

WORLD OF

Work

THE MAGAZINE OF THE ILO

Africa In search of decent work



International Labour Office

Consensus and cooperation: The “force of Africa”



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The Second African Regional Conference, in Addis Ababa, in 1964, brought together representatives from thirty-five African countries.

At the Second African Regional Conference in Addis Ababa in 1964, then ILO Director-General David A. Morse spoke of Africa “reaching a consensus”. And at the end of the meeting, Morse noted that “the force of Africa” had exerted itself “more clearly and effectively insofar as there is greater unity”.

Today, as the social partners from across the continent again gather in Addis for the 10th regional meeting, the countries participating – nearly a third of the ILO’s 177 member States – are finding a new sense of unity within the formation of the African Union (AU) and the New Partnership for Africa’s Development (NEPAD).

Things were not always thus. Before the very first African Regional Conference in 1960, the ILO had far fewer independent African member States. Only after the great rush to independence in the early 1960s did the bulk of newly formed states take their place in the United Nations and its agencies.

After this massive influx, the response of the 1964 Conference was to call for “two-way traffic” between Africa and the ILO, with the latter intensifying its operational

activities on the continent. The plan called for the ILO to adapt its priorities to Africa’s needs – extending and translating hard-won gains in the industrialized countries to the developing world.

The ILO met this challenge by working with the new African member States. A social dimension was integrated into emerging political systems – labour legislation, ministries and administrations, employers’ and workers’ organizations, and training institutions. And since then, the ILO has continued to work throughout Africa to help reduce unemployment, underemployment and discrimination – now adding greater impetus to the eradication of poverty.

The ILO Decent Work Agenda seeks to capitalize on the new foundation of solidarity represented by the AU and NEPAD. These developments are discussed in articles beginning on page 4, as well as in other parts of *World of Work*. They underscore that despite the challenges, the ILO, together with its African member States, has come a long way since 1964.

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THE MAGAZINE OF THE ILO

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EDITOR

Thomas Netter

GERMAN EDITION

Hans von Rohland

ARABIC EDITION

Khawla Mattar, ILO Office, Beirut

SPANISH EDITION

In collaboration with the ILO Office, Madrid

PRODUCTION MANAGER

Kiran Mehra-Kerpelman

PHOTO EDITOR

Marcel Crozet

ART DIRECTION

MDP, ILO Turin

COVER DESIGN

Luca Fiore, MDP, ILO Turin

EDITORIAL ASSISTANT

Sam Nuttall

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All correspondence should be addressed to the ILO Department of Communication, CH-1211 Geneva 22, Switzerland.

Tel: +4122/799-7912

Fax: +4122/799-8577

www.ilo.org/communication

Readers in the US should send their correspondence to the International Labor Office, Washington Branch, 1828 L Street, NW, Suite 801, Washington, DC 20036.

Tel: +202/653-7652

Fax: +202/653-7687

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Seeking decent work

Half of Africa's population, over 300 million people, live in extreme poverty on the equivalent of US\$1 a day or less – the highest intra-regional poverty level in the world. Strategies for reducing such poverty through a job centred development agenda are the main items on the table at the ILO 10th African Regional Meeting, on 2 to 5 December, in Addis Ababa. In this issue, *World of Work* looks at the key challenges facing a continent on the road to decent work.

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Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 177 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.

Decent work for Africa's d



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Half of Africa's population, over 300 million people, live in extreme poverty on the equivalent of US\$1 a day or less – the highest intra-regional poverty level and the widest gap between rich and poor in the world. Strategies for reducing such poverty and closing this gap through a job-centred development agenda are the main items on the table at the ILO 10th African Regional Meeting, on 2 to 5 December, in Addis Ababa. What are the key issues facing Africa today and what can be done about them?

Africa today is a continent in search of decent work. It is shouldering a huge poverty burden and battling the barriers of an unfair system of international economic rules while tackling the massive challenges of job creation and poverty reduction.

And yet, there are signs of hope. Africa's nations are forging a new dynamic development process founded on their own collective endeavours. Community-based projects are improving skills, spawning small enterprises, extending microinsurance and microfinance, eliminating child labour, and ending gender and other forms of discrimination. Ratifications of the eight fundamental Conventions of the ILO are remarkably high. And in manufacturing, for example, inroads are being made against discrimination which shuts women out of the workplace.

"The tripartite constituents of the ILO in Africa are meeting at a time when the nations of the continent are creating institutions that promise to set in motion a dynamic process of development founded on their own collective endeavours," says ILO Director-General Juan Somavia in his report, "Decent work for Africa's development",¹ prepared for the Addis meeting. "We need to make sure that a decisive step is taken in Africa's struggle to gain control of its own destiny, realize the full potential of its people and natural resources, and break out of the trap of widespread and debilitating poverty."

The launching of the African Union (AU) in 2002, and the New Partnership for Africa's Development (NEPAD) in 2001, are among such dynamic new initiatives. The ILO report notes that the decision by the AU Heads of State and Government, in Maputo in July, to convene an Extraordinary Summit of Heads of State and Government on Employment and Poverty Alleviation in Africa, in 2004 in Burkina Faso, holds the promise of connecting the new regional initiatives to the daily experience of Africa's working families.

African employers, unions, and employment and labour ministers who will gather in Addis Ababa for the ILO 10th African Regional Meeting, know better than anyone the challenges of creating opportunities for women and men to work productively and earn a decent livelihood for themselves. What is the situation they face today?

The face of poverty in Africa today

In contrast to other parts of the world, Africa's poverty level is high and getting higher. Across all points in time, close to half the region's population – or about 300 million people – live in extreme poverty on US\$1 a day or less. The percentage of poor people in sub-Saharan Africa is close to twice that of the world average of 24 per cent. (In North Africa, some 2.8 per cent of the population, or about six million people, live below the poverty level of US\$1 per day or less.)

¹ "Decent work for Africa's development", 10th African Regional Meeting, Addis Ababa, December 2003, Report of the Director-General, ISBN 92-2-114841-6. For a full copy of the report, see www.ilo.org, or contact the ILO Department of Communication

development: Signs of hope

BUILDING ON THE DIRECTOR-GENERAL'S REPORT, "WORKING OUT OF POVERTY"

"Working out of poverty", is based on three fundamental points:

- First, the poor do not cause poverty. Poverty is the result of structural failures and ineffective economic and social systems. It is the product of inadequate political responses, bankrupt policy imagination and insufficient international support.
- Second, poverty is expensive. It hinders growth, fuels instability, and keeps poor countries from advancing on the path to sustainable development.
- Third, there is another face to poverty. People living in conditions of material deprivation draw on enormous reserves of courage, ingenuity, persistence and mutual support to stay on the treadmill of survival. Simply coping with poverty demonstrates

the resilience and creativity of the human spirit. In many ways, the working poor are the ultimate entrepreneurs.

Eradicating poverty is the biggest social challenge we face today, but it is also the biggest economic opportunity. Employers, workers, labour ministries and community leaders know better than anyone the challenges of creating opportunities for women and men to work productively and earn a decent livelihood for themselves.

From *Working out of poverty*, Report of the Director-General, International Labour Conference, 91st Session 2003, International Labour Office, Geneva, ISBN 92-2-112870-9



Unemployment in formal sector jobs is increasing, from 13.7 per cent in 2000, to 14.4 per cent in 2002. This sector has been unable, over an extended period of time, to create long-term, sustainable employment, a challenge which will grow enormously since the regional labour force is expected to double in 25 years from its current 34 per cent of the population. What's more, sub-Saharan Africa has the second-fastest growing labour force in the world (2.6 per cent, on average, per year). These factors bring forward issues relating to low-income job security, poor conditions of work and similar concerns.

The report highlights that "unemployment is a serious problem in most African countries. However, equally if not more disturbing is the high incidence of underemployment characterized by low productivity and inadequate income. Poverty in most African communities is less the outcome of unemployment than it is of the inability of work to secure decent wages. This is particularly the case in the informal economy, the agricultural sector and rural economies."

The report also warns that the concentration of productive activity in rural areas should not be

overlooked, and that rural-based employment and labour market initiatives may be bypassed in the haste to concentrate solely on urban-based activity.

Rural poverty is particularly acute among women and girls – many of whom work in the agricultural sector. Despite evidence that sub-



Rural poverty in Ethiopia: together this family makes the equivalent of US\$1.50 a day

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*"Walking pharmacy"
entrepreneurship on the
streets of Niamey, Niger*



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>> Saharan Africa has a fairly large proportion of women in the labour force – in fact, higher than the international average – women and girls are frequently trapped in the lowest paid, least skilled and most precarious occupations.

Youth unemployment is another major concern. It is very high, representing nearly 80 per cent of the unemployed in some countries, while the female share of youth unemployment is consistently higher in all countries. In countries where data are available, it is estimated that only 5 to 10 per cent of new entrants into the labour market can be absorbed by the formal economy, while the bulk of new jobs is generated by the informal economy. Overall, about 55 per cent of Africa's population is under 18 years of age.

One of the most serious challenges to African policymakers today is the epidemic of HIV/AIDS. Within some countries, the overall labour force participation is beginning to show sharp declines. In South Africa, male labour force participation rate went down from 79.1 per cent in 1995, to 63.3 per cent in 2002, in Lesotho, it declined from 85.2 per cent in 1995, to 69.2 per cent in 1997, while in Botswana, the drop was from 83.5 per cent in 1995, to 60.1 per cent in 1999. If these trends continue and spread, the prospects for reducing poverty could worsen dramatically.

Seeking solutions

In order to halve poverty by the year 2015, as set out in the United Nations Millennium Development Goals (MDGs), Africa's economies will need to grow by 7 per cent a year, nearly double the current rate. According to the United Nations Economic Community for Africa (ECA), growth levels picked up from 3.2 per cent in 2002, to about 4.2 per cent in 2003. However, except in a handful of countries, it will be very difficult to reduce open unemployment, underemployment and poverty, unless growth perspectives improve dramatically.

"Although poverty has many facets, lack of access to income is one of the main determinants of household poverty and inequality," the ILO report says, noting that millions of Africans are caught in a "household poverty trap", spending up to 70 per cent of their income on basic "livelihood security"; i.e., food.

In response, recent political developments, such as the creation of the AU and NEPAD, together with global initiatives, have paved the way for a reorientation of the development strategies, with a new focus on productive employment and decent work.

"Together we must continue to build support for our basic premise that decent work is the main route out of poverty," the ILO report says. "Over the course of next year, the ILO and its tripartite constituents have the opportunity to help shape the African Union Extraordinary Summit of Heads of State and Government on Employment and Poverty Alleviation."

"African social partners and governments should make employment a priority item on the development agenda," said the ILO meeting report. "In the fight against poverty they need to make a long-term commitment to take common initiatives on all levels for a continuous increase in productivity. The foundations of a decent work approach to strategies for the reduction of poverty must be laid – and this is an urgent task. Priorities include employability, entrepreneurship, equal opportunity and employment generation, and can best be achieved through participatory consultation on national development policy-making."

The ILO report says progress on four key objectives will provide a way of breaking out of the cycle of poverty:

- Ending the discrimination and social exclusion which marginalizes millions of African families and hampers economic development
- Raising the productivity and earning power of work on the farms and in the small businesses which are the heart of Africa's production system
- Uniting to win a better deal for the continent in the world trade and financial system
- Strengthening the mechanisms of social dialogue, representation and accountability at the workplace, at the national level and in the emerging new structures for regional development cooperation.

"Employment is at the core of the ILO mandate," Mr. Somavia says. "In all economies, the labour market remains the key access point for accumulating income. Employment in the form of more and better jobs; i.e., decent jobs, should be an integral part of any development strategy for Africa."

Social dialogue in African development

Strengthening social dialogue is a strategic objective of the ILO and contributes to the formulation, implementation, monitoring and adjustment of policies related to the world of work, including employment for development. Social dialogue enhances the capacity of countries to choose their own path towards growth and development. A number of Governments have found that social dialogue with employers' organizations and trade unions can help achieve a convergence of expectations about economic developments. Below are two examples of social dialogue programmes in Africa

Since 1995, the ILO has worked with its South African constituents to gain access to justice for hundreds of thousands of ordinary workers, who were historically excluded from fair and effective redress for wrongs committed in the workplace. In the immediate aftermath of the apartheid era, this helped to ensure that the advantages of democracy were translated into fairer workplaces and the creation of a stable labour relations environment.

The ILO helped to establish the *Commission for Conciliation, Mediation and Arbitration* (CCMA) of South Africa, as an independent institution of dispute settlement. Apart from the impact on the

lives of the individuals who benefited directly from these services – notably domestic workers, farm workers and other casual workers – the establishment of a dispute resolution system, which had the confidence of both business and labour, contributed to deepening democratic governance and promoting social, economic and political stability in the new South Africa.

The ILO, working with the representatives of government, business and labour in South Africa set up the institutional structures (Head Office in Johannesburg and offices in each of the nine provinces), trained over 100 full-time and 300 part-time conciliators and arbitrators, developed an electronic case management system and deals with over 120,000 cases each year. For example, the incidence of strikes over wages was reduced by more than 60 per cent in its first year of operation.

The CCMA of South Africa is now a model for building similar institutions of dispute settlement in seven other countries in the Southern Africa region (Namibia, Botswana, Swaziland, Lesotho, Mozambique, Angola and Zimbabwe). The ILO is now building on its experience in South Africa to work with the social partners in these countries to develop the capacity, expertise, knowledge and skills to manage labour market conflict and enhance the prospect of peace and stability.

The *Regional Programme for the Promotion of Social Dialogue in French-speaking Africa* (PRODIAF) was launched in 1998, and is funded by the Belgian and French Governments. It helps a wide range of francophone countries strengthen tripartite cooperation structures at national and sub-regional levels, enabling the Government and its social partners to evaluate social dialogue and tripartite cooperation systems, and making improvements, changes and reinforcements where they are deemed necessary.

PRODIAF also focuses on institutional and organizational aspects of tripartite consultation and negotiation mechanisms, strengthening research activities and creating a network of African social dialogue practitioners/experts.

Between 1998 and 2003, the PRODIAF worked with 22 African countries on over 80 exploratory missions, national studies on social dialogue and tripartite cooperation, and sensitization and capacity building workshops. The interest expressed by major donors, such as the European Union within the context of the ACP/EU Cotonou Agreements, augurs well for the future of the programme.



*Better jobs for women:
Stella, applying finish to
windows on a construction
site in Dar es Salaam,
earns the equivalent of
US\$2.50 a day*



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>> Gender and poverty: Finding a way out

Today, poverty remains particularly acute for African women and girls – many of whom work in agriculture or in rural areas. Although sub-Saharan Africa has a large proportion of women in the labour force – in fact higher than the international average – women and girls are frequently trapped in the lowest paid, least skilled and most precarious occupations. What's more, gender discrimination remains a deep-seated impediment to growth and development. While the share of women's wage employment in the non-agricultural sector in sub-Saharan Africa increased from 18.9 per cent in 1990 to 28.6 per cent in 2001, male participation rates across the region were until recently above 80 per cent

Globally, women have come a long way in the labour market, now representing half the labour force in some countries. Still, labour markets remain strongly segregated and an extremely high number of women are locked in jobs few men will

take because of their low status and precariousness. Even for similar work, women typically earn 20 to 30 per cent less than men.

Are there solutions? Promoting more and better jobs for women has been shown to be essential for fighting poverty. The report, *Decent work for Africa's development*, argues that the emergence of small enterprises is increasingly generating meaningful and sustainable employment opportunities – especially for women. The emergence of micro-finance institutions (MFIs) also provides much-needed access to credit and savings outside of traditional banking schemes.

One such programme is the support programme for mutual benefit societies and savings and credit cooperatives (PASMEC), carried out jointly by the ILO and the Central Bank of West African States (BCEAO), involving grass-roots initiatives, such as village banks and women's savings groups. ILO Director-General Juan Somavia's report entitled, *Working out of poverty*, says microfinance is now a macro business in Benin, Burkina Faso, Cote d'Ivoire, Mali, Niger, Senegal and Togo, with over 300 MFIs serving 4.2 million members, representing one out of five households in the region.

