

WORLD OF Work

THE MAGAZINE OF THE ILO

People on the move: Globalization's impact on migration



INTERNATIONAL LABOUR OFFICE



The ILO in history



The ILO and gender: The long march

Twenty five years ago, a thousand delegates in the main conference hall of the Palais des Nations in Geneva were all ears. "All measures shall be taken to guarantee women's right to work as the inalienable right of every human being", stipulated the text of the solemn Declaration which had just been presented to the 60th International Labour Conference. Thunderous applause hailed its approval.

It was a modest triumph for Mrs. T. Diallo, the government delegate from Senegal, who had just summarized the deliberations of the Commission on Women Workers. She assessed both the merits of the adopted text and the many miles still left to travel. That year, 1975, was also proclaimed International Women's Year. Among the other eminent personalities addressing the ILO Conference, Mrs. Sipilä would be Secretary-General of the World Conference on Women set to take place several weeks later in Mexico City under the auspices of the United Nations.

Yet despite the breathless sense of progress, the reality was quite different. Women were arriving *en masse* on the labour market without a change in either laws or mentalities. An ILO report indicated that in France women represented only one-fifth of all university students of technological institutes. The United Kingdom registered 110 female apprentices – among 112,000 boys! Everywhere, the gap between male and female salaries was enormous. In the ILO itself, the personnel policy was not at the intended level.

Yet the march of women to the workplace proved unstoppable. During the Decade for Women, between the conferences in 1975 and 1985, the number of working women increased by more than 100 million. For its part, the ILO's plan of action adopted in 1975 was to contribute to the evolution of national policies and practices. And it would only be 20 years later that the Fourth World Conference on Women in Beijing – marked by an unprecedented number of NGO participants – would adopt a "platform" comprising, among other things, the fight against female poverty and the elimination of violence against women. The contribution of the ILO to this programme would also be substantial.

This year, the ILO is participating in Women 2000 to be held on 5 to 9 June at the UN in New York to assess progress since Beijing. The ILO will put in a strong appearance, not only by its updated standards and research, but also due to the decisions of the new Director-General: from now on all programmes will have a gender component and, in the framework of the administrative reorganization, several new programmes are headed by women. Things have come a long way since 1975.

– Michel Fromont

WORLD OF
Work

World of Work magazine is published five times per year by the Bureau of Public Information of the ILO in Geneva. Also published in Chinese, Czech, Danish, Finnish, French, German, Hindi, Hungarian, Japanese, Norwegian, Russian, Slovak, Spanish and Swedish.

- Editor:
Thomas Netter
- German edition:
Hans von Rohland
- Arabic edition:
Khawla Mattar
ILO Office, Beirut
- Spanish edition:
In collaboration with the
ILO Office, Madrid
- Production Manager:
Kiran Mehra-Kerpelman

This magazine is not an official document of the International Labour Organization. The opinions expressed do not necessarily reflect the views of the ILO. The designations employed do not imply the expression of any opinion whatsoever on the part of the ILO concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

Reference to names of firms and commercial products and processes does not imply their endorsement by the ILO, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

Texts and only ILO photographs may be freely reproduced with mention of source. Written notification is appreciated.

All correspondence should be addressed to the Bureau of Public Information, ILO, CH-1211 Geneva 22, Switzerland.

Tel. +4122/799-7912
Fax +4122/799-8577
<http://www.ilo.org>

Readers in the US should send their correspondence to the International Labor Office, Washington Branch, 1828 L Street, NW, Suite 801, Washington, DC 20036.
Tel: +202/653-7652
Fax: +202/653-7687
Printed by SRO-Kundig SA, Geneva

ISSN 1020-0010

CONTENTS

Cover story: Migrants

In a world of winners and losers, the losers go looking for work:
Globalization's impact on migration 4

Geneva: ILO Governing Body Concludes 277th Session

- Decisions on social dimensions of globalization, Myanmar**
- ILO Declaration on Fundamental Principles and Rights at Work on agenda 7
 - Women: ILO examines progress, looks ahead to Beijing+5 8
 - East Timor: Ramos-Horta speaks, ILO proposes crisis strategy 10

World: An agenda for decent work

- ILO Director-General delivers policy statements on globalization in New Delhi, Washington, Bangkok and Durban 12

India: Child labour

- Indian children trade hazardous work for three R's
- Interview with Dr. L. Mishra, Secretary (Labour), Government of India 14

Latin America: Becoming “partners in knowledge”

- In Uruguay, workers and employers join hands to save jobs and increase profits 16



How a new ILO programme is planting the seeds for new jobs and new businesses, SEE SPECIAL INSERT

- **Dar-es-Salaam:** Changes in the way women work is not just rubbish 18
- **Manila:** A “negosyante” shows how improved working conditions can help sell more shoes 20
- **Kosovo:** Postwar “biznes” is rebuilding the job market 22

News in brief 27

- Media: Increasingly, the new media is freelance, female and swamped with e-mail
- Workers' rights: Two major German companies sign an agreement on globally valid labour standards
- Obituary: Gerd Muhr
- Social reinsurance: ILO/World Bank/University of Lyon team wins big
- ILO and UNV: International Year of Volunteers
– *With volunteers fighting child labour in India*
- Map: Ratifications of ILO Worst Forms of Child Labour Convention, 1999 (No. 182)



Features

THE ILO IN HISTORY	2
WORKING WORLD	25
AROUND THE CONTINENTS	32
LETTERS TO THE EDITOR (NEW)	34
IN THE PRESS	35
MEDIA SHELF	37
SEED PROGRAMME	40

Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 175 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.

Globalization's "losers" become its movers

As economic borders fall, migrants come flooding in

Far from reducing international migration flows – by moving products instead of people – globalization will give rise to increased migration pressures in the years ahead. A new book published by the ILO – Workers without Frontiers: The impact of globalization on international migration¹ – argues that flows of goods and capital between rich and poor countries will not be large enough to offset the needs for employment in poorer countries. Instead, social disruption caused by economic restructuring is likely to shake more people loose from their communities and encourage them to look abroad for work.

GENEVA – The total number of migrants around the world now surpasses 120 million – up from 75 million in 1965 – and continues to grow. So says “Workers without Frontiers”, a new book on the impact of globalization on global migration.

“In a world of winners and losers, the losers do not simply disappear, they seek somewhere else to go”, says the book’s author, Peter Stalker.

The ability to find good jobs and earn much higher pay is the prime reason people are emigrating today:

- A 1996 survey of 496 undocumented Mexicans in the United States found that they earned an average of US\$31 per week in their last Mexican job compared to US\$278 per week in the United States, an earnings ratio of 9:1

- In 1997, Indonesian labourers earned US\$0.28 per day in their country versus US\$2 or more per day in neighbouring Malaysia

- In 1995, hourly labour costs in manufacturing stood



at US\$ 0.25 in India and China, US\$0.46 in Thailand, US\$ 0.60 in Russia, US\$1.70 in Hungary and US\$2.09 in Poland against US\$13.77 in the United Kingdom, US\$ 14.40 in Australia, US\$16.03 in Canada, US\$17.20 in the United States, US\$19.34 in France, US\$23.66 in Japan and US\$31.88 in Germany according to a study² quoted by the author.

The book finds that falling prices for transportation and the increased speed of communication have changed the character of international migration, making it much less a permanent move. By 1990, air transport costs per mile had dropped to 20 per cent of their 1930 level. Between 1930 and 1996, the cost of a three-minute telephone conversation between London and New York fell from US\$300 to US\$1.

“These changes have made departures to unknown lands less daunting and traumatic,” Stalker says. “Migration flows, as a result, have become more complex and diverse.”

Didier Bregnard

Humans in greater supply

One major shift is that many more countries have become suppliers, receivers, or both of these of international labour migrants. An ILO analysis of current

migration patterns in 152 countries showed that between 1970 and 1990, the number of countries classified as major receivers of labour immigrants rose from 39 to 67. Over the same 20 years, the number of countries designated as major international

labour suppliers rose from 29 to 55.

As a sign of the increasing complexity of migration patterns, the number of countries which functioned as both major senders and receivers of migrants rose over the same period from four to 15.

MIGRATION: A TRULY GLOBAL PHENOMENON HERE IS A REGION-BY-REGION RUNDOWN ON THE MIGRATION SITUATION IN THE WORLD TODAY

United States – Studies quoted by the author highlight the fact that the jobs held by recent immigrants are significantly more exposed to foreign competition than those held by nationals. Mexican immigrants, says the book, are over-represented in economic sectors – such as agriculture and garments – “that are at greatest risk from import penetration”. Indeed, “many of the industries that have demanded protection from foreign competition are also those that employ large numbers of immigrants”. In 1991, the US Department of Labor estimated that “73 per cent of all workers employed in US crop production were foreign-born”.

Latin America – While most migrants head northward to the United States, there exist other, slower flows to Argentina, Brazil and Mexico. An estimated 200,000 undocumented migrants from Bolivia, Paraguay and Peru live and work in Argentina, for example. Mexico draws Central Americans, many of them on their way further North.

Western Europe – Germany acted as a magnet in the years following the collapse of the fall of the Berlin Wall. In the years 1988-94, net immigration into both parts of Germany totaled 4 million, of whom 2 million ethnic Germans from the former Soviet Union.

Former Soviet Union – More than 9 million former Soviet citizens moved following the collapse of the communist regime. Among them were many ethnic Russians who found themselves unwelcome in what had become new republics: some 2.7 million moved to Russia between 1993 and 1996. Others moved in search of work. There were 350,000 legal foreign workers in Russia in 1996, and 400,000 undocumented foreigners are thought to be living in Moscow alone.

Persian Gulf – The oil price rise after 1973 triggered an explosion in the demand for labour, particularly in construction. Between 1975 and 1990, the number of immigrants in the seven States of the Gulf Cooperation Council, rose from 1.1 million to 5.2 million, representing 68 per cent of the labour force. Millions however had to leave as a result of the Gulf war in 1990-91. Many have since returned. In spite of statements to the contrary, States in the region remain as dependent as ever on foreign

workers. “In Kuwait in 1996, of a total labour force of 1.1 million, only 176,000 were Kuwaiti citizens.”

East and Southeast Asia – In Japan, labour shortages became so acute in the late 1980s that numerous immigrants were allowed in temporarily, on short-term contracts. The number of registered foreign residents ballooned as a result, reaching 1.36 million in 1995 – nearly 1.1 per cent of the population. In addition, some 300,000 persons who entered the country as tourists are thought to have overstayed their visas.

The newly industrialized economies (NIEs) of Singapore, Hong Kong (China), the Republic of Korea and Taiwan (China) have all attracted large contingents of unskilled workers even as they try to control the inflow. Singapore has the tightest system, imposing severe sanctions on employers of illegal immigrants. “But even here”, says the book, “there are reports of increasing numbers of undocumented workers.”

Countries of the next generation of NIEs, such as Thailand and Malaysia, are both sources and destinations for migrant workers. In 1997, before the economic crisis, Thailand was host to 600,000 migrants, but also had 372,000 Thai workers spread around Asia. Indonesia exports unskilled labour to the Middle East, Malaysia and Singapore and imports skilled workers, mostly from India and the Philippines. “By the middle of 1997, there were thought to be over 6.5 million foreign workers in seven Asian countries or areas: Japan, the Republic of Korea, Malaysia, Singapore, Thailand, Hong Kong (China), and Taiwan (China).”

In a number of Asian countries the majority of emigrants today are women, generally working as domestic servants in the Middle East, Singapore and Hong Kong (China). This is the case for 69 per cent of migrants from Sri Lanka, 65 per cent from Indonesia and 55 per cent from Thailand.

Africa – Flows of undocumented immigrants into South Africa “have increased markedly in the post-apartheid era”. Their precise numbers are a matter of controversy with estimates ranging from 3 to 8 million, most of whom come from neighbouring Mozambique, Zimbabwe and Lesotho.

Stalker points out that migration flows are “distorted by social and political pressures as host communities become more resistant to new arrivals”. Governments which do little to interfere with flows of trade and finance “take much more resolute action when it comes to people,” he says. This has little impact on the overall number of migrants worldwide, but it does affect migration patterns. It has also favored the emergence of a commercial “migration industry” helping migrants, for a fee, to secure visas, transportation and employment. And it has spurred the growth of illegal trafficking.

“In Europe in 1993, some 15 to 30 per cent of undocumented immigrants were thought to have used the services of traffickers,” the book says. “In the case of asylum applications, the proportion is even higher: 20 to 40 per cent.”

As an enterprise, trafficking is highly lucrative. Smuggling someone by car across an Eastern European border or by boat from Morocco to Spain might be worth US\$500, but a sophisticated travel package for an undocumented migrant from China to the United States can cost up to US\$30,000. The book quotes a study which estimates that the trafficking in undocumented migrants brings in from

US\$5 billion to US\$7 billion per year.

“This illegal flow of workers has created a large market for forged documents,” says the book, adding that Bangkok “has developed into a major production centre” for forged documents, mainly Korean and Japanese passports – worth about US\$2,000 apiece – used by Chinese emigrants to travel on to other parts of the world.

“Many people also lubricate the flow of migrants by offering financing,” Stalker points out. Some are long-term loans to be paid off over years. But short-term financing is also available. Bolivian peasants who wish to enter Argentina as tourists must show to immigration officials the equivalent of US\$1,500 in spending money. This, says Stalker, “has created a new form of financial intermediary, demanding what must be a world record interest rate. For the hour or so it takes to cross the border, bus companies and others will lend migrants the necessary cash – for a 10% fee.”

Living standards are decisive

As always, differences in living standards explain the direction of migration flows. In terms of GDP per capita, the ratio between the United States and Mexico, for example, is 6 to 1. Between Germany and Poland, it is 11 to 1, Stalker says.

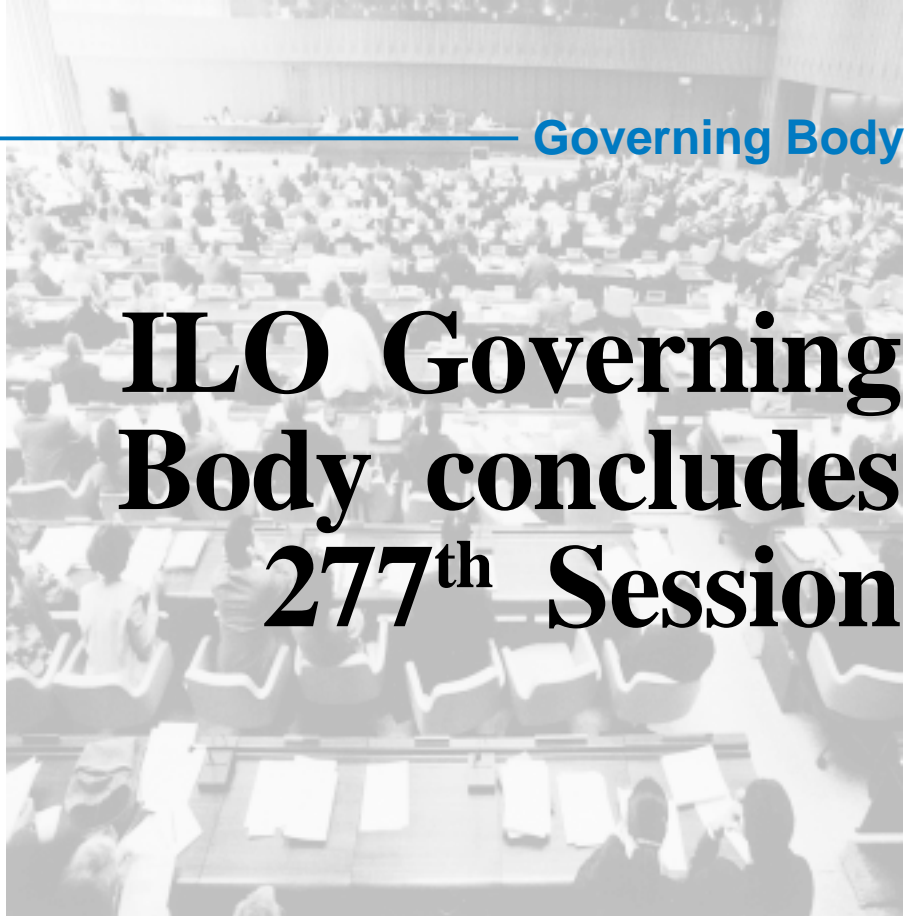
A more realistic indicator of the potential for migration is the difference in wage rates for occupations which are open to immigrants. These vary considerably from country to country, though immigrants tend almost everywhere to be highly concentrated in certain sectors.

“In the United States, the sector in which the share of immigrants is highest is agriculture,” the book says. “In Belgium and the Netherlands, it is the extraction and processing of minerals; in Denmark, Germany, Australia and Canada, it is manufacturing; in France and Luxembourg, it is construction and civil engineering; in the United Kingdom, it is services.”

When a free and rapid exchange of information across national borders exists, such as between Mexico and the United States, migrant workers can be very sensitive to changes in the labour market. A US study, by the Public Policy Institute of California, found that when



Keystone



ILO Governing Body concludes 277th Session

ILO/Didier Bregnard

California's economy boomed in the mid- to late 1980s, the state experienced brisk job growth and undocumented immigration peaked. On the other hand, when California suffered from a severe recession in the early 1990s, undocumented immigration fell.

Migration is also affected by conditions in the sending country. When the Mexican economy is in crisis, undocumented migration rises. One study concluded that a 10 per cent decrease in real wages in Mexico is associated with an 8 per cent increase in apprehensions of undocumented workers at the border.

It's nothing new, just more

The world has seen larger-scale migrations in previous eras – the slave trade and the European migration to the New World and Australia are cited as two examples in the book.

The most brutal transfers of people from one country to another resulted from the slave trade. Prior to 1850, an estimated 15 million slaves were transported from Africa to the Americas, and during the century following the abolition of slavery, more than 30 million people were moved as indentured workers.

Millions more also travelled voluntarily. Between 1846 and 1939, some 59 million people left Europe, with most heading to the Americas, while others went to Australia, New Zealand and South Africa.

While many people are concerned about what they perceive as burgeoning international migration, the largest flows historically occurred in the 100 years after 1815. The peak year for immigration into the United States occurred in 1915, when 1.2 million immigrants arrived, equivalent to 1.2 per cent of the total American population at that time. In 1996, the U.S. received 996,000 immigrants, which came to just 0.35 per cent of the population. □

¹ Workers without frontiers – The impact of globalization on international migration, by Peter Stalker, ILO, Geneva and Lynne Rienner Publishers, 2000, ISBN 92-2-110854-6. For orders in Switzerland, please contact: ILO Publications, route des Morillons 4, 1211 Geneva 22. For orders in the USA, please contact: Lynne Rienner Publishers, 1800 30th Street, Suite 314, Boulder, CO 80301-1026, Tel: +303/444-6684, Fax: +303/444-0824, Website: www.riennaer.com.

² Morgan Stanley and Co. Inc., 1996.

