

World of *Work*



International
Labour
Office
Geneva

THE MAGAZINE OF THE ILO

ILO turns 85:
Strong foundations
for decent work

No. 52, November 2004

The ILO at 85: A chronology



© M. Crozet/ILO

In the 85 years since the birth of the ILO, the organization has sought to renew itself on a number of occasions. In the past decade, this renewal has involved major steps, such as the adoption of the ILO Declaration on Fundamental Principles and Rights at Work by the International Labour Conference in 1998, which reaffirms the willingness of member States “to respect, to promote and to realize” the principles concerning the rights to freedom of association and collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour, and the elimination of all forms of discrimination at work.

One year later, Juan Somavia of Chile became the first ILO Director-General from the Southern hemisphere. According to the Director-General, “The central purpose of the ILO today is to promote opportunities of decent work for all people.” Four strategic objectives have been adopted to guide the Organization: to promote and realize fundamental principles and rights at work, to create greater opportunities for men and women to secure decent employment and income, to enhance the coverage and effectiveness of social protection for all, and to strengthen tripartism and social dialogue.

In the same year, the International Labour Conference unanimously adopted a

new Convention (No. 182) banning the worst forms of child labour, embarking on a new campaign to eliminate the practice. The Convention applies to all persons under the age of 18, and calls for “immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency”, and has since then been ratified by over 150 countries – the vast majority of the ILO’s 177 member States.

This growing adherence to fundamental principles has continued. In the year 2000, ratifications of the core ILO Conventions on freedom of association and collective bargaining, and eliminating forced labour, child labour and discrimination, surged past the 1,000 mark. These Conventions underlie the Declaration on Fundamental Principles and Rights at Work, adopted in 1998, and form the bedrock of ILO principles.

The year 2002 also saw another major development in ILO campaigning – the organization of the first “World Day Against Child Labour”. By that time, Convention No. 182 had been ratified by over 100 states, the fastest pace of ratifications of any Convention in the history of the ILO. In the same year, the Director-General launched the two-year study of the World Commission on the Social Dimension of Globalization. In another milestone, the next year saw the launching of a “Global Campaign on Social Security for All”.

The work of the World Commission culminated in 2004 with the publication of the report “A Fair Globalization”. Since then, the report has received strong support from heads of state and government, the social partners and various members of the international community, with its calls for a better balance between economic and social policies at the national and the global level.

All this has provided a new “face” to the ILO, one which is still developing. In the meantime, it has built upon the strong foundations already established for decent work in the past decades, foundations which will continue to maintain their strength for the coming years.



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

EDITOR

Thomas Netter

GERMAN EDITION

Hans von Rohland

ARABIC EDITION

Khawla Mattar, ILO Office, Beirut

SPANISH EDITION

In collaboration with the ILO Office, Madrid

PRODUCTION MANAGER

Kiran Mehra-Kerpelman

PHOTO EDITOR

Marcel Crozet

ART DIRECTION

MDP, ILO Turin

COVER DESIGN

M. Crozet, E. Fortarezza

EDITORIAL ASSISTANT

Sam Nuttall

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

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

Texts and photographs may be freely reproduced with mention of source (except photo agency photographs). Written notification is appreciated.

All correspondence should be addressed to the ILO Department of Communication and Public Information, 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 ILO Washington Office, 1828 L Street NW, Suite 600, Washington DC 20036.

Tel: +202/653-7652; Fax: +202/653-7687

crow@ilo.org; www.us.ilo.org

Printed by ILO Turin

ISSN 1020-0010

Global economic security in crisis

Can rich countries turn wealth into happiness? A new ILO report finds that income security rather than income level is the most important determinant of national happiness. This is the first ILO report that measures global economic security as perceived by ordinary people and workers. It reveals a world full of anxiety and anger where nearly three-quarters of all workers live in countries with low levels of economic security.

Page 7



© M. Crozet/ILO

COVER STORY

The ILO at 85: Strong foundations for Decent Work **4**

GENERAL ARTICLES

Global economic security in crisis: New ILO report finds “world full of anxiety and anger” **7**

European companies and Nordea
“Societas Europaea”: Ancient name, new concept **11**

First global analysis: HIV/AIDS to have major impact on world of work **13**

Ten years after: A decade of progress for indigenous peoples **17**

Mining out child labour in Santa Filomena **19**

New ILO study: Youth unemployment at all-time high **21**

FEATURES

Planet Work **24**

News

- Smoking on the job: Why non-smokers are winning **27**
- 290th Governing Body elects new Chairperson
- ILO, Lithuania host globalization conference
- New ILO book explores working time preferences in industrialized countries
- Haiti: New Council to promote social dialogue
- Lima – ILO opens new Office for Latin America and the Caribbean in Lima
- New ILO report examines future of work and quality in the media, culture and graphical sector

Around the Continents **33**

ILO in the Press **36**

Media Shelf **38**

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.

The ILO at 85: Strong four



© ILO PHOTOS

This year marks a series of important milestones for the ILO. Not only is this the 85th anniversary of the ILO. Sixty years ago, the Organization refined and redefined its mission with the Declaration of Philadelphia establishing that labour is not a commodity. And 35 years ago, the Organization received the Nobel Peace Prize for its work in the area of labour relations and workers' rights

Since then, the continued and reinforced relevance of our founders has been carried forward in the advocacy of the rule of law, tripartism and asserting the moral authority of the ILO in the international system, expanding technical cooperation, demonstrating how we could work with and assist countries exercising a recently-won independence, and reinforcing our mandate with the Declaration on Fundamental Principles and Rights

Foundations for Decent Work

at Work – just to mention some of their achievements during their time.

In this anniversary year, we remember how the ILO emerged from the ashes of the First World War, and was seen as an essential instrument for building peace and security in the world. It was a radically new vision of worker and employer relations. It expressed a surprising disposition of governments to share sovereignty in international decision-making on labour issues with employers' and workers' organizations. The result was an institution rooted in social justice, an institution which became a moral compass for the global system.

In 1941, US President Franklin Delano Roosevelt put it succinctly when he talked about the creation of the ILO, saying, "To many it was a wild dream. Who had ever heard of governments getting together to raise the standards of labour on an international plane? Wilder still was the idea that the people themselves who were directly affected, the workers and employers of the various countries, should have a hand with governments in determining these labour standards."

What was once seen as "wild", soon became possible, then practical, and one could say today, essential. We are the heirs of that proud inheritance – forged in Versailles, reaffirmed in Philadelphia, rewarded in Oslo, and renewed every day in Geneva and around the world. How is this so?

A generation after our founding, during the Second World War, the ILO focused and refined its mission. The Declaration of Philadelphia reaffirmed our mandate and provided a philosophical basis, as well as an economic and social justification, for standards and decency. It is considered one of the major documents of our times.

In an expression of belief in the statement from the ILO Constitution, that "Lasting peace can be established only if it is based on social justice," tripartite delegates from 49 member States took a decision which would not only ensure the survival of the ILO in the twenty-first century, but also define the social parameters of what today we call globalization and interdependence.

The Declaration of Philadelphia established that labour is not a commodity. That freedom of expression and association are essential to sustained progress. That poverty anywhere constitutes a danger to prosperity everywhere. And that "All human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity."

These principles are as relevant today as they were 60 years ago. The central message of the Declaration of Philadelphia – that social progress cannot be achieved solely by social policies – has been reaffirmed by the World Commission on the Social Dimension of Globalization. The Commission, established by the ILO, urged our Organization to implement fully its economic and social mandate, given by the Declaration of Philadelphia, to evaluate economic policies in the light of their impact on social and labour policies.



© ILO PHOTOS





© ILO PHOTOS



A generation after the Declaration of Philadelphia came the Nobel Peace Prize. In presenting the award, the Nobel Committee said, "There are few organizations that have succeeded to the extent of the ILO in translating into action the fundamental moral idea on which it was based."

Nothing could be more inspiring as we celebrate our past. Nothing could be more empowering as we forge our way into the twenty-first century: decent work, working out of poverty, a fair globalization which creates opportunities for all. To some it may seem like a dream; yes, even a "wild dream".

But through our history, our mandate and our record, many dreams have become reality, in the halls of the ILO and in the lives of workers, employers and governments these last 85 years.

What others may call wild, we call possible. What others dismiss as a dream, we strive to make real in the lives and the hopes of people. That is our ILO foundation. It is what the ILO family of the past put in our hands to shape the ILO of the future. Let us carry forward these traditions with the humility which acknowledges difficulties and the passion which overcomes them.



© M. Crozet/ILO

Global economic security in crisis

New ILO report finds “world full of anxiety and anger”

A new ILO report* says that economic security promotes personal well-being, happiness and tolerance, while benefiting growth and social stability. Yet it finds the overwhelming majority of people in a state of economic insecurity, and raises doubts over rich countries' ability to turn wealth into happiness

GENEVA – For the first time, the ILO report measures global economic security as perceived by ordinary people and workers. Its findings make for grim reading. Nearly three-quarters of all workers live in countries with low levels of economic security and only 8 per cent in countries providing favourable economic security.

What is more, with economic security out of reach for the majority of the world's workers, the report points to “a world full of anxiety and anger”. Forms of insecurity, such as irregularity of payments and non-payment of contractual wages, and more restructured and regressive social security schemes, blight the global picture, the report says.

The report is based on a global socioeconomic security databank supplemented by detailed household and workplace surveys covering over 48,000 workers and more than 10,000 workplaces worldwide. Measuring indicators of economic security, such as income, representation, employment and skills, the analysis draws sometimes surprising results.

Income level is not the most important determinant of national happiness, the report says. There is a positive association, but rising income seems to have little effect as wealthy countries grow wealthier. Rather, the key factor is the extent of income security, measured in terms of income protection and a low degree of income inequality.

People are often performing jobs which do not correspond to their skills and qualifications, lead-



© M. Crozet/ILO

ing to “status frustration”, the report adds, saying that economic insecurity fosters intolerance, stress, social illness and, ultimately, social violence.

Moreover, the report finds that the richest countries in the world are not always the most economically secure. South and south-east Asian countries do relatively better than many richer countries in terms of economic security.

The report also points to an increase in the frequency and severity of economic shocks under globalization. The variability of economic growth rates has increased, and individual problems, such as unemployment or illness, are being overtaken by bigger shocks affecting whole communities and regions.

“Coming shortly after the report of the World Commission on the Social Dimension of Globalization, this book should enrich the debate on how we can build a fair globalization,” says ILO Director-General Juan Somavia. “Unless we can make our societies more equal and the global economy more inclusive, very few will achieve economic security or decent work.”

* *Economic security for a better world*, Socio-Economic Security Programme. International Labour Office, 2004. Price: 50 Swiss francs. ISBN 92-2-115611-7. Web site: www.ilo.org/ses.



>> **A global picture**

The study looks at national levels of economic security, and divides countries into four clusters: *Pacesetters* (with good policies, good institutions and good outcomes), *Pragmatists* (good outcomes in spite of less impressive policies or institutions), *Conventionals* (seemingly good policies and institutions but with less impressive outcomes) and *Much-to-be-Done countries* (weak or non-existent policies and institutions, and poor outcomes).

The conclusion is that many wealthy countries could easily achieve more economic security for their citizens. The report shows that the global distribution of economic security does not correspond to the global distribution of income. South Asia, for example, has about 7 per cent of the world's income, but about 14 per cent of the world's economic security. By contrast, Latin American countries provide their citizens with less economic security than could be expected from their relative income levels, the report says.

Indeed, being insecure influences people's attitudes, which at times can be detrimental to their ideas of a decent society. This is shown by the interviews with 48,000 respondents. In a recent survey undertaken by the *Latino barometro* in Latin American countries, 76 per cent of the people surveyed were concerned about not having a job the following year, and a majority said that they would not mind a non-democratic government if it could solve their unemployment problems.

South Asian and south-east Asian countries were among the better performers, with a higher share of economic security than their share of the

world's income. China and India have experienced higher economic growth under globalization and a decline in economic instability. Other countries in the region have experienced lower growth rates without an increase in economic instability, despite the Asian crisis of 1997-98.

Africa – where the extent of poverty has been understated – has suffered greater economic insecurity than any other region of the world during the past 15 years. Economic growth has been slower and more unstable than in other parts of the world, and 83 per cent of African countries surveyed were in the “Much-to-be-Done” bracket, implying weak policies, institutions and results.

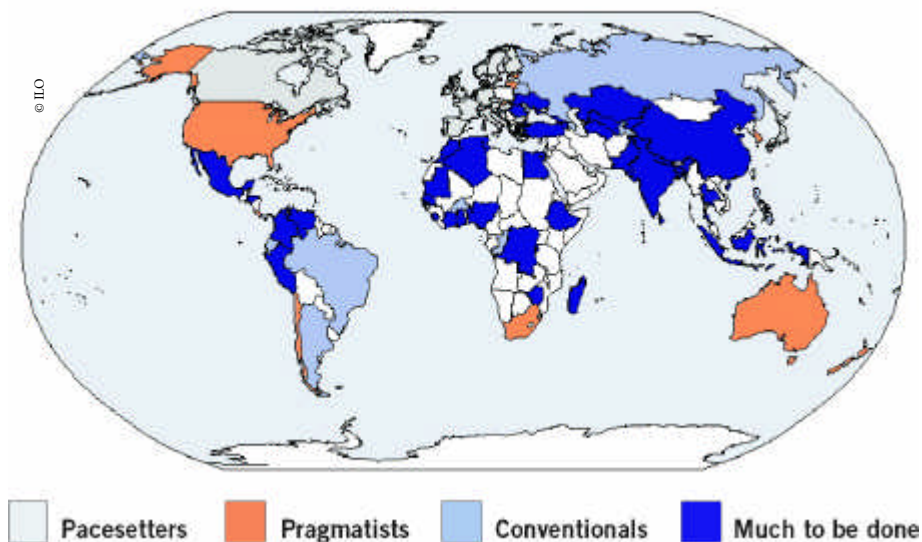
Economic insecurity has grown the most in Eastern Europe over the past decade. Workers and their families suffer from acute income insecurity due to the non-payment of wages, the loss of enterprise benefits and the absence of decent state benefits. The absence of meaningful work opportunities is more severe than implied by official unemployment statistics, and laws and commitments on social security are ineffective.

Latin America – which has the most unequal income distribution – has experienced more frequent and increasingly severe economic crises. In recent years, the region has experienced a bigger decline in growth rates and a bigger increase in the volatility of growth than any other region of the world, inducing a sharp increase in economic insecurity.

Despite regional variations, a key feature of the findings is that only countries which provide a *coherent* set of policies which strengthen all seven forms of labour security have a high score on overall economic security. Countries with very strong attainment in some spheres but with weak attainment in one or more others do not perform well overall.