The ILO Programme on Boosting Employment through Small Enterprise Development (IFP/SEED), and its team working on Women's Entrepreneurship Development and Gender Equality (WEDGE), are also working with women entrepreneurs, helping to build confidence and promote gender equality at all levels – from cities to villages. Says one woman who produces and markets soaps, "While others participating in trade fairs choose to have their photographs taken alongside influential men, I am selling my soaps and handing out my business cards to their wives."

YEN: A matter of youth

About 55 per cent of Africa's population is under 18 years of age – and are particularly hard hit by unemployment and poverty. Youth unemployment represents about 60 per cent of total unemployment in Africa, with the female share of youth unemployment consistently higher in all countries. The ILO estimates only 5 to 10 per cent of new entrants into the labour market can be absorbed by



the formal economy, and that the bulk of new jobs will be generated by the informal economy. As a result, the “brain drain” of educated and highly skilled young people from sub-Saharan and North Africa, compounded by South-North migration of the youth labour force, is depriving Africa of its human capital and hope for the future

Youthful energy, aspirations, and capacity for innovation are assets society cannot afford to squander. Continued youth unemployment poses high costs to economic and social development, perpetuates the inter-generational cycle of poverty, and is associated with high levels of crime, violence, crises, substance abuse and the rise in political extremism.

Through its role alongside the United Nations and the World Bank in the Youth Employment Network (YEN), the ILO views youth employment as an integral route towards meeting the Millennium Development Goals. With so many young people living in Africa today, creating jobs for them is essential in tackling the broader agenda on employment and the fight against poverty.

The ILO and its YEN partners, including the social partners and youth organizations, are working to provide innovative policy solutions to help countries develop national action plans on youth employment, as called for by the United Nations General Assembly Resolution on Promoting Youth Employment.

Egypt, Namibia and Senegal have stepped forward as lead countries² of the YEN in Africa, and many other African nations have expressed an interest in ILO assistance on youth employment.

Senegal has initiated the United Nations General Assembly Resolution on promoting youth employment, which was adopted with 106 cosponsors in December 2002. In Egypt, the ILO is assisting the Government to develop its National Youth Employment Programme, with technical support and expertise on youth employment policy. The Government of Kenya has created a stakeholder roundtable on youth employment, comprising government ministries, workers’ and employers’ representatives, and civil society groupings including youth organizations. The roundtable is working to harmonize national policies on youth employment by reviewing existing programmes, and mobilizing resources and support for entrepreneurship schemes aimed at young women and men.

The plenary session on Decent Work for Youth at the 10th African Regional Meeting will discuss the role the ILO social partners can play in broadening YEN activities on the continent. Youth employment will be discussed within the overall framework of the ILO Global Employment Agenda, setting the stage for acknowledgment at the highest political level of the importance of tackling youth employment in Africa, before the African Union ExtraOrdinary Summit on Employment and Poverty Alleviation in Africa, to be held in Ouagadougou, in 2004.

² Along with Brazil, Sri Lanka, Indonesia, Hungary and Azerbaijan, these African nations are championing the preparation of national action plans on youth employment.



*Youth: Africa's assets
for the future*



>> Social security: Campaign launch in Africa

The Global Campaign on Social Security and Coverage for All will be presented to African ministers, and workers' and employers' representatives at the 10th African Regional Meeting on 2 to 5 December 2003, in Addis Ababa, Ethiopia

Extending social security coverage on a continent where up to 90 per cent of working people are engaged in informal employment represents a major challenge in the fight against poverty. In many sub-Saharan African countries, less than ten per cent of the working population have any coverage at all. At the same time, HIV/AIDS threatens the financial viability of already fragile social security systems.

Experience on the ground demonstrates that the situation can be improved. Tunisia increased

health and pension coverage from 60 per cent in 1989, to 84 per cent in 1999. South Africa's tax-financed State Old-Age Pension (SOAP) reaches 1.9 million beneficiaries, about 85 per cent of the eligible population – thereby reducing the poverty gap for pensioners by 94 per cent. And in West Africa, micro-health insurance schemes rooted in self-help or cooperative movements are providing an increasing number of people with basic health-care coverage.

Under the auspices of the campaign, the ILO will seek to work with governments and the ILO social partners to define national action plans, support local efforts to extend coverage, share good practices, and raise the priority of social security extension on the development agenda for Africa.

ILO CONVENTIONS, RECOMMENDATIONS AND RESOLUTIONS RELEVANT TO AFRICA

1930 Convention on Forced Labour (No. 29)
 1957 Convention on the Abolition of Forced Labour (No. 105)
 1948 Convention on Freedom of Association and Protection of the Right to Organize (No. 87)
 1949 Convention on the Right to Organize and Collective Bargaining (No. 98)
 1951 Convention on Equal Remuneration (No. 100)
 1958 Convention on Discrimination (Employment and Occupation) (No. 111)
 1973 Convention on Minimum Age (No. 138)
 1999 Convention on the Worst Forms of Child Labour (No. 182)
 1989 Convention on Indigenous and Tribal Peoples (No. 169)
 1995 Convention on Safety and Health in Mines, (No. 176)
 1998 Declaration on Fundamental Principles and Rights at Work
 2001 Recommendation on Safety and Health in Agriculture (No. 192)
 2002 Protocol to Occupational Safety and Health Convention, 1981, (P. 155) and Recommendation (No. 194)
 2002 Recommendation on Promotion of Cooperatives (No. 193)
 2002 Resolution concerning tripartism and social dialogue
 2002 Resolution concerning decent work and the informal economy

A universal challenge: Social security for the world

Only one in five people worldwide enjoys adequate social security coverage. Faced with this stark reality, the ILO has initiated a new global campaign to encourage and assist member States to extend social security to all of their citizens. The Global Campaign on Social Security and Coverage for All, reflects a global consensus among governments, employers and workers to take up this challenge. In this report, *World of Work* outlines this new campaign

GENEVA – Social security protection is regarded by the UN as a basic human right. But astonishingly few people actually enjoy that right.

According to the ILO, 80 per cent of the world's population does not have an adequate level of social security coverage (*see definition, p. 14*). More than half the world's population lacks any type of protection at all. In sub-Saharan Africa and South Asia, the number of people with access to even the most rudimentary protection is estimated to be less than 10 per cent.

Two years ago, the International Labour Conference (ILC) laid the foundation for a sustained ILO effort to address this challenge, by calling for a major campaign to promote the extension of social security coverage. During the 91st ILC in June, the Global Campaign on Social Security and Coverage for All, was officially launched by ILO Director-General Juan Somavia in the company of the incoming Governing Body Chairman, Ambassador H.E. Eui-Yong Chung, and incoming Vice-Chairpersons, Sir Leroy Trotman and Daniel Funes de Rioja.

"Social security systems contribute not only to human security, dignity, equity and social justice, but also provide a foundation for political inclusion, empowerment and the development of democracy," said Somavia. "Well-designed social security systems improve economic performance and thus contribute to the comparative advantage of countries on global markets. We have the will, and now must find the way, to provide more people with the social benefits needed to survive and prosper."



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*Bringing social security
to the unprotected*

"Social security is an essential element of the safety net that prevents working people and their families from falling into poverty. In some cases, extending social security coverage to the unprotected can actually lift families out of poverty"

Juan Somavia

The campaign reflects a global consensus on the part of governments and employers' and workers' organizations to extend security coverage to all working people, particularly in the informal economy, and raise





awareness worldwide about the role of social security in economic and social development. The campaign will seek to develop a broad partnership involving international organizations, donor countries, social security institutions and civil society organizations.

It is based on ILC-defined principles and approaches, which emphasize that there is no single correct model of social security, and that priority should be given to policies and initiatives which can bring social security to those who are not covered by existing systems. Social security should also promote, and be based on, the principle of gender equality. Finally, each country should determine a national strategy for working towards social security for all.

People without social security coverage are usually found in the informal economy in developing countries, rather than in the formal sector. Even in developing countries with high economic growth, increasing numbers of workers – most often women – have less than secure employment, such as casual labour, home work and self-employment, lacking social security coverage.

GENDER EQUALITY AND THE EXTENSION OF SOCIAL SECURITY

The 2001 International Labour Conference emphasized that social security should promote and be based upon the principle of gender equality – not only with regard to equal treatment for men and women in the same or similar situations, but also concerning measures to ensure equitable outcomes for women. For example, many societies benefit greatly from unpaid care work, particularly that which women provide to children, aging parents and infirm family members. Yet, with regard to social security, these family caregivers are often disadvantaged later in life simply because their work occurred in the home and not as paid employment. The ILC also noted that measures to improve access to employment will help women gain social security benefits in their own right, rather than as dependents.

This has an enormous impact on their lives and on work itself. What little earning power the impoverished have is further suppressed by marginalization and lack of support systems – particularly when they

are unable to work because of age, illness or disability.

It was once assumed that an increasing proportion of the labour force in developing countries would end up in formal-sector employment covered by social security. However, experience has shown that the growing incidence of informal work has led to stagnant or declining rates of coverage. The most vulnerable groups outside the labour force are people with disabilities and old people who cannot count on family support, and who have not been able to make provisions for their own pensions.

Despite the widespread lack of coverage, campaign officials say a number of middle-income countries have successfully expanded coverage of their social security systems in recent years. For example, Costa Rica has achieved full health coverage through a combination of health insurance and free access to public health services. India's National Old-Age Pension Scheme, financed by central and state resources, reaches one fourth of all elderly about half of pensioners who live in poverty. And, in Brazil, social assistance pensions lift about 14 million people out of extreme poverty.

Ambassador Chung noted that a newly introduced social security scheme helped his country, the Republic of Korea, adjust more smoothly to the Asian financial crisis of the late 1990s. In particular, a newly introduced unemployment insurance program helped the country cope with a quadrupling of the jobless rate.

"Our example shows that social security is neither a luxury nor a burden on the government," said Chung. "On the contrary, it contributes to productivity, social cohesion and acts as a lubricant for the economy in times of crisis or great change. In the high-paced era of globalization, these are the building blocks of sustainable economic and social development."

The Global Campaign seeks to address the challenge of helping middle-income countries continue their progress, while helping least developed countries determine what types of schemes are best suited to extend coverage. The campaign will seek to leverage the support of the ILO tripartite constituents – as well as other organizations – to initiate and sustain efforts to help countries develop and expand social security systems through a process of experimentation and social dialogue.

As a key element of the campaign, the ILO is testing new approaches to open up access and monitoring

initiatives by its member States to extend coverage. Moreover, it is seeking to apply its long experience in promoting social dialogue and tripartite involvement to address the special challenges of expanding social security in countries where coverage is weak and participation in the informal economy is high. Upcoming projects include:

- An initiative focusing on three countries – Honduras, Mali and Sri Lanka – where the ILO will promote approaches based on social dialogue between governments and workers' and employers' groups to develop plans for implementing social security reforms aimed at extending social security coverage.
- A project aimed at Portuguese-speaking countries in Africa – Angola, Cape Verde, Guinea-Bissau, Mozambique and Sao Tome & Principe – which is designed to help them better understand which groups of people are excluded from their social security systems, and devise ways to bring them under full coverage.
- A project aimed at developing a better understanding of community-based social security plans which have emerged in developing countries, to devise ways to support them and enable them to grow, and to determine their potential for becoming part of wider, integrated national plans. This project – carried out by the ILO STEP programme – targets poor and excluded groups in the informal economy, as well as low-income formal-economy workers whose social security coverage does not meet their needs.
- An initiative, in cooperation with the Pan American Health Organization (PAHO), to better understand and attempt to reverse the decline in health-care



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People without Social security are very often found in the informal economy

coverage in Latin American and Caribbean countries, where about 140 million people do not have access to health services.

SOCIAL SECURITY: A DEFINITION

Social security is the protection which a society provides to individuals and households to ensure access to health care and to guarantee income

security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity or loss of a breadwinner.

Women seafarers: Fighti

As on land, so by sea: Women jo

Once only figureheads on the world's ocean-going ships, the entrance of women into the seafaring trade is a small, but growing phenomenon. Yet, as women work their way onto the world's great ships, salt and the sea are only part of the challenges they face. As a new landmark ILO study points out, discrimination, sexual harassment and deep skepticism over their strengths and capabilities can be equally challenging

"My dad was in the Royal Navy. I was brought up in a coastal area, so the sea was sort of part of my life..."

"My father's at sea, my uncle's at sea, my grandfathers were at sea..."

"I'm not interested in office jobs. I'm not interested in administrative work and all that..."

The musings of a young adventurer, gazing out at the endless horizon and dreaming of boats taking them far away? Yes, but with a slight twist. The statements are from women who have followed their male forebears to the seafaring trade, in effect crossing a "gender gap" that was once wider than any ocean.

These and more comments highlight a new ILO study, "Women Seafarers: Global employment policies and practices",¹ the first to focus on contemporary women seafarers at a global level.

The book covers every aspect of a woman seafarer's life – from employment rights to maternity rights. It finds that though making inroads on the sea lanes, women seafarers face not only the general challenges of weather, hard work and rough seas, but also inordinate amounts of discrimination, sexual harassment and parental disapproval – as well as often being relegated to low-paying jobs with limited opportunities for promotion.

"In the past 50 years women have come to be employed in steadily increasing numbers aboard the world's merchant ships and cruise liners," says

Cleopatra Doumbia-Henry, Director of the ILO Sectoral Activities Department. "If this study helps improve the conditions of work of even a few women, it will be a success. We, of course, hope it will lead to greater participation – and better quality jobs – for women at sea and in the maritime industry as a whole."

According to some of the women interviewed for the study, those days of balmy working conditions may be some time off. Women seafarers reported comments like their place being "in the kitchen" rather than on deck, that women weren't suited for the sea because they "all argue with each other" (as if men don't!), being told "blonde jokes" or given the worst, dirtiest jobs.

"The lads I was sailing with spent about four months doing those awful jobs, and then they were up on the bridge in a clean environment," said one woman who spoke about being tested to see if she had the "right stuff" for the job. "They will push [a woman] a lot, lot harder."

Some women reported taking drastic measures to avoid being harassed, including altering or "de-feminizing" their appearance (one woman engineer actually shaved her head!). Another cited how she had to punch a chief officer to get him out of her room.

So, why pursue a potentially hostile and turbulent life at sea? Women have long worked on passenger and cruise ships, and since 1945, have appeared more and more on freight and other commercial ships. In the interview below, Ms. Doumbia-Henry explains who the women seafarers are, how many are working and where, and what the prospects are for improving their lives.

How many women are employed aboard ships?

Women represent only 1-2% of the world's 1.25 million seafarers. However, in the cruise line sector, they represent 17-18% of the workforce. Ninety-four per cent of women are employed on passenger

¹ *Women Seafarers: Global employment policies and practices, International Labour Office, Geneva, 2003, ISBN 92-2-113491-1, 25 Swiss francs. The study was commissioned by the ILO following the Resolution concerning women seafarers adopted by the 29th Session of the Joint Maritime Commission on 22-26 January 2001, in Geneva. The research was conducted by the Seafarers International Research Centre (SIRC) and Cardiff University, in the United Kingdom.*

ng against the tide? in the ranks of seafarers

© Photo montage: ILO/M. Crozet

ships (with 68% on ferries and 26% on cruise ships) and 6% are employed on cargo vessels (i.e., container ships, oil tankers, etc.). As for jobs, there are women shipmasters and chief engineers, as well as other officers. However, generally, women are working as hotel staff on passenger ships. Of this latter group, 51.2% of women at sea come from OECD countries, 23.6% from Eastern Europe, 9.8% from Latin America and Africa, 13.7% from the Far East, and 1.7% from south Asia and the Middle East.

Are they accepted on board?

First, as concerns getting the training to go to sea, there does not appear to be a great problem overall. In fact, many maritime training institutions are actively encouraging women to enrol.

