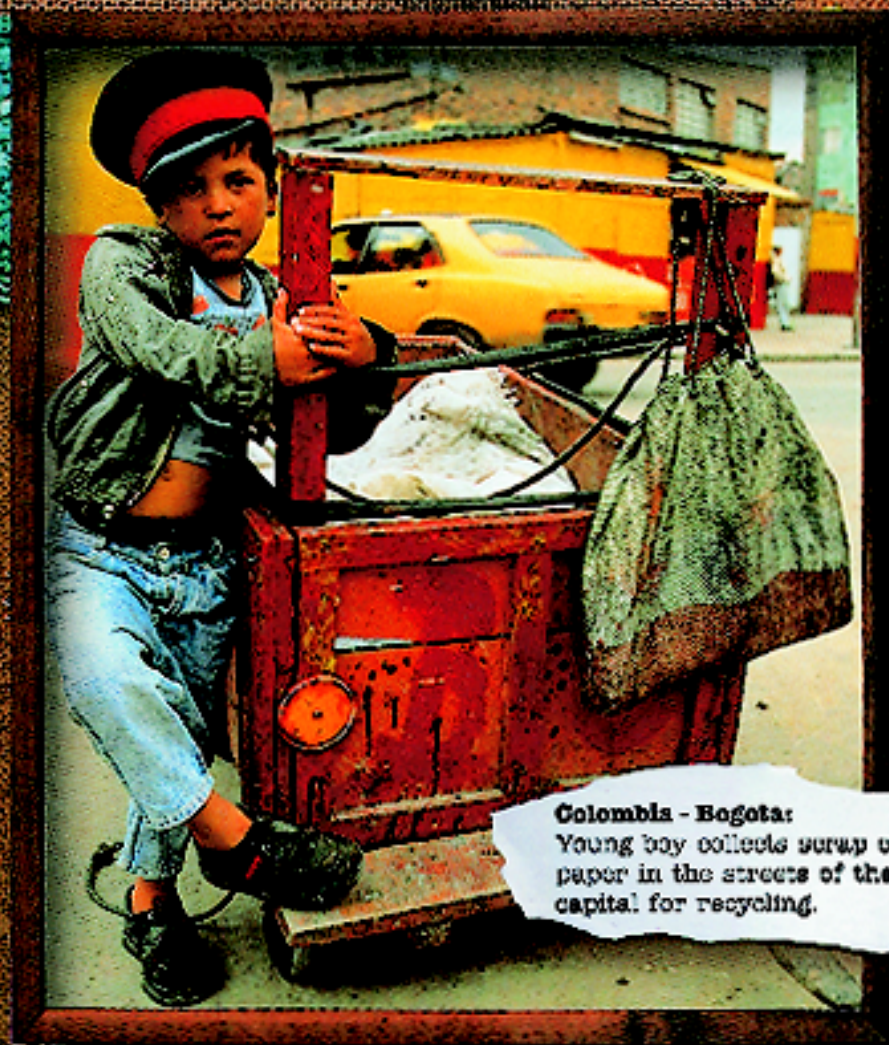


"Allow me to start with one bold statement: the war against child labour is being won and it can be won in all countries in the coming 15 years."

Michel Hansenne, Director-General, ILO, at the International Conference on Child Labour, 20-22 October 1999.



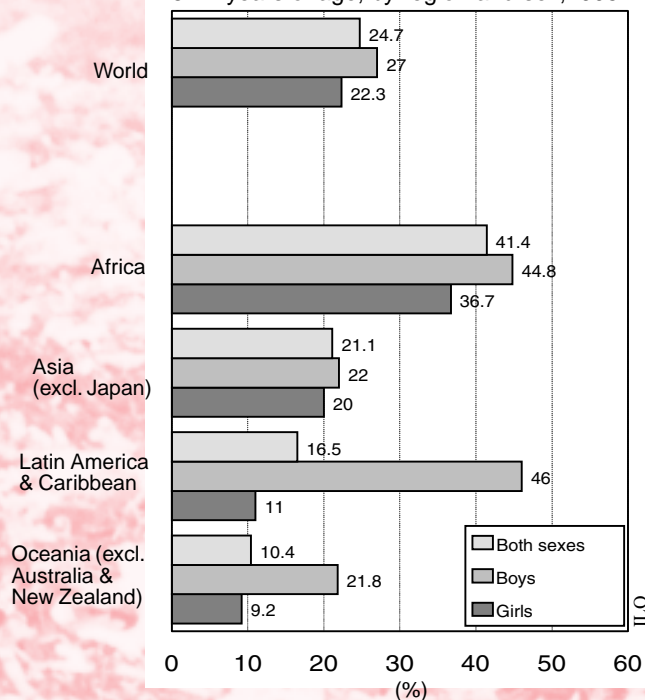
International Labour
Organization



Colombia - Bogota:
Young boy collects scrap cardboard and paper in the streets of the Colombian capital for recycling.



Economic activity participation rate of children 5-14 years of age, by region and sex, 1995



(continued from page 18)

called on nations to give urgent, immediate priority to ending the most intolerable or extreme forms of child labour. Highlighting preventive measures, especially education, as the most cost effective way to combat child labour, the

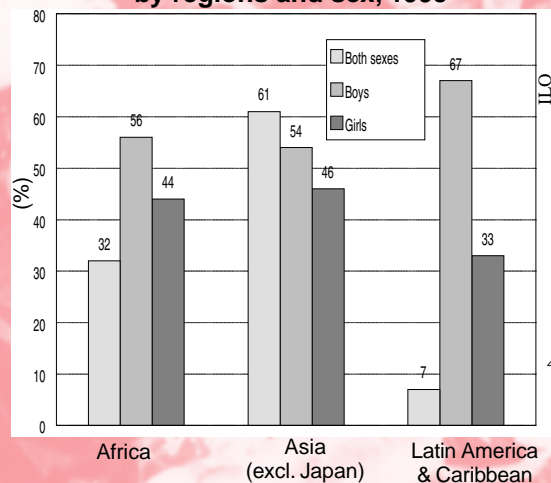
Agenda urges nations to work “progressively” to eliminate child labour among children of school age, especially those activities which interfere with children’s development and education. Global “investment in the human capital from early childhood, e.g., education and health” should be stepped up, the Agenda says, as a tool for economic and social de

MAIN ELEMENTS OF THE NEW AGENDA

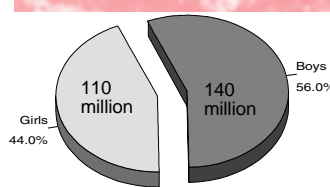
The Agenda for Action calls for:

- Effective elimination of child labour
- Immediate removal of children from the most extreme forms of child labour
- Development of national policies and time-bound programmes of action
- Active involvement of trade unions and employers’ organizations
- Ratification of relevant international labour standards and instruments such as the *Convention on the Rights of the Child* and the *ILO Minimum Age Convention, 1973 (No.138)*
- Active participation in the development and adoption of a proposed new ILO Convention on extreme forms of child labour
- Donor support for IPEC and its Statistical Information and Monitoring Programme on Child Labour (SIMPOC)

Distribution of economically active children 5-14 years of age in developing countries by regions and sex, 1995



World’s working children: more boys than girls



velopment which can help reduce the number of working children.

Noting that one of the goals of the Conference was to identify national and international strategies for eliminating child labour generally, with a special emphasis on the role of development cooperation, the Agenda also urges that existing bilateral and multilateral development cooperation programmes be examined to assess their effects on child labour, and "where appropriate, in cooperation with the developing countries concerned, adjusting the programmes to ensure better use of resources and a greater impact".

From Amsterdam to Oslo

Dutch Minister of Labour Ad Melkert, who chaired the International Conference on Child Labour in Amsterdam, said, "The Amsterdam Conference was a leap forward to commitment and action. We are here again because we all have been seized by a sense of urgency with regard to the abolishment of child labour."

In formally opening the Oslo meeting, Norwegian Prime Minister Kjell Magne Bondevik said: "What we are discussing (here) is the labour that turns children into instruments and robots, the degrading toil which steals from the children their very childhood, which deprives them of the most important tool to break the poverty cycle – education. It must be brought to an end."

A STAGGERING INTERNATIONAL PROBLEM

According to a recent ILO study, Some 250 million children aged 5-14 are working. About half, or 120 million, work full-time, while the remaining children struggle to combine work with schooling or other non-economic activities. Among the findings:

The figure of 250 million working children is considered to be an underestimate. It does not include those who work in regular non-economic activities, such as providing full-time domestic service in the homes of their own parents or guardians. The number of such children is relatively large (about 15-20 percent of the total population of the same age group).



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"Investment in the physical, mental, spiritual, moral and social development of children is an ethical, social and economic imperative for all societies."

Among the issues discussed in Oslo was the impact of child labour on educational achievement. In urging governments to adopt a time-bound programme of action to eliminate all extreme forms of child labour, UNICEF Executive Director Carol Bellamy said: "Child labourers around the world, most of whom are engaged in extreme and hazardous forms of work, are being robbed of their fundamental rights, not only including the right to develop to the fullest through education, but the right to a childhood."

Support for a new ILO Convention

In his address, Hansenne noted that the ILO was preparing a draft convention on the most intolerable forms of child labour, which would be examined at the International Labour Conference in 1998 and could result in the adoption of a Convention and a Recommendation at the Conference in 1999. (*See "Around the Continents", p. 32 for further details about the proposed new Convention.*)

Offering her support, Bellamy said "UNICEF wholeheartedly endorses the idea of a new and more focused ILO Convention".

But Hansenne also brought in the question of globalization, and its impact on child labour. Noting that the question of child labour had become central in the context of the liberalization of world trade, he said: "Ours should be a principled position that mankind owes to the child the best it has to give, that global action against child labour is based not on unilateral action and trade sanctions, but on multilateral voluntary action and moral pressure. The globalization and liberalization of world trade must be accompanied by observance of funda-

mental rights of workers, including the prohibition of child labour."