The report shows that political democracy and a trend towards civil liberties significantly increase economic security and that government spending on social security policies also has a positive effect. But there is only a weak impact of economic growth on security, measured over the longer term. In other words, rapid growth does not necessarily create better economic security, although it can do so if accompanied by appropriate social policies.

The report also finds that “income security is a major determinant of other forms of labour-related security”, and that income inequality worsens economic security in several ways. “The message”, the report concludes, is that “highly unequal societies are unlikely to achieve much by way of eco-

Economic Security Index: Clusters by region

conomic security or decent work.”

The analysis shows that there has been an upward trend in the frequency and severity of economic shocks during the recent period of globalization (since 1980), as well as a coincidental growth in the number of natural disasters affecting very large numbers of people. It also shows that, excepting the two most populous nations (China and India), globally – and particularly among developing countries – economic growth rates in per capita terms have declined while the variability of annual economic growth rates has increased, implying more national economic insecurity, contrary to predictions often made by those pushing for rapid economic liberalization.

These trends are important, the report notes, saying that more people are being exposed to *systemic risk*, rather than *contingency risks*. The latter are due to individual life-cycle events, such as individual unemployment or illness, which are covered by standard social security systems. People are far less able to prepare for shocks which affect whole communities and regions.

The ILO report also shows that for developing countries, the national level of economic security is inversely related to *capital account openness*, implying that it would be sensible for developing countries to delay opening their capital accounts until institutional developments and social policies were in place to enable their societies to withstand external shocks. In other words, countries should postpone opening their financial markets until they have the institutional capacities to handle fluctuations in confidence and the impact of external economic developments.

As well as drawing on a global databank of national policies, the report uses statistics from a series of People’s Security Surveys carried out in 15 countries, in which over 48,000 working people were interviewed about their work, the insecurities they experience, and their attitudes to inequality and related aspects of social and economic policy.

Respondents were asked about their attitudes towards various aspects of economic insecurity and inequality. A majority everywhere favoured more support for the economically vulnerable, and a desire to reduce inequality.

Among other findings are the following:

- Most workers in developing countries are unaware of trade unions, which in most of these countries represent under 10 per cent of workers
- Women usually experience more insecurity on average than men, and face more types of insecurity



© M. Crozet/ILO

- Employment security is diminishing almost everywhere, due to the informalization of economic activities, outsourcing, and regulatory reforms
- A large number of people possess skills which they do not use in their work
- Job security (the possession of a position giving good prospects of satisfying work and a career) is weak in most countries, and data from the People’s Security Surveys highlight wide-spread job dissatisfaction

Finally, the analysis considers a wide range of policies to determine which offer the best prospect for providing greater levels of economic security, particularly in developing countries. To evaluate such policies, it proposes a novel approach, evaluating them on the basis that they should offer the strong prospect of reducing the economic insecurity of the most insecure groups in society, and of not imposing controls and “unfreedom” on intended beneficiaries.

The ILO analysis concludes that conventional social security systems are inappropriate for responding to the new forms of systemic risk and uncertainty which characterize the emerging global economic system. Accordingly, governments and international agencies should promote universalistic, rights-based schemes which provide people with basic economic security, rather than resorting to selective, means-tested schemes. And they should promote new forms of “Voice”, bodies which represent all legitimate interests in society. Without Voice and basic income security, almost everybody will face a future of economic insecurity.

Qualified to undertake bigger challenges, this barman awaits new opportunities.





INTERVIEW WITH GUY STANDING



© ILO PHOTO

It's not just high salaries which make workers happy. Guy Standing, co-author of *Economic Security for a Better World*, answered *World of Work's* questions on what the report found, and how it

came to its conclusions

World of Work: *You show a link between economic security and happiness...how do you measure happiness?*

Guy Standing: We used surveys which asked how satisfied people were with life, and used the results to see what inequalities in happiness there were in countries. Surprisingly, we found that economic security – not income level – was the most important thing for people's happiness.

WoW: *So personal happiness is not just a question of how much you earn...*

Standing: Up to a certain point, higher incomes do make people happier. But we found that there was a stronger correlation with economic security.

WoW: *Is economic insecurity a problem only in poor countries?*

Standing: No, we actually found that many lower income countries – especially in South and south-east Asia – had greater shares of economic security compared to their share of the world's income.

WoW: *Economic uncertainty is growing...who is suffering most?*

Standing: The current economic situation is shifting risk from capital to labour. Basically, workers and the poor face a greater share of risks and much more uncertainty. Whole communities can be hit by shocks or disasters, and

old-style social security schemes are not well designed for such situations.

WoW: *Is there a link between democracy and economic security?*

Standing: We certainly looked at government policies and institutions, and found that economic security is very positively related to democracy and social spending on social security.

WoW: *Does a high level of skills guarantee more income security and happiness?*

Standing: Not necessarily; some people find that their skills are underutilized at work.

WoW: *The report shows that countries with strong representation security tend to have lower levels of inequality. Aren't fewer workers joining unions worldwide?*

Standing: De-unionization has continued all over the world. In some countries, the unionization rate has shrunk below 10 per cent. This is a worrying erosion of a main voice in the world of work in the era of globalization. We put considerable emphasis on the need to boost new forms of legitimate collective voice.

WoW: *What is the role of globalization and trade liberalization in all this?*

Standing: Trade liberalization can be beneficial for economic security. But we found that developing countries don't always have the necessary institutional capacity to deal with shocks caused by capital account liberalization.

WoW: *What sorts of policies are needed to overcome economic insecurity?*

Standing: The final part of our report argues that a rights-based strategy is required, that the two fundamental forms of security are income and representation, and that experiments in universal income security should be adopted. There is no reason for pessimism.

European companies and Nordea

"Societas Europae": Ancient name, new concept

After years of debate and discussion, the European Union plan to allow multinational companies to incorporate as "European companies" is about to become a reality. The statute, together with an accompanying directive covering worker involvement, was passed in October 2001, to come into force three years later. From October of this year, a brave new experiment in company governance will begin, allowing companies to operate across the EU with one set of rules and a unified management and reporting system

LONDON – The name is in ancient Latin, but the concept is new. Called "SEs" for "Societas Europae", these new companies can be established in various ways; for example, by the merger of two or more EU-based companies, or by the creation of joint holding companies or subsidiaries. Individual companies may also choose to transform themselves into SEs if they already have an established presence in more than one EU member state.

The creation of the SE framework in 2001 heartened enthusiastic Europeans wanting to reinforce the Union's ability to operate more effectively across national boundaries. What nobody could predict then was how useful it would prove to be. Would many – would any – companies make the transition?

The news that the Scandinavian bank, Nordea, is to convert into an SE has more than local rel-



evance. Resulting from recent mergers between banks in Sweden, Finland, Denmark and Norway, the new SE announced, in June last year, its intention to convert the four national banking groups into a one-bank structure. Nordea hopes to have completed its move to an SE by the end of next year.

The company has complained that its current legal structure, straddling four nations, has proved unhelpfully complex. "The change will lead to improved operational efficiency, reduced operational risk and enhanced capital efficiency," Nordea

>>

>> Group CEO Lars G. Nordström said, in announcing the decision.

Nordea's conversion to an SE poses some fascinating questions for trade unions, who see this as a vital test case for any subsequent SEs. Unions and management have been given, in the EU Directive on Worker Involvement in the European Company, detailed and complex procedures for negotiating how employees will participate and be consulted, differing in many respects from the well-established rules on creating European Works Councils. For example, companies planning to establish an SE must take the lead in initiating negotiations with unions, through the creation of a Special Negotiating Body. Nordea's management and unions are likely to be the first in Europe to put these procedures to the test.

Nordea has a strong tradition of social partnership already. Since 2001, Nordea has operated a Group Council, with four management and eight union representatives, who meet four times a year. The Group Council's mandate is to improve the bank's performance "by encouraging dialogue between management and labour union representatives, and thereby creating a productive working environment". Nordea has also established a series of Business Area Consultative Committees, which also operate at transnational level.

In line with Scandinavian law, union representatives currently have places in the bank's Governing Board. However, because of a quirk in the Swedish law, the places for union representatives on Nordea's Board would not necessarily be a statutory requirement under the new legal structure. The unions are naturally concerned to ensure that the provisions in Nordea SE are, at least, no worse than the present situation (a requirement under the European Union Directive).

The unions also know that the creation of an SE raises issues which challenge the traditional nation-state basis of trade union organization. The four main unions in Nordea are the respective national finance sector unions (Finansförbundet in Norway, Sweden and Denmark, Fackförbundet Suora in Finland), which already cooperate closely through an umbrella body, Nordic Finance Union, or NFU (Nordiska Finansanställdas Union). There is also a well-established Nordea Union Board, which brings together union representatives from the constituent unions.

Nevertheless, collective bargaining remains an activity which is primarily carried out at the national level. For example, while the Nordea Con-

sultative Committees have some negotiating powers, issues related to pay and bonuses, contractual matters and other subjects regulated by national collective agreements, remain the responsibility of national negotiators.

Will this remain tenable once Nordea is a European Company? The aim, as Jan-Erik Lindström, General Secretary of NFU, points out, is to ensure that the unions operate effectively together. "They want to act more and more like one union, speaking with one voice," he says.

But the way to achieve this is still being discussed. In a thought-provoking report entitled "One Company, One Union", a cross-union working party rehearsed a number of options, one of which would be the establishment of a new independently constituted multinational Nordea union. This is currently viewed only as a longer-term possibility. In the shorter term, the objective is to create organizational frameworks based on the existing unions, which are capable of acting in a unified manner to create "one union" in practice if not in law. The new union structures will also have to respond to Nordea's operations outside Scandinavia, particularly in Poland (where a minority of employees are union members) and in the Baltic states.

For Niklas Bruun, professor of European labour law at institutions in both Sweden and Finland, Nordea's process of turning itself into an SE deserves close monitoring. "This is really about a completely new institutional framework," he says. "Nordea is the first. It's a huge player in the Nordic markets; it's really the Nordic bank, and its impact is huge. That explains the importance and significance of the conversion process."

The agreement on Nordea's current Group Council specifies the areas which the Council has the power to discuss:

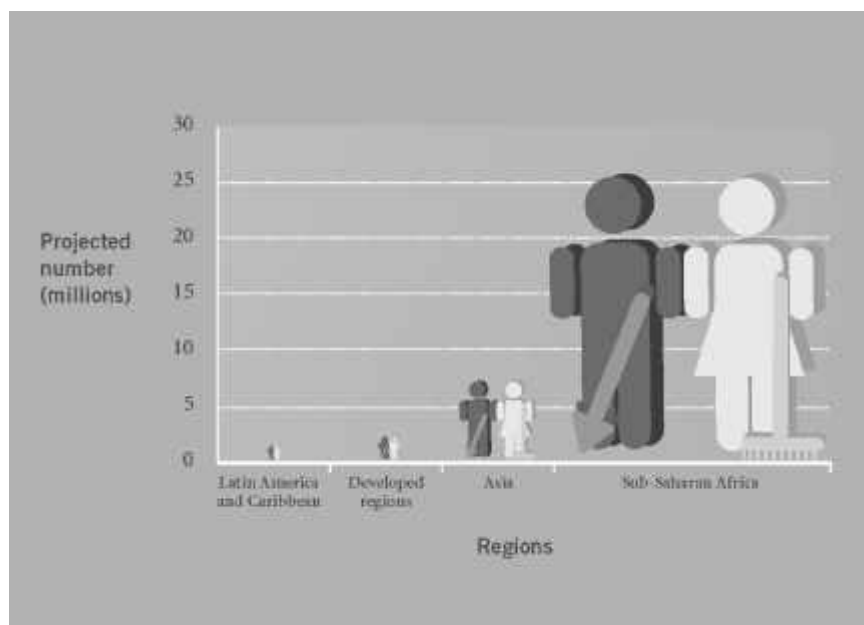
- Review of the Group's quarterly report
- Business areas, staff and service unit information on long-term plans, as well as on their possible effects on organizational structure, competence requirements and other implications for employees
- Other collaboration matters which both parties agree to include on the agenda

First global analysis

HIV/AIDS to have major impact on world of work

An estimated 36.5 million people of working age have HIV, and by next year the global labour force will have lost as many as 28 million workers due to AIDS since the start of the epidemic. So says a new global report¹ by the International Labour Office (ILO) that paints a grim picture of the impact of HIV/AIDS on the world of work

GENEVA – The new ILO report on HIV/AIDS in the world of work contains stark data; it estimates that in the absence of increased access to treatment, the number of workers lost to the labour market due to HIV/AIDS will increase to 48 million by 2010 and 74 million by 2015, making HIV/AIDS one of the biggest causes of mortality in the world of work.



© ILO

KEY FINDINGS

Among the key findings in the report:³

- The ILO report says that of the 35.7 million persons between the ages of 15 and 49 estimated by UNAIDS to be infected with HIV, over 26 million are workers. If all working-age persons, including those aged up to 64, and others performing informal work either inside or outside their homes are added, the estimated number of persons with HIV climbs to 36.5 million.
- The direct impact of HIV/AIDS on workers is twofold. While tens of millions have already died, millions more are dropping out of the labour force. The ILO estimates that in 2005, 2 million workers globally will be unable to work – up from 500,000 in 1995. By 2015, the number will double to 4 million people who are unable to work due to HIV/AIDS.
- Other economically active workers will be forced to shoulder an increased economic burden as the result of their colleagues dying of HIV/AIDS, estimated to be 1 per cent greater globally in 2015 than in the absence of HIV (5 per cent greater in sub-Saharan Africa).
- Other adults in the household of a person with HIV/AIDS will have to shoulder an increased burden of care, estimated to be 1 per cent greater globally in 2015 than in the absence of HIV (6 per cent in sub-Saharan Africa).

- Adults of working age, whether or not they are formally considered labour force participants, may have to drop economically productive activities to divert time to care, especially in developing regions of Africa, Asia, Latin America and the Caribbean. This means that if 2 million workers are unable to work because of HIV/AIDS, approximately 2 million more persons of working age will be unable to work because of care duties; i.e., the indirect impact of care can double the direct impact of the illness where the burden of care is in the household and on the family.

“These effects of HIV/AIDS on the labour force and on all persons of working age, are measurable in their overall impact on economic growth and development,” says Franklyn Lisk, Director of the ILO/AIDS programme. “By causing the illness and death of workers, the HIV/AIDS epidemic reduces the stock of skills and experience of the labour force. This loss in human capital is a direct threat to the Millennium Development Goals of reducing poverty and promoting sustainable development.”

By far the majority of countries most affected by HIV/AIDS are in Africa, where the regional average HIV prevalence (among 15 to 49 year-olds) is 7.7 per cent. The impact on individuals, households, the society and the economy in Africa and elsewhere was assessed using a number of measures and indicators, several of them developed for this purpose.

>> “This amounts to the disappearance of a large country’s population from the face of the earth,” says report author Odile Frank of the ILO. “We cannot underestimate the impact this will have on the global economy.”