Once on board vessels, women often experience problems in being initially accepted, sometimes having to “prove themselves”. However, over time they are usually able to integrate themselves into crews, and become accepted and appreciated by their colleagues.

As concerns promotion on cargo vessels, the survey indicates that women feel they have the same promotion possibilities as men, though this varies among companies; in some companies they feel there is a reluctance to promote them to senior positions, in others there may be special efforts to promote women. As concerns those working in the hotel sector on passenger vessels, the situation is less clear. It appears promotion may often be more related to ethnicity than gender.

How can companies improve conditions for women seafarers?

Sexual harassment is a reality for many women at sea. This can range from persistent verbal harassment and inappropriate comments, to physical assault. However, cruise-sector companies which have established high-profile sexual harassment policies, seem

to have been able to reduce the number of incidents of harassment, and to encourage women to seek company support in such situations. There seems to be less attention to these matters in the cargo sector. As concerns other issues, such as maternity benefits and availability of certain products required by women, it seems we have a way to go.

What are some of the advantages of having women aboard ships?

A great advantage is that it creates a more normal social environment.

This is particularly important because the nature of seafaring life has changed in recent years. There is less time to go ashore and there are less people on board. Having women as part of the crew can reduce the sense of isolation felt by many seafarers. Furthermore, recent labour surveys of the shipping sector have indicated an existing – and growing – shortfall of certain categories of seafarers, particularly officers. Women are an underutilized source of maritime talent which we need to draw upon to make up this shortfall.

What can be done to improve conditions for women at sea and attract them to the seafaring profession?

First, I should note that the maritime community has a number of parts: companies, trade unions, seafarers' welfare organizations, and others. They each may have a role. Companies, for example, could try to place new recruits aboard vessels with



>> women officers. Sexual harassment policies are, of course, important. Trade unions should take up these matters and other issues, such as maternity benefits, when negotiating collective agreements.

We also can't forget that improving conditions of women at sea is also related to improving conditions of work for all seafarers – male or female. Therefore, any efforts to improve conditions of work at sea will also benefit women. In this regard, the ILO is in the process of consolidating its many maritime labour Conventions into a single, consolidated standard. The aim is to adopt a standard which is widely – if not universally – accepted, and which will improve conditions for all seafarers. At the national level, and at the company level, there should be increased emphasis on improving ship-board conditions. By conditions, we mean pay, accommodation, safety, longer leave periods, etc.

ILO BODY UPDATES MINIMUM WAGE FOR SEAFARERS

A Sub committee of the Joint Maritime Commission (JMC) of the International Labour Organization (ILO) has extended the validity of the current ILO minimum wage for seafarers of US\$465 to 31 December 2004. That figure became applicable on 1 January 2003. It also agreed to increase this minimum wage to US\$500 effective 1 January 2005. In addition to the minimum wage issue, the Joint Working Group of the JMC provided guidance to shipowner and seafarer representatives and national authorities on how this wage should be interpreted, taking into account hours of work, overtime, leave entitlement, and weekly rest day and public holidays. A substantial percentage of the world's more than 1.5 million seafarers are affected by changes in the recommended ILO minimum wage for able seafarers. This figure includes catering and hotel staff on passenger ships and other categories of persons, those working aboard coastal vessels. Ten nations, including the Philippines, Indonesia, China, Turkey, the Russian Federation, India, the United States, Ukraine, Greece and Japan supply almost 60 per cent of the world's seafarers.

With a gross tonnage over two million tons, three countries emerged as major maritime nations in 2002: Spain, Cambodia and the Cayman Islands. Australia and Belize are no longer in the list of thirty-nine major maritime nations, according to Lloyds Register World Fleet Statistics 2002.

The mechanism for setting the minimum wage for able seafarers is provided for by the ILO Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996 (No. 187). The ILO minimum wage takes into consideration a formula which reflects changes in consumer prices and exchange rates against the US dollar in forty-nine maritime countries and areas.

The application of Recommendation No. 187 is not mandatory. However, governments may nevertheless choose to translate the contents of this instrument into national law. Moreover, the Recommendation is used by shipowners and trade unions in setting wage scales. The mechanism is the only one in the ILO for setting the basic monthly wage for any industry.

What stimulated the ILO to commission this study?

The ILO is very serious about gender issues, and takes them into account in all areas of our work. Thus, when we commissioned SIRC to undertake a study on conditions of work of seafarers as the main discussion document for a meeting in 1991 of the ILO Joint Maritime Commission (JMC) – a bipartite body consisting of representatives of the world's shipowner and seafarer representatives – we asked that the study include a gender perspective. The JMC discussed the report and went a step further by adopting a Resolution calling for a specific study on women seafarers.

What is the ILO doing to follow up on this study?

First, we are seeking to have it widely distributed in the international maritime community. Using the study as a resource document in all our maritime activities, we will use it to promote gender sensitive policies in the maritime industry, and also work with the International Maritime Organization.

How can people obtain a copy of the book?

You can visit the ILO Web site at www.ilo.org. On the right-hand side, you will see the word "publications". Click on this and it will take you to information on the book. Please note that it is possible to view one of the chapters in the book by visiting the Web site.

What about the old saying that women are bad luck at sea?

An interesting myth, sort of like the myth that you will fall off the edge of the earth if you sail too far from port. But this is the twenty-first century, we know the earth is round and that superstitions have nothing to do with it. The ILO pursues a modern social agenda, with a strong gender component. Our work on behalf of women seafarers is a classic example of "mainstreaming" gender into all elements of a trade. In this case, mainstreaming extends also to all seven seas.

Carving out a place in **global markets**

For Indonesia's traditional woodworking industry, globalization poses new challenges



Old skills for a new generation.

© ILO/Ann Ewaschko

Globalization is altering the traditional wood furniture sector in Central Java, Indonesia, the major employer and export-earner of this province. This labour- and resource-intensive industry is facing growing pressure from two sides. First, competitive strategies from other Asian countries, such as China, Malaysia, the Philippines and Vietnam, which are cheaper and more responsive to global buyers' needs for quality, delivery and close customer relations. Second, an unsustainable rate of logging in the Indonesian teak plantations which, if left unchecked,

will undermine this industry's supply of teak and mahogany in the next five years. The result? Central Java's woodworking industry is now at a crossroads

JEPARA, Central Java – In an industry dating back to pre-colonial times and which grew to serve the needs of carved-wood furniture for the royal families, skilled woodworkers ply their trade in age-old fashion, producing handcrafted teak and mahogany furniture for export around the world.

The wood furniture industry based in Central Java today comprises more than 30 furniture clusters,



>> composed of numerous medium, small and home-based enterprises, and is Central Java's largest export-earner, representing around 22 per cent of total export value. It is also a major engine for generating employment and income for hundreds of thousands of people from this province.

The industry profited in the 1980s and early 1990s from growth in domestic consumer demand which made quality furniture more accessible to the growing Indonesian middle class. The 1990s brought an increased role in global markets, boosted significantly by a depreciation of the Indonesian rupiah. Indonesia is now the second largest developing-country exporter of wood furniture to OECD markets, behind China.

The best of Java's furniture ends up in fashionable boutiques selling traditionally hand-crafted teak items. This is the positive side of globalization – opening new markets and new opportunities for a traditional industry. But there's also a downside. Neighbouring countries have been quick to join the race for profits, sparking fierce competition with cheaper, mass-produced items, and new designs to meet changing consumer tastes.

Increased competition has spurred demand for more "Western" designs, including self-assembly formats. Foreign buyers are also demanding more standardized quality and strict delivery schedules. Meanwhile, the demand for wood has raised logging in the hardwood forests and plantations to unsustainable levels. (The furniture industry alone uses at least 1.8 million cubic metres of wood a year, less than a third of which can be supplied by state-owned teak plantations. The rest comes from elsewhere and is often illegally harvested.)

"We will be witnessing the sunset of the furniture industry in Indonesia three or four years from now – automatically, because simply they will not have sufficient raw materials," says Agus Setyarso of the Worldwide Fund for Nature.

ILO supports a "high-road" competitive strategy

The focus on low-cost segments of the market and the increasing competition from producers in China, Malaysia, the Philippines and Vietnam, have become a key concern for the Javanese producers. To survive in the new global marketplace, the small furniture

businesses of central Java must restructure to meet the expectations of European and American clients – improving relations with the international market, raising product quality, and updating communications and marketing techniques – mindful of declining availability.

In this way, the opportunities and challenges of globalization have brought the furniture producers to a crossroads which will affect everyone – from woodworkers to enterprises to exporters.

Professor Hubert Schmitz, of the University of Sussex in the UK, says there are two ways out of the dilemma: "They can compete by taking the low road, which would mean paying their workers as little as possible, disregarding labour standards, disregarding environmental standards, avoiding taxation and such measures. Or, they can decide to take the high road which would mean upgrading, innovation. Clearly, the former (low-road) option is both unrealistic and undesirable."

Local trade unions concur that the high-road approach is the only sustainable option for Central Java producers to compete in global markets. "In companies that really look after their workers, offering good, decent working conditions, they can achieve much higher productivity, as well as much better quality of their products," says Indonesian trade unionist Rulita Wijayaningdyah, of the International Federation of Building and Wood Workers.

Trade unionists are increasingly active in Jepara, pushing to maintain and improve working conditions. But they face many difficulties because most of the skilled carvers are subcontracted, have no job security and little or no social protection.

An "integrated" approach across the ILO is a key aspect of this work. The ILO Subregional Office in Manila and the ILO Office in Jakarta have joined forces with the Employment Creation and Enterprise Development Department (EMP/ENT), through the InFocus Programme on Boosting Employment through Small Enterprise Development (IFP/SEED), and forestry experts from the Sectoral Activities Department (SECTOR). The ILO is working with a number of local and national stakeholders to understand the dimensions of these competitive pressures and their potential impact on employment, and to identify and implement responses to these changes. Programme activities are being

developed together with local small and medium-sized enterprises, representative associations of employers and workers, district and provincial governments in Central Java, and national government authorities in Jakarta.

A key question for Java is how wood furniture producers can shift into higher quality markets so as to avoid direct competition from low-cost areas.

Searching for an answer to this question has involved building knowledge of the sector and its future prospects at a number of levels, including conducting four studies: an overview of global trade flows in this industry since the 1990s, an analysis of Central Java clusters using a global value chain analysis, a survey of global buyers' perceptions of the leading wood furniture producers in Asia, and an assessment of timber availability in Indonesia.

Without such knowledge, it is difficult for companies to know how best to respond to changing markets. The firms in a cluster become trapped, believing that producing more at lower cost is sufficient for maintaining or increasing market share. Instead, they should be assisted to identify opportunities for upgrading, and to decrease their

dependency on traditional raw materials, conventional designs and standardized markets.

The findings raised through the ILO studies have been discussed at the local level, and have resulted in the production of a range of ILO materials designed to provide guidance and information to the enterprises on improving productivity, accessing timber, and other subjects relating to globalization.

The ILO is now garnering support and resources for a second project phase which will seek to implement a new strategy for dealing with the challenges facing the industry.

In this way, the ILO is aiming to engage all concerned – from local and national government to the enterprises, workers, trade unions, environmentalists and consumers – in the process of building a future for the Indonesian wood furniture industry which benefits from globalization while providing good quality employment and working conditions.

As stated by André Sundrio of the Jepara Excellence Group, "We must develop a better image of Jepara together. It's proven that through better production, service and business practices that follow the rules, we will attract more markets."



The ILO is working towards better working conditions in the furniture industry

© ILO/Ann Ewasechko

Union "dot orgs" com

"Am I being paid what I should be, for the work I'm doing?" is a question many people ask but often find difficult to answer.

Now, Internet sites dedicated to workplace issues can resolve this and other queries. Writer Andrew Bibby examines how workers and employers are navigating the information highway on bread and butter issues

LONDON – Collective bargaining has traditionally provided a convenient mechanism for establishing pay levels, albeit sometimes in a rough-and-ready fashion. But what about the large number of workers worldwide who aren't covered by collective bargaining agreements?

One answer, at least according to the innovative Swiss union "//syndikat", may be a little collective self-help, courtesy of the power of the Internet.

//syndikat, an on-line trade union organization which links IT professionals in the notoriously individualistic new technology sector, encourages both members and would-be members to check for themselves how their pay compares with the industry average, by using "Salary Checker" software on its Web site. The service is free, the principle – as with shareware software – being that users can make a voluntary donation.

The information on Salary Checker becomes more valuable the more people use it and contribute their own data. //syndikat says that, with pay details entered by about 4,500 workers (or about 6.5 per cent of the total IT workforce in German-speaking Switzerland), the Salary Checker database has become statistically representative of the sector.

The worldwide spread

Similar ideas to //syndikat's have been tried by unions in Austria and the Netherlands, and the

idea of an IT salary checker is now being extended to the European level by Union Network International (UNI).

"We want to cut away secrecy," says UNI's Gerhard Rhode. "We think it will be a very useful service for increasingly mobile IT workers, both employees and self-employed."

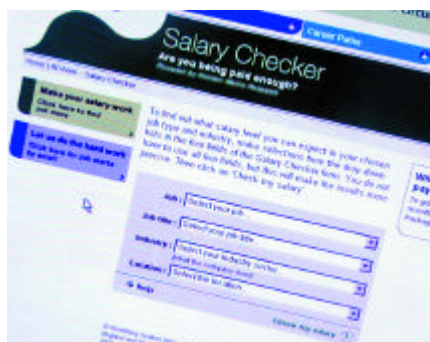
The Salary Checker is one example of efforts by trade unions to offer services to members by better harnessing the opportunities of new technology. From the sophisticated global Web site run by the International Confederation of Free Trade Unions

(ICFTU), to myriad small union branch Web sites, the trade union voice is now well-established on the Internet. A survey for the London School of Economics in April 2001, found over 2,600 union sites, with the researchers admitting that the actual figure is probably higher.

But as companies have also found, a Web site by

itself may not be worth the time and money spent on developing it; it all depends on how it is used. One attempt to help unions benefit from best practice is the *e-tradeunions.org* initiative, which links about sixty union "webmasters" worldwide. Appropriately enough *e-tradeunions.org*, which provides a forum for information exchange and mutual support, operates entirely in the online world, via its Web site.

As initiatives like *e-tradeunions.org* demonstrate, there is now considerable experience of innovative uses of new technology by unions to offer services to their members. Many unions offer interactive information and online learning packages to members via their Web sites. One example is the Swedish union SIF, which among other services provides a career-counselling programme KarriärCoach. Another example is the French managers' union CFDT-Cadres which is about to launch an online stress-management programme. The UK telecoms union, Connect, has developed a



© ILO/M. Crozet

e of age

Web-based recruitment service, Opus2, while the giant German union, “ver.di”, has an online database of resources for teleworkers via its OnForTe service.

More fundamentally, however, unions are asking themselves if, and how, new technology could transform the very essence of trade unionism. With levels of union organization having fallen in many countries in recent years, unions are keenly aware of the need to attract new members, if only to replace those who are retiring or leaving work. At the same time, the unions are aware of the need to adjust to the growth of new sectors (such as IT) and of new ways of working – including technology-enabled workplaces, such as call centres, teleworking and “atypical” working, such as self-employment.

The US academics, Richard Freeman and Joel Rogers, are among several sympathetic observers who have suggested that unions could gradually “morph” into new types of organizations, working with individual workers in non-union recognized companies as readily as with traditional members

in organized workplaces. They talk of unions reaching out to sympathizers via the Web and, in the process, of the meaning of union membership becoming wider and “fuzzier”.

For a sense of how these sorts of “e-union” might develop, the growth of Web-focused unions and quasi-unions in the IT sector, like //syndikat in Switzerland, may provide a model, albeit one which operates on a very small scale. In the US, a new Oregon-based group ORTech, established this year, is modelled on WashTech, the “voice for the digital workforce” in Seattle and Washington State. WashTech, like a third Web-based group “Alliance@IBM”, is affiliated with the Communications Workers of America, though both groups prefer to emphasize their role as organizations serving the needs of professionals. In Australia, a similar initiative has led to the IT Workers Alliance. Meanwhile, in India, the IT Professionals Forums, originally focused on Bangalore and Hyderabad, continue to attract support from young well-educated IT workers. The Forums have recently opened new chapters in Chennai and Mumbai.

