

# World of **Work**



International  
Labour  
Office  
Geneva

THE MAGAZINE OF THE ILO

## Bringing decent work into focus

No. 57, September 2006

Also in this issue

- Picking education, not tea
- Dispelling the migrant myth
- Business with a conscience
- The other India
- Decent working time

# The roots of an enduring principle



© ILO PHOTO

17 May 1944: Edward J. Phelan, Director of the ILO, signing the Declaration of Philadelphia at a special meeting with President Roosevelt in the White House

Nearly 90 years after their first expression in the ILO Constitution, the words “universal and lasting peace can be established only if it is based upon social justice” still ring true. The concept that “conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest” is as relevant today as it was then.

Central to these novel ideas was the principle that “the labour of a human being should not be treated as merchandise or an article of commerce”. This and several other “labour clauses” had indeed been proposed for insertion in the Treaty of Peace that formally put an end to the First World War as a foundation for the new Organization’s programme of work. They included the regulation of hours of work, an adequate living wage, social security, protection of children, equal pay and freedom of association. Most of these principles found their way into the Preamble to the Constitution – with one basic, but crucial exception.

The 1944 International Labour Conference, meeting in Philadelphia, sought to remedy this, reaffirming the fundamental principles on which the ILO was based. This time, the principle that “labour is not a com-

modity” was a priority, followed by ideas like freedom of association and the concept that “poverty anywhere constitutes a danger to prosperity everywhere”. The eponymous Declaration of Philadelphia concerning the Aims and Purposes of the International Labour Organization was annexed to the Constitution as a reminder of the timeless relevance of the principles it enshrined. That allowed the ILO to survive the collapse of the League of Nations and become a specialized agency of the United Nations.

Today, the ILO continues to embrace the vision of Philadelphia. Decent work has become not only the organizing framework for the ILO’s activities in today’s age of globalization – it embodies the principle 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; ... the attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy”. Thus, from its roots in the ILO’s past, decent work has flourished into the Organization’s future, becoming a global goal to be pursued by every country today and tomorrow.

World of  
**Work**  
THE MAGAZINE OF THE ILO

*World of Work* magazine is 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, Hindi, Japanese, Norwegian, Spanish and Swedish.

#### EDITOR

May Hofman Öjermark

#### ASSISTANT EDITOR

Katherine Lomasney

#### SPANISH EDITION

In collaboration with the ILO Office, Madrid

#### PRODUCTION MANAGER

Kiran Mehra-Kerpelman

#### PRODUCTION ASSISTANT

Corine Luchini

#### PHOTO EDITOR

Marcel Crozet

#### ART DIRECTION

MDP, ILO Turin

#### COVER DESIGN

M. Montesano, ILO Turin,

#### EDITORIAL BOARD

Thomas Netter (Chair), Rosemary Beattie, Charlotte Beauchamp, Lauren Elsaesser, May Hofman Öjermark, Kiran Mehra-Kerpelman, Corinne Perthuis

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

Email: [ilo\\_magazine@ilo.org](mailto:ilo_magazine@ilo.org)

[www.ilo.org/communication](http://www.ilo.org/communication)

Printed by ILO Turin

ISSN 1020-0010

# Decent Work for All

In early July, the High-level Segment of the UN's Economic and Social Council (ECOSOC) adopted a wide-ranging Ministerial Declaration on full and productive employment and decent work, saying it would help strengthen efforts by the UN and the multilateral system to create jobs, reduce poverty and provide new hope for the world's 1.4 billion working poor during the next decade. *World of Work* reports in this issue on the impact.



Page 4

## COVER STORY

Bringing decent work into focus	4
Voices on decent work	8

## GENERAL ARTICLES

Picking education, not tea: Voices of change in Uganda	10
New Global Report on child labour	14
World Day Against Child Labour goes global	15
Business with a conscience: Why best practice is good practice	16
Dispelling the migrant myth	20
The other India	24

## FEATURED BOOK

<i>Decent working time: New trends, new issues</i> An honest day's work? Considering the nebulous notion of today's work-life balance	29
---	----

## FEATURES

Planet Work	33
• Coming clean: Drug and alcohol testing in the workplace	
News	37
• 95th International Labour Conference	
• 296th Session of the Governing Body	
• A code on safety and health breaks new ground for the world's miners	
• ILO American Regional Meeting sets new “Hemispheric Agenda” for a decade of decent work	
Around the Continents	43
Media Shelf	46

Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 179 member States in common action to improve social protection and conditions of life and work throughout the world. The International Labour Office, in Geneva, is the permanent Secretariat of the Organization.

# DECENT WORK **FOR ALL**

## UN moves to strengthen global efforts and sustainable development



© M. Crozet/ILO

**T**he High-level Segment of the UN Economic and Social Council (ECOSOC), meeting in early July, adopted a wide-ranging Ministerial Declaration on full and productive employment and decent work, saying it would help strengthen efforts by the UN and the multilateral system to create jobs, cut poverty and provide new hope for the world's 1.4 billion working poor during the next decade. The Declaration provides further support for the ILO's Decent Work agenda and reinforces efforts to make decent work for all a global goal and a national reality.

GENEVA – Faced with a growing “decent work” deficit that has seen an increase of more than 20 per cent in official unemployment in the past decade and the need to create at least 40 million new jobs over each of the next 10 years to prevent it rising still further, the UN Economic and Social

Council (ECOSOC) moved in July to strengthen global efforts to fight poverty and promote sustainable development.

In a wide-ranging agreement on the urgency of tackling what speakers at the ECOSOC meeting called a global jobs crisis, ministers reaffirmed that “opportunities for men and women to obtain productive work in conditions of freedom, equity, security and dignity are essential to ensuring the eradication of hunger and poverty, the improvement of the economic and social well-being for all, the achievement of sustained economic growth and sustainable development of all nations, and a fully inclusive and equitable globalization.”

The Ministerial Declaration maps out a series of initiatives with governments and other institutions to consider the employment impact of policies and to ensure greater policy coherence, inviting “all

# to promote Decent Work for poverty reduction

## DECENT WORK: A GLOBAL CONCEPT

The decent work concept was formulated by the ILO's constituents – governments and employers' and workers' organizations – as a means to identify the Organization's major priorities and to modernize its approach for the twenty-first century. It is based on the understanding that work is a source of personal dignity, family stability, peace in the community, democracies that deliver for people, and economic growth that expands opportunities for productive jobs and enterprise development. In a relatively short time this concept has led to an international consensus among governments and civil society organizations that productive employment and decent work are key elements to achieving poverty reduction.

Decent work reflects a number of priorities on the social, economic and political agenda of countries and the international system:

- **Fair globalization.** Rather than driving people into the informal economy or creating massive migration, global expansion must find ways to deliver opportunities for decent work where people live.
- **Poverty reduction.** Employment creation and poverty reduction are inextricably linked. Work is the way out of poverty, and, as the ILO's Constitution states, "Poverty anywhere is a threat to prosperity everywhere."
- **Security.** A community at work is a community at peace. This holds true at local, national, regional and global levels.
- **Social inclusion.** Achieving equality of opportunity and overcoming discrimination of all types in employment are crucial to fully realizing people's capabilities.
- **Dignity.** Labour is not a commodity. Labour costs reflect human beings for whom work is a source of dignity and family well-being.



