

# WORLD OF *Work*

THE MAGAZINE OF THE ILO



**Your Voice at Work:  
First global report on  
Freedom of Association and  
Collective Bargaining**

**INTERNATIONAL  
LABOUR CONFERENCE  
88<sup>TH</sup> SESSION**



INTERNATIONAL LABOUR OFFICE



# The ILO: Then and Now

THEN



ILO/Georges Cabrera

NOW



ILO/Didier Bregnard

On 2 June 1998, the Global March arrived at the ILO to press for a new Convention against the worst forms of child labour. Chanting slogans and waving banners, they marched to the International Labour Conference, where they received a standing ovation from thousands of delegates.

Two years later, on 28 June 2000, children gathered again at the ILO, this time to celebrate. As hundreds of balloons rose above the crowd, a thin voice chanted "Global March, Child Labour," reminding everyone what had been accomplished: The ILO Worst Forms of Child Labour Convention (No. 182), adopted in 1999, already ratified by nearly 30 nations.

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.

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Tel: +202/653-7652  
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Printed by SRO-Kundig SA, Geneva

ISSN 1020-0010



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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.

# A pioneering ILO global report calls for more widespread respect for rights at work

*Intimidation, threats and even murder still await many workers who attempt to organize in a number of countries around the world. So says a new ILO report, Your Voice at Work<sup>1</sup>, released in May. Although freedom of association and the effective right to collective bargaining have been recognized as fundamental rights and principles by the 175 member States of the International Labour Organization (ILO), "we are still a long way from universal acceptance of these fundamental principles and rights in practice", the report says, adding that, "Governments, as guardians of democracy, need to do more than pay lip service" to them.*

**M**anifest violations of freedom of association highlighted in the *Global Report*, include outright prohibitions on trade unions, murder of trade unionists, physical assaults, arrests and detentions, forced exile, and violations of trade union premises and property. Employers have also had their rights to organize and bargain curtailed in some countries.

*"A global economy in which people do not have the right to organize will lack social legitimacy", said Mr. Juan Somavia, Director-General of the ILO. "People organizing themselves to make their voices heard", he added, "exercise a fundamental human right and the most important development right."*

*"Commitments made by governments at the 1995 Copenhagen Social Summit and in the 1998 ILO Declaration on Fundamental Principles and Rights at Work reflect political consensus on the need to respect fundamental principles and rights at work, and a growing ac-*

*ceptance that these are the social underpinnings of the global economy", said Mr. Somavia. "The fact that information on respect for these rights, as well as on violations, is now more freely available – making a Global Report of this kind possible – is necessary to achieve progress."*



ILO/Ph. Lissac

The *Global Report* – the first of its kind ever published – forms part of the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. Adopted in June 1998, the Declaration commits the ILO's 175 member States to respect the principles inherent in four sets of core labour standards, and promotes their universal observance.

The report points out that whole categories of workers "remain either uncovered or specifically excluded from legal protection". In some countries, national legislation either fails to cover agricultural workers or denies them the right to organize; domestic workers – overwhelmingly women – are often denied the right to organize; and migrant workers are seriously restricted in forming or joining trade unions or are effectively prohibited from holding office in them.



After agriculture, the public sector includes the largest numbers of workers whose rights to organize and bargain collectively are restricted. The right to strike also remains very limited in many parts of the world.

Finally, the report points out that state-sponsored and controlled single trade union structures endure in some countries, where "the right to form and join organizations freely", be they workers' or employers' organizations, comments the ILO report, "is not compatible with single-party rule."



## THE FIRST GLOBAL REPORT: HIGHLIGHTS OF THE DISCUSSION

### Follow-up to the Declaration

The *Global Report* – the first of its kind ever published – forms part of the follow-up to the ILO *Declaration on Fundamental Principles and Rights at Work*. Adopted in June 1998, the *Declaration* commits the ILO's 175 member States to respect the principles inherent in four sets of core labour standards and promotes their universal observance. All member States have an obligation to respect the fundamental principles involved, whether or not they have ratified the relevant ILO Conventions. The follow-up mechanism provides for *an annual review<sup>2</sup> of the situation in countries that have not ratified one or more of these "core" Conventions<sup>3</sup> and a Global Report drawn up under the responsibility of the Director-General*.

Global Reports will cover, each year in turn, one of the four sets of "core" principles. After freedom of association and collective bargaining this year, future reports will focus on forced labour (2001), child labour (2002) and discrimination in employment (2003). The process will then start over again.

### "The key enabling right"

*Your Voice at Work* stresses "the right to organize is the key enabling right and

the gateway to the exercise of a range of other rights at work". Positive developments facilitated by the ILO have been achieved through consultation with, and cooperation between, governments, employers and workers. Examples include **Chile, Indonesia, Mozambique, Poland and South Africa**. They underline the extent to which "the consolidation of democracy and expanded freedom of association go hand in hand".

Calling for action on the part of workers,

**The International Labour Conference devoted the entire plenary debate on 6 June to Your Voice at Work. Here are a few of the delegates' comments:**

"What the Declaration seeks to promote is a policy environment that provides the opportunity for freedom of association and collective bargaining... Organizational results are up to worker and employer organizations." Mr. Potter, Employers' delegate, United States, Employer spokesperson.

"As a fundamental, the Workers' group must insist on the absolute priority for the international community, facilitated by the ILO, to take strong measures to halt the violation of workers' rights which is resulting from globalization..." Mr. Brett, Workers' delegate, United Kingdom, Worker Vice-Chairperson of the Governing Body.

"IMEC thanks the Director-General and commends him for this stimulating and thought-provoking report." Ms. Perlin, Government delegate, Canada, spokesperson for the IMEC group of countries.

"In view of the fact that the Report is intended to be action-oriented and that the follow-up is to be promotional, meaningful and effective, we believe that country-specific references would best be avoided." Ms. Sarmiento, Government delegate, Philippines, spokesperson for the Asia & Pacific Group.

"The Global Report has a number of positive elements....[It] also raises some concerns...The report should have adopted a much broader and multidimensional analytical framework." Mr. Khan, Federal Minister for Labour, Manpower and Overseas Pakistanis, Pakistan.

"Reducing freedom of association spells an end to freedom. This is why the Employers defend freedom of association....Alongside freedom of association comes freedom to bargain collectively. This dynamic corresponds to the market economy where opposite interests have to come together..." Mr. Funes de Rioja (Employers' delegate, Argentina).

"Efforts should be made to promote the principles in the Declaration at the level of government and of workers' and employers' organizations so as to raise their awareness of those principles." Mr. Matar, Employers' delegate, United Arab Emirates.

"We should...consider more practical ways to bring the Declaration into the world's workplaces.... We must share our findings and our goals with other institutions...." Ms. Herman, Secretary of Labour, United States

"[R]espect of the promotion of freedom of association and collective bargaining ... is considered as part of the national reform process." Mr. Swasono, Government delegate of Indonesia.

"I would like to emphasize the necessary complementarity – not to say harmony – which must exist between the action taken in the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work and the traditional monitoring and supervisory machinery. It is not a question of replacing one with the other, but rather of organizing and strengthening the one so as not to have to resort to the other." Mr. Blondel, Workers' delegate, France.

"The report correctly notes that freedom of association has gained less recognition than the other fundamental rights. This is a deplorable situation, since recognition of freedom of association is absolutely essential to securing full respect for the other fundamental rights." Mr. Edström, Workers' delegate, Sweden.

"We have been much comforted by the Report at this particular time in our development because it gives us confirmation that we are pursuing principles and values that are consistent with international good practice." Ms. Wilson, Minister of Labour, New Zealand.



employers and governments to turn promises to respect these rights into reality, the ILO report concludes by outlining three interrelated priorities:

- Ensuring that all workers can form and join a trade union of their choice without fear of intimidation or reprisal, and that employers are free to form and join independent associations.
- Encouraging an open and constructive attitude by private business and public employers to freely-chosen workers' representatives, and development of agreed bargaining methods and complementary forms of cooperation concerning terms and conditions of work.
- Recognition by public authorities that good governance of the labour market, based on respect for fundamental principles and rights at work, makes a major contribution to stable economic, political and social development during international economic integration, the enlargement of democracy and the fight against poverty.

### Impact of globalization

Over the past 30 years, vastly increased financial flows, the integration of markets and the liberalization of trade, have served to intensify competition between and within countries. "Long-established practices and deeply felt values are being tested against the criteria of survival in a fiercely competitive global market," notes the report, warning that "it is feared that these developments will place downward pressure on freedom of association and collective bargaining rights".

By affording capital with multiple exit options in today's globalized economy, the internationalization of production has, in some instances, seriously reduced the content and impact of collective bargaining. And while some have argued that such bargaining in these circumstances should be conducted at the international level, "there have been no significant advances in this direction", notes the report.

Recent developments have given rise to what the report calls a widening "representation gap" in the world of work. The growing segmentation of labour markets, the restructuring of production as a result, among other factors, of technological innovations and wide-scale privatizations have considerably reduced the size of the average production unit. More flexible work methods, the increas-

ing recourse to subcontracting arrangements and part-time work make it more difficult to organize workers in the defence of their own interests.

The growth of the informal economy – more than 80 per cent of all new jobs in Latin America and 93 per cent in Africa during the 1990s – has likewise increased the proportion of workers without any form of collective representation.

Workers' and employers' organizations need to narrow the representation gap, by moving into the informal economy and the new economy where the jobs are going", said Somavia. "That means modernizing their methods of work, to better meet the changing needs of their constituents, new and old. The ILO's task is to help."

These changes, the report points out, have had "an inherent gender dimension". Women form "the majority of workers in subcontracted, temporary or casual work, part-time work and informal occupations". As a result, "more women than men are in unorganized and unprotected jobs which lack security of tenure", perpetuating poverty in families.

The ability of women to exercise freely their rights to join trade unions and have their interests represented on a par with those of their male colleagues is vital to the achievement of both gender equality and trade union strength", says the report, underlining that "not only should women take their place at the negotiation table but gender issues will have to be made more explicit during the collective bargaining process to ensure that any agreement reflects the priorities and aspirations of both women and men".

The report was debated by delegates to the ILC on 6 June (*see box, p.5*). In responding to the debate, the Director-General commented, "The *Global Report* drew both praise and criticism... [Its] analysis was seen by some speakers as unidimensional and partial since it singled out sectors and countries. On this point, it is difficult to see how the Office can do credible reporting unless countries are identified and facts are stated."

□

<sup>1/</sup> Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work: Your voice at work, *International Labour Office, Geneva, 2000, ISBN 92-2-111504-6, price: 20 Swiss francs. Web site: www.ilo.org/voice@work.*

<sup>2/</sup> The first annual review was released on 8 March 2000. See press release ILO/00/4, of the same date.

<sup>3/</sup> Freedom of association and collective bargaining (Nos. 87 and 98); Forced labour (Nos. 29 and 105); Non-discrimination (Nos. 100 and 111); and Child labour (Nos. 138 and 182).

## Special ILO mission to Colombia

**G**ENEVA—The ILO Governing Body has asked Director-General Juan Somavia to appoint a Special Representative for cooperation with Colombia to assist in and verify the actions taken by the Government, and employers' and workers' organizations to implement ILO Recommendations, following widespread acts of violence against trade unionists over the past decade. The move was taken following consideration of the report of a direct contacts mission carried out in Colombia from 7 to 16 February 2000.

The Special Representative will report regularly through the Director-General to the Governing Body, "on the general situation in the country as it affects trade union rights and the security of trade unionists", and on progress achieved in the implementation of a series of recommendations made by the ILO's supervisory bodies.

In its report, the mission concluded that, "the number of assassinations, abductions, death threats and other violent assaults on trade union leaders and unionized workers in Colombia is without historical precedent". According to the Colombian Government, during the period 1991–1999 there were 593 assassinations of trade union leaders and unionized workers while the National Trade Union School holds that 1,336 union members were assassinated.

As regards the perpetrators of violence against trade union

## representative for cooperation with be appointed by Director-General

leaders, "the vast majority of such acts are committed by the paramilitaries, to a much lesser extent by the guerilla groups and, in some cases, by the members of the security forces", says the report. The number of proceedings against the perpetrators and instigators of the assassinations which "result in sentences are very few and only exceptionally is it possible to clarify the facts, identify those responsible and apply the appropriate legal sanctions".

The mission also established that the Government had earmarked "considerable human and financial resources for a programme for the protection of human rights' defenders which has extended to a certain number of trade union leaders". This programme includes security systems and bodyguard services for threatened trade union leaders and services to safeguard trade union premises. In 1998-99 there was a considerable reduction in the number of trade union leaders and unionized workers assassinated in comparison with 1996-97, but assassinations nevertheless continue to be a "regular feature", says the mission report.

The mission finally drew the attention to the importance of the "Plan Colombia", the peace process initiated by the Government with the insurgent forces, "supported without reservation by the country's employers' and workers' organizations and by the whole of society, which has reasonable chances of success and which deserves the full support of the international community and of the ILO".

*In other matters, the Committee on Freedom of Association considered a complaint against*

*the Government of China presented by the International Confederation of Free Trade Unions (ICFTU) concerning allegations of physical assaults and detention of labour activists; imprisonment for attempts to establish independent trade union organizations or to carry out activities for the defence of workers' interests.<sup>1</sup>*

The Committee recalled that "several provisions of the [Chinese] Trade Union Act are contrary to the fundamental principles concerning the right of workers without distinction whatsoever to form and join organizations of their own choosing without previous authorization and the right of trade unions to establish their constitutions, organize their activities and formulate their programmes".

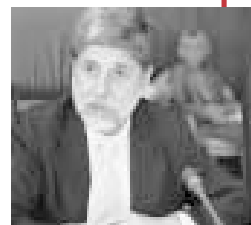
The Committee urged the Government to take the necessary measures to ensure the immediate release of a number of trade unionists. It also reminded the Government that, "workers should enjoy the right to peaceful demonstration to defend their occupational interests and that the authorities should resort to the use of force only in situations where law and order is seriously threatened".

The Committee requested the Government to examine the possibility of a direct contacts mission by the ILO.

<sup>1/</sup> 322<sup>nd</sup> Report of the Committee on Freedom of Association: Colombia (GB. 278/3/2) and Report of the Officers of the Governing Body (GB. 278/4), 278<sup>th</sup> Session. International Labour Office, Geneva, June 2000.

## GOVERNING BODY ELECTIONS

The Governing Body elected, Mr Celso L. Nunes Amorim, Ambassador, representative of the Government of Brazil, as Chairman of its 2000-2001 Session. He replaces Mr. J e a n - J a c q u e s



ILO/Didier Bregnard

Elmiger, Ambassador, representative of the Government of Switzerland, who served as Chairman during the 1999-2000 Session.

Born in Sao Paulo, Brazil, in 1942, Mr. Nunes Amorim is the Permanent Representative of Brazil to the United Nations and the World Trade Organization in Geneva, a post he has held since 1995. He was Minister of External Relations in 1993-1994 and President of the UN Security Council in January 1999.

Mr. Rolf Thüsing, member of the Executive Board of the Confederation of German Employers' Associations was re-elected as Employer Vice-chairman. Mr. William Brett, member of the General Council of the United Kingdom Trade Union Congress was re-elected as Worker Vice-chairman.

The three will serve as Officers of the Governing Body during its 2000-2001 Session.



ILO/Didier Bregnard

Rolf Thüsing



ILO/Didier Bregnard

William Brett

## Confronting AIDS

# AIDS in the world of work: When information is not enough

*As AIDS - Acquired Immunodeficiency Syndrome - continues to decimate the workforce on most continents, and especially in Africa, governments, unions and employers are taking various steps to fight the disease. This year, the ILO organized a special high-level session on HIV/AIDS in the world of work during the 88<sup>th</sup> International Labour Conference, to mobilize efforts against this disease. As part of a continuing series of reports from the field, World of Work examines how workers are faring, in this case in Uganda. (Further articles are planned on the roles of employers and governments).*

**K**ampala, Uganda – Francis Musolooze was a chauffeur in a private business in Kampala. Today, at the age of 39, he is too weak to even leave his bed. Infected with the human immunodeficiency virus (HIV), which causes AIDS, since 1998, he again visited the Nsambia hospital last December.

“But he was too weak to return home by himself”, recalls Rosemary Massa Mamkolo, a nurse at the Catholic hospital, who since then visits him at home to administer pain killers and offer some comfort in prayer.

Mr. Musolooze is a prime example of a worker in the age group which statistics show to be the first victims of this epidemic. On average, 80 per cent of AIDS-related deaths in Africa attack the 20- to 49-year age group.

### A problem of society

Uganda was, in fact, the first African country to openly acknowledge the gravity of the epidemic and develop a strategy to fight it. The latest figures show that there have been slightly fewer new cases in the cities, with a national average seropositive rate estimated at 10 per cent of the population. It was 30 per cent in 1992.

David Ogaram, the representative of the Ugandan Ministry of Labour who attended a regional conference on HIV/

AIDS in the world of work held in Windhoek, Namibia by the ILO last October, said that since 1992, AIDS is no longer perceived in Uganda as a public health problem,



M. Bühner/February 2000

**Francis Musolooze, former chauffeur, is an AIDS patient. Two nurses from the Nsambia hospital (Kampala) visit him from time to time to give him pain killers; more and more patients are now being “treated” at home.**

but as a broader social issue.

“You do not see banners on AIDS in the streets as in other African countries because this type of campaign was undertaken a long time ago,” continues Mr. Ogaram. Today Uganda boasts over one thousand organizations of all types working in the fight against the virus.

The central national trade union (which brings together 17 branches of trade unions under the name of NOTU) is one of them, and does what it can within its limited capacities.

“From 1994, we started to train permanent personnel with the help of for-

eign trade unions and specialists here,” explains Lyelmo Otong Ongaba, NOTU’s National Secretary. “Then we sent them to the workplace, in factories and work sites, to talk about AIDS during their short breaks. Currently, we have stopped due to a lack of means.”

They had to explain not only how to protect oneself from the virus but also how to fight against the discrimination which was affecting the people already suffering from the disease. These actions were of limited scope simply because salaried employees are only a minority of the workers. All others,



from shoeshine boys to peasants, salespersons in the marketplace, to taxi drivers, are active in the informal sector. The central union, however, is going to try to organize certain professions. In consultation with the Ministry of Labour, the unions acted firmly when enterprises tried to impose HIV testing to detect the virus.