GENEVA – The Governing Body¹ of the ILO, in its 277th session, adopted conclusions on a wide range of subjects,

including a decision to broaden the Organization's examination of the social dimension of globalization, a decision to expand efforts to end forced labour in Myanmar, and the first review of the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, which was adopted in 1998. The 277th Session of the Governing Body was chaired by Mr. Jean-Jacques Elmiger (Switzerland).

In other matters:

A special Symposium on Decent Work for Women highlighted the challenge of eliminating gender-based discrimination in the workplace and paved the way for the ILO's participation in the upcoming United Nations' Conference "Women 2000: Gender Equality, Development and Peace for the Twenty-first Century". (See item: Women 2000, page 8)

The Governing Body voiced unanimous support for a reinforcement of ILO technical cooperation in favour of workers in the occupied Arab territories. It also endorsed the report of an ILO multidisciplinary mission to the West Bank and Gaza, which outlined 19 projects with a goal of strengthening the job and income-generating capacity of small and micro-enterprises.

The ILO Committee on Freedom of Association reached interim conclusions

on complaints involving Australia, Bangladesh, Bulgaria, Canada, Cuba, the Republic of Korea and Zimbabwe. It also heard a statement by the Nobel Peace laureate Ramos Horta (See East Timor, page 10)

Here is a wrapup of the Governing body's work:

Working Party on globalization

The broadening of the Working Party mandate also resulted in a change of name; the new group's deliberations will proceed under the title: Working Party on the Social Dimensions of Globalization. The Working Party, which is composed of all members of the ILO Governing Body, also pledged to increase contacts and cooperation with other multilateral agencies. The Governing Body endorsed proposals for the Office to beef up its research capacity on these issues, particularly via its newly established International Policy Group.

Launch of annual reporting review under the ILO Declaration

This Governing Body session marked the first-ever examination of annual reports submitted by Governments which have not yet ratified all the ILO fundamental rights Conventions. Meeting as a com-

mittee of the whole to permit countries which are not Governing Body members to speak about their own situations, speakers reaffirmed their commitment to the Declaration and its follow-up. Many stressed the importance of encouraging more replies from governments and the constructive role that employers' and workers' organizations can play in relation to reporting. In summing up this discussion, the Chairperson of the Governing Body pointed out the clear need for technical assistance and technical cooperation to assist governments to meet their obligations under the Declaration, and in creating conditions for the ratification and implementation of the fundamental rights Conventions.

Myanmar

In an action unprecedented in the ILO's 80-year history, the Governing Body set in motion a discussion in its June 2000 Conference, which could

result in an appeal to its other 174 member States to review their relationship with the Government of Myanmar (Burma), and to take appropriate measures to ensure that Myanmar "cannot take advantage of such relations to perpetuate or extend the system of forced or compulsory labour" practised against the country's citizens.

Invoking for the first time Article 33 of the ILO Constitution², the Governing Body recommended that the International Labour Conference, meeting in Geneva in June this year, "take such action as it may deem wise and expedient to secure compliance" by Myanmar with the recommendations of a 1998 Commission of Inquiry.

The 1998 Commission concluded that "the obligation to suppress the use of forced or compulsory labour is violated in Myanmar in national law as well as in actual practice in a widespread and systematic manner, with total disregard for the human dignity, safety, health and basic

needs of the people". An updated report by ILO Director-General Juan Somavia examined new evidence of the situation and concluded that an order issued by the Government of Myanmar on 14 May 1999, does not exclude the imposition of forced labour, in violation of the Convention, and "in actual practice, forced or compulsory labour continues to be imposed in a widespread manner".

– Source: ILO/00/10

¹ The Governing Body, composed of 28 government members, 14 employer members and 14 worker members, convenes three times annually. It is the executive arm of the ILO and takes decisions on the implementation of ILO policies and programmes. Ten of the government seats are permanently held by States of chief industrial importance. The remaining members are elected for three years by governments, workers and employers respectively, taking account of regional distribution.

² Article 33 is designed for use only in the event of a country failing to carry out the recommendations of an ILO Commission of Inquiry, which is itself a procedure reserved for grave and persistent violations of international labour standards.

GB277: Preview Women 2000

ILO examines progress, looks ahead to Beijing+5

In preparation for ILO participation in the upcoming United Nations Conference, "Women 2000: Gender Equality, Development and Peace for the Twenty-first Century", a special Symposium on Decent Work for Women during the Governing Body meeting highlighted the challenge of eliminating gender-based discrimination in the workplace.

Representatives of governments, workers' and employers' organizations as well as NGOs also participated in the Symposium. Among topics discussed were rights-based and development-based approaches; progress and gaps in decent work for men and women; promoting women workers' rights; a gender perspective on poverty, employment and social protection; management development and entrepreneurship for women; and gender in crisis response and reconstruction.

Here, key speakers identify existing

obstacles to gender equality, and propose initiatives and actions for the future. One of them, Prof. Bina Agarwal talks to World of Work on what remains to be done.

**Juan Somavia,
ILO Director-General:**

"We take another step towards globalizing social progress when we champion gender equality as a matter of rights and social justice, as well as efficiency and good business sense", the Director-General said. "In putting forward our decent work agenda, we have put gender equality and development issues at the heart of the ILO agenda." He noted that to chart future actions, it would be necessary to make breakthroughs in several areas. Poverty and rising inequality need to be attacked. Males still have a disproportionate share of wealth and females a

disproportionate share of poverty. Also, women's increasing participation in the labour force is perhaps the most important factor in determining the social policy agenda in the new century. It will be a challenge to come up with new systems that can offer protection to women and men in precarious activities. "Our decent work strategy is a way out of poverty

for women because it is based on principles of equality and equity at work and at home", Mr. Somavia stressed.



**Angela King,
Special Advisor to the
United Nations**

ILO/Didier Bregnard

World of Work talks to Bina Agarwal*



ILO/Didier Bregnard

WoW: How do you define decent work in the context of gender equality and the ILO's role?

Bina Agarwal: It seems to me that decent work at one level is very simple; that it needs to involve and provide secure and viable livelihoods for men and women. But it should also promote a sense of dignity and self worth. So I see decent work as having certain characteristics, but also as a process of moving towards greater equality and empowerment, and a greater voice in the community and in the country. It should be an enabling process. To achieve decent work, I believe a very essential component that has been missed out is equality of property rights, equality of property ownership and control. And what this means for many women in Asia, Africa and Latin America is ownership of land in particular, and productive assets.

WoW: What other elements are necessary for achieving decent work for women?

Bina Agarwal: Sharing housework, child care and elder care. We know that women have been carrying the double burden, so no matter how much we talk about lack of discrimination in the workplace, we must recognize that if there is an unequal share in housework, child care and elder care, whatever the laws might be in the workplace, women begin with an initial disadvantage. And over time I think that this is the responsibility of governments, of employers and of communities, and not just an issue of individual families. We need to devise ways in which communities can provide for child care and elder care and that the burden just does not fall solely on the families. There is a lot to be built in the future.

Traditionally we (in India and other developing countries) have had a notion of community; people live together, and if there is a crisis in villages and even small towns, women provide a network through which families can survive and cope. But a lot of those networks are breaking down with the notion of nuclear families, migration, and inevitably that is the direction in which communities and families will go. So we need to rethink different ways of reconstituting the community support structures on a more formalized basis.

Those two elements are essential in my view to bring about gender equality, but they are often left out of agendas.

WoW: What can the ILO do in this context?

Bina Agarwal: If one would really broaden the notion of one's understanding of what is necessary to promote decent work, then the ILO and other international bodies should work together. There are many international bodies which have been very concerned about issues of land rights. The Food and Agriculture Organization (FAO) for example, in agrarian reforms. The mandate should not be what one particular international organization can do, but to what extent it can work in tandem with other institutions to promote a larger vision of decent work and gender equality. Let us unpack the informal sector and recognize that very large numbers of women are still dependent on agriculture. It's not just micro enterprises or urban enterprises that we are talking about. We should go much further.

I also feel that a lot of issues get submerged when a phrase keeps getting repeated like "women's access to productive resources", and becomes one sentence amongst 50 other sentences, whereas in fact it is absolutely key. And what resources are we talking about? We are not just talking about a bit of credit. Often it has remained only at that. We must talk about the central distribution of property and resources. It could be land, it could be shares in companies, and financial assets on a much larger scale as well. Our focus should be concentrated on this issue.

WoW: What is your position on maternity leave?

Bina Agarwal: The organizations talk of equality in terms of parental leave, paternity and maternity leave. But it should not stop at that. Because these issues are only valid or become relevant when you are working in a context where leave is an issue. Here you are working in a completely informal context where you don't even have a formal employer because you are working on the family farm. But you are very much workers. You have a claim to the resource on which you are working which is the land or the asset. That is very important.

*Professor of Economics, Institute of Economic Growth, University of Delhi, India, was one of the ILO's guest speakers at the Symposium. She has written extensively. She wrote an article in Vol. 120 (1981), No. 1 of the ILO's International Labour Review (ILR): "Agricultural mechanization and labour use: A disaggregated approach." She is currently also an independent advisor to the ILR.

tions on Gender Issues and the Advancement of Women:

"...It is clear that there is still much too much gender inequality in women's access to economic opportunities and to actual economic empowerment", Ms. King

noted in her statement at the Symposium. "In most parts of the world, women still have no control of, or participation in, decision-making concerning capital, credit, property, technology, education and information. Yet they are working in growing numbers, and

feminization of labour is a recognized process." She said statistics had confirmed the fact that women bear the brunt of the burden of poverty. In rural areas, where most of the world's poor live, women are responsible for 70-80% of the on-farm labour in some countries.

Women all over the world are working long and hard for survival wages. “The challenge for us”, she noted, “is how to help them make these extraordinary efforts remunerative. This means that, using the ILO’s definition, we have to provide women with productive work in which their rights are protected.”

Bina Agarwal, Professor of Economics at the University of Delhi:

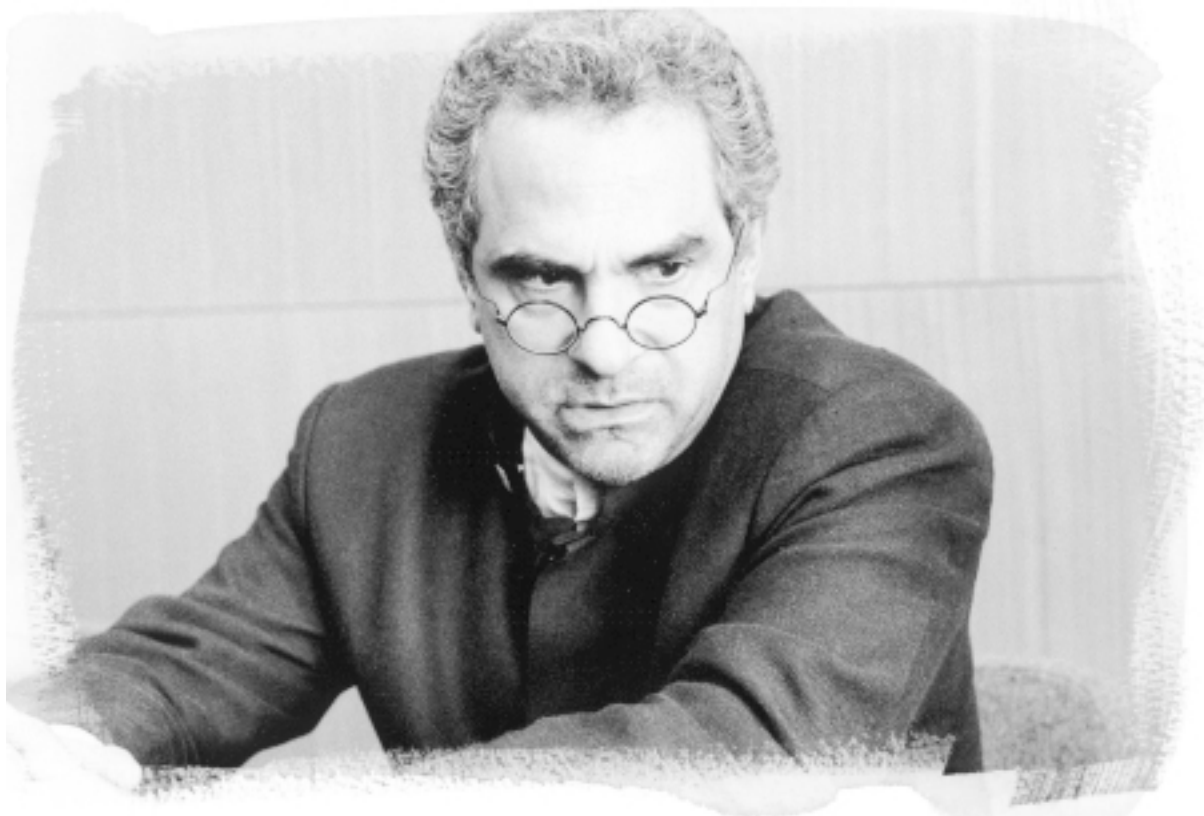
“Command over property implies not only rights in law, but also effective rights in practice,” says Ms. Agarwal, who has had a long-standing formal association with the ILO, publishing her earliest

piece on women and technological change in 1981 (*See footnote in box*). She focused on two aspects of gender inequality which centrally affect millions of women as workers, but she said had failed to receive the attention they deserve: the gender gap in command over property and productive assets, and gender-biased social perceptions and social norms. According to Ms. Agarwal, inequality in command over property is the single most important form of persistent economic inequality between women and men. This impinges centrally on their status both as workers, and as social and political actors. Although difficult to quantify, she said,

social perceptions and social norms enter almost every sphere of activity. They can affect economic outcomes for women in virtually every area, be it property rights, employment, or household allocations. In the labour market, gender, like race, often defines perceptions about abilities, and can lead to discriminatory hiring and pay practices. Women’s contributions are often undervalued because many do home-based unpaid work which is less visible in physical and monetary terms than wage work outside the home. Men are seen as the primary breadwinners, and women at best as helpers (*See box for interview*). □

GB277: East Timor post-crisis update

ILO crisis strategy for East Timor



ILO/Didier Bregnard

GENEVA—When they went to the polls in the UN supervised referendum on the future status of East Timor, nearly 80 per cent of the area's eligible voters voted for independence. Today, over 80 per cent of its working-age population is unemployed.

In the wave of violence which followed the announcement of the results of the referendum on 4 September 1999, more than 75 per cent of the entire population was displaced and more than 70 per cent of all private dwellings, public buildings and utilities were destroyed.

Unemployment is contributing to growing social unrest. Personal savings, where these might have existed, are quickly disappearing. Compounding the problem, the exodus of Indonesian professionals and technical staff dramatically cut into the capacity to manage administrative services such as schools, training facilities and employment centres.

"The impoverished population may well need to consume their remaining assets," says a project document, referring, among other scarce goods, to the seeds required for the next planting season.

In light of this devastation, the International Labour Office (ILO) has prepared a comprehensive plan for reconstruction, employment and skills training in East Timor. The proposed plan of

consolidated. But he warned that peace and stability might not be sustainable without creating jobs. He urged donor countries to "honour their commitments and fulfill peoples' expectations," emphasizing that the projects outlined by the ILO were "extremely important" and should start immediately, with links to other humanitarian programmes,

Assistance package

Assistance foreseen includes emergency employment in labour-intensive reconstruction schemes, the rehabilitation of public utilities, the promotion of small and microenterprises and microcredit, the rehabilitation and development of vocational education and training, and the establishment of employment registration and services. Complementary initiatives relating to labour administration, labour law and industrial relations are also outlined in the plan.

The cost of the total package of assistance programmes, to be implemented over a period of 3 years, is estimated at some US\$22.7 million. The ILO proposal integrates social concerns with the economic assistance programmes being developed by international financial institutions.

In a first, quick-impact phase, 2,000 unemployed unskilled workers would

- Assistance in the rehabilitation of public utilities and essential public services
- Training and microenterprise development (8,000 beneficiaries)
- Establishment of Local Economic Development Agencies at the District level to channel credit to small and microenterprises
- Establishment of Employment Registration and Services Centres in Dili and other designated towns
- Rehabilitation of the Becora Technical School in Dili and development of vocational education and training facilities throughout the territory.

Donor support urgently needed

The project proposals were prepared by the ILO InFocus Programme on Crisis Response and Reconstruction, set up by the Office in October 1999, as a means of building up its crisis preparedness and response capacity. The Programme is designed to address employment and other socio-economic challenges in post-crisis situations and, in so doing, to promote reintegration and reconciliation in the affected communities.

"Because the ILO is not a donor agency, the rapidity and effectiveness of the Programme's response depends on donor support based on the recognition of the

Ramos Horta: No peace and stability without jobs...

assistance was presented to the Governing Body, meeting in the presence of Mr. José Ramos-Horta, East-Timorese political leader and co-laureate of the Nobel Peace prize in 1996.

Mr. Ramos-Horta came to the Governing Body meeting to share his first hand experience with the GB Committee on Employment and Social Policy. In his remarks, he said conditions on the ground in East Timor were currently favourable because peace and security had been

be provided with short-term employment and on-the-job training in community-identified priority reconstruction projects throughout the heavily damaged territory.

The ILO programme, which is to be carried out through the ILO Regional Office for Asia and the Pacific, in full cooperation with the United Nations Transitional Authority in East Timor (UNTAET), would, among other measures, provide for:

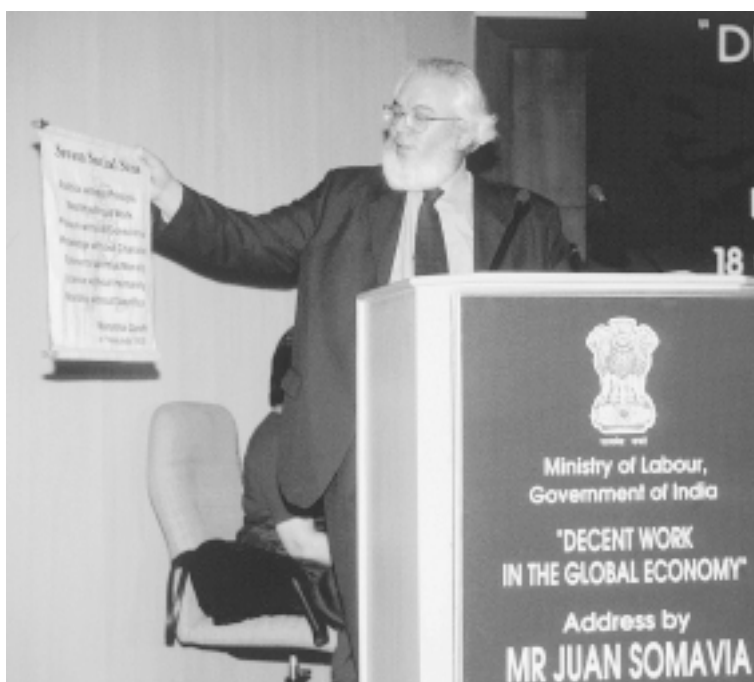
fundamental relationship between humanitarian objectives and social and economic recovery and development," says the Programme Director, Eugenia Date-Bah.