WORLD SUMMIT ON THE INFORMATION SOCIETY

The World Summit on the Information Society (WSIS), which gets under way in Geneva in December, has – unusually – been organized as a two-stage event, with the second stage scheduled for Tunis in November 2005.

The summit, called under the auspices of the UN, and facilitated by the International Telecommunication Union (ITU), has set itself the task of developing an international action plan for the forthcoming information age, what it describes as a revolution – “perhaps the greatest that humanity has ever known”.

The voice of employers in the WSIS debates is being heard primarily through the work of the Coordinating Committee of Business Interlocutors (CCBI), chaired by the International Chamber of Commerce. Among the concerns raised are those of spam, privacy and cyber security, intellectual property rights, Internet governance and technology neutrality.

The CCBI argues that development of infor-

mation and telecommunications technologies should be left to the private sector and the markets, and urges the WSIS to be pragmatic and adopt what it calls “a healthy sense of realism”. It also defends the current arrangements for the allocation of Internet domain names undertaken by the independent private organization ICANN, arguing against transferring this task to an international public body.

From the trade union side there is considerable disappointment that the implications of the information society in the workplace have not received greater attention. Aidan White, General Secretary of the International Federation of Journalists, which is coordinating union input into the summit, argues that union concerns have been squeezed out.

With two years before the WSIS process culminates at Tunis, there remains, however, ample opportunity for both employers and unions to influence the eventual outcome.

"We created jobs...":

The forest peoples of Mayurbhanj

Gorachand Murmu found a new occupation and income in rope making, which has enabled him to start a profitable business. Ropes being loaded for transport to the weekly market.



© ILO INDIA

In two-and-a-half years, an innovative ILO project has helped create well over 2,000 jobs, and pull more than 200 indebted families out of a debt trap. This three-year ILO INDISCO project aims at creating decent employment for tribal peoples in the remote forests of Mayurbhanj in Orissa, India, and is well on its way to becoming a replicable model

ORISSA, India – Forty-three year-old Gorachand Murmu was an agricultural labourer, migrating to faraway places in search of work. Like all of his neighbours in this tribal village, he had no savings in the local bank.

Now, through an income-generation scheme developed as part of a three-year ILO project under INDISCO (see box), Mr. Murmu is enjoying

a higher standard of living, and a new sense of self-esteem, social status and economic independence.

"I no longer need to leave my village and migrate to distant places in search of employment," he says, "and I have been able to make my family feel secure with my new income". Gorachand is not alone. Prior to this project, not one single household had a personal savings account. Now, through the project's income-generation schemes, several hundred persons are saving money at the local Baitarani Gramya bank.

The INDISCO project has triggered a process of community-owned and driven initiatives towards decent and productive employment for these tribal peoples. Covering a cluster of 40 villages consisting of over 2,000 tribal households, this expanded project is a sequel to an earlier pilot exercise (1994-

...continued on page 23

Calendar of Standard Courses • 2004



In 1965, the ILO and the Italian Government established the International Training Centre of the International Labour Organization in Turin, Italy.

The Centre promotes social and economic development through learning and training. It draws on the best thinking, practice and experience concerning matters such as fundamental principles and rights at work, employment and income opportunities for women and men, social protection for all, social dialogue, management of the development process, and learning technology.

The Centre offers training and learning opportunities and services

to decision-makers, managers, practitioners and trainers from the three ILO constituencies – governments, workers' organizations and employers' organizations – and from their partner institutions, the ILO and the United Nations system. It has partnerships with regional and national training institutions.

Almost one hundred thousand women and men from 170 nations have benefited from the Turin Centre's training and learning services. The annual number of activities exceeds 300; the annual number of participants exceeds 8,000. Around half the activities take place on campus and half in participants' home regions. The Centre extends its outreach by using

information technology, including the Internet, to offer distance learning and tutoring services.

This Calendar lists the standard courses. In addition, the Centre organizes comprehensive training projects, advisory services, training materials design and production, knowledge-sharing platforms and customized learning events that meet specific needs of countries in Africa, the Americas, Arab States, Asia and the Pacific, and Europe.

Courses are held in Arabic, English, French, Portuguese, Russian and Spanish. The titles in this calendar are in the language of the course (except for Arabic and Russian).

International Labour Standards and Human Rights

Managing a national programme against trafficking and forced labour: labour dimension of trafficking

21/01 • 23/01

International labour standards for judges, lawyers and legal educators

15/03 • 19/03

International labour standards, equality in employment and workers with family responsibilities

Normes internationales du travail, égalité dans l'emploi, et travailleurs ayant des responsabilités familiales

22/03 • 02/04

International labour standards

Normes internationales du travail

Normas internacionales del trabajo

17/05 • 28/05

Promoting gender equality

Arabic - 05/07 • 16/07

International labour standards for judges, lawyers and legal educators

Normes internationales du travail pour juges, juristes et professeurs de droit

30/08 • 10/09

International labour standards, productivity improvement and enterprise development

27/09 • 07/10

International labour standards: tools for the globalized marketplace

Normes internationales du travail: instruments pour le marché du travail mondialisé

08/11 • 19/11



Employment and Skills Development



Analyse et information sur le marché de travail

23/02 • 27/02

Meeting of Directors of Vocational Training Authorities for network creation

Arabic - 05/04 • 09/04

Gender, poverty and employment

Distance Learning - 19/04 • 19/10

Workshop on fiduciary management training in community-driven development projects (World Bank/ILO Turin)

26/04 • 30/04

Promotion of employment policies at local level

Arabic - 14/06 • 24/06

Labour market analysis

Arabic - 27/06 • 01/07

Employment and labour market policies in developing countries

05/07 • 16/07

Public employment services

06/09 • 10/09

La gestión de la calidad en instituciones de educación profesional: interrelación entre las normas de competencia laboral y las normas ISO

27/09 • 08/10

Informação sobre o mercado de trabalho e gestão de sistemas de educação profissional

18/10 • 29/10

Putting employment at the centre of public investment and poverty reduction processes

22/11 • 27/11

Evaluación de impacto de programas de formación profesional

22/11 • 03/12

L'emploi en point de mire des investissements publics et des processus de réduction de la pauvreté – atelier sur les politiques et programmes d'investissement à forte intensité d'emplois (HIMO)

13/12 • 17/12

Enterprise Development



Diploma course in market-oriented small business development services (MOSBDS)

Distance Learning - 01/02 • 31/05

Management of microfinance institutions for improved performance

Techniques de gestion des institutions de microfinance

01/03 • 12/03

Making micro-leasing work for microfinance institutions (MFIs)

15/03 • 19/03

Making micro-insurance work for microfinance institutions (MFIs)

15/03 • 19/03

Making guarantee funds work for small and micro-enterprises

Comment les fonds de garantie peuvent servir les petites et micro entreprises

22/03 • 26/03

SME Cluster Development: Principles and Practice

“Helping SME clusters in developing countries meet their potential in the globalized economy”

UNIDO/ILO ITC joint programme

19/04 • 30/04

Improving productivity through good practices in human resource management

03/05 • 14/05

Improving productivity through good practices in human resource management

Russian - 03/05 • 14/05

Training for BDS providers and promoters of Women's Entrepreneurship Development (WED) – Business growth: how to become a better business adviser

14/06 • 25/06

Strategies for Local Economic Development (LED)

21/06 • 02/07

Estrategias para el Desarrollo Económico Local

21/06 • 02/07

Diploma course in market-oriented small business development services (MOSBDS)

Distance Learning - 01/07 • 31/10

Desarrollo Económico Local y Empresas Asociativas (ESDEL)

Distance Learning - 01/07 • 31/12

Servicios de desarrollo empresarial orientados al mercado (este curso culmina con un diploma)

Distance Learning - 01/09 • 31/12

International Labour Standards, Productivity Improvement and Enterprise Development

27/09 • 07/10

Socially Sensitive Enterprise Restructuring: how to mitigate the adverse effects on employment

04/10 • 15/10

Cooperative policy and legislation

18/10 • 29/10

Creating an enabling environment for small enterprise development

Processus d'élaboration de programmes afin de créer l'environnement favorable pour le développement des PME

01/11 • 12/11

Workshop on improving the business environment for small enterprises in south eastern Europe

15/11 • 26/11

Managing BDS providers for increased impact

06/12 • 17/12

Social Protection



Social health insurance

16/02 • 27/02

Formation de formateurs et promoteurs en évaluation d'impact des systèmes de micro-assurance santé en Afrique

01/03 • 05/03

Atelier sur les régimes de pension et le financement de la sécurité sociale
15/03 • 02/04

Seguridad y Salud en el Trabajo en el sector de la construcción
03/05 • 14/05

Workshop on social security financing
10/05 • 21/05

Workshop on pension schemes and social security financing for Arab States
Arabic - 19/07 • 30/07

Taller sobre regímenes de pensiones y financiamiento de la Seguridad Social
02/08 • 13/08

Perfectionnement des inspecteurs du Travail pour une meilleure surveillance des conditions de travail
20/09 • 01/10

Workshop on pension schemes
27/09 • 15/10

Occupational Safety and Health Systems and Programmes
04/10 • 15/10

Strategies for the extension of social security
22/11 • 03/12

Workers' Activities



Trade union training in international economics, regional integration and political economy
12/01 • 06/02

Formación sindical sobre las NIT y la Declaración de la OIT relativa a los principios y derechos fundamentales en el trabajo y su seguimiento
02/02 • 27/02

Trade union training in employment policies and poverty reduction strategies (PRSP)
08/03 • 02/04

Formación sindical en políticas de empleo y estrategias para la reducción de la pobreza
08/03 • 09/04

Formation syndicale sur le renforcement des capacités en matière d'organisation
05/04 • 30/04

Trade union training in social security and social protection
03/05 • 04/06

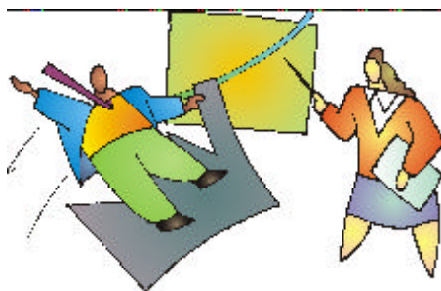
Formation syndicale sur les technologies de l'information avec un accent particulier sur la formation à distance
09/08 • 10/09

Formação sindical sobre o reforço de capacidades em matéria de organização
06/09 • 08/10

Trade union training in OSH and the environment, in particular on HIV/AIDS
Arabic - 06/09 • 08/10

Trade union training in information technology
08/11 • 10/12

Employers' Activities



Corporate social responsibility
27/09 • 01/10

Social Dialogue and the Public Sector



Conciliation and mediation
26/01 • 30/01

Conciliation et médiation
08/03 • 12/03

Conciliación y mediación
22/03 • 26/03

Gestão da Reforma da Administração Pública: uma abordagem participativa
26/04 • 14/05

Gestão de recursos humanos na função pública
24/05 • 18/06

Managing Public Service Reform
28/06 • 16/07

Diálogo social, globalización e integración regional
26/07 • 30/07

Curso de especialización de expertos latinoamericanos en relaciones laborales y temas de trabajo
30/08 • 17/09

Training of instructors on the Portworker Development Programme (PDP)
04/10 • 15/10

Gestion des ressources humaines dans la fonction publique: une approche participative
25/10 • 19/11

Conciliation and mediation
29/11 • 03/12

Management of Development



Master's course on "Management of Development"
02/02 • 28/05

Equipment procurement management (World Bank /ILO Turin)
08/03 • 26/03

International procurement management
Russian - 15/03 • 26/03
Post-graduate course on "International Trade Law"
30/03 • 23/06

Procurement of information systems in World Bank-funded projects
19/04 • 30/04

Delnet – programa a distancia en apoyo al desarrollo local: curso de especialización en desarrollo local
Distance Learning - 01/05/2004 • 30/04/2005

Delnet – programa a distancia de apoio ao desenvolvimento local: curso de especialização em desenvolvimento local
Distance Learning - 01/05/2004 • 30/04/2005

Delnet – programme in support of local development: Specialization course on Management of Local Development

Distance Learning - 01/05/2004 • 30/04/2005

Delnet – programa a distancia en apoyo al desarrollo local: curso de especialización en desarrollo local con perspectiva de género

Distance Learning - 01/05/2004 • 30/04/2005

Management of technical cooperation projects

03/05 • 21/05

Works procurement management (World Bank /ILO Turin)

10/05 • 28/05

Selection and recruitment of consultants in World Bank-funded projects

Russian - 24/05 • 28/05

An integrated approach to the procurement of health sector goods (World Bank/ILO Turin)

09/06 • 18/06

Project management in World Bank-funded projects: control of project delivery, procurement and financial management procedures

05/07 • 09/07

Works procurement management (World Bank/ILO Turin)

Russian - 02/08 • 13/08

Procurement management in the public sector

(OECD/SIGMA - World Bank – ILO Turin)

06/09 • 24/09

LL.M. (Master of Law) in “Intellectual Property”

06/09 • 03/12

Post-graduate course on “Cultural projects for development”

13/09 • 03/12

Delnet – programa a distancia en apoyo al desarrollo local: curso de especialización en desarrollo local

Distance Learning - 01/10/2004 • 30/09/2005

Delnet – programme in support of local development: Specialization course on Management of Local Development

Distance Learning - 01/10/2004 • 30/09/2005

Delnet – programa a distancia en apoyo al desarrollo local: curso de especialización en desarrollo local con perspectiva de género

Distance Learning - 01/10/2004 • 30/09/2005

Delnet – programa a distancia de apoio ao desenvolvimento local: curso de especialização em desenvolvimento local

Distance Learning - 01/10/2004 • 30/09/2005

Management of technical cooperation projects

04/10 • 22/10

Equipment procurement management (World Bank/ILO Turin)

11/10 • 29/10

Procurement management in World Bank-funded projects

Russian - 11/10 • 29/10

Selection and recruitment of consultants in World Bank-funded projects

15/11 • 19/11

Financial management and disbursement in World Bank-financed projects

(World Bank/ILO Turin)

(dates to be fixed)

Public-private partnership for provision of infrastructure and services

(dates to be fixed)

Project management in World Bank-funded projects: control of project delivery, procurement and financial management procedures

(dates to be fixed)

Distance Education and Learning Technology Applications



Conception et développement de média et environnements de formation

15/03 • 26/03

Formación de formadores por competencias

Distance Learning - Enrolment April

Learning media design and development

17/05 • 28/05

Gestión de recursos humanos por competencias

24/05 • 28/05

Competency-based training of trainers

Distance Learning - Enrolment September

Formación de formadores por competencias

Distance Learning - Enrolment September

Designing competency-based training programmes

18/10 • 22/10

Evaluar el logro individual de competencias

25/10 • 29/10

Learning media design and development

15/11 • 26/11

Concepção de programas de formação baseados em competências

15/11 • 26/11



Gender Equality

The Centre is mainstreaming women and gender issues into all its activities. Other courses and workshops dealing with gender issues related to specific technical areas will be found under the names of those areas.

Mainstreaming gender equality in the world of work: a capacity-building distance learning modular course

Distance Learning - 16/02 • 16/08

Gender, poverty and employment

19/04 • 19/10

ADMISSION

All regular courses offered by the International Training Centre of the ILO, Turin, Italy, are open to candidates with grants or their own sources of funding. These candidates should apply directly to the Centre for registration.

FOR REGISTRATION, PLEASE CONTACT:

The Recruitment Unit

INTERNATIONAL TRAINING CENTRE OF THE ILO

Viale Maestri del Lavoro, 10 - 10127 Turin, Italy.

Tel.: (39) 011- 6936 671/6936 629 /6936 111

Fax: (39) 011- 6936 767/ 6638 842

E-mail: recruitment@itcilo.it

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...continued from page 22

1999), which demonstrated the importance of participatory methodologies in tribal initiatives. The present project activities took off in May 2001, building capacities to manage their own institutions, providing microcredit and skills-development for employment.

