

# WORLD of WORK

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## WORKING OUT OF POVERTY

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# Welcome!

The ILO has made the End to Poverty one of its seven Centenary Initiatives to mark its 100th Anniversary in 2019. The work through this initiative will also shape the Organization's efforts to help achieving the ambitious goals of the United Nations' 2030 Agenda.

To stimulate debate among ILO members on this important issue, ILO Director-General Guy Ryder has chosen ending poverty as a subject for his Conference report.

We know that work is the best route out of poverty. But one cannot legislate employment in and poverty out. It is a long and complex process that requires all elements of society to work together.

Breaking the cycle of poverty is about creating a new cycle of opportunity and local wealth creation. Young people play a key role in this process, as our main story from Tunisia shows.

The transition from school to work, from childhood to adult life, can determine a person's chances of escaping poverty. The cost of youth unemployment to economic and social development is extremely high. It perpetuates the inter-generational cycle of poverty and is associated with high levels of crime, violence, substance abuse and the rise of political extremism.

However, fighting poverty is not only about youth. Decent and productive jobs are needed for all generations of workers. Sustainable enterprises and economic transformation play a key role in reducing poverty, as the following story from Timor-Leste illustrates. Meanwhile, poverty is not just an issue for developing countries any more, with a heated debate in crisis-stricken Europe and other advanced economies of the resurgent risk of poverty and social exclusion.

More features in this magazine look at the other issues discussed at the ILC: Decent work in global supply chains, a revision of ILO Recommendation 71 on employment and decent work for resilience, and amendments to the Maritime Labour Convention (MLC).

We also follow up on earlier conferences: what happened to the Protocol to the ILO's Forced Labour Convention (No. 29) that was adopted in 2014? Mauritania is among the countries that have ratified it. World of Work spoke with the Mauritanian Director General of Labour about his country's bold move to ratify the Protocol.

Last but not least, you will find the latest ILO publications in this magazine.

**Hans von Rohland**

Editor, *World of Work* magazine



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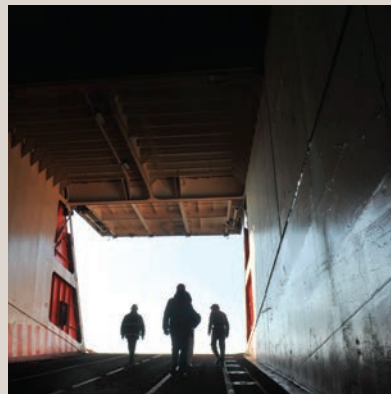
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MEDIA SHELF





■ The new market hall in Sidi Bouzid, built by local contractors, will allow traders to better display their products and be protected from the weather.



# BREAKING the cycle of poverty in Tunisia

Breaking the cycle of poverty can be done through the development of disadvantaged areas and creating opportunities for the local population. In Tunisia, the ILO has launched a series of projects in these areas using a participative approach that includes beneficiaries in their implementation. Young people are central to this process, as the school to work transition determines an adult's chances to escape poverty.

*By Jean-Luc Martinage and Marcel Crozet (photos)  
Multimedia version: [ilo.org/tunisiareport](http://ilo.org/tunisiareport)*

TUNIS, February 2016 – The sun lights up the pretty facades of Avenue Habib Bourghiba, centre of the capital. In the midst of this decidedly mild winter, in contrast with the harsh economic, social and security climate of the country, walkers gather to enjoy the shade of the ficus trees lining the avenue.

On the steps of the municipal theatre, we meet a young man, Osama Benguila. The 28 year-old student is surviving by doing odd jobs, mainly in the informal economy.

When asked about the Nobel Peace Prize, awarded in 2015 to the Tunisian Quartet, including the trade unions and employers UGTT and Utica, he recognizes that it is an honour for the country. “From the popular uprising of 14 January 2011, Tunisian youth acquired freedom of expression. But our goal as youth is also to have work,” he says.

Unemployment – especially youth unemployment – is central to the economic and social crisis facing Tunisia. In January 2016, Tunisian youth came out in force on the streets demanding the jobs that are sorely lacking.

It might be said that fate haunts this country of just over 10 million inhabitants, which was for years a favourite tourist destination for many foreigners. The terrorist attacks in 2015 on the Bardo Museum in Tunis, and then at a hotel near Sousse, drove away tourists.

These events had serious consequences for employment in the tourism industry as a whole, including hotels,

restaurants, and for service providers, artisans and the merchants of the medinas.

### HELP FOR DISADVANTAGED REGIONS

But the effects on the tourism industry that primarily concern coastal areas conceal an even harsher reality, that of the underdeveloped interior regions of the country. These have been neglected for decades, in favour of coastal regions. After the revolution, the government has tried to restore some balance, but it remains an enormous task.

This is particularly true for the governorate of Sidi Bouzid, 250 km south of Tunis, where the Tunisian revolution began.

On December 17, 2010, Mohamed Bouazizi, a young street vendor, made desperate by the inability to make a living and the bullying he suffered from the police, set himself on fire in front of the governorate. He died a few days later. Although different versions exist on the circumstances of the tragedy, this act is generally considered the starting point that led to a general mobilization of the people, resulting in the fall of the dictatorship on the 14th of January, 2011.

Five years later, we are in Sidi Bouzid. It was this city, a symbol of the economic and social crisis in Tunisia, in which the International Labour Organization (ILO) decided to implement a pilot project creating a covered



“Since the popular uprising of 14 January 2011, Tunisian youth have acquired freedom of expression. But our goal as a young people is also to have work,” says Osama Benguila, an unemployed Tunisian, encountered in Tunis.

market in the city centre, built using labour intensive techniques, a method that promotes the use of local resources, job-creating capacity and integrates with local development dynamics.

This construction is particularly symbolic as it will allow traders, including some street vendors, to work in decent conditions during the daily market and large weekly souk.

To date – for lack of suitable space – traders settle in a disorderly manner in the narrow streets of the town centre, with no possibility to properly display their products, creating a particularly chaotic situation, especially in rainy weather, blocking streets and leading to conflict with city authorities.

“The ILO project being completed will allow merchants to have suitable premises, giving them the opportunity to showcase their products in a building respecting the traditional building style of the region and promoting the use of local materials,” says Jean-Louis De Bie, Chief Technical Advisor of the ILO’s Support Programme for the Development of Disadvantaged Areas (AZD). Funded by the European Union, it is supporting job creation, local economic development and vocational reintegration by supporting the Tunisian State in the governorates of Gafsa, Siliana, Le Kef, Kasserine and Sidi Bouzid.

Close to the market construction site, we meet the colourful mobile stall of Salah Bouazizi, who told us that he was a cousin of the hero of the Tunisian Revolution. The 31 year-old father of two children somehow survives as a street vendor. He has a good view of the construction site for the market. When completed, the structure will accommodate 372 traders, including stalls, vegetable and bric-a-brac shops spread over 2.7 hectares.

The project has relied particularly on small local contractors. Forty workers are permanently present on site, all employees of regional contractors. Most of the material used, such as stones, slabs and paving comes from local quarries.

Daly Karim is a young 31 year-old building contractor. After graduating in civil engineering, he has been out of work for a long time. Building the market has been his first contract. “On this site, I have gained experience that I can use elsewhere. I have since won new contracts and might employ up to 12 people in constructing the market,” he enthuses.

His enthusiasm is shared by Rachid Omri, another entrepreneur from Sidi Bouzid who, after finishing the work awarded on this site, won the contract for the construction of the Youth Centre in Sidi Bouzid by offering the same techniques as used for the central market, that is to say, building in the regional style and using stones from quarries in the region.



## THE SEARCH FOR SKILLED AGRICULTURAL WORKERS

The ILO’s AZD programme has developed, in parallel, another activity in the region of Sidi Bouzid, in the locality of Regueb, known for its fertile soils. Yet, the inhabitants of the region gain few benefits from land belonging to large landowners living nearby. Despite high unemployment in the region, they were bringing in labourers from coastal areas, because they could not find locally skilled workers.

As for the market of Sidi Bouzid, the ILO project in Regueb largely involves the social partners, public, private structures and populations grouped within a Local Economic Development Forum, created by the project, and providing a space for dialogue and consultation.