A real agenda for action

Delegates and speakers agreed that a key element in the struggle against child labour will be the parallel struggle against poverty. The action plan calls for ensuring that social and economic policies to combat poverty focus on the needs of families and communities, with special emphasis on providing families of child workers with sustainable employment and income opportunities.

In her closing statement, Norwegian Minister Johnson stated that the new Agenda for Action was not just words, but "firmly anchored in reality".

"Investment in the physical, mental, spiritual, moral and social development of children is an ethical, social and economic imperative for all societies," she said. "Child labour is both a consequence and a cause of poverty, and strategies for poverty reduction are needed to address the root cause of child labour."

That call to fight poverty as a means to fight child labour was endorsed by Assefa Bequele of the ILO, who said that "the problem is primarily a national responsibility, and national governments must design policies and programmes aimed at providing productive employment attacking poverty".

"But it is also a world responsibility," Bequele added. "Efforts must be made at the international level to see in what way the world community could be mobilized in a sustained attack on world poverty. From here in Oslo, let the word go out that child labour is a one-world problem, and that we are united in words and deeds in saying 'no' to child labour and 'no' to the causes of child labour."

□

Africa undergoing economic revival

Programme for Africa: Jobs policy can ignite further growth

Sub-Saharan Africa (SSA), long beset by economic adversity and civil disorder, is showing the first signs of an economic resurgence, with at least 33 countries enjoying economic increases greater than their population growth and several beginning to grow much more rapidly, says a new report by the International Labour Office and the United Nations Development Programme: Jobs for Africa.*

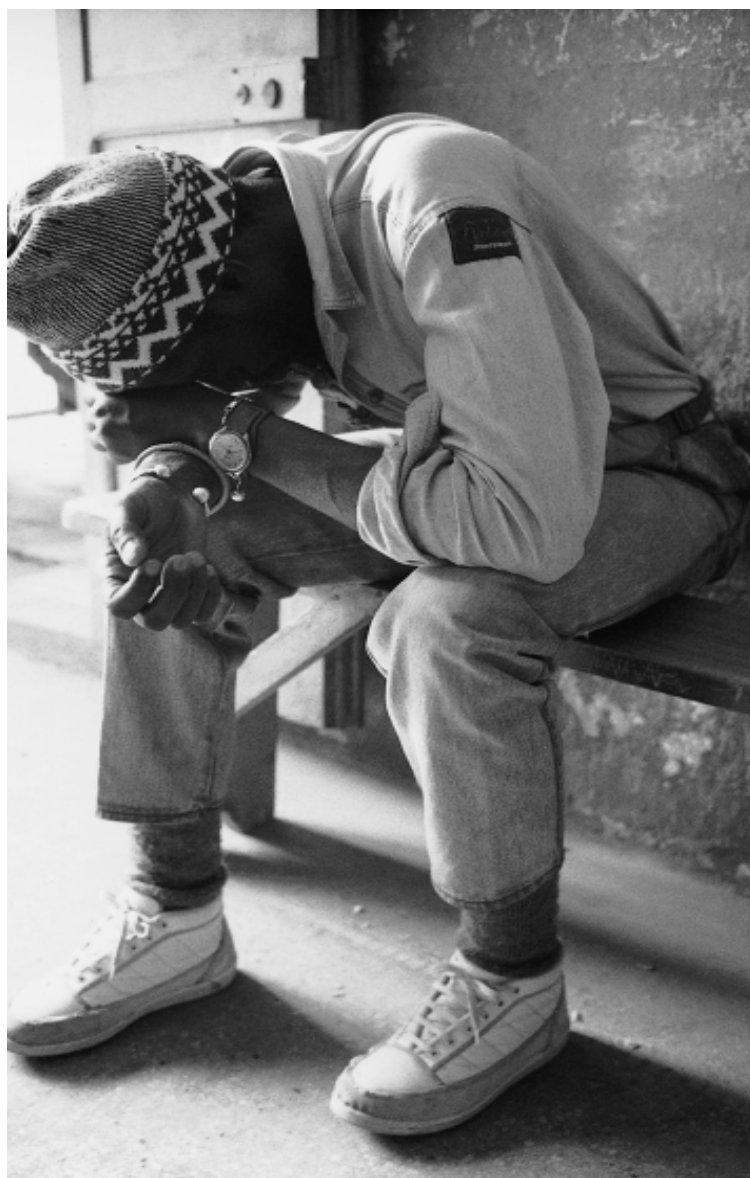
The report says that while recovery prospects can be boosted by further domestic reforms and increased international investment, accelerated job and income growth are now critical to sustaining the upturn and maintaining political stability in what has become the world's poorest region.

It concludes that "Africa has no alternative but to embark on a process of sustained GDP growth if it is to avoid continued marginalization" from the global economy.

However, the report says that while the economic performance of most SSA countries has been far from satisfactory for the last two decades, "the outcome has not been uniformly bad: some countries have performed better than others and in a few countries performance has been good".

The overall economic growth rate in SSA rose to 3.7 per cent in 1995, the last year for which accurate figures are available, up from 1.9 per cent in 1994. Among the stronger performers were:

● Five countries which enjoyed average gross domestic product



(GDP) growth rates of 7 per cent or more during 1992-95; three of these, Equatorial Guinea, Lesotho and Uganda, grew by more than 8 per cent. Mozambique and Sudan grew by 7 per cent;

● A further five countries – Ethiopia, Ghana, Mauritania, Mauritius, and Seychelles – whose economies grew by an average of 4-5 per cent from 1992 to 1995;

● Eight other countries, Benin, Botswana, Cape Verde, Guinea, Guinea-Bissau, Mali, Namibia and Tanzania, which grew by roughly 3-4 per cent during the last four years.

An additional seventeen countries' economies reported modest but nonetheless positive growth (0-3 per cent). Eight SSA countries experienced real declines: Angola, Burundi, Cameroon, Congo, Gabon, Rwanda, Sierra Leone and Zambia. For five others no figures are available.

The main reasons for the turnaround include:

● ***Rising levels of domestic investment***, which increased, on average, more than 10 per cent in eight countries (Angola, Cote d'Ivoire,

Jacques Maillard

Ethiopia, Ghana, Kenya, Lesotho, Uganda and Zambia).

● **Rising levels of foreign direct investment in Africa**, which, while tiny by international comparisons, nonetheless grew by more than 100 per cent in ten countries (Botswana, Cameroon, Chad, Guinea, Kenya, Lesotho, Mauritius, Mozambique, Uganda and Zambia) and increased markedly in several others.

● **Stronger prices for raw materials and agricultural commodities**, such as cocoa, coffee and cotton plus widespread improvements in agricultural productivity. Uganda, in particular, has achieved food sufficiency and increased coffee exports in recent years. Cote d'Ivoire, Africa's largest cocoa producer and second largest cotton producer, increased its output of both commodities. Other countries which have seen rapid growth in agriculture include Benin, Botswana, Ghana, Kenya, Mauritius and Tanzania.

● **Increased European demand for African manufactured goods**, mainly for low and moderately priced casual wear (tee shirts, jeans, shorts, etc.) from such countries as Côte d'Ivoire, Kenya and Zimbabwe but also for higher-value fashions and manufactured goods from Mauritius and South Africa. Unit labour costs show that African producers of standardized garments, like men's shirts, are well within the competitive cost ranges of Asian producers.

● **Expanding African entrepreneurship and rising labour productivity**. The report cites evidence of increasing entrepreneurship and labour productivity growth in Botswana, Lesotho, Cote d'Ivoire, Ghana, Kenya, Malawi, Mauritius, Mozambique and Uganda.

● **Heightened international commitment to African development** in the aftermath of the UN World Summit on Social Development (Copenhagen, 1995), the UN's Special Initiative on Africa and a series of government initiatives, notably the US Government's recent decision to establish the "Partnership for Growth in Africa" program with funding

of \$11 billion annually (a sum that is equivalent to the total aid to the Region from developed countries in 1991).

The report's main author, ILO economist Samir Radwan said that "the turnaround in growth signals the beginning of a new start in Africa if the right policies are put in place and pursued consistently." He says that the main emphasis of policy makers today, "should be on encouraging new, private-sector enterprises, particularly those which are small in scale and labour intensive, and on enabling small enterprises to expand, innovate and penetrate new markets, including export markets."

The ILO report calls for a reduction

working and living conditions" throughout the region.

According to UN estimates, SSA is the only region of the world where the proportion of the population living under the poverty line is expected to increase, from today's 48 to over 50 per cent by the year 2000. Half the region's population already lives on less than US\$1 per day.

Only one in ten workers in SSA is engaged in formal, wage-style employment in modern manufacturing and service sectors. Many workers, especially women, are self-employed and their economic contribution is ill remunerated and scarcely registered. With poverty pervasive, child

labour is rife, with as many as 16 million children between the ages of 10 and 14 working in SSA.

Nearly 75 per cent of the labour force in SSA (approximately 314 million men and women, or 9 per cent of the world's labour force) still work outside the perimeters of the formal economy, often in subsistence agriculture or in badly paid "informal" activities such as

small-scale manufacturing, street peddling and the provision of small services.

Open unemployment rates in urban areas doubled over the last 15 years to over 20 per cent and are expected to approach 30 per cent by decade's end, but hidden unemployment is usually far higher – upwards of 50 per cent of the workforce. Meanwhile the population is growing in both rural and urban areas. The report highlights demographic trends which indicate that "between now and the year 2010, there will be on average some 8.7 million new entrants to the labour markets every year in Africa for whom jobs have to be found".

The ILO report insists that many countries in the region could break with the legacy of poverty and that the nascent recovery should be seen as a "launching pad for take-off if the right policies are introduced and are pursued".