"In India, tribal people account for 8 per cent of the population, with about 52 per cent of them subsisting below the poverty line," says Dilnawaz Mahanti, the National Project Coordinator of INDISCO in India. "Socially, geographically, as well as economically excluded, they are faced with a steadily depleting livelihood base as a result of depleting natural resources on which they are dependent." Illiteracy and ignorance of the market potential of their resources make them vulnerable to exploitation by external agents, and forced them

into the debt trap and distress migration in search of wage labour.

Tribal peoples present a unique challenge because they are difficult to reach. The major thrust of these projects is to generate employment through skills development and upgrading traditional skills with simple technologies, mainly based on natural resource management. "The programme enables the formation of self-supporting cooperatives among ethnically homogenous groups," says Herman van der Laan, Director of the ILO subregional office in India. "This lends a stronger voice, social protection, and organizational strength to the tribals."

The main occupation of tribal communities is agriculture. Most tribals are marginal farmers with an average of one to two hectares of land. Crop failure is frequent in drought years. Deforestation has left large areas barren, provoking soil erosion and loss of income from forest produce, which is an important source of income. The project recognizes and builds upon the tribal people's own indigenous systems of sustainable land and natural resource management, striking a balance between economic utilization and ecological preservation.

The tribal people's cooperatives (which are still in the making), are on their way to all-round empowerment, getting themselves equipped to manage their own enterprises, access support services and obtain fair prices for products. Revolving loan funds provide credit. Women are receiving training in microcredit and accounting.

The project had a considerable impact on expanding the women's income through mobilization and targeted skills training. "While the women's workload remains heavy, they have gained a stronger position in the communities by empowering themselves towards self-sufficiency," says Ms. Mahanti. "Such empowerment has helped boost the morale and esteem of these women, who are now more receptive to new concepts on literacy, savings, health issues, etc."

Revolving loan funds have also been used to start up activities such as pisciculture and animal husbandry. Some persons are running grocery shops, cycle repair shops, beekeeping and garment industries. Training in sal-leaf cup-making has helped a large group move into processing the leaves of the sal tree by using machines acquired through the project. A group of tribal youth was given typing training. "It was through the

WHAT IS INDISCO

INDISCO – Interregional Programme to Promote Self-reliance of Indigenous and Tribal Peoples through Cooperatives and Similar Self-help Organizations – is part of the ILO Cooperative Branch, and tests approaches to promoting decent employment opportunities in partnership with the people. It is funded by Ausaid, ILO and Danida. INDISCO was initiated in 1993 during the UN International Decade of Indigenous and Tribal Peoples. Today, it is present in various countries of Asia, Africa and Latin America. The programme was first started in India.

In response to the dismal living and working conditions of the estimated 300 million indigenous and tribal peoples around the world, INDISCO offers technical assistance on how to translate the provisions of ILO Convention No.169 on indigenous and tribal peoples, on the ground. The strategy includes supporting pilot projects, promoting best practices and linking grassroot experiences with the broader policy environment. The five major elements are: strengthening the organizational capacity, promoting livelihood opportunities, preserving and promoting traditional knowledge, gender and youth concerns, and environmental sustainability.



ILO INDIGENOUS AND TRIBAL PEOPLES CONVENTION, 1989 (NO. 169)

The ILO is responsible for the only (two) international instruments which deal exclusively with the rights of indigenous and tribal peoples. ILO Convention No. 169 is unique in that it acknowledges the specific identities, lifestyles and cultures of indigenous and tribal peoples. In other words, it recognizes the right to be different. The Convention covers a number of issues which are of the utmost importance to indigenous and tribal peoples. Some of these are: the right to practice their own culture and traditions; the rights to traditionally occupied lands; the right to natural resources and to participate in the use, management and conservation of these resources; restrictions on displacement and land alienation; and issues concerning education, health and employment. The Convention emphasizes the right of indigenous and tribal peoples to be consulted at every stage of development which may affect them. It also highlights their right to engage actively in the development process, making decisions on matters of concern to them.



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Women are receiving training in microcredit and accounting.



women's groups of the project that I learned about the typing training," says Saniya Singh of Durgapur village. "I work as a village guard because I could not afford to continue my studies." Saniya now hopes to buy his own typewriter and find a job with some state government office and earn a decent living.

People are now ready for bigger and more ambitious activities. Emerging from the shadows, the women of INDISCO project villages are now equal partners in the decision-making process. Tribal communities identify themselves very closely with their natural habitat and practice their traditional skills in natural resource management. "Our experience", notes Mr. Van der Laan, "has been that any strategy for employment generation with tribal peoples is most likely to succeed if it is based on upgrading traditional skills with simple technology, and utilizing available natural resources". All activities are implemented in consultation with the people, and identified in most part by them. The ILO is the facilitator and provides the required technical support, striking a balance between blending modern and traditional systems specific to the region.

Kiran Mehra-Kerpelman



PLANET WORK

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

IT AND THE WORLD OF WORK

■ **Africa** has the least IT in the world and the greatest prospects. So says an article entitled, "Africa Takes on the Digital Divide", published on the Web site *allAfrica.com*. The article notes that at its most extreme, African IT is impoverished; only one in four people own a radio, one in 13 a television set, one in 40 a telephone, and one in 130 a computer. Still, things are changing fast, the article says. By mid-2002, 1.7 million Africans had dial-up Internet services; 1 million in **Southern Africa** and **North Africa** alone. In sub-Saharan Africa (excluding South Africa), there were some 1.5 to 2.5 million *users* of Internet services, taking advantage of others' connections, or one in every 250 to 400 people (compared to one in 15 in the rest of the world).

Clearly, Africa is taking giant steps towards IT, with the number of land telephone lines increasing from 12.5 million in 1995, to 21 million in 2001. In Senegal alone, the article says, "there are over 10,000 commercially run public telephone bureaus, employing 15,000 people and generating over 30 per cent of the entire telephone network's revenue." The bottom line is that Africa is beginning to "leapfrog" traditional lines of development and move straight into wireless technologies. Mobile phones are becoming the preferred means of communication, the article says, noting that in 2001, there were an estimated 24 million mobiles in Africa compared to 21 million fixed-line phones. Says one senior telecommunications executive in **Kenya**, with

the number of users doubling every year, "Africa is now the fastest growing cellular market in the world."

– Source, *Africa Recovery, allAfrica.com*, October 2003



In the Morogoro suburb of Dar es Salaam, 26-year old Deluina Maemu opened her small shop two years ago, providing an international phone service...and she's doing very well.

■ So, what's happening on the ground? According to the MTN Group in **South Africa**, wireless networks in **Africa** are growing 40 per cent annually, compared with 10 per cent for fixed-line networks. MTN says that there are

now 35 million cell phone subscribers on the continent, and by 2005, there may be as many as 100 million. "A telecommunications renaissance is sweeping across the continent and with it an ever increasing demand for advanced communications services," a spokeswoman said, adding that sophisticated new mobile networks will facilitate leapfrogging to first-world levels of communication solutions and technologies. Private sector leaders hope that communications may provide a key to accelerating growth and development, and to reducing poverty.

– Source, *Business Day, South Africa*, October 2003

■ African countries such as **Ghana** and **Senegal** are emerging as technology outsourcing hot spots. With US and European technology firms looking for low-cost labour to carry out basic office functions, such as data input, African countries are vying for a piece of the US\$120 billion pie. Good telecom links, a stable government and a suitable labour force are seen as must-haves for countries to succeed. So far, Senegal in francophone Africa, and Ghana among the English-speaking countries, are taking the lead. Is Africa on the way to creating hi-tech hubs to rival those in Asia? That may depend on the success of enterprises such as one of West Africa's first-ever call centres in **Ghana**, which is working on voice-over-Internet technology. Firm founders remain confident that the centre – which sells mobile phone plans – can be duplicated throughout Africa.

– Source, *BBC News Online*





PLANET WORK

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES



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■ Meanwhile, rural women in **Uganda** are proving that there's more to mixed farming than chickens and eggs and milk. Internet technology and mobile phones are helping rural Ugandan women learn new skills and market their products to wider markets. The Government wants rural inhabitants to be providers, as well as consumers, over the Net, and has launched a US\$3 million IT strategy to put telecentres in all 56 districts in the country. The overall challenge is to provide affordable telecommunications for all. The major challenge is poverty – with many people surviving at the poverty line equivalent of less than 2 US dollars a day.

– Source, *allAfrica.com*

■ And once the wireless networks are established, will hand-held wireless devices be the next big development thing? Perhaps, if managers of a large firm in the **UK** who have been touting the use of small, hand-held wireless mobile devices – similar to personal digital assistants, or PDAs – are to be believed. The explosion of such small devices, which fit nicely into a pocket

like a mobile phone, has revolutionized e-mail and communications at some workplaces, and is endangering the business world's ubiquitous portable computers. No longer will managers need to lug a laptop around as they travel and wrestle with different dial-ups and networks. The hand-helds and PDAs, which work like mobile phones but are mostly aimed at transmitting and receiving e-mail, are taking over, allowing employees to communicate anytime, anywhere. The benefits are ease of use and constant contact with the office. But there's another – shorter e-mails which can be easily accommodated by the hand-helds and fewer unnecessarily large attachments.

– Source, *FT/IT*, October 2003

■ None of the IT revolution is going to come without a price, and one of

them may be the “globalization” of cultures. According to the *Wall Street Journal*, the rapid growth of the call-centre industry in the **Philippines** and the influx of outsourcing businesses, have led many Filipinos to adopt an **American** way of life – and American time. The need for call-centre employees to adapt to US time zones 12 hours earlier is creating what the *Journal* called “a subculture of Filipinos with American tastes, time zones and accents”. Still, call centres are big and profitable businesses, and one owner in Manila says, “Filipinos have gotten used to the work schedule and adapted to the change very easily.” The headline of the story: “At 2 a.m. in Manila, it's time to break for a midday snack”.

– Source, *Wall Street Journal*, October 2003



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THE CHANGING NATURE OF WORK...

■ Noise pollution – from mobiles and other electronic devices, both inside and outside the office – may be headed toward the title of “single biggest problem in the workplace”. So says a leading manufacturer of headsets and a wireless manufacturer, in **South Africa**. The new study says noise pollution can cause stress, frustration and potential physiological problems, and decrease productivity. And, the study says, noise pollution is expected to increase dramatically due to new audio equipment, voice controls and commands, digital dictation (such as dictating memos or shouting a person’s name into a voice-operated telephone dialler), Web/voice-casts and multimedia. One last thing: the title of the study. Called “Voice at Work”, it is similar to an ILO study produced five years ago on freedom of association, entitled, “Your Voice at Work”, and gives new meaning to the

concept of “voice” – perhaps as a development tool?

– Source, Press release on the Web: *The Technology News site, www.itweb.co.za, October 2003*

■ Stress is causing **Britain’s** employers a headache. While no one knows for sure where the stress comes from – the workplace or the home – new figures from the UK Health and Safety Executive show that more than 500,000 people reported being affected by stress at work, and that 13.4 million working days were lost due to stress and related conditions. The Confederation of British Industry’s “annual absence survey” reported that UK companies paid nearly 12 billion English pounds to cover the salaries of absent employees in 2002. Meanwhile, a separate study published by the UK Work Foundation this year found that 57 per cent of employers don’t cost absence, indicating a lack of data or understanding of the problem. One solution to rising absenteeism: software. A major UK

brewing company found that providing employees with opportunities to see a computer-generated profile of how many sick days they were taking led to a drop in sickness rates. Other responses include active management of stress-related absenteeism, auditing and reading signs and symptoms, personal contact with employees, providing support early on, encouraging stress awareness among line managers, and developing rehabilitation plans and clear policies. “Absenteeism needs to be managed from a very early stage,” says one business consultant. “If an organization has to have a crackdown on absenteeism, then its managers have been failing to do their jobs.”

– Source, *FT.com, October 2003*

■ But what about the managers themselves? In some countries, it seems globalization may be the main culprit. A new study of 480 middle-level managers from 96 companies in **India** and **Kenya** indicates that tension at the workplace is having a negative impact on the countries’ GNP. The study by the Indian Institute of Information Technology and Management-Kerala said management stress could affect health and individual productivity, and cited a survey in the **United States** putting the opportunity cost because of job stress at some 10 per cent of GNP there. Most stress, the Indian study said, stemmed from intense pressure to perform and competition in an increasingly globalized economy. The study suggests that more stress management programmes be introduced – not only for mid-level managers, but for all employees as well.

– Source, *Business Line, India, October 2003*





PLANET WORK

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

BEAUTY AND THE BOSS

■ In an article entitled, "Why beautiful people will be handsomely rewarded", the *Financial Times* of London cites new studies showing that how much you earn may depend on how good you look. Though what constitutes beauty – or being well – dressed varies from culture to culture. Researchers found, in surveys taken in the United States and Canada, that "plain people earn less than people of average looks, who earn less than the good looking." The next question, obviously, is whose looks mattered most – men or women – and the obvious answer is wrong. The survey determined that the salary penalty for the average and plain-looking was bigger among men than women. According to the survey, men with below-average looks earned 10 per cent less than their male colleagues. Meanwhile, among women, the penalty for "bad looks" was 5 per cent and the premium for good looks was 4 per cent. Call it the "looking-glass" ceiling.

— *Financial Times*, and "Beauty and the Labour Market", www.nber.org/papers/w4518.pdf

■ In **India**, the glass ceiling is still nearly impenetrable. An Indian magazine recently reported three "she-EO's" breaking into its list of the most influential in business, but also noted that women CEOs, COOs (chief operating officers) and CFOs (chief financial officers) still make up only two per cent of managerial strength there. One-third of women executives reportedly leave organizations because of a "lack of



intellectual stimulation", and more than three-fourths believe they must work much harder to prove themselves in the workplace. Among the factors holding women back were male stereotyping, exclusion from informal communications and lack of experience. Others said they simply don't want to head a large enterprise – but that has nothing to do with gender.

– *Source, Business Standard (India) October 2003*

■ Elsewhere, stress, long hours and competition seem to be taking another route – in the form of loss of sleep. In **Australia**, a new survey by the occupational, health and safety consultancy, Healthworks, found that 78 per cent of Australian employees reported feeling too tired to perform basic work tasks at least once. Some 40 per cent reported falling asleep at work one or more times, and 63 per cent said they were chronically sleep-deprived. Why so sleepy? The survey of workers at 425 companies found 24 per cent blamed workplace anxiety and stress, 19 per cent long working hours and another 19 per cent shift work. Other factors include more intense work schedules,

longer hours, fewer staff, increased responsibility and a faster pace of work (Australia has the second-longest working hours in the OECD). The solution: more resources, flexible working times, more rest periods and basically getting a good night's sleep.

– *Source, The Age, October 2003*

SHORT TAKE

■ Look out for the porn invasion of the workplace. A recent survey of human resource professionals in the US found that 43 per cent had discovered pornographic material on employee computers. At the same time, another study showed that 10 per cent of unsolicited e-mail showing up on workplace computers is pornographic. One issue seems to be who owns office computers – an issue which is apparently lost on employees. The survey notes that office e-mail and Internet access are the employer's property – not the employee's. Says one expert, "Recreational Web browsing should be left at home."

– *Source, Family News in Focus, and Associated Press, October 2003*

A political issue

Jobs in Brazil: The route out of poverty

Juan Somavia, ILO Director-General, took this message to Argentina and Brazil: New jobs must be created if poverty is to be reduced. To achieve this, major political decisions will be required

SALVADOR DE BAHÍA, BRAZIL – “Unemployment is the number one political issue of our time,” according to the Director-General, speaking to representatives of 34 countries attending the Thirteenth Inter-American Conference of Ministers of Labour which took place at the end of September in this Brazilian city.

Mr. Somavia, who visited Buenos Aires and Salvador de Bahía between 22 and 26 September, warned of the need to create more jobs and more enterprises capable of generating employment, because that was the way to reduce the poverty which affects 220 million people in the region.