“Here, the ILO has identified opportunities in training to create a pool of agricultural service skills,” says Said Ayouni, ILO expert in local economic development in Regueb. “This pilot project allowed us to train nearly a hundred people to the pruning and grafting of fruit trees and vegetable crops, or picking and packing of local agricultural products.”

Ali Jalali is 24. He was previously unemployed and needed a way to support his family, including his two siblings. “I knew nothing about fruit trees before my training and now I am qualified in this field. Through the project, I could find work. I earn about 450 dinars per month, plus room and board,” he enthuses.

Near to Ali, a young woman attracts our attention. Fatma Jaballi has just celebrated her 30th birthday. She too, attended the training. Yet, when you learn her story, it encapsulates the seriousness of the state of unemployment among young graduates. Fatma tells us that she holds a Masters in Geology.

“I graduated first in my class at the University of Bizerte. Like other classmates, I could not go for a PhD in Europe or Canada. Despite my degree, I had no prospect of employment, and it was necessary that I find a paying job to support my family,” she explains.

Tired of being unemployed, she decided to take over the family farm from her parents in the Regueb region. Taking advantage of easier access to credit for the “educated unemployed” helped revive her business. The ILO





Like his cousin, hero of the Tunisian Revolution, Salah Bouazizi is a street vendor at the Sidi Bouzid market.



The fate of Fatma Jebali, obliged to take the farm from her parents despite her Masters in Geology, is symbolic of the jobs crisis for young Tunisian graduates.

provided timely training to support her with some of the agricultural skills she still lacked.

## TAKING CHARGE

The young woman does not think of herself as a victim. True, she regrets not having been able to find work in her chosen sector given her level of education, but she has rebounded, and with different skills should be able to ramp up her activity.

When asked about the desperation of some young people, she considers that they should also be able to change their mentality. “Young Tunisians have to change, not wait. We must be proactive and create opportunities,” she says.

Back in Tunis, another young entrepreneur gives us an almost identical speech on the need for young people not to expect everything from the state and to take charge. Mohamed Riadh Sallem is 28. He runs a company specializing in electronic security.

The young man employs seven people in a developing sector. However, to prove the quality of his company’s work, he obtained CETIME certification (Technical Centre of Mechanical and Electronic Industries), with the support of the National Chamber of Unions for Electronic Security Companies.

Certainly, beyond a few successes, the situation for job seekers, including young graduates, remains very worrying. According to statistics for the fourth quarter of 2015 from the Tunisian National Institute of Statistics, the unemployment rate among higher education graduates reached 31.2 per cent, against 15.4 per cent for the overall population. The unemployment rate among female university graduates climbs to 41 per cent, twice the rate of men.

The ILO pilot project in Regueb has trained nearly a hundred people in the pruning and grafting of fruit trees and in producing vegetable crops, or in the picking, packing and the packaging of local agricultural products.

Meanwhile, the Bureau of Employment in Tunisia shows that 75 per cent of young workers between 15 and 29 years are working in the informal economy.

## QUALITY JOB CREATION

Before leaving Tunis, we speak with the Minister of Social Affairs, Mahmoud Ben Romdhane (see also page 13), who does not deny the scale of the challenge. “We must move to a quality job creation development model,” he insists.

“We are a country under reconstruction. This means a huge development plan, a Marshall Plan. The backing of the international community can help Tunisia, helping to ensure its democratic consolidation, because Tunisian democracy today is a global public good,” he adds.

The Minister also stressed the priority given to social protection in the fight against poverty, especially in the development of unemployment insurance and health coverage for the 10 to 15 per cent of Tunisians who still do not benefit.

## DECENT JOBS FOR TUNISIAN YOUTH

In Tunisia, the ILO also provides technical expertise, supports inclusive development and institutional strengthening for the various actors responsible for promoting youth employment locally, regionally and nationally through the PEJTUN project funded by the Danish Development Cooperation (DANIDA). The project is realized in close cooperation with the government and the social partners.

For more information, visit: [www.td-maghreb.org](http://www.td-maghreb.org)





# Kesra: Water and figs to escape poverty

Another intervention in the ILO Programme to support development of disadvantaged areas in Tunisia (AZD), funded by the European Union, is a good example of the possibility to stimulate local economic activity based on the population's needs.

Kesra is a small town of 2,500 inhabitants – the highest in Tunisia – perched on top of a mountain in the Tunisian “bordure,” at 1200 meters altitude. This town in the Siliana governorate, 160 km from Tunis, brings together all the characteristics of disadvantaged areas, including difficult access and remoteness from major urban centres. In this context, living locally and finding work seems a very tricky mission.

Still, it's possible. It all started with an irrigation project. Indeed, the agricultural potential of Kesra – including the quality of its figs which are famous throughout the country – had been declining for several years, due to lack of water and poor management.

After contacting the various partners and conducting a feasibility study, the ILO programme called on a young female hydraulic engineer, Wided Bougrine, to manage the irrigation works, including the installation of 1,700 meters of pipes to bring water to an area of 20 hectares.

“After completing my engineering degree in Tunis, I was unemployed when I was contacted about this project. I live in Kesra, as does my family, my two brothers and three sisters. So I enthusiastically agreed to carry out this work, as it brings me the experience to work on other projects. Now, I actually have job leads.”

Since completion, the fig trees have multiplied over fields on slopes that now have significantly better access to water. Also, another source of income for local people came to light: that of processing this particularly fragile fruit, where fresh fruit losses are significant.

Following a second consultation process with local farmers and unemployed women, a group was identified to produce and sell fig jams, juice, syrup, dried fruit and pasta. These village women, who were financially completely dependent on their husbands, are now organized into an agricultural development group, and have their own income.

## THE KEY ROLE OF TRAINING

The ILO programme provided equipment for the processing of figs and supported the technical training of twenty women, including the obtaining of a certificate of

competence. It also allowed women to go to agricultural fairs in Tunis to exhibit their products. For some, it was the first time they had been to the capital. It was immediately successful, as 1000 dinars was collected in just three days. This money was immediately reinvested in production equipment.

Soon, the group should have its own locale, provided by the state and rehabilitated by the ILO. So far, products are being processed at the home of one of the women.



The young hydraulics engineer Wided Bougrine supervised the installation of irrigation in her hometown of Kesra, giving her her first professional experience.



After four years of unemployment, Sabrine Ben Hnia could find work in her city promoting fig jams from Kesra.





■ The agricultural potential of Kesra – including production of its famous figs – was in decline for several years due to lack of water.

Tliba Hana, a young mother of two, says she is very happy to have joined the group. She had followed a path of higher education and has a Masters in librarianship which only resulted in six years of unemployment until finally, she received a real salary for her work.

Her colleague Ben Hnia Sabrine, 26, shares her satisfaction. After obtaining her technical diploma (CAP) in baking, she experienced four years of unemployment before joining the group. After completing the training set up by the ILO, she could be involved in the production, promotion and sale of jams. She even developed her own activities in parallel.

Mohamed Ali Belgacem is a young farmer from the village. He proudly shows us the hundred fig trees he could

plant because of the irrigation project. His farming should gain momentum as it takes three years for the trees to start producing. He hopes to hire more labourers in the coming years.

Meanwhile, a thousand jars of fig jam are produced each season (July-August). To maintain activity for the rest of the year, other produce are now processed (quinces, oranges, strawberries, according to the season).

Every weekend, the women set up a stand in the town centre, and sell to mainly Tunisian and Algerian guests visiting the tourist circuit resort. One can imagine that when tourists from around the world return to Tunisia, they too will take home in their luggage the famous fig jams of Kesra.



# When the Nobel crowns social dialogue



The social partners sign an agreement to avoid conflict at the premises of the General Inspectorate of Labour and Conciliation in Tunis.

The example of Tunisia also shows that social dialogue at all levels – at the top and at the grassroots – can help the fight against poverty. Thus, cooperation between government and the social partners, and effective collective bargaining between them, promotes a more equitable distribution of the income and wealth of a country.

By awarding the Nobel Peace Prize to the national dialogue Quartet in 2015, the Nobel Academy wanted to reward its contribution to the preservation of the democratic gains of the Tunisian revolution.