The building blocks of the strategy are:



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of the external debt of the 29 severely indebted low income countries. Currently, debt service accounts for about 4 per cent of GDP in the region, a figure which ILO says should be cut in half to free up resources for future productive investment.

Still beset by major problems

The ILO report acknowledges that Africa's recent reversal of fortune is still anaemic and highly vulnerable. Among the potential stumbling blocks, the report cites "the development of productive employment, which has not kept pace with the increased labour supply."

From 1978 to 1994 SSA labour force continued to grow at about 3 per cent annually. The result: "declining or stagnating levels of wage employment, decreasing real wages and deteriorating

Going for growth – The report advocates deepening the process of economic reform to go beyond current preoccupation with “structural adjustment”, which most often leads to stabilization but at the price of economic contraction. Since the early 1980s, 25 countries of SSA have undergone structural adjustment, a process designed to restore macro-economic balance via reduced government budget deficits and more liberalized trade and pricing policies. In light of the extreme poverty and scarcity in the region, the ILO report insists upon “the urgent need to increase investment and to improve its allocation among sectors and projects”. These twin goals, it argues “should be the primary task of macroeconomic policy in Africa”.

Restructuring incentives – The report says that both public and private sector investment are “poorly allocated” in SSA with potentially profitable investments in human capital (especially education and health care) inadequate or non-existent. Poorly functioning capital markets all too often target unproductive investments and are unresponsive to the real needs of the economy and the vast majority of the people. The report highlights the need for improvements in capital markets via “institutional innovation, improved regulation of the banking sector, credit programs targeted at specific groups (such as women, informal sector entrepreneurs and small farmers) and by increasing the supply of venture capital.”

Mobilizing domestic resources – The report warns that in spite of improvements in economic performance, large inflows of private foreign capital into SSA are unlikely given high levels of public debt, low domestic savings and the paucity of profitable investment opportunities. What is needed, argues the ILO, is a strategy of adjustment through public investment in which “the composition of government expenditure at all levels, should be shifted as far as possible in the direction of investment in human, physical and natural capital”. The report says that under the conditions prevailing today in SSA, state-sponsored investments in such areas as transport, power, water and sewage facilities, vocational training, health and nutrition, and applied agricultural research could stimulate productivity and are “likely to be complementary to private sector investment.”

Capacity-building at the regional and national level – The report proposes specific institutions for the generation of employment: regional training funds, small and medium-sized enterprise (SME) centres and labour market information

systems. The training fund, to be financed by donors and the private sector, would aim to increase the productivity of African workers. The SME development centres would serve as a clearing-house for technical assistance and information on business development strategies. Labour market information systems would improve the data base for employment policy-making.

Boosting agricultural productivity – Most SSA countries are primarily rural and the agricultural economy requires a number of basic changes. The first major requirement is to abandon the age-old system whereby governments impose artificially low prices for staples such as bread and rice, a practice which feeds urban dwellers but keeps farmers in poverty. A second requirement is to diversify production away from large-scale commodity production to areas of greater export potential, such as cut flowers, tropical fruits and vegetables. A third major requirement is land reform. Land is the primary resource in rural SSA and access to land is highly restricted. Ownership is often concentrated in the hands of large proprietors, who often make very poor use of their holdings,

either leaving them idle or holding them for speculative purposes, whereas it is well documented that small landholders absorb more labour per acre and are more productive.

Increasing aid and reducing debt – Given the extent of the difficulties in SSA, countries will continue to require a substantial inflow of external resources, both financial and technical, which cannot yet come from export earnings or private foreign investment. The region is heavily dependent on aid. In 1994, SSA received 32 per cent of all official assistance to the less-developed countries (LDCs), more than five times what south Asia received. The problem is that SSA countries received only 3 per cent of all private capital flows to LDCs that same year. That percentage is not likely to increase until the region's economic trends are reversed. □

*Jobs for Africa. A policy Framework for an Employment-Intensive Growth Strategy. Report of the ILO/UNDP Programme on Employment Generation and Poverty Reduction. Geneva, August 1997. ISBN 92-2-110877-5.

News Section...News Section...



NEW ILO GUIDELINES FOR WORKERS' HEALTH SURVEILLANCE

A Meeting of Experts on Workers Health Surveillance convened in Geneva by the ILO on 2 to 9 September examined new ways of making work and workers healthier. The meeting also established new guidelines on the technical and ethical aspects of such surveillance.

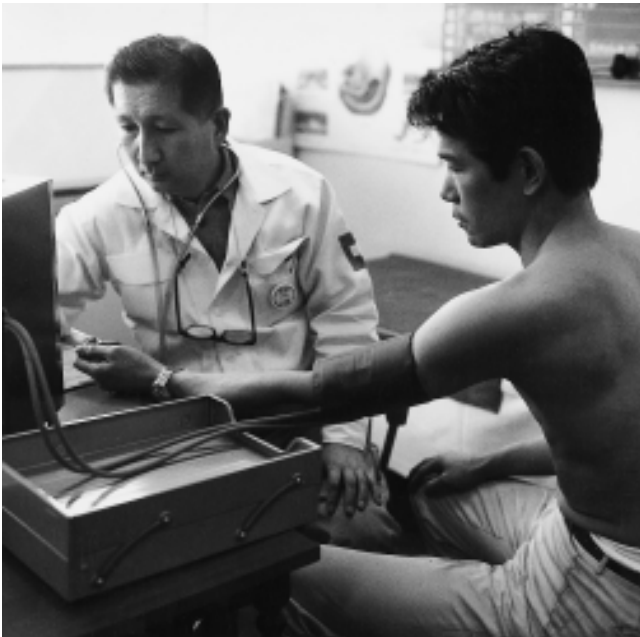
During the first half of this century, surveillance of the health of workers was limited to medical examinations for certain categories of workers (such as the young)

and for specific occupational hazards and occupations. Since then, preventive occupational medicine and health services have been developed and institutionalized. Some countries, such as France and Japan, have extended health surveillance to all workers.

Many things have changed in the health sector: technical progress, more sophisticated means of investigation, like biological monitoring and surveillance of the working environment, renewed emphasis on prevention and on human and workers' rights, all ask for sound practice from a technical, ethical, social and economic point of view.

Protection of workers' privacy

Health data are of a sensitive nature. Some health assessments may not be justified and represent an unwarranted intrusion into the private life of individual workers. Delegates were told that the collection, processing and use of health-



ILO

related information must be done in a well-controlled system, which protects the privacy of the workers and ensures that health surveillance is not used for discriminatory purposes or in any other manner prejudicial to their interests.

The work of the meeting was based on the guidance given by the ILO Occupational Health Services Convention, 1985 (No.161), and Recommendation (No.171), and in previous ILO meetings and publications, such as the ILO Codes of Practice on the Protection of Workers' Personal Data (1997), on the Recording and Notification of Occupational Accidents and Diseases (1996) and on the Management of Alcohol and Drug-related Issues in the Workplace (1996).

In the general discussion the experts stressed there should be a clear linkage between workers' health surveillance and workplace control measures. Surveillance in itself would not prevent injuries and diseases.

Workers health surveillance was a useful complement to guide preventive action. It had to be placed in the right perspective, which was the elimination of dangerous machinery, equipment and working conditions. This required a close collaboration between physicians and engineers and a multidisciplinary approach.

The emphasis should be on primary prevention defined in terms of occupational safety and health policies, design and engineering control measures. Prevention should not be understood in terms of secondary prevention, which includes removal from employment, rotation and "protective reassignment". It was, how-

ever, noted that, because of different stages of development in different countries, safer technology could not always be introduced immediately and protection of workers' health through secondary prevention was still needed in some cases.

The experts noted genetic information was particularly sensitive and raised a number of scientific, technical and ethical issues. It was generally believed that genetic screening in relation to work was a disproportionate infringement of individual rights. The ex-

perts also noted that the ILO Code of Practice on the Protection of Workers Personal Data provides that "genetic screening should be prohibited or limited to cases explicitly authorized by national legislation". There was a consensus among the experts that current scientific knowledge was not sufficient to warrant the use of genetic screening for an occupational health purpose.

Technical and ethical guidelines

ILO Technical and Ethical Guidelines for Workers Health surveillance reflect the new situation and needs in this field. Its major purposes include:

- Placing workers health surveillance in conjunction with other tools like working environment surveillance. The main purpose is the primary prevention of occupational and work-related diseases and injuries;

- Assuring that surveillance of workers health is appropriate to the occupational risks in the enterprise. There is a need to develop a strategy, which will combine in a suitable manner individual and collective health assessments;

- Surveillance must take place under controlled conditions within an organized framework, preferably occupational health services set up in accordance with the ILO Occupational Health Services Convention, 1985 (no.161) and Recommendation (No.171);

- It should be based on sound ethical and technical practice: specifically, any workers health surveillance programme must ensure professional independence and impartiality of the relevant health professionals and the respect of workers privacy and the confidentiality of individual health information;

- The collection, analysis and communication of workers health information should lead to action;

- Workers health surveillance programmes should be used for prevention purposes and in particular to prepare action-oriented research and intervention, epidemiology strategies to eliminate causal factors through prevention and to mitigate their consequences by curative and rehabilitative activities;

- It should be linked to the surveillance of occupational hazards present in the workplace.

Specific paragraphs of the guidelines deal with the organization of workers' health surveillance (health assessment, biological tests, sickness monitoring, recording and notification systems, surveys, voluntary programmes and inspections) and the collection, processing, communication and the use of health-related data. A last chapter defines the responsibilities, rights and duties of the competent authority, employers, workers and occupational health professionals. An annex to the guidelines contains a list of occupational diseases and the texts of the relevant ILO standards.

The experts to the meeting also asked the ILO and the World Health Organization (WHO) to publicize the guidelines and to promote education and training in this respect, giving examples of good and poor practice.