The new analysis of 50 countries² in sub-Saharan Africa, Asia, Latin America and the Caribbean, and two developed regions, says HIV/AIDS is expected to have a severe impact on the rate of growth in gross domestic product (GDP) and in GDP per capita by destroying the “human capital” built up over years, and weakening the capacity of workers and employers to produce goods and services for economies.

“HIV/AIDS is not only a human crisis, it is a threat to sustainable global, social and economic

development,” says ILO Director-General Juan Somavia. “The loss of life and the debilitating effects of the illness will lead not only to a reduced capacity to sustain production and employment, reduce poverty and promote development, but will be a burden borne by all societies – rich and poor alike.”

The report was presented at the XVth International Conference on AIDS in Bangkok, Thailand, held on 11 to 16 July. It was prepared on the basis of newly developed demographic and epidemiological data from the United Nations and other sources which allow for such global projections of the impact of HIV/AIDS on the world of work for the first time.

MACROECONOMIC AND SOCIAL IMPACT

The direct and indirect impact of HIV/AIDS on the labour force is measurable in macroeconomic terms, the ILO study says. In countries where the impact was measurable between 1992 and 2002, the rate of growth of GDP was lower by 0.2 per cent per year (equivalent to US\$25 billion per annum) and the rate of growth of GDP per capita was lower by 0.1 per cent per year (equivalent to US\$5 per capita per annum).

The report also notes that:

- The epidemic will have a multiple impact on women in the countries most affected by HIV/AIDS. Whether women work productively inside or outside the home, their work time will be displaced by the fact that they are primary caregivers. In addition, young women are now showing the largest increases in HIV-prevalence rates. Finally, where women are responsible for subsistence farming (across most of Africa), if they themselves are not ill, the burden of caring for family members ill with AIDS, the demand to earn income to replace the lost income of the person living with AIDS, and the burden of care for other family members – notably young children and older persons – may displace available time for farming, which jeopardizes their capacity for providing food to the household, and/or ensuring the well-being of all household members.
- The impact of HIV/AIDS will affect a vast cross-section of the labour force in the public and private sectors, as well as agriculture, the informal economy, and women and children in the most affected

countries. The report says the impact of HIV/AIDS will be especially severe in the educational and health sectors, where the proportion of educators and health-care providers dying of HIV/AIDS may reach as high as 40 per cent by 2010 in some instances.

- In rural areas of the most affected countries, HIV/AIDS is worsening the economic situation of impoverished rural households, exhausting the ability of rural communities to withstand shocks, and seriously aggravating existing food insecurity, the report adds.
- Children will suffer from a lack of parental care and guidance, or find themselves forced to abandon schooling and seek work which not only threatens their physical well-being but will deprive them of education, skills and training, thus threatening the goals of eliminating child labour and promoting sustainable development.

“The challenge for national policy is to address human capital issues, and develop means to sustain the supply and quality of public goods and services,” the report says. “Furthermore, to reach a critical mass of response to the epidemic, a supportive and enabling policy environment needs to be fostered, with specific focus on the legal framework, sustaining educational and employment capacity, integration as a goal of development strategies, and reduction of poverty.”

WHAT CAN BE DONE?

- The response to the HIV/AIDS epidemic in the world of work is manifold, the report says. The ILO established a programme in 2001, and drafted a Code of Practice the same year to guide responses to the epidemic as a workplace issue.
- Several countries have drafted enlightened legislation in the form of revised or new laws which can play an important role in mitigating the impact of HIV/AIDS at the workplace and protecting the rights of persons who are living with HIV/AIDS.
- There are efforts in numerous countries in a range of response areas focusing on both prevention and treatment, which include developing national sectoral policies, community efforts to reduce stigma and discrimination, private sector initiatives to promote prevention, behavioural change, communications for workers and, finally, treatment programmes in the workplace, which are increasingly

seen by a range of enterprises as the least costly option to maintain profitability and ensure growth.

Still, while the ILO underscores the dramatic impact which HIV/AIDS has on the labour force, on rural societies and on the economy, it stresses that the workplace holds out extraordinary promise as part of the solution.

"The workplace is an ideal medium for a comprehensive approach to HIV/AIDS," said Odile Frank. "Work provides a venue – the workplace – where talking about HIV/AIDS is especially relevant, where prevention skills can be directly transmitted, and where treatment can be exceptionally productive."

The ILO's unique tripartite system also allows it to do what no other international organization can – work with governments, workers and employers to reach all corners of the world of work with vital care and prevention messages.



© WHO PHOTO

- ¹ *HIV/AIDS and work: Global estimates, impact and response 2004*, The ILO Programme on HIV/AIDS and the World of Work, International Labour Office, Geneva 2004, ISBN 92-2-115824-1, available at www.ilo.org/aids.
- ² The countries covered in the report include 40 countries with an estimated HIV prevalence over 2 per cent in 2001, five countries with an estimated prevalence between 1.5 and 2.0 per cent in 2001, and five countries with a population of persons living with HIV/AIDS of a million or more. They include 35 countries of sub-Saharan Africa, eight countries of Latin America and the Caribbean, five countries of Asia, and two countries in the more developed regions. (See report, Main Table 1, for country-by-country and regional data in the report, beginning page 72.)
- ³ In the 50 countries of the world affected by HIV/AIDS and included in this report, HIV prevalence in persons aged 15 to 49 was estimated to range from under 1 per cent to nearly 40 per cent at the end of 2003. The HIV prevalence rate by country can be seen in alphabetical order by region in every main table, and all other data are presented in that order. Each table also shows the regional average HIV prevalence weighted for population for the regions of sub-Saharan Africa, Asia, Latin America and the Caribbean, and for the more developed regions, as well as for all 50 countries.





THE WORKPLACE TAKES CENTRE STAGE IN FIGHT AGAINST HIV/AIDS ILO LEADERSHIP FORUM CALLS FOR INTENSIFIED EFFORT

With some 36.5 million working age people presently living with HIV/AIDS, the workplace is taking a direct hit from the epidemic. On the other hand, the workplace is also uniquely positioned to be part of the solution for curbing the pandemic, according to business, labour and government leaders who participated in the ILO-organized World of Work Leadership Forum at the XVth International AIDS Conference in Bangkok. Citing this opportunity, the leaders called for increased resources and commitment to fight HIV/AIDS in the workplace.

“The workplace provides a vital entry point for provision of education, care and treatment, and activities to combat discrimination.”

they said. “This joint statement gives voice to that recognition, hereby calling on governments, employers and their member organizations, and trade unions and their members to give the issue the highest priority.”

The world of work leaders agreed that efforts need to be expanded and resources mobilized to develop and implement effective responses to the humanitarian and development challenges of HIV/AIDS. They also expressed concern that “stigma, silence, denial and discrimination against people living with HIV/AIDS increases the impact of the epidemic and constitutes a major barrier to an effective response. Addressing these issues lies at the heart of successful workplace programmes.”

“The strong and effective presence of leaders in the world of work – represented by the ILO’s tripartite constituents – at the International AIDS Conference attests to the importance and contribution of the ‘workplace’ to national efforts to combat HIV/AIDS,” said Franklyn Lisk, Director of the ILO Programme on HIV/AIDS in the world of work.

The participants in the forum also called for increased access and involvement of people living with HIV/AIDS in the planning and imple-



mentation of workplace programmes.

“We reaffirm that the ILO Code of Practice on HIV/AIDS and the World of Work provides a framework for workplace action, and the promotion of good practice in policy formulation and programme implementation,” the statement said. “We call on all leaders in the world of work to generate the resources urgently required for the financing of a sustainable expansion of workplace activities in all regions.”

Government participants in the leadership forum included Ms. Bakoko Bakuru, Minister of Labour, Gender and Social Development, Uganda; Mr. Thapabutr Jamasevi, Deputy Permanent Secretary of the Ministry of Labour, Thailand; Ms. Zulmia Yanri, Director, OSH Standard Division, Ministry of Manpower and Transmigration, Indonesia; and Dr. Anna Marzek-Boguslaska, Director of the National AIDS Centre, Poland.

From the employers' side: Mr. Antonio Peñalosa, Secretary General, International Organization of Employers, Switzerland; Ms. Siriwan Romchatthong, Executive Director, Employers Confederation of Thailand; and Mr. Anthony Pramualratana, Executive Director, Thai Business Coalition on AIDS, Thailand.

From workers' organizations: Mr. Andrew Kailembo, General Secretary, ICFTU AFRO, Kenya; Ms. Clementine Dehwe, Global Unions HIV/AIDS Coordinator, ICFTU, Brussels; and Mr. Surat Chanwanpen, Deputy Director-General, LCT, Thailand.



Ten years after: A decade of progress for indigenous peoples

The United Nations International Decade for the World's Indigenous People has focused new attention on the plight of these vulnerable peoples. Now, more than a decade after the adoption of the ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169), *World of Work* examines what progress has been made, and what problems still face these people in today's world

GENEVA – There are an estimated 350 million indigenous people in the world. Most are marginalized in almost every aspect of daily life. Rising world population and mounting demands for natural resources are putting pressure on these people, and they face increasing poverty, ill health, and discrimination. They are often the subject of projects, which don't always manage to address the specific needs and concerns of indigenous and tribal peoples, particularly with respect to their working and living conditions.

The General Assembly of the United Nations proclaimed the International Decade in December 1993, with the theme, "Indigenous people: Partnership in action". The purpose of the Decade was to strengthen international cooperation towards solving problems faced by indigenous people in areas such as human rights, the environment, development, education and health.

As a contribution to the Decade, the Project to Promote ILO Convention No. 169 was set up in 1996. It has two main objectives: to promote the adoption and implementation of legislation and policies which incorporate the rights of indigenous and tribal peoples; and to provide capacity-building for these peoples.

Convention 169: A history

The ILO first began to address the situation of so-called "native workers" in European colonies as early as 1921. Later, following the creation of the United Nations in 1945, the ILO began to address indigenous and tribal peoples generally – not just

in their capacity as workers – and after leading a development programme for Andean Indians, the ILO began work on the Indigenous and Tribal Populations Convention, 1957 (No. 107). It became the first international treaty ever to be adopted on this subject.

As the years passed, however, concerns over Convention No. 107 began to appear. The Convention assumed that indigenous and tribal peoples must integrate into the larger society, and that decisions regarding development were the concern of the state rather than of the people most affected. A Meeting of Experts convened in 1986 concluded that "the integrationist approach of the Convention was obsolete".

In June 1989, the Indigenous and Tribal Peoples Convention (No. 169) was adopted. While Convention No. 107 assumed the gradual disappearance of indigenous and tribal populations through integration, Convention 169 states at its heart that the ways of life of indigenous and tribal peoples should and will survive, and that these peoples and their organizations should be closely involved in the planning and implementation of development projects which affect them.

Since its adoption, Convention No. 169 has gained recognition as the foremost international policy document on indigenous and tribal peoples. It sets international standards, and seeks to bring governments, organizations of indigenous and tribal peoples, and other people concerned together in the same dialogue.

Promoting the Convention

With the establishment of the Project, a growing focus by other ILO projects on indigenous and



© M. Crozet/ILO

>>

"After the fellowship programme, I intend to implement activities in my own community to develop principles and guidelines to reconcile indigenous rights with conservation initiatives."

- Nobirabo Musafiri, Batwa "pygmy" fellow, Democratic Republic of the Congo.

"I now have the knowledge, tools and contacts necessary to support my work and my community and country... defending our cultural diversity, traditional knowledge and systems of beliefs, organizing and egalitarian development."

- Victoria García Ajucum, Maya-K'iche' fellow, Guatemala.

tribal peoples has made the ILO one of the lead UN agencies on the question of indigenous people in the fields of discrimination, forced and child labour, education and general human rights questions.

The Project cooperates with governments, and employers' and workers' organizations, NGOs, and indigenous and tribal peoples' organizations to achieve its objectives. It aims to increase the capacity of these peoples to participate in, and take responsibility for, development and policy processes which affect them directly. To that end, the ILO recently established the indigenous and tribal peoples fellowship programme (implemented in close cooperation with the Office of the UN High Commissioner for Human Rights). Fellows experience

first-hand the workings of the ILO for a three-month training period at ILO headquarters in Geneva, learning the necessary tools – theoretical and practical – to promote and protect their rights on return to their communities. The scheme also provides the ILO with a great opportunity to learn from these indigenous people.

The ILO is currently undertaking a review of the role it has played in the advancement of the goals of the Decade, and of the impact which Convention No. 169 and ILO technical cooperation activities have had. Despite the obvious achievements of the Decade, there is still a long way to go, and it is imperative that work continues to promote and protect the rights of indigenous and tribal peoples all over the world.

MACROECONOMIC AND SOCIAL IMPACT

Native Americans – the indigenous peoples of the US – often live in poverty and despair, whether on federally established reservations or in urban centres. Now, new enterprises are providing hope for a better life. Among these are gambling and hospitality. Journalist Savita Iyer examines the extent to which Native Americans have benefited from such enterprises, and why more and better education is needed to improve their lot

Native Americans today face grinding poverty and soaring unemployment. Life on the reservations where many of them live is hard – besides poverty, they face 50 to 80 per cent unemployment and conditions which can engender demoralization, substance abuse, violence and crime.

A move to urban centres in the 1950s and 1960s did little to improve matters. Says C. Matthew Snipp, a Stanford University sociologist, "Basically, [the relocation] took a group of people with relatively few skills and put them in large cities where they were completely out of place."

Still, some Native American communities are finding new sources of income in private enterprise. The Indian Self-Determination and Education Act of 1975 – which granted more autonomy to tribal governments to manage their own affairs – encouraged many tribes to turn toward private enterprise. These businesses may include trailer parks or manufacturing and selling tobacco products. Now, gaming has become the most lucrative.

Today, Native American gaming is a US\$16 billion industry – amounting to a hefty 36 per cent of national gaming revenue. The success of casinos such as the Connecticut-based Foxwoods casino, owned by the Mashuntucket Pequot tribes, or the Mohegan tribe's Mohegan Sun casino, has been instrumental in creating new jobs for tribal members and raising revenue for health care, education and further business ventures.

In California, where revenues from Indian gaming reached around US\$5 billion last year, casinos are providing jobs in an otherwise depressed job market – not just for Native Americans, but for other minorities as well. The industry continues to boom as tribes expand casino offerings and open hotels, resorts and spas.

Still, challenges remain. Despite strict rules on how gaming revenues are spent and tax breaks, the business hasn't been a panacea for unemployment and poverty. The remote location of many tribes and their gaming enterprises doesn't provide access to a broad client base, and the benefits of gaming revenue aren't widespread since only a few gaming enterprises – 19 per cent – account for 70 per cent of total Native American gaming revenues.