Among the four crowned organizations are the Tunisian social partners: the Tunisian General Labour Union (UGTT) and the Tunisian Union of Industry, Trade and Handicrafts (Utica).

## CONSOLIDATING THE ACHIEVEMENTS OF SOCIAL DIALOGUE

To further promote social dialogue, since 2012 the ILO has put in place a programme to strengthen the institutional framework for social dialogue, improve the capacity of its tripartite actors and consolidate the governance of work in Tunisia.

“Funded by the Government of Norway, our programme is now essentially consolidating the results and the gains made following the signature, on 14 January 2013, of the social contract in the presence of the ILO Director-General Guy Ryder,” says Samia Chouba, focal point of the ILO in Tunisia and head of the social dialogue project.

The different elements include support for economic reforms, employment, vocational training, social security systems, support for the establishment of a social protection floor and the institutionalization of social dialogue through the creation of a National Council of Social Dialogue.

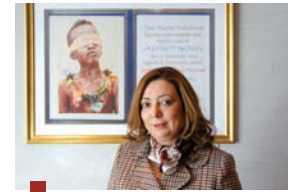




Mahmoud Ben Romdhane, Tunisian Minister of Social Affairs



Houcine Abassi, Secretary General of the UGTT



Wided Bouchamaoui, Utica president

When asking about the importance of the social partners in preserving the democratic gains, the Tunisian Social Affairs Minister Mahmoud Ben Romdhane, is adamant: “It is through these organizations that Tunisia was able to resolve the crisis of its political transition (...) which could have led to a grave situation if they had not taken the initiative to start a dialogue with all political parties.”

In his office located a few dozen meters from the entrance to the Medina of Tunis, the Secretary-General of the UGTT, Houcine Abassi, welcomes us. Since winning the Nobel Prize, he has received a succession of visitors.

“We performed our national duty to our country and our people (...) Everyone knows our differences of opinion with Utica as social partners, but in face of the dangers threatening the country, we told ourselves that this would send a clear message to the political parties and civil society in the country that our meeting was for the best interests of Tunisia,” he recalls.

In the modern building that houses its headquarters just outside the town centre, Utica President Wided Bouchamaoui, too, has a full agenda of interview requests. When discussing the external perception of the dialogue between the UGTT and her organization at the time, she parallels the comments of Houcine Abassi.

“We were not used to that type of contact between employers and unions because previously we meet only every three years for social negotiations. We managed to create a dialogue even if there are many differences between us,” she acknowledges.

But social dialogue in Tunisia takes place not only at the top but also at ground level. There exists a long tradition in conciliation processes to avoid conflict. In Beb Al Khadhra neighbourhood in Tunis, we went to the headquarters of the General Inspectorate of Labour and Conciliation. The afternoon we go there, two conciliation meetings are being held in the presence of a facilitator from the labour inspectorate together with representatives of UGTT and Utica. The tone of the exchange is robust, loud voices are heard. But, in the end, a provisional agreement was reached.

“The number of conflicts has increased but in 2015, we managed to reach an agreement in 75 per cent of cases of collective labour disputes,” says Foued Ben Abdallah, General-Director of the General Inspectorate of Labour and Conciliation. He recognizes, however, that the system should be further improved with the establishment of a National Council of Social Dialogue.

After the conciliation session, and above and beyond their differences, negotiators of the Utica and the UGTT confer their pride in the award of the Nobel Prize as an honour for the whole country. Echoing their national leaders, they insist the Nobel carries additional responsibility, especially in the current economic and social context. They also stress the importance of the challenges still to be met, a message which we have heard from all sides, from Tunis to Sidi Bouzid.

## YOUTH UNEMPLOYMENT, AN OBSTACLE TO DEVELOPMENT

“Youth unemployment is a scourge not only in Tunisia but also in other countries of the region. It is a hindrance to development and the fight against poverty,” said Mohamed Ali Ould Sidi, Director of the ILO Country Office for Maghreb countries. For this reason, the ILO in the region prioritizes the promotion of employment, particularly in rural and informal economies. It also stresses the need for action to fight against youth unemployment. Capacity building of tripartite constituents to contribute more effectively to the achievement of equitable and inclusive growth, is also urgent. During his March 29 mission to Tunis for the opening of the National Dialogue on employment,

the ILO Director Guy Ryder observed that the organization is conducting cooperation projects in the field of employment, especially in disadvantaged regions. Further, as part of its centenary celebrations, the ILO has supported the initiative taken by Tunisia to hold, in May, a tripartite consultation on the theme of “confirmation of the value of work, and the institutionalization of social dialogue for a better future of work.” “The ILO stands ready to work with governments and social partners in Tunisia and elsewhere to meet this challenge. It is urgent to restore hope to young people and avoid the trap of extremism linked to disillusionment,” concluded Ould Sidi.





■ Helping to set up a new tourist destination: Atauro's pristine natural environment is its biggest draw.

# Working out of poverty in Timor-Leste

*By Gita Lingga and Hans von Rohland*

Timor-Leste's long journey to independence eroded large segments of the economy and infrastructure. Despite recent and rapid oil-fuelled growth, poverty has remained acute with half the population living on less than a dollar a day.

Most of the poor are engaged in low-productivity subsistence work in agriculture. This is why ILO experts immediately focussed on developing market systems when the Organization was asked to help. "Such an approach increases returns for those who were currently working hard, but working poor as self-employed rural producers," said Roberto Pes, ILO Head of Mission in Timor-Leste.

From 2011 to 2015, the ILO's Business Opportunities and Support Services (BOSS) project helped local communities to improve farming practices, develop market access, create jobs and develop small and medium-sized enterprises. Jointly funded by Irish Aid and the New

Zealand Aid Programme, it boosted pro-poor economic development and quality employment for women and men, while contributing indirectly to peace consolidation and conflict prevention.

BOSS is embedded within Timor-Leste's Institute of Business Support (IADE), an arm of the State Secretary for the Support and Promotion of the Private Sector. The project worked to strengthen the capacity of IADE to deliver effective business development services to Timor-Leste's emergent private sector.

With the technical assistance of BOSS, IADE now offers the Start and Improve Your Business (SIYB) programme to potential and existing entrepreneurs. More than 5,000 entrepreneurs were trained so far.

In addition to training, IADE now offers, counselling, business linkages between buyers and sellers, business



Maubisse, Timor-Leste, is a perfect place for vegetable production. The ILO's Business Opportunities and Support Services (BOSS) project helped local communities to improve farming practices.



information, marketing support and market research. It organises trade fairs and, in 2015, IADE facilitated the first international construction expo in Timor-Leste's capital Dili. It was attended by exhibitors from Australia, Portugal, Indonesia and China.

BOSS also works directly with private sector partners in horticulture, the meat sector and tourism as the following three examples show.

## ENRICHING THE VEGETABLE HARVEST

Nestled in the rolling mountains 1,500 metres above sea level, Maubisse is a perfect haven for vegetable production. This small sub-district in southwest Timor-Leste enjoys a cool climate, high rainfall levels and fertile soil.

As the first beams of sunshine sprinkle the lush land, Maria de Jesus Mendoca and her family start their work in the fields; watering, de-weeding and sowing seeds. For generations growing vegetables has been the way to make a living in this sub-district of about 22,000 people and now it also gives them a stable flow of income. As one local farmer puts it, "We no longer need to go and find money. Money finds us!"

But just two years ago the farmers faced dire prospects when trying to sell their vegetables. "Before, we grew a lot of vegetables that we could not sell when we brought them to the market," said 47-year-old Maria de Jesus Mendoca. "And when people didn't buy them, we had to bring our vegetables back home." With four young children to raise de Mendoca found it hard to make ends meet. Other farmers were in the same boat. Despite generations of farming experience, farmers in Maubisse were shackled by limited market access, a lack of agricultural supplies, and old-fashioned practices.

Things began to change in May 2012, when a local horticulture company, called Josephina Farm, partnered up with the farmers. The company brought vegetable seeds to the farmers, taught them new farming techniques, and showed them how to grow organic vegetables and make organic compost. When the harvest season came, they helped the farmers with harvesting, paid them on-site, and transported the vegetables to sell in supermarkets in the capital city, Dili.