Dealing with clandestine labour

HIDDEN FORMS OF LABOUR WORRY MERCOSUR*

Since its creation in 1991, Mercosur, bringing together Argentina, Brazil, Paraguay, and Uruguay, has gradually implemented a common external tariff and free circulation of a number of goods. Larger national markets and a coordination of economic policies have been aimed at speeding up development and social justice in the group.

Free circulation of "productive fac-



Jacques Maillard

In Argentina the number of employees bereft of pension schemes was one-third of total employment in 1991.

tors", including workers, has been one of the targets. But labour cost comparisons have been distorted by the fact that many jobs in the area are not registered under pension and health insurance schemes. One of the working groups in Mercosur views this failure to enforce the law as a source of unfair competition among member countries, since unregistered jobs, although socially undesirable, may be cheaper.

The Organization for European Cooperation and Development terms "unregistered" those jobs which, without being illicit in themselves, have not been declared to the authorities, thereby avoiding enforcement of regulations or taxes, or lowering social security benefits.

A report prepared for the ILO Buenos Aires office and submitted to Mercosur working groups by expert Pedro Galín shows unregistered employment in the private sector to range from 18.3 per cent in Montevideo, Uruguay (excluding domestic servants), to nearly 80 per cent in Paraguay for blue-collar workers.

Although this is by definition a "hidden problem", a number of sources have led to its detection in Mercosur. Home surveys have been used in the four countries, plus the population censuses in Argentina and Brazil.

In Argentina the number of employees bereft of pension schemes was one-third of total employment in 1991. As was to be expected, the highest percentage in the private sector (62.66 per cent) was found in small enterprises with up to five workers, which provide one third of the national employment. The percentage of unregistered labour rises to over 87 per cent in domestic service, even taking into

account the fact that in these jobs weekly hours of work are usually less than the minimum required for registration.

In Brazil, workers totalling 38 per cent of the 40 million-strong labour force do not carry an official labour card. This deficiency is usual in agriculture (over 72 per cent) and very high in construction (over half the jobs). The percentage of unregistered labour is highest in the poor states of the northeast, and just over 31 per cent in other states with a strong proportion of the industrial and tertiary-sector jobs. As in Argentina, the prevalence of unregistered labour in domestic service means that the averages are skewed against women workers.



Jacques Maillard

Many jobs in the area are not registered under pension and health insurance schemes.

In both countries, according to the report, unregistered labour is gradually rising. It is growing slowly in Uruguay, in spite of the switch from a mainly State-run pension system to voluntary private

capitalization schemes. A significant number of Uruguayan workers (28.4 per cent according to one count) are deprived of health insurance benefits. In Paraguay, percentages remain high throughout the economy, with a national average of just under 70 per cent.

Mr. Galín's report highlights some of the policies which have aimed with unequal success at normalizing job registration in Mercosur, among them a reform of pension systems, increasing unemployment benefits, lower social security contribution rates, and fines applied where clandestine jobs are denounced.

The report also suggests a priority for specific action to fight gender discrimination against domestic servants, representing between 7 and 15 per cent of total salaried employment in Mercosur. □

**Southern Cone Common Market, set up in March 1991 by the Treaty of Asunción, also referred to as Southern Common Market.*

ERRATUM

Amplification regarding the article Preventing workplace injuries and illness through ergonomics, World of Work, No. 21, 1997

To avoid any possible misinterpretations, the authors of the above article wish to make the following annotations and amplifications.

☞ *In stating that workplace guidelines on ergonomics exist in most developed countries, but to date, with the exception of existing legislation in Belgium and Sweden, no other country has legislation on the application of ergonomics in the workplace, what was meant was that to date, few countries have comprehensive legislation specifically on the application of ergonomics.*

☞ *Regarding the assertion that except for Belgium and Sweden, thus far no member State of the European Union has taken the forward-looking step of transposing EC Directives concerning ergonomic issues into national law, such a step in fact has been taken by a number of member States of the European Union on a few Directives dealing with ergonomics.*

☞ *Finally, the article states that the International Organization for Standardization (ISO) has formulated a number of ergonomic standards which have been adopted by some countries but which are not found within the framework of legislation specifically on ergonomics. Such ergonomic standards have in fact been adopted by some countries within the framework of legislation on ergonomics.*

“Workers of the world, connect!”*

Labour on-line: As unions get wired, whither the rank-and-file?

Unions are getting on-line, but with some difficulties: widespread use of information and communications technology (IT) is posing a dual challenge. On the one hand, IT may be part of profound modifications underway in the nature of work. On the other, pressure on trade unions to adopt IT may question their ways of working, be it militant action, contact with workers, or worker awareness and education. Internet analyst Alan McCluskey examines how such challenges inter-act, and the need to meet them head-on.

The move of unions toward extensive use of new IT is generally perceived as inevitable, even within the trade union movement. A recent report by the International Federation of Journalists (www.ifj.org) on the use of the Internet by media trade unions bore this out.

Citing a survey by the International Committee of Entertainment and Media Unions (IEMU), it said “the question posed to media unions is not to know whether or not the developing digital age is a positive step for humanity, but rather to understand how ‘New Information Technologies’ can be tamed and thus intelligently used for the benefit of all union members”.

In a rather similar vein John Monks writes on the British Trades Union Congress (www.tuc.org.uk) Internet site that “Unions must become agents of change in a skills revolution and the drive for a first class, high-skill, high-productivity economy”.

How unions use the Internet

Unions are getting connected. Judging from the 350 Web sites listed by Institute for Global Communications*** LaborNet (www.igc.org:80/igc/ln/index.html), even if most of them are in North

America, a move is underway.

The International Confederation of Free Trade Unions (www.icftu.org) lists 85 union Web sites. Half of them are in the United States. Apart from South Africa, no African or Latin American sites are mentioned.

At the same time, a number of unions and affiliated organizations are encouraging trade unions to get connected. The International Federation of Journalists, for example, is taking part in a European Union initiative called Musenet (www.ifj.org/musenet/index.html) aimed at assessing the needs of European media trade unions regarding information and training related to the development of the Information Society.

Most union Web sites provide information about themselves. Some also include information about campaigns underway. The ICFTU, for example, carries statements from the General Secretary endorsing action carried out by local unions and encouraging other unions to support them. A second, albeit very different example, would be the Web site of the California Nurses Association (www.califnurses.org) which, at the time of writing, posts regular updates on troubles with a California hospital.

Another facet of providing information is worker education. The International Federation of Workers

Education Associations

(www.poptel.org.uk/ifwea) publishes a monthly bulletin on the Web. They have also published a booklet called “Workers’ Education and the World Wide Web.” Many union Web sites publish advice to members. The ICFTU, for example, has a series of pages called the “Union Builders’ Toolbox” containing among other things practical advice about organizing campaigns.

New technology, old images...

It is interesting to note the image used by the ICFTU in talking about the adaptability of material in their on-line Toolbox which says, “this Manual is written on paper, not engraved in stone...”

Effectively, most union Web sites create the impression that they are based on a logic still anchored in the print medium. This may not necessarily be a bad thing, as it concentrates on the essential. However, some of the advantages of hypertext and Java formats could probably enrich the union message. (One such possibility would involve structuring on-line material in such a way that using the site could be a combined awareness-raising and learning experience; for example, with a glossary of key terms and background information about key issues.)

At the same time, many pages still

carry the label “under construction” or links that lead nowhere. This raises the question of who is maintaining such sites, and whether some might be the work of union Internet enthusiasts dabbling with site maintenance on the margins of their working days. It may just be that apart from commercial concerns, relatively few organizations seem sufficiently convinced of the importance of the Internet to invest wages in it.

Judging from what can be found on the Web, it also seems that few unions are venturing into the more interactive side of the Internet and the creation of on-line discussions. Eric Lee’s “Labour Webmasters’ Forum,” (www.village2000.com/labour/forum/index.html) using a Web-based technology to enable discussion between trade union Webmasters from around the world, seems to be an exception. Another example of forthcoming interactivity is the Australian Council of Trade Unions’ (www.actu.asn.au) on-line “Soap Box” which is aimed at giving workers a chance to discuss working con-

ditions, among other things.

According to Luc Demaret of the ICFTU, however, this situation is changing as the Internet is beginning to be used to mobilize employees around the world. During the recent strike by the Teamsters Union (www.teamster.org) against the United Parcel Service (UPS) in the United States, for example, daily updates on the conflict were relayed worldwide by such organizations as the ICFTU. In another confrontation, the International Federation of Chemical, Energy, Mine and General Workers’ Unions (www.icem.org) created Web pages providing a list of sites and e-mail addresses of management of an enterprise, as well as companies investing in it. Flooded with messages, the company reinstated 2,300 workers laid off during the strike.