## When poverty and AIDS go hand in hand

Due to a lack of resources, union action remains at the stage of providing information

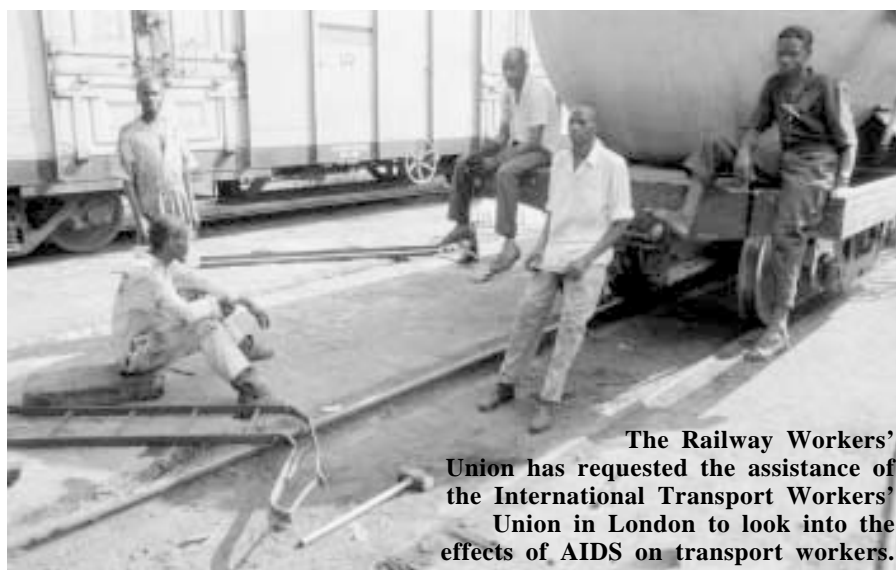
“We cannot be of any help to our members who are sick”, says Lyelomo Ongaba, “[because] we don’t have the means. It is impossible to set up a solidarity fund, for example, when salaries often cover only 20 to 30 per cent of basic needs.”

Even though the disease affects all levels of the population, poverty is, in fact, a close companion of the virus. To become aware of the situation, one only has to go to the “villages” constructed by the sugar cane plantation workers, near Lugazi for example, some 50 km east of Kampala.

The Sugar Cooperative of Uganda Ltd., employs between 6,000 and 10,000 workers, depending on the season. This means that together with the women and children, some 40,000 people live around the plantations and the factory, in “camps” such as that of Geregere, which shelters 600 workers and their families. Each house is a dual dwelling with a kitchen and a 10 m<sup>2</sup> room, whatever the size of the family. The base salary is 25,000 shillings, the equivalent of about 25 Swiss francs. Unions have managed to negotiate a 35 per cent “cost of living allocation”.

This remains meagre, even if housing and medical services are provided (plus one meal a day for some categories of workers). In the neighbouring tea plantation, the salaries remain below 17,000 shillings, all inclusive. These salaries condemn the workers to abject poverty, and any method to supplement their income is good.

“The girls start to have sexual relations at 12 years,” explains Joram Bruno Pajobo, the union official in charge of agricultural workers and plantations. He is called “Honourable Pajobo” here, since he is a Member of Parliament,



**The Railway Workers' Union has requested the assistance of the International Transport Workers' Union in London to look into the effects of AIDS on transport workers.**

M. Bührer/February 2000

where he represents the workers.

Since 1992, he has been organizing women's groups to perform plays to create awareness among the workers – and their wives – on AIDS, and encourage them to use condoms.

“Many workers come from far off places and are lonely”, continues Pajobo. “They often visit the prostitutes at the bottom of the hill where there are some barrooms. For us, this aspect is the most difficult to tackle because it encroaches on morals.”

Adds Saida Bidi, National Coordinator of women in the same union: “We give general information, but it is difficult to speak concretely of the use of condoms. It's their private affair.”

## Risky professions

This difference between the knowledge of the workers (and of the general population) of risks they are running and methods of protection, on the one hand, and its effective application on the other, is one of the main observations of a study financed by the International Transport Workers Federation in London.<sup>1</sup>

The research, the results of which will be published in June, focused on long-distance truck drivers and railway workers, and was undertaken as a result of a request for assistance by the African transport unions. It shows that almost all of the people questioned are aware of AIDS and know how to protect themselves. More than nine out of ten people have lost one family member or a co-worker to AIDS. But risky

behaviour (many sexual partners, intercourse without condoms) has not decreased proportionately.

“There is a definite awareness,” says Winnie Bikaako, the author of the report, “but one has the impression that it still has not reached the level where it would change behaviour significantly.”

This is primarily because of the “cocktail” consisting of disastrous working conditions and a low salary. Among the professions most at risk are those where workers spend weeks and even months far away from home in very precarious conditions: truck drivers, construction workers, railway workers...

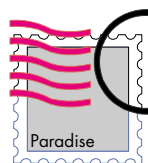
“In some cases the HIV virus should be considered as an occupational disease”, notes Winnie Bikaako.

The situation seems to be getting worse with the restructuring taking place in Uganda, which furthers the workers' sense of insecurity.

“Railways are being privatized”, explains Patrick Katabutingi, official in charge of the railway workers' union. “We were more than 4,000 workers, now we are 1,800. But we expect further layoffs.”

In such conditions, even though those who are HIV positive are better accepted than in other countries, no one wants to admit to it for fear of being laid off at the first available opportunity. Thus, the sick people confront AIDS alone.

**AIDS in the world of work**  
(continued on p. 32, col. 2)



*Postcard from paradise*

# The black pearls of Tahiti: The hidden dangers of beauty

**N**ature's treasure trove in the Pacific Ocean, French Polynesia, deserves its reputation as a paradise on earth: beautiful beaches, blue lagoons, a tropical climate with virtually no pollution.

These conditions favour the development of the main sources of income of this Overseas Territory – tourism and pearl culture. These two activities spring immediately to the lips of Polynesians when asked about the economic future of the region, which will soon have to fend for itself without French assistance.

Yet paradise hasn't always been tranquil. In 1963, the French Government established its Pacific Centre for Nuclear Experimentation (CEP) on the atolls of Moruroa and Fangataufa. The influx of money which this brought with it (salaries of technicians, civil servants) gave rise to a consumer society



*Graphic map to help situate the islands. May not be politically or physically accurate. Not endorsed by the ILO.*

in Tahiti, where thousands of inhabitants of "the islands"<sup>1</sup> came in search of well-paid jobs.

Shortly after the nuclear tests of 1995-96, France decided to dismantle the CEP. To compensate for the drop in

financial resources linked to this cessation of activities, France signed a plan of reconversion. It pledged to maintain the same level of monetary transfer for a period of ten years, by replacing CEP-related expenditures with the financing of projects in the civil sector and in development.

Copra growing, a real tradition in Polynesia, was not profitable and only existed thanks to subsidies. As for tourism, its development remained uncertain because of the high costs of getting there from the rest of the world and finding lodging.

That left pearl culture, and it was towards this activity that hundreds of Polynesian families turned, lured by the fortunes amassed by certain pioneers in this undertaking.

\* \* \*

The Tuamotu archipelago, hundreds of kilometres from Tahiti, is blessed with lagoons ideal for cultivating pearls. One part of the Tahitian population returned to live in the islands, a definite plus for their development and for the demographic evolution of Tahiti.

## Risks involved

However, many of the small pearl cultivators gave up traditional *apne* diving – without the use of a breathing apparatus – in favour of the more modern technique using the aqualung. Only a very few of them had any training in this type of diving and the number of fatal accidents increased.

This, in turn, risked discrediting the black pearl of Tahiti. In 1987, the Government of Tahiti adopted a regulation on the subject, but it was based on rules governing pleasure diving and its application was far from satisfactory.



Samuel Grumiau

**Hundreds of Polynesian families turned to pearl culture, lured by the fortunes amassed by certain pioneers in this undertaking.**



Samuel Grumiau

Although Polynesia is nearly as large in area as Europe, it has only two labour inspectors and four controllers. The regulation, which is not in conformity with international standards, came under criticism by the ILO in 1996, and France, which was held responsible, asked the Territorial authorities to adopt a new regulation. Negotiations took place between social partners, but have not yet resulted in a text approved by the Polynesian legislature.

The decompression chamber is at the heart of all the debates on diving accidents. It is the only hope for survival of an accident victim, and for this purpose it has to be located less than two hours from the site of the accident. The only decompression chamber in Polynesia, however, is in Papeete, hundreds of kilometres from the pearl culture farms.

Both trade unions and employers would like the Territorial authorities to install several decompression chambers in the Tuamotu Islands. However, the infrastructure required is very costly, and in addition requires a team of four doc-

tors, 25 nurses, and two mechanics to work in relays to ensure around-the-clock coverage. Tuamotu even lacks a hospital. Is it realistic, then, to install a decompression chamber there, for a population of less than a few thousand?

\* \* \*

Aside from diving accidents, which have decreased because of fear of the air tank which those accidents have prompted, the reputation of Polynesian pearl culture could one day be ruined by another practice, the use of underage workers.

### **The situation of children**

The situation in Polynesia is unlike the child exploitation which exists in south Asia and other parts of the world. Instead of young children, many Polynesian adolescents have abandoned school to work full-time in the family pearl farms.

These adolescents are generally involved in activities such as the cleaning of the pearls. As everywhere in France, legislation compels Polynesian children under the age of 16 to attend school. But in far-off Tahiti, this law exists only on paper.

According to the Principal of a local school, only six out of ten school-age children of the Ahe Atoll in Tuamotu are registered in a school. The authorities are not sure of the whereabouts of the others, but they doubt they stay at home unemployed, and believe that they work either in raising copra or in pearl culture.

The way teaching is organized is often criticized; far too few secondary schools, curriculum unsuited to local realities, and only a small number of children of Polynesian stock obtain a high school diploma.

\* \* \*

### **Lack of organized labour**

Another problem involves the lack of influence of any form of organized labour. Polynesian unions are not very active in pearl culture and no collective agreement exists.

The very nature of the islands also hampers their work. The wide geographical dispersion of the pearl farms becomes a major obstacle because their travel budgets are limited.

Says Bruno Sandras, Secretary-General of Ati A I Mua, a union affiliated with the ICFTU, "People point to the employers, but they should not underestimate the fault of the workers, who accept difficult working hours and conditions because they want to earn a lot of money quickly, for example as divers."

"They aren't worried about trade unions because they earn a good living," he says, adding that when there is a work accident or layoff, the workers come looking for unions, but it is often too late.

Clearly, better prevention must be organized if the black pearl of Tahiti is to maintain its aura in international markets. □

*Samuel Grumiau*

<sup>1</sup> In Polynesia, everything outside of the main island of Tahiti is referred to as "the islands".



# Labour parley adopts new maternity Convention, takes action on forced labour in Myanmar

*The 88<sup>th</sup> International Labour Conference (ILC) adopted a new Convention on maternity protection, set deadline for action against Myanmar (Burma) on forced labour, and heard dire predictions on the impact of HIV/AIDS in the workplace. Delegates also began discussions on a new safety and health code for agriculture and began modernizing the labour code.*

**G**ENEVA – It was a step toward what Director-General Juan Somavia called “reconciling family life and working life”, and making decent work a reality. The new international Convention and Recommendation on maternity protection received a strong endorsement

from delegates, extending coverage to millions of women who are current unprotected during the period of maternity.

“A key element of making decent work a reality must involve improving working conditions and opportunities for women,” Mr. Somavia said.

Apparently, many delegates agreed. They

adopted the new international Convention on maternity protection by a vote of 304 for, 22 against, 116 abstentions. The Recommendation was also adopted by a vote of 315 for, 16 against, with 108 abstentions.

The revision takes into account developments in the world of work since

### NEW CONVENTION ON MATERNITY: WHAT IT IS, WHAT IT DOES

The new Convention applies to all women, “including those in atypical forms of dependent work” - including the informal sector - whereas the previous Convention (No. 103) covered a much narrower category of women workers. It also contains a provision for protection of the health of the mother and child as opposed to the previous Convention which contains no such provision.

The new standard says “Each member shall, after consulting the representative organizations of employers and workers, adopt appropriate measures to ensure that pregnant or breast-feeding women are not obliged to perform work which has been determined by the competent authority to be prejudicial to the health of the mother or the child, or where an assessment has established a significant risk to the mother's health or that of her child.”

The length of maternity leave will be extended from 12 to 14 weeks, including “a period of six weeks compulsory leave after childbirth, unless otherwise agreed at the national level by the government and the representative organizations of employers and workers.”

It also says that “leave shall be



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provided before or after the maternity leave period in the case of illness, complications or risk of complications arising out of pregnancy or childbirth”, with the nature and duration of such leave being specified in accordance with national law and practice.

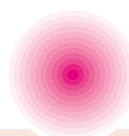
On maternity benefits, the new instrument says that “cash benefits shall be provided, in accordance with national laws and regulations or in any other manner consistent with national practice, to women who are absent from work on leave”. The cash benefits should be provided “at a level which ensures that the woman can maintain herself and her child in proper conditions of health and with a suitable standard of living”.

In order to protect the situation of women in the labour market, benefits in respect of the leave shall “be provided

through compulsory social insurance funds or public funds, or in a manner to be determined by national law and practice. An employer shall not be individually liable for the direct cost of any such monetary benefit to a woman employed by him or her without that employer's specific agreement”, except in cases where national law or practice provides for other provisions.

On employment protection, “It shall be unlawful for an employer to terminate the employment of a woman during her pregnancy or absence on leave or during a period following her return to work to be prescribed by national laws or regulations, except on grounds unrelated to the pregnancy or birth of the child and its consequences for nursing.”

On breastfeeding, the new Convention says that “A woman shall be provided with the right to one or more daily breaks or a daily reduction of hours of work to breast-feed her child.” The length and duration of the breaks are to be implemented in accordance with national practice, and “these breaks or the reduction of daily hours of work shall be counted as working time and remunerated accordingly”.



1952, when the previous Maternity Protection Convention (No. 103) was adopted. However, that Convention has not been ratified by a large number of countries. The new Convention strengthens protection over previous ILO instruments in many areas and broadens the scope of coverage.

Under ILO procedures, the adoption of an international Convention requires two hearings in the Conference. The first

hearing for the proposed revision was in 1999.

<sup>1/</sup> The ILC meets annually. It provides an international forum for discussion of world labour and social problems and sets minimum international labour standards and broad policy of the Organization. Every two years, the Conference adopts the ILO's biennial work programme and budget, which is financed by its 175 member States.

Each member country has the right to send four delegates to the Conference: two from the government and one each representing workers and employers, each of whom may speak and vote independently.

## Myanmar (Burma): ILO keeps door open

**A**ddressing the action on Myanmar, Mr. Somavia said, "the next step is to keep the door of the ILO open, if Myanmar wants to use the opportunity to engage constructively," adding he was "hopeful that Myanmar will grasp the opportunity offered by the Conference decision".

In an unprecedented resolution under the never-before invoked Article 33 of the ILO Constitution, the Conference –

by a vote of 257 in favour, 41 against, and 31 abstentions – called upon Myanmar to "take concrete action" to implement the recommendations of a 1998 Commission of Inquiry, which found that resort to forced labour in the country was "widespread and systematic".

In a letter dated 27 May 2000, and delivered to the members of an ILO technical cooperation mission to Myanmar, the country's Minister of Labour, Major General Tin Ngwe, informed the Direc-

### MYANMAR MEASURES

- *Placing the question of the implementation of the Commission of Inquiry's recommendations on the agenda of future sessions of the Conference and to set aside a special sitting of the ILO's Committee on the Application of Standards to examine the matter, so long as Myanmar (Burma) has not been shown to have fulfilled its obligations;*

- *Recommending to the Organization's constituents as a whole – governments, employers and workers – that they review their relations with Myanmar and take appropriate measures to ensure that such relations do not perpetuate or extend the system of forced or compulsory labour in that country, and to report back to the ILO Governing Body;*

- *Inviting the Director-General of the ILO, Mr. Juan Somavia, to inform international organizations working with the ILO to reconsider any cooperation they may be engaged in with Myanmar and, if appropriate, to cease as soon as possible any activity that could have the effect of di-*

*rectly or indirectly abetting the practice of forced or compulsory labour;*

- *Inviting the Director-General to request the United Nations' Economic and Social Council (ECOSOC) to place on the agenda of its July 2001 session an item concerning the failure of Myanmar to implement the recommendations contained in the report of the Commission of Inquiry, and seeking the adoption of recommendations directed by ECOSOC or by the General Assembly, or by both, to governments and other specialized agencies, to ensure that by their involvement they are not directly or indirectly abetting the practice of forced labour;*

- *Requesting the Director-General to submit to the Governing Body a periodic report on the outcome of measures directed to international organizations and the United Nations, and to inform those entities of any developments in the implementation by Myanmar of the recommendations of the Commission of Inquiry.*

### CONFERENCE HIGHLIGHTS

- The Conference took action to compel the Government of Myanmar (Burma) to comply with ILO Convention No. 29 on forced labour. Under the terms of the Resolution a series of measures will take effect on 30 November 2000 unless, before that date, the Governing Body of the ILO is satisfied with the intentions of Myanmar (Burma) to comply with the Recommendations of a 1998 Commission of Inquiry, which found "widespread and systematic use of forced labour in Myanmar".

- Delegates took a major first step in modernizing the labour code by eliminating five Conventions dating from the 1930s which had never entered into force due to a lack of ratifications.

- The Committee on Safety and Health in Agriculture held a first discussion with a view to establishing a draft Convention and Recommendation regarding safety and health in agriculture. The discussions set the stage for further consideration and proposed adoption of a new standard at the 89<sup>th</sup> Conference next year.

- The Conference adopted a resolution on HIV/AIDS which urges governments of member States, and where applicable employers' and workers' organizations, to expand the capacity of the social partners to address the pandemic, strengthen occupational health and safety systems to protect groups at risk, and formulate and implement social and labour policies and programmes to mitigate the effects of AIDS, at the national and enterprise levels. (See box)

- Among the Conference documents was a new report based on the *Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work*, which was adopted by the Conference in 1998. The Global Report, entitled *Your Voice at Work*, finds that despite significant progress in a number of areas, "intimidation, threats and even murder still await many workers who attempt to organize in a number of countries around the world".



## ILC88: CONFERENCE TACKLES SAFETY AND HEALTH IN AGRICULTURE

Farming can be a dangerous business. Every year, about half the worldwide total of 335,000 workplace fatalities occur among agricultural workers. Millions more of the world's 1.3 billion agricultural workers suffer serious injury in workplace accidents, or are poisoned by pesticides and other agro-chemicals each year. Together with mining and construction, agriculture is one of the three most hazardous industries, both in developing and industrialized countries.

Against this backdrop, the Committee on Safety and Health in Agriculture held a first discussion at the 88<sup>th</sup> International Labour Conference on proposed conclusions, with a view to a draft Convention and Recommendation regarding safety and health in agriculture. The discussions set the stage for further consideration and expected adoption of a new standard at the 89<sup>th</sup> Conference next year.

Among the key issues endorsed by the Committee was the principle that protection should cover all workers, including self-employed farmers, as well as the fact that the impact of agricultural activities on the environment must be considered. Among the outstanding issues are finding ways of improving the safety, health and working



ILO/Jacques Maillard

conditions among workers in the agricultural sector, which is more diverse and less rigidly organized than the industrial sector.

The proposed new standards would establish a framework for the development of national policies on safety and health in agriculture. The main points considered include appropriate means of risk assessment and risk management, and preventive and protective measures regarding machinery safety and ergonomics, handling and transport of materials, chemicals management, animal handling, construction and maintenance of agricultural facilities.

Other provisions concern young workers and child labour, temporary and seasonal workers and self-employed farmers, insurance against injuries and sickness, welfare and accommodation facilities.

tor-General of the ILO "that we have taken and are taking the necessary measures to ensure that there are no instances of forced labour in Myanmar". He also wrote that Myanmar "would take into consideration appropriate measures, including administrative, executive and legislative measures, to ensure the prevention of such occurrences in the future".