Over the past year, the ILO has also participated in international efforts to provide urgent assistance in the wake of natural disasters or in post-conflict situations in Kosovo, the Democratic Republic of the Congo, the Philippines, Sierra Leone, Turkey and India (Orissa). □

A decent-work agenda

Director-General delivers key policy statements in New Delhi, Washington, Bangkok and Durban: Excerpts from four speeches

GENEVA – ILO Director-General Juan Somavia spoke to important international meetings earlier this year in New Delhi, Washington, Bangkok and Durban on the concept of decent work in the global economy. Below are excerpts from his statements (full texts are available on the ILO website at <http://www.ilo.org/public/english/bureau/inf/speeches/index.htm> “Director-General’s speeches”).



“Decent Work in the Global Economy”, address to parliamentarians, representatives of workers and employers, and leading Indian academics, New Delhi, 18 February 2000

“Global competition often leads to job losses. At the same time, the compensating mechanisms of the market, working through the creation of new jobs, have often been weaker and slower than anticipated. In many countries without adequate systems of social protection, the social pain has been particularly acute. Global structural adjustment creates losers as well as winners, and this dynamic creates reactions that some perceive as protectionist. We cannot ignore these threats. How should we proceed?”

“This is a complex and sensitive area. There are diverging views, which were dramatically highlighted at the Seattle Ministerial Conference of the WTO. Those

controversies have been so sharp, and their fallout so intense, that they have tended to obscure what is being done on the ground. The concern in some quarters with the relationship between labour conditions and trade is real and cannot be wished away.

“But I regret that this debate has caused the ILO to be viewed by public opinion solely in terms of labour standards and trade. In fact, the ILO is very much more than that. As I have indicated, it is about a decent-work agenda, which includes the promotion of fundamental human rights at work.”

* * *

“Decent Work for All in a Global Economy”, address to the staff of the

World Bank, Washington, 2 March 2000

“Reducing inequality, improving socio-economic security, strengthening basic rights and democratic governance, and developing sound institutions, are necessary for the efficient functioning of markets. They can all be made mutually supportive. As such, in terms of policy outcomes, the whole will be greater than the sum of its parts. This will also be because an integrated approach will allow for greater policy coherence. This will reduce the risk that policy in one sector undermines, rather than supports, the attainment of objectives in another.

“The ILO’s concept of ‘decent work’ can contribute to such an integrated approach to policy, covering a large

and strategic part of the overall development agenda. It can serve as a useful companion to the comprehensive development framework being developed by the Bank. It is well-suited for this because it spans a whole spectrum of variables that have to be taken into account in an integrated approach to development.

“We all have much to contribute to overcoming the limits of sectoral analysis in the face of manifestly interconnected problems. But we do not have all the answers by any means. We have to be part of a drive to improve the performance of our often disconnected multilateral system. This is a major institutional challenge. It is also an intellectual challenge. How many experts do we have in the interconnections between financial, trade, technology, environment, gender, education, health, employment and human rights policies? Very few.

“In my view the way forward is to start jointly analysing the impact of all these, and other policy areas, on people. It will require strong technical underpinning in order to develop people-centred indicators – much more disaggregated data and a conceptual leap in the way we understand and use statistics. We have to learn how to build more integrated solutions by actually trying to do it. I think the Bank and the ILO, with different mandates, perspectives and skills could make a start by working on how to integrate the agendas of poverty reduction and decent work.”

* * *

Presentation to UNCTAD X, Bangkok, 15 February 2000

“It was the Social Summit in Copenhagen in 1995, which first spelled out the social floor to the global economy. It identified seven ILO Conventions concerned with basic rights in four areas: freedom of association, forced labour, discrimination, and child labour, and upgraded their political status.

“It thereby established the realization of this social floor as a common objective of the world community. This was followed by the ILO Declaration on Fundamental Principles and Rights at



Keystone

At UNCTAD X, Bangkok

Work, adopted in 1998, intended to further the same goals.

“This Declaration is an instrument for development, based on promotion and partnership in putting rights into effect in all countries, regardless of whether they have ratified the relevant Conventions. It provides for the regular monitoring of progress. It is explicitly stated that the Declaration may not be used for protectionist purposes. It is important to note that its potential beneficiaries are not only workers in the formal sector.

“Freedom of association is also a *sine qua non* for giving voice to the poor and excluded, through the formation of representative organizations to defend and advance their interests.

“The ILO is doing many things to implement these basic principles. It is working with countries to help spread good practices, and working with business to make social policy more productive. Eliminating child labour, starting with its worst forms, is also an important part of the development agenda. The ILO’s international programme on child labour shows how interventions to end child labour are often best implemented as part of a developmental package, which increases income opportunities for parents, supports production methods which do not rely on children, and increases access to education and training.

“A global campaign is being mounted to eliminate the worst forms of child labour, following up the ILO’s new Convention on this issue. These and other projects are practical steps towards implementing the social floor to the global economy.”

* * *

Address to 17th World Congress of the ICFTU, Durban, South Africa, 4 April 2000

“Globalization as we know it today will not survive unless its benefits reach more people. It has yet to pass the test of social legitimacy. It is not working for billions of people. We cannot continue down the track of increasingly deregulated national economies toward a growing unregulated global economy.

“We hear a lot that globalization cannot be changed and is inevitable. I believe that some of its components – the revolution in information technology is only in its infancy and is here to stay. But we have to expose as a lie the idea that all we can do is adapt to globalization. It simply is not true. Policies have also shaped globalization and they can be changed. If the current model of globalization does not change it will not survive.

“Our joint task is to shape the process so that the power and potential of the global market, the knowledge economy and the network society reaches every nation, every village, every household.

“In the ILO, we believe that the basic test of the global economy will be its capacity to deliver decent work for all. That is my litmus test for globalization. If it can be organized to deliver for people, it will have proved its worth.

“We have made a start by winning support for the decent-work agenda. This is not an intellectual idea, a mere concept, or a notion. It is the most deeply felt aspiration of people in all societies, developed and developing. It’s the way ordinary women and men express their needs and judge an important part of the quality of their lives.”

□

Child labour: Backgrounder on India

From ragpicking to reading: Indian children trade hazardous work for the three ‘R’s’

India was the first country to join the ILO International Programme on the Elimination of Child Labour (IPEC). Since 1992, IPEC in India has forged a series of partnerships with employers’ and workers’ organizations, NGOs, and other institutions, against child labour. The ILO and the Government of India have just signed a Memorandum of Understanding, extending IPEC’s mandate in the country for a further two years. ILO’s Kiran Mehra-Kerpelman reports on the evolution of this flagship ILO project.

India has made significant economic progress since its independence. In recent years, policies of economic liberalization have resulted in a GNP growth of over 5 per cent per annum and revived domestic foreign investment. However, some areas, particularly on the human resource development front, need to be addressed to ensure sustainability of this economic process. These include social sector issues such as literacy, access to health facilities and sanitation, and the nutritional status of the population. One important area in this regard is that of child labour.

The nature and magnitude of child labour in India is complex and gigantic. Millions of children are working in a large number of different industries and occupations all over the country. Estimates range from 11.28 million as per the 1990-91 census, to 17.2 million according to the National Sample Survey Organization. Unofficial assessments made by NGOs and researchers put the figures at between 44 and 110 million. About 90 per cent of these children work in rural areas, with an estimated 2 million working in hazardous industries. Much of the work, such as domestic and family agriculture, goes unrecognized and often contravenes children’s rights. Other work is secret and unseen, involving child trafficking and prostitution.

During a recent trip to India, ILO Director-General, Juan Somavia, visited



ILO/Gurmeet Singh

Please sir, help us go to school

the Jigyansu Tribal Research Centre in Delhi’s Seemapuri district, popularly called the ragpickers colony. ILO/IPEC has been assisting this project since 1996 to help move the child ragpickers from the workplace to non-formal education, which will eventually lead them to local primary schools. These children, mostly in the age group of 6 to 14, are initiated into work at a very early age. They are

either school dropouts or have never been to school. Most suffer from physical ailments, particularly skin diseases and swelling of the ankles and feet because of exposure to refuse and filth throughout the day. Due to the nature of their family circumstances, some of them also get involved in petty crime, drug trafficking, gambling, drinking, etc.

“Under the project, the girls and boys

are weaned away from the unhealthy occupation of ragpicking, and we provide them with classroom teaching, a mid-day meal, uniforms, games and craft instructions, health checkups and medicines for common ailments", says Neeti Mahanti, Secretary-General and Director of the Centre, and the driving force behind this project. "We also help the mothers to gain employable and income-generating skills and follow through with courses on marketing, and help them get short-term credit to start small

businesses and become self-employed."

In its first years in India, IPEC devised a variety of ways to combat child labour. An important approach involved providing non-formal education leading up to enrollment in regular formal schools. Largely implemented by NGOs, about 100,000 children working in hazardous occupations were rehabilitated under various education initiatives. Many more working children have indirectly benefited from the programme, especially in the glass, carpet weaving, diamond

cutting, gem polishing, slate, match and fireworks, cotton and textile industries.

Over 100 NGOs have been associated with the implementation of IPEC programmes. The major central trade union organizations in the country, as well as employers' organizations, have collaborated with IPEC in various projects and programmes, mobilizing workers and employers against child labour.

At the signing of the renewed Memorandum of Understanding between the ILO and the Government, Mr. Somavia

Dr. L. Mishra, Secretary (Labour), Government of India, talks to the World of Work.

World of Work: *India was the first country to join IPEC, back in 1992 and a pioneer in the fight against child labour. How would you qualify progress in the elimination of child labour in the world's largest democracy?*



ILO/Gurmeet Singh

Dr. Mishra: We have had a national policy on child labour since August 1987. We have a national Programme of Action through

National Child Labour Projects (NCLP) since 1988. As of now, we are implementing 91 NCLPs through which 8.9 lakh (890,000) children have been released from work and are being rehabilitated through education, nutrition and skills training. The magnitude of the problem of child labour in India is very large (11.28 million children working, according to the 1991 census). Funds earmarked under IPEC can supplement and complement the National Programme of Action through NCLPs. As a matter of fact over 1 lakh (100,000) children have benefited through 160 IPEC projects so far.

WoW: *Since one of the main causes of child labour is poverty, do you feel*

that the action of the Government and IPEC, together with their partners, has been able to attack this problem sufficiently to enable children to stop working and move towards education?

Dr. Mishra: Child labour breeds poverty; poverty breeds child labour. A child destroyed at a tender age cannot grow up to be a productive member of civil society. IPEC is not directed towards eradication of parental poverty but towards release of children from work, and their rehabilitation through education, nutrition and skills training. There are often special programmes of the Government directed towards eradication of parental poverty, parental unemployment and underemployment. Since over 300 million people in India are below the poverty line, poverty cannot be eradicated overnight. It is a gradual, sequential progressive effort. Our policy and approach has been multi-pronged; i.e., attack parental poverty, unemployment and underemployment with child labour simultaneously, through integrated plans and programmes.

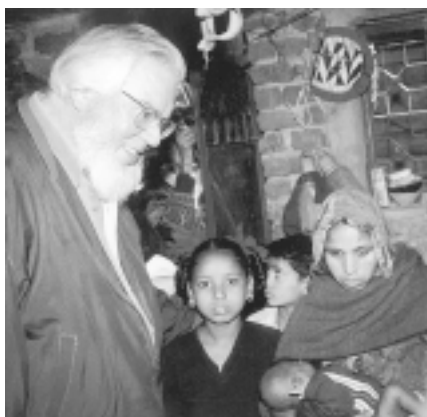
WoW: *During the ILO Director-General's recent visit to India, it was mentioned that India would soon be ratifying ILO Convention No. 182. What, in your view, would be the most effective steps to take to combat the worst forms of child labour in India?*

Dr. Mishra: We have completed the process of tripartite interministerial consultations. We are hopeful that we should be able to obtain the approval of competent authorities on ratification of ILO

Convention No. 182 very soon. The best way to combat the worst forms of child labour would be the sensitization of employers and parents. For that, we require massive mobilization efforts from school age onwards and we need to create a social climate where child labour would be perceived as an evil. Moreover, stringent and rigorous enforcement of legal provisions is a prerequisite to success in this endeavour.

WoW: *In view of the rapid modernization taking place in India on the technological front, with India being among those at the forefront of the software industry, there is almost an "internal globalization" occurring in the country, and a surge in the economy. Would this in any way have an impact on child labour, and if so, how?*

Dr. Mishra: Child labour as a phenomenon is partly related to the uneven and inequitable development in different parts of a country on the one hand, and to mindsets; i.e., fads, taboos, diehard obscurantist ideas and practices on the other. To the extent that modernization taking place on the technological front helps in removing regional disparities and promotes stable and equitable development in all parts of a country, it will help in the elimination of child labour. To the extent that modernization means promotion of a rational, secular and scientific temper, it will undoubtedly help to remove mindsets which are responsible for the creation and perpetuation of child labour.



ILO/Gurmeet Singh

announced that the ILO is substantially stepping up its child labour budget for India in the period 2000-2001. He also stressed the ILO's commitment to support the efforts of the Government and other social partners to effectively address the issue. The highlight of the IPEC programme in India over the next two years would be a Rs. 11 crore* area-specific approach focusing on the worst forms of child labour in six Districts. An integrated set of 14 strategies developed on the basis of IPEC experience in the country would be implemented to bring about a sustainable impact against child labour.

About 50,000 children employed in the worst forms of child labour would be rehabilitated and their families provided with supplementary ways of generating income. The ongoing Rs. 18 crore** project targeting child labour in Andhra Pradesh would also be completed in the two-year period. IPEC was now "shifting away from the fragmented action approach to a more comprehensive one. We should be able to tell children that they can count on us, the adults, to do everything that is possible to extricate them from the Worst Forms of Child Labour."

IPEC will also be providing leadership within the UN system in India on action against child labour. This would follow the initiative that ILO/IPEC recently took within the UN system in the country to initiate and articulate a common position on child labour. □

Kiran Mehra-Kerpelman

* Appx. US\$ 2.55 million

** Appx. US\$ 4.18 million

Becoming "partners in knowledge"

In Uruguay, workers and employers join hands to save jobs and increase profits

Economic, export and environmental realities required the replacement and upgrading of machines at the Fanapel paper mill in the Uruguayan town of Juan Lacaze if it was to stay in business. Along with change came new challenges – for workers to learn new production skills and for management to learn new management methods. Mario Trajtenberg explains how a unique collective bargaining and training agreement has broken new ground, helping save jobs and improving output

Juan Lacaze, Uruguay – As a cellulose mixture dries and a ribbon of glossy paper snakes through massive rollers, Aníbal Villanueva's fingers fly over a computerized terminal.

"We used to access pushbuttons unit by unit and stop the rollers manually when things went wrong," says Mr. Villanueva who, at age 45, has been working at the Fanapel paper mill here since age 18. "Now," he says, "I do most of the control from here".



Times have changed since Mr. Villanueva and many of his colleagues worked in the old-fashioned control house, monitoring the progress of each machine step-by-step. Today, the specially-designed software, using clear shapes and vivid color, gives him real-time information about each machine, showing exactly how fast the cellulose mixture is drying and how regularly the resulting paper ribbon advances through the chain.

The changes in working conditions have helped Fanapel stay viable, but have brought new challenges for both workers and managers in their wake.

"Before these changes, if a worker detected flaws on the paper, such as fluff, he was not supposed to react; quality control was not his concern," he says. "Now we have to send back any defective pieces." This means that a worker can no longer afford to be passive; he acts both as a purveyor and as a customer, and has to anticipate complaints by the buyers.

Still, retraining for a changed job hasn't been a smooth process for all workers, and several had preferred to stay with routine jobs or move elsewhere.

"Forty-eight tons of paper are now produced by an eight-hour shift, whereas in the old days the output was twenty-five," he said. "We had to adapt to a new workload, to new responsibilities, and to a large increase in the information we process."

Small is beautiful

This paper factory, Fanapel, became the largest employer in the Uruguayan town of Juan Lacaze when the local textile mill closed down seven years ago, causing a loss of 800 jobs. Fanapel employs just under 500 people, owns its own eucalyptus forests and is the main producer in the country, selling 63 million US



dollars' worth of paper every year.

This is not a large amount compared to the production of neighbouring Argentina and Brazil. However, there are some advantages to small-scale production even in a market dominated by giants. A decade ago the firm was advised by Finnish consultants to concentrate on top-quality print paper. As a result, it is now known for its coated (glossy) paper, used for such things as labels and publicity flyers. The large mills prefer leaving this item, needed in relatively small quantities, to a smaller producer.

Even so, the local Uruguayan market could still use imported paper, which is cheaper, especially now that such imports have become duty-free inside Mercosur, a four-country customs union. "True, but we hold a further advantage", says Aníbal Grasso, the human resources manager. "We deliver in 24 hours, and ensure product service after we do."

The radical changes in production which were introduced six years ago called for replacement and upgrading of a number of machines. These included some that were intended to make environmental control much more stringent – a key concern, says Mr. Grasso, since paper production used to be the second most polluting industry in Uruguay, after tanneries. It has also succeeded in driving up exports of its own production from 30 per cent to 65 per cent.

The significant investment then made included the cost, in time and resources, of personnel retraining. With support from analysts in Cinterfor, the ILO training clearinghouse in Montevideo, key skills were identified in several processes such as provision of inputs, supervision, manufacturing, safety and health. On that basis a training programme was devised, and Brazil's Industrial Apprenticeship Service (SENAI) helped to train instructors. Thanks to this cooperation, the firm now has an in-plant training tool which has been instrumental in raising productivity.

A groundbreaking agreement

But the unique character of this training and retraining operation lies in the

fact that it was negotiated between Fanapel and the industry-wide paper and cellulose workers' union.

"This is a rare example of collective bargaining with a strong training component," says ILO regional expert Oscar Ermida. "It contradicts an ingrained resistance by the employers, who have an eye on the cost of training. They now know that new production and management methods make personnel retraining inescapable if they are to succeed."

"The second obstacle that has to be faced is that you need an educated labour force to cope with the new demands." In Fanapel, says Mr. Grasso, 73 per cent of the staff have a secondary education and this facilitated the changeover.

"And the third problem is that the enterprises have not evaded the general trend to cut down long-term contracts, without which a training programme is meaningless." The 1995 collective agreement does regulate subcontracting to outside firms, some of which have in fact been set up by former employees now working on their own.

Employment safeguards

The collective agreement signed by Fanapel in 1995 sets out to "regulate labour relations in the framework of a shared vision of the role of the firm...implying technological change and a new organizational design". The Fanapel management – in tune with ILO standards – undertook to share with the workers information about the economic and financial situation of the firm, and about its market and investment prospects. The agreement also created a worker-employer committee with authority to oversee any layoffs.

It allows for some jobs and specific tasks to be subcontracted, "when they are either too highly specialized or require no specific skills, when they are of a temporary nature or when they are not part of the central production process". The agreed procedures include acceptance of layoffs, of which a minimum (involving 50 jobs) were deemed inevitable when the new organization was introduced.