The fact that union Web sites tend to provide information rather than establishing an on-line dialogue may well have something to do with the level of access of workers to the Internet. Just how many individual

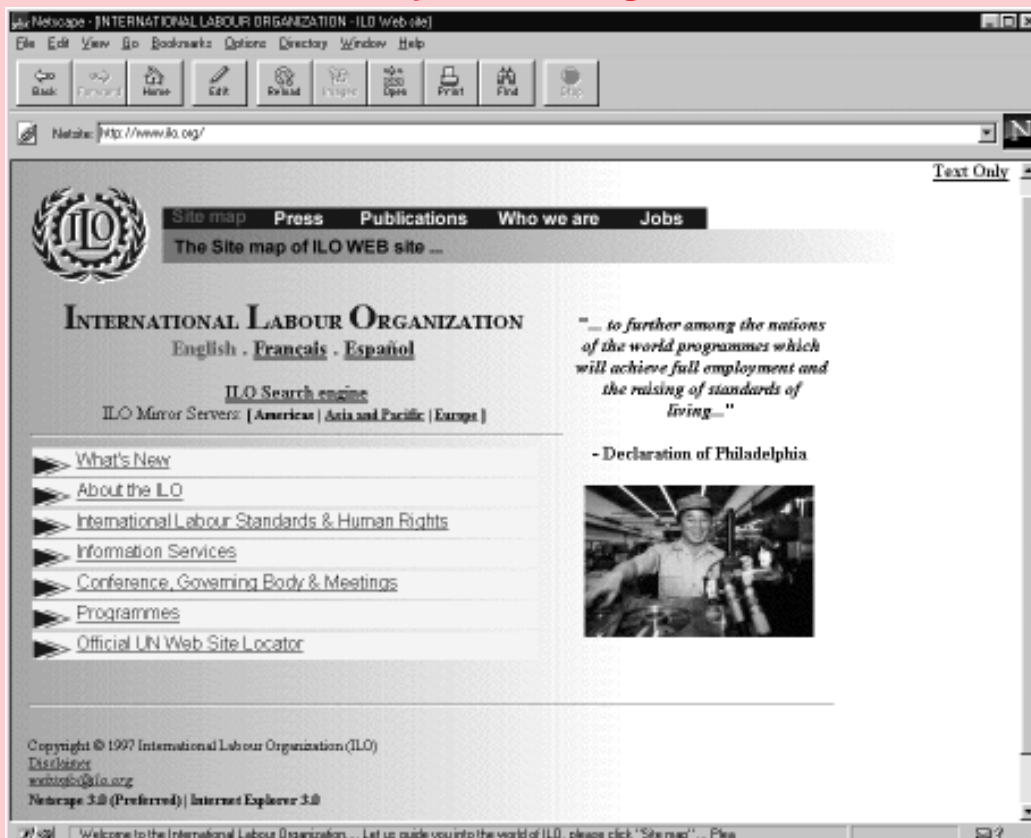
union members actually have access to the WorldWideWeb remains difficult to determine. At the same time, to what extent unions are convinced that the step to the “Information Society” is inevitable remains uncertain. The question remains: if the number of union members connected to the Internet turns out to be quite low, how far would trade unions be prepared to go in helping individual members get connected, trained and on-line? □

* Actual title of a page on the Web site of the Federation of University Workers at Yale University.

** The mission of IGC, which is the US member of the Association for Progressive Communications (APC), is to expand and inspire movements for peace, economic and social justice, human rights, and environmental sustainability around the world by providing and developing accessible computer networking tools.

Alan McCluskey is editor of Connected magazine (<http://www.connected.org>)

The ILO renews its Home Page making it more user-friendly and accessible <http://www.ilo.org>



AROUND THE CONTINENTS

The International Conference on Child Labour, held in Oslo, Norway on 27-30 October, focused renewed international attention on the child labour issue. In this issue of *World of Work*, the regular feature "Around the Continents" highlights a variety of activities undertaken by the ILO's International Programme on the Elimination of Child Labour (IPEC).

A WORLDWIDE MOVEMENT AGAINST CHILD LABOUR

In the past five years, ILO/IPEC has been building a global movement on child labour issues. Now, IPEC is turning its attention to building an international coalition against child labour. The adoption of an "Agenda for Action" to eliminate child labour, by the International Conference on Child Labour in Oslo (27-30 October 1997) was a major step in this direction. A new ILO Convention on the most intolerable forms of child labour is now being considered.

As part of its campaign to eliminate child labour, the ILO is proposing the adoption of new international legal instruments in the form of a Convention and Recommendation to combat the worst forms of child labour – the persistent exploitation of children in slave-like and bonded conditions, hazardous and arduous work, prostitution, pornography and other intolerable situations. In a recent survey of more than 200 governments and employers' and workers' organizations, overwhelming support emerged for the new Convention and Recommendation. The new Convention is scheduled for discussion at the International Labour Conference in 1998 and adoption in 1999.

IPEC PRACTICAL ACTIONS AGAINST CHILD LABOUR

Gathering dependable data

The National Statistics Office of the Philippines will implement a second

A quarterly review of the International Labour Organization and ILO-related activities and events taking place around the world.

ILO action against child labour

National Survey of Child Labour next year with the assistance of the ILO International Programme for the Elimination of Child Labour (IPEC) in order to ensure the continuity of the programme. The National Survey is an example of ILO/IPEC assistance in developing a sound database for the formulation of national programmes of action against child labour. Similar tailor-made surveys have been carried out in Bangladesh, Cambodia, Ghana, India, Indonesia, Nepal, Pakistan, Turkey and Thailand. Some 20 countries have indicated interest in cooperating with IPEC on data collection.

Social mobilization

An important step in the elimination of child labour is the mobilization of broad public support. In Brazil, the establishment in 1995 of a National Forum for the Prevention and Eradication of Child Labour which became operational in 1996 brought together 36 institutions from the social partners, NGOs and government. Coordinated by the Ministry of Labour, the Forum sets priorities for interventions in risk areas and economic activities (charcoal, sisal, sugar cane).

Law enforcement: Labour inspection

In Southeast Asia, a major training programme for 200 labour inspectors from Thailand, Indonesia and the Philippines

provided specialized training for a core team of trainers on child labour inspection, and resulted in national training programmes and concrete action. In Turkey, a similar initiative trained more than 70 labour inspectors. A total of 738 workplaces with 1,717 working children and 712 employers were subject to inspection.

Education

IPEC experience shows that apart from general improvements in the education system, special measures are often necessary for children who are more difficult to reach and exposed to a high risk of exploitation. In Thailand, primary school children already benefit from child labour curricula in the primary schools, and promotional activities to avoid school dropouts and child labour migration to the cities. Other IPEC educational programmes exist in Peru, where they reach some 56,000 children, as well as in India (special schools for child workers) and Indonesia (with a vocational training programme for working children). Bangladesh, Nepal and Sri Lanka are introducing a methodology similar to the one applied in India.

AREAS OF IPEC ACTIVITY:

Domestic work

Children as young as six or seven years of age are employed as domestic servants in countries such as Bangladesh, Benin, Indonesia, Nepal, Kenya and the Philippines. Sometimes forced to work 15 or 16 hours a day with inadequate food and lodgings they are at the mercy of their employer and frequently exposed to all kinds of abuse. ILO action programmes in the Philippines, Pakistan, Tanzania and Brazil lobby for legal protection, formal education and vocational training possibilities for child domestic workers.

Fighting child prostitution

In the northern provinces of Thailand, the prevention of child prostitution is no longer being fought by non-governmental organizations (NGOs). The struggle



has now become a joint effort of children, parents, teachers, local government and NGOs, with the assistance of the ILO. Besides mobilizing those concerned with halting child prostitution, an IPEC programme also provides direct support to girls at high risk in the form of shelter and education. IPEC has been part of this effort since the beginning of its operation in Thailand in 1992.

Bonded child labour

Although slavery was abolished in Nepal in 1925, the *kamaiya* system of bonded labour, which is very close to slavery, still exists in the western districts of the country. Some 100,000 individuals are affected by the *kamaiya* system. ILO-IPEC has supported NGOs in implementing action programmes in western Nepal to create awareness among the population about human rights, and ensure that children are freed from bonded labour and receive education.

Rehabilitation of child carpet weavers

For some time, the Pakistan carpet-weaving industry has been under pressure from Western buyers and the media,

following reports about children between five and 14 years of age being obliged to work 56 hours or more a week. With support from the ILO, the Pakistan Carpet Manufacturers and Exporters Association (PCMEA) agreed on a partnership with IPEC in 1996 to combat child labour. Gradually the community-based rehabilitation and prevention programme has gained acceptance and led to discussions on a phased application of the same model to the entire carpet-weaving industry, involving at least 30,000 child workers.

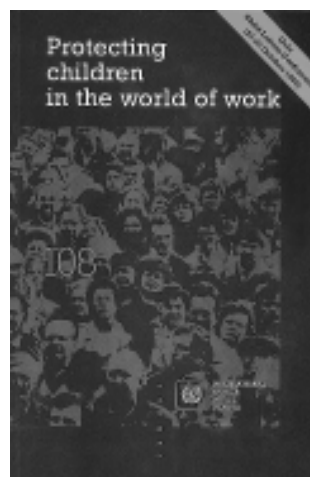
The gender component: Girl child workers

Girls have been identified as a priority group in IPEC action programmes because their work is often "invisible" and their survival strategies are different from those of working boys. Cultural traditions in many parts of the world favour the education of boys over girls, resulting in lower school enrolments and higher dropout rates for girls. Thus, a number of ILO/IPEC programmes have been designed to pay special attention to child trafficking, prostitution and domestic service, and other areas where girls constitute a large majority of working children.

Child labour and the ILO social partners

Employers' and workers' organizations have carved out their own special participation in the fight against child labour. On 4 July 1995, the Bangladesh Garment Manufacturers and Export Association (BGMEA) signed a Memorandum of Understanding with the ILO and UNICEF aimed at the elimination of child labour in the garment industry; on 14 February 1997, the Sialkot Chamber of Commerce in Pakistan signed a "Partners' Agreement" with the ILO and UNICEF to gradually eliminate child labour in the production of about 30 million soccer balls a year; and the Latin American Trade Unions Initiative has mobilized unions and public opinion all over the continent, and included child labour issues in bargaining agreements, etc. □

For more information contact the International Programme on the Elimination of Child Labour (IPEC), Mr. Gert A. Gust, IPEC Programme Manager, tel. +4122/799-8181; fax: +4122/799-8771; E-mail: ipec@ilo.org



ILO Bureau for Workers' Activities produces special child labour edition

Protecting children in the world of work. Labour Education 1997/3, No. 108. The ILO Bureau for Workers' Activities produced this special edition of *Labour Education* devoted to the issue of child labour on the eve of the Oslo Child Labour Conference, underlining its pledge to join forces with all partners openly or silently engaged in bringing a prompt end to child exploitation in its worst forms and harnessing all assets to arrest the process and rehabilitate the children who have fallen victims. The Bureau offered the collection of articles in this issue as a contribution to a fruitful exchange of ideas among workers and their counterparts attending the Conference, and at the same time to promote lasting results. The Foreword of the special edition is by Kari Nordheim-Larsen, Minister of Development Cooperation, Norway.