While recognizing that the Minister's letter "contains aspects which seem to reflect a welcome intention on the part of the Myanmar authorities to take measures to give effect to the Recommendations of the Commission of Inquiry", the Conference considered that "the factual situation (had) nevertheless remained unchanged to date". By a vote of 52 in

favour, 242 against and 27 abstentions the Conference rejected amendments designed to postpone a decision at this year's session of the ILC.

Under the terms of the resolution adopted today, a series of measures will take effect on 30 November 2000 unless, before that date, the Governing Body of the ILO is satisfied that the intentions expressed by the Minister of Labour have been translated into a framework of legislative, executive and administrative measures which are "sufficiently concrete and detailed to demonstrate that the recommendations of the Commission of Inquiry have been satisfied".

Under the terms of the Resolution, the ILC authorizes the Director-General to

respond positively to all requests by Myanmar (Burma) which are made with the sole purpose of establishing the necessary framework before the November deadline. These efforts could include further technical cooperation missions, eventually supported by a sustained ILO presence on the spot if the Governing Body confirms that the conditions are met for such presence to be truly useful and effective.

## Revising Standards

**T**he International Labour Conference took an important stride towards the modernization and strengthening of ILO standards-setting system. For the first time in its history, the Conference has decided to withdraw five international labour Conventions, four concerning hours of work and one relating to migrant workers. Adopted in the 1930s, these Conventions have never entered into force and have been declared obsolete by the ILO Governing Body in the context of a systematic review of the labour code begun in 1995.

The Conventions are: the Hours of Work (Coal Mines) Convention 1931 (No. 31); the Hours of Work (Coal Mines) Convention (Revised), 1935 (No. 46); the Reduction of Hours of Work (Public Works) Convention, 1936 (No. 51); the Reduction of Hours of Work (Textiles) Convention, 1937 (No. 61) and the Migration for Employment Convention, 1939 (No. 66).

## Application of Standards

**S**ocial dialogue was a key item of discussion in the Committee on the Application of Standards, which heard 24 specific cases covering a wide range of questions, ranging from fundamental human rights to more technical – but not less important – issues, including labour inspection, payment of wages and the treatment of indigenous and tribal peoples. The Committee considered it appropriate to draw the attention of the



Conference to its discussions of three cases: forced labour in Sudan, and non-compliance with the freedom of association in Cameroon and Venezuela.

The Committee cited Sudan for repeated non-observation of the Forced Labour Convention, 1930 (No.29). While it noted some progress in Sudan's coming to terms with the problem of forced labour, it also expressed "deep concern at continuing reports of abductions and slavery and urged the Government to pursue its efforts with vigour".

While recognizing that the situation in Sudan was exacerbated by civil conflict, the Committee expressed its firm hope that the Government would, in future reports, "indicate that measures had been taken, including punishment of those responsible, and that concrete results had been obtained, so that the full application of the Convention, in law and in practice, could be noted in the very near future".

The Committee also called for a direct-contacts mission by the ILO to obtain full factual information and to examine effective assistance to the Government in this respect, and regretted that the Government had not accepted the proposal to invite such a mission.

The Committee also recalled "with great concern" the non-observation of the Freedom of Association and Protection of the Right to Organize Convention, 1948, (No.87) by Cameroon and Venezuela.

In the case of Cameroon, the Committee "recalled with great concern that for many years the Committee of Experts had been formulating comments on the discrepancies between national legislation and the requirements of the Convention". It urged the Government to eliminate restrictions on the constitution of trade unions, to repeal provisions allowing for the prosecution of persons forming trade unions, and to respond to complaints concerning interference by the public authority in union matters and anti-union reprisals.

In the case of Venezuela, the Committee urged the Government to urgently modify its legislation to ensure that workers and employers were able to set up organizations free from interference from the public authorities, and to elect their representatives in full freedom. It also insisted on "the need to delete the long and detailed list of duties and aims imposed on workers' and employers' organizations."

The naming of these countries in special paragraphs is a Committee procedure adopted only in the event of continued non-compliance with Committee findings.

## Human resources training and development

**A** general discussion on Human resources training and development was based on a report entitled *Training for employment, productivity and social inclusion*. In their final report, the delegates stressed that "by making individuals employable and informed citizens, human resources development and training contribute to economic development and to achieving full employment and promoting social inclusion". The delegates stressed the need for debt relief and debt reduction initiatives to enhance use of resources for human-resource development.

As education and training are a right for all, governments and the social partners should ensure that this right is universally accessible. Though there is no universal model of investing in training,

governments should create a "general environment and incentives conducive to encourage individuals and enterprises to invest individually or jointly in education and training".

The final report of the Committee recommends the development of a national qualifications framework as it facilitates lifelong learning, helps enterprises and employment agencies match skill demand with supply, and guides individuals in their choice of training and career.

In the report, the delegates also ask for a revision of the *Human Resources Development Recommendation No. 150* (1975) to reflect the new approach to training. The new Recommendation should be complemented by a practical guide and database to be reviewed on a continuous basis by the ILO.

## Worst forms of child labour Convention takes off

**T**he ILO announced that Convention No. 182 (1999) on the worst forms of child labour had been ratified by 28 governments\* in its first year, garnering more ratifications than any other ILO Convention during a comparable period. In a statement to delegates from ratifying states, the Director-General reiterated his intention to make the abolition of the worst forms of child labour, "a global cause."

Convention No. 182 was unanimously adopted by the 87<sup>th</sup> Session of the ILC on 17 June 1999, and complements another international standard on child labour, the Minimum Age Convention, 1973 (No. 138), which is now ratified by 90 of the 175 ILO member States. Convention No.



ILO/Jacques Maillard

**A fighting chance for a future.**

182 will come into force on 19 November of this year.

*"The countries are: Belize, Brazil, Botswana, Canada, Finland, Ghana, Hungary, Iceland, Indonesia, Ireland, Italy, Jordan, Malawi, Mauritius, Mexico, Papua New Guinea, Portugal, Qatar, Rwanda, San Marino, Senegal, Seychelles, Slovakia, South Africa, Switzerland, Tunisia, the United Kingdom and the United States."*

**The Conference President was Mr. Mario Alberto Flamarique, Minister of Labour, Training and Human Resources of Argentina. The three Vice-presidents were Mr. Thomas P. Moorhead, (Employers) from the United States, Mr. Christian Appiah Agyei (Workers) from Ghana and Mrs. Edit Bauer, (Governments) from Slovakia.**

## High-level meeting on HIV/AIDS

*"The time has come, not just to talk...but really to act and take measures and make a difference..."*

*- Juan Somavia, addressing the High-level meeting on HIV/AIDS, 8 June 2000*

**G**ENEVA – The Conference saw a number of actions on HIV/AIDS in the world of work. Following a special “High-level meeting on HIV/AIDS in the World of Work”, the Conference adopted a resolution on HIV/AIDS which urges governments of member States, and where applicable, employers’ and workers’ organizations, to expand the capacity of the social partners to address the pandemic, strengthen occupational health and safety systems to protect groups at risk, and formulate and implement social and labour policies and programmes to mitigate the effects of AIDS, at the national and enterprise levels.

Delegates also witnessed the signing of a Cooperation Framework Agreement between the ILO and the Joint United Nations Programme on HIV/AIDS (UNAIDS) which amounts to the first step towards becoming a co-sponsor of UNAIDS.

Among those speaking to the High-Level Meeting were Dr. Sam Nujoma, President of the Republic of Namibia; Mr. Somavia; Dr. Peter Piot, Executive Director of UNAIDS; and Ms. Mercy Elizabeth Makhalemele, Founder of the National Women’s Alive AIDS Network of South Africa. (See box, “The Quality of Mercy”).

### Study warns of AIDS impact

The ILO also released a study entitled “HIV/AIDS: A threat to decent work, productivity and development”<sup>1</sup> projecting a severe decline in the size and quality of the workforce in a number of countries over the



**Dr. Sam Nujoma, President of the Republic of Namibia, signs the Cooperation Framework Agreement.**

next 20 years. The report also says HIV/AIDS will have a significant impact on the composition and quality of the labour force in those countries in terms of age, skills and experience, while creating more child labour and unravelling hard-fought gains in the advancement of women.

The report notes that the labour force projections provide some indication of the lowering of the average age of the labour force due to the impact of HIV/AIDS. Even assuming the same labour force participation rates, the median age of the labour force in high-prevalence countries would be reduced by as much as two years by the year 2020, implying an increasing proportion of younger age groups in the labour force, as well as a reduction in the quality of the labour force in terms of education, training and experience.

“Surveillance information indicates that sub-Saharan Africa is the worst affected area and needs to be the focus of urgent action,” the report said. “Data and trends from other regions, however, indicate that effective and large-scale preventive interventions are required to avoid similar catastrophes elsewhere.”

Based on an analysis of population

data from Botswana, Cameroon, Ethiopia, Côte d’Ivoire, Haiti, Kenya, Malawi, Mozambique, Namibia, Nigeria, South Africa, Tanzania, Thailand, Uganda and Zimbabwe, the ILO said there would be about 24 million fewer workers in those countries alone in the year 2020 as a result of the AIDS epidemic.

In eight African countries with HIV prevalence rates higher than 10% of the adult population – Botswana, Kenya, Malawi, Mozambique, Namibia, South Africa, Uganda and Zimbabwe – the ILO study said the labour force in the year 2020 will be an estimated 10% to 22% smaller than it would have been if there had been no HIV/AIDS – or about 11.5 million fewer. The percentage declines by country were: Botswana (21), Kenya (15), Malawi (13), Mozambique (19), Namibia (22), South Africa (17), Uganda (12) and Zimbabwe (21).

In the case of countries with HIV prevalence rates below 10% of the adult population – Cameroon, Côte d’Ivoire, Ethiopia, Haiti, Nigeria, Thailand and the United Republic of Tanzania – the labour force is expected to be between 3% and 9% smaller (except in Thailand, where the difference is just over 1%) than it would have been without HIV/AIDS, or a total of about 12.5 million fewer persons. Percentage declines by country were: Cameroon (4); Ethiopia (5), Haiti (4), Côte d’Ivoire (7), Nigeria (3), Tanzania (8), and Thailand (1).

“Age and sex distribution of the labour force will change, due to the rising number of widows and orphans seeking a livelihood and the large proportion of people with AIDS in the age group 20-49 years, resulting in early entry of children into the active labour force, the early withdrawal of people with AIDS and the retention of older persons in the labour force due to economic need,” the report said.



The ILO is to launch a series of technical cooperation projects in the coming months, develop an HIV/AIDS strategy and take other steps to fight against the impact of the pandemic.

<sup>1</sup> *HIV/AIDS: A threat to decent work, productivity and development*, Document for discussion at the Special High-level Meeting on HIV/AIDS and the World of Work, International Labour Conference, 8 June, 2000, International Labour Office, Geneva, 2000, ISBN 92-2-112167-4



ILO/May 2000



ILO/May 2000



ILO/May 2000



## AIDS : FOR A SOCIAL VACCINE

*This video, produced by ILO PRESSE, may be obtained from the ILO Bureau of Public Information, fax: +4122/799-8577 or via e-mail: [presse@ilo.org](mailto:presse@ilo.org)*

## THE QUALITY OF MERCY

*"We can learn from this family and draw courage from it..."*



ILO/May 2000

*"As a community person, the best way of doing things is to knock on someone else's door and say, 'this is the situation'. If you are in a taxi, tell people about HIV; that's my attitude because I think we have to create a situation in our environment where people are not hearing AIDS somewhere else, but know it's around them. Each and every opportunity I get, if I see young people sitting in the corner, I wonder what they're doing, and I wonder what they're talking about, and then I go and I join the discussion."*

Mercy Makhalemele is an AIDS activist, well-known on South African television for her series on living with HIV and at international AIDS forums where she has spoken about the personal aspects of living with HIV/AIDS. Her struggle began nearly eight years ago when she was pregnant with her second child. While at an antenatal clinic, she consented to being tested for HIV and was found to be infected. At the time, an HIV-positive result was equivalent to a death sentence, physically as well as socially. Her husband assaulted her and threw her out of their home. Her employer dismissed her. The baby, named Victoria, was found to be infected with HIV and eventually died of AIDS.

The results of that test started a chain reaction which has fuelled

her commitment to HIV/AIDS awareness programs today. She became active at national and international venues promoting the rights of those living with HIV/AIDS. Like many people of her generation, she must work in order to receive medical care, information and to fight the poverty which afflicts them as they fight the disease. Her commitment is strongest at the community level. After disclosing her HIV status from outside her township, she was devastated to find that her family was being subjected to the same isolation and rejection she herself had experienced, even though none of them was infected.

*"I came back and we did a campaign as a family. It was one of the first AIDS campaigns in this township where we all spoke, myself, my father, my brother...The campaign was a way of saying, look, we are a family that is stricken by HIV, and most unfortunately I am open about it which makes it hard for my family and the community to accept. We're here to say it is going to happen to all of us at the end of the day. We can learn from this family and draw courage from it and live."*

Since that first campaign, Mercy has taken her community campaigns nationwide; for example, through the Kwazulu Youth Orchestra, which promotes awareness and employment for young musicians, or the Community Development Initiative (CDI), which encourages young actors and playwrights to "break the silence" surrounding HIV/AIDS by sponsoring original theatre productions. She has spoken in countless workplaces, serves on the South African Law Commission Project on AIDS and HIV and most recently, addressed the ILO Special High-Level Meeting on HIV/AIDS and the World of Work.



## Special Session of the UN General Assembly on "Women 2000: Gender equality, development and peace for the twenty-first century"

### Report: Five years after Beijing

# Progress towards gender equality, but "patchy and uneven"

**E**ight thousand participants (77 per cent women) from 178 UN member States, three non-member states, specialized agencies and programmes, and over 2000 NGOs gathered in New York from 5<sup>th</sup> to 9<sup>th</sup> June 2000 for the Special Session of the UN General Assembly on "Women 2000: Gender equality, development and peace for the twenty-first century". They reviewed progress made and the new challenges to be faced since the Fourth World Conference on Women held in Beijing in 1995.

A 44-page document reconfirmed in full all the commitments of the Beijing Platform for Action. Some critical areas for action have been further strengthened and new initiatives included in particular, to combat trafficking, violence against women, to ensure women's full enjoyment of their rights to health and related services, to empower women economically and politically, and to encourage their full participation in conflict prevention and resolution. Decisions aimed at ensuring that women reap the benefits rather than bear the burdens of globalization.

"Beijing+5" has shown that some progress towards gender equality has been made, albeit patchy and uneven. The discussion of gender issues has deepened, and gender has become part of the political agenda of almost all countries. However, the biggest challenge remains how to go beyond the rhetoric and make commitments for action operational.

It is also very clear that there exist some divergent views on issues such as reproductive health and sexual rights. As the Director-General of the ILO said in his message to the President of the General Assembly, "We take a decisive step towards globalizing social progress each time we champion gender equality as a matter of human rights, social justice, economic efficiency and sustainable development."

Gender equality cannot be reached



ILO/Jacques Maillard

through sectoral solutions, and holistic and harmonized approaches at the national, regional and international levels are needed, as well as strong partnerships between men and women. Concerted efforts must be made to ensure an enabling environment for men and women to have access to decent work which will bring them security and assure a decent standard of living for themselves and their families.

**At a workshop organized by the Inter-Agency Committee on Women and Gender Equality the ILO was cited as the agency which had made more systematic efforts in gender mainstreaming, as well as a good example in gender-sensitive budgeting.**

The ILO attached great importance to "Beijing+5" and actively participated in it: The Bureau for Gender Equality prepared and published a special report entitled *Decent Work for Women*, which is a global

proposal to accelerate the implementation of the Beijing Platform for Action, and the ILO organized three special events: A workshop on "Decent work for women", one on "Galvanizing action: Older women workers", and a third one on "Women's empowerment and micro-finance".

An ILO official was a panellist in a workshop on "Organizing for Equality, Jobs and Justice in the Global Economy" organized by the ICFTU and the Friedrich Ebert Foundation. An ILO stand displayed and distributed ILO publications. Many participants visited the stand, exchanged views and asked for more technical information. There were also computer demonstrations of ILO electronic resources on gender issues.

Beijing+5 provided an excellent opportunity for the ILO to establish or strengthen contacts with governmental and non-governmental participants from all regions, and with representatives of the UN agencies. This will help the ILO to develop "Beijing+5" follow-up strategies at different levels. □

Janine Rodgers,  
ILO Bureau for Gender Equality

# Planet Work



## WORK TRENDS

● A recent research paper suggests the **British** work harder, faster and under more pressure than they did 10 or 20 years ago. A report compiled by a Kent University professor says the rise in the intensity of British work has been steeper than in any other European country, with **Germany** seeing the smallest rise out of the 13 European states. The study said the average British household with two adults was working 7 hours a week more at the end of the 1990s than in the early 1980s, and that work rates have intensified more for women than for men. (*The Guardian, United Kingdom, 21 June 2000*)

● Workers and managers often don't see eye-to-eye on office politics. In two separate surveys, office employees and executives around the **United States** were asked by OfficeTeam, a private job search agency whether they felt office politics had increased or decreased compared to five years ago. Thirty-six per cent of the 720 employees polled said the level of office politics had increased, while only 12 per cent of the 150 executives noted such a rise. (*OfficeTeam on PR Newswire, United States, 19 June 2000*)

● A growing number of women in the **United States** have found that having their own companies may ease the challenges of balancing "quality family time" with a successful career. One indicator of this is a doubling since 1987 of female-owned ventures in the US, from 4.5 million to 9.1 million, according to the National Foundation for Women Business Owners. At this pace women are starting

businesses 1.5 times faster than men. Yet women accounted for only 28 per cent of computer systems analysts and scientists, and 31 per cent of computer programmers in 1998, according to the US Department of Commerce. The Foundation says it hopes to bridge the gap between women entrepreneurs and the percentage of women in technology by helping women transform their business ideas into reality. (*San Jose Mercury News, California, USA, 19 June 2000*)

● As globalization forges mega-automobile makers through trans-border mergers and acquisitions, workers are now getting into the act. The powerful IG Metall union at the **German** Volkswagen firm has created the first global enterprise committee in the sector, in which some 30 delegates represent over 300,000 salaried employees based at 40 production sites worldwide. The new workers "solidarity without borders" raises the prospect of company-wide labour coordination, no matter where a production plant is located. Still, national realities will be respected. Says one organizer: "We can't, nor do we want to

make everyone the same." (*Agence France Presse in the Tribune de Genève, 22 June 2000*)

## LEGISLATION AND DISCRIMINATION

● Minshuto (Democratic Party of **Japan**) and other parties plan to submit a draft bill that would require employers to allow more leave for employees seeking to run for public office. Currently, few employees run for office because many employers believe those who do so should quit their jobs. The practice puts potential political candidates in the position of risking their livelihoods if their election bids fail. The proposed legislation would secure continued employment for candidates if they fail to win a seat as well as time off during their campaigning. (*The Yomiuri Shimbun, Japan, 21 June 2000*)

● New hope for "older workers"? It seems employers in the **United States** are discovering that so-called "older folks", or those over 50, may be worth their weight in gold in terms of years of experience, connections and get-up-

and-go. Demographically, the fascination of the past decade with 20- to 35-year-olds may be petering out, and for good reason: according to the US Census Bureau, while the pool of younger workers has shrunk by 6 million, the number of