© M. Crozet/ILO

- **Diversity.** Policies must be tailored to the specific needs of a country – one size does not fit all.

The overall goal of decent work is to effect positive change in people's lives at the national and local levels. The ILO provides support through integrated decent work country programmes developed in coordination with ILO constituents. They define the priorities and the targets within national development frameworks and aim to tackle major decent work deficits through efficient programmes that embrace each of the strategic objectives.

The ILO works with other partners within and beyond the UN family to provide in-depth expertise and key policy instruments for the design and implementation of these programmes. It also provides support for building the institutions needed to carry them forward and for measuring progress. The balance within these programmes differs from country to

country, reflecting their needs, resources and priorities.

Progress also requires action at the global level. The Decent Work Agenda offers a basis for a more just and stable framework for global development. The ILO works to develop decent work-oriented approaches to economic and social policy in partnership with the principal institutions and actors of the multilateral system and the global economy.

### *The Decent Work Agenda*

Putting the Decent Work Agenda into practice is achieved through the implementation of its four strategic objectives, with gender equality as a cross-cutting objective:

Creating jobs – an economy that generates opportunities for investment, entrepreneurship, job creation and sustainable livelihoods;

Guaranteeing rights at work – obtain recognition and respect for the rights of workers. All workers, and in particular disadvantaged or poor workers, need representation, participation, and good laws that are enforced and work for, not against, their interests;

Extending social protection – promote both inclusion and productivity by ensuring that men and women enjoy working conditions which are safe, allow adequate free time and rest, take into account family and social values, provide for adequate compensation in case of lost or reduced income and permit access to adequate healthcare; and

Promoting dialogue and conflict resolution – people in poverty understand the need to negotiate and know dialogue is the way to solve problems peacefully. Social dialogue, involving strong and independent workers' and employers' organizations, is central to increasing productivity and avoiding disputes at work, and to building cohesive societies.



© M. Crozet/ILO

relevant actors, including the Bretton Woods Institutions and other multilateral banks, to join our efforts” to implement the Declaration.

“This move presents an extraordinary opportunity to mainstream the goal of full and productive employment and decent work for all into the regular activities of all relevant UN organizations,” said ILO Director-General Juan Somavia. “This can set in motion a process of policy dialogue within the multilateral system – including the Bretton Woods Institutions – to stimulate the necessary policy convergence behind this global goal agreed to at the 2005 UN Summit.”

#### **“Full and productive employment and decent work for all”**

The Declaration recognizes “the decent work agenda of the ILO as an important instrument to achieve the objective of full and productive employment and decent work for all”. It also strongly supports fair globalization and resolves to make the goals of full and productive employment and decent work for all a central objective of national and international policies and national development and poverty reduction strategies.

“We call upon the International Labour Organization to focus on the implementation of commitments regarding the promotion of full and productive employment and decent work for all agreed at the major United Nations conferences and summits . . . in order to achieve significant progress in both policy and operational programmes,” the Declaration says, “and in this regard, we request the International Labour Organization to consider developing time-bound action plans to 2015, in collaboration with all relevant parties, for the achievement of this goal.”

The Declaration marks a further important step in the effort by the ILO to promote a decent work agenda for reducing poverty and obtaining equitable, inclusive and sustainable development. The meeting was the first major international gathering to take up the recommendations of the 2005 World Summit to seek a fair globalization and make the goals of full and productive employment and decent

work for all a central objective of national and international macroeconomic policies.

Mr. Somavia said the agreement would help launch “practical operational contributions to create an economic, social and political environment that generates enough decent work to make poverty history. In the course of the next 10 years, we will have to systematically implement the notion that ‘working out of poverty’ is key to the realization of the Millennium Development Goals. They go hand in hand.”

The new Ministerial Declaration is also significant in that ECOSOC coordinates the work of all 14 UN specialized agencies, 10 functional Commissions and five regional Commissions. It was identified by the 2005 World Summit Outcome as having a potentially key role in the revitalization of the UN system. Mr. Somavia said the decision of the 54-member panel would serve to “reconnect the UN to the widespread democratic demand of people and families everywhere – a fair chance at a decent job.”



© PViret/ILO

For more information, see: [www.ilo.org/public/english/bureau/inf/event/ecosoc/index.htm](http://www.ilo.org/public/english/bureau/inf/event/ecosoc/index.htm)

Director-General’s address to the High-level Segment of ECOSOC:

[www.ilo.org/public/english/bureau/dgo/speeches/somavia/2006/ecosoc.pdf](http://www.ilo.org/public/english/bureau/dgo/speeches/somavia/2006/ecosoc.pdf)

## DECENT WORK DEFICITS

The world today is facing a number of decent work “deficits” in the form of unemployment and underemployment, poor quality and unproductive jobs, unsafe work and insecure income, rights that are denied, and gender inequality. Many migrant workers are particularly vulnerable to exploitation, lack representation and voice, and have inadequate protection from income loss during sickness, disability and old age.

### What are some of the indicators of decent work deficits?

- Half of the world’s workers are unable to lift themselves and their families above the US\$2 per day per person poverty line.
- Much of the world has a significant “gender gap” in both quantity and quality of employment. Women are more likely than men to work in the informal economy, with little or no social protection and a high degree of insecurity.
- There are over 88 million unemployed youth (aged 15 to 24) around the world, comprising nearly half of the world’s total unemployment, although this age group makes up only 25 per cent of the working-age population.
- Labour migration is on the rise. There are more than 86 million migrant workers in the world, 34 million of them in developing regions.
- Global economic growth is increasingly failing to translate into new and better jobs that would lead to a reduction in poverty.

### Key elements of the ECOSOC Ministerial Declaration

● We strongly encourage multilateral and bilateral donor and inter-agency cooperation and coordination, in the pursuit of the goals of full and productive employment and decent work for all. To this end, we invite all the rele-

vant international organizations, at the request of national Governments and relevant stakeholders, to contribute, through their programmes, policies and activities, to the goals of full and productive employment and decent work for all in accordance with national development strategies.

- We request the United Nations funds, programmes and agencies and invite financial institutions to support efforts to mainstream the goals of full and productive employment and decent work for all in their policies, programmes and activities. In this regard, we invite stakeholders to duly take account of the International Labour Organization decent work country programmes in order to achieve a more coherent and pragmatic United Nations approach to development at the national level on a voluntary basis.
- We also request the functional and regional commissions to consider how their activities contribute, or could contribute, to the goals of full employment and decent work for all.
- We also encourage all relevant agencies to collaborate actively in the development of the toolkit to promote decent work that is currently being developed by the International Labour Organization at the request of the United Nations System Chief Executives Board for Coordination.
- We call upon the International Labour Organization to focus on the implementation of commitments regarding the promotion of full and productive employ-



© M. Crozet/ILO

ment and decent work for all at the major United Nations conferences and summits, including those contained in the outcomes of the 2005 World Summit and the World Summit for Social Development, in order to achieve significant progress in both policy and operational programmes, and in this regard we request the International Labour Organization to consider developing time-bound action plans to 2015, in collaboration with all relevant parties, for the achievement of this goal.