Labour Education is published four times a year in English, French and Spanish by the ILO Bureau for Workers' Activities. Its target groups are trade union organizations, labour colleges, labour research institutions, public authorities as well as individuals engaged in research on labour and social policy. Issues are available from ILO Publications, CH-1211 Geneva 22 (Switzerland). Annual subscription: 50 Sw. frs. or US\$ 45; per issue: 15 Sw. frs. or US\$ 13.50.

Media focus: The ILO in the press

L'ALSACE

22 octobre 1997

Agriculteur, un métier dangereux

Les travailleurs de l'agriculture vivent dangereusement. Si on en croit l'Organisation internationale du travail (OIT) 170.000 travailleurs agricoles au moins sont tués chaque année suite à des accidents du travail.

Aujourd'hui s'ouvre une réunion internationale d'experts en sécurité et santé agricoles à Itasca, dans l'Illinois (Etats-Unis).

On compterait quelque 1,3 milliard de travailleurs agricoles dans le monde, parmi lesquels plusieurs millions sont gravement blessés lors d'accidents du travail. Ceux-ci sont essentiellement causés par des machines ou liés à des empoisonnements par des pesticides ou autres produits chimiques, affirme le vice-directeur général de l'OIT, Ali Taqi.

Au cours de la dernière décennie, les taux de mortalité sont restés constamment élevés dans l'agriculture, à la différence d'autres secteurs réputés dangereux comme les mines ou la construction, qui ont vu leurs taux d'accidents mortels diminuer. Si les pays en développement sont particulièrement touchés, les paysans de pays développés sont eux aussi victimes d'accidents du travail. Ainsi, aux Etats-Unis, où les travailleurs agricoles représentent 3% de la population active, ils constituent 8% des victimes de tous les accidents du travail. En Italie, 9,7% des travailleurs sont employés dans l'agriculture mais c'est dans cette branche que survient 28,7% des accidents.

CORRIERE DELLA SERA

4 novembre 1997

Calano in tutto il mondo le iscrizioni al sindacato.

...

Molto però resta da fare. L'organizzazione dei sindacati, dice il rapporto, è ancora fondata sul sistema di produzione in grandissime imprese, ignorando così il numero crescente di lavoratori di piccole e medie aziende e del settore dei servizi o di nuove forme di impiego temporanee. Ma deve cambiare anche il modo di guardare all'economia, tenendo conto della crescente

integrazione dei mercati. La cosiddetta "globalizzazione", avvertono gli esperti dell'ILO, con la possibilità per le aziende di decentrare le produzioni porta al centro della negoziazione di costo del lavoro.

Il rapporto avverte anche che la concorrenza commerciale e la mobilità del capitale possono "dividere i lavoratori", poiché le forze del mercato tendono a premiare i salari dei lavoratori molto qualificati. Le prime vittime: i quadri. Negli USA il 18,6% di posti eliminati dal 1988 li riguarda. Nel mondo, si nota un aumento degli iscritti in Paesi usciti da regimi non democratici, come il Sud Africa (+130%) e il Cile (+89%).



FINANCIAL TIMES

4 November 1997

ILO foresees revival of trade union strength

Only about a quarter of the world's 1.3bn workers belong to trade unions, according to the International Labour Organization's annual labour report, published today. But the ILO believes trade unions will grow over the next 10 years with the spread of democracy and social justice in open market economies.

But despite recent declines in membership, the ILO is optimistic about unions' future. "There is every sign that a whole new social dynamic is developing," it argues. "There are many signs that trade unions are adjusting to the realities of today.

The most active of them are looking beyond the working population and opening their doors to those who have no stable employment, or no job at all. Both in word and deed they are looking more and more like genuine social movements with a clear vision of how to defend and promote the interests, however varied, of the world of those in work."

The report also found some countries, most notably in Africa, had adopted a restrictive policy towards recognising trade unions in the hope of attracting foreign investment. Others had introduced various restrictions against trade unions - reflected in the numerous complaints filed to the ILO's committee on freedom of association.

The ILO points out that trade unions have been "in the vanguard of democratic opposition and strong proponents of human rights" in countries such as Burma, Nigeria, the Sudan and Indonesia. Innovations such as pacts with governments to achieve economic prosperity and social cohesion, as in Ireland, Denmark and Italy, and consultative European works councils "owe much of their inspiration" to trade unions, said the report.

Basler Zeitung

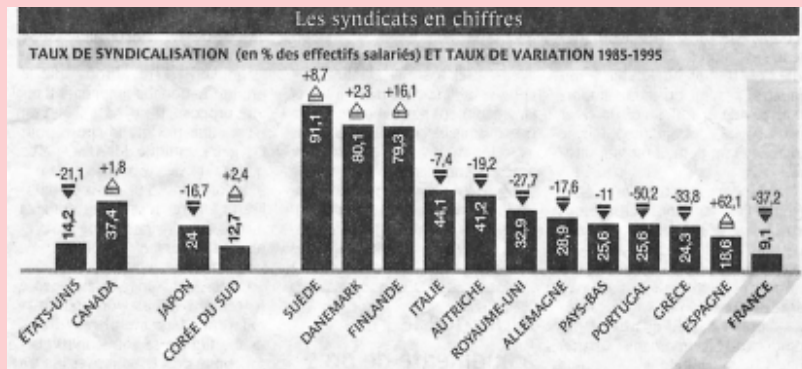
4. November 1997

«Globalisierung schwächt Staat, Gewerkschaften und Verbände»

Als Folge der Globalisierung habe die traditionelle «industrielle Demokratie» überall in der Welt gelitten, meint der neueste World Labour Report 1997-1998 der Internationalen Arbeitsorganisation (IAO) in Genf.



Michel Hansenne, Generaldirektor des Internationalen Arbeitsamtes in Genf, hat gestern den Jahresbericht über die Arbeit in der Welt präsentiert. Die «industrielle Demokratie» stehe auf dem Spiel.



Le taux de syndicalisation dans le monde a baissé au cours de la décennie 1985-1995, selon le Bureau international du travail (BIT)

Le Monde

6 novembre 1997

La représentation syndicale diminue partout dans le monde

D'après le BIT, la France est particulièrement touchée par ce phénomène

Une étude du Bureau international du Travail constate que la crise du syndicalisme, notamment dans les pays industrialisés, s'accompagne d'un abandon général des modes d'organisation traditionnels du travail. La globalisation des échanges, la mobilité des capitaux et l'apparition de nouveaux métiers en sont les causes.

L'AUTONOMIE accrue des entreprises, l'individualisation des relations de travail et surtout la désyndicalisation sont les évolutions dominantes à l'échelle de l'ensemble des économies mondiales,

selon un rapport publié, mardi 4 novembre, par le Bureau international du travail (BIT) à Genève. "De plus en plus d'individus se retrouvent seuls et sans voix face à la loi du marché", écrivent les auteurs de l'étude en constatant que "les relations professionnelles ne parviennent plus aussi bien à (...) garantir un équilibre harmonieux dans la production et la distribution des fruits de la croissance."

Ces observations prennent tout leur relief à l'heure où le conflit des routiers s'étend dans la France entière, un pays qui connaît l'un des taux de syndicalisation les plus faibles du monde, légèrement supérieur à celui de l'Indonésie et de la Thaïlande. Avec seulement 9,1% des effectifs salariés affiliés à une organisation de défense de leurs droits, la France a connu une chute de ses effectifs syndiqués de 31,2% en dix ans, uniquement comparable dans son ampleur à ce qu'on peut observer dans d'anciens pays du bloc de l'Est comme la Pologne ou la République tchèque.

singulièrement, où les associations patronales sont en butte à des difficultés et où l'utilité de la négociation collective est remise en question. "L'époque, dit l'OIT, est à la diversité, à l'ajustement, au changement et au mouvement." C'est, à ses yeux, le passage obligé si l'on veut mettre en marche une nouvelle dynamique sociale et sortir les relations professionnelles de leur crise actuelle.

LE FIGARO

premier quotidien national français

4 novembre 1997



Le syndicalisme érodé par la mondialisation

La mondialisation a accéléré la baisse de représentativité des organisations syndicales mais aussi patronales, constate le dernier rapport de l'OIT.

La mondialisation de l'économie bouleverse les rapports sociaux et impose une nouvelle distribution des rôles. L'Organisation internationale du Travail prévoit ainsi une ère de moindre intervention des gouvernements, une plus grande autonomie des entreprises et une place plus pragmatique des syndicats pour garantir la démocratie et la justice sociale.

Dans son rapport annuel publié à Genève, l'OIT constate l'actuel désordre d'une situation où les taux de syndicalisation baissent

RHEIN-ZEITUNG

28. Oktober 1997

Arbeit in Landwirtschaft ist gefährlich

Beschäftigte in der Landwirtschaft sterben einer Studie zufolge doppelt so häufig bei Arbeitsunfällen wie Angehörige anderer Berufsgruppen. Von weltweit 1,3 Milliarden Beschäftigten im Agrarbereich kämen jedes Jahr mindestens 170.000 ums Leben, erklärte die Internationale Arbeitsorganisation (ILO) in Chicago. Besonders unfallträchtig ist die Arbeit mit Schneidewerkzeugen und großen Maschinen wie Traktoren oder Mähreschern.