The agreement acknowledged that training of the workers, and their identification with the aims of the firm, were vital to the shaping of the flexible jobs required by a newly productive and competitive factory. Training was to be a free choice of each worker, but their career would depend on performance and also on the theoretical and practical knowledge acquired.

Another original feature of this compact is the new salary scheme described. For each job a basic salary is fixed, based on the level and complexity of the tasks involved. A further element of "variable pay" is determined by the overall performance of the enterprise, taking account of its financial situation and competitiveness.

How the workers see it

Asked about the strength of the union and how it reacted to the collective agreement, union secretary Omar Díaz says "90 per cent of our workers on daily pay are unionized, and 20 per cent of the white-collar staff. We feel supported in our policy of staff-management relations. Nearly all members of our union committee have shared a common list and have been re-elected during the past 16 years", i.e., including the period when the plant was overhauled, the job structure was changed and the new salary scheme was adopted.

From the union's point of view, he said, it was clear that when production processes were stood on their head, and a strong need for training was created, new issues became negotiable.

"As for the motivation of the management", he added, "my own feeling is that such an extensive change involving technology and quality control could not have taken place without cooperation between the two sides. It also became clear that, for the firm to remain competitive, costs had to be lowered and supervisory methods changed. The production line was needed as a partner in knowledge." □

(Photos: Mario Trajtenberg)

Work from waste

*Sweeping change among women workers?
In Dar, it's more than just simple rubbish*

"We had nothing. We used to cook some bites (food snacks) but you can't make money out of that." That, explained Mwanaidi Msosa, was why she and 20 of her neighbours in Dar-es-Salaam took up trash collecting. Journalist Elaine Eliah reports how women workers are cleaning up their city, and breaking new ground in small-scale private sector employment

DAR-ES-SALAAM, Tanzania – Like many of the world's urban centers, the Tanzanian capital has been a magnet for rural residents seeking better opportunities. This migration has spawned problems, ranging from unplanned housing to critically low water supplies.

It has also generated unemployment, pushing many unskilled young men into occupations traditionally held by women. It was such competition in food processing that led Ms. Msosa and her sister members of the Kisutu Women Devel-

opment Trust (KIWODET) to seek financial returns in some other form of work.

Trash collecting? Not exactly what many consider women's work.

"If men can do it why not us?", she says. "Why not we women?"

In fact, in 1995, the City's workers collected only about 5 per cent of Dar-es-Salaam's solid waste. That started changing in 1998 when groups like KIWODET's twenty unstoppable home-based workers picked up their brooms and took to the streets.

In a short while, they built a reputation for getting an unpleasant job done – and getting it done well. When their resource pool grew, they purchased trash-sized plastic bags and presented them to Kisutu neighbours – along with the option of having filled bags removed and dumped for 200 shillings each.

Six months later, when the Dar-es-Salaam City Commission (DCC) privatized urban trash collection and street cleaning, KIWODET was ready. It tendered with other contractors and organizations to operate in their neighbourhood, known



ILO/SEED

Trash collecting? "If men can do it why not us? Why not we women?"

locally as a *mtaa*. Successful bidders received permits to collect not only trash in designated areas, but also receive direct fee payments based on DCC-set rates.

Private companies tendered and generally won contracts to clean the inner city and other key areas they had previously received city funds to clean. But Kisumu *mtaa* had never had regular trash removal service. Residents used to bury or burn their garbage. Not only did the city's new law against burning catch them by surprise, the idea of paying money for trash removal sparked even greater protest.

"People's thinking about paying for trash pickup had to be changed," says Alodia Ishengoma, coordinator of the ILO Solid Waste Management Project (SWMP). She helped Community-Based Organizations (CBOs), many of them informal neighbourhood groups, to make their bids. Once licensed, these groups received group management and simple business management training from collaborating institutions. Alodia then suggested ways for awareness raising campaigns in the designated neighbourhoods. Many of the bid winners were assisted to purchase wheelbarrows, two-wheeled carts and protective gear.

Today, private enterprises and CBOs are collecting about 35 per cent of Dares-Salaam's solid waste. And it shows. The city is cleaner, while an estimated 1,000 new jobs have been created. More than half of these are for women, and many unemployed youth – over 16 years old – now earn a small income.

Recycling opportunities

But for larger companies and CBOs alike, direct fee collection remains a problem. Moreover, CBOs don't have the trucks to transfer the heaps of waste to the dump site, or valuable recyclables to buyers. Though DCC said it would try to make municipal trucks available for smaller groups, the help has declined and CBOs are forced to hire vehicles when needed. It clearly dents their profits. Recycling has, therefore, become an attractive side-business.

"There are five main recyclables," explained Godfrey Mwendwa who works on the recycling side of the SWMP project. "Paper, plastic, metal, glass, and organic materials." But lack of water makes

Informal sector or informal economy?

The informal sector is today no longer considered a marginal and transitional phenomenon confined to developing countries. It is now recognized as the major creator of jobs, a safety net in times of economic crisis, a place for creative entrepreneurship, and certainly, no longer only a Third World phenomenon. In most developing and transition economies, the vast majority of jobs and income-earning opportunities are in what is now dubbed the "informal economy", and are increasingly recognized as being an integral part of the overall economy. The fact remains however, that most such work is carried out under harsh conditions and at a subsistence level.

The SEED Programme is taking several new initiatives to meet the challenges constituents face in creating an enabling environment for increasing decent work in the informal economy. Studies identify new trends and developments, providing a basis for pilot demonstration projects and policy initiatives at the local, institutional and national levels. Support for public/private partnerships include a "basket of tools" comprised of guidelines, training modules and case studies of good practices for use by local government officials who are at the forefront of interaction with entrepreneurs and microenterprises in the urban informal economy.

The social impact of globalization is another theme in which SEED monitors trends and assesses their implication for work in the informal economy. Support for the organization of workers, particularly women, is a key strategy to enhance the visibility of informal sector workers, promote their leadership capacities, ensure their representation and voice, and provide an alternative institutional framework for delivery of services, including savings and credit, health and child care. Finally, proposals are under consideration to hold a General Discussion and/or a Global Event on the informal sector in the year 2002 to coincide with the 30th anniversary of the seminal ILO employment mission to Kenya in which the significance of the informal sector to labour and employment policy was first highlighted.

Within the decent work paradigm, the informal economy presents perhaps one of the biggest challenges

to the ILO because it cuts across all of the major areas of the ILO's work and requires close collaboration with a wide range of social partners.

Home work in the global economy

Home work is an old and flexible form of work which is acquiring new impetus as a result of technological progress, economic restructuring and changes in the organization of production and work. Homeworkers are usually placed at the end of chains of enterprises of differing sizes and degrees of formality/informality which operate within and across national boundaries. Traditionally associated with low-productivity and labour-intensive activities, homeworking today is emerging also in cutting-edge sectors, and absorbing highly qualified manpower.

Data on the extent and characteristics of home work are scanty and unreliable, often being "invisible" in national employment and labour statistics, and difficult to distinguish from self-employment, because they are often combined. Labour law has been ambiguous about homeworker's rights and enforcement weak. Gender seems to be a key determinant of the quality of jobs associated with this form of work, with women being concentrated in a narrower range of occupations than men, and which are characterized by lower productivity, lower and more irregular pay, lack of social insurance benefits and higher instability.

Research and technical cooperation projects in several Asian countries and, more recently, in Latin America have contributed to a better understanding of homeworking and the gendered socio-economic processes in which it finds its origins. ILO Convention No. 177 and Recommendation No. 184 concerning home work reflect these efforts.

The SEED Programme aims to raise the understanding of how globalization and subcontracting chains affect the magnitude, trends and characteristics of homeworking. Operationally and in partnership with the ILO Bureau for Workers' Activities, SEED assists homeworkers to overcome their isolation by promoting their organization into representative associations at the grassroots level and encouraging networking with support institutions at the national and global levels.

it difficult to wash plastics well enough for buyers to accept them, and frustrates composting of the many waste vegetables and fruits – a profitable small business venue during wetter seasons.

Better services and more jobs

To encourage networking and information exchange among the new businesses, the SWMP project also helped establish the Tanzania Environment and Waste Management Association (TEWA). With 50 members among the seventy licensed contractors in Dar-es-Salaam, TEWA intends to become a voice for their interests and help them to get technical and financial assistance.

After a brief one-year history, Dar-es-Salaam has demonstrated that the small-scale private sector can provide waste collection services far more efficiently than the cash-strapped city itself could. And they now also reach the poor. Following the success with solid waste collection, other community services such as water distribution, parking fee collection, and market maintenance may well be services better offered by small enterprises – provided that local Governments let them do it, for a fee. The very formation of such businesses will expand the private sector and create more sustainable employment.

Though KIWODET eagerly contracted for another three years, it is hard to ignore the recyclable heaps piling higher around Ms. Msosa's home. The women hope that not only recycling opportunities, but also local water supplies will improve. CBOs wonder whether DCC or others might assist them with vehicles or by leasing trucks from larger companies to collect in smaller neighbourhoods. Organizations also hope the city of Dar-es-Salaam will work harder to educate people to pay for their trash collection.

"It is for them, too, to make them free from the health hazards," explained Ms. Msosa. Her group continues to work hard. "When they see that you are taking the waste they get shy for not paying."

– Elaine Eliah

Elaine Eliah is a freelance journalist based in Uganda.

"A major business breakthrough"

Manila: Helping the "negosyante" build up business

Emmalyn Arevalo's home-based shoe-making shop struggled along for years as a typical family-run business. Then, an ILO training project called "Improve Your Work Environment and Business" showed her how improving working conditions could increase productivity and competitiveness. Today, her "Arda Shoes" is a big success. Journalist Isabelo A. Samonte explains why.

MANILA – For eleven years until 1996, footwear producer Emmalyn Arevalo worked from sun-up to sundown to run her home-based shop, known as "Arda Shoes", in Laguna province south of Manila.

Emmalyn is among millions of entrepreneurs locally known as "negosyante" in the Philippines, where micro and small businesses have been a reliable engine

of growth for several decades, and are in fact the backbone of the country's economy, constituting about 85 per cent of all Filipino businesses.

Steeped in an age-old family tradition, Emmalyn ran her small shop with the help of family members. And during peak season, they hired additional workers to cope with the volume of orders.

Yet, despite the family's collective efforts, their business was practically at



ILO/SEED

The ILO training for entrepreneurs package, called "Improve Your Work Environment and Business" has made Emmalyn one of the more successful entrepreneurs in the area.

boosting employment through small enterprise development



Millions of people worldwide are urgently looking for decent work as the doorway leading out of poverty. For most of them that door is firmly locked because permanent jobs in established enterprises with access to social protection services, decent working conditions and a pay check able to sustain a family remain out of reach.



The mission of the ILO's new InFocus Programme on Boosting Employment through **Small Enterprise Development (SEED)** is to help governments, social partners and communities unlock the potential for creating more and better jobs in the small enterprise sector. This is its contribution to ILO efforts to meet the employment challenge.



The small enterprise sector encompasses micro, small and medium-sized enterprises as well as cooperatives, homeworkers and other self-employed persons. It includes formal and informal enterprises, whether producing independently or operating as the smallest units in global production chains. Common to all these activities is the notion of entrepreneurship - people undertaking business activities in order to make a better living for themselves.



SEED's strategies to boost employment through small enterprise development target both

individuals and the economic environment in which they live:

- Assisting governments to improve their policy and regulatory framework for small enterprise development;
- Developing innovative methods to improve competitiveness and working conditions in small enterprises and help them enter new markets;
- Training people in how to successfully start a business and make it grow.

The SEED programme was launched in January 2000 to capitalize on the ILO's work in supporting micro and small enterprise development over the past thirty years. This wealth of experience was recognized by the ILO's International Labour Conference in adopting Recommendation 189 on Job Creation in Small and Medium-sized Enterprises (1998). It offers a vision of a vibrant, job-creating, poverty-fighting small enterprise sector.

SEED's themes for research and tool development reflect fundamental ILO concerns and values, as embodied in R-189 in the area of small enterprise development:

- Improving job quality;
- Increasing economic opportunities for women;
- Promoting representative associations of enterprises and workers in the sector; and
- Upgrading employment for workers in the informal sector.

Throughout its work, SEED seeks to derive best practices, build a strong knowledge base on the linkages between small enterprise development and employment, and put this knowledge to work through policy guidance, technical assistance, and international advocacy. The touchstones in promoting proven tools and developing new approaches are their potential scale of impact, ease of implementation, relevance to constituents' needs, cost-effectiveness, and sustainability beyond ILO interventions.

In building a programme that can make a substantial contribution to decent work for women and men, SEED is committed to following a step by step approach: Step 1: Identify general principles of effective development of small enterprises, and promote effective practices to adapt them to specific country circumstances.

Step 2: Assess the impact of its efforts on job creation and job quality.

Step 3: Boost the scale of technical cooperation and other services which SEED is confident work well.

Step 4: Develop and test new technical and advisory services that build on the ILO's long experience in small enterprise development, international networks, critical examination, and new research findings.





boosting employment through small enterprise development

SEED STRATEGIES

Policy Environment

Policies, institutions and regulations should provide a welcoming environment for small entrepreneurs. But many do not. Armed with an international research programme to compare employment performance in the small enterprise sector, SEED develops new policy tools and tests them in a wide variety of national circumstances and conditions. Through country-level action programmes, SEED works with national stakeholders to assess their policy environment and to strengthen national and local capacity to design, implement, and evaluate policy reform. For instance, as part of the ILO response to the Asian financial crisis, an ILO-led review of the support needs for job creation in micro and small enterprises created momentum for a new policy regime in Thailand.

Market Opportunities

Small enterprises survive and grow only if they can sell their products and services. Entrepreneurs' marketing ability, and the demand for their goods and services are critical aspects of small enterprise promotion programmes. SEED research shows how to select industry sectors which offer the greatest potential for small enterprises and how to include small enterprise development in national strategies to develop specific industries. New training services are offered in identifying and exploiting new markets - for example, turning privatization schemes into new business opportunities for smaller enterprises. In Tanzania, one ILO programme has seen hundreds of jobs created in local businesses that collect and recycle garbage in urban fringe areas not served by larger waste management services.

Business Development

To small business owners and managers, globalization means rapid change and increased competition. To encourage competitiveness, business growth and employment creation, SEED assists partners in building national and local capacity in cost-effective and sustainable business devel-

opment services; such as management training, access to finance, information on technologies, export and domestic market access, and inter-firm linkages. To date, the ILO has introduced the "Start and Improve Your Business" methodology in more than 80 countries, for example to help rebuild war-torn economies in the Balkans.



Job Quality

Improving the quality of jobs in micro and small enterprises is an equally important concern of the InFocus Programme. The challenge is to ensure that basic ILO values and core labour standards can be made meaningful to these enterprises and become an integral part of their management practices. SEED is developing practical innovative tools which enterprises can use to improve their competitiveness through better job quality, focussing initially on working conditions and access to basic measures of

social protection. For example, working with local small brassware manufacturers in Asia to improve their working conditions will increase their productivity and make them more attractive outsourcing partners for larger enterprises. SEED compiles case studies to document such linkages as the basis for technical cooperation programmes and closer support with other ILO units devoted to promoting labour standards.

Gender Equality

In most countries, women and men encounter different barriers in establishing and expanding their businesses. Often regulations and institutions are blind to existing gender inequalities and may inadvertently reinforce them. SEED supports governments in creating a gender-balanced legal and regulatory framework for small enterprises and in ensuring equal access to credit, training, business networking and other resources important to the success of women and men as small business owners and operators. It takes into account the special concerns of women in all aspects of its research and technical cooperation, and develops support programmes for women entrepreneurs.

unions, and helps them build their own democratic and representative associations. For example, in Mali the ILO assisted in establishing the National Federation of Artisans which now represents 450 sub-associations and 20,000 members and is giving them a distinctive voice in national affairs. This model is now being replicated in Benin and other countries.

Informal Sector

Today the informal sector is growing in industrialized, transition and developing countries alike. SEED targets the dynamic, growth-oriented subsectors which have the potential for large-scale creation of quality jobs, income growth and improved conditions of work. For example, it investigates the potential for job growth among small providers of information and communication services, as well as how this subsector can help spread the benefits of the "knowledge economy" more widely. SEED aims to increase understanding of what national and local governments and the social partners can do to create an enabling and supportive environment for the growth of decent work in self-employment and micro-enterprises.

Association Building

Despite their substantial share in national job creation, small entrepreneurs often do not have adequate channels of representation to voice their concerns and aspirations, and influence policy decisions. They also often lack means of networking to pool resources so that they can widen market opportunities and improve competitiveness. Workers in small and micro-enterprises also typically lack conduits of representation. SEED helps small entrepreneurs and their workers to increase their representation in employers' organizations and trade

Best Practices

By taking a systematic approach to managing its knowledge of small enterprise development globally, SEED is able to set logical priorities for interventions, develop innovative pilot projects, and advise ILO constituents and others about the most effective ways to boost employment through small enterprise development. It also influences the debate in international circles; for example, it is playing a leading role in developing *Guidelines for Business Services* for the Committee of Donor Agencies for Small Enterprise Development.



seed in the world



For information on SEED, please contact:
Phone: + 41 (0)22 7996862 - Fax: + 41 (0)22 7997978
e-mail: IFP-SED@ilo.org

Address: International Labour Office, Job Creation and Enterprise Department, IFP/SED,
4, route des Morillons, CH-1211 Geneva 22, Switzerland
Web page: www.ilo.org/sed

For information on ILO activities concerning small enterprise development in your area, please contact one of the following multidisciplinary teams:

Abidjan 01, Côte d'Ivoire
01 Boîte postale 3960
Tel. +225.21.26.39 - Fax. +225.21.28.80

Addis Ababa, Ethiopia
P.O. Box 2532
Tel. +251.1.51.03.46 - Fax. +251.1.51.36.33

Bangkok 10200, Thailand
P.O. Box 2-349, Rajdamnern
Tel. +66.2.288.12.34 - Fax. +66.2.267.80.43

Beirut, Lebanon
P.O. Box 11-4088
Tel. +96.11.37.15.76 - Fax. +96.11.75.24.06

Budapest 1386, Hungary
Pf. 936
Tel. +36.1.301.49.00 - Fax. +36.1.353.36.83

Cairo, Egypt
9, Taha Hussein Street
11561 Zamalek
Tel. +20.2.340.01.23 - Fax. +20.2.341.08.89

Dakar, Sénégal
Boîte postale 414
Tel. +221.822.16.33 - Fax. +221.821.09.56

Harare, Zimbabwe
P.O. Box 210
Tel. +263.4.75.94.38 - Fax. +263.4.75.93.73

Lima 1, Perú
Apartado Postal 3638
Tel. +51.1.215.03.00 - Fax. +51.1.421.52.92

Manila, Philippines
P.O. Box 7587 ADC/NAIA
Tel. +63.2.815.23.54 - Fax. +63.2.761.11.90

Moscow 103 031, Russian Federation
Petrovka 15, Apt. 23
Tel. +7.095.925.50.25 - Fax. +7.095.956.36.49

New Delhi - 110 003, India
East Court, 3rd Floor
India Habitat Centre - Lodi Road
Tel. +91.11.460.21.01 - Fax. +91.11.464.79.73

Port-of-Spain, Trinidad and Tobago
P.O. Box 1201
Tel. +1.868.628.14.53 - Fax. +1.868.628.24.33

San José 1000, Costa Rica
Apartado postal 10170
Tel. +506.253.67.47 - Fax. +506.224.26.78

Santiago, Chile
Casilla 19034
Correo 19
Tel. +56.2.201.27.27 - Fax. +56.2.201.20.31

Yaoundé, Cameroun
Boîte postale No. 13
Tel. +237.21.74.47 - Fax. +237.21.74.46

We gratefully acknowledge the substantial contribution from the Dutch Government in launching this programme and for the long-term support from, among others, Sida, Dfid, AUSAID, UNDP, the Governments of Austria, Italy and Switzerland and the Ford Foundation in implementing national and regional small enterprise development activities.