● We commit ourselves to the implementation of the present declaration and invite all relevant actors, including the Bretton Woods Institutions and other multilateral banks, to join our efforts in this regard.

*Ministerial Declaration of the High-level Segment of ECOSOC (text as adopted), paras. 33-38.*

<http://www.ilo.org/public/english/bureau/inf/event/ecosoc/declaration.pdf>

# Voices on



“I believe that decent work means that jobs should be rewarding. The work should give an added value to the worker’s life, with personal and professional fulfilment.”

**Evelin Toth Mucciacciaro**  
*Head of International Department,  
 UATUC  
 Croatia*



“To achieve decent work, one must have the right environment for workers to acquire both professional and personal skills. This will provide a type of structure to drive their skills throughout their entire careers, enabling them to lead a balanced life.”

**Andrew Moore**  
*Director, Brussels Office, Confederation  
 of British Industry (CBI)  
 United Kingdom*



“In my part of the world, women carry the burdens of the family. They have an old saying in Africa: ‘You train a woman, you train a whole nation.’ We need to support women’s entrepreneurship. When women work, not only do they support themselves and their families, but they support society.”

**Rose Karikari Anang**  
*Executive Director, Ghana Employers  
 Association (GEA)  
 Ghana*



“Pour moi c’est surtout un état d’esprit politique, l’idée de vivre dans une société où un homme est en mesure de prendre soin de soi et de sa famille comme il faut, de survivre dans la dignité.”

**Moulomba Nziengui**  
*Conseiller du Ministre du Travail et de  
 l’Emploi  
 Gabon*



“Decent work means jobs that allow for fundamental rights; the right to associate, the right to collective bargaining, the right to decent wages and a secure job. Workers need jobs where they can provide long-term for their families and their future.”

**Jan Sithole**  
*Secretary-General, SFTU  
 Swaziland*



“Decent work is about the capacity to determine our own skills, growth, prosperity and future. It’s not just about what you earn; it’s about your own wellbeing and success. Friendship, belonging and being part of a team give one a sense of pride.”

**Phil O’Reilly**  
*Chief Executive, Business New Zealand  
 New Zealand*



# decent work



“Decent work is about the same opportunities for both sexes, and this has fortunately improved a lot.”

**Iok Cheong Lam**

*Acting Head of Occupational Safety and Health Department, Labour Affairs Bureau,  
Macao Special Administrative Region,  
China*



“As a working man in the Philippines, I take the concept of decent work very seriously because it is there for my protection as well as the protection of all workers, despite race, gender and status. Decent work gives awareness to human capabilities.”

**Ranulfo Payos**

*Vice-President, Employers' Confederation of the Philippines  
Philippines*



“Decent work is work that provides dignity and respect for working people. Fundamental rights, such as wages and safe working conditions, must be guaranteed if you want to achieve decent working conditions. Decent work provides optimism for working people and their families, helping to guarantee economic growth and sustainability.”

**Sharan Burrow**

*President, Australian Council of Trade Unions  
Australia*



“I think it is necessary to have social security rights, employment rights, and good social dialogue. Decent work is a product of decent fundamentals, enabling the governments, workers and employers to come together.”

**Juan Carlos Zúñiga Rojas**

*Sindicato Industrial de Trabajadores de Electricidad y Telecomunicaciones (SITET)  
Costa Rica*



“Le travail décent est un emploi qui permet de bénéficier des normes internationales comme le respect de la légalité, de la sécurité mais c'est aussi un travail dans lequel on se réalise au-delà des besoins quotidiens, un travail dont on est fier.”

**Marc Blondel**

*Membre du Conseil d'administration du BIT  
Ex-secrétaire général de la Confédération Générale du Travail-Force Ouvrière  
France*



“Le travail décent, c'est celui qui permet la fin de l'exclusion sous toutes ses formes. C'est celui qui garantit à l'homme non seulement un minimum vital mais aussi une protection.”

**Guillaume Attigbe**

*Confédération des syndicats autonomes du Bénin  
Benin*



“Le travail décent peut être une solution aux problèmes que rencontrent les femmes : l'accès à l'emploi tout d'abord, mais aussi à la formation et aux postes de responsabilité.”

**Rahmani Messaouda**

*Union générale des travailleurs algériens  
Algeria*

# Picking education, not tea:

**T**he new ILO report *The end of child labour: Within reach* paints a mixed picture of child labour worldwide. While the global total of child labourers is on the decline, there remain some 50 million working children in sub-Saharan Africa. But the unprecedented international movement to end child labour, including an innovative awareness-raising campaign using local radio shows, is opening a window of opportunity for Africa's fight against the practice. The ILO's Kevin Cassidy reports from a tea plantation in Uganda.

TORO – Under a warm sun, in the lush green rolling hills of Toro in western Uganda, 15-year-old Annet is picking tea alongside hundreds of other children for about US\$0.30 a day.

This sea of young faces, scattered throughout the tea plantations of Fort Portal, look sadly towards a bleak future.

“Yes, I want to go to Kyebambe Girls' Secondary School. But my parents are poor and cannot sup-

port me,” Annet says quietly. “I need to go and pluck tea to get money and then buy books and pens, but sometimes I can't manage.”

Although the Ugandan Constitution 1995 (Chapter 1, Article 34 (4)) provides for the protection of a child from hazardous and exploitative work, it is estimated that there are 7.9 million children, aged 5 to 17 years old, working as child labourers. Simply put, 1 in 3 children in Uganda are child labourers.

The majority of these children trapped in child labour are in rural areas where poverty affects around 60 per cent of the population. These dire circumstances are further compounded by the fact that 1 in 5 children are orphaned, mainly by HIV/AIDS, with many heading households and supporting brothers and sisters with back-breaking and poorly paid work.

These children, very early in life, must make the difficult decision to help their families survive while sacrificing their right to an education and possibly a better future.



© K. Cassidy/ILO

# Voices of change in Uganda

## Changing perceptions through dialogue

In support of the ILO's technical cooperation project "Strengthening Labour Relations in East Africa" (SLAREA), a communications campaign was developed to promote rights at work in East Africa. In Uganda, this campaign started work with six national broadcasters in as many different local languages, to help raise awareness on the critical issues of freedom of association, child labour, forced labour and discrimination promoted in the ILO Declaration on Fundamental Principles and Rights at Work. These radio stations included *Voice of Teso*, *Voice of Toro*, *Radio Paidha*, *CBS*, *Radio Uganda* and *Radio Kigezi*.

In Fort Portal, *Voice of Toro* became a willing and active champion of the working people of Uganda. The station broadcast a weekly radio programme focusing on the Declaration issues and provided a platform for government officials and workers' and employers' representatives to discuss these issues and engage in dialogue with the local community.

For Paddy Twesigiromwe, representative for the National Union of Plantation and Agricultural workers of Uganda (NUPAU), this provided the access to people that was sorely needed. "The ILO radio campaign was actually very good and is still very good. It assisted us a lot because it's the best medium to reach the farmers," said Mr. Twesigiromwe.