Frankfurter Allgemeine

ZEITUNG FÜR DEUTSCHLAND

28. Oktober 1997

300 Millionen Kinder müssen arbeiten - Neue Konvention angestrebt / Schäden an Leib und Seele / Konferenz in Oslo

Die IAO schätzt die derzeitigen Bedingungen für ein neues internationales Vertragswerk gegen die ärgsten Auswüchse der Kinderarbeit als günstig ein, weil das Wissen um Ausmaß und Brutalität von solchen Arbeitsverhältnissen gewachsen sei. Die Konvention soll 1999 zur Unterzeichnung bei der IAO vorliegen.

The Jakarta Post

The journal of Indonesia today

27 October 1997

ILO intends to eliminate child labor menace

"The war against the child labor is being won, and it can be won in all countries in the coming 15 years," says Director General of the ILO Michel Hansenne.

"How? By adopting a four-point global campaign that includes mobilizing political will, backing it with a time-bound action program that includes ending all extreme forms of child labor immediately, adopting a new international Convention against such extreme forms of child exploitation and translating the power of worldwide concern and international social and economic policy programs."

ABC

28 de octubre de 1997

La Conferencia de Oslo estudia "soluciones diversas" para erradicar el trabajo infantil - 250 millones de niños ejercen oficios tanto en países pobres como ricos.

Niños atrapados por la pobreza. Niños, sobre todo, de Asia, continente al que la Organización Internacional de Trabajo (OIT) le otorga un porcentaje del 61 por ciento sobre el total de 250 millones de trabajadores. Niños atrapados por los propios riesgos de muchos de sus oficios, que ocupan en algunos casos hasta dieciséis horas de cada día de su corta vida. Son riesgos físicos, con posibilidades evidentes de mutilaciones, quemaduras, lesiones por aplastamiento ... y psíquicos.

The Guardian

October 30 1997

The curse of child labour - Many causes, but one responsibility

UNICEF and the ILO warn against oversimplified generalisations about child labour. There is a lack of reliable and comparable statistics, and those that are produced may exclude whole categories of working children in "traditional" sectors. It is not even clear whether the trend is upwards or down. There is some evidence of a decline in Asia as living standards rise while numbers have increased in Africa under multiple social and economic pressures. (These range from civil war to the HIV/AIDS pandemic which leaves many children as head of households.) Absolute numbers are rising because population is increasing. Causes range from income distribution to the status of women.

...We have a special responsibility in tackling child labour in its most extreme forms. These include child prostitution which is closely linked to the international tourist sex market, and the phenomenon of child soldiers in conflicts which the international community has failed to prevent. To regard the exploitation of the young in any form as a fact of life is simply unacceptable.

(continued from p. 13)

of developing countries, while economically active children between the ages of 5 and 14 comprise 10% of the total economically active population, 70% are engaged in agriculture.

Not all rules apply to agriculture

Although conditions vary greatly from country to country, agriculture tends to be excluded from many national labour laws and it is not subject to any comprehensive international standard. Where regulations exist, they are often sporadically applied due to inadequate legal provisions, low levels of unionization and insufficient labour inspection.

In addition to legislative shortcomings, some disadvantages common to most agricultural work include:

- Use of multiple technologies in dissimilar environments, from highly mechanized commercial agriculture to intensive small-scale subsistence agriculture;
- Dispersal of the workforce in remote areas where health services and communications systems are often inadequate or inferior to those in urban areas;
- The wide variety of jobs performed by agricultural workers, especially in small-scale farming, often using inadequate equipment;
- Environmental factors such as working outside in all types of weather, making it difficult to modify working conditions (as for example when sudden gusts of wind arise during the application of pesticides, or rainstorms during harvesting);
- Inadequate application of safety technologies in agriculture compared with industry.

Dangers to life and limb

Major threats to agricultural workers are cutting-tools and machinery (such as tractors and harvesters). More than one-third of the deaths in farm occupations worldwide occurred in tractor-related incidents.

A study carried out by the Brazilian Institute on Occupational Safety and Health showed that nearly 40% of the total injuries reported involved manual tools, 88% of which were cutting tools and 12% machinery. Among the accidents provoked by machinery, 38% involved tractors.

In Chile, the labour inspectorate reported in 1993 that injuries due to

machinery and tools accounted for more than one-third of all cases of occupational injury.

In the US, the National Institute of Occupational Safety and Health identified machinery-related accidents as the second leading cause of traumatic occupational fatalities. Tractors had both the highest frequency and fatality rates of all machinery types, followed by harvesting machinery and power tools.



Classet/ILO

A pesticide peril

Exposure to pesticides and agrochemicals constitutes another major risk for farm workers, accounting in some countries for as much as 14% of all occupational injuries in the agricultural sector and 10% of all fatalities.

Deficiencies in national reporting systems make data on pesticide poisoning notoriously underestimated. Developing countries consume more than 20% of the world production of agrochemicals, which are responsible for approximately 70% of the total cases of acute poisoning in the working population; i.e., more than 1.1 million cases. The World Health Organization (WHO) estimates the total cases of pesticide poisoning worldwide at between 2 million and 5 million workers each year, of which 40,000 are fatal.

Central America, where the ILO operates a number of technical cooperation programmes, is illustrative but by no means exceptional. During the 1980s the importation and use of agrochemicals in the Central American region reached an annual average of 53,600 tons. More than 2,000 cases of acute poisoning were reported each year from countries in the region.

In Costa Rica, an extensive study of agrochemical use showed as much as 4 kilograms of pesticide used annually

per capita during the last decade, eight times the 0.5 kg. average for the whole world population. In the period 1980-86, the official annual pesticide poisoning rate for the total wage earning population was 5.3 per 100,000 workers, and the average annual fatality rate was 1.7 per 100,000 compared with 0.3 per 100,000 in the United States in the same period. More than half of the victims (56.5%) were agricultural workers, with field workers accounting for 90% of the occupational poisonings, most of which occurred during the spraying of fields.

Experience elsewhere in Central America illustrates the very real difficulty of getting an accurate picture of the levels of pesticide poisonings due to under-reporting.

In Panama, for example, data from the Ministry of Health shows the rate of intoxication due to pesticide exposure at 5.6 per 100,000 in 1995. However estimates from the Social Security Institute (SSI) indicate that the rate in 1995 should have been 3,000 per 100,000. Taking into account that the SSI covers only 8.8% of agricultural workers, and the total number of occupational accidents registered in 1994 was 3,991, the expected number would be 9,651 if the total number of economically active agricultural workers in the country had been considered.

High risk, low benefits

In countries throughout the world, agricultural workers are often excluded from any employment injury benefit or insurance scheme. Administrative procedures for collecting injury records are often insufficient, thus reducing the incentive to report injuries or provide resources for compensation.

Since 1993, the ILO has worked with authorities and representatives of employers and workers in Central America to establish national policies on occupational safety and health in agriculture for the protection of agricultural workers, prevention of occupational accidents and diseases in agriculture, and protection of the environment. The project strategy includes updating of legislation, development of preventive health surveillance systems, improved information and training, and an environmental protection approach to dealing with agrochemicals. □

**The International Conference on Occupational Health and Safety in Agriculture was held in Itasca, Illinois on 22-25 October, and was sponsored by the US National Safety Council with the cooperation of the ILO.*

In print

Media shelf

ACOPAM publications

■ The ILO programme "Organizational and Cooperative Support to Grassroots Initiatives" (ACOPAM) is an instrument in the fight against poverty. Its objective is to strengthen organizations created by impoverished populations, both men and women, to overcome their difficulties and satisfy their needs.

The activities of these organizations focus on essential aspects of development in Africa: food security and self-sufficiency, the sustainable management of natural resources, access to credit and development of savings, and the financing of health care.

ACOPAM action takes place at several levels:

- strengthening of associative, cooperative and mutual organizations (ACMO) at the grassroots level;
- support for the professionalization of federative organizations;
- development of the capacities and skills of support structures (NGOs, projects, service providers) to ACMOs;
- support for the reform of legislative and political frameworks and the formulation of programmes affecting ACMOs.

ACOPAM action contributes to the creation of self-employment, the increase of productivity and the extension of social protection.

ACOPAM has developed partnership relations with a number of rural development partners in west Africa and works with several cooperation agencies (World Bank, EU, USAID, FAC).

On the basis of field tests carried out in many countries, ACOPAM produces, with its partners, validated methodological tools which are disseminated among the different rural development participants.

This dissemination takes various forms, including: publications, seminars, training of trainers, networks.

ACOPAM publications are mainly directed to persons involved in the implementation of specific action in the field; i.e., officials of peasant organizations or projects, trainers, staff of support structures, experts and consultants.

The main series deal with:

- rural infrastructures and

- irrigation management;
- cereal bank management;
- natural resource management;
- gender and development;
- mutual health benefit funds;
- marketing and export.

In many cases, ACOPAM publications have been adapted to various ecological, linguistic or socio-economic contexts at the request of different participants and cooperation agencies.

Thus, for example, within the framework of its support for irrigation schemes, ACOPAM has drawn up, tested and val-

idated a very innovative functional literacy programme. Initially used within the Niger Delta, this programme is now widely applied in several countries of the Sahel. It has frequently been adapted to the management of other activities such as handicrafts, vegetable cropping, the operation of cereal mills, cattle breeding, the collection of savings and the distribution of credit. It has also been translated into several national African languages: Bambara, Pulaar, Wolof, Tamacheck, Songhai, Dagara, More, Bozo and others.

A recent study confirmed the

interest shown in ACOPAM publications by development partners.

ACOPAM is the result of an active partnership between African countries, Norway and the ILO.

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The complete list of adaptations, the catalogue, as well as the price list of publications can be obtained on request. Most publications are available only in French at present.

Other publications

■ **Gender and jobs: Sex segregation of occupations in the world.** By Richard Anker. ISBN 92-2-109524-X. 1997. Swiss francs 45.