"Now, the situation has improved," de Mendoca said. "We grow vegetables and Josephina buys directly from our place. We can now provide for our families." Her husband, Orlando de Mendoca agrees. "We feel happy that we can now guarantee a good life for ourselves and our families."

Now the Mendoca family manages a four-hectare field and grows a wide variety of vegetables; including green beans, cucumber, zucchini, broccoli, rocket, lettuce, eggplant, radish, carrots, tomatoes, red cabbage, parsley



and coriander. Their income has increased and become stable. Before the partnership with Josephina Farm, farmers like them made US\$100 a year, but now they can make the same amount in one week.

The Director of Josephina Farm, Guido Ximenes Sequeira says the differences the project has made to the farmers are both practical and concrete. “They have a lot of enthusiasm and are working together,” he said. “You can see improvements in housing and now they are sending their children to school and some are even going to university.”

## STARTING A NEW BUSINESS AT 60

Age is no barrier to starting an innovative new business. At the age of 60, Jaime Lemos C. Moris founded and opened a kampong chicken business in the Lautem Regency, Timor-Leste.

He was inspired by village women who travel far from their homes to sell their chicken at the market. “When they told me that every household in the village breeds chickens, it gave me an idea how to help them sell the chickens”, explains the father of eight who started his business in 2014.

When looking for ways to start his business and get capital, Jaime Lemos came across an announcement regarding the 2014 Innovative Business Plan Competition conducted by IADE. He immediately registered as a participant.

Although he did not win the competition, his business idea was selected as one of the top 10 which entitled him to comprehensive business assistance, including advice, training, business promotion and funding assistance. The latter was used as the initial capital to open the business in his home, and to buy the equipment needed, including a freezer.

The entrepreneur now employs four workers. “I employ youth that have left school in an effort to open up more jobs to them. I have ordered a chicken cleaning machine to accelerate the production process, so that I can produce more and employ even more workers.”

He now hopes to expand his business to produce chicken feed. “Chicken feed is expensive and sometimes

difficult to find. It would be more practical and profitable if the community can simply buy their chicken feed and sell their chicken at the same place,” he concluded.

## MAKING TIMOR-LESTE A NEW TOURIST HUB

Atauro is a small island close to Dili, the capital of Timor-Leste. It is located in the coral triangle known for its rich and abundant marine life. The pristine natural environment is its biggest draw. With majestic mountains and a long coastline, such as those found in Atauro, Timor-Leste is one of the upcoming tourist destinations in Southeast Asia. With a population of 8,000 people, the island can be easily reached from Dili by ferry, water taxi, or charter plane.

Atauro is home for Avelino Pereira Fernandes, a 30-year-old entrepreneur who chairs the Tourism Group Association (TGA). The association works to promote tourism in Atauro, improve coordination and develop partnerships among businesses.

“I have been the chair of this association for two years. We hope to bring different businesses together so that we can support each other and contribute to the development of the tourism industry in Atauro. We want to involve local communities directly so that they can benefit from tourism,” said Avelino Pereira.

The association was established in 2005. However, due to a lack of coordination and commitment, it did not function very well. With support from ILO-BOSS, the association was revitalized in 2013, with Avelino Pereira appointed as its chair.

To date, 20 tourism businesses, ranging from handicrafts, to restaurants, homestays and many others, have registered as members. By working together, TGA has identified potential tourism attractions in Atauro that can be further developed, such as snorkelling, camping and trekking.

In addition, TGA has provided training to its members on hospitality, cooking and business management. Promotional material such as brochures and a website were developed to market Atauro as an attractive tourist destination.

*“Fighting a war was easy. To give food to the people, to give work to the people, to provide homes for people, to give clean water to people, to make a good life for people, that is the difficult part.”*

Taur Matan Ruak,  
President of Timor-Leste





# DECENT WORK

## in global supply chains

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WORLD of WORK magazine

Global supply chains (GSCs) have become a common way of organizing investment, production and trade in the global economy. While they can generate jobs and contribute to sustainable development, the attendant decent work deficits call for global action.

In many countries, particularly developing countries, GSCs have rapidly created employment and opportunities for economic and social development. However, not all governments have been able to cope with the rapid transformation brought by this exposure to the global economy. There is evidence that the dynamics of employment relations and production in GSCs can have negative implications for working conditions.

The collapse of the Rana Plaza building in 2013 and factory fires in Pakistan and Bangladesh in 2012, alone took the lives of over 1,500 people. They came as a shock

to the international community and reinforced a call for global action to promote decent work in GSCs.

This year's International Labour Conference will discuss decent work in global supply chains.

The general discussion offers an important opportunity for the members of the ILO to gain a better understanding of how engagement in GSCs can contribute to sustainable development, inclusive economic growth and decent work for all. With its mandate and experience in the world of work, its tripartite structure and its normative approach to development, the ILO is well placed to identify policies





and practices that can harness the positive potential of GSCs.

The discussion will offer guidance to governments, employers' and workers' organizations around the globe on how to address opportunities and challenges in promoting decent work in GSCs. It will be informed by the wealth of experience acquired by the ILO as examined in the report for the conference.

The ILO, for example, has played a leading role to help coordinate the response to the Rana Plaza collapse. Following the tragic accident, it was decided that 3,508 export-oriented factories should undergo structural, fire and electrical safety inspections. The Bangladesh Accord on Fire and Building Safety and the Alliance for Bangladesh Worker Safety have carried out over 2,000 inspections of the factories which their member companies source from. As part of its ready-made garment (RMG) programme, ILO is supporting the national initiative of the Government of Bangladesh to carry inspections of the remaining 1,500 RMG factories.

## ILO INITIATIVES

The Better Work programme – a joint initiative of the International Finance Corporation (IFC) and the ILO – has improved workers' rights and compliance with labour

laws in several countries in Africa, Asia, Latin America, and the Middle East, thereby demonstrating that working conditions can be improved by public policy and private sector collaboration.

Other ILO initiatives, such as the Sustaining Competitive and Responsible Enterprises (SCORE) programme, have contributed to creating employment and improving job quality in GSCs, while the ILO's International Programme on the Elimination of Child Labour (IPEC) has helped to promote labour rights in GSCs.

While there have been multiple efforts to address decent work challenges, lessons learned from these experiences have shown that there is scope for much wider interaction and synergies between the tripartite constituents and other actors engaged in GSCs. Targeted policies are required that draw lessons from the past and address existing problems, in order to ensure that decent work opportunities are created and extended to all workers.

The general discussion in the ILC provides a historic opportunity to examine the demands placed by GSCs on the standards, framework and procedures advocated by the ILO to promote decent work at the enterprise, sector, national, regional and global levels.



# better **WORK** better **BUSINESS** better **LIVES**



Better Work, a flagship programme of the ILO run jointly with the World Bank Group's International Finance Corporation, is currently active in eight countries and on-the-ground in more than 1,300 garment factories, reaching some 1.5 million workers. Better Work's experience in Viet Nam and the other project countries shows that investing in decent work in global supply chains brings real rewards.

*By Claire Anholt and David Williams, Better Work*

Since 2007, Pham Thi Thanh has watched in awe as the *Poong In* garment factory where she works in Vietnam doubled, tripled, then exploded in size from 200 workers in 2007 to more than 3,000 workers today.

She watched as salaries increased, accidents declined and workers, including Thanh herself, racked up seniority,

staying at the factory year after year, bolstering the enterprise's base of skilled and experienced workers.

"They are doing something right," says Thanh, who works in the ironing section. "I watched them grow from *Poong In 1* and *2* to *Poong In 3*, *4* and *5*, even when the economy was not so strong."



According to General Manager Kim Ji Hwan, this business success is rooted in the company's belief that being fair to workers is ultimately good for business. "We wanted to set good working conditions from the beginning and get it right," Hwan said.

So when the Korean company opened its doors seven years ago on a spit of open land off a dusty road in Tân Uyên District, Bình Dương Province, 30 kilometres northeast of Ho Chi Minh City, the company set competitive wages and rolled out employee benefits that attracted workers to the factory, and helped keep them there. Managers hoped that good working conditions would not only spark loyalty among employees, but also attract international clothing brands eager to do business with factories that respect workers' rights.