INTERNATIONAL LABOUR ORGANIZATION

a stand-still. The little earnings they got were barely enough to meet the family's basic needs.

Training in 1997 by the ILO and the Philippine Business for Social Progress (PBSP) changed that. The ILO training for entrepreneurs, using the pilot training package called "Improve your Work Environment and Business" (IWEB) has made Emmalyn one of the more successful entrepreneurs in the area.

Improve your Work Environment and Business (IWEB)

Emmalyn's example illustrates how increasing productivity and competitiveness through improved working conditions has helped local enterprises which for years struggled for survival.

"It was a major business breakthrough," Emmalyn asserts, recalling the difficulties that she had encountered before.

After Emmalyn's training in IWEB, her business began to grow. She gave priority to the improvement of working conditions through a number of innovations: improved family relations which built on the family's mutual trust, co-operation and better human and technical understanding of the business, more vigilance in controlling quality, improvements in the working environment, improved shop-floor layout and production flow, which brought about better safety for the workers as well as a cleaner and more effective production and, effective record keeping that monitored the shop's expenses and sales, resulted in the manufacture of twenty per cent additional pairs of shoes from the same amount of material.

Emmalyn's experience was reported as a case study and has been cited as a role model among the increasing IWEB clientele.

This new innovative training package, now being further developed by the InFocus Programme on Small Enterprise Development (SEED), is based on the concept that increasing the productivity of the enterprise by improving the working conditions will promote the growth of the enterprise.

An ILO impact-assessment study of IWEB reported that the improvement of productivity, income and working

IMPROVE YOUR WORK ENVIRONMENT AND BUSINESS (IWEB)

IWEB has been developed by combining strategically two existing ILO programmes, namely Improve Your Business (IYB) and Work Improvement in Small Enterprises (WISE). The IWEB training package, consisting of an Action Manual and a Trainers' Guide, is intended for very small manufacturing shops, particularly in the garment, woodwork and metalwork sectors. The package integrates the concepts of business development and working condition improvement, previously considered separately, while adapting them to the specific needs of the microentrepreneurs. In the Philippines 31 trainers were trained to use IWEB and 69 microentrepreneurs from the footwear, garment and metalwork industries were initially trained by them.

"An interregional project will be launched in June 2000, under the InFocus Programme on small enterprise development, to further develop the IWEB package as well as other approaches and tools in increasing productivity and job quality in micro and small enterprises," says Rie Vejs-Laursen, Senior Specialist on Job Quality and Small Enterprise Development. Also, she adds, "we will extract global best practices on how to efficiently extend social protection to workers, owners and managers of micro and small enterprises, as a way to improve job quality".

environment are interlinked, and improvements, in either can be mutually reinforcing. The study reported the existence of two problems: poor business practices and poor working conditions. It further referred to these as, "the primary causes of low productivity and profits among micro and small enterprises, which in turn decrease the enterprises' ability and willingness to invest in the improvements in working conditions".

The lesson learned, as presented in the report, is that, "there is a need to change

the mind-set of entrepreneurs towards workplace organization and cleanliness to achieve lasting improvements in working conditions".

Not necessary to sacrifice profits for quality

During periods of economic downturn, many enterprises are often tempted to delay improvements in the quality of working life until better times return, fearing that job quality improvements will eat up the profits. Now, this situation has changed dramatically because the use of IWEB has shown practical and measurable "bottom-line" results to the enterprises. The point, that job quality improvements can mean "good business", has been made, and is more broadly accepted among the enterprises.

As expressed by the ILO Senior Enterprise Specialist in Manila, Max Iacono, the answers to the problems of poor working conditions in these types of enterprises can only be found by applying a multidisciplinary approach appropriate for the technical complexity of the problems. He continues, "we must continually strengthen the substance, training methodology, and training delivery of our packages, such as IWEB".

Earlier work improvement programme

The coming of IWEB in the Philippines was not sudden. It was born by merging aspects of WISE (Work Improvements in Small Enterprises), developed by the Conditions of Work Branch, with aspects of IYB (Improve Your Business), developed by the Department of Job Creation and Enterprise Development. The use of WISE and IYB has laid the groundwork for the introduction of the concept of higher productivity and competitiveness through increasing safety and health, and improved working conditions for micro and small enterprises..

The Manila-based MDT known as the Southeast Asia and the Pacific Multidisciplinary Team (SEAPAT) takes an active role in providing technical support and guidance to the ILO activities promoting job quality in small enterprises



in the Region, including IWEB. Jointly with the representatives of the Department of Labor, and Employment and other partners, the SEAPAT team regularly visits project sites to monitor developments and suggest areas for improvement.

Implementing the IWEB package

The Philippines' IWEB country report cited ILO collaboration with four local partner organizations, led by the Bureau of Rural Workers of the Department of Labor and Employment. They teamed up with private sector entities; namely, the Philippine CEFE Network Foundation Inc., the Kahublagan Sang Panimalay Foundation, Inc., (KSPFI) and Philippine Business for Social Progress. It was decided to focus on entrepreneurs in the garment, metal crafts and footwear industries; in particular, because considerable impact in these industrial sectors could be expected.

The Bureau of Rural Workers (BRW) programme in Binan, Laguna consisted of granting ten thousand pesos for each participating firm. The grant was intended for the improvement of the workplace. Some of the funds were spent on equipment, like high-speed sewing machines,

scouring machines, and building physical infrastructure such as factory walls, additional shop floors, toilets and faucets, and improvement of the working environment, like lighting systems, storage and handling, work stations and many others.

ILO consultant Marilou Calzado, said "Improvement of working conditions is the foundation for the improvement of productivity and the quality of products." In the Philippine context, she added, "it is very difficult for a firm to get the cooperation of workers if you do not show concern for the workers".

While the project in Binan, Laguna gave grants through the auspices of the BRW of the Department of Labor and Employment (DOLE) of 10,000 pesos to each participating firm channelled through a cooperative, in Iloilo the entrepreneurs availed themselves of loans from the Development Bank of the Philippines (DBP) channelled through KSPFI, the local partner.

Another example of an IWEB enterprise is KB Blacksmith (named after the couple Kona and Bert Trojillo), in a shop of 50 sqm nipa hut in Iloilo which produces scythes and knives. The passing of Bert left Kona a young widow as owner-manager of the enterprise, with five workers, a brother-in-law, a cousin and

three neighbours. She hires up to three additional workers during peak seasons. She attended the IWEB training conducted by KSPFI.

She applied for a 30,000 peso six-month loan at 2 per cent interest from KSPFI's Micro Development Finance Programme, using the business plan for improvements she prepared during the training course. Kona said, "recordkeeping is my most important learning". She said, "before, I was not aware of the nature and computation of overhead expenses. Now I keep a record of my costs and cash flow and therefore I keep track of how much I am earning. I would know how much is the cost per unit of making a scythe, and for how much shall I sell it."

Dealing with hot and sharp metals is extremely dangerous. Improvements in working conditions were therefore made to eliminate possible hazards in shaping, sharpening, teeth etching and wood shaping processes. Tailor-made tools and work stations were designed and installed. The KB Blacksmith is now well-ventilated and lighted with enough working space. □

Isabelo A. Samonte is presently a correspondent of the London-based Asian Review of Business and Technology, a freelance journalist, and a contributor to the World of Work magazine.

Kosovo goes into "biznes"

After the war in Kosovo, reconstruction should go hand-in-hand with employment. Easier said than done, but the ILO has immediately taken up the challenge with an enterprise training programme. Journalist Juan Pekmez was present for this "premiere".

PRISTINA – Can the spirit of enterprise flourish in post-war Kosovo? Evidently yes, even in this difficult period of reconstruction of its economic and social fabric.

Albana, Arton, Vejsel and Fatima have proven that it is possible. Last month, in Pristina, they took a two-week training

course as part of an ILO programme, "Start Your Business" (SYB), financed by Belgium. Fifteen young Kosovars from half a dozen NGOs active in the area of microcredit, are now at the starting blocks to deliver the SYB message to the four corners of the Province. They are the first group of trainers in the service of free enterprise after half a century of

a controlled economy and ten years of "ethnic apartheid".

Vejsel, his ILO "diploma" in hand, returns to Prizren where his NGO, together with others, is endeavouring to revive the local economy by granting small loans to those persons wishing to relaunch a business swept away by war, or to create a new "biznes". This word,



“But I feel a bit frustrated”, admits Dieter, the SYB Programme instructor (right). “I won’t be around to see the fruits of their intense two weeks of hard work”.

taboo for some time in this enclave of the Balkans, symbolizes a dream. It is becoming a common word in the everyday vocabulary, merging all the energy and hopes of the youth who make up the large majority of the population – 60 per cent are under 30 years of age. Vejsel is confident of the future: “We were able to develop democratic structures during the darkest hours of our recent history. We will be able to face the new challenge which awaits us in building the economy of our society.”

At the Headquarters of the UN administration in Pristina, Lajos Hethy, co-director of the Department of Labour and Employment, is standing in as the interim “Minister”. A former Secretary of State in the Hungarian Labour Ministry, he was made available to the Kosovo Peace Mission by the ILO. A close collaborator of Bernard Kouchner, Hethy daily faces a thousand-and-one postwar problems with pragmatism and lucidity. “The young age of the population is a big advantage, but is also a time bomb. Today, in Kosovo, we will be judged by our capacity to

rapidly manage vocational training. Without vocational training, job creation is an illusion. Without job creation, social security and pension systems will remain neglected.”

International awareness growing

Fortunately, the international community is becoming aware of the problem. In the coming months, the ILO will create several vocational training centres in Kosovo. The US\$ 2.1 million project has

Business Development Services

The recently organized Start and Improve Your Business programme in Kosovo is a good example of how the InFocus Programme on Boosting Employment through Small Enterprise Development (SEED) not only transfers business skills but also creates hope and confidence among unemployed people and their communities.

been financed by Italy. It’s a beginning. Other projects inaugurated by the ILO on small and medium-sized enterprise

development are looking for sponsors. They are not in any way less timely than vocational training. “Kosovo is the land of choice for the small and medium-sized enterprise”, adds Lajos Hethy. “To revive and expand this sector, even through foreign aid transfusions, is a priority. For this reason the first group of trainers who have benefited from the SYB programme, are invaluable capital. Once they return to their towns, they will begin working and we will have started a snowball effect.”

Imparting the knowledge to others

Lavdiye regards her stay in Pristina as “enlightening”. A war widow (her husband, a travel agent, was caught in a raid), she has four children to bring up, and works for an NGO in Gjakova. “I discovered reasons for hope here. Dieter, our SYB trainer, created an extraordinary atmosphere – relaxed, friendly, but at the same time strictly professional. I tell myself that I should not give up, I must hang in there. Like me, there are now thousands of single mothers left in Kosovo. They have absolutely nothing, and have to ensure the survival of their children. I have to help them.” Lavdiye prepares to leave for the countryside with her brand new marketing paraphernalia in hand. Knowing what “business plan” means, she will impart this knowledge to others – other women probably, since most of the NGOs have established programmes to help this vulnerable category of the population. Dieter’s group reflects this reality also. After screening 120 candidates, 12 women and 3 men were chosen.

But what do “enterprise management”, “marketing”, “business” and “start-up” mean in Kosovo, one year after a near humanitarian disaster? Mevlyde, Besa and Vahdet have returned to Peja, in the westernmost part of the country, at the foot of the mountains which lead to Montenegro. Here, the daily reality is still anchored in a decor of destruction: burnt roofs, gutted houses; a major part of this rural region’s housing is in “intensive

care". But reconstruction is going smoothly, and with the advent of Spring, the population is settling down to work in the fields, and in the villages there are dreams of giving birth to small businesses and handicraft activities.

"Every day, we are being asked for financial assistance, to repair a small shop or to start a new activity", explains Mevlyde. "Women are usually more interested in sewing or learning to be hairdressers. We hear everyone out, but before we allocate any start-up money, we evaluate the project and its feasibility. What we have learned at the SYB course will enable us to give relevant counseling, to provide follow-up and help in making the right choice." Dieter is pleased; the message got through and his fifteen Pristina "protégés", now better motivated, will be first-rate trainers, pioneers in the field of enterprise. "But I feel a bit frustrated", he admits. "I won't be around to see the fruits of their intense two weeks of hard work. I've become quite attached to them and impressed by their resilience and their hard work."

Biggest challenge to face: problem of jobs

Due to their previous university studies, like Vahdit, an architect they did not hesitate to enter the new world of "business" in Kosovo. "With 60 to 80 per cent unemployment, our biggest problem is jobs, and we have to face this challenge", he adds with determination. "The SYB training that we have received in Pristina, should be integrated into a wider spectrum of Kosovo-wide vocational training. This will boost employment and strengthen small and medium-sized enterprises." It is in this direction that the ILO is moving, with the project of creating vocational training centres well on the way to realization.

A year after the war, the emergency phase is now over. But reconstruction, until now seen in very concrete terms of building shelters for the winter and putting roofs over the heads of the population, is now extending to economic and employment dimensions. In this context, the Director of the daily newspaper "Zëri" is worried about the return

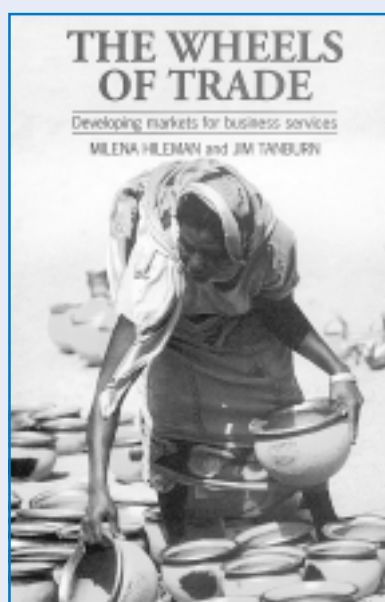
home of tens of thousands of Kosovars over the next few months, who have taken refuge in Western Europe. "A massive influx of workers while the structures are not yet in place to absorb the shock, will compromise the reconstruction effort. Those countries should help Kosovo by creating jobs for the

refugees by adopting income-generating projects here in Kosovo. Continuing high unemployment will escalate social tensions which are already being expressed in our society, deeply affected by the aftermath of war." □

– Juan Pekmez

THE ILO FIT PROGRAMME

The Fit programme of the ILO started as an interregional project funded by the Government of the Netherlands. Over the last 6 years, it has been testing innovative approaches for the sustainable delivery of Business Development Services (BDS).



For the last few years, the ILO FIT programme has been exploring how to work with private providers of business development services – most often small businesses themselves which sell counselling, training and information services in their communities.

Working with local providers is not as simple as it might sound, because very often these local trainers and advisors are part-time and informal, may only speak the local language, and have no telephones or even offices. But they are working at the grassroots level, and early evidence suggests that they do reach the smallest (and poorest) enterprises.

The recently published book, *The Wheels of Trade* (IT Publications, London) details the

experiences of the FIT and other programmes with this approach to making business development services relevant and sustainable. "International agencies look for quality and certainty; people in small enterprises look for convenient access and low transaction costs," says Jim Tanburn, co-author and Senior Specialist in SEED. "By working to upgrade private sector providers, the ILO is bridging this gap."

Case studies prepared for the Committee of Donor Agencies for Small Enterprise Development, and information about the ILO Seminar on *Emerging Good Practice in Business Development Services* can be found on the ILO web site (<http://www.ilo.org/public/english/employment/ent/seed/bds/index.htm>).

Working World

SOCIAL PARTNERS

● Medef, the main employers' organization of **France** has proposed that a new type of fixed-term contract be created, called a "mission" or "maximum period" contract, not to exceed five years. Despite their reluctance, the trade unions have agreed to discuss the matter. (*Libération*, 11 April 2000)

● The increase in trade union membership is continuing in the **United States**. In 1999, trade unions represented 16.48 million workers, or 265,000 more than in 1998. This is the highest membership in the last twenty years. (*Wall Street Journal*, 20 January 2000)

SOCIAL MOVEMENTS

● In **Paraguay**, demonstrations were organized last March by peasants' organizations demanding higher agriculture



Paraguay peasants demand a better deal in agricultural prices, access to credit and social services.

prices, and better access to credit and social services. (*Latin American Monitor*, April 2000)

● In **Austria**, the unions are strongly opposed to the economic and social programme of the new government; in particular, to its plans to reduce labour costs and to raise the retirement age. (*Wall Street Journal Europe*, 10 February 2000)

● In **Argentina**, industrial relations reform which institutionalizes an existing and

visible flexibility (stable employment represents 40 per cent of total employment), is dividing the trade unions: those opposed to it organized a 20,000-strong demonstration in Buenos Aires on 24 February. (*El País*, 26 February)

LABOUR LEGISLATION

● The Labour Minister of **South Africa** presented a bill on unemployment insurance which will ensure protection for such categories of workers as domestic workers or seasonal agriculture workers. (*Marchés tropicaux*, 10 March 2000)

● The ICFTU (International Confederation of Free Trade Unions) believes that the new trade union law which will come into effect in **Tanzania** threatens union rights by allowing the Government to interfere in union activity. (*CISL en ligne*, 25 January 2000)

● The Parliament of **Thailand** has adopted a law on labour relations in State enterprises which will allow civil

servants to transform their staff associations into true trade unions. (*CISL en ligne*, 25 January 2000)

● In the **United Kingdom**, the law which incorporates the European Directive concerning the European Works Council into national legislation came into effect on 15 January 2000. Last December, the law incorporating the Directive on parental leave also came into effect. (*EIRR*, January 2000)



Didier Bregnard

PUBLIC SERVICES

● The Government of the **Central African Republic** has begun to pay the back salaries of 17,000 civil servants in the country. It has just paid the February 1999 salaries, and the procedure should be completed by the end of the year. (*Marchés tropicaux*, 10 March 2000)

● The Government of **Mauritania** has decided to raise the salaries of the worst-paid civil servants by 8 per cent. The minimum salary is around 60 US dollars. (*Marchés tropicaux*, 10 March 2000)

EMPLOYMENT

● A report of the Institute of Working Life of **Sweden** expresses doubts about the possibility of creating jobs by reducing the legal hours of work, but judges that voluntary agreements by industry or profession can have positive effects. (*Social International, February 2000*)

● The **Netherlands** is suffering from a labour shortage which affects almost every economic sector. The unemployment rate is 2.7 per cent. The situation is due to very strong growth (4 per cent) and the wage restraint negotiated by the social partners. The low level of women's labour force participation and the large number of persons on disability pensions also contribute to the situation. (*Wall Street Journal Europe, 4 February 2000*)

FUNDAMENTAL RIGHTS

● Another assassination of a trade union leader in **Colombia**: the head of the public service workers union was killed by armed men in the city of Yarmual, near Medellin. (*CISL en ligne, 25 January 2000*)

● The nongovernmental organization Christian Solidarity International announced that

between 9 and 19 March, it bought back nearly 5,000 slaves in **Sudan**, for 35 US dollars per head paid to middlemen. The NGO says it has bought back more than 30,000 slaves since 1995. (*Le Courier, 22 March 2000*)

EQUALITY

● Inequality between men and women in the workplace persists in **France**: the wage gap is 27 per cent (33 per cent for managers), the unemployment rate of women is higher than that of men (13.5 per cent vs. 9.8 per cent), and women represent only 7 per cent of top management. In **Switzerland**, the difference in income, which was 23 per cent in 1996, is now 21.5 per cent. (*Le Monde, La Tribune de Genève, 8 March 2000*)

GENDER ISSUES

● Police in Bradford, **England** have helped some 60 local Asian women fleeing forced marriages, to find secret accommodations. Officials say administration of sleeping potions, kidnappings and even murder have been used against Asian women who refused to enter forced marriages, including one case where a woman and her son, were jailed for life for killing her daughter. (*The Scotsman, Scotland, 8 April 2000*)



Didier Bregnard

Commuting time between work and home in Belgium has increased over the years.