The combination of active union involvement with the workers and farmers and the awareness-raising campaign and assistance from a large business there, Mabale Tea Growers Factory, has proven to be quite a successful formula in eliminating child labour on their estates.

At the Mabale Tea Growers Factory, located in Kyenjojo district about 20 kilometres from Fort Portal, anyone seeking employment must produce a graduated tax ticket. This is an annual tax paid by everyone above the age of 18 years irrespective of whether they are employed or not. Ironically, the government had abolished the tax, which leaves the factory management with the option of requiring a letter from the local village authorities to ensure that the jobseeker is of age.

There are supervisors on the estates who go into



© K. Cassidy/ILO

the field whenever there are workers picking tea. In addition to ensuring that labourers who have not been contracted don't go onto the farms, they also see to it that parents don't carry children along to help them pick more tea after a day's work.

The Mabale Tea Growers Factory has been active in ensuring that its activities complement the system of universal primary education (UPE), instituted by the Ugandan government in 1997. The goal of UPE is to increase enrolment and retention of children in primary schools. The Mabale Tea Factory has helped poorer parents with scholastic materials such as books, pens and teaching aids. As a result of this initiative, 90 children formerly working on the tea estates go to the nearby Kabaranga Primary School with the assistance of the factory.

"We are trying to help eliminate child labour by supporting education. We are helping to brighten the children's future development," says Kenneth Kyamulesire, general manager for the factory.

When visited by the ILO's national project coordinator, Joseph Katende, Mr. Kyamulesire credited the radio programmes, and the discussions he had with his family and friends on the issue, for changing his mind about child labour.





In cooperation with the local leaders and the trade union representative, the company has committed to providing school materials to ensure that the children remain in school and don't go out to work to pay for these essentials.

After discussion with local leaders in this region, it has been shown that the radio programmes have greatly assisted in the process of removing 365 children from the plantations of Butit, Mukunyu, Kyarusenzi and Mabale tea farms over the past year.

### Avoiding a backslide into child labour

One of the main problems that poor agricultural communities face is keeping students in school and preventing them from falling back into child labour situations. At times, parents may not value or see the long-term benefits of education – especially if it comes at the expense of immediate income for poor families.

The Headmistress of the Kabaranga Primary School, a small local school that recently received a large number of children formerly working on the tea plantations, was concerned about keeping the children in school and focused on their education.

“We are very happy to have these children here with us; they are eager to learn. But our biggest challenge is what will happen to the children after primary seven? Will the children go back to the tea estates because they don't have money to continue with education?” said the Headmistress, known as Ms. Alice to the students.

With the sounds of song and dance in the background, many of these children said that although they are happy to be back in school, poverty will force many over the weekend to go work on the tea estates to make a few thousand shillings (about US\$1 to US\$2) to help support their family and buy school materials. Many of these children are orphans and live with their elderly grandparents who are too weak to work and need the children's support to buy food.

The parents and guardians all expressed a need for income-generating activities to help improve their financial situation. The lack of employment opportunities as well as the advanced age of many of the guardians means that there are serious trade-offs between survival of the whole family and the education of a few.

## EVERY CHILD NEEDS A TEACHER

The right to education is a fundamental human right, yet at least 100 million children are still not enrolled in primary school – 55 per cent of them girls. Fewer than two thirds of primary school pupils reach the last grade, an indicator of basic literacy, in more than 40 countries. Almost 800 million people aged 15 and above live without basic literacy skills.

One reason why many countries fail to educate their children and adults is the lack of qualified teachers. The ILO/UNESCO Recommendation concerning the Status of Teachers, adopted 40 years ago, is still the world's only comprehensive international standard on the teaching profession. More recently, the Pretoria Declaration on Teachers (2005) and the UNESCO Education for All Global Monitoring Report (2005) said large numbers of countries still need to focus on creating sufficient numbers of well-qualified, adequately remunerated and highly motivated teachers to realize the Education for All (EFA) and MDG goals. Although the deficit of qualified teachers worldwide is not known, it is estimated that roughly 35 million new teachers are needed to meet the 2015 EFA goals – with an increase in many countries by 20 per cent a year in order to reduce pupil/teacher ratios to 40:1.

Countries that are unable to meet EFA targets generally invest only half of this figure in education, and some say more than 20 countries are at risk of not achieving universal primary education (UPE) by 2015.

### The ILO approach

The ILO recommends that countries should invest at least 6 per cent of their GDP in education and training. Since 2004, it has assisted more than 20 countries in Africa, the Americas and Eastern Europe to address information gaps, assess teacher needs and develop and apply policy solutions with governments, teacher unions and private schools – a critical tool in the fight against child labour. For this reason, ILO-IPEC (International Programme on the Elimination of Child Labour) has lent its full support to the campaign “Every Child Needs a Teacher”.

For more information, visit <http://www.ilo.org/public/english/standards/ipec/themes/education/index.htm>





© K. Cassidy/ILO

### CHILD LABOUR IS...

**C**hild labour is a violation of fundamental human rights and has been shown to hinder children's development, potentially leading to lifelong psychological and physical damage. Child labour can be divided into three categories:

- work done by a child who is younger than the minimum age for work (Convention No. 138);
- hazardous work that poses a risk to the physical, mental or moral well-being of a child under 18 (16 under certain strict conditions); and
- the worst forms of child labour (Convention No. 182).

**Major relevant ILO Conventions:**

- \* Minimum Age Convention, 1973 (No. 138)
- \* Worst Forms of Child Labour Convention, 1999 (No. 182)

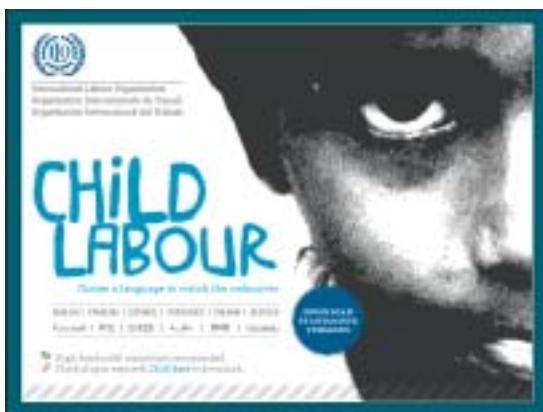
For more information, visit <http://www.ilo.org/ipecc>

But to Jane Rose Nasuna, it was clear. “Some parents care about their children’s education. Others think they are wasting money on education. But me, I am doing all I can to see that my child goes to higher [learning] institutions. Maybe in the future, I can also leave this kind of work when my child gets a better job and I can finally rest,” said Jane as she stroked her child’s hair.

As the scores of children emptied from their classrooms, they seemed to be enjoying learning and playing with friends, instead of working under the sweltering sun on the tea plantations. “It felt good to find myself back at school and to study because in the future it will benefit me more,” said young Benjamin Kisembo, smiling widely.

As the community continues to work together, the ILO will continue to combat child labour as well as to support awareness-raising through the interactive radio programmes. Joseph Kasimbazi, the show’s producer for *Voice of Toro*, feels that “there is a great need for people here to know about how these children are losing their childhood and their future”.

Kash, as he is known on the air, believes that with “the radio programmes we can reach many more people. I feel proud that I am part of this change. But we cannot do this alone; we need assistance to help the dreams of these children become a reality.”