This comprehensive analysis of the levels and recent changes in the sex segregation of occupations is based on a unique ILO data set which contains detailed occupational data from 41 economies worldwide. Well over half of all non-agricultural workers in the sample economies work in an occupation where at least 80 per cent of the workforce is either male or female. This harms economic efficiency and labour market flexibility while perpetuating and reinforcing gender stereotypes. A number of findings will surprise readers: higher occupational segregation in Scandinavia compared to other industrialized countries, lower occupational segregation in Asia compared to Europe, the recent decreases in segregation in only some parts of the world, and the truly restricted and sex-stereotyped choice of occupations open to the world's women.

■ **The sex sector: The economic and social bases of prostitution in Southern Asia.** Edited by L. Lean Lim. ISBN 92-2-109522-3. 1997. Swiss francs 35.

Recognizing that prostitution has strong economic and social bases, the authors of this study focus on the commercial sex sector and its institutional structures, and connections with the national economies of Indonesia, Malaysia, the Philippines and Thailand as well as the international economy. The book examines how vested economic interests and unequal social relations between the sexes and between parents and children

interact with considerations based on human rights, workers' rights, morality, criminality and health threats to influence the legal stance adopted by governments and the social programmes targeting the sex sector. In addition to the national case studies, which include information from surveys of individual sex workers, this book has a chapter on the particular difficulties and issues relating to child prostitution.

■ **Management development: A guide for the profession.** Edited by Joseph Prokopenko. ISBN 92-2-109196-1. 1998. Swiss francs 45.

This guide provides practical information relating to the need to update management training and development approaches, methods and techniques in the light of global economic trends and new management practices. The principal aim of this book is to function

as an international state-of-the-art guide to managers, management consultants and management development professionals based on a solid theoretical approach and reflecting the best practices of business firms, public organizations, training and development institutions, business and management schools, and management consultants in various countries. Authored by experts in the field from around the world, it

achieves a proper balance between concepts and ideas on the one hand and practical suggestions on the other.

■ **Promoting gender equality at work.** Edited by Eugenia Date-Bah, ILO. Published by Zed Books, London & New York, in association with the ILO. ISBN 1-85649-454-3. (See p. 15).

■ **The African enterprises and the exports.** ILO/ACOPAM, Dakar, 1997, ISBN: 92-2-210513-3. Price: Africa: 6,000 CFA francs. Other continents: 22.50 Swiss francs or 90 French francs

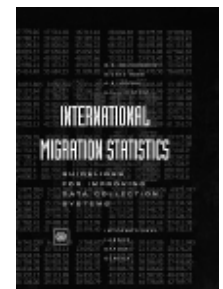
This guide is an attempt to enable economic organizations of producers (EOP) and other small and medium-sized enterprises to take sound decisions regarding exports, and to adopt strategies which match their activities and minimize the risks involved. It offers a method for undertaking and monitoring activities at the different stages of an "export" project.

Produced in co-operation with several African enterprises working in the export field, the guide is illustrated with a large number of examples. (See also *ACOPAM Publications*, p. 37)



■ **International migration statistics: Guidelines for improving data collection systems.** ILO, Geneva. ISBN 92-2-109517-7. Swiss francs 75.

The first comprehensive publication on this topic, this book aims at strengthening the capacity of countries to generate relevant and more meaningful data on international migration which would assist greatly in the formulation and analysis of migration policy.



International Labour Review

■ **International Labour Review**, Vol. 136 (Autumn), No. 3.

Employment – its level, distribution and quality – is the theme running through the articles in this issue. Andrew Britton focuses on the meaning of full employment, and explains that the concept refers to an equilibrium position which is acceptable on social as well as economic grounds. To economists "employment" always implies paid work in the production of socially useful goods and services. He would add individual well-being, equity and the quality of social life itself. The moral argument for pursuing policies to achieve full employment is powerful, and the policies are feasible if difficult, he argues.

The segregation of occupations by sex is one of the most important and enduring aspects of labour markets around the world, yet it interferes with the achievement of both economic efficiency and equity objectives. In this issue there are two articles on the subject – one on the theoretical explanations, the other an empirical examination of its extent in the Nordic countries. The first of these, by Richard Anker, discusses neo-classical and human capital theories, institutional and labour market theories, and non-economic and feminist gender theories. While all are supported to some extent by the evidence, "gender theories provide the most compelling explanations for the sex segregation of occupations". In the other article, Helinä Melkas and Richard Anker examine the data for Finland, Norway and Sweden, which show a comparatively high degree of occupational segregation by sex. Economic and social policies may en-

sure that this does not translate into exceptional gaps in wages and income, but, as they argue, "a gender-segregated labour market is not something which should be taken as natural and inevitable..." It entails inefficiencies and inequality which only a much higher degree of integration of men and women across occupations can correct.

In recent decades technological innovations have had effects on both office construction and the nature of office work, but these effects are typically discussed independently. Christopher Baldry reminds us of the importance of seeing the interaction between the organization of work and the space within which it takes place. The construction of office space may be the result of strategic choices, but it reflects shifting gender relations in the workplace, views on the value of different occupations, attitudes about the importance of the quality of working life and priority given to managerial control. External images – e.g., the prestige projected by the edifice – can be undermined by a sense of worthlessness signalled to the occupants by the interior. He reminds us of the value of taking a broad look at the processes of change underway around us.

A current concern in many countries is the impact of trade liberalization on the level and distribution of employment. Tunisia and Morocco are beginning to implement the Association Agreements they each concluded with the European Union in 1995, which will mean a substantial reduction in the protection afforded their economies from competition with imports from the EU. In this issue, Mongi Boughzala examines the likely effect of the resulting reduction of their trade barriers on employment. This is an interesting case to follow

because it represents the next stage in North-South trade liberalization after the non-reciprocal benefits granted under GSP, Lomé and other agreements.

Devaluation has an economy-wide impact, shifting relative prices and incentives and thus affecting the level and distribution of employment and incomes. Four years on, one can ask whether the dramatic effects of the CFA franc devaluation foreseen at the time have materialized. The *perspective* in this issue shows that the devaluation was "effective", in that its benefits were not eliminated by ensuing inflation, but the dynamic gains that many hoped would lead to greater and more productive employment have not yet been realized. Nevertheless, subregional integration agreements reached at the time as well as reforms undertaken since then have helped to create conditions for future improvements in the level and quality of employment.

The *books* section starts with a review of an important new book on reconciling work and family responsibilities. Several other books, from the ILO and other publishers, which contribute to our understanding of gender relations in employment are noted. Others take up the health and safety risks faced by child workers, the subject of discrimination against or in favour of ethnic minorities and workers with disabilities, the explanations for the existence of urban poverty ghettos, the violation of trade union rights, labour arbitration, European human rights, and "good taxes" such as the Tobin tax. Finally, the ILO's just-released *World Labour Report 1997-98* is highlighted.

ILO launches new poster series

A new series of posters focused on major areas of ILO activities is now available. Employers' and workers' organizations, trade unions and other organizations active in the promotion of fundamental human rights in the workplace may receive limited quantities (posters appear in English, French, Spanish, German, Russian and Arabic).

Requests should be made to ILO Offices around the world, including Abidjan (Tel. +226/81.86.39), Beirut (Tel. +96.11/37.15.76), Dakar (Tel. +221/83.17.89), Geneva (Tel. +41.22/799.81.11), London (Tel. +44.171/828.64.01), Moscow (Tel. +7.095/928.50.28), Montevideo (Tel. +598.8/98.06.87), New Delhi (Tel. +91.11/480.21.01), Paris (Tel. +33/1.46.68.33.50), Washington (Tel. +1.202/653.76.52).



Discrimination constitutes a violation of human rights

"Discrimination, regardless of its form, constitutes a violation of the fundamental rights and freedoms of all human beings."

Discrimination is a violation of the rights of all human beings. It is a violation of the rights of all human beings, regardless of their race, sex, religion, political opinion, or other status. Discrimination is a violation of the rights of all human beings, regardless of their race, sex, religion, political opinion, or other status.



International Labour Organization



"Freedom of expression and of association are essential to sustained progress."^{1,2}

"Freedom of expression and of association are essential to sustained progress."

Freedom of expression and of association are essential to sustained progress. Freedom of expression and of association are essential to sustained progress.



International Labour Organization



"Forced or compulsory labour is prohibited"*

"Forced or compulsory labour is prohibited."

Forced or compulsory labour is prohibited. Forced or compulsory labour is prohibited.



International Labour Organization



Stop child labour

"Stop child labour."

Stop child labour. Stop child labour. Stop child labour.



International Labour Organization



Equal pay for men and women for work of equal value*

"Equal pay for men and women for work of equal value."

Equal pay for men and women for work of equal value. Equal pay for men and women for work of equal value.



International Labour Organization

L'OIT et le travail des enfants

La lutte contre le travail des enfants est une priorité pour l'Organisation internationale du Travail (OIT), et ce depuis sa création en 1919. Les Etats membres de l'OIT ont adopté douze conventions internationales du travail qui se rapportent directement au travail des enfants. L'OIT a lancé une grande offensive contre cette pratique avec son Programme international pour l'abolition du travail des enfants (connu sous le sigle anglais IPEC), qui se propose d'aider les Etats membres à mener des activités sur le terrain afin de régler les problèmes liés au travail des enfants.

Depuis 1992, les activités de l'IPEC ne cessent de croître. En 1992-93, 155 programmes d'action ont été mis en œuvre. En 1994-95, ils ont presque triplé : 447 programmes d'action et mini-programmes. Le nombre total de programmes approuvés en 1996-97 s'élève aujourd'hui à 442, ce qui porte le nombre total de programmes IPEC à plus de 1000.

Pour de plus amples informations, prière de s'adresser au Programme international pour l'abolition du travail des enfants (IPEC) :

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