Jerry Lamb, a member of the Gros Ventre tribe of Montana, and Executive Director of American Indian Business Leaders (AIBL), says private enterprise may be the only way forward. Developing new sources of revenue isn't easy, Lamb says, but may be the only way to create both revenue and employment. Lamb also believes the only way for Native Americans to continue expanding business opportunities is through more and better education. Says Lamb, "We want our members to get a good education and to acquire solid skills in order to direct business and lead our tribes forward, while fostering our cultural heritage and preserving our community."



© Foxwoods Resort Casino

Mining out child labour in Santa Filomena

They still mine for gold in Santa Filomena, a remote mining community far from Lima, Peru. But these days, they do it without the children. With the help of the ILO, this village of 1,500 inhabitants was able to declare itself child-labour free this past June, providing a new sheen to the miners and their community

LIMA – “Show up, tiny bit of gold, show up,” children used to cry, hoping to see a few golden particles emerge from the mix of mercury and mineral earth in the screening plate, or as they stirred gravel and stones with their hands.

In Peru, some 50,000 children as young as six, work in small-scale gold mining, considered to be one of the worst forms of child labour. According to estimates of the ILO International Programme on the Elimination of Child Labour (IPEC), some 11,000 children who are now under six could be recruited in the near future.

But the inhabitants of the village of Santa Filomena have moved on. This past June, the Minister for Women and Social Development, Ana Maria Romero, declared the village “to be the first mining community free from child labour in Peru”.

“The girls and boys of Santa Filomena will no longer be exposed to mercury and have to carry bags filled with mineral earth on their shoulders,” said the Minister during the inauguration of a small-scale gold-processing plant which will replace the child workers.

Santa Filomena is situated in the Ayacucho region in the Peruvian Sierra. Its history goes back to the mid-1980s when the first gold prospectors arrived. Today, 47 per cent of the town’s 1,500 inhabitants are children, and the great majority of them had been working.



© ILO

The community was included in the ILO/IPEC programme on the elimination of child labour in mining in South America, which covers Bolivia, Ecuador and Peru, where some 400,000 people, directly or indirectly, depend on this activity, and an estimated 200,000 children are involved in it or are entering it.

A miner’s life

Peru is the largest gold producer in Latin America and number seven worldwide. Gold is the country’s main export and 13 per cent, some 15 tons a year, comes from small-scale mining activities with an export value of US\$120 million per year. The mineral provides a livelihood to some 30,000 families.

>>

THE MINING PROGRAMME



Thanks to the ILO/IPEC programme on the promotion of sustainable development in mining communities in seven sites in Bolivia, Ecuador and Peru, 1,046 children have been

withdrawn from small-scale mining and 6,265 have been prevented from taking up work in small-scale mining.

The subregional programme on the prevention and progressive elimination of child labour in small-scale gold mining in South America was started in 2000, with the support of the United States Department of Labor (USDOL).

Key elements in the strategy against child labour in small-scale mining in these countries focus on working conditions in the mines, the situation of children, the development needs of the communities, and public policies at the national and local levels.

Central elements of the programme include raising awareness in families,

strengthening institutions, and improving services and the mining production process to generate higher incomes for adults.

On the mining site of Bella Rica, Ecuador, some 3,000 people seek their fortune. Not many of them find it; low productivity allows most of the families to find just enough gold to survive. Frequently, children process tons of material.

But even here the ILO programme has begun and things are changing. Bladimir Chicaiza, ILO/IPEC representative in Ecuador, says that 230 children have already been withdrawn from mining activities in Bella Rica. Another 50 children are still working because their parents are afraid to lose their children's support.



Small-scale mining is considered both an opportunity and a problem in Peru. On the one hand, it is recognized for its job creation potential, and its contribution to local development and the fight against poverty and migration to the big cities. Furthermore, small-scale mining earns foreign currency and permits the exploitation of sites whose low returns, simple technology and labour intensity are uninteresting for industrial mining. On the other hand, extracting gold is synonymous with environmental pollution, serious health and safety problems at work, precarious working conditions and, more and more frequently, the use of child labour on extremely dangerous sites.

At small-scale mines, it is common to see children working inside the mine shaft, inhaling a mix of dust and toxic gases, or outside at the gold-washing installations in high temperatures and torrential rain, inhaling highly toxic gaseous mercury stemming from the mix which allows separation of the gold particles.

"The health of the children is seriously affected," says the Web site of the ILO/IPEC programme on small-scale mining.

Community action

According to Carmen Moreno, the local ILO/IPEC expert, "The Santa Filomena experience is the most complete and emblematic, because it

shows that it is possible to prevent and eliminate child labour in small-scale gold mining, with the strong support of local institutions and an integrated approach to sustainable development of the community and the families."

The mining community of Santa Filomena has organized itself as the Mineworkers' Association, in order to obtain such advantages as a permit to use explosives and improved transport facilities for getting the gold to the retail center – all essential elements in improving working conditions.

On the basis of this community organization, and together with the NGO CooperAccion and the Peruvian authorities, the ILO started its project to eradicate child labour in small-scale mining in Santa Filomena. The ILO model of preventing and eliminating child labour was based on the promotion of sustainable development and community participation.

Combining strategies of formalization, modernization of production, strengthening organizational capacities, improving social protection, creating income for women, awareness-raising and the development of education, nutrition and health services, the project enabled hundreds of boys and girls to leave the mines.

Calendar of Standard Courses, 2005



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 400; the annual number of participants exceeds 9,000. 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 material 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 and descriptions in the Calendar are in the language of the course (except for Arabic and Russian).



STANDARDS AND FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

Normas internacionales del trabajo para magistrados, juristas y docentes en derecho

1 week - 07/03-11/03

International labour standards, equality employment and workers with family responsibilities

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

2 weeks - 14/03 – 25/03

The lost childhood of child workers: a challenge for everyone

L'enfance volée des enfants travailleurs : un défi pour tous

2 weeks - 04/04-15/04

International labour standards

Normes internationales du travail

Normas internacionales del trabajo

2 weeks - 16/05-27/05

Freedom of association and the social dimension of regional integration
Liberté syndicale et la dimension sociale de l'intégration régionale

2 weeks - 04/07 - 15/07

Trafficking in human beings: a course on slavery in the 21st century

Le trafic des êtres humains : un cours sur l'esclavage au XXI siècle

2 weeks - 04/07-15/07

International labour standards for judges, lawyers and legal educators

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

2 weeks - 29/08-09/09

International labour standards, productivity and enterprise development

2 weeks - 03/10 - 14/10

International labour standards and globalization: tools for the globalized marketplace

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

2 weeks - 07/11 – 18/11

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, INFORMATION AND PRICES 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

Visit our Web site: <http://www.itcilo.it>



EMPLOYMENT AND SKILLS DEVELOPMENT

Labour market information and labour market analysis with an emphasis on the informal economy

1 week - 07/03 – 11/03

Nuevas formas de organización del trabajo y formación continua

2 weeks - 23/05 – 03/06

Local employment initiatives as a response to youth employment problems

2 weeks - 13/06 -24/06

Labour market and employment policies in developing countries and transition economies

2 weeks - 04/07 -15/07

Decent jobs and better services for the urban poor: mobilizing stakeholders for effective local public-private partnerships

1 week - 04/07 – 08/07

Supervisão e avaliação de programas de educação técnica e formação profissional

2 weeks - 26/9 - 07/10

New roles for public employment services

1 week - 05/09 – 09/09

Putting employment at the centre of public investment and poverty reduction processes – interregional workshop on employment-intensive investment policies and programmes

1 week - 03/10 – 07/10

Les initiatives locales d'emploi pour la promotion de l'emploi des jeunes

1 week - 10/10 –14/10

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

1 week - 24/10 – 28/10

Développement des politiques de formation pour la promotion du travail décent dans l'économie informelle

1 week - 05/12 – 09/12



ENTERPRISE DEVELOPMENT

Improving productivity through good practice in human resources management

2 weeks - 31/01 - 11/02

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

4 months - 01/02 - 31/05

Servicios de desarrollo empresarial orientados al mercado (MOSBDS)

4 months - 01/02 - 31/05

Generar procesos de Desarrollo Económico Local mediante Cooperativas (DELCOOP)

6 months - 01/03 - 31/08

Local economic development in post-crisis situations

1 week - 14/03 - 18/03

SME Cluster Development: Principles and Practice

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

UNIDO/ILO ITC joint programme

2 weeks - 18/04 - 29/04

Global compact management training programme

1 week - 09/05 - 13/05

Strategies for Local Economic Development (LED)

2 weeks - 16/05 - 27/05

Estrategias para el Desarrollo Económico Local (DEL)

2 weeks - 16/05 - 27/05

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

4 months - 01/07 - 31/10

Servicios de desarrollo empresarial orientados al Mercado (MOSBDS)

4 months - 01/07 - 31/10

Local enterprises and employment in the global economy

1 week - 04/07 - 08/07

The Boulder Microfinance Training Programme: European edition in association with the ILO (Training in best practices in microfinance with the option to study topics through electives)

3 weeks - 08/08 - 26/08

Policies and strategies for SMEs development

2 weeks - 22/08 - 02/09

BDS Seminar – the sixth annual seminar

1 week - 19/09 - 23/09 +

3 days study visit - 26/09 - 28/09

International labour standards, productivity improvement and enterprise development

2 weeks - 03/10 - 14/10

Politiques et législation concernant les coopératives

2 weeks - 10/10 – 21/10

Creating an enabling environment for SED

2 weeks - 17/10 - 28/10

Curso de especialización Desarrollo Empresarial y Globalización “La calidad, elemento clave para el éxito empresarial”

13 days - 07/11 - 23/11

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

2 weeks - 05/12 - 17/12



SOCIAL PROTECTION

Social health insurance

2 weeks - 21/02 - 04/03

Atelier sur les régimes de pension et le financement de la sécurité sociale

3 weeks - 28/02 - 18/03

Inspección estatal de la seguridad y salud en el trabajo

2 weeks - 02/05 - 13/05

Workshop on social security financing

2 weeks - 09/05 - 20/05

Workshop on pension schemes and social security financing for Arab States

2 weeks - 04/07 - 15/07

Occupational safety and health inspection systems

2 weeks - 04/07 - 15/07

Estrategias para la extensión de la Seguridad Social

2 weeks - 01/08 - 12/08

Stratégies pour l'extension de la protection sociale

2 weeks - 29/08 - 09/09

Taller sobre regímenes de pensiones y financiamiento de la Seguridad Social

2 weeks - 29/08 - 09/09

Workshop on pension schemes

3 weeks - 26/09 - 14/10

Strategies for the extension of social security

2 weeks - 21/11 - 02/12



WORKERS' ACTIVITIES

Formación sindical sobre la seguridad social

4 weeks - 24/01 - 18/02

Trade union training in ILS and the ILO Declaration on fundamental Principles and Rights at Work and its follow-up

4 weeks - 14/02 - 11/03

Trade union training in international economics, regional integration and political economy

4 weeks - 14/03 - 08/04

Formation syndicale en matière d'économie internationale, d'intégration régionale et d'économie politique

4 weeks - 04/04 - 01/05

Formation syndicale sur les Normes Internationales du Travail et la Déclaration de l'OIT sur les Principes et Droits Fondamentaux au Travail et son suivi

4 weeks - 16/05 - 10/06

Formación sindical sobre tecnologías de la información, con un foco sobre educación a distancia

4 weeks - 13/06 - 08/07

Trade union training in economic and financial analysis of enterprises for collective bargaining

4 weeks - 08/08 - 02/09

Formação sindical sobre as políticas de emprego e as estratégias para reduzir a pobreza

4 weeks - 05/09 - 30/09

Trade union training on employment policies

4 weeks - 12/09 - 07/10

Trade union training in information technology

4 weeks - 01/10 - 25/11

Note: Training courses under the Workers' Activities Programme are attended by invitation only. Additional candidates paying a reduced fee may be accepted subject to the approval of the Workers' Group and the Bureau for Workers' Activities (ACTRAV) of the International Labour Office.



EMPLOYERS' ACTIVITIES

The final list of activities is being drawn up together with our partners, covering four themes:

- Strategic development of functions and structures of employers' organizations;
- Industrial relations;
- Productivity;
- Occupational safety and health.



SOCIAL DIALOGUE AND THE PUBLIC SECTOR

Técnicas de negociación para mujeres representantes de los trabajadores y de los empleadores

1 week - 07/03 - 11/03

Participatory labour legislation drafting (Module A)

Rédaction de la législation du travail : une approche participative (Module A)

1 week - 04/04 - 08/04

Training of trainers in participatory labour legislation drafting (Module B)

Formation de formateurs en matière de rédaction de la législation du travail (Module B)

3 days - 11/04 - 13/04

Gestão da reforma administrativa: uma abordagem participativa

3 weeks - 02/05 - 20/05

Managing public service reform: a participatory approach

3 weeks - 13/06 - 01/07

Curso de especialización de expertos latinoamericanos en relaciones laborales: "Democracia, mercado y relaciones laborales"

3 weeks - 29/08 - 16/09

Gestão de recursos humanos na função pública

4 weeks - 05/09 - 30/09

Participatory labour legislation drafting (Module A)

1 week - 26/09 - 30/09

Training of trainers in participatory labour legislation drafting (Module B)

3 days - 03/10 - 05/10

Formation des conseillers en gestion des ressources humaines dans la fonction publique

4 weeks - 17/10 - 11/11



MANAGEMENT OF DEVELOPMENT

Master's course on "Management of Development"

16 weeks - 31/01 - 27/05

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

1 week - 28/02 - 04/03

International procurement management

2 weeks - 28/02 - 11/03

Financial management and disbursement in World Bank-financed projects (World Bank/ILO Turin)

2 weeks - 14/03 - 24/03

Post-graduate course on "International Trade Law"

Participants are selected by the Examining Board of the University Institute for European Studies

13 weeks - 31/03 - 23/06

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

1 year - 01/04/2005 - 31/03/2006

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

1 year - 01/04/2005 - 31/03/2006

Delnet – programme in support of local development: specialization course in local development

1 year - 01/04/2005 - 31/03/2006

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

1 year - 01/04/2005 - 31/03/2006

Procurement of information systems in World Bank-funded projects

2 weeks - 11/04 - 22/04

Project cycle management

3 weeks - 11/04 - 29/04

Works procurement management (World Bank /ILO Turin)

3 weeks - 09/05 - 27/05

Selection and recruitment of consultants in World Bank-funded projects

1 week - 23/05 - 27/05

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

8 days - 15/06 - 24/06

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

1 week - 04/07 - 08/07

Works procurement management (World Bank/ILO Turin)

2 weeks - 11/07 - 22/07

Post-graduate course on "Cultural Projects for Development"

15 weeks - 05/09 - 16/12

LL.M. (Master of Law) in "Intellectual Property"

15 weeks - 05/09 - 16/12

Procurement management in the public sector

(OECD/SIGMA - World Bank – ILO Turin)

3 weeks - 12/09 - 30/09

Procurement management in World Bank-funded projects

3 weeks - 26/09 - 14/10

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

1 year - 01/10/2005 - 30/09/2006

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

1 year - 01/10/2005 - 30/09/2006

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

1 year - 01/10/2005 - 30/09/2006

Equipment procurement management (World Bank/ILO Turin)

3 weeks - 10/10 - 28/10

Project cycle management

3 weeks - 10/10 - 28/10

Selection and recruitment of consultants in World Bank-funded projects

1 week - 07/11 - 11/11

Total quality management in procurement operations

1 week - 14/11 - 18/11

Financial management and disbursement in World Bank-financed projects (World Bank/ILO Turin)

2 weeks - 28/11 - 09/12



DISTANCE EDUCATION AND LEARNING TECHNOLOGY APPLICATIONS

Planificación y facilitación del aprendizaje presencial basado en competencias (a distancia y en presencia)

1 week - 18/04 - 22/04

Competency-based training

Enrolment April

Formación de formadores por competencias

Enrolment - May

Learning media design and development

2 weeks - 16/05 - 27/05

Gestión de recursos humanos por competencias -Productividad y calidad

1 week - 23/05 - 27/05

Planning the delivery of distance learning programmes

1 week - 06/06 - 10/06

Facilitating learning at a distance

1 week - 13/06 - 17/06

Conception et développement de media et environnements d'apprentissage (CEDMEF)

2 weeks - 14/06 - 25/06

Learning Environment Design and Assessment (LEDA)

2 weeks - 11/07 - 22/07

Formacion de formadores por competencias

Enrolment September

Aplicación de las tecnologías de la información y la comunicación en la formación

1 week - 03/10 - 07/10



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 respective headings.