● Maternity rights advocates have received a new ally. Cherie Blair, wife of **Britain's** Prime Minister Tony Blair, has called on employers to end the "long hours" workplace culture and help employees, particularly women, strike a balance between work and family. Mrs. Blair who is expecting, said these changes included improved maternity rights, parental leave, emergency leave for family crises and equal rights for part-time workers. (*The Guardian, London, 21 March 2000*)

LABOUR ACTIONS

● Miners staging a sit-in at the **Czech** town of Most received some added muscle for their protest. Their wives forwarded a petition asking the government to tackle the growing problem of unemployment in the district, which has the highest jobless rate in the country, with miners the worst affected. (*CTK news agency, Prague, 11 April 2000*)

● A labour dispute has sent workers at the privately-owned **Grenada** Broadcasting Network out in the streets after two union members insisted on presenting the evening news wearing union T-shirts. The strike action came after replacements were rushed to the news desk by manage-

ment, who ruled the network's dress code could not be broken for the evening news show. (*Cana news agency, 23 March 2000*)

● The 40-day strike by Boeing Co.'s high-tech workers have raised organized labour's ambitions by showing white collar workers can strike too. Mike Goodwin, president of the 100,000 member Office and Professional Employees International Union was quoted as saying "it means a new recognition by white-collar workers that they can organize." (*Chicago Tribune, 22 March 2000*)

MISCELLANEOUS

● In **Belgium**, the average time spent commuting between work and home was 32 minutes in 1999, eight minutes more than in 1981. (*Social International, February 2000*)

● According to a study by the fiscal administration of **Japan**, annual salaries in the private sector decreased by 5 per cent in the country between 1997 and 1998. (*Social International, February 2000*)

● On 5 March, 150 miners died in an underground sand cave-in in a diamond mine in **Sierra Leone**. (*Le Temps, 8 March 2000*)



News in brief...News in brief...News in brief...News in brief...News in brief

27

Widening the “digital divide”

used the Internet, while in Africa, it was one in 5,000.

Still, while this "digital divide" has prompted concern, ILO Director-General Juan Somavia says that "improving Internet access is probably one of the most cost-effective way of spreading the benefits of globalization to developing countries."

Source: Background document to the Symposium on information technologies in the media and entertainment industries: Their impact on employment, working conditions and labour-management relations, ILO, Geneva, 2000. ISBN 92-2-111254-4. Swiss francs 17.50.

Global agreements on workers' rights

Two major German companies sign an agreement on globally valid labour standards with the international trade union movement

national labour union movement. It requires that in future, HOCHTIEF and its contractual partners will comply with what is called a social charter which imposes certain minimum standards in the world of work. These include freely chosen employment, no discrimination, a ban on child labour, the right to freedom of association and free collective bargaining, adequate wages, reasonable work-

ing time and decent working conditions.

On 3 March, Faber-Castell, based near Nuremberg in Germany, signed with the German Metal Workers Union IG Metall and the IFBWW a framework agreement committing itself to achieve in its production and sales companies employment and working conditions which respect those Conventions and Recommendations of the ILO which apply to their business. It means, for example, the prohibition of child labour and the right of workers to join trade unions and to take part in free collective bargaining.

Faber-Castell employs 5500 employees worldwide in 14 production and 18 sales companies in Australia, Austria, Brazil, Colombia, Costa Rica, India, Indonesia, Malaysia, Peru and the United States.

In May 1998, the IFBWW signed a similar agreement with IKEA. ☐

The agreement between HOCHTIEF and the IFBWW imposes the same obligations on all of HOCHTIEF's sub-contractors, whose combined workforces total many times the group's own 37,000 employees. At the signing ceremony, Friedel Abel, member of the Executive Board and Human Resources Director at HOCHTIEF, said that by signing the agreement "we seek to do more than just set the standards for our own behaviour. As one of the world's leading construction companies, we want to play a part in the long-term process of improving the rules that govern conduct in our industry."

HOCHTIEF is the first international construction company to conclude an agreement of this kind with the inter-

OBITUARY

Gerd Muhr (1924-2000)



Gerd Muhr, former Chairperson of the ILO Governing Body (GB), died on 25 February 2000 at the age of 75. Born in 1924 in Germany, he held a number of senior positions including that of Chairperson of the GB in 1990/91. This was only the second time in the history of the ILO that the members of the GB had elected a worker member as their Chairperson. In 1969, Mr. Muhr was elected Vice-Chairperson of the German Confederation of Trade Unions. Between 1984 and 1986 he served as Chairperson of the Economic and Social Committee of the European Communities. An ILO obituary honoured Mr. Muhr as a man of “determination, authority, serenity and impartiality, which earned him the respect of all”. (Source: ILO document GB.277/I7 (Add.1), March 2000)

Social reinsurance

*An ILO/World Bank/University of Lyon team
wins major award*

With a study entitled “Social Re: insurance for community-based health insurance schemes”, an ILO/World Bank/University of Lyon team won the most important prize at the World Bank’s Development Marketplace, a fair for innovative ideas to reduce poverty, which took place on 8-9 February in Washington.

Most of the world's poor are not protected against the financial risk of illness. Although many countries set up central health insurance systems, these usually restrict coverage to people who are in formal employment. Some community-based schemes attempt to fill the gap among excluded groups, by offering voluntary microinsurance schemes financed mainly by members' contributions.

With often less than 1,000 members, microinsurance groups are small and quite

different from other groups in terms of income, risks, demography, illnesses, occupation and life styles. Due to insufficient resources, each microinsurance must limit its benefit package to cover only the most pressing needs. Small group size and fluctuations in risk levels render microinsurance particularly vulnerable to financial risks.

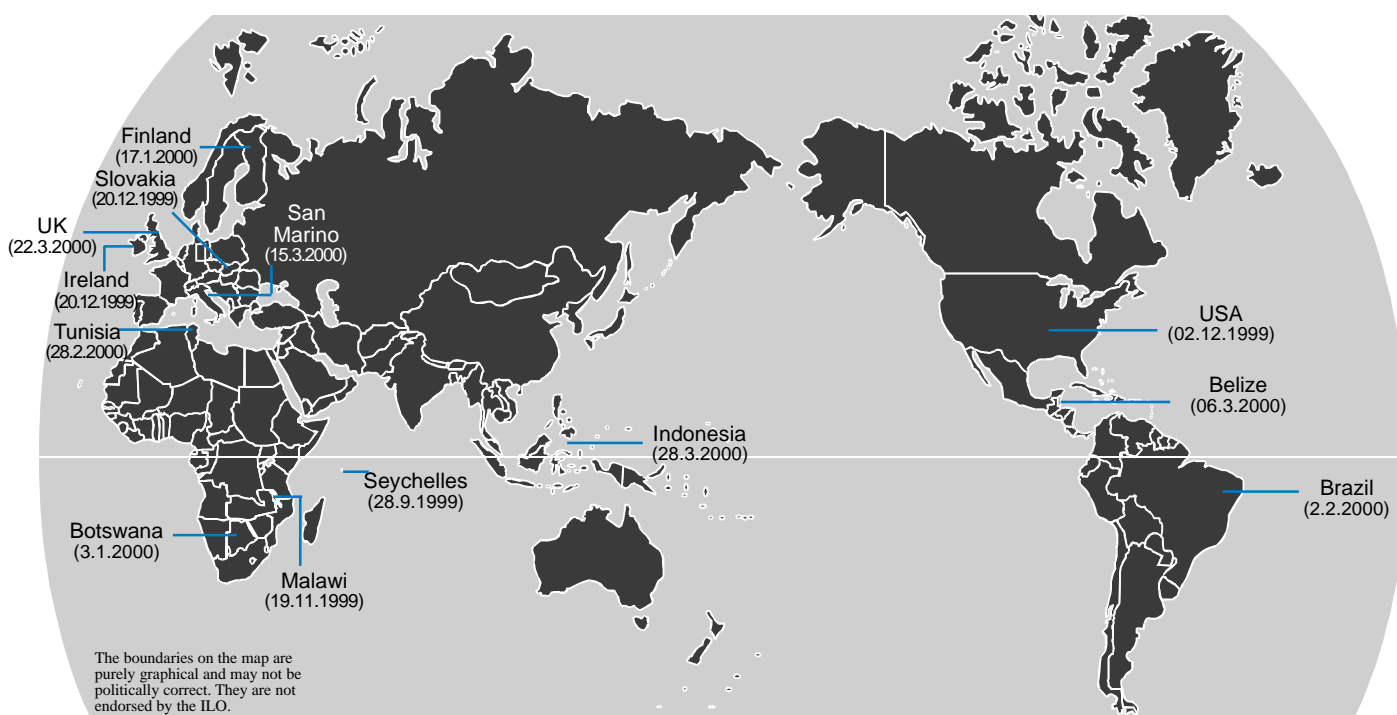
A new form of reinsurance for micro-insurance schemes (SOCIAL RE) could stabilize these schemes by sheltering them from the excess risk. This idea was presented at the World Bank's Development Marketplace by experts from the ILO, the University of Lyon (France) and the World Bank. SOCIAL RE can be considered as the missing link between the macro and micro levels in health insurance financing since it passes on some of the risk to the "Social Re" scheme, against a premium. In return, Social Re will pay excess expenditure above an

agreed global floor, or alternatively share the cost of every claim and/or reimburse the cost of claims above a certain number.

The World Bank, the ILO and other development agencies are constantly faced with the challenge of assisting governments to establish viable health insurance systems for the poor in many countries which do not currently – nor in the foreseeable future – have functioning taxation systems. Setting-up SOCIAL RE would provide an instrument during the period when many of the poor remain unprotected.

The aggregate flows of funds transiting “pro-poor” schemes can reach very high volumes, as has been demonstrated by the experience of microcredit schemes which helped globalization’s “have-nots” gain access to financial services. Furthermore, the large numbers of the target population largely compensate for the low contributory capacity of each individual. There is every reason to assume that SOCIAL RE can interest both public and private reinsurance bodies once the development stage is completed. World Bank President James Wolfensohn congratulated the authors of the project idea, who excelled among 1,200 competitors and won the US\$380,000 award at the closing of the fair, which took place on 8-9 February in Washington.

Countries which have ratified ILO Convention No. 182 (1999), as of 30 April 2000



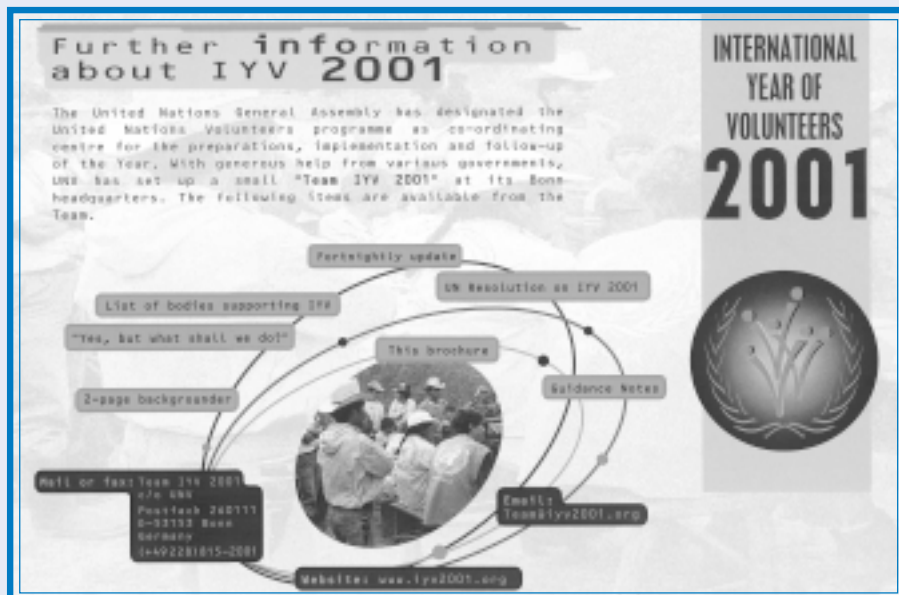
*ILO to collaborate with UNV on
International Year of Volunteers in 2001*

Further information on the International Year of Volunteers is available from UNV in Bonn, Germany (tel: +49228/815 2220, fax: +49-228 815 2953, or the UNV web site at <http://www.ivy2001.org>)

"We began in a small way, and it surprised many of us that these children were so enthused by the prospect of going to school that they would study hard to make up for lost time. We realized that most children worked as farm labor simply because they were not studying, and not the other way round. The parents, too, were willing to put in extra hours to see their children through school. So we organized bridge courses in a camp

News in brief...News in brief...News in brief...News in brief...News in brief

by Geetha Raghuraman



atmosphere for the children, who would be trained intensively for a period of time (generally 4 months) and then admitted in a regular school," says Ms. Shantha Sinha, Secretary-Trustee, MVE.

The ILO/IEPC programme has been involved with the project since 1992, providing funding and technical expertise. "IEPC's constant support and the discussions it has initiated on our experiments at various fora across the globe has helped us derive a great deal of mileage, including suggestions from others involved in similar experiments elsewhere in the world," says Ms. Sinha.

But as the first few batches of bonded child labourers began to enter mainstream life, the Foundation's euphoria was short-lived, for a fresh set of children (never in short supply in a populous country where over 40 per cent of the population is below the poverty level) took the place of the released children.

Says a local landlord who once employed children as laborers because their wages were low, "Initially I did resist the Foundation's activities and thought that they were infringing upon a time-tested pattern of living that had worked through centuries. But as we began to read the joy of learning in the faces of children, I realized that no child should be denied the pleasures of childhood, and

that education is one of those pleasures.” He now contributes regularly towards the educational needs of about 10 children from his village, and provides a few sacks of grain to the Foundation from every harvest.

If the MVF today can draw up a list of over one hundred villages which are 100 per cent literate between 6 and 14 years of age it is "because we have gradually won over the people and made them responsible for the future of the children of the village. But all this has taken time, energy and a lot of patience. We could have read out from the rule book and used force to get the children to school, but there would have been no joy, only fear," says Ms. Sinha.

Ramiah's two children worked as bonded labourers until three years ago when the Foundation volunteers came to the village for an awareness-generation programme. Now both his sons are in school and the elder one is on the threshold of entering college studies in Hyderabad. "I asked the volunteer whether he would give me a thousand rupees as an interest-free loan to help me pay back a loan at 36 per cent interest. He said no, but that he would give me something better – a future for my children. I lost interest and returned to chew tobacco. But in a few months my neighbour's children were

going to school and that got me started.
says Ramiah.

That there has been a total change in societal thinking as far as education is concerned, is more than borne out by the atmosphere at the Girls' Camp at Allur where bridge courses are conducted by the Foundation to prepare the children to enter regular schools. IPEC has contributed in a big way towards the running of camps in terms of financial, technical and logistics support.

Classes at the camp are now conducted in disused poultry sheds. The slightly larger sheds serve as dormitories. Song, dance, and story-telling are all an integral part of learning. Some 300 girls in the 9 to 14 age group reside here before they are admitted to the local school and the social welfare hostel run by the state government.

Mr. Rao who is the middle-school headmaster in Parveda village, has been a great support to the activities of the Foundation in a teaching career spanning two decades. "Initially we teachers posted to the rural areas used to while away the time, as no children would turn up in our schools. We would have parents sauntering in and pulling out their wards when work came by. But now the rush of students is so high. The school I head has a strength of 550 and the two government-appointed teachers can hardly cope. So we are helped by volunteers supported by the government and the MVF."

With the Foundation's area of operation expanding from five villages in 1991 to about 500 villages today, the volunteer strength is poised to cross the 10,000 mark. But the volunteers at MVF realize that statistics are pleasing, but don't matter in a country which is overwhelmed by a lack of, or an inability to use, educational facilities.

Says Dhananjay, a bio-engineering graduate who gave up a lucrative career in New Delhi to work with the Foundation, "We have in these 10 years realized ways and means of getting the community involved. This system can be, and must be, emulated elsewhere in Andhra and the country."

(Some names have been changed to protect identities.)

AROUND THE CONTINENTS

THE EUROPEAN SOCIAL MODEL

▲ “The enlargement of the European Union is the strongest incentive to the neighbouring states for modernization and for taking on board the European Social Model,” according to Heribert Scharrenbroich, ILO Regional Director for Europe and Central Asia. At a Conference on “The Social Partners’ Role in the Development of the European Social Model”, organized by the Portuguese EU Presidency in Lisbon on 10 January 2000, he reminded participants to the meeting that the core Conventions included in the ILO Declaration on Fundamental Principles and Rights at Work had been ratified by the accession countries with very few exceptions, and that the respect of the values of the new ILO Declaration was of major significance to globalization and strengthening the European Social Model.

For further information, please contact the Regional Office for Europe and Central Asia (SDG/EUROPE), phone: +4122/799-6666; fax: +4122/799-6061; e-mail: europe@ilo.org

ILO/IPEC: ANTI CHILD LABOUR CAMPAIGN

▲ The US Labour Department announced on 23 November 1999, a \$6 million grant to fund IPEC programs to eliminate child labour in the coffee industry in **Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, and the Dominican Republic.**

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



ILO/Deluche

IPEC will work with the six countries to remove more than 21,000 children from jobs harmful to their development, give them schooling and health services, and prevent the employment of other children in the workplaces which the projects target.