More than 200 million children in the world today are child labourers. The ILO is committed to getting them out of work and into school. The ILO's new flash movie shows you why: <http://www.ilo.org/public/english/bureau/inf/wdacl/index.htm>

## NEW GLOBAL REPORT ON CHILD LABOUR

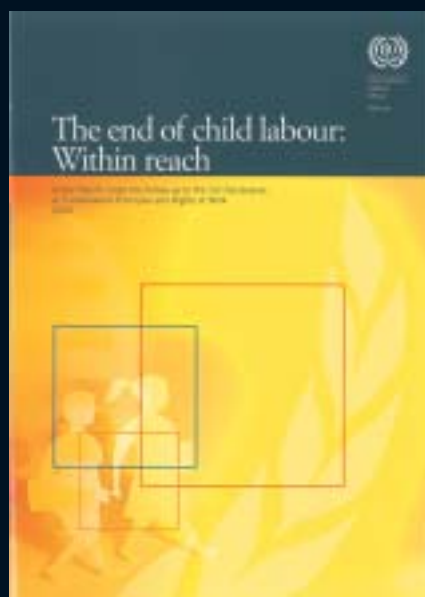
**O**n 4 May 2006, the ILO released its new Global Report on child labour entitled *The end of child labour: Within reach*. The Report stated that child labour, especially in its worst forms, is in decline for the first time across the globe.

Launched concurrently by 25 ILO offices, the Report shows that the number of child labourers has fallen globally by 11 per cent over the last four years – from 246 million in 2000 down to 218 million in 2004 – while the number of children in hazardous work decreased by 26 per cent – 171 million in 2000 down to 126 million in 2004.

According to the Report, Latin America and the Caribbean have seen the most rapid decline over the four-year period. The number of children at work in the region has fallen by two thirds during that time, with just 5 per cent of children now engaged in work.

The Asia and the Pacific region also registered a significant decline in the number of economically active children. However, as the child population also declined, the percentage of working children was not as large. The ILO estimates that the region still has the largest number of child workers in the 5-14 age group – some 122 million.

With 26 per cent of the child population, or almost 50 million, children engaged in work, the sub-Saharan African region has the highest proportion of children engaged in economic activities of any region in the world.



According to the Global Report, the convergence of high population growth, grinding poverty and the epidemic of HIV/AIDS has hindered progress in the fight against child labour. However, there are signs of progress. For example, primary school enrolments in the region increased by 38 per cent between 1990 and 2000.

Although the ILO and its tripartite partners have been at the forefront of international efforts to eliminate child labour, there is now a growing diversity of actors making important contributions to this process. Political commitment, through the adoption of coherent policies in the areas of poverty reduction, basic education and human rights, is central to the progress made. Poverty reduction and greater availability of education are important prerequisites for moving countries to the transition point in tackling child labour.

The rapid ratification of ILO Conventions (No. 182 and No. 138), together

with advances in other international treaties relating to children's rights, have contributed significantly to the recent progress. 160 countries have ratified the Worst Forms of Child Labour Convention, 1999 (No. 182), out of the ILO's 178 member States.

This widely supported legislative and policy framework, combined with concrete action and awareness-raising, has given the global movement a strong focus. Progress has been achieved largely through the ILO's largest technical cooperation programme, the International Programme on the Elimination of Child Labour (IPEC), which has been active for the past 14 years.

Many organizations, UN agencies, NGOs and other civil society groups have joined the ILO's call for reinvigorated action. All of these elements together have worked to reduce child labour. The mass media and the academic community have both responded to the rising international profile of child labour and are becoming strong partners in its elimination.

The challenge over the coming years will be for the ILO to work in a more focused and strategic manner to act as the catalyst for a re-energized global alliance in support of national action to abolish child labour. This transformation in approach to global leadership will ensure that the ILO will contribute more effectively to consigning child labour to history.

For more information, please visit [www.ilo.org/declaration](http://www.ilo.org/declaration)

WORLD DAY AGAINST CHILD LABOUR GOES GLOBAL

**W**ith World Cup fever in full swing, the ILO waved a “Red Card” against child work as part of a series of global events in early June to mark the World Day Against Child Labour. The slogan calling for the elimination of child labour was “Together we can do it”. And in scores of countries and in hundreds of towns, the global movement against child labour showed that they intend to do just that.

From Addis to Albania, from Brazil to Burkina Faso, the World Day Against Child Labour on 12 June marked a new high point in the global mobilization against child work. Events took place around the world, in more than 70 countries and involving at least 100 projects. The ILO International Programme on the Elimination of Child Labour considers

this year’s world day as an unqualified success.

“This year marks the most events we’ve ever seen on the World Day,” said IPEC Director Guy Thijs. “The number of activities was very impressive and shows the extent to which our partners at the country and local level are joining forces to eliminate child labour.”

If the “Red Card” campaign activity in Geneva was symbolic, the impact of the last decade of IPEC work in mobilizing action against child labour was anything but. Events in the field included nationwide round tables, TV debates, football games, theatre plays, art exhibits, street performances and marches, after-school programmes, musical and cultural events, amongst hundreds of different activities.

The events of the day followed the release in May of the ILO Global Report entitled *The end of child labour: Within reach* (see page 14). The report was discussed by tripartite delegates to the International Labour Conference on 9 June. Delegates reviewed progress and identified challenges ahead on the way to eliminating the hazardous forms of child labour over the next decade. Participating in the special round-table event were Brazilian Minister of Labour H.E. Mr. Luis Marinho, the Tanzanian Minister of Labour H.E. Mr. Jumanne Maghembe and the Turkish Minister of Labour H.E. Mr. Murat Basesgioglu together with the workers’ and employers’ representatives. In addition, Ministers of eight Portuguese-speaking countries in all regions of the world gathered on 8 June to announce to the International Labour Conference the adoption of a joint declaration against child labour and its worst forms.

In Geneva, the ILO marked the day with an event featuring football World Cup legend Roger Milla who came to “Kick the Ball” against child labour in a friendly match with local schools and



© J. P. Poutreau/ILO

*Football World Cup legend Roger Milla came to the ILO to “Kick the Ball” against child labour in a friendly match with local schools and clubs.*

clubs. Joining the ceremony prior to the match were ILO Director-General Juan Somavia, Mr. Federico Addiechi, head of Corporate Social Responsibility of the International Federation of Football Associations FIFA, Dr. Eduardo Missoni, Secretary General, World Organization of the Scout Movement, Ms. Nicole Petignat, a renowned female referee qualified for international matches and Mr. Carlos Xavier, a football player from Portugal and creator of a football club promoting child development. Ms. Petignat asked the girls there present to add their voices to her “whistle” against child labour, and to kick the ball for girls’ and boys’ rights, with a focus on giving children, and especially girls, an alternative to work, such as schooling, sports activities and leisure.

An important activity also took place in Sialkot, Pakistan, a town where IPEC has been eradicating child labour in the football-stitching sector with support from, among others, FIFA. Children who used to stitch footballs now played football in a break from their schooling, as part of a new programme that includes sport as part of the rehabilitation of former child labourers worldwide.