Mainstreaming gender equality in the world of work: on-line distance learning course

6 months - 08/03 - 07/09

Gender, poverty and employment: on-line course

6 months - 16/05 - 15/11

Mainstreaming gender equality: concepts and instruments

2 weeks - 11/04 - 22/04

Genre et développement: concepts et instruments pour l'intégration d'une perspective de genre dans les actions de développement

2 weeks - 10/10 - 21/10

New ILO study

Youth unemployment at all-time high

Half the world's unemployed are under 24, according to a new ILO study which charts the skyrocketing of youth unemployment over the past decade. *Global employment trends for youth 2004*¹ puts the global youth unemployment rate at 14.4 per cent in 2003, a 26.8 per cent increase in the total number of unemployed young people over the past decade. Although young people represent 25 per cent of the working age population, they make up as much as 47 per cent of the 186 million people out of work worldwide in 2003. Some 88 million young people, aged 15 to 24, are out of work

GENEVA – Youth unemployment is “an economic waste”, says the new ILO report. Cutting the current youth unemployment rate in half would add some US\$1.4 trillion, or 4 per cent of the 2003 global GDP value. Massive youth unemployment, the report warns, is also a social menace, breeding vulnerability and feelings of exclusion and worthlessness which may lead to “personally and socially destructive” activities.

“Unless the potential of young people can be used in a productive way, neither they nor economies as a whole will face a bright future,” says ILO Director-General Juan Somavia. “Clearly, finding decent work for young people to staunch the youth employment crisis is one of the most significant challenges of our time.”

Global employment trends for youth 2004, has found that rising worldwide unemployment hits young people – especially young women – hard. Those who do find work face long hours, short-term or informal contracts, low pay and little or no social protection, such as social security or other social benefits. One-fourth of the world's 550 million working poor are young, meaning some 130 million young people are not able to lift themselves and their families above the US\$1 a day poverty line. The majority of these young working poor are women, the report says. Young people are, thus, increasingly dependent on their families, and more and more susceptible to exploitation of any kind.

Youth unemployment rates in 2003 were highest in the Middle East and North Africa (25.6 per cent) and sub-Saharan Africa (21 per cent), and lowest in east Asia (7 per cent) and the industrialized economies (13.4 per cent). The industrialized world was the only region where youth unemployment saw a notable decrease (from 15.4 per cent in 1993, to 13.4 per cent in 2003).

The report shows that the growth in the young population is rapidly outstripping the ability of economies to provide them with jobs. It says the overall youth population grew by 10.5 per cent over the last ten years to over 1.1 billion in 2003, while youth employment grew by only 0.2 per cent to around 526 million young people with jobs. Compared to the previous decade, youth employment-to-population ratios decreased in 2003 in all regions except the Middle East and North Africa, and sub-Saharan Africa. Less than one in every two young people who could work was employed in 2003, compared to slightly more than one in two people in 1993.

¹ *Global employment trends for youth 2004*, International Labour Office, Geneva, 2004, ISBN 92-2-115997-3.



© M. Crozet/ILO





© M. Crozet/ILO

Young people have more difficulty finding work than their adult counterparts, the report says, with the global youth unemployment rate in 2003 at 3.5 times the global adult rate. While there is a correlation in most countries between trends in youth and adult unemployment rates, the report notes that during recessions youth unemployment tends to rise more rapidly than adult joblessness.

The relative disadvantage of youth is more pronounced in developing countries, where they make up a strikingly higher proportion of the labour force than in industrialized economies, the report says. Eighty-five per cent of the world's youth live in developing countries and are 4.1 times more likely to be unemployed than adults, as compared to 2.3 times in industrialized economies.

The report also says that labour force participation rates for young people decreased in the world as a whole by almost four percentage points, partly as a result of young people staying in education or dropping out of the labour force. Participation was highest in east Asia (73.2 per cent) and sub-Saharan Africa (65.4 per cent) and lowest in the Middle East and North Africa (39.7 per cent).

Sub-Saharan Africa, and the Middle East and North Africa were the only regions to show a rise in the share of young people participating in labour markets. In sub-Saharan Africa, stagnation in poverty reduction is forcing all those who are able

to work to take any available job, while in the Middle East and North Africa, young women are making inroads in the labour market despite the general persistence of traditional family roles.

The report says that as well as suffering from fewer chances of finding employment, young people face discrimination based on age, sex and socioeconomic background. In all regions, the inactivity rate of young women is higher, and the employment-to-population ratios lower, than that of young men. Dominant ethnic groups fare better in most countries' job markets, and the study found that, in general, youth from lower-income households are more likely to be unemployed.

In developing regions – which have the largest shares of youth within the working-age population – the fate of youth entering the labour force in years to come will depend both on economic growth rates and on improvement in the employment content of growth, the report says. In industrialized economies, demographic change will likely reduce youth unemployment regions – but not automatically, the report warns. In the developing regions, as well as in the industrialized economies, a combination of both targeted and integrated policies on youth unemployment is needed to enable young people to overcome their natural disadvantage against older, more experienced workers.

Such policies have been identified by the UN Secretary-General's Youth Employment Network (YEN), a UN/World Bank/ILO partnership, headquartered at the ILO. Created following the Millennium Summit, the Network has responded to the growing challenge of youth employment by pooling the skills, experiences and knowledge of diverse partners at the global, national and local levels.

The YEN has promoted the development of national action plans on youth employment among a group of "lead countries". So far ten countries² have stepped forward to champion the development of national policies to showcase innovative solutions to meet the youth employment challenge.

The ILO is providing technical support and policy advice to countries within this partnership. One such tool is the recently released guide, *Improving prospects for young women and men in the world of work*,³ which specifies basic considerations, trade-offs and experiences which can be drawn upon to develop and implement policies, including national action plans on youth employment.

² Azerbaijan, Brazil, Egypt, Indonesia, Iran, Mali, Namibia, Rwanda, Senegal and Sri Lanka.

³ *Improving prospects for young women and men in the world of work: A Guide to youth employment. Policy considerations and recommendations for the development of national action plans on youth employment*, ILO, 2004, ISBN 92-2-115945-0.

The Youth Employment Network (YEN), a partnership under the leadership of the heads of the UN, the World Bank and the ILO (and headquartered at the ILO) which aims to tackle the issue of youth employment at the global, national and local levels, has promoted the development of national action plans on youth employment. So far ten countries¹ have stepped forward to act as "lead countries" to champion the development of these national plans, as called for by two recent United Nations General Assembly Resolutions,² and to showcase their experiences.

Supporting lead countries

The ILO is providing technical support and policy advice to countries within this partnership. Such tools include the recently released guide, *Improving prospects for young women and men in the world of work: A guide to youth employment*,³ which specifies basic considerations, trade-offs and experiences which can be drawn upon to develop and implement policies, including national action plans on youth employment. Other tools include the *Global employment trends for youth, 2004*, which is featured in this issue of the *World of Work*, and the ILO "School-to-Work" transition surveys,⁴ both of which are assisting policymakers in understanding the nature of the youth employment challenge and the views of young people today.

These kinds of tools are being used by policymakers in Indonesia, one of the lead countries. Under the direction of the Indonesia YEN (I-YEN) steering committee, a *National Youth Employment Action Plan for Indonesia* (I-YEAP) has been drafted. This follows a major consultation process led by the I-YEN, involving the Indonesian Government, YEN core partner institutions, workers, employers, non governmental organizations, youth, and the academic community. This Plan was publicly launched on International Youth Day – 12 August 2004 – and will form the basis of Indonesia's national action plan (NAP) on youth employment for submission to the UN General Assembly by September 2004.

Empowering youth

The YEN sees youth involvement in the

development and implementation of these NAPs as vital for the creation of successful youth employment policy, since countries which don't adequately involve youth organizations as partners in the process risk developing policy which is divorced from realities of the problem. Lead countries are increasingly taking this message to heart:

- In Azerbaijan, youth NGOs, led by the National Youth Council for Azerbaijan (NAYORA) have formed a coalition which will work closely with the Government to provide youth inputs into the development of Azerbaijan's NAP.
- In Namibia, the Minister of Higher Education has invited the Namibian National Youth Council (NNYC), to assist his Ministry in the creation of a task team which will work to develop the country's NAP.

At the international level, the YEN has launched a Youth Consultative Group (YCG). This group will be a sounding board for YEN decision-makers as well as spokespersons to represent concerns of young people on the function, direction and priorities of the YEN. They will interact with the YEN High Level Panel of Experts providing input into YEN decision-making and policy formulation.

The Group will also act as a catalyst and resource for national youth organizations looking to become involved in the NAP process. The YCG offers regional and international linkages, and provides access to information and tools, including guidelines and workshops which help assist in the effective and substantive participation of youth in employment policymaking at the national level.

Leveraging partnerships

In order to support the national action plan process, the YEN is working to create a *network of networks* – a community comprised of policymakers, employers and workers, young people and other stakeholders who are united in a common interest and agenda: the vital importance of youth employment as an issue within the framework of the Millennium Development Goals and poverty reduction, as well as the wider development agenda.

Taking this multi-stakeholder approach, the YEN pools the skills and know-how of these

disparate groups, leverages their accumulated experiences and resources, and identifies best practices to share, replicate, and bring to scale.

Some examples of these strategic alliances include:

- Supporting Youth Business China (YBC), a joint initiative of Youth Business International (YBI) and the All-China Youth Federation (ACYF), which is helping young Chinese entrepreneurs succeed, through a package of assistance which includes start-up capital, business mentoring and support services.
- Partnering with the Dräger Foundation of Germany, which has devoted its XVth Malente Symposium to youth employment, using the YEN framework to bring together 400 participants from across the social and political spectrum to examine and evaluate strategies for youth employment.
- Encouraging and participating in tripartite meetings on youth employment and emphasizing the powerful role which social dialogue has in addressing the youth employment challenge.

For further information on the work of the YEN, please visit www.ilo.org/yen

¹ Azerbaijan, Brazil, Egypt, Indonesia, Iran, Namibia, Mali, Rwanda, Senegal and Sri Lanka.

² The December 2002 Resolution on promoting youth employment (A/RES/57/165) and Resolution A/RES/58/133, of January 2004, concerning policies and programmes involving youth.

³ *Improving prospects for young women and men in the world of work: A guide to youth employment*. Policy considerations and recommendations for the development of National Action Plans on Youth Employment. ILO, 2004, ISBN 92-2-115945-0. Available at www.ilo.org/yen.

⁴ School-to-Work transition surveys have been carried out in Indonesia, Bahrain and Viet Nam so far.



PLANET WORK

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

Youth employment and education

Youth unemployment is a growing global problem. That's clear from the most recent ILO report, *Global employment trends for youth 2004* (see p. 21 of this issue). What is the actual situation on the ground in various parts of the world? Planet Work examines where the jobs are – or aren't – and what young people face in today's global and local job markets

■ Too many interns? Or not enough?

Germany has long been proud of its vocational training system, which took shape under medieval craftsmen and still relies on apprenticeships as the gateway to full-time employment. But a stagnant economy has made it hard for young school-leavers to find apprenticeships. This year, German businesses are offering 1.6 million paid apprenticeships, down from 1.8 million in 2000, and leaving as many as 100,000 people between the ages of 17 and 25 without prospects. Now, the Social Democrat-Green Party ruling coalition is poised to levy an apprentice fee of 3,500 euros on companies with 11 or more workers which do not employ 7 per cent of their workforce as apprentices. Critics say the law will penalize employers at a time when the economy is only beginning to recover, and that most employers will opt to pay the fine because 3,500 euros is less than the 10,000 to 16,000 euros it would cost to employ an apprentice.

– Source, *The New York Times*, July 2004

■ In some places, getting that first job is not only tough, it can even be risky. The **Taiwan** Women's Rescue Foundation says it has found 18,020 ads in local papers seeking or advertising sex-

ual services – and that many of them could entrap young people looking for work. The foundation said some of the ads included explicit references to sexual acts, body parts, schoolchildren and rates of pay for services provided. Less obvious ads included wording such as “looking for male assistants”. The Foundation said it was worried that many senior high or junior high school students looking for work might answer some of the ads.

– Source, *Taipei Times*, July 2004

■ Meanwhile, in **Britain**, the Government wants 50 per cent of its young people to experience higher education by 2010 – compared to the current level of 44 per cent. But the British Chambers of Commerce (BCC), representing more than 135,000 firms, says simply increasing the number of graduates won't address the skills shortages facing business. Instead, students should also receive vocational training, because the British economy requires young

Today's plumber is not just someone who fixes pipes, but an independent business person dealing with complex issues of tax, health and safety, and contract negotiation.



people who are educated and trained, not educated *or* trained. Instead of presenting the academic route as the first choice, the BCC says that teachers and school careers staff must be able to explain the job market and different trades. After all, says the BCC, today's plumber is not just someone who fixes pipes, but an independent businessperson dealing with complex issues of tax, health and safety, and contract negotiation.

— Source, BBC, June 2004

■ But are women getting the message? A new report by the **UK** Equal Opportunities Commission says that apprenticeships are not opening up enough opportunities for young women and men in non-traditional job areas. Too often, young people are given information which fits traditional ideas about jobs “suitable” for their sex. In the survey, 67 per cent of women aged 16 to 24 said they would have considered a wider range of career options had they been aware of differences in pay rates for jobs usually done by women and those usually done by men. The report says the current skills shortage in such traditional “male” sectors as engineering, plumbing and construction could be solved by recruiting more women. The latest figures indicate that only 1 per cent of apprenticeships and jobs in construction are held by women.