During his trip, he pointed out that the new global economy has not created the job opportunities which people need, nor has the quest by some governments for macroeconomic stability generated employment.

“In both the industrialized and the developing countries, employment has ceased to be a purely technical issue. Prevailing realities have made it a political challenge,” he said.

The ILO Director-General made an official visit to Argentina on 22 and 23 September, during which he met the country’s President, Néstor Kirchner, Minister of Labour Carlos Tomada, government representatives, and representatives of workers’ and employers’ organizations.

In Buenos Aires, he praised the courage of Argentina’s people in their efforts to deal with a profound crisis, and said that the Government’s continuing commitment to developing a productive economy was very positive. “What is needed is to lay the foundations for strong growth in employment in Argentina.”



© ILO/Brazil

Mr. Somavia emphasized the importance of a “shift in thinking” away from the policies of the past, which focused too heavily on financial issues, towards other issues which reflected the aspirations of people and their families, who wanted “a chance to obtain decent employment”.

Between 24 and 26 September, the ILO Director-General attended the Thirteenth Inter-American Conference of Ministers of Labour, convened by the Organization of American States (OAS) and the Brazilian Ministry of Labour and Employment, in Salvador de Bahía. During this meeting, the need to generate more jobs was highlighted as a fundamental and pressing need.

According to ILO research carried out at the end of the first six months of 2003, Latin America has an average unemployment rate of 11 per cent. “If to that figure we add the 80 million or so informal workers, we find that some 100 million people in Latin America have either no work at all, or work that cannot be considered decent. This particularly affects young people and women,” Mr. Somavia told delegates. He recalled that “unemployment is



>> the most blatant form of social exclusion,” but also warned that innovative solutions would not be possible without major political decisions being made, and added that “we must all face up to our responsibilities.”

Mr. Somavia warned delegates that, “There is no single prescription, and none that would be effective in all countries; there is no ‘magic formula.’” But he also stressed that efforts to find solutions can be boosted by social dialogue, which he said was “the primary means of ensuring that econom-

ic and social policies are underpinned by a consensus among the main partners involved in the creation of wealth and growth; namely, employers and workers”.

He told delegates, “The ILO’s tripartite composition – governments, employers and workers – has given rise to a pivotal idea which now guides all our work: the creation of decent work as a powerful tool for promoting development and combating poverty.”

YOUTH EMPLOYMENT: BRAZIL JOINS NETWORK



© ILO/Brazil

Brazilian Minister of Labour, Jaques Wagner, announced Brazil’s commitment to volunteer as a Lead Country of the Youth Employment Network (YEN), at a special roundtable on the issue held during the Director-General’s visit to his country.

Brazil joins Senegal, Namibia, Egypt, Sri Lanka, Indonesia, Hungary and Azerbaijan, in preparing national action plans on youth employment. Mr. Wagner and Mr. Somavia also signed an agreement to work together on tackling youth unemployment in Brazil. The ILO has offered its support in two ways:

The ILO will provide technical cooperation support for Brazil’s

Primeiro Emprego (First Employment) programme as a complement to the activities of the other YEN partners, the World Bank and the United Nations, which also support Primeiro Emprego. The programme hopes to create 260,000 jobs for youth, aged 16 to 24, and to benefit at least 600,000 more with vocational training courses and assistance in setting up micro-businesses or cooperatives. The ILO will also develop a vocational training programme aimed at improving the employability of young black women from five quilombos, communities which represent descendants of runaway slave communities from the colonial period in Brazil.

In Paris, a historical address

PARIS – The French National Assembly invited the ILO Director-General to Paris on 14 October, to share his vision of globalization and its social consequences, with the Commissions of Foreign Affairs, Culture, Family and Social Affairs. Speaking to about 30 Parliament members from the combined Commissions, Juan Somavia said that they were particularly well-placed to express the feelings inspired by a globalization characterized by delocalization, unemployment, precariousness, and threats to cultural identity and dignity. Right now, more than a million people survive on less than one euro a day, and almost half the world live

on less than two euros, he said, adding that globalization’s principle failing is its structural inability to reverse the trend of unemployment and to create decent jobs. Mr. Somavia proposed building solidarity similar to that forged by the European Union, with structural funds and a “creative convergence” between the various economic, social and environmental policies promoted by international organizations. In order to sustain this necessary debate, the ILO has created a World Commission on the Social Dimension of Globalization which will return its conclusions at the beginning of next year.

DIRECTOR-GENERAL PRESENTS "WORKING OUT OF POVERTY" REPORT

TURIN - "Un lavoro decente per tutti è la strada maestra per uscire dalla povertà" ("Decent Work for All is the main route out of poverty"). With those words in Italian, the ILO Director-General opened the Second European Roundtable on Poverty and Social Exclusion, organized by the Italian Presidency of the Council of the European Union (EU) in October, and inaugurated by Italian Minister of Labour, Roberto Maroni. The Director-General encouraged European employment and social affairs ministries, as well as the social partners, to create market opportunities for decent work, promote socially inclusive growth and pursue



© ITCILO/A. Ramella

social dialogue. In the afternoon, Mr. Somavia, during a roundtable organized by the Turin Centre, presented the report, "Working out of Poverty", to Minister Maroni and other national leaders.

A ray of hope? In Bangkok, tourism jobs remain question mark

Government, employer and worker representatives from a total of 17 countries* in Asia and the Pacific met at the ILO office in Bangkok on 15-17 September, to discuss the ongoing jobs crisis in the region's vital tourism sector, and to consider employment and social policies for the future. Participants heard reports on the current employment situation in the sector and future prospects for revitalizing a stagnating jobs market in the wake of the global economic slowdown, the late effects of Severe Acute Respiratory Syndrome (SARS) in some countries, and continuing security concerns

tourism sector is a mixed bag. On the one hand, it shows that some 3 million jobs in tourism have been lost since 2001. On the other hand, the ILO sounded hopeful that the worst might be over – barring any unforeseen developments.

An earlier study, "New Threats to Employment in the Travel and Tourism Industry - 2003", shows that worldwide, SARS, together with economic and security concerns, threatened to eliminate some 5 million tourism jobs in 2003, on top of some 6.5 million jobs lost in the sector during the 2001-02 crisis. At the Bangkok meeting, delegates heard new reports indicating that in spite of a strong recovery of the tourism industry in the Asia and Pacific Region right after the end of SARS, the year 2003 would probably close with little or no growth. The report indicates that the shakeout might end in 2004, with an expected rise in tourism in some areas which were badly hit by a fall-off in arrivals during 2002 and 2003, and with a recovery of high

* Australia, Cambodia, People's Republic of China, Fiji, India, Indonesia, Iran, Japan, Malaysia, Nepal, New Zealand, Pakistan, Philippines, Republic of Korea, Sri Lanka, Thailand, and Vietnam



BANGKOK – A new analysis of the current and future state of employment in the Asia and Pacific



© ILO/ P. Deloche



growth rates for China. Jobs in the region, however, would not be retrieved fully in the short term due to new working arrangements and increased productivity.

Participants in the ILO tripartite meeting discussed ways of enhancing the potential of the tourism and travel industry to create and secure

employment, provide working conditions in accordance with the ILO Decent Work Agenda, and improve policies and practices regarding human resources development in the hotel, catering and tourism sector, especially in view of possible new crises.

Among the conclusions of the discussion were that tourism products and markets should diversify in order to make the sector less vulnerable to crises. The development of ecotourism, rural tourism, hinterland tourism and other products should be supported to create or maintain employment and promote the sustainable development of enterprises.

The meeting also indicated that workers need improved training in order to carry out their work and improve their careers, or to move elsewhere

within the industry, adding that such workforce mobility should be a win-win situation for employers and workers alike.

Though a resurgence of SARS in 2004 has not been ruled out, the Asian Development Bank said in a separate report that the effect would be milder, since most governments were now better prepared to deal with the disease. There is also much confidence in the industry and among its stakeholders that security threats will be handled more efficiently in the future, and that their perception by customers, tour operators and relevant institutions will be more realistic. The fact remains, however, that the travel and tourism industry has not created new jobs since the region's 1997-98 economic crisis. Hope that this would change seems to be fading away. In its place, there was a strong sense of will among the tripartite partners gathered by the ILO, to develop social dialogue institutions which could ease the social hardship from any crises to come, but also make better use of the industry's employment potential in normal times.

Conclusions from the ILO Tripartite Regional Meeting on Employment in Tourism can be downloaded in their entirety from:
www.ilo.org/public/english/dialogue/sector/sectors/tourism.htm#Heading00

Chemical industry: Strong job growth in East Asia

* *Best practices in work-flexibility schemes and their impact on the quality of working life in the chemical industries, Report for discussion at the Tripartite Meeting on Best Practices in Work-Flexibility Schemes and their Impact on the Quality of Working Life in the Chemical Industries, International Labour Office, Geneva, 2003. ISBN 92-2-114140-3. Price: 20 Swiss francs. For a report on the meeting, please see: www.ilo.org*

Jobs in the chemical industry in East Asia have more than doubled over the last two decades, as the size of the workforce gradually declined throughout the sector in most regions of the world. A new ILO report* discussed at a recent tripartite meeting on the issue, says a number of factors are responsible

GENEVA – World employment in the production of industrial chemicals fell from a peak in 1994, slightly exceeding 9 million employees worldwide, to 7.9 million in 1997. Only in East Asia did employment increase during the past two decades, growing from 2.4 million in 1980, to 6.1 million in 1995. China more than doubled its chemical employment over the last 20 years, from about 1.8 million in 1980, to about 5.4 million in 1999.

Employment in Europe slumped in five years from a peak in 1992 at about 1.9 million employees, to about 1.2 million in 1997. The employment

situation is particularly bleak in Central and Eastern Europe, where employment in the chemical industry fell by 29 to 50 per cent in Albania, Bulgaria, Croatia, Macedonia, Romania, Slovakia and Slovenia.

The report was discussed at a tripartite meeting in Geneva on 27 to 31 October, which reviewed such issues as the balance between employment security and work flexibility, increased female participation in the workforce, training and skills development, stress and fatigue, and industrial relations in the sector. The meeting concluded that flexibility, when combined with multi-skilling and lifelong learning, would benefit both enterprises and workers by increasing competitiveness and by assuring job satisfaction and continued, quality employment. The meeting also concluded that the ILO core labour standards are important elements in achieving an appropriate balance between employment and flexibility. The meeting considered a number of proposals for action by governments and employers' and workers' organizations, and the ILO.

Employment situation

Employment in the industry was strongly affected by mergers and acquisitions, productivity gains, overcapacity, privatization and technological change, the study says. Over 43,000 jobs in the top 20 chemical companies alone were lost between September 2000 and August 2001, because of mergers and acquisitions.

The European chemical industry has shifted to more profitable specialty products and increased productivity. This allowed unit labour costs to remain relatively stable, while both labour costs per employee and productivity have increased by about 50 per cent in the past decade.

The ageing of the workforce is a concern, and some companies are finding it hard to transmit skills to younger workers. In the United States, the average age of all chemists rose from 41.3 years in 1990, to 45.1 years in 2002. In Japan, the number of workers over 50 years old increased from 12.8 per cent in 1984, to 21.7 per cent in 1994.

Except for the transition countries, many workers in the chemical industry have enjoyed real wage increases in recent years. They often earn more than their counterparts in other industries because of the higher training requirements. Salaries for chemists and chemical engineers steadily increased over the past ten years.

About 93 per cent of organized chemical workers in 42 major chemical producing countries worked less than 40 hours a week. Workers in Africa, Asia, Latin America and transition countries tend to work longer hours than European workers. In 2000, the average number of annual working hours was 2,040.8, ranging between 1,665 in Denmark and 2,808 in Thailand. Continuous shift work is an imperative in the chemical industry.

For a full report on the conclusions, please see: www.ilo.org

Feeding the world, but... What is their fate?

Today, the number of people working in agriculture is put at more than 1.3 billion – making up half of the world's active population. They feed the world, but what is their fate?

Unenviable, according to Luc Demaret of the ILO Bureau for Workers' Activities, in this report on a recent symposium on decent work in agriculture

GENEVA – “If she hasn't finished her work quota, she'll have to carry on the next day, and that's when she'll get her day's wage, because she's paid by the job. If everything goes well, she will earn the equivalent of 35 US dollars (32 euros) in a month. The overseers are all men and wage blackmail is part of the arsenal of sexual harassment. In the tea plantations, most of the children living with their mothers don't know their biological fathers. Ironically, the employers are reluctant from the outset to recruit women who have family responsi-





bilities, and pregnancy tests are common practice before hiring.”

Accounts like this from a trade unionist in the tea plantations of Tanzania, featured strongly in the four-day colloquium on decent work in agriculture, held in Geneva in September by the ILO Bureau for Workers’ Activities (ACTRAV).

According to a report distributed at the symposium, the extent of child labour and discrimination against women – who now make up half of the labour force there – are major concerns in Asia’s agricultural sector. Significantly, everywhere, the slice of national income generated by agriculture is smaller than the proportion of the labour force engaged in it.

As ILO Director-General Juan Somavia told the workers’ symposium, “those who produce the world’s food often don’t earn enough to put a meal on the family table. They form the majority of the people known as the working poor.”

If the international community is serious about fighting and eradicating poverty, or even about halving it by 2015, then the rural sector must become a priority. “We must fight for jobs, sustainable incomes, and activities that produce such incomes. This is about promoting real opportunities, not charity,” Somavia insisted.

But how did things get to this state? According to Juan Somavia, “the present globalization model treats labour as a commodity. But it isn’t a commodity. This model is unjust and it won’t solve the problems.”

Production monopoly

According to the working paper distributed at the symposium, the ten biggest companies in agriculture control about 80 per cent of a world market valued at 32 billion US dollars. But while the companies’ profits are rising, the prices paid to the producers are continually falling. ILO agricultural expert Ann Herbert points up the contrasts: “While a kilo of arabica coffee fetched US\$4 dollars for the producers in 1970, today it earns them US\$1.42. A peasant farmer gets US\$0.14 per kilo of instant coffee, which sells at US\$26 in the supermarkets.” The drop in commodity prices has, of course, hit agricultural wages even harder, as well as the living and working conditions of farm labourers.

The lack of trade union freedom is also the cause of many problems. A survey organized just before the symposium by the ILO Bureau for Workers’ Activities is illuminating: 52 per cent of

workers’ organizations in some 35 countries state that their officers or members have been harassed. Job blackmail is commonplace. So are dismissals. And, as the situation in Colombia shows, murders are not a rare occurrence.

Social dialogue – an investment

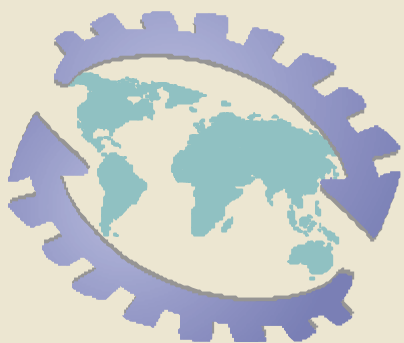
“What governments and companies must understand is that when trade union freedom is denied, the nation is impoverished, because it has to do without its most valuable resource for development.” These words from the ILO Director-General went down well with the assembled trade unionists, but also with representatives of international organizations, UN agencies, financial institutions and even employers.

There were few employers at the symposium, which was aimed mainly at trade unionists, but one, representing multinational Chiquita during the debate on social dialogue, did not take issue with the Director-General’s remarks. “We can’t envisage a profitable business that does not have a good reputation on human rights,” he declared. The multinational employs more than 20,000 people, mainly in Latin America. Many of them are union members. Since 1998, Chiquita has been embarked on a “corporate social responsibility” drive. The concept enabled the International Union of Food and Agricultural Workers (IUF) to open up a breach in the banana sector, since it led to the first-ever global framework agreement in the banana business. In the agreement with the IUF, Chiquita undertakes to respect fundamental rights at work. It also acknowledges its responsibilities on occupational health and safety, a key concern in agriculture which holds the world record for deaths due to accidents at work: 170,000 per year.