“The World Day is not just another event,” said Mr. Thijs. “It serves as a catalyst for the growing worldwide movement against child labour.”



© J. P. Poutreau/ILO

# Business with a conscience

## Why best practice is good practice



© ILO VIDEO

*The 1993 Kader Industrial toy factory fire fuelled international debate about what has since come to be known as corporate social responsibility.*

**A**s global business continues to diversify and grow, social dialogue plays a crucial role in encouraging the adoption and implementation of corporate social responsibility policies.

GENEVA – The 1993 factory fire that took the lives of 188 workers and injured 469 at the Kader Industrial toy factory on the outskirts of Bangkok caused inordinate grief and terror – but it also fuelled international debate about what has since come to be known as corporate social responsibility (CSR). The majority of Kader shares were owned by foreign interests, and the factory products were intended primarily for export to the United States and other industrialized countries. The event of the fire was particularly gruesome because the workers,

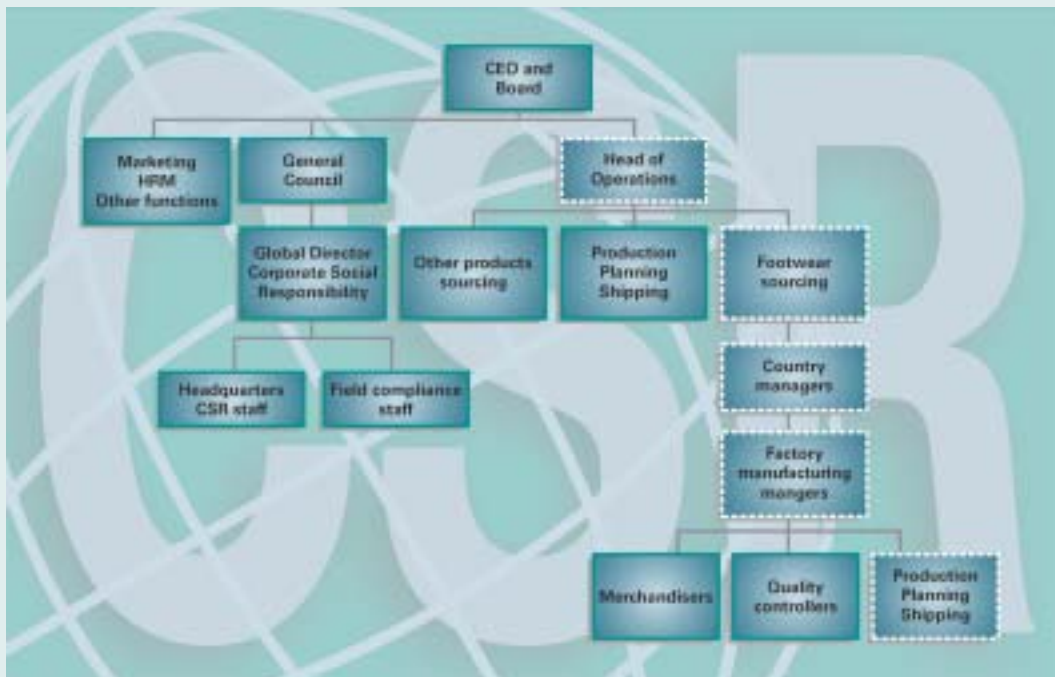
most of them young women from rural impoverished areas, had no means of escape. Hundreds of workers were packed into each of the three buildings that collapsed, and there were no fire extinguishers, alarms, sprinkler systems or emergency exits.

Trade unions have targeted multinational enterprises (MNEs) for contracting with suppliers that violate the rights of their workers, while public campaigns have been organized against some of the most well-known brands. Only recently, the ICFTU annual report cited serious workers' rights violations in a number of well-known MNEs. In the last 15 years many MNEs have not only adopted codes of conduct to ensure that certain minimum standards are met by suppliers; they are making the implementation of codes central to their operations (see diagram).

At the 2001 Davos World Economic Forum, business leaders said that “it would be difficult to overstate the consensus, almost the passion, among these CEOs of the leading global companies that the time is at hand for transparency”. And in 2003 the International Organisation of Employers took up the debate, stating that “CSR is not just an issue for large multinational corporations... its voluntariness, diversity and flexibility are vital to allowing all businesses, regardless of size or location, to consider how best they can respond to the realities of their marketplace” (IOE 2003). From an IOE perspective, CSR is a voluntary, enterprise-driven initiative and refers to activities that look to go beyond legal compliance in a diverse range of social, economic and environmental areas. It's important to recognize that many corporate codes of conduct have evolved in response to a lack of national schemes to regulate global corporate behaviour.



## CSR GOES GLOBAL: AN EXAMPLE OF ORGANIZATIONAL STRUCTURE IN A FOOTWEAR MULTINATIONAL



Source: Mamic 2004, p.106.

According to a global survey of business executives published by McKinsey in January 2006, CEOs around the world overwhelmingly believe that their role in society goes beyond simply meeting obligations to shareholders and includes explicit contributions to the broader public good, such as providing decent jobs, making philanthropic donations and going beyond legal requirements to minimize pollution and other negative effects of business. Many initiatives have focused on the business case, or the “triple bottom line” approach that emphasizes financial, environmental and labour responsibility.

Shareholders and financial analysts have also awoken to the importance of evaluating the social activities of corporations. Major global indices such as the Dow Jones Sustainability Index and FTSE4Good track the financial performance of the leading sustainability-driven companies worldwide, reinforcing the commitment of many MNEs to comply with the principles of international labour standards in their supply chains.

However, workers’ representatives are sounding a note of caution. Speaking at the 95th International Labour Conference in June 2006, the Chairman of the ILO Workers’ Group Sir Leroy Trotman drew attention to the fact that although CSRs are gener-

ally well intentioned, they are sometimes “determined for the express purpose of avoiding the collective bargaining exercise and full recognition of the fundamental principles and rights at work, as detailed by the ILO”. He suggested that the ILO ought to examine the text and import of CSRs and “guide where necessary regarding how they could be made compatible with our global standards”.

### The ILO and CSR

The ILO’s unique tripartite structure lends a viable framework for CSR. For instance, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration, adopted in 1977 and revised in 2000) precedes the era of codes of conduct, but in many ways remains a cutting-edge instrument for CSR guidance.

The principles therein were originally intended to guide governments, multinationals and employers’ and workers’ organizations. Today, the ILO’s InFocus Initiative helps to ensure that the principles of its MNE Declaration are incorporated accurately and more frequently in voluntary private CSR initiatives. Its work focuses on improved information collection, analysis and dissemination, coherent action which brings together contribu-



>> tions from all parts of the ILO and promotional and technical advisory services.

A notable example is the ILO's Better Factories Cambodia programme, which has been working since 2001 with government, factory managers and trade unions. Starting with a factory monitoring system that now covers 250 factories employing over 280,000 workers, the programme began training management and workers last year and will continue until 2009. Says Dan Henkle, Gap's vice president for social responsibility, "You've got all the different players – unions, employers, government, buyers – sitting down at the table." And according to the ILO's Christine Evans-Klock, "Yet again Cambodia is leading the world in improving labour standards in its garment factories. Not with monitoring this time, but with workers' education."