— Source, BBC, May 2004

■ Still, many European women continue to see higher education as the ticket to a better future. More and more women are banking on an MBA to help them land a high-level job with



more options (e.g., it is easier for a woman with an MBA to leave the workforce then reintegrate more smoothly, or to change sectors or start her own business). Manchester Business School's Class of 2005 will be nearly one-third female, a rise of 9 per cent over 2004. Audencia Nantes reports 25 per cent women, twice as many as 2003. At Copenhagen Business School, female participation rose 60 per cent between 2001 and 2003, and in 2003, women represented a record 24 per cent of the student body. In Slovenia's Bled School of Management, one-third of their Executive MBA participants are women.

— Source, *International Herald Tribune*, May 2004

■ Worldwide, there's still strong interest in getting an MBA. But instead of students heading off to business school in the US or Europe, many universities are opening satellite business campuses abroad. Others are turning to the Internet to bring higher education to some 85 per cent of the world where traditional solutions are unavailable or inadequate. Universitas 21 Global, for example, is a **Singapore**-based online MBA programme backed by 16 leading universities. Students from more than 20 countries from Asia, Australia, Latin America, Africa, the Middle East and the United States have enrolled in the programme.

— Source, *International Herald Tribune*, May 2004





■ Is studying from home the answer? Maybe, when home is an island in the middle of the Pacific. The University of the **South Pacific**, which draws students from 12 island nations stretching across 33 million square kilometers of ocean and five time zones, has become a pioneer in the field of distance learning, with its own satellite link which allows a student sitting in a classroom in the **Marshall Islands** to follow a geography lecture 3,000 km away in Suva, **Fiji**. Now, the university is building a US\$15 million information and communications technology center to showcase this technology. It also plans to link to AARNet – the **Australian** research and education network – delivering bandwidth and allowing the university to deliver flexible courses across the Pacific, even at village level. The university would like to deliver all courses in this way by 2020. But that dream depends partly on the expansion of telephone and Internet services throughout the Pacific. Some 700 out of the 900 villages in the **Fiji Islands** – one of the region's more developed states – still lack a basic telephone service.

– Source, BBC, July 2004

WORKPLACE TRENDS

■ Senior executives in the **US** who are “downsized” (i.e., pushed out of their jobs to make way for younger workers) are increasingly discovering that not only have they been downsized, but they may even be facing the end of their working life. According to the US Bureau of Labor Statistics, between February 2000 and January 2002, the “reemployment of workers between the ages of 55 and 64 sank from 58.8 per cent to 52.5 per cent, the lowest rate since 1994. Various commentators cited the fallout in the IT sector, plus mergers and consolidation in the financial sector, as factors eliminating jobs. Ageing



© KEYSTONE

executives are founding networking groups to try to stem the tide and find jobs, but the general consensus seems to be that many jobs simply will “never come back”. Says a spokesman for one such networking group, “A whole generation of people are going to be short-changed, without the last ten years of income they need for retirement.”

– Source, *The Wall Street Journal*, July 2004

■ The recent vote by **French** workers to accept longer hours at a German-owned automobile components factory is the first challenge of its kind to France's 35-hour work week. Similar votes are expected, as companies increase the pressure to increase working hours while slashing costs. The move to extend working hours in **Germany** is also growing, with companies warning that their only alternative is to shift production to areas where hours are longer and labour is cheaper – an argument which a senior French official has called “a form of extortion”. Some workers are accepting longer hours, but others plan protests on the grounds that a longer week will cost jobs. Employers counter that such moves will not only save jobs, but also save the companies which provide the jobs.

– Source, *Financial Times*, July 2004

■ Who has the fittest workers, and does it matter? The high productivity of **US** workers is well documented, by the ILO and others. What's less evident is that on average, **American** workers work out more in the gym. A recent survey by Eurobarometer cited in *The Wall Street Journal* indicated that the average US worker works out three days per week to the average **European's** two. Within the EU, the study says, fitness also varies widely. The Eurobarometer report says **Germans** and **French** exercise less than the EU average. Based on workout time, **Portuguese** and **Greeks** work out the least, while people in **Finland**, **Denmark**, **Ireland**, the **Netherlands** and **Britain** work out more. What about the EU's newest members? They're coming in with some healthy people, with **Slovenes** and **Hungarians** working out harder than the average EU old-timers. What does it all mean? The “surveys do point out wide differences among individual EU countries [and the US]” in terms of workout time. They call it the “workplace fitness gap”.

– Source, *The Wall Street Journal*, July 2004

Smoking on the job: Why non-smokers are winning



Smoking, one of the most serious occupational safety and health hazards of our time may finally be drifting out of the workplace. A new ILO report* provides a global overview of anti-smoking efforts in the world of work, showing where we stand, and increasingly, where we can't smoke at work



© WHO PHOTO

GENEVA – Planned smoking bans in workplaces in the Norwegian town of Levanger may have provoked local outrage, but according to the new report by the ILO, the anti-smoking lobby is gaining the upper hand in the workplace.

Workplace smoking: A review of national and local practical and regulatory measures, says that attitudes towards smoking are changing all over the world, although many workers still face a long road to clean air where they work, especially in the hospitality industry.

A ban on smoking in Irish workplaces sparked colourful opposition, but stiff fines for offenders and visible policing of the ban seem to be working. North America is clearly leading in efforts to make workplaces smoke-free however. Florida citizens voted overwhelming in 2002, for a constitutional amendment prohibiting smoking in enclosed indoor workplaces, including restaurants. And the states of California, Maine, Utah and Vermont, as well as the cities of New York and Boston, have passed similar laws.

The rest of the world may not be far behind. "The negative health effects of smoking and passive smoking have become common knowledge in many parts of the world," says Carin Hakansta, author of the report.

Many employers are taking the issue seriously. The report cites examples of salary initiatives for workers who kick the habit and workplace "non-smoking marshals" enforcing the ban. Trade unions, especially in the hospitality industry, are

showing increasing interest in protecting their members against passive or "second-hand" smoke. And governments are increasingly institutionalizing strategies to reduce smoking through legislation, national programmes, coordination bodies and massive campaigns.

Smoking isn't always a priority issue however, especially in developing countries where health budgets tend to focus on serious illnesses such as malaria and HIV/AIDS. In tobacco-producing countries, especially in Africa, regulation of smoking risks can also cause conflict of interest.

* *Workplace smoking: A review of national and local practical and regulatory measures*, Carin Hakansta, International Labour Office, 2004.



WANT A SMOKE-FREE WORKPLACE?

The new study picked out six elements which have helped remove smoke from workplaces worldwide:

- Innovative partnerships between governments, employers, workers, and international and religious organizations
- The acknowledgment of smoking as an occupational safety and health issue
- Information and communication to successfully implement legislation

- Concrete guidelines: The study analysed 18 guidelines to help achieve smoke-free workplaces
- Workplace assistance programmes to stop and prevent smoking
- Smoking policies developed following the comprehensive and dynamic involvement of trade unions and all the relevant sections of the enterprise or organization



Nevertheless, money spent on tobacco in poor countries would be put to better use providing food or education, the study argues. It cites a survey of rickshaw pullers in Dhaka, Bangladesh, who spend up to 40 per cent of their incomes on smoking.

Moreover, stamping out the fog of smoke pro-

duced by the world legion of smokers, whether at work or outside the workplace, won't happen overnight. Says Hakansta, "It will take time before awareness levels are where they should be, and before the main actors deal with the issue in a responsible way."

290th Governing Body elects new Chairperson



© M. Crozet/ILO

GENEVA – The ILO Governing Body elected Philippe Séguin, Government delegate of France, as Chairperson for its 2004-05 Session. The 290th Session of the Governing Body also considered a range of other business, including a report of the ILO Committee on Freedom of Association.

Philippe Séguin replaces H.E. Eui-Yong Chung, Ambassador of the Republic of Korea, who served as Governing Body Chairperson during the 2003-04 Session. Mr. Séguin was French Minister for Social Affairs and Employment from 1986 to 1988 and President of the National Assembly from 1993 to 1997. He has been the delegate of the French Government to the ILO Governing Body since 2002.

Sir Leroy Trotman, General Secretary, Barbados Workers' Union and spokesperson of the Workers' Group in the Governing Body, was re-elected Workers' Vice-chairperson. Daniel Funes de Rioja, President of the Social Policy Department of the Argentine Industrial Union and Chairman of the Employers' Group of the Organization of American States from 1995 to 1998, was re-elected as Employer Vice-chairperson.

The three will serve as Officers of the Governing Body during its 2004-05 Session. The Governing Body is the executive council of the ILO and meets three times annually in Geneva. It takes decisions on policy and establishes the programme and budget of the 177 member States Organization.

DIRECTOR-GENERAL OFFERS PROPOSALS FOR FAIR GLOBALIZATION

The Governing Body received proposals on how the ILO can effectively and efficiently address key issues raised by the World Commission on the Social Dimension of Globalization in its report published in February 2004, and considered the debates at the 92nd International Labour Conference on the issue

"The message of the Commission to the ILO is that, given our mandate and our constituency, we have a special role in promoting a fair globalization," said Juan Somavia, Director-General of the ILO. "The debate in this year's [International Labour] Conference suggests to me that the ILO's constituents are ready to rise to this challenge."

Mr. Somavia outlined proposals designed to meet the challenges posed by the World Commission on the Social Dimension of Globalization, which issued a landmark report

on the global economy and its social elements in February of this year. He said these proposals, which include a new strategic policy framework, and programme and budget for the period 2006-09 would provide concrete guidelines on "how the ILO can effectively and efficiently address key issues raised by the Commission which fall within its mandate, and which have received support in the Governing Body and the Conference".

"The debate in the Conference was wide and rich," Mr. Somavia said. "The point of departure is to note that the political impact of the World Commission's report has gone – probably – beyond all expectations. The message that decent work must be a global goal is still echoing."

These new policy guidelines were to be discussed by the Governing Body at its next meeting in November.

ILO, Lithuania

host globalization conference

The social dimension of globalization and EU accession were on the agenda when ILO Director-General Juan Somavia made a historic visit to Lithuania earlier this year. Mr. Somavia was the first ILO Director-General to visit Lithuania and the first international visitor since the country's accession to the EU

VILNIUS – “Your country, and many of your neighbours have lived through a period of extremely rapid transition,” Mr. Somavia said as he opened the Conference with H.E. Arturas Paulauskas, Acting President of the Republic of Lithuania.

“Lithuania and the new members of the EU are jumping onto a big and fast moving train,” Mr. Somavia said, adding that “the rest of the world has much to learn from the way Europe is evolving the open method of coordination and linking employment to economic and social policies.”

The meeting gathered high-level representatives of workers, employers and governments from the Nordic and Baltic States, and was the first of a

series of national and regional meetings to discuss the follow-up to the report of the World Commission on the Social Dimension of Globalization.

Taking up the recommendations of the report, tripartite representatives of Denmark, Finland, Iceland, Norway, Sweden, Poland, Latvia, Lithuania and Estonia discussed how to shape globalization for the better, and the central role Europe has to play in this.

Mr. Somavia referred to the recent accession to membership of the European Union of the Baltic States and Poland as a chance for the region “to shape its destiny in a new political framework. I believe a key part of this new project will be how Europe works together to create more and better jobs.”

He added that the EU strategy bore a strong resemblance to the ILO Decent Work Agenda, and said “Europe must play a key leadership role in shaping a fair globalization. The blending of the innovative power of the market with the security of social solidarity is a global project.”

Lithuania joined the ILO in 1921, thus becoming one of the earliest members of the Organization. It rejoined in 1991, when it became an independent state again after 51 years as a Republic within the USSR.

New ILO book explores

preferences in industrialized countries

Twenty per cent or more of the workforce in the United States, Australia, New Zealand and Japan work at least 50 hours a week, compared with fewer than 10 per cent in most European countries. And there are substantial gaps between the hours which people are actually working and

the number of hours which workers need or would prefer to work, says a new ILO study.*

During the late 1990s, people working in excess of 50 hours per week in the United States and Australia increased from 15 per cent to 20 per cent of the workforce, says the study which was produced





© E. Fortarezza/ILO Turin



by the ILO Conditions of Work and Employment Programme. It includes studies from five specialists on the issue of working time in Australia, the European Union, Japan, New Zealand and the United States.

Among those countries included in the study, only Japan (28.1 per cent) and New Zealand (21.3 per cent) had a higher proportion working more than 50 hours per week. By contrast, in most EU countries (prior to the 2004 expansion) the number of people working 50 hours or more per work remains well under 10 per cent, with figures ranging from 1.4 per cent in the Netherlands to 6.2 in Greece and Ireland. The only exception is the United Kingdom, where some 15.5 per cent of the workforce spends 50 hours or more at work.

The overall pattern underlying these variations is that countries with relatively limited regulation of working time, such as the US, the UK and Australia, tend to have a much higher incidence of excessive hours than other countries, according to the book. "There are groups of workers with 'excessively' long hours who would prefer to work less, and at the same time, there is a sizable group of workers whose hours of work are significantly shorter than they would prefer," says ILO expert Jon Messenger, editor of the new publication.

On the other side of the equation, workers can have difficulty working enough hours as part-time work becomes increasingly prevalent, including marginal part-time work with poor employment

conditions, such as no health benefits or pensions, and involuntary part-time jobs for workers who desire but cannot find a full-time job.

According to data from the book, half of all US workers would prefer shorter hours while 17 per cent would prefer longer hours. In the EU 46 per cent of those working fewer than 20 hours would prefer to work more and 81 per cent of those with at least 50 hours of work per week would reduce the number of hours worked if they could.

The publication concludes that finding the balance between business requirements and workers' needs will require working-time policies along five dimensions: promoting health and safety; helping workers to better meet their family responsibilities; encouraging gender equality; advancing productivity; and facilitating worker choice and influence over their working hours.

In addition to the book, the ILO has also developed a database on working time providing comprehensive information on the working-time laws of more than 100 countries around the world. This database covers the laws of each country which protect the health and well-being of workers; prevent discrimination against part-time workers; help ensure that workers have adequate time to devote to other responsibilities and interests; and facilitate a balance between work and family life. This database will be available online at the ILO Web site in January 2005.

* *Working time and workers' preferences in industrialized countries: finding the balance*, Jon Messenger (ed.), Routledge, Abingdon/New York 2004, ISBN 0-415-70108-2.