On the occasion of his visit to **Bangladesh**, US President Clinton announced on 20 March 2000, an assistance package of over US\$14 million to expand upon the progress already made to keep children out of factories and enrolled in school. The initiative includes removing some 30,000 children from hazardous industries in Bangladesh and placing them in school, a regional project to stop trafficking of children into exploitative work, a program to improve working conditions for women and to raise health and safety standards for hazardous work. Approximately 30,000 children, now work-

ing in the construction, shrimp, and leather industries, on tea plantations, as cigarette and glass bangle makers, or as domestic servants, scavengers, transport helpers and weavers, will be able to go from work to school. An unknown number of children, especially girls, are trafficked each year from Bangladesh, Nepal and Sri Lanka to end up in sexual slavery, forced labour or domestic servitude.

The International Programme on the Elimination of Child Labour (IPEC) Director of Operations, Ng Gek-Boo, congratulated the government of **Tanzania** for forming a National Steering Committee to implement anti-child labour measures. Child labour in the country is predominant on tea and tobacco plantations, as well as in mining areas.

In early March, the parliament of **Nepal** passed the much awaited Child Labour

(Prohibition and Regulation) Act to address the problem of about 2.6 million underage labourers working throughout the country. The Act is based on ILO Convention 182 on the Elimination of the Worst Forms of Child Labour, unanimously adopted by the International Labour Conference in June 1999. Nepalese children work in brick kilns, mines, tea gardens, minibuses, carpet and garment factories. Many underage children are working as commercial sex workers or in bonded labour.

ILO/IPEC will assist **Sri Lanka's** Department of Labour in the release of a news bulletin, “Lama Lanka”, to be issued every four months. The first copy of this bulletin, which aims at the elimination of all forms of child labour and creating public awareness, was recently launched in Colombo.

For further information, please contact the ILO International Programme on the Elimination of Child Labour (IPEC), phone: +4122/799-6486; fax: +4122/799-8771; e-mail: ipec@ilo.org

ACTIVITIES FOR EMPLOYERS' ORGANIZATIONS IN CENTRAL AND EASTERN EUROPE

▲ The ILO Central and Eastern European Team (CEET) organized a number of Dutch- and Danish-financed activities for employers' organizations in the last quarter of 1999:

● A seminar entitled, “The Role of Employers' Organizations in Vocational Train-

ing", was held in Tirana (Albania) on 18 November 1999.

● On 16 and 17 November 1999, delegates of employers' federations from the first wave of candidate countries for EU accession, held a workshop in Prague (Czech Republic) entitled, "Vital Tasks of Employers' Federations in the Pre-Accession Period".

● A workgroup of representatives of employers' organizations of south-east European countries convened on 7 September 1999 in Zagreb (Croatia) to prepare a resolution of south-east European employers' organizations about the economic and social situation in the region in the wake of the Kosovo crisis.

● On 18 and 19 October 1999, the Romanian employers' organizations invited all Romanian regional and sectoral associations to a seminar in Bucharest entitled, "The Future Role of Romanian Employers' Organizations".

● On 9 November 1999, the Bulgarian Industrial Association (BIA) held a workshop at its Sofia headquarters entitled, "How to Setup an Assessment Centre".

For further information, please contact ILO CEET in Budapest, phone: +361/301-4900; fax: +361/353-3683; e-mail: budapest@ilo.org

AGEING OF THE LABOUR FORCE IN OECD COUNTRIES

▲ Europe's elderly population is projected to increase from 20 per cent in 1998 to 35 per cent in 2050. A recent report* of the ILO Employment Strategy Department suggests that with the shrinking supply of young entrants, the older workforce will have to remain additional years in the labour market. The extension

of working life in OECD countries will also result in an increase in employment rates and alleviate pressures on pension systems. New efforts of governments, employers, unions and workers in the field of pension systems, work organization, working time and training, are required to cope with these developments. The report analyses demographic trends and their labour market consequences, and highlights



ILO/Jacques Maillard

INDONESIA – FIRST ASIAN COUNTRY TO RATIFY ILO WORST FORMS OF CHILD LABOUR CONVENTION

▲ In the wake of the 1997-98 financial crisis, Asia's gnawing poverty, unemployment and underemployment are keeping greater numbers of children at work – much of it harmful to their physical and psychological health – and exposing them to unscrupulous traffickers who pluck them from their families and use them for illicit activities like the drug trade and prostitution, says an ILO report to the *ILO/Japan Asian Regional High-level Meeting on Child Labour* held in Jakarta from 8 to 10 March 2000.

Indonesia's President Abdurrahman Wahid seized the occasion to make Indonesia the first Asian country to ratify the ILO's newest core labour standard: the *Worst Forms of Child Labour Convention, 1999* (No. 182). This ratification also made Indonesia the first country in Asia to have ratified all eight ILO core labour standards, which guarantee respect for freedom of association and call for the abolition of forced labour, child labour and discrimination in the workplace.

Of the 250 million working children in developing countries, the ILO estimates two thirds are Asian. According to government figures, there are about 1.6 million working children in Indonesia between the ages of 10 and 14. Of these, seven out of ten work in agriculture. Prostitution, gold mining and fishing from offshore platforms figure among the worst forms of child labour documented in the country.

A new ILO project which builds on Indonesian Government initiatives to halt child labour on offshore fishing-platforms is targeting the abusive conditions in which young boys are left to fish for months on end from a platform – known as a *jermal* – which is the size of a tennis court. Child labour in the country's footwear sector is the focus of a related project recently launched in the country.

For further information, please contact the ILO Regional Office for Asia and the Pacific (ROAP), phone: +662/288-1725; fax: +662/280-1735; e-mail: apwebeditor@ilo.org

some of the new approaches in public policies and company strategies to tackle the challenges of ageing. It ends with policy recommendations based on ILO labour standards and former work undertaken by the International Labour Office in this area.

* "Ageing of the labour force in OECD countries: Economic and social consequences", *Employment Paper 2000/2*, by Peter Auer and Mariangels Fortuny, can be obtained from the *Employment Strategy Department*, phone: +4122/799-6564; e-mail: dunanp@ilo.org

SAFE WORK WITH PESTICIDES

▲ Ever more intensive cultivation and narrow specialization of agricultural production have increased the importance of pest control. About 100 million people worldwide making a living from agriculture are likely to have significant exposure to pesticides, while another 500 million may be exposed to a lesser extent. In view of the major problem of acute pesticide poisoning, particularly in developing countries, efforts of the national authorities, non-governmental organizations and industry are needed in order to control the health impacts of pesticide use. The latest issue of the *ILO/FINNIDA Asian-Pacific Newsletter on Occupational Safety and Health* (Vol. 6, No. 3, December 1999) addresses the issue of the health impact of pesticide exposure and approaches to prevention, and provides a voice for safety and health practitioners from all over the region.

For further information, please contact the International Occupational Safety and Health



Information Centre (CIS),
phone: +4122/799-6740; fax:
+4122/799-8516; e-mail:
CIS@ilo.org

OVERCOMING ADVERSE CONSEQUENCES OF THE TRANSITION PERIOD IN RUSSIA

ILO/Jacques Maillard



▲ While the August 1998 financial events impacted negatively on the overall social and economic situation in Russia, this impact was not as dramatic as some may have feared it could be. However, major difficulties remain in the labour and social spheres which require urgent and strong corrective action. The issue at stake is not only to restructure and consolidate the Russian economy, but also to rebuild sound governance and social efficiency, concluded an International Conference on Social and Labour Issues in Russia, jointly convened from 4 to 6 October 1999 in Moscow by the ILO, the Russian Ministry of Labour and Social Development, the Federation of Independent Trade Unions of Russia and the Coordinating Council of Russian Organizations of Employers.

For further information, please contact the ILO Moscow Office, phone: +7095/925-5025; fax: +7095/956-3649; e-mail: moscow@ilo.org

LETTERS TO THE EDITOR

World of Work has started a Letters to the Editor column to reflect the interests of a wide readership. Letters will be printed according to space availability and relevance, and the Editor reserves the right to edit the text.

It was with much delight that I read the December 1999 issue of the ILO magazine, *World of Work*, and hasten to congratulate you for an excellent publication.

Nafis Sadik, M.D.

Under-Secretary-General
United Nations Fund for Population
Activities (UNFPA), New York.

Notre Institut propose une formation de secrétaire trilingue – anglais, français, espagnol – et une formation de médiation culturelle. Pour notre centre de documentation, nous souhaiterions recevoir régulièrement votre magazine, *Travail*...

Christiane Lacan
Responsable Langues étrangères
Institut für Sprachen und Wirtschaft
Freiburg, Switzerland.

I am a researcher in the field of Industrial relations. I came across a copy of the journal *World of Work*, which I find to be of immense use for my research purposes...

Dr. K.R. Shyam Sundar
Lecturer, Mumbai University, India

Congratulations for the wonderful edition of the journal, "*Shram ki Duniya*" (Hindi edition of *World of Work*). We would also like to receive the English version.

Ms. Malti Vohra
Women's Studies Research Centre,
Kurukshetra University, India

I have come across your publication, *World of Work – The Magazine of the ILO* and I find it very interesting and informative. I think it is also a good source of information of great utility in my work as lecturer in Sociology. I would very much appreciate it if I could receive this publication.

Dr. George Cassar
Mosta, Malta

La presente tiene por objeto saludarlos y felicitarlos por la magnífica Revista "Trabajo" de la OIT, la cual viene impulsando la justicia social en el mundo, tratando de mejorar las condiciones de vida y de trabajo. Su lectura me complació y anima a solicitarles respetuosamente, si tienen a bien remitirme dicha prestigiosa publicación...

Dr. Edison Guiven
Abogado, Lima, Perú

I, on behalf of my General Secretary and on my own behalf, acknowledge with thanks receipt of the Hindi edition of ILO magazine "*World of Work*". This is really a very good effort made by the ILO, and circulation ... in Hindi will help a large chunk of workers to know more about the activities of the ILO, and also about the important happenings in the world related to workers. We have accordingly decided to request ILO-India Office to send this magazine directly to some of our important affiliates, whose list is enclosed.

R.A. Mital
Secretary, Hind Mazdoor Sabha
New Delhi, India

This is to acknowledge with thanks the receipt of the Hindi edition of your magazine "*World of Work*". The publication is indeed very informative and useful, and is being placed in the Chamber's Library for wider readership.

H.S. Tandon
PHD Chamber of Commerce and
Industry, New Delhi, India.

I thank you for sending me the *World of Work* magazines. I have collected a good volume of material from them.

Dr. Mohammad Taghi Iman
Head of Center for Population Studies
Shiraz University, Shiraz, Iran



IN THE PRESS...IN THE PRESS...IN THE PRESS...IN THE PRESS...

Globalization, child labour, migration, among ILO newsmakers

Business Line

(India, 18.2.00)

Pact with ILO on child labour elimination

Our Bureau
NEW DELHI, Feb. 17

THE Government signed a memorandum of understanding (MoU) with the International Labour Organisation (ILO) on Thursday, extending the International Programme on Elimination of Child Labour (IPEC) for two years till December 31, 2002.

The highlight of the MoU, which was signed here in the presence of the visiting Director-General of the ILO, Dr. Juan Somavia, and the Union Labour Minister, Mr. Satyanarayan Jatiya, would be a Rs. 11-crore area-specific approach focussing on the 'worst forms of child labour' in six districts and a Rs. 18-crore project targeting child labour in Andhra Pradesh.

Speaking on the occasion, Dr. Somavia said that when the ILO launched IPEC in 1992, India was the first country to sign the MoU, formalising collaboration and joint efforts in this field.

Subsequently, in June 1999, the ILO adopted a new international human rights instrument on the subject — the Worst Forms of Child Labour Convention No. 182 — defining the worst forms of child labour and urging governments to ban them. India again was one of the nine countries to have ratified it.

Business Standard

(India, 19-20.2.00)

NEW DELHI
WEDNESDAY FEBRUARY 19/THURSDAY 20 2000

ILO chief flays developed states on labour issues

Our Economy Bureau
NEW DELHI

Juan Somavia, director general, International Labour Organisation (ILO), yesterday criticised the developed world for taking the moral high ground on labour issues.

Instead, he asked the world to address the problems individuals face seeking 'decent work' in an era of globalisation. Somavia was speaking at a lecture on 'Decent Work in the Global Economy'.

He said, "The history of slavery and colonisation; the treatment of their own workers in the early stages of industrialisation; and the compromises with democracy made for strategic reasons in the Cold War era, are too fresh in memory. Yet, he noted, there were many in the South who respond to the moral claims of the North."



(Philippines, 16.2.00)

ILO head hits globalization for failing to provide employment

BANGKOK, Thailand (AP) — The head of the world's top labor organization lashed out yesterday at globalization for spawning a "casino economy" and failing to provide decent work for millions in the developing world.

Juan Somavia, director-general of the UN International Labor Organization, predicted globalization in its current form would collapse unless policy makers found ways to "make markets work for everybody."

"The benefits of the global economy are not delivering enough to enough people — hence the backlash," Somavia said. "I find the situation frankly dangerous, politically."

LA NACIÓN



(Chile, 16.2.00)

Juan Somavia, director de la OIT

"Trabajo Decente No Es Aspiración Revolucionaria, Sino Razonable"

Bangkok, (EFE). — El director general de la Organización Internacional de Trabajo (OIT), el chileno Juan Somavia, defendió la creación de empleo como única forma de acceder al desarrollo sostenido en el mundo.

En su intervención ante la X reunión de la Conferencia de Naciones Unidas sobre Comercio y Desarrollo, denunció que, aunque la creación de puestos de trabajo es un asunto de capital importancia, a menudo se deja al margen en las reuniones de organismos internacionales.

"Sabemos que la economía global no es capaz de generar trabajo decente para un número suficiente de personas",

y resaltó que ello afecta por igual a los países ricos y pobres.

La globalización está creando "inseguridad" y "ansiedad" en amplias capas de la sociedad, incluso entre las clases medias, que están convencidas de que sus hijos no tendrán las mismas oportunidades que tuvieron ellos. Las fuentes de estos temores —pobreza, desempleo y marginación— existen antes de la globalización, pero ésta los ha exacerbado.

Somavia destacó que esta situación de inseguridad y desempleo tiene repercusiones muy graves en las familias, con un aumento de la violencia y la delincuencia.

FINANCIAL TIMES

(UK 16.2.00)

ILO looks for role in labour rights disputes

By William Barnes and Torsten Engelhardt in Bangkok

Bitter disagreements over labour rights could be avoided by keeping the issue within the remit of the International Labour Organisation, according to Juan Somavia, ILO secretary-general.

Speaking at a United Nations Conference on Trade and Development meeting in Bangkok, Mr Somavia yesterday said globalisation had caused many people in many

countries to fear for their future.

This could be addressed, he said, with a global commitment to strive for "decent work" for all. This still meant, however, that workers in economies at different stages of development should expect different experiences from work.

"They will not get the same income. They will get the benefits appropriate in their economy," Mr Somavia said.

हिन्दुस्तान

(India, 18.2.00)

ILO/IPEC-Government of India Memorandum of Understanding extended for two years.

बाल मजदूरों की मुक्ति का कार्यक्रम दो साल के लिए बढ़ा

विशेष संवाददाता

नई दिल्ली, 17 फरवरी। भारत में साढ़े सात साल पहले शुरू हुए बाल मजदूरों की मुक्ति के अंतरराष्ट्रीय कार्यक्रम को अवधि दो साल बढ़ गई है। अंतरराष्ट्रीय श्रम संगठन और केन्द्रीय श्रम मंत्रालय के बीच आज यहाँ इसके लिए सहमति-पत्र पर हस्ताक्षर किये गये। इस अवसर पर अंतरराष्ट्रीय श्रम संगठन के महासचिव युआन सोमाविया तथा श्रम मंत्री डा. सत्यनारायण जटिया उपस्थित थे।

श्रम मंत्रालय के सचिव डा. लक्ष्मीधर मिश्र ने इस अवसर पर प्रकाशित की बताया कि देश में उक्त योजना के तहत अब तक एक लाख बच्चों को खतरनाक कार्यों से मुक्त

कराया जा चुका है। न केवल उन्हें जोखिम वाले कार्यों से मुक्ति प्रदान की गई है बल्कि उन्हें संरक्षण तथा शिक्षा के अवसर भी उपलब्ध कराये गये हैं।

श्रम मंत्री श्री जटिया ने बताया कि अंतरराष्ट्रीय कार्यक्रम के तहत बाल मजदूरों की मुक्ति का यह अभियान देश के 91 जिलों में चल रहा है। इसके अलावा देश में 64 उद्योगों को बाल मन और तन के लिए खतरनाक कारगर दिया जा चुका है। श्री सोमाविया से अपनी बातचीत में उन्होंने श्रम मान्यदंडों के मामले में देश की नीति का खुलासा किया। उन्होंने बताया कि भारत अब तक अंतरराष्ट्रीय श्रम संगठन की 38 संधियों को अनुमोदित कर चुका है।

LA NACIÓN

(Argentina, 19.3.2000)

Cambia el trabajo periodístico

GINEBRA (OIT). — La revolución on line en los medios de comunicación y la industria del ocio están cambiando el modo de trabajo de los periodistas.

Según los resultados de un informe elaborado por la OIT, la tecnología de la información y las comunicaciones está equilibrando la balanza entre personal fijo y freelance en las redacciones. Además, el informe muestra que el periodismo está proporcionando cada vez más oportunidades profesionales a las mujeres, que se encuentran entre los primeros beneficiarios del auge de un nuevo mercado de trabajo en los medios de comunicación.

En el Reino Unido, según el informe, "hay más mujeres periodistas que nunca". En España, a pesar de que se registró un descenso en la fuerza laboral en los diarios de un 15% entre 1992 y 1994, "el porcentaje de perso-

nal dedicado a la redacción ha subido de 37 a 46% y la proporción de mujeres aumentó de 27 a 29,5 por ciento".

Riesgos y oportunidades

El exceso de información parece haberse convertido en un riesgo profesional para los periodistas a tiempo completo y el correo electrónico es el principal culpable, dada la gran cantidad de mensajes que se reciben en los buzones electrónicos y el flujo constante de datos, comunicados de prensa, publicaciones en la Red, informes internos y cartas de lectores.

El informe señala, además, que la inmensa mayoría de los periodistas en los países industrializados tiene acceso a Internet, un medio que apenas existía hace una década.

A pesar de que el crecimiento de Internet y la proliferación de herra-

LE FIGARO économie

(France, 13.3.00)

Le retour des grandes migrations

« La mondialisation entraîne une intensification notable des flux migratoires. » L'Organisation internationale du travail (OIT) constate, dans un rapport publié récemment à Genève, que le nombre de migrants est en constante augmentation. Ils sont aujourd'hui plus de 120 millions.

La libéralisation des échanges et ses retombées économiques, loin de fixer les populations des pays pauvres, a pour effet, dit l'étude de l'OIT, de les inciter à quitter leur région d'origine pour trouver un travail à l'étranger. L'ouverture des marchés et les subventions aux exportations, accordées notamment par l'Union européenne, pèsent lourdement sur la production et la main-d'œuvre agricoles des pays en développement.