Adopted in 2002, an international Convention on Health and Safety in Agriculture came into force in September 2003. Convention 184 has so far been ratified by three countries. As the working paper stresses, the fight against child labour in agriculture should include promotion of Convention 184. Article 16 of that standard sets a minimum age of 18 for work which, by its nature and the conditions under which it is performed, constitutes a threat to the safety and health of adolescents. And child labour, most often in its “worst forms”, is endemic in agriculture. In fact, each year 12,000 youngsters die on the land. Nor, of course, does the exploitative situation faced by more and more women leave their children unaffected.

AROUND THE CONTINENTS

A REGULAR REVIEW OF THE INTERNATIONAL LABOUR ORGANIZATION AND ILO-RELATED ACTIVITIES AND EVENTS TAKING PLACE AROUND THE WORLD.



AFRICA SPECIAL

Tenth African Regional Meeting in Addis Ababa in December 2003

The report of the Director-General on ILO activities in Africa 2000-2003, highlights a number of ILO projects and programmes. "Around the Continents" refers to only a few of them which face enormous challenges, but are also improving fortunes in Africa.



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Rescuing children from cocoa production

■ An estimated 700 boys and 300 girls younger than working age will soon stop work in Cameroon's cocoa producing regions, under a 37-month project launched in September by the ILO International Programme on the Elimination of Child Labour (IPEC). It is jointly sponsored by the US Government, the UN and nongovernmental organizations. IPEC national coordinator, Beatrice Fri Bime, said that apart from removing children from cocoa farms, "five hundred children at risk – an equal number of boys and girls – will

be prevented from entering such work, and 500 household members, particularly women, will be provided services related to community development, livelihood assistance and microfinance services." Since January 2003, similar ILO activities were launched in Côte d'Ivoire, Ghana, Guinea and Nigeria within the framework of the ILO sub-regional project "West Africa cocoa/commercial agriculture programme to combat hazardous and exploitative child labour".

For further information, please contact the ILO International Programme on the Elimination of Child Labour (IPEC), phone: +4122/799-8181; fax: +41-22-799.8771; email: ipec@ilo.org

Children in armed conflict

■ It is estimated that 120,000 children between 7 and 18 years of age are currently participating in armed conflicts across Africa. In collabor-

ation with the ILO InFocus Programme on Crisis Response and Reconstruction, the ILO International Programme on the Elimination of Child Labour (IPEC) has launched a major subregional programme to prevent children becoming



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ing involved in armed conflict and to reintegrate child soldiers. Burundi, Congo, the Democratic Republic of Congo and Rwanda are the participating countries. The first phase of the project identified a strategy for concerted action. The programme will target not only armed combatants, but also children used as porters, messengers, spies or so-called "wives".

For further information, please contact the ILO International Programme for the Elimination of Child Labour (IPEC), phone: +4122/799-8181, fax: +4122/799-8771, email: ipec@ilo.org

Decent work for poverty reduction

■ Four out of every ten people in Ghana are classified as poor, according to the Ghana Living Standards Survey. Poverty is concentrated in subsistence farming, on which 60 per cent of the poor depend, and the informal economy. Since January 2003, Ghana has been supported by an ILO Decent Work Pilot Programme assisting the country to integrate decent work as a goal into national policies and programmes for a four-year period until 2006. A similar ILO programme aims to boost competitiveness by promoting decent work in Morocco's textile and garment industries.

For further information, please contact the ILO National Policy Group (INTEGRATION), phone: +4122/799-6437, fax: +4122/799-8579



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Jobs for Africa

■ As a follow-up to the World Summit for Social Development in Copenhagen in 1995, the ILO and UNDP developed the Jobs for Africa (JFA) Programme to ensure that poor people on the continent have access to productive employment. The first phase of the programme ended in 2002, with positive results in a number of countries. As a result of the JFA Programme, pro-poor and pro-employment policies are increasingly recognized as an important development framework for Africa. As a follow-up to the recommendations of the independent evaluation of the first phase of the JFA Programme, the ILO has developed a policy framework for the second phase, adopted at the Sub-regional Tripartite Meeting on a New Vision for Jobs in Africa, held in Addis Ababa on 20 to 21 February 2003.

For further information, please contact the Regional Director for ILO Field Programmes in Africa, phone: +4122/799-6191, fax: +4122/799-6056, email: lude@ilo.org

Improving and extending social protection

■ A number of African countries achieved important progress on social protection between 2000 and 2003. The most significant achievements include:

- Benin, Cape Verde, Egypt, Ghana, Kenya, Lesotho, Madagascar, Malawi, Morocco, South Africa, Tunisia and Zambia ratified one or more occupational safety and health Conventions, improved their legislation or started using new codes of practice and guidelines on safety and health, at the operational level
- Botswana, Lesotho, Nigeria, South Africa, Swaziland and Zimbabwe improved the coverage of their statistics on occupational accidents and diseases
- Policies and programmes to extend or improve the coverage of social security were introduced in Benin, Burkina Faso, Cameroon, Cape Verde, Democratic Republic of the Congo, Ethiopia, Gabon, Guinea, Guinea-Bissau, Nigeria, Senegal, Sierra Leone, South Africa, United Republic of Tanzania, Tunisia and Zimbabwe
- People's security surveys were conducted in Ethiopia, South Africa and the United Republic of Tanzania
- The coverage of social security was extended to the excluded and the poor in Mali

For further information, please contact the ILO Social Protection Sector, phone: +4122/799-6530, fax: +4122/799-6157, email: edprotect@ilo.org

Progress towards effective social dialogue

■ A stronger commitment to the principles of partnership, good faith, mutual respect and willingness to abide by agreements between governments, workers and employers, and to guarantee freedom of association, can be noted in several countries in the Africa region. With ILO support, Senegal, for example, has adopted a Charter for social dialogue between the State, private sector employers and workers. The Charter became effective in March 2003, and applies to all sectors of the economy, both public and private, as well as the informal economy. The document lays down a set of rules of conduct for each of the three partners, acknowledges in particular labour's stake in business performance, and establishes an institutional framework for dialogue at the national, sectoral and enterprise levels.

For further information, please contact the ILO Social Dialogue Sector,
phone: +4122/799-6320,
fax: +4122/799-7289,
email: eddialogue@ilo.org

Women and child labour

■ In Tanzania, the ILO has been working to promote more and better jobs for women under conditions which will lead to a pro-



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gressive reduction in child labour. Since 2000, nearly 1,000 women workers from the informal economy have been organized into productive economic groups and provided with training, microcredit, awareness raising and other support. Mechanisms have also been put in place to withdraw children from child labour. Over 1,700 younger and older children have been integrated into either primary school or vocational training. In the tea sector, working conditions of mothers have also improved with the provision of day care facilities for over 1,258 children. The achievements from the project provide valuable lessons for policies and programmes at the national level and have been extended to other parts of the country and in Zanzibar.

For further information, please contact the ILO Gender Promotion Department,
phone: +4122/799-6090,
fax: +4122/799-7657,
email: genprom@ilo.org

South-East Asia and Pacific Forum on Decent Work

■ Throughout the Asia and Pacific Region, the ILO's technical work has increasingly focused on assisting governments, and employers' and workers' organizations to work towards a coordinated set of national policies and programmes for decent work. The South-East Asia and the Pacific Subregional Tripartite Forum on Decent Work, in Auckland, New Zealand, from 6 to 8 October 2003, discussed a major report on recent developments in Australia, Fiji, Indonesia, Kiribati, New Zealand, Papua New Guinea, the Philippines, Solomon Islands, Vanuatu and Timor-Leste, showing the significant progress which has been made in promoting the Decent Work Agenda across the subregion.

For further information, please contact the ILO Manila Office,
phone: +632/815-2354,
fax: +632/812-6143,
email: manila@ilomnl.org.ph

Rights-at-work training for the Indonesian national police

■ Reform within the Indonesian national police began in 2000, with the separation of the police from the armed forces. In 2002, the Parliament enacted a law which obliges members of the police force to respect and promote human rights

when undertaking their duty. In August 2003, the ILO began a two-year technical cooperation project funded by the United States to familiarize the Indonesian police with fundamental principles and rights at work, including the right of workers to establish unions and other mechanisms in resolving industrial disputes. The project has also explored a major programme to improve the capacity of the Indonesian national police in the prevention of trafficking of persons. Considering that legitimate law-and-order issues can arise during demonstrations, strikes or other forms of industrial action, the training project is also looking at the experiences of international police forces in dealing with such issues. A course on labour rights is being developed for inclusion in the curriculum of the National Police Academy and the police training schools.

For further information, please contact the ILO Manila Office, phone: +632/815-2354, fax: +632/812-6143, email: manila@ilomnl.org.ph

Action against HIV/AIDS at the workplace

■ By the end of 2002, some 130,000 people in Indonesia were living with HIV/AIDS, and the number of cases is expected to double this year. Ninety per cent of these cases involve people in the prime working-age group of 20 to 50 years. To reduce the economic and social impact of the pandemic, the ILO assists the Government, employers and workers to address HIV/AIDS through training and guidance on prevention, care and



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social protection, including fighting the stigma associated with the illness. Following a national seminar in early 2003, the social partners signed a Tripartite Commitment Statement to combat HIV/AIDS in the world of work. The ILO now assists the signatories in developing innovative, long-term partnerships with the private and public sector.

For further information, please contact the ILO Manila Office, phone: +632/815-2354, fax: +632/812-6143, email: manila@ilomnl.org.ph

Combating unemployment through infrastructure rehabilitation

■ In response to the crisis in the Solomon Islands, the ILO, in collaboration with UNDP, launched a Japanese-funded Community Infrastructure Rehabilitation Project, in early 2003. The project will provide immediate employment to some 2,180 people through the rehabilita-

tion and maintenance of some 70 km of primary roads, 16 wooden and steel bridges, and the upgrading of community recreation and sanitation infrastructure. Using local resources and local labour, the project aims to create a multiplier effect, indirectly generating further employment and income. The Solomon Islands will also have improved access to markets, primary education and health care, clean water and rural transport.

For further information, please contact the ILO Manila Office, phone: +632/815-2354, fax: +632/812-6143, email: manila@ilomnl.org.ph

Eliminating the worst forms of child labour in the Philippines

■ The elimination of the worst forms of child labour has become a priority in the national development agenda of the Philippines. The country ratified ILO Convention No. 182 on the worst forms of child labour, in November 2000, and the National Child Labour Committee established the goal to reduce the worst forms of child labour by 75 per cent by 2015. The National Programme Against Child Labour (2001-2004) is the overall time-bound framework for action which targets child labour in sugar-cane plantations, mining and quarrying, pyrotechnics, deep-sea fishing, domestic work and child prostitution. An estimated 22,000 children in the worst forms of child labour will be withdrawn in the near future and provided with meaningful alternatives, including education, counselling, health care, and services for reintegration into their fami-

lies. Another 22,500 children at risk will be prevented from entering child labour.

For further information, please contact the ILO Manila Office, phone: +632/815-2354, fax: +632/812-6143, email: manila@ilomnl.org.ph

Timor-Leste becomes 177th ILO member State

■ The Democratic Republic of Timor-Leste (formerly East Timor) has become the 177th member State of the International Labour Organization, following receipt in Geneva of a letter from Prime Minister Mari Bim Amude Alkatiri, stating, on behalf of the Government, that the Democratic Republic of Timor-Leste formally accepts the obligations of the ILO Constitution. Timor-Leste's membership became effective on 19 August 2003. The country has been a member of the United Nations since 27 September 2002.

Masters Programme on Labour Policies and Globalization

■ The University of Kassel and the Berlin School of Economics, in Germany, offer a new Masters Programme on Labour Policies and Globalization. In cooperation with the ILO Bureau for Workers' Activities and the ILO-Universitas programme, the international labour movement and academic partner institutions throughout the world, the one-year programme gives stu-

dents the chance to analyse the challenges of globalization with a multidisciplinary approach. The Programme equips participants to assist workers and their organizations to engage more effectively in social dialogue, public debate, and social and employment policies. The closing date for applications is 15 March 2004.

For more information and application forms, visit, www.ilo.org/public/english/dialogue/actrav/gip, or contact the ILO Bureau for Workers' Activities, phone: +4122/799-7021, fax: +4122/799-6570, email: actrav@ilo.org



Children at the Kiwohede centre, in Dar Es Salaam, show their support to the Red Card to Child Labour campaign with a giant football, presented to the ILO by Art for the World. Kiwohede works closely with the ILO, rehabilitating former child sex workers and running a nursery school for AIDS orphans.

ILO joins Geneva research projects

■ The Geneva Academic Network (GIAN) has approved seven research projects presented by multidisciplinary research teams. Researchers include Swiss academics and experts from international organizations. The ILO participates in three of the projects covering social dialogue regimes: globalization, migration and human rights; and employment and related socioeconomic dimensions in response to conflict and natural disaster situations. A total funding package of 2 million Swiss francs is available for these projects.

For further information please contact GIAN, phone: +4122/733-2692, email: harbour@ruig-gian.org

EU "fully committed" to ILO standards

■ EU Trade Commissioner, Pascal Lamy, told trade unionists at the Global Unions WTO Conference, in Cancun, on September 9, that the European Union is "fully committed" to promoting respect for core labour standards in its trade policy. Lamy cited the EU's strengthened support for ILO technical assistance, and reform of the EU GSP programme to better reward countries which meet ILO core labour standards and to "react effectively in case of serious and persistent violations".

ILO IN THE PRESS

la Repubblica

L'INTERVISTA

Il presidente dell'Oil, Somavia

"Globalizzazione dal volto umano o sarà la fine"

TORINO - Il siamo Juan Somavia è direttore generale dell'Oil, l'Organizzazione internazionale del lavoro che si occupa dei problemi del lavoro e della povertà nel mondo. Somavia ha partecipato nei giorni scorsi a Torino alla Tavola rotonda sulla povertà e l'inclusione sociale promossa dall'Italia in occasione del secondo di presidenza dell'Ue. Il direttore generale ha descritto una situazione preoccupante: «La povertà nel mondo sta aumentando e per combatterla è necessaria una modifica radicale delle politiche degli organismi finanziari internazionali».

POVERTÀ

Povertà è mancanza di lavoro dignitoso

«La povertà oggi è soprattutto la mancanza di un lavoro dignitoso. Ma quando le persone senza lavoro non hanno un reddito o si sono 180 milioni di bambini che vivono nelle peggiori condizioni igieniche».

Si tratta di una situazione preoccupante? Purtroppo sì. Oggi quasi 90 e oggi i livelli di povertà colpiscono più di un miliardo di persone. Qual è, a suo parere, la causa di questo peggioramento?

«Questo che non riguarda solo le cause di alcune ingiustizie internazionali. Da 25 anni a questa parte chi decide le politiche economiche ha privilegiato soprattutto la competitività. Ma è una politica che non ha considerato il suo impatto sul lavoro e non sulla creazione di

risultati tangibili in grado di creare lavoro stabile. Si è deciso di andare al commercio globale senza vedere come degli effetti che questo avrebbe potuto avere sulle condizioni di vita dei paesi più poveri, anche perché permangono evidenti ingiustizie».

La globalizzazione è un processo che è sempre stato in piedi. Il problema è di come si è sviluppata. E' il caso del latte africano. In Africa con sovvenzioni produrre latte perché quello importato dai paesi europei, mentre in Europa con il sistema della quota latte, c'era molto meno».

Quali sono le proposte dell'Oil per affrontare questa situazione?

«Abbiamo bisogno di una globalizzazione più equa, più umana e più giusta. E' necessario che i paesi emergenti e i paesi in via di sviluppo abbiano voce in capitolo nelle decisioni internazionali. Ma non basta. Bisogna anche che i paesi sviluppati facciano il loro dovere».