As garment factories across Vietnam tussle for a foothold in the country's flourishing garment industry, sharply increasing competition for big name buyers such as Gap, H&M and Levis, *Poong In* knew it needed help to hold on to its competitive advantage. So when Better Work launched in Vietnam in 2009, *Poong In* was among the first to sign up for its services.

## ENTER BETTER WORK

Better Work, a flagship programme of the ILO run jointly with the World Bank Group's International Finance

Corporation, is currently active in eight countries and on-the-ground in more than 1,300 garment factories, reaching some 1.5 million workers. Through its worldwide policy work as well as assessment, training and advisory services at the factory level, the initiative works collaboratively with governments, worker representatives, employers and global brands to bring about lasting change in the global garment industry, including the support of adherence to national and international labour laws.

Better Work's experience reinforces *Poong In*'s business philosophy that creating and maintaining safe, clean and equitable working environments for factory workers is a win-win for the workers, the companies that employ them and international brands alike. And such findings are borne out not just through plentiful anecdotal evidence, which echo Than and Hwan's story, but also in thorough academic studies.

## BUILDING A BUSINESS CASE

Since its inception, Better Work has collaborated with independent researchers to understand the complex pressures and dynamics of garment supply chains, and establish which of its interventions have the most meaningful impact.

The result: a vast data set drawn from nearly 15,000 garment factory workers' and 2,000 managers' detailed





survey responses, collected on tablet computers, as well as operational and financial information from factory management. The information, gathered by partners such as Tufts University and combined with their rigorous analysis, provides a unique perspective on the once little-known people and processes involved in getting a high street brand t-shirt ordered, manufactured, shipped and onto the back of a consumer like you or me.

Fascinating findings from the study – including on narrowing the gender pay gap, the impact of international sourcing practices on working conditions and the knock-on impact of decent work for family members – are still emerging, and will be announced in a comprehensive report in July 2016. However, one result is already clear: *Poong In's* experience is backed up by the numbers.

Research undertaken by Tufts University for Better Work demonstrates a direct correlation between factory compliance and profitability, suggesting that better work means better business. For example, an analysis of 185 Vietnamese factories and 5,100 worker responses revealed a 5.9% boost in profitability when workers perceived improvements in their conditions, including an improved sense of physical security and assurance of wage payments.

The key reason profitability increases is enhanced productivity. The study demonstrated that workers reached their daily production target nearly 40 minutes faster than their counterparts working in harsher

conditions. And, “in the highly competitive global garment industry, these margins represent a significant competitive edge,” explains Dan Rees, Chief of the Better Work programme.

## FROM BETTER JOBS TO BETTER LIVES

There is further evidence that improvements in compliance to labour standards don't just benefit factory owners. In fact, they translate directly to worker wellbeing and can have a dramatic impact on countries' social and economic development. The World Bank's *World Development Report on Jobs*, for example, used Better Work data to show that workers in garment factories where compliance is higher reported a notably higher level of life satisfaction.

A 5% improvement in overall factory compliance was also associated with a 10% increase in worker income and a 9% increase in the money that workers sent home. With a workforce that is largely female, improvements in worker income were shown to be transformative, often leading to greater investments in children's health and education, and in turn to faster and more sustainable development.

“Improving labour standards in the garment industry's global supply chains means safer and better jobs for millions of poor and vulnerable people,” explains Rees. “It also makes sound business sense, promoting job growth, economic and social development.”



# BETTER WORK

Sixty million workers across the developing world rely on the garment industry for employment. While factories are a valuable source of jobs and can help improve livelihoods of workers and their families, working conditions remain a pressing issue across the industry.

The Better Work programme – a joint initiative of the International Finance Corporation (IFC) and the ILO – has demonstrated that working

conditions in the global garment industry can be improved by public policy and private sector collaboration.

Better Work now works in eight countries across three continents reaching more than 1,300 enterprises and 1.5 million workers. ILO photographer Marcel Crozet has brought us these pictures from a recent trip to Haiti, Lesotho and Nicaragua.

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Creating partnerships throughout the global garment industry to help workers and businesses





# BOOSTING EMPLOYMENT IN FRAGILE STATES

The agenda of the 105th session of the International Labour Conference also includes the revision of an ILO Recommendation: The Employment (Transition from War to Peace) Recommendation (No. 71) was adopted in 1944.

The revision reflects the growing international concern with the importance of employment and decent work in fragile and crisis-affected countries. It relies on an increasing international consensus over both the need and the means to address such situations in fragile States and to restore stability.

The revised Recommendation is at the crossroads of developmental, humanitarian and peace-building initiatives, both at the national and international levels.

Our story from Somalia shows how the ILO can contribute to putting such initiatives into practice.



# From refugee in Kenya to business owner in Somalia

Last October, UNHCR announced that 5,000 refugees had headed home to Somalia since December 2014 from the mammoth Dadaab refugee camp in northern Kenya, home to about 350,000 people. It also said another 4,500 had signed up to go back. Those numbers amount to a tiny percentage of the overall number of Somalis who have fled their country or are displaced within it. The UN puts that total at about 2 million – more than 400,000 of them are in Kenya alone.

But there are the success stories of returnees like Mohamud Mohamed that could serve as an example for others who think about going home. Mohamed benefitted from an ILO project that helps former refugees resettling in Somalia to start a new life, by providing them with the necessary skills to set up a business.

*By Fatuma Musa, ILO Somalia Programme*







Mohamud Mohamed is one among the many Somalis who had to flee the country because of the internal conflict that devastated Somalia.

Mohamud was born and raised in Baidoa, a city in the south-central Bay region of Somalia, 250 km from Somalia's capital city Mogadishu.

When he was young, Mohamed attended the Coranic school. It was also at this time that he learned Arabic.

Then he got married and became a teacher. He had a good life till the war broke out and things took an unexpected turn. He already had two children when he had to leave his country in search of a safer place to live. He went to Kenya where he and his family settled in an overcrowded refugee camp packed with other Somali refugees.

"I was unable to find a job and had to rely on humanitarian assistance to support me and my family. All I could do then was to hope for better days," he recalled.

## NEW HOPE

Things started to change in 2013 when he heard from other refugees that a project had started in Baidoa to help Somali refugees returning to Somalia to find durable solution to resettle. The idea was to promote sustainable livelihood through grant distribution and cash for work.

When Mohamud heard of this, he immediately decided to return to his hometown. The family resettled in Baidoa. They struggled a little in the beginning, but their situation gradually improved.

In the beginning of 2015, Mohamud was selected as one of the beneficiaries of the ILO Durable Solutions for Somali refugee returnees through Repatriation, Assistance and Promoting Sustainable Livelihood project.

Qualified teachers were provided. Participants were trained on business management and entrepreneurship. Training sessions were conducted in Somali language. The programme was meant to teach Somali returnees the basic skills for business management and entrepreneurship using ILO tools "Know About your Business" and "Start and Improve Your Business". The idea was to establish conditions that will enable returnees and their

## BOLSTERING RESILIENCE AND SELF-RELIANCE IN YEMEN

Yemen has been affected by an internal conflict that cost the lives of thousands of people and severely impacted the economy. In December 2015, the ILO launched a 3 year-joint project together with the European Union and other UN agencies (UNDP, FAO and WFP). The project entitled "Enhancing resilience and self-reliance in crisis-affected Yemeni communities" is designed to allow Yemenis to manage economic shocks, increase social cohesion and strengthen local institutions. "This programme is a major step for the upcoming reconstruction efforts in Yemen not to focus only on asset rebuilding but on livelihoods and decent work," says ILO coordinator Patrick Daru.

It will rely on the great capacity of Yemen people to bounce back from the conflict and build back their lives. The programme will also in turn contribute to sustain peace efforts," he added.

The programme will be implemented with the Ministry of Planning and International Cooperation, targeting four Governorates. It is financed by the European Union for a total budget of EUR 34.8 million, building on the strength of the respective participating UN agencies.

communities to access their basic needs and restore their livelihoods with dignity.

## PUTTING SKILLS INTO PRACTICE

Mohamud was very keen to learn new skills, and quickly had an idea of the business he wanted to start. After the training, he took part in a business plan competition and was given the opportunity to put his new skills into practice. He was among the competition winners. His family was very proud of his achievements. He was awarded 14 days of financial management training as well as US\$500 in cash to start his own business.