ILO/Jacques Maillard

people over 50 has risen by 12 million. One recruiting firm says the proportion of people placed in new jobs at age 50 has rocketed to 20 per cent today, from 5 per cent ten years ago. (*New York Times Service in International Herald Tribune, 22 June 2000*)

● In **Sweden**, maternity leave is increasingly gaining a masculine touch. With nearly 50 per cent of the new fathers since 1995 taking more than a month off to care for their children, the Social Democratic government is planning to introduce draft legislation which would help men spend even more time at home with the kids. Some employers are also lending a hand. At one electronics firm, company policy allows for salary subsidies which will guarantee stay-at-home fathers 80 per cent of their salaries. (*The Financial Times, 23 June 2000*)

● In Japan, the recent trend in outsourcing clerical jobs is being seen in some quarters as aimed specifically at women workers. In response, the Ministry of Labour in **Japan** has moved to look into such practices whenever they target non-career jobs, many of which are occupied by women. Under Japan's Equal Employment Opportunity Law, discrimination against women is prohibited in terms of job offers, placement and promotion. If found to be "retrenching" female

ingful results. (*Yonhap News Agency, 21 June 2000*)

● The AEEU, **Britain's** largest engineering union, called for the development of transnational unions to meet the challenges of globalization. Speaking at the International Metalworkers Federation in Birmingham, AEEU general secretary Sir Ken Jackson said that the formation of global partnerships through mergers and amalgamations across national frontiers could see



ILO/Jacques Maillard

workers through outsourcing clerical divisions or the formation of subsidiaries, companies will be forced to cease the practice. (*The Yomiuri Shimbun, Japan, 21 June 2000*)

### STRIKE ACTION

● **South Korean** doctors went on strike against a new drug prescription law which says doctors can only prescribe medicine and pharmacists can only sell them. The South Korean physicians claimed this would cause too much inconvenience as well as lower their income. The Korean Medical Association said they had prepared their own version of the medical law and would only stop striking if negotiations with the government drew mean-

ings transform themselves from "insecure bystanders into innovators of change". (*Financial Times, 21 June 2000*)

### COMPENSATION

● Workers in **Mozambique** are often paid minimum wages below the amount recommended by the International Labour Organization for developing countries, according to the Confederation of Mozambique Free and Independent Trade Unions (CMFIT). Mozambique's minimum wage is 450,000 meticais, approximately 29 US dollars, which is far below the recommended 50 US dollars. CMFIT General Secretary Jeremias Timane said all the social partners as well as parliament were to review

the country's minimum wage provisions. (*Radio Mozambique, Maputo, 13 June 2000*)

● Seamen on board ocean-going vessels in the **Philippines** are to receive a 30 per cent wage raise, bringing the minimum basic Philippines crew wage in line with ILO minimum wage rates. According to the Philippine Department of Labour and Employment, the basic salary of Filipino seamen will rise to US\$385 (RM1,436) from the existing rate of US\$335 from 1 July, while a second hike to US\$435 takes effect on 1 January. The decision to raise the official minimum wage primarily reflects existing pay scales for Filipino seamen, many of whom were already paid above the pre-existing official minimum wage rate. The ILO minimum wage issue is of concern to shipowners worldwide, who feel that employers and workers should decide minimum wages themselves. (*New Straits Times Press, Malaysia, 19 June 2000*)

### HIV/AIDS

● The Government of **Tanzania**, facing a major crisis from HIV/AIDS, has appealed to religious leaders to join the fight against the disease. Government officials said some acts such as "wife inheriting" contribute to the spread of the disease and asked religious leaders to give AIDS campaigns priority in daily activities. The appeal came at a time when the Roman Catholic Church in Tanzania was reportedly planning to inaugurate AIDS campaigns in each of its dioceses, including home-based care, counselling, AIDS education, orphan support, care of displaced children and support of people living with AIDS. Church leaders said they hoped to ensure the safety of donated blood and help prevent and manage sexu-

ally transmitted diseases, but were suffering from a lack of funding. AIDS was first noted in Tanzania in 1983. Over 1.6 million Tanzanians – or one out of ten people in the country – are said to be infected with HIV, the virus which causes AIDS, which has now become the chief cause of death in the country. *TOMRIC Agency, distributed by Africa News Online, 16 June 2000*)

### MEANWHILE

● Take me *out* of the ball game? After last year's failure of a mass resignation strategy by the baseball umpires union in the **United States**, the new union is going eyeball-to-eyeball with major league baseball again. This time, the dispute is over control and discipline, as well as salaries and jobs for the 22 umpires who walked out as part of last year's unsuccessful strategy. Just as both



sides had reached an "agreement in principle", talks broke down and frustrated umpires were considering calling a strike, while baseball officials said they'll handle whatever the umpires throw at them. The new union, formed to create a "less confrontational relationship with management" is finding negotiations off the field as difficult as arguing with managers over a supposed bad call. (*The New York Times, 21 June 2000*) □



# Strengthen social dialogue...



- *rapid pace of change*
- *globalization*
- *economic reform*
- *financial turmoil*
- *economic insecurity*
- *marginalization*
- *social unrest*

# ...so all voices can be heard

- *consultation*
- *negotiation*
- *collective bargaining*
- *empowerment*
- *equality*
- *inclusion*



International  
Labour Organization

# We live in a changing world.

Globalization and economic reform are transforming the ways of working and living. New information technologies are spurring the process of global integration and competition, driving businesses to adapt in order to survive. New forms of work organization at home and across borders are challenging trade unions to develop strategies and structures to ensure adequate representation of working people. A growing informal economy has pushed millions beyond the reach of social protection. Non-governmental organizations and civil society groups are becoming more vocal in addressing the gap between the “haves” and “have nots”.

## Solutions need to be adapted to changing problems,

but the primary goal remains the same: to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity security and human dignity.

## Social dialogue is the first - and most important - step towards concerted action.

Dialogue is at the heart of social harmony, problem-solving, conflict resolution, and even healing.





## **Social dialogue: a means and an end...an action and a result**

Social dialogue is defined to include all types of negotiation, consultation or simply exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating to economic and social policy.

## **The ILO is a forum for building consensus.**

Its tripartite structure reflects a conviction that the best solutions arise through social dialogue in its many forms and levels, from national tripartite consultations and cooperation to plant-level collective bargaining. Engaging in dialogue, the social partners also fortify democratic governance, building vigorous and resilient labour market institutions that contribute to long-term social and economic stability and peace.

## **Introducing the InFocus Programme on Strengthening Social Dialogue...**

In its recent reorganization, the ILO's technical departments have been clustered under four strategic objectives in order to provide the means of concentrating its work and its intellectual energies around distinct but interrelated goals. Each objective has been organized into four executive sectors: principles and rights at work, employment, social protection, and social dialogue. In addition, international focus (InFocus) programmes that cut across existing departmental boundaries were created to concentrate a critical mass of research and technical cooperation in key areas. The InFocus Programme on Strengthening Social Dialogue was established to strengthen and promote the practice of social dialogue in ILO member States as a means of sharing information among labour administrations, trade unions and employers' associations, as well as developing consensus on policy approaches and practical measures to ensure equitable social and economic development.

### **Key objectives:**

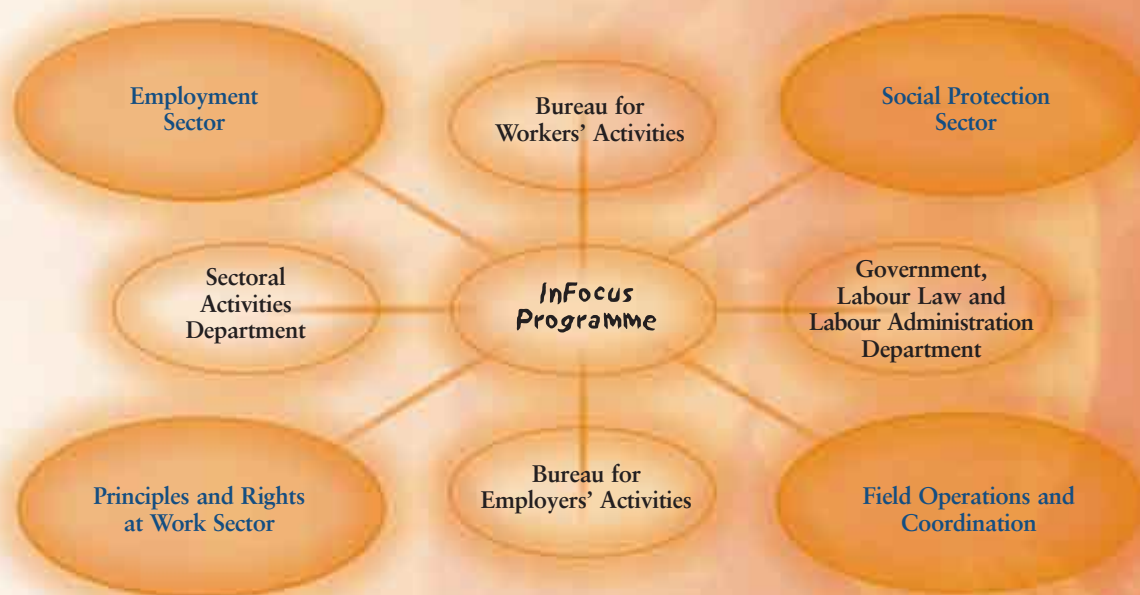
- 1** Promote social dialogue as an instrument of democracy, rights at work, and consensus building so that it is more widely accepted and used;
- 2** Strengthen institutions, machinery and processes of social dialogue in ILO member States;
- 3** Strengthen the representation, capacity and services of the parties to social dialogue.

### **Major areas of work:**

- 1** Advancement of knowledge with a view to building a solid information base and to exploring the factors influencing social dialogue's success;
- 2** Advocacy of a strong message on the potential of social dialogue directed at all levels of decision-making in society;
- 3** Provision of advisory services and technical assistance for ILO constituents to engage in social dialogue.



Cooperation between sectors and departments is part of the ILO's *modus operandi*. The **InFocus Programme on Strengthening Social Dialogue** is the focal point on issues of social dialogue, bringing together a plan of action that involves cross-functional coordination with all ILO Sectors and departments. Its primary partners are the units situated within the Social Dialogue Sector to which it belongs: the Bureau for Workers' Activities, the Bureau for Employers' Activities, the Government, Labour Law and Administration Department, and the Sectoral Activities Department.



### *Highlighting successful social dialogue*

Botswana, Lesotho, Namibia, and South Africa: Tripartite labour law and institutional reform have been instrumental in dispute prevention and resolution.

Indonesia: Since June 1998, broad tripartite consultations have worked toward reshaping the country's labour laws in line with ILO standards.

El Salvador: Social dialogue has been an important contributor to the peace progress/process.

Italy: Social dialogue has been an important tool for employment-generation initiatives in a region in northern Italy. Each of the social partners has a role in attracting investment to the area to create decent jobs in enterprises using state-of-the-art technology.



**For More Information:**

**InFocus Programme on Strengthening Social Dialogue**  
**Social Dialogue Sector**  
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# NEWS IN BRIEF

# Grow old, be poor

## *New report says most world workers won't have old age pensions*

Are the workers of the world on a doomed voyage to old age? A new ILO study says some 90 per cent of the world's working-age population is not covered by pension schemes capable of providing adequate retirement income. The book, "Social Security Pensions: Development and Reform" blamed bad management of many of the schemes which do exist, saying it renders much of the world's population exposed to the risk of poverty in old age.

Even where coverage is nearly universal and schemes are well managed, as in the advanced industrialized countries of the Organization of Economic Cooperation and Development (OECD) – mainly North America, Western Europe, Japan and Australia – major problems in financing pensions will arise in coming years as populations age and as countries seek to diversify the risk to individuals, the book says.

"OECD countries already spend an average 10 per cent of their Gross Domestic Product (GDP) on old-age retirement benefits, which exceeds their total spending on health care," said Colin Gillion, ILO Director of the Social Security Department, and an editor of the book. With that number rising, Mr. Gillion said OECD pension plans are "generally excellent, but expensive. The best way to deal with ageing populations is to increase the actual age of retirement and to increase the number of women in employment."

The ILO study found that the US pension system – and to a lesser extent, the system in the United Kingdom – carries more risk for its members than those of West European countries, because the US and UK systems rely more heavily on occupational- and privately-funded schemes rather than complete government financing.

The ILO study is also cautious about

one of the most fashionable panaceas for helping these pension schemes meet future needs – investing funds in financial markets. According to Colin Gillion, “Investing in financial markets is an uncertain and volatile business. Under present pension plans people may save up to 30 per cent more than they need, which would reduce their spending during their working life; or they may save 30 per cent too little, which would severely cut their spending in retirement. Which way around cannot be foreseen at the beginning of a working life.”

The ILO says that an option for the United States might be to increase the Social Security contribution from workers and employers: "Raising the contribution rate by one or two percentage points, or even better, by planning further increases in the actual age of retirement, would solve most of the deficit problems far into the future for Americans," Mr. Gillion says.

## Legislating retirement: A tricky job

Many OECD countries have legislated increases in the age for early retirement in an attempt to encourage workers to delay leaving their jobs. A number of countries have reduced benefits by increasing the years used in the earnings averaging period, reducing the adjustment for cost-of-living increases for retirees, or requiring more years of work to qualify for certain benefits.

However, this sort of fine-tuning of eligibility and retirement age is a luxury most countries cannot afford. It is one which is politically difficult to achieve, and which can strain the basic social consensus underlying pension schemes.

The lack of more complete pension coverage throughout the world will become a growing problem as lifetimes are extended and the importance of traditional extended

family units, which once provided old age protection, diminishes," says Mr. Gillion.

Among the book's findings are:

- Pension schemes in countries of the former Soviet Union have become practically worthless with the collapse of national economies.
- In general, pension schemes in Africa are very weak and badly managed;.
- Pension schemes in Asia have been weakened by the continent's financial turmoil of the late 1990s.
- Retirement schemes in Arab States of the Middle East are relatively young and face major problems in dealing with the high percentage of foreign workers who are not permitted to join the schemes.
- Many retirement schemes in Latin America and the Caribbean are performing poorly, with at least eight countries converting their schemes to different systems.

The report identifies five main causes for the failure of pension schemes in developing and reforming countries to provide wide coverage:

- In many developing countries, the majority of people work in the informal sector or in rural regions which provide few or no benefits or worker protection of any kind.
- Employees in small companies with 10 or less employees are often excluded from participation in social security pension schemes.
- Many existing pension schemes are badly managed, with the consequence that they have overly high administrative costs and do not deliver benefits when they should.
- Many schemes are unable to collect contributions from all the people who should pay into them, which leads them into financial deficit.
- Many schemes are based on weak and unregulated financial systems and may be open to corruption.







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

**Asia and the Pacific** - Funded pension schemes in the Asian region have been hard hit by financial turmoil, arising in part from excess government regulation of the national financial systems.

One striking feature of this region is the large number of countries with no mandatory pension schemes, a legacy of the time when most of these countries were former British colonies where provident funds existed. A provident fund – which normally pays out one lump sum upon retirement rather than a fixed monthly payment over a lifetime – does not fulfill the same function as a pension scheme because it does not provide a replacement income for the length of the retirement. Indonesia, Malaysia and Singapore provide benefits through provident funds.

Pakistan, despite its strong British connections, opted for a social insurance pension scheme in the 1970s. India has recently established a social insurance pension scheme, though this did not happen until half a century after the end of British rule.

Pension schemes originally designed by colonial governments often took insufficient account of the socio-cultural context and thus proved limited and inappropriate coverage. Since independence, this tendency has been compounded by adverse economic and political circumstances in most African economies, as well as by mismanagement. Many African pension schemes have failed to provide effective social protection, even for the small minority of the population they cover.

**Latin America and the Caribbean** - Most countries in the region provide benefits through defined pay-as-you-go schemes. However, because of the poor functioning of their defined-benefit social security schemes, an increasing number of countries - eight as of 1998 - have converted, at least partially, to funded pension schemes. These schemes involved fully-funded individual accounts which are managed by private sector pension fund managers. Sometimes the government also operates a pension fund management company which competes with private companies to attract workers as clients.

**The Arab States and the Middle East** - In much of this region, which contains both some of the world's wealthiest and poorest countries, most pension schemes are relatively young, with none more than 50 years old. All of the programs are traditional, defined-benefit social insurance programs, in most cases financed by contributions from both employers and employees, with the state covering any deficit.

**Central and Eastern Europe, and Central Asia** - Countries in the region are still in the process of transforming their economies from command-based to market economies, or of coming to terms with the costs of the transition. The social protection schemes in most of these countries have features inherited from the systems of the former planned economies, which consisted of a visible or explicit component, and an invisible or implicit component. The visible meant provided pensions, short-term cash benefits and health care. The implicit component added security through specific socialist income redistribution mechanisms, such as guaranteed employment, the provision of low-cost housing and heavily subsidized basic goods and services, educational supplies, books, and cultural goods and services.

WORLD OF WORK – No. 35 – 2000

# A story of “hardship and decline”

*After the fall: In Ukraine, most workers are out of work, on leave or earning nothing*

**GENEVA** – A new ILO study of industrial enterprises in Ukraine says the first decade since the break-up of the Soviet Union has meant a shrinking economy and plunging living standards. Some workers work on paper, others are on unpaid leave. And some aren't paid at all.

“The conventional statistics on employment and unemployment are distorting and misleading”, says Guy Standing, the Director of the ILO InFocus Programme on socio-economic security in the twenty-first century, who designed the survey.\* “Most of the nominally employed do not have jobs, and many of those in jobs are not being paid.”

The survey covered a representative national sample of 690 firms employing

583,679 workers. It was carried out in 1999, and a comparable survey is now under way. The following are among the main findings:

- Ukrainian industrial firms are operating at less than 44% capacity, compared with 66% in 1995 – an unprecedented decline which has made the level much lower than in any industrialized economy.

- Over 38% of firms reported that they could produce the same level of output with fewer workers, even though they have cut employment considerably over the past decade;

- On average, firms reporting that they could cut employment without reducing output estimated that they could cut one in every four jobs.

- Over 18% of all workers were on unpaid “administrative leave”; i.e., laid off – counted as employed but in reality unemployed; a large proportion had been on unpaid leave for at least three months.

- Over 20% of workers were on short-time, most not receiving any income; even those not classified as working short time were working short work-weeks – 32 hours on average, compared with a national standard work-week of 40 hours.

- About 12% of all women nominally employed in Ukrainian factories were on long-term "maternity leave", even though the fertility rate is extremely low; consistent with the view that such leave was a way of laying-off women workers, the extent of maternity leave was higher in firms which were in greatest economic difficulty and in which employment had fallen most.

- Taking account of all forms of visible surplus labour, about one-third of all workers are laid off at any time; these are counted as employed, but make a mockery of the official rate of registered unemployment, which has remained below 5%.

- In 1999, over 80% of all factories reported that they had great difficulty in paying their wages.

● Four out of five factories have not been paying the contractual wages to their workers, and on average in those factories, wage arrears have lasted for over 20 weeks.

● Wage inequality has increased since the early 1990s, within enterprises, between enterprises in the same sector, and between sectors; in addition, while there has been a widespread erosion of benefits paid by enterprises to their workers, there has been a strong tendency for firms paying relatively high wages to provide workers with more benefits than in low-paying firms – accentuating inequalities; in effect, the cutback in benefits has been concentrated in firms with low wages.