The joint ILO/USDOL "SHARE" programme (Strategic HIV/AIDS Responses by Enterprises) is another example of a CSR initiative emphasizing social dialogue. SHARE has signed memoranda of cooperation with some 300 enterprises and now reaches 300,000 workers in 23 countries.

© K. Cassidy/ILO



### Global Compact for the greater good

The global community has also developed a multifaceted approach to enhancing CSR. In 1999, the United Nations launched the Global Compact, an initiative that brings companies together with UN agencies, labour organizations and civil society to support universal environmental and social

principles. Today, more than 2,500 enterprises from 70 countries have engaged in the Global Compact, working to advance 10 universal principles in the areas of human rights, labour, the environment and anti-corruption – principles which derive in part from the ILO Declaration on Fundamental Principles and Rights at Work.

Rising interest in CSR from a range of institutions and actors has increased firms' awareness of the potential positive role of labour standards in enterprise development. Increased attention has also stimulated small and medium-sized enterprises (SMEs) around the world to think about their social responsibility; the majority of signatories to the Global Compact are SMEs. The ILO's "Sustainable Development through the Global Compact" project funded by the Italian Government focuses mainly on SMEs in Italy, Albania, Morocco and Tunisia.

### Implementing codes of conduct

Many companies have adopted ethical standards and guidelines, governing dimensions of their social, environmental and human rights practices. Corporate codes of conduct can apply both to activities that the company owns and directly controls, and to the company's offshore suppliers and subcontractors, usually in developing countries. But implementing codes at a distance further down the chain can be difficult. "If we stopped pushing the code tomorrow some of our factories would continue doing it, following labour practices that meet the code. And some would stop the same day," said one country manager of a garment multinational.

What happens when suppliers don't see the company code as being in their best interest? Some multinationals link the granting of orders to the supplier with the commitment to adhere to the code: "Bottom line for us is if you don't comply, we don't do business with you," said one manager of a footwear multinational. But if smaller suppliers don't have the financial and human resources to implement the code or don't understand the value of the code, leading to a closure of the factory, workers may find themselves in even worse employment or unemployment.

There is therefore a new focus on education and training through all components of the supply chain, from senior management through the supplier managers and factory owners to the workers themselves. "The first thing you have to do is educate the shareholder or general manager at the factory of the benefits of the programme," said one regional manager.

Another problem is the multiplicity of codes –

## ISO 26000: COMING SOON

The International Organization for Standardization (ISO) is in the process of developing an international standard for social responsibility (ISO 26000), to be completed in 2008. The standard will apply not only to enterprises but also government, not-for-profit and other organizations and will provide basic information on human rights, the environment, labour rights, sus-

tainable development, CSR and other issues.

The ILO has recently signed a memorandum of understanding with ISO, in which it pledges to provide technical assistance on international labour standard principles and how best to apply them in an organization. In return, ISO will involve the ILO in all phases of developing ISO 26000.



© I. Delorme/ILO

there are reported to be 10,000 in existence in the garment industry alone. To address this, some multinationals are engaging with their competitors to develop industry-wide codes. For instance, HP, Dell and IBM released the Electronic Industry Code of Conduct (EICC) in 2004 to ensure safe working conditions in the electronics industry supply chain, respectful treatment of workers and environmentally responsible manufacturing processes. Another initiative is the International Council of Toy Industries (ICTI), which promotes international toy safety standards and a responsible attitude to advertising and marketing to children.

In addition to industry codes of conduct, multi-stakeholder initiatives (MSIs) have been launched, whose principles are based on internationally recognized minimum standards such as minimum wages,

hours of work, health and safety and forced and child labour. Such major initiatives are Social Accountability International (SAI), the Fair Labour Association (FLA), the Fair Wear Foundation (FWF) and the Ethical Trading Initiative (ETI). And by 2008 there will be a new international standard: ISO 26000 (see sidebar).

Another interesting initiative is the proliferation of international framework agreements (IFAs). These are agreements between a multinational and an organization such as a global union federation (GUF). The ILO's international labour standards, including those concerning safety and health in the workplace, are cited more frequently within IFAs than in any other initiatives on corporate social responsibility. IFAs include trade unions in their implementation procedures which include follow-up for verification, dialogue and, if necessary, complaints. Some 40 IFAs have been signed between 1999 and 2006.

Despite these recent improvements there is a lot more to be done. Enterprise and independent monitoring, regular factory inspections and reporting requirements need to be strengthened. Training and education are beginning to show sustainable results. Companies need to take responsibility for their actions and involve CSR strategies and international labour standards in their management objectives. And above all, the role of good government is crucial in regulating the employment relationship and protecting all interests in society.

## RECOMMENDED READING

ILO. 2000. *Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy*.

\_\_\_\_\_. 2002. *Codes of conduct and multinational enterprises* (CD-ROM). Contains 240 codes of conduct from 209 organizations in nine industry groups.

International Organisation of Employers (IOE). 2003. *Corporate social responsibility: An IOE approach*.

Mamic, Ivanka. 2004. *Implementing codes of conduct: How businesses manage social performance in global supply chains*.

For more information, please visit [www.ilo.org/publns](http://www.ilo.org/publns) or e-mail [pubvente@ilo.org](mailto:pubvente@ilo.org)

# Dispelling the migrant myth



© P. Deboche/ILO

**R**ecent media buzz has sparked the latest global debate on migrant workers. Poverty and the decent work deficit are the two main reasons these workers cross borders in search of better lives, and most often they will take any job they can find, no matter how dirty or dangerous. But the crux of the debate lies in the extent of their contributions – and as a result the level of responsibility to be undertaken by the host countries for their labour rights. ILO specialist on workers' activities Luc Demaret and senior migration specialist Patrick Taran weigh in on the current state of play for migrant workers, and in doing so separate fact from fiction in the latest chapter of the migrant debate.

It's no surprise to learn that most industrialized economies would be significantly compromised if not crippled without the help of a strong migrant workforce. But do these migrant workers and their families receive their fair share in return?

According to a January 2006 press agency report, some experts believe the British economy and its public services would collapse without the immigrants who have entered the country illegally. And in October 2005, a headline in the *Korea Times* read: "Foreigners contribute to the Korean economy". According to that daily, "they have become the spine of corporate Korea". More recently, a Madrid correspondent of the *Financial Times* (26 April 2006) stated that new demand for housing generated by immigrants has been deci-

sive in sustaining the construction industry boom in Spain. And last year in that country, a tripartite agreement between government, employers and workers enabled the regularization of nearly 700,000 migrant workers.

It's well known that immigrants have always given a lot back to their countries of origin, often at considerable and sacrificial cost to themselves. There are roughly 86 million migrant workers in the world today, with innumerable reports as to the amounts they transfer "back home". Latest estimates talk about US\$160 billion a year. Only oil revenues do better in currency exchange; that figure, too, is three times the global amount of development aid. But generally, the contribution of immigrants – including immigrants in irregular situations – to the economy of the host country is often overlooked or even denied.