The Pakistan Times

(Pakistan, 15.3.00)

Immigrants face hurdles in getting jobs: ILO

ISLAMABAD: A study just released by the United Nations International Labour Organization (ILO) found that immigrant workers and their families in the industrialized world faced "significant and disturbing levels of discrimination in access to employment."

At least one-third of all advertised vacancies were effectively closed to applicants from ethnic minority groups because of discrimination, ILO said in a statement announcing the release of the study, which was conducted in several Western European countries.

According to the report, "overall discrimination rates of up to 35% were not uncommon," which meant that at least one in every three job applications turned in by migrant or minority candidates met with discrimination.

The discrimination was strongest at the outset of the hiring process, with large numbers of "test" applicants — usually a young male with a foreign sounding name — being denied the possibility of even presenting credentials to prospective employers.—NNI

THE HINDU

(India, 2.3.00)

'Globalisation will increase migration pressures'

By Our Special Correspondent

NEW DELHI, MARCH 1. Contrary to reducing international migration flows by moving products instead of people, globalisation will give rise to increased migration pressures in the years to come, according to a new book published by the International Labour Organisation (ILO).

The book titled "Workers without frontiers — the impact of globalisation on international migration" argues that the flow of goods and capital between rich and poor countries will not be large enough to offset the needs for employment in poorer countries. Instead the social disruption caused by economic restructuring is likely to shake more people loose from their communities and encourage them to look abroad for work.

THE NATION

THAILAND'S INDEPENDENT NEWSPAPER

(Thailand, 2.3.00)

Mass migration of labour to continue

THANA POOPAT
The Nation

MASS movements of migrant workers from poorer to richer countries will continue to rise sharply in the coming decades as promises of globalisation, particularly flows of trade and investment, have largely eluded low-income economies, says a new book published by the International Labour Organisation (ILO).

The book, "Workers Without Frontiers — The Impact of Globalisation on International Migration", says the total

number of migrant workers worldwide is currently over 120 million — a huge increase from 76 million in 1965 — and will continue to grow rapidly.

"Between 1985 and 2025, the labour force of low-income countries is set to grow from 1.4 billion to 2.2 billion," says the book's author Peter Stalker. "Neither trade nor investment at their current levels will be at a sufficient level to absorb this expansion."

An ILO analysis of current migration patterns in 162 countries showed

The Washington Post

(USA, 7.3.00)

Migrant Workers Make More Passages of Hope

By KENNETH DOWNEY CALVERT
Washington Post Staff Writer

A multinational company is moving its operations across borders in search of cheaper labor, re-tooling numbers of workers are moving in the opposite direction in search of better pay and higher standards of living, a new report on global migration patterns has found.

A review of recent census reports from 152 countries determined there are about 120 million migrants in the world now, including some religious fleeing war or famine who don't return to their homelands. That number is up from 76 million in 1965 and is expected to grow, the report said.

The swell of migration is creating a new \$6 billion-a-year industry — human trafficking — as workers from poor countries pay brokers for false documents or to smuggle them into more desirable countries.

"Workers Without Frontiers: The Impact of Globalization on International Migration" was issued last week by the International Labour Organization, a United Nations agency based in Geneva. The biggest motivator for immigrants is a better economic life, author Peter Stalker found.

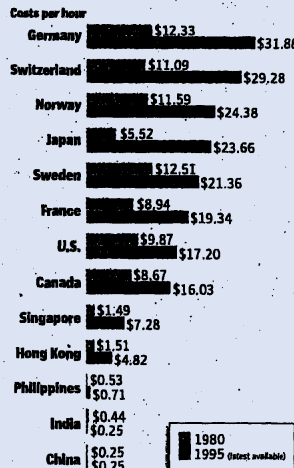
"In a world of winners and losers, the losers do not simply disappear, they seek somewhere else to go," the British economic researcher wrote.

Some foreign workers are needed because of tight labor markets in some countries, including the United States — which admits more immigrants than anyone else. In Europe and Japan, where birthrates are shrinking and the population is aging, tight immigration controls may eventually be loosened because immigrants will be needed as manual laborers, health-care aides and other jobs viewed as undesirable by local residents. But the increase in immigration has stirred debate in many countries and sparked social and political unrest in others, including incidents in Spain that involved violent attacks on immigrants. Immigration is "controversial and complex everywhere," Stalker said in an interview.

Wide pay disparities among nations are giving workers an incentive to move, Stalker found. One 1995 study, for example, found that workers who earned \$31 a week in Mexico earned \$276 a week after they illegally immigrated to the United States. Immigrants who earned 28 cents per day in 1997 could

See WORKERS, F13, C1

Labor costs for manufacturing—where many immigrants are employed—are highest in European countries and lowest in Asia. China's costs have remained flat for many years.



SOURCE: Morgan Stanley, International Labor Organization

EL PAIS

DIARIO INDEPENDIENTE DE LA MANANA

(Spain, 9.3.00)

Un tercio de los inmigrantes legales de España sufre el rechazo xenofóbico al buscar trabajo

Un informe de la OIT denuncia la gran discriminación laboral contra los extranjeros

LUIS VAZQUEZ / MICHEL BAYON
Ginebra / Madrid
El 36% de los trabajadores extranjeros que residen legalmente en España son rechazados por las empresas debido a su origen, según un informe de la Organización Internacional del Trabajo (OIT) presentado ayer en Ginebra. El colectivo más

El grado de rechazo injustificado a los inmigrantes legales difiere entre provincias. Las cotas más altas se alcanzan en Barcelona y Málaga, donde casi un 50% de los trabajadores extranjeros son rechazados por las empresas de forma discriminatoria. La cifra es menor en Madrid, con un 28% de rechazo. El informe de la OIT se ha centrado en cuatro países europeos. Los porcentajes de discriminación laboral de los inmigrantes legales, según los anteriores criterios, son los siguientes: 20% en Alemania, 32% en

discriminado es el de los marroquíes, de los que una cuarta parte son rechazados antes incluso de presentar formalmente su demanda de empleo. La discriminación es más grave en la industria y en el sector servicios. Los datos incluyen, que en actividades como la construcción.

Bélgica, 36% en España y 40% en Holanda. Los expertos de la OIT basan sus conclusiones en un seguimiento de las ofertas de empleo aparecidas en los medios de comunicación, y en cómo las empresas tramitaban las solicitudes de los demandantes extranjeros, en comparación con las de los autóctonos. La mayoría de los casos de discriminación se dan en la primera fase del proceso de selección. Por ejemplo, en España, al 25% de los marroquíes ni siquiera se les permitió presentar formalmente su solicitud.

Les Echos

(France, 2.3.00)

La mondialisation va intensifier l'immigration vers les pays riches, selon l'OIT

Loin de réduire les flux migratoires, la mondialisation va provoquer leur intensification au XXI^e siècle, car les mouvements de capitaux vers les pays pauvres n'y créent pas assez d'emplois, affirme l'Organisation mondiale du Travail (OIT) dans un ouvrage publié hier (1). Le nombre de migrants est estimé dans le monde à plus de 120 millions de personnes selon l'OIT, soit 75 millions de plus qu'en 1965. « La désintégration des sociétés, causée par les restructurations économiques, poussera davantage de personnes hors de leur communauté d'origine à chercher du travail à l'étranger », estime l'organisation internationale. Parallèlement, « les mouvements de biens et de capitaux entre pays riches et pauvres ne sont pas suffisamment importants pour compenser la pénurie d'emplois dans les pays pauvres ».

ミヤンマー制裁強化

ILO 強制労働、改善なく

(ジュネーブ28日) 福原直樹(ミヤンマー)の強制労働問題とを討議していた国際労働機関(ILO)は28日の理事会で、他の国際機関と協調し、同国への制裁を強めていく方針を決めた。ILOがILO勧告に従わず問題を放置しているのが理由。

理事会はILOは「この世界保健機関(WHO)など他の人への技術援助を停止する」を求めた。7月の国連経済社会理事会も取り上げ、各国連合機関と共同との関係を見直すように求め、などの制裁措置を勧告した。

ミヤンマーではこれまで、政府が市店を強制的に徴用、危険な地域原の中などで無償労働をさせていることが批判されていた。これを受けILOの調査委員会は1998年、強制労働の停止、関係者の処罰を求めた勧告を行ったほか、昨年6月にはILOが同国への技術協力も停止し、ILO関係会議を招請しないことを決めた制裁決議をした。

ILO関係者によると、今回の理事会の勧告は「同国が問題を無視し続けているもの」で、今年6月の総会で「具体的な制裁措置を討議する」方針

Media shelf

In print

■ **Social Dialogue and Pension Reform:** United Kingdom, United States, Germany, Japan, Sweden, Italy, Spain. Edited by Emmanuel Reynaud, ISBN 92-2-110835-X. Price: 20 Swiss francs.; US\$14.95; £9.95. Also available in French

At a time when pensions are a major topic of public debate, this unique and revealing study examines the important, but little known, involvement of employers' and workers' organizations, academics, professionals and experts, in developing and reforming public pension policy. It illustrates the variety of approaches taken to pensions by analysing the schemes of seven industrialized countries: the United Kingdom, the United States, Germany, Japan, Sweden, Italy, and Spain. Above all, it evaluates the role of social dialogue among the groups in reaching a consensus on viable pension reform.

■ **Social Health Insurance, Social Security Series No. 5 2000,** ISBN 92-2-110738-8. Price: 16 Swiss francs; US\$12.95; £6.95.

This manual provides an overview of social health insurance schemes and looks at the development of health care policies and feasibility issues. It also examines the design of health insurance schemes, health care benefits, financing, costs and organization, and considers the operational and strategic information requirements.

■ **Workers Without Frontiers: The impact of globalization on international migration.** By Peter Stalker 2000, ISBN 92-2-110854-6. Price: 30 Swiss francs; US\$18.95; £12.95.

Offering a unique assessment of a complex and contentious issue, *Workers Without Frontiers* brings together the latest information on international migration and globalization. It examines how migration connects with movements of goods and capital, and how it is closely tied to social and economic changes. Often, discussions of globalization do not consider international migration or only deal with it as a residual category. *Workers Without Frontiers* helps to redress these discussions by looking at how economic convergence may cause migration pressures to subside, or how years of economic upheaval may release new migrant flows. (See also p.4)

■ **ABC of women workers' rights and gender equality.** ILO Geneva, 2000. ISBN 92-2-110844-9. Price: 20 Swiss francs.

Women's rights and gender equality have gained growing attention over the past decades, both at international and national levels. In order to promote equality between

women and men in the world of work, international labour standards and national legislation have been adopted on a wide range of related issues. However, workers are often unaware of their rights derived from these standards.

This guide is intended to bridge that gap. It focuses on states' or employers' obligations, and corresponding workers' rights, relating to gender concerns based on the ILO Conventions and Recommendations. The guide incorporates information on sexual harassment, women in development, the glass ceiling and many more topics. Other major developments are included under gender mainstreaming and other gender issues, fundamental principles and rights at work, globalization, export-processing zones, part-time work and workers with family responsibilities.

■ **Labour Education No. 116, 1999/3** (published in English, French and Spanish) by the ILO Bureau for Workers' Activities. *Trade unions in the informal sector: Finding their bearings. Nine country papers.*

Throughout recent decades, instead of disappearing as the modern economy expanded, the informal sector has actually grown in the majority of developing countries. Parallel to this evolution, the industrialized countries have witnessed a gradual re-

shaping of their labour markets which has led to new and more precarious forms of employment and to cuts in incomes in the traditional sectors of the economy.

Trade union organizations, affected by this phenomenon, have been attempting to organize workers in the informal sector of the economy, and have been trying to find more viable formulas for mobilizing society as a whole in this effort.

The ILO Bureau for Workers' Activities, aware of these concerns, devoted an edition of its *Labour Education* quarterly journal—No. 116, 1999/3: *Trade unions in the informal sector: Finding their bearings. Nine country papers*—to an analysis of trade union action in favour of workers in this sector, based on nine national studies embracing the four major regions of the world: Africa, Asia, Europe and Latin America.

This 148-page edition of *Labour Education* represents a major thrust on the part of the Bureau for Workers' Activities and constitutes first-rate reference material for all those engaged in studies on the informal sector, be they trade unionists or academic scholars.

■ **International Social Security Review, ISSA, Geneva.** Vol. 53, No. 2, April-June 2000. ISSN 0020-871X.

Taking up the theme of the previous issue, articles by Stanford G. Ross and Monika Queisser look at approaches to pension reform.

In his examination of doctrine and practice in this area, Ross describes the debate on the most appropriate way for states to provide citizens with retirement income, and analyses the main doctrinal ap-



proaches in relation to actual outcomes in particular countries around the world. Rather than economic or social policy, he argues, the main issue is one of political culture. The critical problem is how to base a pension system on the economic, social and political conditions of a country.

Queisser finds that, although recommendations for reform have in recent years been at the top of the agenda of international organizations involved in pension policy, the ideas espoused have varied. Comparing the positions of the ILO, ISSA, the World Bank, IMF and OECD, she finds that fiercely ideological debate has gradually given way to coordination and cooperation; a move, in her words, "from conflict to convergence".

Also in this issue of the *International Social Security Review*, as well as the regular, comprehensive roundup of all the latest publications in the social security field, Abdellah Boudahrain exposes the insecure social protection of migrant workers from the Maghreb residing in western Europe and the Gulf States, and David M. Dror seeks to establish how far the theoretical differences between private and public (or social) health insurance have influenced health reforms in different industrialized countries.

For further information: www.issa.int ("Publications")
Subscribers receive *Trends in Social Security* free of charge.
Subscriptions: Institutional rates/annual: £72 or US\$115; £33 (Eastern Europe & Developing World); personal rates/annual: £30 or US\$48 (Canadian customers/residents please add 7% for GST).

Distributed by Blackwell Publishers Journals, PO Box 805, 108 Cowley Road, Oxford OX4 1FH, United Kingdom (tel. +44(0)1865.244.083; fax: +44(0)1865.381.381; email: jninfo@blackwellpublishers.co.uk).

■ International Labour Review

Controversial questions surrounding employment abound, many revolving around the closely related issues of insecurity, flexibility and the role of market forces. All the articles in the first issue of 2000 help to clarify the ways in which constructive social policy in this area can contribute to good employment outcomes consistent with economic logic and globalization.

First of all, in a continuation of the *Review's* attempt to encourage multidisciplinary inquiry, G. M. Kelly reflects on concepts of work as typically presented in cultural, economic and statistical form. The "archaeological" sweep of "Employment and concepts of work in the new global economy" takes the reader from early Christian writings, the Reformation and Calvinist ideology of work through "the secularization of work as a factor of production in the industrial machine," the Marxian focus on work, and the commodification of labour. This has relevance for the very contemporary debate on morality and economics, and on the place of work among fundamental values. He believes that in the long term, "the market clearing orientation is likely to be seen more clearly as offensive to human rights and dignity and thus found unsustainable". With a revival of the concept of political community, he argues, we might well make progress "on the road back from radical individualism [and] the sovereignty of greed".

Then Bernard Gernigon, Alberto Otero and Horacio Guido underline the contemporary importance of collective bargaining in "ILO principles concerning collective bargaining". The dramatic developments of the past decade in the world economy and in political systems have had their impact on the form and style of bargaining, but have not undercut its value. On the contrary. In a world of widespread insecurity and unrestrained capital flows, the protection afforded workers by freely entered collective agreements with management assumes great importance. The authors demonstrate that the ILO has not been idle in this area, that it has in fact supported the practical evolution of the application of the enduring principles of freedom of association and the right to collective bargaining.

The strictness of employment protection is a frequent target of those who advocate the primacy of market forces. That view typically rests on the argument that priority to employment security contributes importantly to unemployment and discourages job creation. The discussion on this question is

severely hampered by seriously inadequate measures of protection, the important subject addressed by Giuseppe Bertola, Tito Boeri and Sandrine Cazes in "Employment protection in industrialized countries: The case for new indicators". The topic may seem narrowly technical, but many have rushed to endorse outdated, simplistic indicators which are deeply flawed. If we have no useful indicators of the extent of protection, then policies formulated on the basis of those poor indicators are themselves suspect. The authors demonstrate that "available rankings of employment protection are too imperfect and imprecise to inform the debate on...reforms and cannot be used to monitor structural reforms in the labour market". Yet indicators are indeed needed, because the question of relative flexibility cannot be avoided in the analysis of comparative employment performance. Thus, serious research to develop indicators which capture the complexity of employment protection must be a priority.

Then Vincenzo Spiezia addresses another presumed villain in the poor employment performance of a number of industrialized countries – the generosity of unemployment benefits. In "The effects of benefits on unemployment and wages: A comparison of unemployment compensation systems", he makes a strong theoretical case for examining the impact of assistance and insurance separately, and shows that there is no reason to expect unemployment insurance to contribute to higher levels of unemployment. If assistance is the instrument of choice for promoting social equity, then generous unemployment compensation can be consistent with a superior employment performance. This is a finding of substantial practical importance in support of the moral case for social policy in this age of flexibility.

The *Books* section highlights a great many important themes. Starting with the argument for global public goods, reviews and notes take up "the therapeutic corporation", the economics of child labour, labour and democracy in Namibia, images of poverty, the French employment debate, industrial incentives in the United States, and health issues. And there are notes on 15 new ILO publications.

Note: Starting with Volume 138 (1999) the International Labour Review is for sale online – by volume, issue and individual article – and in English, French and Spanish.



boosting employment through small enterprise development

No. 34, April/May 2000

Access to decent work is an antidote to social exclusion right across our global economy. SEED seeks to unlock the potential for creating more and better jobs in the small enterprise sector. Since this is where most women and men earn their living now – in micro and small enterprises, in self-employment, as homeworkers – this is where policies, regulations, business training, market development, and organization building can matter most.

This is exactly what the International Labour Conference confirmed in 1998 by adopting Recommendation No.189 on “Job Creation in Small and Medium-sized Enterprises.” It offers a vision of a vibrant, job-creating, poverty-fighting small enterprise sector. Now SEED is working with governments, social partners and communities to craft new policy tools, invigorate entrepreneurship and management training, and involve small business in new markets. The Programme conducts research

on what works where and why to boost employment through small enterprise development.

As one of the ILO’s new InFocus Programmes, SEED builds on the ILO’s thirty years of experience in supporting small enterprise development. SEED’s mission is to strengthen understanding of how development of this economic sector can better serve employment goals. Most importantly, this knowledge is being put to work through policy guidance, technical assistance and international advocacy. ILO concerns and values drive our work to improve job quality in small enterprises, increase economic opportunities for women, promote representative associations of employers and workers in the sector, and upgrade employment for workers in the informal economy.

For more information about SEED, see insert in this issue.

For further information, please contact:
 Phone: +4122/7996862, Fax: +4122/7997978
 e-mail: IFP-SED@ilo.org
 International Labour Office,
 Job Creation and Enterprise Department, IFP/SED
 4, route des Morillons, CH-1211
 Geneva 22, Switzerland
www.ilo.org/sed