- In most factories, a small minority of workers were receiving wages well below the average, and well below what is required for survival; this category has come into existence partly as a result of the tax-based incomes policy which international financial agencies encouraged the country to adopt earlier in the decade.

● There has been a steady erosion in the provision of enterprise benefits and social services; enterprise benefits have long been a mainstay of social protection and have augmented low money wages, so their loss represents a severe blow.

- Although women have retained



ILO/Jacques Maillard

"The results of the survey should be seen in the context of the economic and social dislocation in the country. For over a decade, the economy has shrunk,

Currently, average per capita income is about US\$25 per month. Ukraine, which became an independent nation in 1991, had a population in the early 1990s which approached 52 million. The population has shrunk to less than 50 million, very largely because of the rise in the mortality rate. Average male life expectancy at birth has fallen by about three years to 62 years, while the female equivalent is 73, representing a much smaller decline.

\* For the full report, see G. Standing and L. Zsoldos, Worker Insecurities in Ukrainian Industry: The 1999 ULFS (Geneva, ILO, Socio-Economic Security Report, April 2000). The survey is the sixth round of the Ukrainian Labour Flexibility Survey, designed by the ILO and carried out by the Ukrainian State Committee of Statistics. See also ILO Press Release ILO/00/13.

## *ILO Director-General addresses May first workers' jubilee in presence of Pope John Paul II*

In an address to an estimated 200,000 participants marking the first of May, Mr. Somavia called for a re-examination of the “rules and policies that govern our global economy” in order to give it “the ethical backbone it lacks” and to ensure that it “benefits the many, not just the few”.

Below is the full text of the statement “Work for All: Path of Solidarity and Justice”, by Mr. Somavia at the Jubilee of Workers – May 1<sup>st</sup>, 2000:

On this first of May, let me propose that we honour the labour struggles of the past as well as those who in recent times have risked their lives and stood up to powerful forces unwilling to listen to the organized voice of workers.

A black and white photograph showing Pope John Paul II on the left, wearing his white papal attire and a zucchetto, leaning slightly forward. He is standing next to an older man on the right who is wearing a dark suit and glasses. They appear to be in conversation outdoors, with a railing visible in the foreground and a building in the background.

L'Osservatore Romano

Those of us gathered here today represent different dimensions of the world of work. Yet, beyond our various perspectives, we share a common responsibility to expand the frontiers of decent work for all in today's troubling global economy. We have to redress the enormous sense of insecurity that invades the home of so many families worldwide. It is a global struggle for human dignity.

I come to you from the International Labour Organization with a secular appeal to all people of faith: we need action now, right away, urgently. To begin with, for each of us to live our values, to integrate principles of justice, fairness, equality and compassion into our daily lives, from the intimacy of our homes to our interaction with the world. To consciously use our moral compass to take decisions, to influence decisions. To make our voices heard. To promote solidarity without frontiers.

Too many, far too many women and men are excluded from employment, from property, from representation, from the effective defence of their rights;

Unstable global financial systems generate crises, with enormous social costs; Jobs have become more precarious in offices, factories and farmlands;

Feelings of uncertainty are spreading, not only among the poor and dispossessed, but also among the middle classes; Working hard does not guarantee a life free from poverty.





Such employment shifts are cause for concern among TEM unions, traditionally the powerhouses of organized labour in many countries. The report notes that suppliers are taking on less and less unionized labour, often resulting in lower wages than in the factories where final assembly is done.

The automobile industry is the most significant segment of the TEM sector. Two-thirds of world automobile production is concentrated in just six countries: Japan (20 per cent), the United States (14 per cent), Germany (13 per cent), France (6.6 per cent), Spain (5.4 per cent) and the Republic of Korea (5 per cent). Another five – the United Kingdom (4.5 per cent), Canada (3.8 per cent), Italy (3.3 per cent), Belgium (2.6 per cent) and Brazil (2.8 per cent) – account for over 20 per cent. Of the developing countries only the ROK and Brazil have made it into the major producers. Mexico has potential and Asian countries such as Thailand, Malaysia, the Philippines and Indonesia are pinning their hopes on future projects. (Some projections predict that the number of cars in the world will more than double in the next 15 years, with most of the increase being produced and sold in Asia. This would bring enormous employment opportunities, but may pose severe infrastructure and pollution problems.)

The ascendancy of the parts (components) industry and the fact that workers in the car parts industry in some countries already outnumber those in final auto-

As the Internet allows auto makers to base their manufacturing on actual orders, the future of auto making will look like this:

- Customer places order over the web
- Parts and components are ordered via the Web from suppliers and delivered just in time for assembly
- Finished vehicle is dispatched to service center or dealer for delivery
- Customer tracks vehicle's progress on the Web
- Vehicle is scheduled for manufacturing

The report cites countries such as Mexico where the so-called "maquiladora" (or in-bond) industry has seen an increase of 31.4 per cent of employment for 200,000 workers, in the auto parts industry since the start of the decade. In the United States, final assemblers shed some 50,000 jobs between 1987 and 1998, while parts suppliers generated almost 150,000 jobs, according to the US Bureau of Labour Statistics. While Canadian assemblers actually created some 3,000 new jobs between 1991 and 1996, independent parts producers generated about 30,000 new jobs according to the Canadian Auto Workers Union (CAW) and now employ about twice as many workers as the automobile manufacturers themselves.

union jobs, at lower wages, to outside suppliers,” the report says. “They also fear that such companies, whether old or new, will not be unionized, or will be difficult to organize. A first look at the available data confirms this line.”

Other transport industries also face a significant impact from globalization. As a result of global competition, shipbuilding has suffered major declines in Europe and North America in recent years. As a result of reunification, Germany still maintains a prominent position in Europe. Poland and Romania have potential, but are still relatively small, and may have more of a role in supplying parts of vessels for assembly elsewhere. Asian states (Japan, the Republic of Korea and China) have become the big winners, while Viet Nam and India are developing capabilities.

port says. Often, such work is done in Asian countries (India, Bangladesh) by migrants, in a total absence of any collective bargaining or industrial relations procedures.

The pressures of globalization and mergers have also been felt in the manufacture of locomotives, with four leading

manufacturers emerging worldwide. One company, Adtranz, formed through the merger of AEG-Daimler Benz with ABB Henschel, can trace its origins back to 46 companies from 13 different countries, the report says. Adtranz restructured and shed 1,100 jobs in the last two years and plans to cut another 1,400 jobs in Germany in the next years, bringing its workforce in that country down to 6,000.

## Social and labour issues

Organized labour and employers have reacted to the globalization of TEM in a number of ways. Major new forms of work organization, such as teamwork, flexible working arrangements, time accounts, the four-day week, etc., have been pioneered in the automobile industry and are often imitated in other sectors. However, many of these flexible arrangements are also introduced under the menace of global competition and the threat that work and jobs will have to go elsewhere unless established work patterns become less rigid.

For example, Japanese or German companies with long-standing union traditions at home may embark on so-called "greenfield" or new plant investments, in environments not conducive to unionization. Some examples are Mercedes in Tuscaloosa (Alabama), BMW in Spartanburg (South Carolina) or the Smart car in Alsace.

"Under such new production systems the traditional role of unions in controlling jobs is diluted almost to the point of disappearing," the report says. "Nevertheless, a study of Mercedes and BMW in the United States found that despite the absence of trade unions, low age of the workforce and lack of previous experience...management always had the spectre of the union in the back of their minds. For example, initially low wages are now reported to be approaching the levels paid to workers under collective agreements in other factories."

To combat these tendencies, unions have resorted to a number of tactics. One such has been to negotiate "neutrality letters" (or agreements), in which the employers agree not to hinder union-organizing campaigns. Another is the adoption of "employment pacts" (in Germany, referred to as "Standortsicherungsvereinbarungen" (production site guarantees) and multi-year collective agreements providing guarantees of employment and the continuation of



**Automotive companies may ultimately become marketing firms, grouping a transportation system around a recognized logo and providing the customer with credit, insurance and financing.**



**As a result of global competition, ship-building has suffered major declines in Europe and North America in recent years.**



**With only two manufacturers of large civilian aircraft, the competition between them will increase.**



**The pressures of globalization and mergers has also been felt in the manufacture of locomotives, with four leading manufacturers emerging worldwide.**

production at local sites over a certain period of time.

What will the workforce in the transport equipment manufacturing industry look like in the twenty-first century? Based on available data, it is obvious that fewer and fewer workers will be directly employed for assembly operations. This does not mean that the vehicles will build themselves, although automation and the use of robots are on the increase, signifying "the end of the factory as we know it," the report says.

Increased attention will be paid to the design of the vehicle, implying more scientific, IT and engineering jobs. Employment in the industry as a whole may remain stable or even increase as jobs which were previously done in-house are now done by suppliers, who may even install the component they produce. □

— Source, press release ILO/00/16

\* The social and labour impact of globalization in the manufacture of transport equipment, *Report for discussion at the Tripartite Meeting on Social and Labour Impact of Globalization in the Manufactures of Transport Equipment*, Geneva, International Labour Office, Geneva, 2000. ISBN 92-2-112032-5. Price: 27.50 Swiss francs (Available on the Internet at [www.ilo.org](http://www.ilo.org))

# Enterprise creation by the unemployed

## The role of microfinance

**BONN, Germany – Between 1 and 4 per cent of registered unemployed in industrialized countries decide to go into self-employment, according to a new ILO report<sup>1</sup> which adds that there is "a widespread sense in all countries that something needs to be done for self-employment".**

The report was prepared for an international conference<sup>2</sup> in Bonn held assess and compare the findings of research on enterprise creation by the unemployed from seven industrialized countries: Canada, France, Germany, Ireland, the Netherlands, the United Kingdom and the United States. Self-employment programmes' perform-

ILO/Jacques Maillard (all four photos)



**ance, business survival factors, quality of work in microenterprises and public/private partnerships were also on the Conference agenda.**

Unemployed starters of businesses face special difficulties obtaining funding: less securities, a reduced income and little trust. In addition, the amounts required for start-up capital are simply too modest to be of interest to banks; in Germany, 60 per cent of all self-employed start with capital below US\$26,000, in France, on average, with less than US\$22,000, while micro-businesses in Canada start with less than Canadian\$25,000. US banks claim that they cannot finance loans below US\$25,000 because of transaction costs involved, lack of track record and collateral. Small, and in particular, start-up firms in the United Kingdom also confront generally higher interest rates for credits than larger firms.

In a survey of banks in Germany "only about 5 per cent of the credit applications from unemployed founders of businesses won approval. Among persons not unemployed the rate of approval was up to ten times higher." Only savings banks occasionally agree to finance business starters coming out of unemployment.

Self-employment programmes which aim to assist the unemployed in setting up their own enterprises have been part of active labour market policy since the end of the 1970s. Large government-funded programmes targeted at the unemployed, like the Bridging Allowance in Germany, SEA (Self-Employment Assistance Program) in Canada, ACCRE (Aide aux chômeurs créant ou reprenant une entreprise) in France, use income support, i.e., grants equivalent to a certain number of months of unemployment insurance benefits.

Private initiatives to stimulate self-employment, like community development banking and similar concepts, are increasingly attracting attention. The programs are generally funded by governments, but managed by private or mixed agents. Income-support schemes reach thousands of people, while many small programmes reach hardly 500 people. Some self-employment programmes are exclusively targeted at the unemployed, but not all.

### **Work quality and business success**

Size, location, legal form and quality of financial management matter for survival

and success of the enterprise, as do personal attributes. In Germany, 70.4 per cent of recipients of the Bridging Allowance are still in business after 3 years, compared to 64 per cent of "normal" business start-ups. In the United Kingdom, half of all businesses started under the Enterprise Allowance Scheme closed within 3 years, which still compares favourably with mean survival duration of 32 months for all individuals – employed and unemployed, assisted or not – entering self-employment. In other words, despite their handicaps, the self-employed coming out of unemployment succeed just as well as other self-employed. Moreover, a large proportion (30 to 40 per cent) of those who give up in the course of the first three years, return

to regular wage employment. Participation in a programme is associated with a high degree of survival probability.

The self-employed work more hours than comparable employees in wage employment. In the Netherlands, 25 per cent work more than 60 hours a week, in Ireland 50 per cent work more than 40 hours and in Germany the self-employed spend on average 54 hours per week in their enterprise. □

<sup>1</sup>Micro-finance for Self-employment: Enterprise creation by the unemployed, An ILO Action Programme, *Synthesis Report*, ILO, Employment Sector, Social Finance Unit, Geneva 2000

<sup>2</sup>Enterprise Creation by the Unemployed - The Role of Micro-finance in Industrialized Countries, Bonn, Germany, 24-26 May 2000



## **The Workers' Soccer World Cup**

*Bringing about ideals of solidarity among workers*

The Workers' Soccer World Cup is a new event in Brazil and in Latin America, organized to pay homage to workers and to soccer.

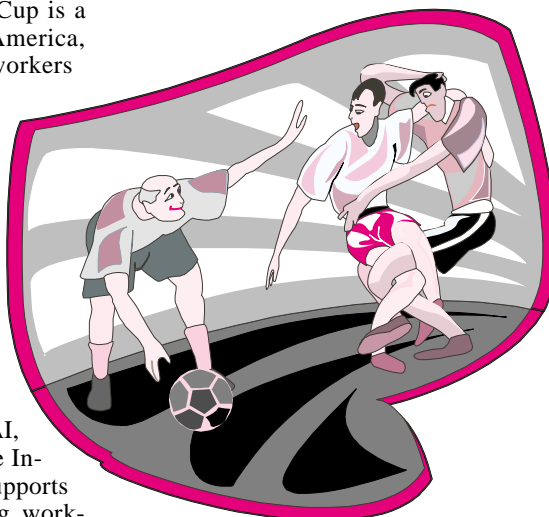
Although it is purely social in character, the Workers' Soccer World Cup brings about ideals of solidarity among workers in a world which aspires to integration but remains divided by wealth and working condition gaps in different countries and regions.

In cooperation with SESI, SENAI, and other patron institutions, the International Labor Organization supports events through publicity among work-

ers' and employers' organizations and the government, besides providing administrative support in participating countries and territories whenever necessary.

The Workers' Soccer World Cup being carried out in Sertãozinho is also a special homage to workers and employers of this region and especially to their local, state and national unions, which favoured the organization of this event.

ILO congratulates the City Authorities of Sertãozinho, UNESCO, AMIL, Comitê Olímpico Brasileiro (COB), Confederação Brasileira de Futebol (CBF), Karsten, Banco do Brasil, Confederação Esportiva Internacional do Trabalho (CSIT) and especially Serviço Social da Indústria - SESI, as well as the whole CNI (Confederação Nacional da Indústria) system for this important initiative. □





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

**QUA TRAIN SEEKS MORE  
SOCIAL PROTECTION MANAGERS**

▲ “One single, responsible, skilled and determined financial manager in a national social protection scheme somewhere in Africa can save more lives [and] help avoid more suffering than any individual doctor in his entire working life.” So said ILO Executive Director Assane Diop during the launch of a *global quantitative training initiative for social protection managers* (QUA TRAIN), held at the ILO on 12 June. Mr. Diop also told delegates that “it takes one social security actuary to avoid pension schemes from going bankrupt, leaving hundreds of thousand pensioners in poverty”. At the heart of this initiative, which is supported by the World Bank, the International Monetary Fund and several European governments, is the world’s first ever Master’s Course in Social Protection Financing, at Maastricht University in the Netherlands. QUA TRAIN has set a target of having at least three highly skilled managers of social protection finances working in every country of the world by the end of 2010.

*For further information, please contact the International Financial and Actuarial Service (ILO FACTS), phone: +41-22-799.7565; fax: +4122/799-7962; e-mail: actnet@ilo.org*

**CHILD LABOUR DECLINES  
IN BRAZIL**

▲ According to the annual National Household Survey of the Brazilian Institute of Geography and Statistics, the total of working children aged 5 to 14 years in Brazil was estimated at 2.9 million in 1998, compared with 3.8 million in 1995, representing a significant decline in child labour. Following the ratification of ILO Conventions Nos. 138 and 182 by Brazil on 14 December 1999, a national seminar on the implementation of the two ILO standards on child labour was organized in May 2000, by the National Forum on the Prevention and Eradication of Child Labour, with the support of ILO-IPEC. The Federal Government announced a US\$600 million programme to withdraw 866,000 children from the worst forms of child labour in Brazil by the end of 2002.

*For further information, please contact ILO-IPEC Brazil, phone: +5561/225-8015; fax: +5561/322-4352; e-mail: deboer@oitbrasil.org.br*

**ILLEGAL CHILD LABOUR  
IN ITALY**

▲ The Italian Ministry of Labour, the Italian Statistical Office (ISTAT) and the ILO have agreed on a research project on illegal child labour in Italy, including child prostitution, the use of children in organized crime, and child beggars found in large urban areas. The resulting study will allow the existing statistical methodology, until now experimented only in developing countries, to be applied to all industrialized countries. The research will involve valuable testimony emerging from institutions, the social partners and civil society, as well as representative samples from schools, concentrating on economic and social sectors considered to be at risk.

*For further information, please contact the ILO Rome Branch Office, phone: +3906/678-4334 or 679-1897; fax: +3906/679 2197; e-mail: rome@ilorome.it*

**NEW NATIONAL  
CHILD LABOUR SURVEYS**

▲ In 1998-99, staff of national statistical offices and labour ministries in 15 countries were trained to collect data on child labour using the ILO-IPEC Statistical Infor-



ILO/Ph. Lissac

mation and Monitoring Programme on Child Labour (SIMPOC). Surveys on economically active children were carried out for the first time in Portugal, where the survey found that in October-November 1998 over 43,000 children aged be-

tween 6 and 15 years (or nearly 4 per cent of the age group) were engaged in economic activities. In Ukraine, another survey found that in the second quarter of 1999, over 500,000 children aged between 7 and 17 years (or nearly 6.2 per cent of the age group) were working. Field data collection has been completed in five countries; namely, Zambia, Namibia, Zimbabwe, South Africa, and Kenya, and the results will be published by July 2000. Further surveys are planned in 16 countries in Central America, Africa, Asia and Eastern Europe in 2000-01.

*For further information, please contact the ILO's International Programme on the Eradication of Child Labour (IPEC), phone: +4122/799-8181; fax: +4122/799-8771; e-mail: [ipec@ilo.org](mailto:ipec@ilo.org)*

### DECENT WORK THROUGH COOPERATIVES

▲ The Committee for the Promotion and Advancement of Cooperatives (COPAC) held an Open Forum on cooperatives and employment creation, entitled "Decent Work: Can Cooperatives Make a Difference?" on 28 June 2000. The Forum was one of the side events hosted by the ILO during the Special Session of the UN General Assembly (Geneva 2000) which reviewed progress in the implementation of the World Summit for Social Development (Copenhagen 1995).

*For further information, please contact COPAC, phone: +4122/929-8825; fax: +4122/798-4122; e-mail: [info@coopnetupdate.org](mailto:info@coopnetupdate.org)*

### MICROFINANCE TRAINING COURSES

▲ Good practices and current trends in microfinance operations were discussed at the first CGAP training courses on microfinance, which took place in Geneva from 6 to 12 April. The Consultative Group to Assist the Poorest (CGAP) – a microfinance programme with the ILO as a funding member – is a multi-agency effort to reduce poverty by increasing access to financial services for very poor households through financially sustainable institutions.