Haiti: New Council to promote social dialogue

Tripartite representatives from Haiti attending an ILO workshop in June have signed a Memorandum of Understanding to create that country's first national Labour and Employment Council. The decision to create the Council, meant to reinforce and spread social dialogue in Haiti, is one of the unexpected positive outcomes of an ILO project, "Improving working conditions and productivity in the garment industry in Haiti"

That project, funded by the US Department of Labor in 1999, aimed to improve working conditions in the Haitian garment assembly industry. At its peak in the 1980s, garment assembly was Haiti's largest manufacturing export sector, employing nearly one hundred thousand workers, of which two-thirds were women. By 1998, the number of jobs had contracted to less than twenty

thousand. The ILO project has focused on concrete, sustainable initiatives to improve both working conditions and the attractiveness of Haitian garment assembly plants to foreign investment.

Until the project got underway, social dialogue concerning working conditions had become virtually nonexistent in Haiti. Government, and employers' and workers' representatives participating in the project discovered that they could assist each other in reaching goals. The Memorandum of Understanding emphasizes the importance of creating decent work and improving working conditions, both as goals in themselves and also as a means to improve the competitiveness of Haitian companies in the context of globalization.

The new Labour and Employment Council will be composed of nine members: three representing workers' organizations, three from employers' organizations, and three members from the Ministries of Labour and Social Affairs, Commerce and Industry, and Health. Each organization will also designate an alternate delegate. The different partners have agreed to seek balanced representation between women and men.

Lima — ILO opens new office for Latin America and the Caribbean in Lima

The ILO regional office for Latin America and the Caribbean moved to a new building in May. The new structure was inaugurated by Peruvian President Alejandro Toledo, who called on the ILO to support Latin America and the Caribbean in their efforts to achieve social justice and equitable economic growth. In a video message, ILO Director-General Juan Somavia told the 400 persons attending the ceremony that the new office would provide a "source of powerful ideas to build a more democratic, more prosperous and more equitable region that our people merit and ask for". Designed by the architects Oscar Borasino and Ruth Alva-

rado, the six-story building has received the Celima prize from the Chamber of Peruvian Architects for the best institutional and business construction projects.

The ILO Regional Office for Latin America and the Caribbean is situated in Lima, Peru. Its official Web site is www.oit.org.pe



© ILO Lima

New ILO report examines future of work and quality in the media, culture and graphical sectors

New media, multimedia and information and communication technologies may increase the demand for journalists, editors, artists and others in the media, graphical and culture sectors, but compromise the quality of their work and of their working conditions, according to a new ILO report.*

GENEVA – Government, and employers' and workers' representatives from around 50 countries discussed at an ILO meeting in Geneva (18-22 October) the trends affecting several occupational groups in the media, culture and graphical sector, which are at the forefront of the changes caused by the growing importance of information and communication technologies (ICT).

The report notes that computerization is tending to create jobs in the sector rather than killing them, although some segments are experiencing serious declines in employment.

Conversely, the report also observes that the explosion of new and multimedia is prompting growing concerns over the level of quality of working conditions and of output in the media, cultural and graphical sectors, and presents new challenges in terms of training for jobs in the media and entertainment industry.

Among those professionals whose jobs have been affected by the impact of ICT "the demand for journalists remains high and will continue to do so", says the report.

In the US, for example, research quoted by the report predicts a 16 per cent increase in jobs for writers and editors between 2002 and 2012, a 6.2 per cent increase for news analysts, reporters and correspondents, a 13.6 per cent increase for photographers, a 26.4 per cent increase for film and video editors, and a 21.9 per cent increase for graphic designers.

"For some occupational groups, particularly those engaged in providing creative content, the multimedia revolution promises tremendous growth in opportunities for work as distribution channels multiply," adds the ILO report.

Employment in the production of films and audiovisual products in 2003 in Europe stood at over 1 million jobs, compared to around 850,000 in 1995. The American motion picture industry employed around 600,000 workers in 2002, compared with 221,000 in 1985. Some of that growth can be attributed to technology-related work in fields such as computer-generated digital production, visual special effects technologies, and systems and network management, says the report.

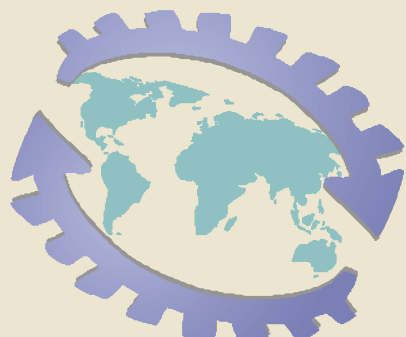
But according to the ILO, there are several questions related to the quality of work, access to job opportunities and specific issues like copyright protection for the material which writers and performers produce.

The meeting also examined how the World Summit on the Information Society (WSIS) process has reflected on issues relating to work and quality in the sector, as well as possible relevant topics for the second phase of the WSIS (Tunis, October 2005).

* *The future of work and quality in the information society: The media, culture, graphical sector.* Report for discussion at the Tripartite Meeting on the Future of Work and Quality in the Information Society: The Media, Culture, Graphical Sector, Geneva, 2004. Price: 15 Swiss francs. ISBN 92-2-115554-4.

AROUND THE CONTINENTS

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



ILO technical assistance programmes top 1,000

■ The ILO now has more than 1,000 technical cooperation programmes in place, and works with more than 60 donor institutions worldwide. Support for technical cooperation programmes has come from a number of individual governments, as well as from the European Union, other UN agencies, the World Bank, regional development banks, employers' and workers' organizations, associations and private companies.

For further information, please contact the Development Cooperation Department (CODEV), phone: +4122/799-7309, fax: +4122/799-6668, e-mail: jouve@ilo.org



© J. Maillard/ILO

Non-traditional skills for Arab women in Kuwait

■ An ILO study in Kuwait highlighted the extent to which the labour force is divided into national workers who mainly work in the government sector, and expatriate workers who dominate the private sector. *Non-traditional skills for Arab women in Kuwait* also drew attention to the low level of Kuwaiti women working in the private sector. In October 2003, their number amounted to 38.2 per cent of the total workforce. With the expatriate labour force in the country amounting to 81 per cent of the total workforce, women's participation rate in the total workforce drops to 7.3 per cent. However, for several decades now Kuwaiti women have been well represented in high management and decision-making posts as under-secretaries of ministries and businesswomen. A similar study was undertaken in Jordan, and another

one is underway in Bahrain. Once the country studies are completed, a comprehensive regional study will be published.

For further information, please contact the ILO Regional Office for Arab States, phone: +9611/75-24-00, fax: +9611/75-24-05, e-mail: beirut@ilo.org, Web site: www.ilo.org/beirut

Health and safety for farmers in Viet Nam

■ The ILO has launched a new three-year, US\$600,000 project to improve the health and safety of farmers in Viet Nam. The programme, launched in May, is funded by the Japanese Government, and will run in four provinces. About 67 per cent of Viet Nam's working population is involved in agriculture and agricultural production. Modernizing the sector and increasing



© P. Deloche/ILO

productivity, therefore, plays a vital role in poverty alleviation and the social and economic development of the country. The new scheme will help the Government develop policies for occupational safety and health in agriculture, and to prepare to ratify the relevant ILO Convention, No. 184. It will also help develop effective safety and health training networks for farmers by bringing together different Government departments and ministries. The project will be based on the ILO's proven WIND (Work Improvement in Neighborhood Development) programme, which has been operating in Can Tho Province since 1992. This grass-roots initiative relies on local self-help initiatives, and examples of good health and safety practices to get its message across. Since its introduction, even the poorest farmers in the scheme have been able to produce real improvements in their living and working conditions, using only simple, low-cost methods.

For further information, please contact the ILO Regional Office for Asia and the Pacific, in Bangkok, phone: +662/288-2202 or 288-1664, fax: +662/288-1076, e-mail: bangkok@ilo.org

One hundred and fifty nations ratify child labour Convention

■ One hundred and fifty nations have now ratified ILO Convention No. 182 on the Worst Forms of Child Labour. This is the fastest ratification pace for any ILO Convention, and moves the ILO closer to its goal of ratification by all 177 member States. Commenting on the latest milestone, ILO Director-General



© J-M Derrien/ILO

Juan Somavia said "this rapid pace of ratification shows that world opinion has taken a determined stand against the scourge of child labour, particularly in its cruelest and most exploitative forms."

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

Masters programme for the advancement of fair Globalization

■ An international group of students, trade unions and academics were welcomed to the inauguration of the Masters Course on "Labour Policies and Globalization" by Heidemarie Wieczorek Zeul, the German Minister for Economic Cooperation and Development; Leroy Trotman, the spokesperson of the Workers Group and Dr. Ursula Engelen Kefer, Member of the Governing Body in Kassel, Germany in October 2004. The Masters course is offered by the University of Kassel and the Berlin School of Economics and is an initiative of the Bureau for Workers' Activities in cooperation with the international labour movement and partner universities

throughout the world. The course deals in particular with questions of International Labour Standards in the current context of globalization. It is unique in its international composition and its focus and the role and potential of trade unions. The students who come from 16 different countries will be taught by an international faculty. The programme is supported by the DGB, the Hans Böckler Foundation and the FES. The Masters programme will be offered annually and commences each October.

For more details and forms see www.ilo.org/lpg.

European Commission and ILO join forces to deliver on development cooperation goals

■ On 19 July, the European Commission and the International Labour Organization agreed on a strategic partnership to reinforce their joint efforts to reduce poverty and improve labour conditions in developing countries. The partnership will also foster closer collaboration towards the achievement of the UN Millennium Development Goals (MDGs), the ILO Decent Work for All Agenda, and other internationally agreed development targets. The aim is to make the greatest possible contribution to strengthening the social dimension of development cooperation. The Commission has been working closely with the ILO since 1958.

For further information, e-mail: brussels@ilo.org



COOPERATIVES FOR FAIR GLOBALIZATION

■ Cooperatives range from small-scale to multi-million dollar businesses across the globe, and employ some 100 million women and men. On the occasion of the International Day of Cooperatives (3 July), ILO Director-General Juan Somavia declared that “Cooperatives can be highly instrumental in enabling and empowering women and men to seize the opportunities created by globalization, and in providing a buffer against its downside.” Here are two examples of ILO activities aimed at creating decent jobs and reducing poverty around the globe:

The ILO and the International Cooperative Alliance (ICA) have been working together since the 1920s to promote cooperatives, and collaborated on the adoption of ILO Recommendation 193 on the promotion of cooperatives, adopted by the International Labour Conference in June 2002. The signing of a partnership agreement between the two organizations in February 2004, to promote decent work and reduce poverty through cooperatives, will give this cooperation further impetus.

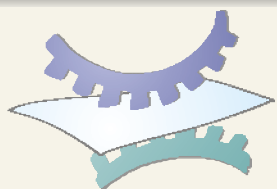
Under the terms of the partnership, the ILO and the ICA will jointly organize a funding campaign among major multi-bilateral donors and other development partners to finance the activities foreseen under their “Common Cooperative Agenda”.

Among the initiatives for reducing poverty and providing decent work is the “SYNDICOOP”, which

groups the International Cooperative Alliance, the International Confederation of Free Trade Unions (ICFTU) and the ILO. SYNDICOOP brings together representation from associations of trade unions and cooperatives, governments and the leaders of small groups of informal-economy workers. A key aspect of the project is to ensure that groups gain assistance in improving working conditions and generating income. To this end, each national committee has established a revolving loan fund for member groups. Another example is a cooperative development project financed by the Federation of MIGROS Cooperatives of Switzerland, and technically supervised by the INDISCO Programme of the ILO Cooperative Branch. The MIGROS-funded project will assist 3,000 tribal families in 30 villages in Orissa, India, in creating decent jobs and strengthening their community organizations. In this “twinning exercise”, the ILO plays the role of a facilitator, giving full responsibility to the tribal communities to manage their development, with technical advice from the ILO.

For further information, please contact the ILO Cooperative Branch, coop@ilo.org; the ILO Bureau for Workers' Activities, actrav@ilo.org; the International Cooperative Alliance (ICA), www.ica.coop; or the International Confederation of Free Trade Unions (ICFTU), www.icftu.org

ILO IN THE PRESS



asahi.com

Japan should expand childcare and family care leave, says ILO Chairperson

10/06/2004

(original Japanese)

Geneva, (Shingo Arita) - Japan's Childcare and Family Care Leave was one of the topics discussed at the ILO Conference on 9 June. This is because some Japanese trade unions complained to the ILO that the fact that the law is not applicable to contract and part-time workers violates ILO's Workers with Family Responsibilities Convention. Summarizing the discussion, the Chairperson urged the government of Japan to make efforts to apply the Convention to all types of workers.

Business Line

'Globalisation has slowed growth'

Our Bureau - New Delhi, Oct. 1

GLOBALISATION has not led to a dramatic increase in economic growth as its advocates claimed it would, and indeed has been associated with a slowing of growth in many countries except India and China. More crucially, globalisation has been associated with an increase in economic instability and a greater incidence of economic crisis, according to the findings of the International Labour Organisation (ILO).

THE DAILY STAR
LEBANON

MENA region registers world's highest rate of youth unemployment

Rhonda Roumani

Extremely low rate of female participation a leading factor
DUBAI: The Middle East North Africa (MENA) region's youth unemployment rate is the highest in the world, the International Labour Organization said in a report released

Wednesday. One quarter of all those between 15 and 24 years of age were unemployed in 2003, the ILO found, compared to 21 percent youth unemployment in sub-Saharan Africa, and almost 16 percent for both Latin America the Caribbean and South-East Asia, and 14 percent in South Asia.

M2 PressWIRE

ILO moves to consolidate new labour standard for the maritime industry

A new maritime labour Convention that consolidates and updates a wide range of labour standards concerning shipboard and seafarers in the maritime sector will be considered by some 500 tripartite delegates from more than 70 ILO Member States at a two week conference starting in Geneva today. The "Preparatory Technical

Maritime Conference", hosted by the International Labour Office (ILO) following two and a half years of negotiation and consultation among governments, employers and workers, is to consider a new draft of a consolidated Convention for the maritime industry with a view to its adoption by the Maritime Session of the International Labour Conference by the end of 2005 or the beginning of 2006.

daily news

DOMESTIC

Working children a continuing problem

NEJAT BASAR - ANKARA - Turkish Daily News

One of the most dangerous and unfortunate consequences of social transformation in a developing country is child labour.

CORRIERE DELLA SERA

ILO: metà disoccupati mondiali sotto i 24 anni

ILO: METÀ DISOCCUPATI MONDIALI SOTTO I 24 ANNI. La metà dei disoccupati mondiali ha meno di 24 anni. A lanciare l'allarme è l'Ufficio Internazionale per il Lavoro (ILO), che rivela che i giovani tra i 15 e i 24 anni, pari al 25% della popolazione attiva, erano anche il 47% dei 1,6 milioni di senza lavoro nel 2003.

Libération

L'OIT relève le coût élevé du sida en termes économiques

www.libération.fr/page.php?Article=223000

GENEVE - Au-delà de ses effets sur la santé, le virus VIH, dont sont porteurs quelque 36,5 millions de personnes à travers le monde, entraîne une perte en productivité annuelle d'au moins 25 milliards de dollars dans le

monde, a souligné l'Organisation internationale du travail.