But before investing his money, he decided it was best to assess the local market to find a place to establish a small business where no other similar shops existed.

After a comprehensive analysis of the local market, Mohamud made up his mind. He opened a small shop in Baidoa that sells basic good like sweets, sugar and cooking oil. He is now the proud father of 6 children (4 girls and 2 boys).

"My ambition is to educate my kids, give them better health care services and pay for their daily food through my business, and I hope God will help me along the way," Mohamud concluded with a smile.





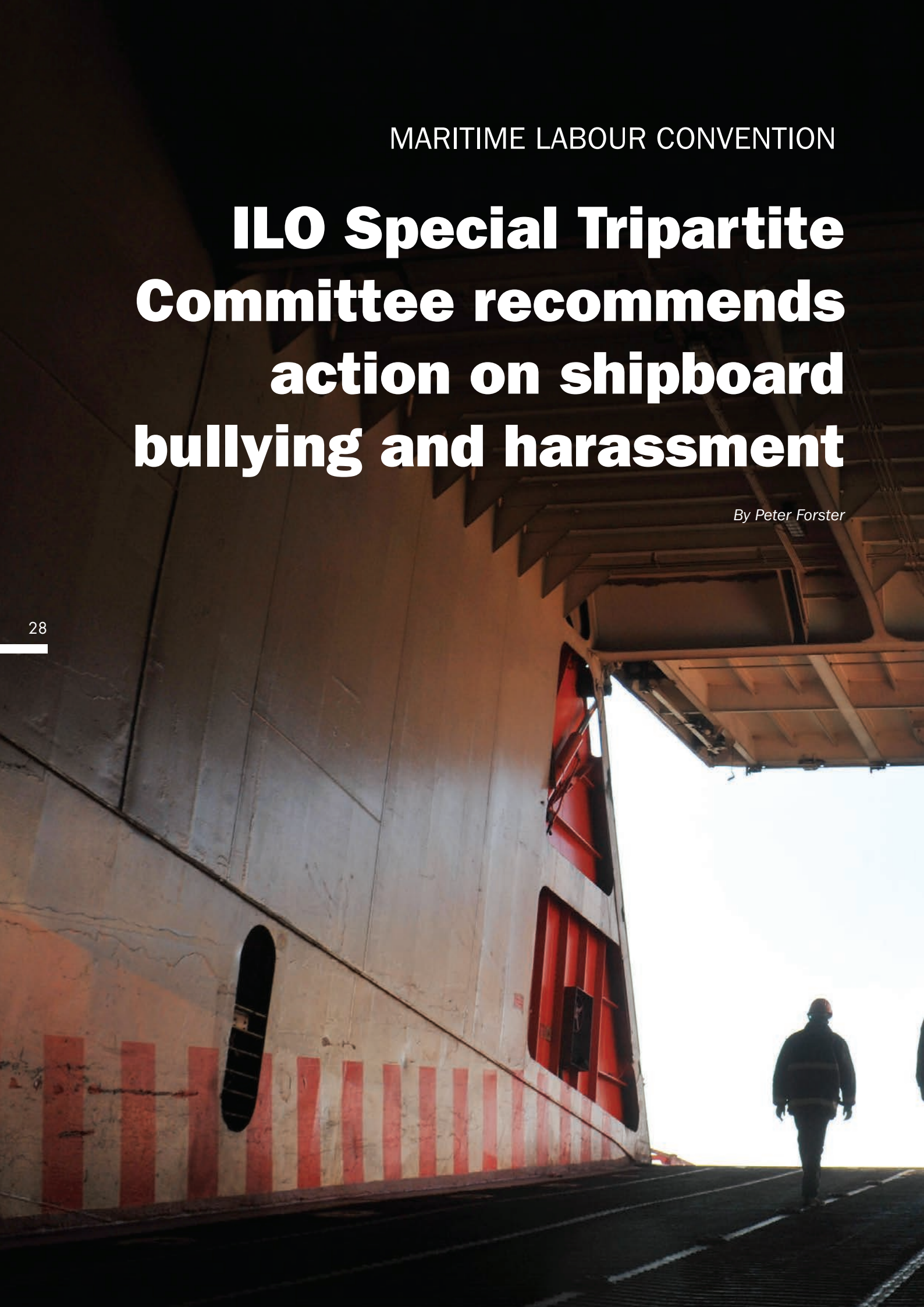
Child collecting water in  
Bini Hoseish, Yemen  
Photo: L. Uhlenhaut, ILO



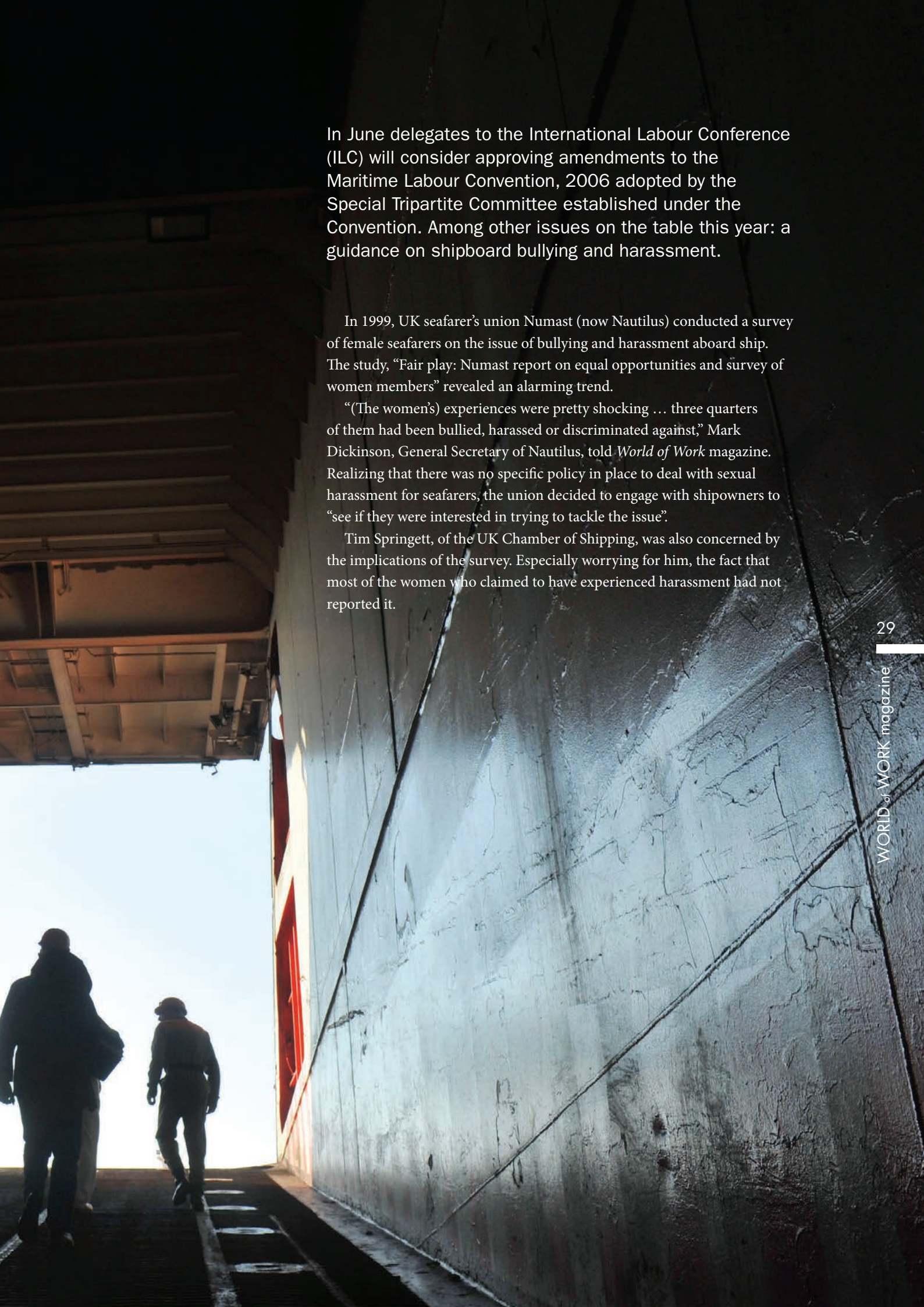
MARITIME LABOUR CONVENTION

# **ILO Special Tripartite Committee recommends action on shipboard bullying and harassment**

*By Peter Forster*







In June delegates to the International Labour Conference (ILC) will consider approving amendments to the Maritime Labour Convention, 2006 adopted by the Special Tripartite Committee established under the Convention. Among other issues on the table this year: a guidance on shipboard bullying and harassment.