*For further information, please contact the Social Finance Unit, phone: +4122/799-6070; fax: +4122/799-7691; e-mail: [balkenhol@ilo.org](mailto:balkenhol@ilo.org)*

### WORLDWIDE ACTION PROGRAMME ON HOMEWORKERS

▲ Building on the ILO Development Policies Department's ten-year programme on home work in south-east Asia, a worldwide Action-Oriented Research Programme on Homeworkers has been launched by the ILO. After a technical workshop in Chile in May 1999, the programme



ILO/Jacques Maillard

continues to support information exchange among experts, on emerging trends and new profiles of homeworkers.

*For further information on upcoming regional activities, please contact the Development Policies Department (POLDEV), e-mail: [tomei@ilo.org](mailto:tomei@ilo.org)*

### EMPLOYMENT CREATION IN THE INFORMAL SECTOR IN INDIA

▲ According to the Ninth Five Year Plan, over 55 million jobs have to be created in India if open unemployment alone is to be banished from the country. Figures for



ILO/Gurmeet Singh, February 2000

underemployment could be higher. Recent estimates show that more than 90 per cent of new jobs are created outside the formal sectors which leaves little choice but to make efforts to raise the potential of the informal economy, says the report of the proceedings of a "National Workshop on the Strategic Approach to Job Creation in the Urban Informal Sector in India", held in Surajkund, Haryana, from 17 to 19 February 2000. Participants evinced optimism on the growth potential of the informal economy if an appropriate policy environment and institutions are put in place. They also believe that decent working conditions can be achieved if productivity is enhanced and minimum labour standards can be enforced.



For further information, please contact the ILO Office in New Delhi, phone: +9111/460-2101 (2102); fax: +9111/460-2111; e-mail: [delhi@ilo.org](mailto:delhi@ilo.org)

## CENTRAL AMERICA: SAFETY AND HEALTH IN AGRICULTURE

▲ A Central American project on occupational safety and health in agriculture drew up and tested a model strategy for the development of national policies on occupational safety and health in agriculture in developing countries. The experience gained in this project contributed to the preparation of the new proposed international labour standards on safety and health in agriculture to be discussed at the International Labour Conferences in the years 2000 and 2001. It also contributed to other technical cooperation activities and will be further developed in the framework of the ILO InFocus Programme on Safe Work.

For further information, please contact the InFocus Programme on Safe Work, phone: +4122/799-6715; fax: +4122/799-6878; e-mail: [safework@ilo.org](mailto:safework@ilo.org)

## CAMBODIA, ILO SIGN LABOUR ACCORD

▲ The ILO has signed an agreement with the Government of Cambodia and the Garment Manufacturers Association of Cambodia to monitor working conditions in the Cambodian garment industry. The US\$1.4 million programme, funded principally by the United States, calls for factory visits by ILO-trained and supervised monitors to collect data on factory compliance with internationally recognized core labour standards and Cambodian labour law. The ILO is also conducting an 18-month worker education programme in Cambodia with Danish funding, reaching initially some 3,000 trade union representatives and rank-and-file union members.

## EMPLOYMENT STRATEGY FOR INDONESIA

▲ The ILO Employment Strategy Mission to Indonesia undertaken in the spring of 1999, has now published its conclusions on a "Strategy for Employment-led Recovery and Reconstruction in Indonesia". The mission was undertaken against the backdrop of severe adverse social effects of the economic crisis that the country experienced in 1998. In the same year, some 14.5 million people were looking for work in Indonesia, according to the Indonesian Minister of Manpower, Bomer Pasaribu. Strengthening microfinance projects and the need for an "Employment Fund" for wage-employment, self-employment and retraining are considered as the two areas for priority action in this report.

For further information, please contact the ILO Jakarta Office, phone: +6221/314-1308; fax: +6221/310-0766; e-mail: [budi@ilojkt.or.id](mailto:budi@ilojkt.or.id) □

## AIDS in the world of work (continued from p. 9)



Tea factory workers in Lugazi region, Uganda.

Repeated infections, typical of lowered immunity and defences, are not well-covered by sick leave. Moreover, because of overcrowding of hospitals, patients often remain at home. And if they are not hospitalized, their salaries will be stopped sooner. The burden is shifted to the spouse – if there is one – and in the case of women it is even more serious; often infected by their husbands, they become widowed without any rights to the household goods (land, house), plunge deeper into poverty – and the vicious cycle continues.

## Limitations of the unions

The ITF study spells out concrete action for solidarity with African unions. This multi-faceted action will comprise education, collective agreements to improve the worker's lot, care for persons infected with HIV and an easing of the socioeconomic effects of AIDS.

Unions in Uganda today are not considered direct major players in the fight against AIDS. In the National Strategy Plan 2000-2005, which has just been the subject of a seminar, it is revealing to note that the central union has been named as a partner only in the framework of the fight against child abuse, and abuse against youth and women. Action in the workplace has not been mentioned specifically.

The most useful role (apart from information) which the unions can play is based on their primary calling: improving working conditions and the lives of workers. The plantation union, for example, has a programme to encourage women to participate more actively in unions, to take more responsibility – and thus control – over their lives.

Union representatives also attend training courses on reproductive health, organized by the Ministry of Labour. The three-week course leads to information exchange within the enterprise. It is a difficult task because the proportion of organized workers, and their mobilization, are weak (in some unions, workers are automatically members unless they resign in writing).

Privatization, for its part, encourages hiring by competitors. As to the legal framework, Bruno Pajobo, the parliamentarian, has no illusions: "The majority of the Members of Parliament are landowners or businessmen. It is very difficult to get the workers a fair deal." □

Michel Bühner for World of Work

<sup>1</sup> The report will be presented in the new magazine of the International Transport Workers' Federation, "Transport International", in June 2000. The magazine will also be available in French. Contact: [finke\\_sarah@itf.org.uk](mailto:finke_sarah@itf.org.uk).



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

# Pensions, globalization, freedom of association, maternity protection, slavery, HIV/AIDS, among ILO newsmakers



Santiago de Chile, Viernes 28 de Abril de 2000

## A NIVEL MUNDIAL, SEGUN ESTUDIO DE LA OIT: Programas de Pensiones Son Insuficientes

Organización señala que el 90% de la población activa no tiene cobertura adecuada.

Cerca del 90% de la población activa mundial está excluida de los programas de pensiones de jubilación, según un estudio de la Organización Internacional del Trabajo (OIT).

A esta dramática realidad se agrega que la mala administración de muchos de los programas - "cuando los hay" - empeora la situación y hace que una gran parte de la población mundial corra el riesgo de caer en la pobreza durante su vejez.

Según la publicación de la OIT "Pensiones de Seguridad Social: Desarrollo y Reforma", incluso los países industrializados avanzados tendrán problemas para financiar las pensiones en los próximos años, a medida que la población envejezca y que los países traten de diversificar el riesgo para los particulares.

Chicago Tribune  
INTERNET EDITION

(USA)

## GRAY TIDE BEGETS PENSION CONCERNS WORLD AGENCIES SEEKING SOLUTIONS

By R.C. Longworth  
Tribune Staff Writer  
May 7, 2000

From China to Mali to the United States, almost every nation of the world is struggling with the same problem: How to support its people in their old age.

Many are losing the struggle. Even the relatively few, relatively rich countries like the U.S. that provide comprehensive Social Security are coping with a rising number of elderly and retired citizens. This gray tide strains the programs, and in the long run threatens economic growth.

Meantime, emerging economies in Latin America, Eastern Europe and Asia are experimenting with more privatized systems that combine basic government guarantees with accounts pegged to stock markets. These creative plans are being held up as a possible model for First World economies.

No solution is in sight for the poorest nations, however, where most workers have no hope of meaningful benefits.



AFP GENERAL Vendredi 28 Avril 2000-00:00 GMT © AFP

**90% des travailleurs du monde entier n'auront pas de retraite, selon le BIT  
ATTENTION - EMBARGO le vendredi 28 avril à 02H00//.**

PARIS, 28 avr (AFP).

**90% de la population mondiale en âge de travailler n'est actuellement pas couverte par un régime capable de lui assurer un revenu décent à l'âge de la retraite, selon un rapport du Bureau international du travail (BIT) sur les retraites rendu public vendredi.**

"L'absence d'une couverture complète par les retraites dans le monde deviendra un problème de plus en plus préoccupant avec l'allongement de l'espérance de vie et le rôle de moins en moins important de la famille élargie, qui garantissait auparavant la protection vieillesse", ajoute ce rapport.

Dans les pays de l'ex-Union soviétique, les régimes de retraite "n'ont pratiquement plus aucune valeur du fait de l'effondrement des économies nationales", tandis que les régimes de retraites asiatiques "ont été affaiblis par la tempête financière" de la fin des années 90.

En Afrique, les régimes sont d'une manière générale "très faibles et mal gérés", tandis que les Etats arabes du Moyen-Orient n'ont de système de retraite que depuis peu de temps et leurs nombreux travailleurs étrangers n'y sont pas affiliés.

En Amérique Latine et dans les Caraïbes, le mauvais fonctionnement de nombreux régimes a conduit au moins huit pays à changer de système.

Dans la plupart de ces pays, la majorité de la population travaille dans le secteur informel (90% de la population en Afrique) ou bien dans des régions rurales et n'est couverte par aucune prestation sociale.

Pour y remédier, le BIT recommande de modifier les régimes existants ou de concevoir des régimes spéciaux, d'instaurer des "régimes universels ou ciblés, basés sur la fiscalité" et d'encourager le développement de régimes spéciaux fondés sur les principes d'entraide.

## Daily News (Sri Lanka) DAILY NEWS, TUESDAY MAY 23, 2000

### 90% of world's working-age population not covered by pension schemes

Genova (ILO News) - Some 90 per cent of the world's working-age population is not covered by pension schemes capable of providing adequate retirement income, the International Labour Office (ILO) said in a new publication: *Social Security Pensions: Development and Reform*.

Bad management of many of the schemes which do exist makes matters worse and renders much of the world's population exposed to the risk of poverty in old age.

Even where coverage is nearly universal and schemes are well managed, as in the advanced industrialised countries of the Organisation of Economic Cooperation and Development (OECD) - mainly North America, Western Europe, Japan and Australia - major problems in financing pensions will arise in coming years as populations age and as countries seek to diversify the risk to individuals, the book said.

## FINANCIAL TIMES (UK)

### ILO highlights lack of pensions worldwide

By Robert Taylor,  
Employment Editor

Four billion people - 90 per cent of the world's workers - have no pension for their old age, the International Labour Organisation said yesterday.

This will become a growing problem as people live longer and traditional extended families diminish, said Colin Gillon, head of the ILO's social security department and author of a report on pensions.

The size of the informal economy in many developing countries means many millions have no formal social security or pension system. In Latin America the informal sector accounts for 80 per cent of all new jobs while in Africa up to 90 per cent of the workforce

work in informal, small-scale or often subsistence-level activities with little or no social protection.

The report says the pensions of many people in the former Soviet Union have become worthless because of financial collapse.

For western countries with well-established pension systems, the ILO warns the problems of funding them will grow in coming years with an increase in life expectancy and falling birth rates.

"The OECD countries already spend an average of 10 per cent of their gross domestic product on retirement benefits which exceeds their total spending on healthcare," said Mr Gillon.

Xinhua News Agency  
04/28/2000 05:23 (China)

### ILO Says 90 Percent of World Workforce Not Covered by Pension Schemes

Story Filed: Friday, April 28, 2000 5:23 AM ES.

GENEVA (April 28) XINHUA - Some 90 percent of the world's working-age population is not covered by pension schemes capable of providing adequate retirement income, the International Labor Organization (ILO) said in a report Friday.

Bad management of many of the existing pension schemes makes matters worse and renders much of the world's population exposed to the risk of poverty after retirement, said the ILO in its report -- *Social Security Pensions: Development and Reform*.

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REUTERS

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Thursday April 27 10:08 PM ET

### Poverty in Old Age Looms for Developing World-ILO

GENEVA (Reuters) - Ninety percent of the world's working-age population, most of it in developing countries, are not covered by pension schemes and face poverty in old age, an International Labor Organization report said Friday.

Pension schemes have become worthless in the former Soviet Union following the post-communist economic collapse and in Africa provide no protection even for the small minority of the population they cover, the ILO said.

In Asia, where a large number of countries have no mandatory pension systems, retirement schemes have been hit hard by the region's recent financial crisis, while in Latin America many schemes are performing poorly, the report said.

"Pension schemes throughout the world are in a state of upheaval. The overwhelming majority of the world's population is still without some form of income security in old age or disability," said the Geneva-based U.N. labor agency.

## LE MATIN

(Morocco, 14.03.2000)

### Instaurer la stabilité économique

Une convergence des méthodes d'approche et d'assimilation des questions liées à la réduction de la pauvreté et la promotion de la bonne gouvernance de l'Organisation internationale du travail (OIT) et de la Banque mondiale (BM) s'est réalisée au cours de la dernière décennie, a déclaré le directeur général de l'OIT.

à Washington devant le personnel de la Banque Mondiale, a parlé des efforts et des programmes des deux institutions dans leurs domaines respectifs, destinés à instaurer la stabilité économique et sociale à travers la réduction de la pauvreté.

Le directeur général de l'OIT a fait une proposition sur l'instauration d'un partenariat entre ces deux organes pour l'amélioration de l'application de

leurs programmes visant la lutte contre la pauvreté et la création d'emplois.

Ce partenariat devrait également améliorer les résultats des actions entreprises et leur impact sur les populations ciblées et permettre de lancer une coopération entre les organes de formation des deux institutions.

M Juan Somavia, lors d'une allocution faite récemment

The ILO said that even where the coverage is nearly universal and the schemes are well managed, as in the advanced industrialized countries of the Organization of Economic Cooperation and Development (OECD), mainly North American and Western European countries and Japan and Australia, major problems in financing pensions will arise in the coming years as populations age and as countries seek to diversify the risk to individuals.

Articles have been excerpted and are not always in the exact format in which they appear originally. They are trimmed and rearranged sometimes, for space reasons.





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

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BBC NEWS

You are in: World: Europe

Front Page Tuesday, 25 April, 2000, 13:37 GMT 14:37 UK



ILO: Ukraine economy in deep trouble

The International Labour Office has warned that Ukraine faces a deepening economic crisis.

In a highly critical report, the ILO says that the average monthly income is well below United Nations poverty levels and that firms are operating at less than half their capacity, with most not able to pay their workers regularly.

The ILO says such figures make a mockery of the Ukrainian government's claim that the unemployment rate is only five per cent.

It also says there has been a marked increase in the suicide rate caused by stress-related diseases.

The ILO calls on Ukraine to restructure its labour market as the only way to halt its economic decline.

From the newsroom of the BBC World Service

Le Monde (France, 11.4.2000)

## Le BIT mesure l'importance du « délit de sale gueule »

À la lecture de l'étude que vient de publier le Bureau international du travail (BIT) sur la discrimination à l'embauche dans quatre pays européens (Belgique, Allemagne, Espagne, Pays-Bas), on comprend bien pourquoi l'organisation de Genève en appelle, dans ses conclusions, à un renforcement des législations nationales pour contrer ces dérives.

Le rapport (*Migrant Discrimination in the Labour Market: a Comparative Study of Four European Countries*) est édifiant : en moyenne, plus d'un tiers des employeurs qui recrutent cartent systématiquement les candidats issus de minorités ethniques. Et il ne s'agit pas de clandestins, mais d'immigrés de deuxième génération qui ont acquis la nationalité du pays d'accueil. « La discrimination est largement répandue et continue à s'étendre », observe Roger Zegers de Beil, auteur de la synthèse des recherches, qui a su contourner les difficultés d'enquête grâce à une méthode fort ingénieuse. Dans chacun des pays observés, l'équipe des ex-

L'organisation de Genève a présenté des nationaux et des immigrés aux mêmes offres d'emploi dans quatre pays. Edifiant

perts a constitué des équipes de faux candidats – des nationaux et des nationaux descendants d'immigrés – dont les CV et les compétences professionnelles étaient largement similaires. En Belgique, en Espagne et aux Pays-Bas, les « leurreux » étaient marocains, en Allemagne, turcs.

Dans les quatre pays, la discrimination démarre dès que le nom de famille « a consonance étrangère » est prononcé au téléphone. Le teneur du BIT fourmille de récits qui ne laissent planer aucun doute sur le caractère raciste – même si le rapport, qui se veut « politiquement correct », n'utilise jamais le terme – des réactions.

## BUSINESS REPORT

Biz News Round-up South Africa's National Financial Daily (South Africa)

LABOUR Billions of people are not benefiting, trile union congress told

Globalisation must adapt or die, says ILO

FRANK NEUMALO

LABOUR EDITOR

Johannesburg – Globalisation had yet to pass the test for social legitimacy and was not working for billions of people, Juan Somavia, the director-general of the International Labour Organisation (ILO), told the 17th Congress of the International Confederation of Free Trade Unions yesterday.

Somavia said nations could not just continue down the track of increasingly deregulated national economies towards a growing global economy.

"We hear a lot that globalisation cannot be changed and is inevitable. I believe that one 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 globalisation; it is simply not true. Policies have also shaped globalisation and they can be changed, if the current

model of globalisation does not change it will not survive," said Somavia.

"The task of the labour movement was to shape the globalisation process in such a way that the power and potential of the global market, the knowledge economy and the network society reached every nation, village and 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 globalisation – if it can be organised to deliver for people it will have proven 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," Somavia said.

## LE FIGARO économie

(France, 26.4.2000)

LE FIGARO économie MERCREDI 26 AVRIL 2000

SOCIAL Au moins 40 % de chômeurs

### Ukraine : l'OIT juge la situation alarmante

Genève : Laurent Mossu

« La plupart des personnes que l'on dit être employées n'ont pas de travail et un grand nombre de celles qui en ont un ne sont pas payées. » Voilà résumée la situation sociale en Ukraine telle qu'elle est décrite dans un rapport de l'Organisation internationale du travail (OIT). Depuis plus d'une décennie, l'économie régresse et les niveaux de vie ont enregistré une chute vertigineuse. Pour Guy Standing, responsable du programme sur la sécurité socioéconomique au XXI<sup>e</sup> siècle de l'OIT, la situation de l'Ukraine ne fait qu'empirer depuis son accession à l'indépendance en 1991. Le revenu moyen par habitant est ainsi tombé à environ 25 dollars par mois contre 37 voici quelques années. La population qui approchait en 90 les 52 millions d'habitants ne dépasse plus les 50 millions « en très grande partie à cause de la hausse constante du taux de mortalité ».

L'OIT constate une véritable

désintégration économique et sociale du pays et une érosion constante des services sociaux et des avantages fournis par les entreprises. Plus de 80 % des usines interrogées reconnaissent avoir des difficultés à payer leur personnel. Quatre établissements sur 5 n'ont d'ailleurs pas les moyens de régler les salaires, 79,7 % d'entre eux reconnaissent avoir des arriérés de salaires à verser, les délais de paiement traînant sur plus de 20 semaines.