L'OIT estime qu'à moins que davantage de malades aient accès à des médicaments rapidement, le total de personnes mortes ou condamnées à l'inactivité depuis 1984 atteindra les 28 millions d'ici l'an prochain.

POLITIKEN.DK Børnearbejde: Et liv uden barndom

Sallyabrata Rai Chowdhuri

10/07/2004

Sallyabrata Rai Chowdhuri, professor emeritus, Oxford University
BØRNEARBEJDE ERNEK NØDRÅB kan høres over hele verden. Den Internationale Arbejdsorganisation (ILO) anslår, at omkring 90 millioner børn mellem otte og femten år er en del af arbejdsmarkedet i udviklingslandene - på verdensplan er tallet endnu højere. Børnene arbejder ofte under ubehagelige forhold. De er i kontakt med giftige kemikalier, indånder skadelige dampe og skæber alt for tunge materialer.

XINHUA
NEWS AGENCY
BEIJING CHINA
http://www.xinhua.org

New ILO standard on seafarers' ID system to be effective next February

GENEVA, Aug 17 (Xinhua) - An international labor standard designed to create a new biometric identity verification system for the world's 1.2 million maritime workers has received sufficient ratifications to go into force in February 2005, the International Labour Organization (ILO) said here Tuesday. The Seafarers' Identity Documents Convention, adopted by the ILO conference in June 2003 to bolster international security in the global sea shipping industry, received its second ratification from Jordan, ILO said in a press release.

The New Zealand Herald

New treaty on seafarer ID cards to come into force

Geneva - An international treaty aimed at preventing terrorists from infiltrating shipping crews will enter into force in February 2005, the International Labour Organisation (ILO) said on Tuesday. The pact is aimed at eventually requiring the world's 1.2 million seafarers to carry new identity cards. It will first apply to shipping crews from Pakistan and Jordan, the first two countries

to ratify it, the United Nations agency said. The new identity document for seafarers allows for the use of a biometric template to turn two fingerprints of a seafarer into an internationally standardised two-dimensional barcode on the seafarer's document, issued in a document. "In addition to France and Jordan, several countries are also taking steps towards ratification of the new instrument," the ILO added.

The African
THE PANAFRICAN DAILY
JANUARY 2004

ILO project withdraws 1250 from child labour

By Ray Naluyaya
THE AFRICAN

A total of 1250 children have been withdrawn from the exploitation of child labour in Dar es Salaam through an International Labour Organisation (ILO)'s project.

The project has been promoting linkages between women employment and the reduction of child labour from May 2000.

TV5.org

La moitié des chômeurs de la planète ont moins de 24 ans, selon le BIT

GENEVE (AFP) - 11/08/2004 13h23 - La moitié des chômeurs de la planète ont moins de 24 ans, indique un rapport du Bureau international du travail (BIT) présenté mercredi à Genève, qui souligne que le nombre de jeunes chômeurs a atteint en 2003 le chiffre record de 88 millions.

el Periódico

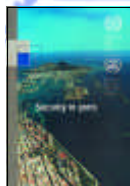
La OIT avisa de que el sida lastrará el desarrollo del Tercer Mundo

Annan reclama a los estados que aporten más recursos contra la enfermedad
Criticó a EEUU por el reducido número de exportas enviadas a la cumbre de Bangkok
Un informe de la Organización Internacional del Trabajo (OIT), presentado ayer en la 15ª Conferencia Internacional contra el Sida, alerta de que en los próximos

seis años el VIH matará a 48 millones de personas en edad laboral y a 74 millones de ahora hasta el 2015. Esto pondrá en peligro numerosas economías mundiales, especialmente las de los países subdesarrollados que quieren escapar de la pobreza y a los que el progresivo aumento de contagios de sida les restará un importante capital humano.

37

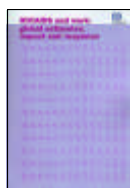
MEDIA SHELF



■ **Security in ports: ILO and IMO Code of Practice.** ILO/IMO, July 2004. ISBN 92-2-115286-3, 20 Swiss francs, US\$14.95, UK£8.95, 15 euros. Also available in French and Spanish

This Code of Practice, developed jointly by the International Labour Office and the International Maritime Organization, provides useful guidelines to help reduce the risk to ports from threats posed by unlawful acts. It offers a valuable framework for formulating and implementing security strategies and identifying potential risks to a port's security, and is intended to promote a common approach to port security among member States. It outlines security roles, tasks and measures to deter, detect and respond to unlawful acts against ports serving international traffic and maritime operations, and may also form the basis for security strategy in domestic ports. The vital issues of security awareness and training are also addressed.

While advocating a proactive approach to port security, this Code follows, where possible, the practice and principles identified in the IMO ISPS Code, and acts as a valuable, complementary guidance document to it, since it extends consideration of port security beyond the area of the port facility into the whole port.



■ **HIV/AIDS and work: Global estimates, impact and response.** ILO, July 2004. ISBN 92-2-115824-1, 25 Swiss francs, US\$19.95, UK£10.95, 16 euros

This report presents global estimates by the ILO of the impact of HIV/AIDS on the labour force and the working-age population in 50 countries in Africa, Asia, Latin America and the Caribbean, and in more developed regions. The effects of HIV/AIDS on the labour force in the private and informal economy are discussed, as are the particular consequences for women and children. Policy implications are outlined, and the range of responses to HIV/AIDS in a variety of workplace settings is illustrated from examples selected globally. Current efforts to provide antiretroviral therapy in conjunction with HIV prevention in the workplace and the large potential for expanded access to workplace-based treatment are given special emphasis.



■ **Economic security for a better world.** ILO, September 2004. ISBN 92-2-115611-7, 50 Swiss francs, US\$32.95, UK£21.95, 33 euros

This volume provides a vivid picture of the emerging trends and patterns of economic security across the world. Drawing on a global database of national statistical indicators on social and labour policies, as well as information from surveys of households and enterprises, this book examines the extent of economic and social insecurity which people face today.

To provide a coherent global picture, the book includes a series of national economic security indexes, covering each of the seven forms of labour security (income, labour market, employment, work, skills, job and voice representation), as well as a composite Economic Security Index. The book also offers a contextual analysis of factors associated with globalization and how they have impacted on economic and social security.

The topic of economic security has resonance all over the world, and with people from all social and economic backgrounds. This volume sheds light on the current situation, and considers a range of innovative and emerging policies which hold promise for future improvement of economic and social security.



■ **Gender roles and sex equality: European solutions to social security disputes.** Ingeborg Heide, ILO, September 2004. ISBN 92-2-115771-7, 25 Swiss francs, US\$19.95, UK£11.95, 18 euros

Matters of sex equality in social security schemes are strongly regulated by European law, but this is not sufficiently known and applied. In the European Union – like almost everywhere in the world – women are disadvantaged in terms of income and social security; statistics demonstrate a significant discrepancy of benefits paid to women and men. Social security systems continue to be influenced by the male breadwinner model and contain sex-related distinctions which may disadvantage men or women.

This volume works from the premise that knowledge of supranational law and the machinery to enforce it are essential to overcoming sex-related disadvantages. It provides information on the nature and functioning of European law, and on a monitoring system which is unique and highly effective.

The issue of sex equality is placed in the wider context of historical and socioeconomic develop-

ment. A valuable resource of government officials, social partners and legal experts, the book describes how European law is made and how it operates. It explores the specific instruments on sex equality regarding equal pay, equal treatment in statutory and occupational schemes, and equal treatment at the workplace, as interpreted by the European Court of Justice.



■ **The global evolution of industrial relations: Events, ideas, and the IIRA.** Bruce E. Kaufman, ILO, November 2004. ISBN 92-2-114153-5, 100 Swiss francs, US\$74.95, UK£42.95, 65 euros

"This is the best work ever written on the historical development of industrial relations."

– Prof. Tadashi Hanami, Professor Emeritus, Sophia University, Tokyo, Japan

"...an indispensable source of knowledge for anyone interested in the field of industrial relations, in the work of the ILO and in the activities of the IIRA."

– Prof. Dr. Manfred Weiss, Johann Wolfgang Goethe University, Frankfurt, Germany

Essential reading for anyone concerned with the history and practice of industrial relations, this landmark volume chronicles the evolution of the field to date. It focuses on the largely untold story of how the globalization of industrial relations took hold, and explores in depth the pivotal events, ideas and people behind it.

For the most part, the roots of the industrial relations field are found in the United Kingdom and North America, and this volume takes a substantive look at the field and its practice which developed there before the Second World War.

A comprehensive and informative account of more recent events is also provided. The book highlights the four all-important pillars which shaped industrial relations after this period: the International Labour Organization; the International Industrial Relations Association (IIRA); the leading role in industrial relations played by the United States following World War II; and the spread of industrialism, market economies, trade union movements, and democratic forms of government to many non-Western nations.

■ **Active labour market policies around the world: Coping with the consequences of globalization.** Peter Auer, Ümit Efendioglu and Janine Leschke, ILO, November 2004, ISBN 92-2-115790-3, 25 Swiss francs, US\$19.95, UK£10.95, 18 euros

Active labour market policies (ALMPs) are found in almost all countries of the world, but differ in amplitude, design and implementation. Comprising an array of measures, ALMPs can take the form of special support for job searching, training and education for the unemployed, and various other subsidies and job creation activities. While providing a valuable overview of the nature of ALMPs, this book examines some of the pitfalls and challenges countries face when evaluating these programmes. It also provides a policy framework for designing ALMPs which are a permanent, yet adaptable, instrument to cope with change linked to globalization.

The book puts forth some powerful arguments in favour of ALMPs as they are utilized in developed, transition and developing countries. It reveals that most countries open to the global economy are those which have put in place ALMPs precisely in order to protect their workers from some of the negative effects of globalization and technological change. The study also shows how worker perception of security increases along with spending on these labour market policies.

The role of the evaluation of ALMPs is also stressed, and the book examines the different models. It finds that analysis often does not take into account enough factors to evaluate the effects of programmes comprehensively.

While suggesting that ALMPs shed their ad hoc nature as a quick-fix solution, the study recommends new ways of financing, and looks at the importance of social dialogue as a vital policy tool for establishing more permanent frameworks which allow for labour market flexibility while maintaining security.

■ **Implementing business codes of conduct: Managing social performance through global supply chains.** Ivanka Mamic, ILO, November 2004. ISBN 92-2-116270-2, 80 Swiss francs, US\$59.95, UK£35, 52 euros. (Co-publication with Greenleaf Publishing, UK)

Implementing a code of conduct across supply chains in the sports footwear, apparel and retail sectors is a complex task involving the interlinkage of a number of operational departments. This book highlights best practice examples, and provides a useful framework for managers, practitioners and others charged with code-of-conduct responsibilities to help them meet these challenges. After providing an overview of the research and methodology, this volume reviews the environment and

content of codes – exploring issues such as the emergence of corporate initiatives, regulatory conflicts, assuring compliance and multi-stakeholder initiatives. Research findings regarding code implementation in the sports footwear, apparel and retail sectors are presented, along with a number of conclusions and recommendations for further action.

■ **World employment report 2004: Employment and poverty reduction.** ILO, November/December 2004. Book and CD-ROM: ISBN 92-2-114813-0, 60 Swiss francs, US\$49.95, UK£39.95, 38.50 euros

The World Employment Report 2004 examines the interrelationship between employment creation, productivity growth, and poverty reduction, exploring key issues relevant to the debate. It investigates whether gains in productivity lead to employment losses and, if so, the conditions under which this might occur. Given that productivity growth assumes a certain amount of flexibility of the labour force, this report also examines how a particular degree of employment stability can be maintained without sacrificing long-term growth. Here, social

dialogue plays a central role in maintaining the balance between economic and social objectives.

The volume shows that bridging the “global productivity divide”, particularly in parts of the economy where the majority of people work – such as in agriculture, small-scale enterprises, or the urban informal economy – is essential for fighting poverty, and stimulating growth in both output and “decent and productive” employment. Decent work has many components; the fundamentally economic one of an income adequate enough to escape from poverty must come ultimately from growth-growth in output, growth in productivity, and growth in jobs.

The World Employment Report 2004, is the fifth in a series of ILO reports which offer a global perspective on current employment issues.

The report is accompanied by a CD-ROM which includes:

- Searchable statistical data
- PDF versions of the Report in English, French and Spanish
- A full set of background papers

■ **International Labour Review, Vol. 143, No. 3**

The three articles in this issue are respectively concerned with the measurement of employability, the effect of information technology (IT) skills on firms’ productivity, and the gender implications of social security reforms in central Europe. This issue of the Review also features an extensive “books” section.

Employability has become a key issue in employment policy debates. However, this concept still lacks a sound theoretical and empirical basis. In the opening article, Andries de Grip, Jasper van Loo and Jos Sanders propose to capture its various dimensions using indicators of workers’ willingness and capacity to be mobile, to be trained and to be functionally flexible, together with measures of sector-specific need for employability and “effectuation conditions”. These indicators, reflecting both supply (workers) and demand (industry) characteristics, are then combined into an index for cross-sectoral comparison. An empirical illustration covering 13 sectors of the Dutch economy gives separate indexes for young workers, older workers, female workers and low-skilled workers.

As corporations in the United States have intensified their recourse to IT over the past decade, demand for workers with IT skills has grown. In the second article, Stephen Kudyba uses a Cobb-Douglas production function and workforce data on the United States’ top 500 corporate users of IT in 1995 to 1997, to identify the effect on companies’ output of investment in IT skills. He concludes that changes in firms’ IT capabilities indeed increased demand for IT-skilled labour and improved productivity.

Economic transformation of the countries of central Europe led to major changes in their social security regimes aimed at containing costs and adjusting to the new market conditions. The third article, by Elaine Fultz and Silke Steinhilber, examines the largely neglected gender equality aspect of these reforms, in the Czech Republic, Hungary and Poland, during the period 1990-2002, focusing on family benefits and pensions. After reviewing central European labour markets and the major reforms, the authors use available data to quantify the impact of the reforms on women and men, contrasting this with the situation obtaining under the previous social security schemes.

UNDERSTANDING YOUR RIGHTS **AT** work



No. 52, November 2004

3PLUS-U

www.un.org/pubs/cyberschoolbus/3PLUSU/

3Plus-U is a unique on-line digital adventure produced by the ILO to introduce students, teachers and others to the importance of work and the need to protect rights in the workplace.

Three guides will take you on a voyage of learning that will show you how the world of work affects people everywhere and examines your rights in action through stories, illustrations, quizzes and challenges. This learning guide focuses on the issues and concerns of the Declaration on Fundamental Principles and Rights at Work

Join the adventure and see rights at work.



Declaration on Fundamental
Principles and Rights at Work