In 1999, UK seafarer's union Numast (now Nautilus) conducted a survey of female seafarers on the issue of bullying and harassment aboard ship. The study, "Fair play: Numast report on equal opportunities and survey of women members" revealed an alarming trend.

"(The women's) experiences were pretty shocking ... three quarters of them had been bullied, harassed or discriminated against," Mark Dickinson, General Secretary of Nautilus, told *World of Work* magazine. Realizing that there was no specific policy in place to deal with sexual harassment for seafarers, the union decided to engage with shipowners to "see if they were interested in trying to tackle the issue".

Tim Springett, of the UK Chamber of Shipping, was also concerned by the implications of the survey. Especially worrying for him, the fact that most of the women who claimed to have experienced harassment had not reported it.



The Chamber was eager to become involved. For Springett, harassment was “something that employers ought to be tackling, as it can mean that half the population doesn’t want to go to sea because this is how they fear they are going to get treated”.

Together, the union and chamber of shipping developed guidelines and commissioned, with help from the European Union, a training programme, a booklet and awareness video. Beginning in 2004, guidelines were introduced to seafarers through European shipping companies and unions. The programme was refined over subsequent years, translated into 13 member state languages, and expanded through social dialogue to broaden its coverage and impact with European seafarers.

And then, in 2010, came the disturbing news that a young South African cadet had died after alleged harassment and rape aboard a UK registered ship off the coast of Croatia. While Croatian authorities determined her death to be suicide, cadets aboard this and other ships alleged that they had been subject to a barrage of physical and psychological harassment.

For Dickinson, the news “brought home sobering truths in the industry that we need to respond to – one of which was, we haven’t done our job (completely) and we need to redouble our efforts”.

## MOVING TO THE INTERNATIONAL STAGE

It was time to take the campaign to the international stage.

With the support of the International Transport Workers Federation and the International Chamber of Shipping, a document entitled *Guidance on Eliminating shipboard Harassment and Bullying* was launched in January 2016. Simultaneously, the seafarers proposed an amendment to the Occupational Safety and Health provisions of the Maritime Labour Convention, 2006 (MLC, 2006).

In the array of conventions that are supported by the ILO, the MLC, 2006 holds a unique place. Proposed in 2001 by shipowners and seafarers, it aimed to bring together nearly all the minimum standards needed to ensure decent working conditions for the world’s seafarers into one document. The MLC was formalised by the ILO in 2006 and became binding in 2013, when ratified by 30 countries representing 33 per cent of total global tonnage (as of March 2016, 71 countries have ratified with over 80 per cent of the world’s gross tonnage).

Drawing inspiration from procedures within the UN International Maritime Organization (IMO), the MLC operates under streamlined conditions for change and

amendment. As part of this process, a Special Tripartite Committee (STC) regularly meets with the mandate to keep the Convention under “continuous review” of the workings of the MLC, 2006.

In February of this year, the proposal on bullying and harassment was one of three put before the STC for consideration.

Presenting on the issue before delegates, Hans Cacdac from the Philippine’s Department of Labor and Employment-Philippine Overseas Employment Administration, gave delegates a dramatic impression of its effect on crews from his nation.

“I told the meeting that bullying and harassment aboard ship has been attributed to an increasing number of unexplained deaths and suicides of Filipino seafarers. For us, reducing the toll on crews has to be an absolute priority,” Cacdac told *World of Work* magazine.

After discussion, governments, shipowners and seafarers agreed to recommend amending the guidelines within the section on “Health and safety protection and accident prevention” with the following text:

“Account should also be taken of the latest version of the *Guidance on eliminating shipboard harassment and bullying* jointly published by the International Chamber of Shipping and the International Transport Workers’ Federation.”

## ILC TO TAKE FINAL DECISION

The adopted amendment will now be put before the International Labour Conference in June for a vote on approval.

Responding to the STC’s recommendation, Natalie Shaw, Director of Employment Affairs with the International Chamber of Shipping, explained that : “Fundamentally a ship is a seafarer’s home often for at least nine months at a time, and if you feel you are working in an environment where you are feeling harassed or bullied, it makes it very uncomfortable as a workplace.”

Jon Whitlow, Secretary of the Seafarers, Fisheries & Inland Navigation Sections of the International Transport Workers’ Federation, observed placing the guidance in the MLC “will be important to seafarers, as a number of governments noted during the discussion, bullying and harassment can be a problem aboard ships and it is something we must address. We believe that there needs to be systems in place to eliminate it and are hoping that this will go some way to do that.”



# Mauritania intensifies the fight against forced labour

By the latest ILO estimate, almost 21 million people worldwide are victims of forced labour. In order to intensify the fight against modern forms of slavery, the 2014 International Labour Conference adopted a protocol and a recommendation to supplement the Forced Labour Convention, 1930 (No. 29) and existing international instruments, giving specific directions for effective measures to eliminate all forms of forced labour.

The ILO has since launched a major campaign, 50 for Freedom, to promote ratification of the new Protocol. To date, the Protocol has been ratified by several countries, including Mauritania.



*World of Work* spoke to Hamoud Ould T'Feil Ould Bowbe, Mauritania's Director General of Labour, about his country's ratification of the Protocol and its implementation.

## **What are the Protocol's tangible benefits for Mauritania?**

Convention No. 29 was profoundly marked by the colonial context prevailing at the time of its adoption in 1930. It contains what are known as transitional provisions, the aim of which was to establish a framework for forced or compulsory labour. After the International Labour Conference decided at its 92nd Session in 2004 to withdraw ILO Recommendation No. 36 from the corpus of ILO standards, the Protocol to Convention No. 29 confirms the suppression of those transitional provisions and brings Convention No. 29 up to date, setting out measures aimed at preventing forced labour and strengthening the protection of workers.

The Protocol also provides for access to appropriate and effective remedies, such as compensation. It reinforces international cooperation to fight forced or compulsory labour, to which my country attaches great importance.

The Protocol stresses the paramount role played by employers and workers in combatting forced labour. All these mechanisms are in line with Mauritania's domestic labour legislation, which has the political backing of the country's highest authorities.

This is evidenced by the inclusion in President Mohamed Ould Abdel Aziz's election platform of all issues relating to social development, preservation of workers' rights and the fight against all forms of archaism.

## **Ratification is one step. Implementation is much more difficult. What measures does the Government plan to implement in the Protocol?**

The question of decent work is one of the Government's absolute priorities. With the ILO's help, we started implementing in 2012 a Decent Work Country Programme. We are also currently involved in numerous projects that will help put a stop to slave practices – and, naturally, their repercussions – once and for all. These titanic ongoing efforts will be boosted when the provisions of the 2014 Protocol, which our country has just ratified, are integrated into domestic legislation.



We have developed a process to study other initiatives that can help us turn this dark page of Mauritanian, African and many other people's history. It goes without saying that the Protocol will strengthen and supplement the framework for penalizing slave or similar forced labour practices. The Protocol particularly promotes access to rights, public information and awareness-raising among those at risk, including minors and employers, as well as the development of training, enabling professionals to identify and protect victims. It is worth noting that the *fatwa* issued by the Ulema Association of Mauritania has made a significant contribution to this effort.

#### **How important is the ILO BRIDGE project to Mauritania's anti-slavery effort?**

The ILO Bridge project is a well-timed effort to supplement the major initiatives already being taken to combat forced labour, which I have just outlined. It will focus on the priorities identified by the Government, specifically, strengthening the capacity of all those working to implement Law No. 2015-031 criminalizing slavery and penalizing slave practices.