La crise frappe l'ensemble du secteur industriel qui fonctionne à moins de 44 % de ses capacités. En 1995 les usines travaillaient à 66 % de leurs possibilités, ce qui représente, selon l'OIT, un déclin sans précédent. Plus de 38 % des compagnies approchées ont indiqué qu'elles pourraient atteindre le même niveau de production avec moins de travailleurs. Un quart des employés pourrait être remercié sans la moindre incidence sur la productivité.

D'ailleurs plus de 18 % des travailleurs régulièrement embauchés se trouvaient lors de l'enquête en situation de « congé administratif ».

## THE ECONOMIC TIMES

THE ECONOMIC TIMES NEW DELHI WEDNESDAY 10 MAY 2000

### Globalisation (India) revolutionising transport goods manufacturing

Sheila Mathrani

GENEVA 9 MAY

WILL organised labour in the developed countries permit greater expansion of the \$1.7-trillion transport equipment manufacturing (TEM) industry to developing countries, particularly Asia, is a moot point and the impact of globalisation on the TEM industry is being discussed presently at the International Labour Organisation (ILO) in Geneva.

In its report for the meet ILO focuses on the impact of globalisation, how it is radically altering the way cars, trucks, planes, trains and other equipment for moving people and goods are ordered, built, sold and scrapped by more than 7 million workers worldwide.

It also focuses on the quiet revolution taking place in its labour conditions, resulting in employment shifts causing concern among TEM unions, the traditional powerhouses of organised labour in many countries.

Globalisation has also resulted in a rise in employment in the auto parts industry, with new jobs being created and the traditional disappearing. ...

## RussiaToday

file, News

A Global Online Community

11 Apr 02 at 19:00:00 GMT-05:00 (EST)

### UN Labor Body Sees Ukraine in Deep Crisis

GENEVA, Apr 26, 2000 -- (Reuters) Ukraine, among Europe's largest countries and potentially one of its richest, has sunk into a deep economic crisis that has created a vast army of unemployed, the International Labor Organization (ILO) said on Tuesday.

The crisis, sparked by failure to tackle key problems of governance since Ukraine became independent on the breakup of the old Soviet Union in 1991, has also led to population decline and a huge drop in living standards, according to an ILO report.

## LE FIGARO économie

(France)

LE FIGARO économie MERCREDI 10 MAI 2000

AUTOMOBILE Sept millions d'employés dans le monde

### Salaires et emplois comprimés

Genève : Laurent Mossu

La mondialisation bouleverse radicalement la manière dont les automobiles sont commandées, construites, vendues et démontées. L'ensemble du secteur des transports connaît ainsi une véritable révolution préfigurant « la fin de l'usine telle que nous la connaissons ». L'Organisation internationale du travail (OIT) note, dans une étude publiée à Genève, que les changements en cours sont « les plus profonds depuis que l'on a inventé le moteur à la chaîne ». Le phénomène concerne les 7 millions de travailleurs occupés à travers le monde dans ce secteur d'activités, qui pèse 1 700 milliards de dollars.

L'OIT remarque que la concurrence acharnée à laquelle se livrent les grands groupes se traduit par une succession sans précédent de fusions et d'acquisitions « qui accentuent la pression à la baisse sur les salaires et les emplois ».

Selon les nouvelles particularités du métier, les voitures « fabriquées aux États-Unis » peuvent avoir été conçues en Allemagne, montées avec des pièces provenant de Singapour ou des composants électroniques japonais, alors que les techniques de commercialisation sont imaginées en Grande-Bretagne et le traitement des données réalisé en Irlande.

Les changements en cours préoccupent d'autant plus les gouvernements que l'industrie automobile exerce une influence majeure dans bien des

pays, et que les autorités considèrent fréquemment ce secteur comme étant le baromètre de l'économie. L'emploi classique cède de plus en plus le pas à la sous-traitance, aux technologies de l'information et au leasing ainsi qu'à la conception, au marketing, à la publicité et à la vente.

L'OIT constate la montée en flèche du secteur des pièces détachées et des composants. Le rapport observe ainsi que l'emploi a le plus progressé chez les équipementiers. Au Canada et aux États-Unis, par exemple, les effectifs chez les fabricants de pièces et de composants sont déjà deux fois plus nombreux que ceux des chaînes de montage.

Les syndicats s'inquiètent également de cette évolution.



(India, 27.05.00)

**THE TIMES OF INDIA**

**Workers' rights restricted in EPZs: Report**

By Vidyadhar Date

The Times of India News Service

MUMBAI: Acts of harassment, blacklisting, massive dismissals—in short, the rights of workers are being restricted in export processing zones in several countries, according to a report just published by the International Labour Organisation (ILO).

Export processing zones often restrict freedom of association in a bid to attract foreign investment. The report notes that "where local authorities may believe that very low wages and no labour regulation will attract business, the investor may well be ready to accept higher costs if there is political stability, infrastructure and domestic demand for produced goods and services."

(Spain, 30.5.2000)

**EL CORREO**

**La OIT pide mayor protección para las madres trabajadoras**

AGENCIAS GINEBRA/MADRID

La 88 Conferencia Internacional del Trabajo comenzó ayer con dos asuntos fundamentales en su agenda: redactar una nueva convención sobre la protección de las madres trabajadoras y establecer nuevas medidas de seguridad y salud en el medio agrícola.

El invitado de honor es el presidente portugués, Jorge Sampaio, quien participará en la conferencia el próximo lunes y se espera la asistencia de unos 9.000 delegados, entre ellos ministros de trabajo y

(India)

**Business Line**

Financial Daily

from THE HINDU group of publications on indiaserver.com

Thursday, May 25, 2000

**Finding your voice at work**

Ranabir Ray Choudhury

IN JUNE 1998, the International Labour Conference adopted the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, one of the stipulations of which was that "all Members, even if they have not ratified the Conventions in question, have an obligation arising from the very fact of membership in the (ILO), to respect, promote and realise, in good faith and in accordance with the (ILO) Constitution, the principles concerning the fundamental rights which are the subject of those Conventions, namely: (a) freedom of association and the effective recognition of the right to collective bargaining; (b) the elimination of all forms of forced or compulsory labour; (c) the effective abolition of child labour; and (d) the elimination of discrimination in respect of employment and occupation".

(France)

Vendredi 26 avril 2000

**la Croix**

**« Je présenterai au Pape le cri universel des exclus »**

« Le cri universel des exclus » est une œuvre d'art, œuvre de Jean-Michel, œuvre de la plus grande école de l'humanité. Il est en fait de l'humanité, du pain, de la justice.

LE MONDE DU TRAVAIL

■ 200 000 travailleurs à Rome le 1<sup>er</sup> Mai pour le Jubilé du monde du travail.

■ Le monde du travail reste un lieu exigeant de vérification de l'engagement chrétien quand la performance à tout prix devient le maître mot de l'entreprise.

ENTRETIEN

Juan Somavia

Directeur général du Bureau international du travail

Vous participerez, d'après à Rome, au Jubilé des travailleurs. Quel est le sens de votre présence à ce rassemblement organisé par l'Église catholique ?

Juan Somavia : Dès 1920, le premier directeur général de l'Organisation internationale du travail (OIT), Albert Thomas, a compris que les valeurs auxquelles il s'agit d'organiser et celles promues par la doctrine sociale de l'Église étaient complémentaires. C'est aussi que, dès 1920, un pape de caractère social pour les relations avec le Vatican fut créé au sein du Bureau international du travail (OIT), d'une part pour que l'Église contribue à diffuser les instruments juridiques internationaux et, d'autre part, pour que sa doctrine progresse sur les questions sociales d'actualité les plus sensibles. Ces liens se sont élargis depuis à d'autres courants spirituels qui se sont ouverts pour partager avec les valeurs universelles du travail dévouement, solidarité, responsabilité de la société civile, des gouvernements et des organisations multilatérales afin de répondre à cette demande en travaillant ensemble.

BURMA

**Combating forced labour top ILO issue**

Geneva, AFP

Combating forced labour in Burma, protection for working mums and dealing with HIV/Aids in the workplace are among the issues facing some 3,000 delegates at a labour conference starting in Geneva yesterday.

Steps to oblige Burma to stop the use of forced and compulsory labour will be presented to the International Labour Conference which runs until June 15.

If delegates adopt them, the measures will call on any organisation connected to the International Labour Office (ILO) to review their dealings with Burma to ensure that through their involvement they are in no way contributing to the continuation of forced labour.

Nambian President Sam Nujoma will address the conference on June 9 on the issue of Aids in the workplace, as a follow-up to last October's meeting in Windhoek on the same issue.

In Geneva, the ILO is expected to join other international agencies by signing an accord outlining its co-operation with the UN's specialised body in the fight against the disease, UNAIDS.

The annual conference, which adopts and oversees compliance of international labour standards, is also due to adopt new measures on maternity protection to update existing conventions.

**il manifesto**

26 Maggio 2000 (Italy)

IN BREVE

**Oil: "Diritti calpestati"**

La globalizzazione è un albero dai frutti copiosi che chiunque, anche i lavoratori, con qualche accorgimento, possono cogliere. Così scriveva nel 1995 l'Organizzazione Internazionale del Lavoro (OIL) nel suo rapporto annuale. Contrordine compagno. Cinque anni dopo, in un rapporto dedicato ai diritti sindacali, dal titolo "Your voice et work", si può leggere: "Pratiche consolidate da tempo e valori profondi sono messi a dura prova da criteri di sopravvivenza in un mercato globale inesorabilmente competitivo, con il rischio che questi sviluppi possano comprimere la libertà d'associazione e i diritti alla contrattazione collettiva. Nel "nuovo mondo", quello globale e della new economy scioperare o associarsi in sindacato per difendere i propri diritti è sempre più difficile, se non addirittura proibito. Questo è il fasto su cui batte ora l'OIL. Nel suo mirino non ci sono solo i paesi meno industrializzati, le cui violazioni dei diritti fondamentali sono più note. Gravi carenze nel campo dei diritti si riscontrano anche negli Stati Uniti, dove la legislazione nazionale non riesce ad assicurare ai lavoratori dell'agricoltura una tutela legale. In Ontario (Canada) ai lavoratori domestici viene negato il diritto ad organizzarsi, così come in Brasile, Giordania, Kuwait. Si scopre poi che in Giappone i vigili dell'uovo non possono avere un sindacato, perché la loro attività è considerata "troppo importante". In Australia e in Gran Bretagna gli scioperi di solidarietà subiscono serie limitazioni. In Italia quelli dei servizi pubblici, mentre in Norvegia può essere imposto il ricorso ad arbitri vincenti che neutralizzano qualsiasi possibilità di sciopero. In generale, dopo l'agricoltura è il pubblico impiego il settore in cui i lavoratori subiscono il maggior numero di restrizioni nei diritti sindacali e alla contrattazione collettiva. Proprio alla libertà di associazione e contrattazione l'OIL dedicherà una conferenza internazionale il 6 giugno.

**TRIBUNE DE GENÈVE**

**MARDI 30 MAI 2000**

TRAVAIL

(Switzerland)

**L'OIT en croisade contre la Birmanie**

Les délégués de l'Organisation internationale du travail (OIT) pourraient appeler, lors de leur assemblée du 30 mai au 15 juin à Genève, les entreprises, syndicats et Etats-membres à revoir leurs liens avec la Birmanie afin de ne pas contribuer au travail forcé dans ce pays.

**Handelsblatt**

DIE WIRTSCHAFTS- UND FINANZZEITUNG

Globalisierung setzt Gewerkschaften unter Druck

**ILO übt Kritik an den Golfmonarchien**

HANDELSBLATT, 25.5.2000

dpa GENÈVE. Gewerkschafter bezahlen für die Wahrnehmung ihrer Rechte in vielen Ländern der Welt einen hohen Preis. „In zahlreichen Staaten müssen Arbeiter, die sich organisieren wollen, heute immer noch mit Schikanen und Drohungen rechnen, in einigen Fällen sogar mit Mord“, heißt es in einem am Donnerstag in Genf veröffentlichten Bericht der Internationalen Arbeitsorganisation (ILO) über die Einhaltung der ILO-Konventionen über Gewerkschaften.

Darin werden besonders die arabischen Golfmonarchien kritisiert. In Oman, Saudi-Arabien und den Vereinigten Arabischen Emiraten sei die Gründung von Gewerkschaften noch generell verboten, erklärte die ILO. In Bahrain und Katar gebe es zwar Wohlfahrts- und Arbeiter-Komitees, diese hätten aber nur sehr eingeschränkte Befugnisse. Nicht viel besser sei es in Ländern mit einer einzigen, staatlich kontrollierten Einheitsgewerkschaft wie China, Kuba, Syrien, Vietnam, Sudan und im Irak. In Kolumbien, Indonesien, Guatemala, Ecuador und der Dominikanischen Republik musste die ILO in den vergangenen zehn Jahren sogar wegen der Ermordung von Gewerkschaftern aktiv werden. In Äthiopien, Haiti, Mauritius, Simbabwe und dem Sudan kam es zu Fällen von Körperverletzung.

Weiter kritisierte die Organisation das Fehlen von Gewerkschaften für Arbeiter in bestimmten Bereichen. So seien Landarbeiter in den USA, in Afghanistan, Jordanien und einigen anderen Staaten nicht ausreichend rechtlich geschützt. In Kuwait, Brasilien und der kanadischen Provinz Ontario werde Hausangestellte das Recht verweigert, sich gewerkschaftlich zu organisieren.

In den kommenden Jahren rechnet die ILO weltweit mit einer Einschränkung des Handlungsspielraums der Gewerkschaften. Grund dafür sei die wachsende Globalisierung der Wirtschaft. Wegen des internationalen Wettbewerbs müssten die Gewerkschaften künftig bei Tarifverhandlungen zunehmend auch auf Entwicklungen in anderen Ländern reagieren.

## FINANCIAL TIMES (U.K., June 2, 2000)

# ILO adds to gloom over impact of Aids

By Robert Taylor,  
Employment Editor

The spread of HIV/Aids threatens to devastate the working population over the next 20 years, especially in countries in sub-Saharan Africa, according to a forthcoming report from the International Labour Office (ILO) in Geneva.

It suggests that economic growth rates may be cut by as much as a quarter by 2020 as a result of the HIV/Aids

pandemic in those countries because of the deaths and illness among workers in their most productive years.

The ILO report says the worst affected sectors will be transport, mining and fishing, but agriculture, construction and tourism are also vulnerable.

By 2015 the ILO estimates the population of the 29 sub-Saharan countries will, at 68m, be 50m lower than it would have been without Aids.

## THE BANGLADESH OBSERVER DHAKA FRIDAY, MAY 26 2000

ILO report says

# Trade unionists face threats, intimidation around globe

GENEVA, May 25.—Workers trying to form trade unions to improve their lot still face intimidation, threats and even murder around the globe, a new report said on Thursday, reports AFP.

The report, "Your Voice At Work," by the International Labour Office (ILO) looked at the deaths of trade unionists in Colombia, the Dominican Republic, Ecuador, Guatemala and Indonesia over the last 10 years.

"Intimidation, threats and sometimes even murder still

await many workers who attempt to organise in a number of countries around the world," the report noted.

"We are still a long way from universal acceptance of these fundamental principles and rights in practice," it said.

"Governments, as guardians of democracy need to do more than pay lip service," the report added.

## THE NATION (Thailand, 03.06.00)

# Burma 'must wipe out forced labour'

Agence France-Press

GENEVA—Burma should adopt measures to ensure that state authorities, especially the military, do not impose forced labour on its people, the International Labour Office (ILO) said in a report published yesterday.

Legislative, executive and administrative measures are needed to stamp out the use of compulsory and forced labour, the ILO report said, issued following a mission to the military-ruled country.

But the mission was told by Burmese Minister of Labour Tin Ngwe that the

government has already "avoided a semblance of in spirit" but had to follow the current procedures, the report said.

In a letter sent to ILO director-general Juan Somavia at the mission's conclusion, Tin Ngwe said he hoped Burma had shown it was "sincere in its efforts to resolve the issue of the allegations of forced labour".

According to him, necessary measures had already been and were being taken to ensure there was no use for forced labour, and the country would consider measures to ensure the prevention of such labour in the future.



## Mainichi Shimbun (Japan, 11.6.00)

# ILO adopted a sanction resolution towards Myanmar

「ILO、ミャンマー制裁決議  
ミャンマーの強制労働問題を審議していた国際労働機関（ILO）総会の運営委員会は9日夜、ILO憲章33条（勧告不履行に対する措置）に基づく初の制裁措置を盛り込んだ決議を賛成33、反対4、棄権3の圧倒的多数で採択した。決議は総会に送付され、採択の予定。総会で採択されれば、ILOが他の国連・国際機関に対して経済支援を主体とする対ミャンマー支援の停止を求めることになる。（ジュネーブ共同）」

## EL PAIS (Spain, 3.6.00)

# La OIT estudia acortar a 12 semanas las bajas por maternidad

Ginecólogos franceses denuncian presiones de las multinacionales

OCTAVI MARTÍ, París  
Los 3.000 delegados de la Organización Internacional del Trabajo (OIT), que se reúnen en Ginebra hasta el próximo día 15, se disponen a revisar los derechos laborales de las mujeres

embarazadas. Los ginecólogos franceses han sido los primeros en denunciar que la intención de este organismo es liberalizar la normativa actual, presionada por unas patronales interesadas en limitar las prestaciones sociales.

En su propio lenguaje, la OIT debatirá "cómo adaptar la legislación relativa a la situación laboral de las mujeres embarazadas o que dan a luz, re- gimenización que no ha sido modificada desde 1952". Para esta organización, se imponen cambios que tengan en cuenta "la progresiva incorporación de la mujer al mundo del trabajo".

El Syngof (Sindicato Nacional Francés de Ginecología y Obstetricia) ha hecho público su desacuerdo con "la revisión de la convención 103 de la OIT". La citada convención es la que regula, desde 1919, los problemas laborales derivados de la maternidad.

"Los representantes de la patronal quieren modificar la convención porque ésta defiende el derecho a una baja remunerada antes y después del parto y también porque declara legal cualquier despido efectuado durante la mencionada baja pre y postnatal", denuncian los ginecólogos.

En Francia, donde el 47,6% de mujeres trabajan fuera de su casa, el reglamento laboral vigente garantiza 16 semanas de baja a aquellas que tienen un primer o segundo hijo —a partir del tercer hijo la baja puede ser de 26 semanas— y establece que, como mínimo, seis de las

semanas correspondan al periodo posterior al parto.

"Lo que ahora se pretende", dice el Syngof, "es que la OIT liberalice el reglamento. Ya no se trata tan sólo de imponer internamente las 12 semanas de baja como norma, sino sobre todo de suprimir las seis semanas de descanso posteriores al alumbramiento".

El Syngof asegura que su movimiento de protesta ha llamado eco "en otros países, como Alemania, Brasil, Lituania o España".

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Últimas Noticias

Martes, 30/5/00

## Proteger a los trabajadores frente al Sida, objetivo de la próxima asamblea de la OIT

La Asamblea anual de la Organización Internacional del Trabajo (OIT), que se desarrollará a partir de mañana y hasta el próximo 15 de junio en Ginebra, estudiará qué medidas podrían aumentar la protección de los trabajadores frente al Sida, así como en las mujeres embarazadas y los trabajadores agrícolas.

Así, la Conferencia del 8 de junio versará sobre el Sida en el mundo del trabajo, en la que estará presente el presidente de Namibia, Sam Nujoma, ya que Namibia fue el lugar donde se celebró la primera reunión de la OIT sobre esta enfermedad.