Non si tratta di una questione di giustizia sociale? Qualche cosa non è solo un problema etico o di giustizia sociale. C'è anche una questione di competitività. Oggi molti della popolazione mondiale vive con due dollari al giorno. Sono tre miliardi di persone che a mano a mano si limitano della competitività. Anche se non sono loro i beneficiari del commercio globale, hanno

The Independent

Internet Edition

New guidelines for ship breaking adopted

An international meeting of experts on the ship-breaking industry has taken a decisive step toward safety and health of thousands of workers in the most hazardous job.

suitable for little else than scrap heap, a tripartite meeting held in Bangkok has adopted the new guidelines., an ILO press release said here yesterday. The new guidelines came at a time when the number of ships destined for "recycling" or "breaking" is growing dramatically.

Amid growing global demand for "breaking" or "recycling" of an aging fleet of oceangoing vessels

TV5.org

TV5 MONDE RÉCEPTION CONTACT

La démolition des "bateaux-poubelles": un marché potentiellement lucratif

LONDRES (AFP) - 12/11/2003 14h00 - L'arrivée aux chantiers navals d'Hartlepool (nord-est de l'Angleterre) de navires vétustes de l'US Navy alimente la controverse sur l'industrie potentiellement lucrative de la démolition de bateaux, dont certains constituent un

danger pour l'environnement. Entre 600 et 700 gros bâtiments sont détruits chaque année, dont 95% sont envoyés en Inde, en Chine, au Pakistan et au Bangladesh, a expliqué Paul Bailey, expert du Bureau international du travail (BIT) dans le recyclage

et la destruction de vieux navires. Et ce chiffre devrait encore augmenter avec la décision de l'Union européenne de bannir de ses eaux territoriales tout navire à simple coque, condamnant à la casse des bateaux encore récents.

Mtanzania

ISSN 0950-6475 TOLIO NAL791 Jumata, Oktoba 22, 2003 TANZANIA Bkt

Kapuya: Vigogo wageni hawaheshimu sheria

Pia ailaumu ILO kwa kuwa kigeugu

na pendo mashulani, atusha

WAZIRI wa Kazi, Maendeleo ya Vijana za Michezo, Profesa Juan Kapuya, amesema vigogo wageni wanafanya kazi achini wamakuwa tatizo kubwa kwani hawataki kubeshimu sheria na taratibu za kazi.

Kapuya alitambua mkusanyo katika ya Wahenge wa Bunge la Afrika Mashariki (KALA) na Shirika la Kazi Duniani (ILO) jinsi kwamba wafanyakazi wageni wanakataa kazi kwa kichangia katika mifuko ya hifadhi za jamii na hawataki kuwa na mawadhi ya vyama vya wafanyakazi katika mwanenchi yao ya kazi.

QUOTIDIEN D'INFORMATION ET D'ANALYSE

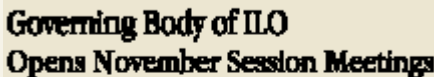
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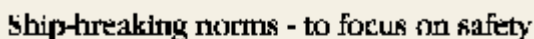
de madagascar

Les femmes marins

Les femmes marins - une espèce rare mais grandissante dans le monde du transport maritime - sont souvent confrontées à des conditions de travail d'une dureté inouïe, comprenant discrimination et harcèlement sexuel, alors même que le secteur maritime tente de s'adapter à la réalité de femmes travaillant aux côtés des hommes. C'est ce qu'illustre une étude qui vient d'être publiée par le Bureau international du Travail (BIT)



The 288th meeting of the ILO's Governing Body, which makes decisions on the ILO agenda and budget for next year, is to deal with complaints from labor unions in some countries, including Belarus in east Europe, whose government allegedly violated the freedom of association by interfering with local industrial labor unions.



The International Labour Organisation (ILO) reported on Wednesday that a meeting at Bangkok between representatives of five leading ship-breaking nations - Bangladesh, China, India, Pakistan and Turkey - and the ILO, besides the International Metalworkers Federation, the International Maritime Organisation (IMO) and the Secretariat of the Basel Convention (on disposal of hazardous waste), besides resourcepersons from Canada, Germany, Norway, the Republic of Korea, the I.R. and the U.S., adopted new guidelines aimed at improving the safety and health of thousands of workers who perform one of the world's most hazardous occupations.



Juan Somavia, partisan d'une croissance plus sociale

[illegible]

Projeto capacita jovens em quilombos

DERIVATIVES

de US\$ 50 mil dólares e prevê a capacitação e qualificação desses jovens para o trabalho a eleccionária. A credita foi sancionada ontem pelo Diretor-Geral da Organização Internacional do Trabalho (OIT), Juan Somavia, que qualifica a questão do emprego para jovens como uma das mais importantes a serem enfrentadas no mundo.



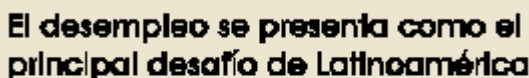
Selon l'OIT, le nombre d'emplois dans l'industrie chimique est en forte augmentation en Extrême-Orient

Après avoir connu un pic en 1994, l'emploi au niveau mondial dans l'industrie

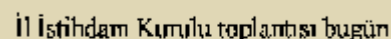
chimique est passé d'un peu plus de 9 millions d'employés à environ 7,9 millions en 1997. Paradoxalement, dans les vingt dernières années, l'emploi a progressé dans la plupart des pays d'Extrême-Orient, passant de 2,4 millions en 1980 à 6,1 millions de personnes travaillant dans ce secteur en 1995. La Chine a même plus que doublé l'emploi dans l'industrie chimique depuis deux décennies, passant de 1,8 million d'employés en 1980 à environ 5,4 millions en 1999.



Women scientists face tough working conditions obstructed by discrimination and sexual harassment as the male-dominated field adjusts to the reality of both genders working together, a newly released International Labour Organisation (ILO) study claims.



El desempleo, que afecta a 20 millones de trabajadores latinoamericanos, se ha convertido en el "mayor problema político de este tiempo", especialmente para América Latina, según la Organización Internacional del Trabajo (OIT).

[illegible]

"Active Leisure Market/Festival Workshop in Kessel"

MEDIA SHELF

■ Barefoot Research: A workers' manual for organizing on work security.

Margaret Keith, James Brophy, Peter Kirby, Ellen Roskam, 2002

This manual has been a consistent global success since its publication in March 2002, with an average of 3,500 downloads every month from the ILO Socio-Economic Security Programme Web site. Clients in more than 40 countries have requested over 3,600 hard copies of the manual. This practical publication shows workers how to conduct basic workplace research on workers' health, as a vehicle for improving working conditions, income security, skills security, job security, and voice representation security. The guide provides workers and employers with tools to identify work security problems, tackle problems from a worker-centred perspective, and use "Barefoot Research" tools and results to improve and organize around work security.

The manual is free, and available in hard copy, CD-ROM, and PDF format from the ILO Socio-Economic Security Programme (Web site: www.ilo.org/ses).



■ ILO activities in Africa 2000-03 Tenth African Regional Meeting, Addis Ababa,

December 2003. Report of the Director-General, ILO, Geneva, 2003, ISBN 92-2-

114842-4. Price: 15 Swiss francs, also available in French and Arabic

The first four years of the new millennium witnessed some improvements in the fortunes of Africa, but enormous challenges remain to be faced. This report, presented to the Tenth African Regional Meeting, serves as a basis for an analysis which may shape future ILO activities in Africa.

The report summarizes the conclusions of the Ninth African Regional Meeting, and describes some of the development frameworks adopted by the international community and the African region in response to its social and economic challenges. It identifies five major regional priorities: social dialogue, and economic and social policies; post-crisis reconstruction; regional integration; poverty reduction, and the prevention and management of HIV/AIDS at the workplace.

The report describes how the ILO has responded to the emerging development challenges and priorities in Africa through the implementation of relevant activities within the framework of the Decent Work Agenda.



■ Gender equality and the extension of social protection.

Rachel Sabates-Wheeler and Naila Kabeer, ILO, Geneva, 2003, ISBN 92-2-113746-5,

also available at www.ilo.org/coverage4all

Overwhelming evidence shows that women are disadvantaged vis-a-vis employment opportunities, compared to men. Casualization and feminization of the labour force and life-cycle events also mean that women are far more likely to be excluded from social protection strategies and benefits. This paper, published as part of the Global Campaign on Social Security and Coverage for All, evaluates good practices of social protection programmes and experience in extending social protection for women.



■ Labour markets in transition: Balancing flexibility and security in Central and Eastern Europe.

Sandrine Cazes and Alena Nesporova, ILO, Geneva, 2003, ISBN 92-2-113723-6.

Price: 35 Swiss francs

The economic and structural changes in the transition countries since the breakup of the Soviet Union, have been unique and profound. This book explores how the labour markets of the Central and Eastern European transition countries, the Baltic States and the Russian Federation have developed in response to this and the challenge of accession to the European Union.

Through cross-country analysis, the volume examines the sectoral structure of employment, and changes in its major characteristics: employment status, type of labour contract, formal/informal employment, and others.



■ Jobs after war: A critical challenge in the peace and reconstruction puzzle.

Edited by Eugenia Date-Bah, ILO, Geneva, 2003, ISBN 92-2-113810-0.

Price: 50 Swiss francs

Job creation following armed conflicts is central to peace building and reconstruction efforts. But the issue continues to receive inadequate coverage in post-conflict debate and action. This book examines the complex decent-work deficits which follow armed conflicts and proposes an integrated strategy for addressing them. The volume includes vivid country case studies, and reflection and debate on the critical issues of jobs in post-conflict situations, making the book a practical tool for post-conflict policy planners and implementers.



■ Helping small businesses prevent substance abuse.

ILO Geneva, 2003, ISBN 92-2-113871-2. Price: 15 Swiss francs

This manual provides

practical background information and a step-by-step guide for developing small business substance-abuse prevention initiatives. It is based on the findings and lessons learned from the experience of five countries which participated in the ILO pilot project on preventing alcohol and drug abuse at the workplace: Egypt, India, Malaysia, South Africa and Zimbabwe. The volume offers numerous useful sample questionnaires, a plan of action, and a variety of self-assessment tools.



■ Best practices in work-flexibility schemes and their impact on the quality of working life in the chemical industries.

ILO, Geneva, 2003, ISBN 92-2-114140-3.

Price: 20 Swiss francs, also available in French and Spanish

This report discusses the development and application of flexible working arrangements and their impact on employment, working conditions, skills development and career prospects, in the chemical industry. It reviews employment trends in the sector over the past decades, globally and by region, including gender issues. The report examines recent trends in remuneration, working time and paid leave, as well as questions on work/life balance. The report also considers how flexible work arrangements can affect industrial relations.



■ A global programme: Investing in employment for poverty reduction and local economic growth.

A Programme Document of the Employment-Intensive Investment Branch for 2003-

2007. ILO, Geneva, 2003, ISBN 92-2-113671-X

The Employment-Intensive Investment Programme's development objective is to promote and support the generation of productive and decent employment in developing countries, through labour-based investment policies and programmes in the infrastructure sector, thus contributing to poverty reduction, economic development and social progress.

This publication outlines the ILO mandate and action on job creation and poverty reduction, and specific components of the programme, including promotion of small construction enterprises, reform of contract

systems and procedures, community and local institution development for planning and improved access to social and productive resources, and capacity-building through training and educational programmes.



■ **Bulletin of labour statistics 2003-3.**

ILO, 2003, ISSN 0007-4950.
Annual subscription:
115 Swiss francs. Trilingual:
English/French/Spanish

Published quarterly in March, June, September and December, this bulletin provides the most recent statistics on employment, unemployment, hours of work, wages and consumer price indices. This issue features an article by Igor Chernyshev of the ILO Policy Integration Department, Statistical Development and Analysis unit. "Decent work statistical indicators: Strikes and lockouts statistics in the international context," looks in-depth at one indicator of the social dialogue aspect of decent work, strikes and

lockouts, and argues that currently, the measure which best reconciles the number of days lost due to industrial action with the varying sizes of countries' employed population, and which provides a reasonable basis for international comparisons, is the rate of days not worked due to strikes and lockouts (per 1.000 employees).

YOUR VOICE AT WORK: ILO LAUNCHES NEW INTERACTIVE RADIO PROGRAMMES FOCUSING ON WORKPLACE ISSUES



In a unique collaboration, the ILO InFocus Programme on Promoting the Declaration is working with 12 radio stations in East Africa* to develop and broadcast programmes which generate robust discussion on workplace issues. The new interactive radio programmes will provide information for working people – whether they are in urban centres or remote villages, employed or starting businesses – with information vital for spurring economic growth and social progress.

"We are receiving so many positive calls about the programmes," says Beat Mutyaba, a producer for CBS Radio in Kampala, Uganda. "They want to tell us more about their work. In fact, one story we produced on trade unions being kept out of a textile factory has now become national news. And this is now leading to improvements in working conditions there."

A series of technical training workshops have been held in Nairobi, Dar es Salaam and Kampala to improve pro-

duction and enhance the skills of the reporters and presenters. In-depth training is provided by AFRINET, a local production company, for the media in East and West Africa. "There are some wonderfully talented people here in East Africa. With some technical training and hands-on experience, we will have some world-class media specialists here" says Willy Thomas, Director of AFRINET.

"It is a win-win situation", according to Sam Nyalla, Managing Director of Radio Free Africa, in Tanzania. "We are increasing the skills of the staff and promoting important social issues."

Through better production and research, stations are generating quality content for news programmes – as well as television – and they are already thinking of ways of improving their

approach. After all, the Declaration is about people achieving their full potential and realizing aspirations through work in freedom, dignity, security and equality.

These programmes show a strong commitment by radio stations to improve working conditions, sharing experiences and insights about the challenges we all face in today's fast changing economic landscape. Now, it is up to the listeners, the people of East Africa, to use this opportunity to improve their world of work.

**Uganda: CBS Radio, Radio Paidha, Voice of Teso, Voice of Toro, Radio Uganda, Voice of Kigezi, Kenya: Kameme, Baraka, Citizen, Tanzania: Radio Free Africa, Radio Tumaini, Radio Tanzania.*



Workshops in Kenya focused on training radio journalists in new skills, such as the use of digital minidisc players for interviews.

ILO publications for sale can be obtained through major booksellers or ILO local offices in many countries, or directly from ILO Publications, International Labour Office, 4 route des Morillons, CH-1211 Geneva 22, Switzerland. Tel: +4122/799-7828; fax: +4122/799-6938; e-mail: pubvente@ilo.org; Web site: <http://www.ilo.org/publns>. Catalogues or lists of new publications are available free of charge from the above address. The ILO Publications Center in the US can be contacted by phone: +301/638-3152, fax: +301/843-0159, e-mail: ILOPubs@Tasco.com, or on the Web site: <http://www.un.org/depts/ilowbo>.

A BRIGHT NEW FABRIC OR A TANGLED WEB?

World Summit on the Information Society

10-12 December 2003, Geneva

<http://www.wsis.org>

NEW TECHNOLOGIES: A DIFFERENT WORKPLACE



International
Labour
Organization

"THE CREATION AND LOSS OF JOBS, THE CONTENT AND QUALITY OF WORK... ALL ARE AFFECTED BY THE EMERGING ERA OF DIGITAL GLOBALIZATION."



"MORE THAN HALF THE WORLD'S POPULATION HAS YET TO PLACE A TELEPHONE CALL."

TECHNOLOGICAL CHANGE HAS ENCOURAGED HUGE GROWTH; IT SHOULD BE MATCHED BY DIALOGUE BETWEEN GOVERNMENTS, WORKERS AND EMPLOYERS TO ENSURE DECENT WORK FOR ALL

FROM THE INDUSTRIAL REVOLUTION TO THE INFORMATION AGE: TRANSFORMING THE WORKPLACE



International
Labour
Organization

THE HUMAN FACE OF TECHNOLOGY: THE WORLD OF WORK



ENABLING THE DISABLED; EMPLOYABILITY OVER DISABILITY



CREATING A SAFER WORKPLACE

WORK IN THE INFORMATION SOCIETY SHOULD BE IN SECURE, SAFE AND HEALTHY WORK ENVIRONMENTS