Moreover, it will provide direct support for legislative change, institutional capacity building, efforts to enhance knowledge of the consequences of slavery, and the awareness-raising efforts that are of such huge importance when it comes to changing attitudes and providing direct support to the victims.

#### **FROM PROTOCOL TO PRACTICE: A 'BRIDGE' TO GLOBAL ACTION ON FORCED LABOUR**

Mauritania is also a pilot country under the Bridge project, which aims to strengthen the capacity of the relevant ministries and stakeholders to develop, implement and monitor policies and national action plans on forced labour. The Bridge project also provides capacity building to improve law enforcement, and support public awareness campaigns to address all forms of forced labour. This is part of a four-year project funded by the US Department of Labour.





## World Employment and Social Outlook 2016: Transforming jobs to end poverty

*ILO, Geneva, 2016*

World Employment and Social Outlook 2016 shows that decent work is paramount to achieving sustainable development and reducing poverty.

Decent work can alleviate the challenges facing the world of work in three ways: by bringing historically marginalized groups to the labour market and mitigating low-productivity traps

through effective policies and labour market institutions; by boosting economic growth through the extension of social protection, minimum wages and automatic stabilizers; and by making growth inclusive through strengthening core labour standards and rights at work, which are essential to arrest decline in labour's share of income and curb inequality.

The report underscores the importance of the right set of economic, labour market and social policies to create an enabling environment where economic growth has the maximum impact on poverty reduction.

ISBN 978-92-2-130387-9

CHF 40; USD 40; GBP 26; EUR 32



## World Employment and Social Outlook: Trends 2016

*ILO, Geneva, 2016*

WESO Trends 2016 provides the latest global and regional estimates of employment and unemployment, employment by sector, vulnerable employment, labour productivity, informal employment and working poverty. Based on the most recent data available, the report examines underlying trends and cyclical developments related to economic, political and social changes, and presents a short- and medium-term outlook for key labour market variables. A particular focus is the shifts in financial market developments, and their implications for employment volatility, job creation and income growth.

ISBN 978-92-2-129632-4

CHF 20; USD 20; GBP 14; EUR 16



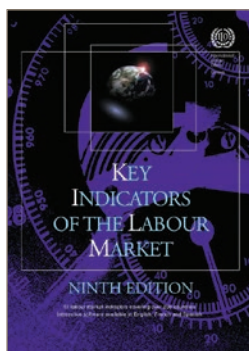
## World Employment and Social Outlook 2015: The changing nature of jobs

*ILO, Geneva, 2015*

Covering advanced as well as emerging and developing economies, the 2015 report documents the significant rise in new forms of work (including temporary, casual and part-time employment) and the decline in the standard employment relationship, characterized by open-ended, full-time jobs. The report examines the impacts of these emerging forms of work on productivity and income inequalities, how policy must adapt to support job creation and mitigate the risk of growing insecurity at work. It also analyses the roles of social protection, employment regulations and global supply chains.

ISBN 978-92-2-129263-0

CHF 40; USD 40; GBP 26; EUR 32



### Key Indicators of the Labour Market (KILM), Ninth edition

*ILO, Geneva, 2016*

The KILM is a multifunctional research tool designed to make labour market information and analysis easily accessible. Harvesting information from international data repositories as well as regional and national statistical sources, the KILM offers data for over 200 countries. Through its Excel add-in and interactive software, the KILM makes searching for relevant labour market information and analysis quick and simple. This book offers a summary of findings and descriptions of the indicators, as well as detailed information related to 36 data tables available free online.

ISBN 978-92-2-130121-9

CHF 30; USD 30; GBP 20; EUR 28



### Women at Work: Trends 2016

*ILO, Geneva, 2016*

Women at Work: Trends 2016 provides a picture of where women stand today in the world of work and how they have progressed over the past 20 years. It examines the global and regional labour market trend and gaps, and also presents an in-depth analysis of the gender gaps in the quality of work, and explores the key policy drivers for gender transformative change. The discussions and related recommendations focus on three main dimensions: sectoral and occupational segregation, the gender wage gap, and gaps in the policy framework for work and family integration.

ISBN 978-92-2-130795-2

CHF 25; USD 25; GBP 17; EUR 22



### World Report on Child Labour 2015: Paving the way to decent work for young people

*ILO, Geneva, 2015*

This second World Report on Child Labour highlights the close linkages between child labour and good youth employment outcomes, and the consequent need for unified policy approaches. The report presents empirical evidence of how child labour combined with limited education can lead to increased youth vulnerability and greater difficulties for young people in transiting to good jobs. This evidence integrates results from the ILO's School-to-Work Transition Survey, an unprecedented data collection effort covering 28 low- and middle-income countries around the world.

ISBN 978-92-2-129689-8

CHF 30; USD 30; GBP 20; EUR 25



### Global Employment Trends for Youth 2015: Scaling up investments in decent jobs for youth

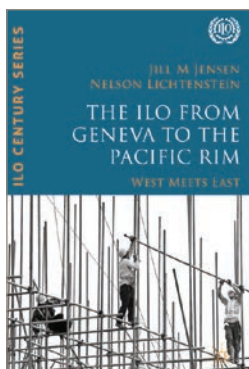
*ILO, Geneva, 2015*

This report provides an update on key youth labour market indicators and trends, focusing both on the continuing labour market instability and on structural issues in youth labour markets. It offers valuable lessons learned on “what works” for youth employment and on emerging practices in policy responses. Ideally, these will shape future investments in youth employment, as countries continue to prioritize youth in their national policy agendas.

ISBN 978-92-2-130108-0

CHF 20; USD 20; GBP 14; EUR 16





## The ILO from Geneva to the Pacific Rim: West meets East

Edited by Jill M. Jensen and Nelson Lichtenstein

*ILO/Palgrave Macmillan, Geneva/Basingstoke, 2016*

The explosive rise of East Asia and continuing importance of Central America and Mexico have shifted the centre of world export manufacturing from the North Atlantic to the Pacific Rim. This volume of original essays considers how the International Labour Organization has helped generate a set of ideas and practices, past and present, transnational and within a single nation, to advance social and economic reform in this vast region. Co-published with Palgrave Macmillan as part of the ILO Century series.

ISBN 978-92-2-129648-5

CHF 90; USD 90; GBP 60; EUR 85



## Decent Work in Global Value Chains

*International Journal of Labour Research, Volume 7, Issues 1/2*

This double issue of the International Journal of Labour Research explores the causes for the unequal distribution of wealth along global value chains, and analyses mechanisms that can better ensure that the vast wealth the chains generate is more equitably distributed.

ISBN 978-92-2-129650-8 ISSN 2076-9806

CHF 45; USD 45; GBP 32; EUR 40



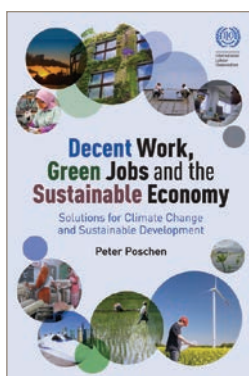
## What Works: Active labour market policies in Latin America and the Caribbean

*ILO, Geneva, 2016*

Active labour market policies (ALMPs) can play a central role by improving workers' employability, contributing – directly or indirectly – to productive employment creation. A number of Latin American countries have embraced this policy shift and, as a result, there has been a marked increase in public expenditures on ALMPs in the past two decades. This new report, part of the Studies on Growth with Equity series, discusses the results of a systematic review of existing evidence on ALMPs in the region and provides new findings on what works, focusing particularly on policies carried out in Argentina, Colombia and Peru.

ISBN 978-92-2-130379-4

CHF 30; USD 30; GBP 20; EUR 25



## Decent Work, Green Jobs and the Sustainable Economy: Solutions for climate change and sustainable development

Peter Poschen

*ILO/Greenleaf, Geneva/Sheffield, 2015*

This book argues that employment which contributes to protecting the environment and reducing humanity's carbon footprint – green jobs – can be a key economic driver as the world steps into the still largely uncharted territory of building a sustainable and low-carbon global economy. Positive outcomes are possible, but will require a clear understanding of opportunities and challenges, as well as country-specific policies that integrate environmental, social and decent work elements to ensure a smooth and just transition process. Co-published with Greenleaf Publishing.

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