Asimismo, está previsto que la OIT firme un acuerdo de cooperación con Onusida, como ya han hecho otras 7 agencias internacionales de la ONU que colaboran desde hace años con entidades especializadas en la lucha contra el Sida.

EPI/APP

The Indian EXPRESS

NEW DELHI ■ TUESDAY ■ MAY 30, 2000

# Labouring under change

EXPRESS FOCUS LABOUR

As the world globalises and economies liberalise, what happens to "work" as we know it? A new report comes up with a labour manifesto for governments, businesses and workers. PAMELA PHILOPOSE on its highlights

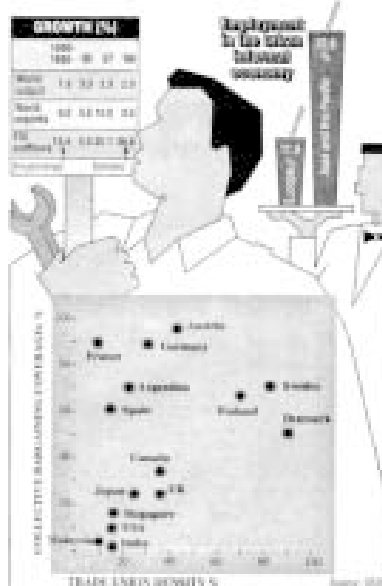
TERMS like trade unionism and workers' rights, if not distinctly dirty, are certainly uncool in a rapidly globalising and fiercely competitive world. Certainly, the Indian media today displays very little sympathy for labour-related activity, regarding it generally as a dangerously disruptive, and economically regressive pursuit. A throwback to the Jurassic Age.

Everyone and their aunt today are in total co-sensence with Marx's mother that things would have been far better if Old Karl had spent his time making some capital rather than writing so much about it. Indeed, "making Capital" without a sideways glance at the makers of capital is the common sense of the times. Not only has trade union membership decreased overall in the last decade, women in particular increasingly stand deprived of their rights of representation.

Look at the evidence at hand. In Oman, Saudi Arabia and the UAE, there is an outright ban on trade unions. Trade unionists have been murdered in

Colombia, the Dominican Republic, Ecuador, Guatemala and Indonesia and physically assaulted in Haiti, Mauritius, Sudan and Zimbabwe. Agricultural workers in India have no legislative protection. Workers have been arrested or detained in some 20 countries, including China, Pakistan, Paraguay and Sudan. They have been forced into exile in Myanmar, their property seized in Ethiopia and their names blacklisted in the export processing zones of Bangladesh.

A just-released report from the International Labour Organisation (ILO), *Your Voice At Work*, the first of its kind, painstakingly compiles this unsettling saga. It goes further, arguing that freedom of association and the right to collective bargaining—which, incidentally, 175 nations of the world have recognised as fundamental human rights—are as important as ever in a globalising world. Writes Juan Somavia, ILO's director-general, "A global economy in which people do not have the right to organise will lack social legitimacy."



(Madagascar, 14.06.00)

## LE SIDA, UNE MENACE POUR LES TRAVAILLEURS, selon le Bureau International du Travail

Madagascar ne figure pas sur la liste des pays qui subiront les conséquences «catastrophiques» du SIDA que vient d'établir le Bureau International du Travail (BIT). Contrairement à l'Afrique du Sud, le Mozambique, le Zimbabwe, le Botswana, la Côte d'Ivoire, le Kenya... Dans une étude présentée à la 88<sup>ème</sup> conférence internationale du travail le 8 juin dernier à Genève et dont les travaux prendront fin demain, le BIT met en garde les

pays membres de cette organisation contre les conséquences du VIH/SIDA pour les travailleurs et les employeurs. «Les données découlant des activités de surveillance indiquent que l'Afrique Subsaharienne est la région la plus durement atteinte et qu'elle doit être prioritairement la cible des mesures d'urgence», souligne le rapport «VIH/SIDA: une menace pour le travail décent, la productivité et le développement».

Le Monde (France)

LE MONDE / DIMANCHE 18 - LUNDI 19 JUIN 2000 /

# La Colombie en tête des pays où les syndicalistes sont assassinés

GENEVE. L'Organisation internationale du travail (OIT) a décidé, vendredi 16 juin, de nommer un représentant spécial chargé d'enquêter sur les violences antisindicales en Colombie. Selon les organisations syndicales internationales, 60 % des syndicalistes tués ces dernières années dans le monde l'ont été dans ce pays.



arínX  
igital  
16 de junio de 2000  
EA EN GINEBRA

## para proteger la maternidad

Organización Internacional del Trabajo firmó una nueva convención  
protege a la trabajadora embarazada de la discriminación. También  
mentaron de 12 a 14 las semanas de licencia por parto  
SPARINI. Ginebra. Especial.

4 votos a favor, 22 en contra y 116 abstenciones, la Organización  
cional del Trabajo (OIT) firmó ayer en Ginebra una nueva  
ción para proteger la maternidad en el trabajo. La Argentina no  
modificar su legislación porque está considerada como  
ada".

eva convención redefine una anterior de 1952, aumentando de 12  
semanas que tendrán de licencia con sueldo las mujeres  
oras después del parto.

as, reafirma otras garantías que impiden la discriminación de las  
embarazadas, su mayor protección luego de tener familia y la  
ción de despedirlas antes y después de dar a luz por motivos  
ados con la procreación.

South China Morning Post

Kong)

BURMA

Friday, June 16, 2000

## Exiles hail ILO move against slave labour

RETCHEN PETERS in Bangkok

Unions and human rights groups yesterday hailed a  
landmark resolution adopted by the International  
labour Organisation (ILO) that approved  
unprecedented measures against Burma over its use  
of forced labour.

"We believe this will have an impact on the lives of  
people in Burma," said Maung Maung, who heads  
the Bangkok-based Free Trade Union of Burma.

At a conference in Geneva on Wednesday, ILO  
members voted 257 to 41 to invoke an article in the  
UN body's constitution reserved for states that fail  
to comply with ILO recommendations over "grave  
and persistent violations" of labour standards.

## Le sida menace le monde du travail

Ce jeudi, la 88<sup>e</sup> session de la  
Conférence internationale  
du Travail examinera à  
Genève un rapport sur une étude  
commandée par le Bureau inter-  
national du Travail (BIT), met-  
tant en garde contre une "catastro-  
phe" prévisible pour les tra-  
vailleurs et les employeurs: l'im-  
pact du sida.  
Selon cette étude, la maladie va  
provoquer un "déclin spectacu-  
laire en taille et en qualité de la  
main-d'œuvre dans un certain  
nombre de pays au cours des 20  
prochaines années". L'Afrique sub-  
saharienne est la région la plus  
touchée et doit être la cible de  
mesures d'urgence, dit le rapport.  
Ainsi, dans 8 pays ayant un taux  
de prévalence du virus VIH supé-  
rieur à 10 pc de la population  
adulte, la main-d'œuvre en l'an  
2020 sera jusqu'à 21 pc inférieure  
à ce qu'elle aurait été sans le sida.

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.*



Queremos agradecerles profun-  
damente por los ejemplares de la Revista  
Trabajo que llegan a nuestras oficinas  
en forma continua. Nos parecen suma-  
mente interesantes los artículos que se  
detallan y vuestra edición es muy variada,  
esto nos mantiene bastante informados  
sobre los asuntos laborales alrededor  
del mundo...

Obed R. Alvarez, PhD Director  
General, Asociación Misionera Evangélica  
a la Naciones Lima, Perú

...Dans le cadre des travaux de  
notre Assemblée et, particulièrement,  
ceux de ses sections du travail et des  
affaires sociales, il serait intéressant  
que son centre de ressources docu-  
mentaires bénéficie d'un abonnement  
à votre intéressante revue...

Xavier Grillot, Administrateur  
Conseil économique et social  
Centre de ressources documentaires  
Paris, France

The District Level Youth Center.  
is working with rural student youth for  
all over development: personality de-  
velopment, leadership quality skill de-  
velopment for self employment, sports,  
cultural, political, social-economic and  
income generating activities are organ-  
ized. So, this publication is very very  
useful to our organization...

Shri S.R. Bishnoi  
Youth Coordinator, Nehru Yuva Kendra,  
Jaisalmer, India

Es grato dirigirme a su persona  
y por su intermedio a los profesionales  
y técnicos que coadyuvan al éxito en  
su gestión...con la finalidad de solicitar  
tenga a bien incluirnos en la relación  
de suscriptores que reciben la revista  
"Trabajo"... Lo solicitado es en virtud,  
a que habiéndose iniciado el Ciclo  
Académico 2000-1 siendo la institución  
que representa, una de las pioneras en  
publicación especializada sobre aspectos  
laborales en todas sus características  
y aquellas que permitan el desarrollo

humano y de la sociedad con equidad...

Benito Johny Vega Cereuera  
Representante Legal, Administrador  
Universiad Privada "Los Angeles"  
Barranca

Le Conseil canadien pour la  
coopération internationale reçoit la ver-  
sion anglaise du *World of Work*, nous  
aimerions également obtenir la ver-  
sion française. FELICITATIONS A  
L'EQUIPE EDITORIALE DU MAGA-  
ZINE!

Denise Fournier, Communications  
Ottawa (Ontario), Canada

...Nous avons l'honneur de  
solliciter un abonnement gratuit à la  
publication *Revue Travail*, le magazine  
de l'OIT. ARC-EN-CIEL est une organi-  
sation non gouvernementale spécial-  
isée en animation sociale en milieux  
urbain et rural. Dans le cadre de ses  
activités de promotion de la formation  
et de l'information des populations  
défavorisées, il a mis sur pied un centre  
de documentation spécialisée sur les  
questions de développement qui est aussi  
un centre de ressources pour d'autres  
organisations locales. En vue d'enrichir  
notre collection des périodiques, nous  
vous prions de nous envoyer...

Tally Osono, Le Président  
Association ARC-EN-CIEL  
Yaoundé, Cameroun.

The April/May 2000 issue of the  
*World of Work* was passed on to me  
by the ILO Area Office. Thank you  
very much for your report on "Child  
Labour: Backgrounder on India - From  
Ragpicking to Reading". Your report  
regarding our project and other projects  
in India is excellent and very accurate.  
May I congratulate you on the caliber  
and content of the article. I would like  
to be put on the regular mailing list.

Dr. Neeti Mahanti  
Secretary-General-cum-Diretor  
Jigyansu Tribal Research Centre  
New Delhi, India

LA LIBRE  
BELGIQUE  
(Belgium, 8 June 2000)  
PERSPECTIVES



# Media shelf

## In print

■ **Activities of the ILO 1998-99, Report of the Director-General. International Labour Conference, 2000 (88th session).** ISBN 92-2-111505-4. Price: 20 Swiss francs.

The ILO Programme and Budget for 1998-99 addresses three main objectives which provide the framework for reporting:

- support to democracy and fundamental workers' rights;
- promoting employment and combating poverty;
- protecting working people.

The report summarizes the ILO's activities in these three priority areas. It also covers the activities of the International Institute for Labour Studies and the ILO Turin Centre. Activities in the five regions: Africa, Americas, Arab States, Asia and the Pacific, and Europe and Central Asia, are discussed and a chapter describes service and support activities in the Office. The Report also contains a number of annexes covering action taken on resolutions adopted at the International Labour Conference.

■ **Your Voice at Work: Global report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work.** ISBN 92-2-111504-6. Price: 20 Swiss francs.

This is the first Global Report to be released under the ILO Declaration on Fundamental Principles and Rights at Work. It examines trends in relation

to respect shown for freedom of association and collective bargaining rights around the globe.

The enlargement of democracy around the world has generally improved the context in which the rights are realized. However, an examination of information available to the ILO shows that significant problems still exist.

The report calls for action so that the promises and commitments, made by governments at the Ministerial Conference of the World Trade Organization in Singapore, the World Summit for Social Development in Copenhagen, and in the ILO Declaration on Fundamental Principles and Rights at Work, can be realized.

Your Voice at Work underscores the crucial role that freedom of association and the effective recognition of the right to collective bargaining play in achieving decent work for all in today's globalizing world. The report concludes that respect for these fundamental principles and rights at work is good for business, for labour, for governments and for civil society, both domestically and internationally.

■ **Managing the Cooperative Difference.** A survey of the application of modern management practices in the cooperative context. By Dr. Peter Davis. ISBN 92-2-111582-8. Price: 25 Swiss francs.

This illuminating survey offers managers of cooperative organizations the best and latest management techniques and strategies to help them gain a competitive advantage in a

globalized, liberalized and deregulated market. It explores how cooperative values, principles and structures are more relevant than ever and offers valuable input to the ongoing debate about the future operation of cooperative enterprises.

■ **Action Against Child Labour.** Edited by Nelien Haspels and Michele Jankanish. ISBN: 92-2-110868-6. Price: 50 Swiss francs.

Comprehensive and timely, this essential book provides a wealth of practical information on planning and carrying

out action against child labour. Offering an array of effective strategies, instruments, methodologies, and information, it stresses a multi-pronged approach to combating child labour on several fronts: economic, educational, social and cultural. It provides numerous examples of effective policies, programmes and projects and offers step-by-step guidelines for their implementation. Government officials, employers, trade unions and members of civil

society will find information especially designed for their use.

■ **The social and labour impact of globalization in the manufacture of transport equipment.** Report for discussion at the Tripartite Meeting on the subject. ILO Geneva 2000. ISBN 92-2-112032-5. Price: 27.50 Swiss francs.

This report looks at recent developments in the rapidly changing world of transport equipment manufacturing. It focuses on conditions of work and life, employment, industrial relations

and revised training needs in light of the new skills required by flexible production systems. Consumer demand, international competition, over-capacity, environmental concerns and pressure to increase the return on shareholders' investments are all forcing companies to reorganize work in order to cut costs and improve performance. It considers various efforts to give a voice to workers in the global economy, ranging from collective bargaining, teamwork and employment pacts, to European Works Councils, while another chapter focuses on certain issues related to occupational safety and health and early retirement.

■ **Social Security Pensions: Development and reform.**



Edited by Colin Gillion, John Turner, Clive Bailey and Denis Latulippe. ISBN 92-2-110859-7. Price: 120 Swiss francs.

This is a valuable reference for anyone concerned with reforming or establishing pension programmes and for those looking to understand the practicalities and structure behind various pension schemes. By providing a balanced assessment and factual review of what various countries around the world have done, this book assists decision-makers in forming effective, viable pension policy.

■ **World Labour Report 2000: Income security and social protection in a changing world.** June 2000 ISBN 92-2-110831-7. Price: 45 Swiss francs.

For millions of workers around the world, globalization and the liberalization of trade has translated into lower income and heightened insecurity. Social protection systems, in this context, have a vital role to play especially in the face of major contingencies, such as old age, failing health, incapacity from work, bearing and raising children and unemployment. But how are social protection systems adapting to changing circumstances, who benefits from them and what can be done to extend coverage to those – the vast majority – who remain unprotected?

An important flagship study from the ILO, the *World Labour Report 2000* examines the changing context in which women and men are trying to achieve income security for themselves and their families.

## ■ International Labour Review

**SOCIAL POLICY AND SOCIAL PROTECTION:** A special issue of the *International Labour Review* – Vol. 139 (2000), No. 2.

This special issue explores key aspects of social policy and social protection. The domain of social policy is vast – it largely serves to define a society. Following on a century of substantial economic growth and impressive progress in some countries in providing protection for many historically disadvantaged groups – the elderly, the poorly educated, those with disabilities – it is now possible to envisage the progressive extension of protection to the world's poor and disadvantaged.

Leading experts take up major topics for discussion: the parameters of good social policy, the coverage of social protection, pension policy, and equal treatment for women. These are complemented by a *perspective* offering a guide to the debate on pension reform, book notes on several major publications in the field, a review of a set of books which discuss new forms of employment relationships, and information on many other new publications.

In “*Work and rights*” Amartya Sen argues that it is time to scrutinize globalization: a “terrorizing prospect” to many, “it can be made efficacious and rewarding if we take an adequately broad approach to the conditions that govern our lives and works”. He concludes that “the increasingly globalized world economy calls for a similarly globalized approach to basic ethics and political and social procedures”. As he points out, “The need for trade-offs is often exaggerated and is typically based on very rudimentary reasoning.” To illustrate: the presumption of rising unemployment if older workers remain longer at work, and of young workers having to sacrifice more to support an ageing population, constitute a messy argument based on gut reactions. “One must not fall prey to unexamined prejudices or premature pessimism.” His carefully reasoned arguments should help to close the sterile debates for and against globalization and to advance the discussion to a higher, more fruitful place.

Since social protection, especially of the weakest, helps to define a society, its absence signifies a social failure. A low level of social protection does often coincide with low levels of income, but the provision of social security and other forms of protection can start even in the midst of widespread poverty. Political priorities are critical, as Roger Beattie stresses in “*Social protection*

for all: But how?”. There is a persistent media scare even in the most affluent countries which discourages supporters of the welfare state – which itself tends to be associated simplistically with labour market rigidities. As difficult as it may be to extend coverage, it must be remembered that the goal is not just survival but to achieve social inclusion and human dignity.

It is not acceptable to speak of social inclusion and dignity without ensuring that women are covered as well as men. Income security is arguably the defining task of social protection. But as Linda Luckhaus points out in “*Equal treatment, social protection and income security for women*”, “the ability of social protection to provide an adequate and reliable source of income for women is problematic.” It tends to reproduce, if not reinforce, the unequal employment relationships and financial dependency found in wider society, rather than redress those inequalities. The highly unequal distribution of unpaid work, and especially caring labour, underlies much of the inequality found in employment and reproduced in social security. Her arguments are based on an extensive review of court decisions. In all, a major reference on this complex subject.

Another aspect of social protection is taken up by Denis Latulippe and John Turner in “*Partial retirement and pension policy in industrialized countries*”. Traditional pensions provide for an abrupt move from full-time, regular work to full-time leisure. But many countries now seek a more phased transition, one that often includes part-time work and sometimes partial pension payments along with incentives for workers to remain longer in employment. The authors examine the pros, cons and costs of partial retirement. Supported by selected data and examples, their analysis helps to clarify what is required to devise policies which will better manage that major transition in workers' lives.

A *perspective* – “*Pension reform: What the debate is about*” by Patrick Bollé, constitutes a most helpful guide to the discussion underway in many countries. He explains the main types of pension regime, characterized by differences in financing, in the manner of determining benefits, voluntary or mandatory, public or private. He then reviews the central issues, including demographic trends and retirement age, and the question of legal principles and rights.

## *The InFocus Programme on Strengthening Social Dialogue...*

*Strengthen social dialogue...*

The InFocus Programme on Strengthening Social Dialogue was established to strengthen and promote the practice of social dialogue in ILO member States as a means of sharing information among labour administrations, trade unions and employers' associations, as well as developing consensus on policy approaches and practical measures to ensure equitable social and economic development.

No. 35, July 2000

*...so all voices can be heard*

- We live in a changing world
- Solutions need to be adapted to changing problems
- Social dialogue is the first – and most important – step towards concerted action
- Social dialogue: a means and an end... an action and a result
- The ILO is a forum for building consensus

*See insert in this issue.*



For more information:

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