Still, since it is known that migrant workers send on average 13 per cent of their income back to their country of origin, that means they spend 87 per cent in the host country. If you do the sums, starting with the total amount of transfers, the contribution of migrant workers to host countries worldwide has a value of more than US\$1 trillion. The Organization for Security and Co-operation in Europe (OSCE), the International Organization for Migration (IOM) and the ILO state in a recent publication: "Numerous studies show that migrants fill vital jobs unwanted by natives, and that their presence, activity and initiative create additional employment" (see sidebar).<sup>1</sup>

### Myth no. 1: Migrants are a burden to host economies

"The perception that migrants represent a financial burden on host countries is not sustained by research," says Brunson McKinley, IOM Director-General (*International Herald Tribune*, 24 June 2005). For example, the UK Government has calculated that in 1999 and 2000, migrants established in the United Kingdom added US\$4 billion (£2.2 billion) net to the budget – that is, they paid more in tax and social security contributions than they received in benefits. And the Institute for Public Policy Research found in a recent study that the contribution of immigrants to the public purse, which represented 8.8 per cent of the total in 1999 and 2000, is now up to more than 10 per cent. In Germany, the average immigrant makes a positive net contribution of over US\$60,000 during his or her lifetime. In Spain this year, 25 per cent of construction revenues will come from migrant workers, for whom over 170,000 new houses have been built. In the United States, over the course of one year immigration generated extra national revenue of US\$8 billion (IOM, *World Migration Report 2005*).

If labour migration is so important to host countries today, it could well become indispensable to some in future – to the point where many people are already sounding the alarm as to the risks of a "brain drain" that could damage developing countries.

In a Green Paper published in January 2005,



### NEW LABOUR MIGRATION POLICY HANDBOOK

The 2006 OSCE-IOM-ILO collaborative publication, *Handbook on establishing effective labour migration policies in countries of origin and destination*, was created to assist member States in their efforts to develop policy solutions and approaches for better management of labour migration and labour migration flows.

It explores the issues affecting labour migration policy today, such as the protection of migrant workers, benefits of organized labour migration, effective administration of labour migration, foreign worker admission policies, post-admission policies, irregular labour migration and inter-state cooperation.

According to Ibrahim Awad, Director of the ILO's International Migration Programme, "The biggest challenge today is to ensure access to regular, legal channels for labour migration, and thus prevent abuse, exploitation and trafficking."

The publication was launched at the 14th OSCE

Economic Forum in Prague this May and was prepared by decision-makers and labour migration practitioners in the OSCE area and in countries served by the IOM and ILO. It draws in part on insights from the ILO's new Multilateral Framework on Labour Migration included in its Plan of Action adopted in 2005, which is comprised of principles, guidelines and best practices to assist constituents in developing and improving labour migration policies. Listed in the Handbook are 30 ILO Conventions of direct relevance to migrant workers.

"Countries which have policies that prevent discrimination and allow for better integration of migrant workers are much more successful in gaining full and productive participation in the labour market," said Awad. "To protect migrant workers' rights and maximize the positive effects of migration, the answer is not stricter policies but better policies."



<sup>1</sup> *Handbook on establishing effective labour migration policies in countries of origin and destination*. OSCE, IMO and ILO, Geneva 2006.



© M. Crozet/ILO

>> the European Commission notes that, all things remaining equal, the European Union population aged under 25 will diminish by 20 million between 2010 and 2030. If present trends are confirmed, by the year 2050 Italy will have seen its population level diminish by 28 per cent, and Spain by 24 per cent. In order to maintain their present population levels, the four largest European countries (Germany, France, United Kingdom and Italy) would need a total of 700,000 immigrants each year rather than the 230,000 they receive today. And if they want to preserve their present levels of active population and pension age, they will need to welcome altogether over a million migrant workers every year. A simulation exercise carried out by the ILO indicates that without immigration, European living standards in 2050 will be only 78 per cent of what they are today

The Russian Federation, already home to the second largest number of migrants worldwide after the United States, faces a 750,000 fall in its workforce this year and a 6-million drop by 2010. In the United States, the National Bureau of Labor Statistics predicts that by 2010 there will be 10 million unfilled jobs, particularly in low-wage service industries. While migration flows of such magnitude may be unlikely, it is clear that migration will be part of the solution to maintaining and improving living standards in the industrialized world. It will also remain a question of

survival for millions of people in the developing world.

### Myth no. 2: Migration is a choice

As IOM's Brunson McKinley points out, "An end to the fruitless debate over whether or not to have migration is long overdue. We have migration. We will continue to have migration. Our choice lies in the policies we develop and pursue to channel migration into safe, orderly, humane and productive avenues that benefit the individuals and home and host societies" (*International Herald Tribune*, 24 June 2005).

To underscore that sentiment, the President of Mexico Vicente Fox, on an official visit to the United States during May 2006, said, "It is a priority today for governments to recognize the urgency of finding mechanisms and methods which guarantee an immigration that is safe, an immigration that respects human rights and the right to work" (Agence France Presse, 24 May 2006).

Much remains to be done on these issues. Looking at the situation of workers in 137 countries, the International Confederation of Free Trade Unions (ICFTU) in a report published in Geneva in June 2006 notes that migrants are par-



© A. Dubois/ILO

ticularly vulnerable to violations of union rights and rights at work. A similar warning was sounded two years ago when the ILO reported to the 2004 International Labour Conference that “for an unacceptably large proportion of migrants, working conditions are abusive and exploitative, and may be characterized by forced labour, low wages, poor working environment, a virtual absence of social protection, the denial of freedom of association and union rights, discrimination and xenophobia, as well as social exclusion – all of which rob workers of the potential benefits of working in another country.”

Although research confirms that the industrialized countries are going to have to look to immigration for the sake of their own economies, this does not detract from the need to reduce the decent work deficit in developing countries where workers often have no choice but to go into exile if they want their families to survive. But what is also needed is that the human rights of migrant workers, the principles of equality of opportunity and treatment and fundamental labour standards should be respected in the destination countries. Only this can maximize the potential that migration holds for both the countries of origin and the destination countries, as well as for the workers themselves.

The multilateral framework on migration recently published by the ILO (see sidebar) can be a useful tool in helping government, employer



© J. Maillard/ILO

and worker organizations reach these goals. As the Swiss sociologist Max Frisch famously said about his country’s immigrants: “We called for workers, and there came human beings.” Whether past or future, at the heart of migration lie the legitimate aspirations of men and women for social justice.



© P. Deloche/ILO

### RUSSIAN FEDERATION COMMITS TO MIGRATION POLICY OVERHAUL

**A** priority issue for the Programme of Cooperation between the ILO and the Russian Federation, signed at this year’s International Labour Conference and in effect from 2006 to 2009, is migration management.

In the early 1990s, the Russian Federation became a major actor on the international labour migration scene as a receiving, sending and transit country. The Federal Migration Services estimates that there are now 500,000 migrants in regular situations and between 5 and 14 million undocumented immigrants in Russia.

The Programme of Cooperation stresses the need to further improve national legislation as well as international and bilateral mechanisms aimed at regularizing and preventing abuse of migrant workers. In addition, the Programme will address internal migration in the Russian Federation to promote labour force mobility and create a more flexible labour market.

### FURTHER READING:

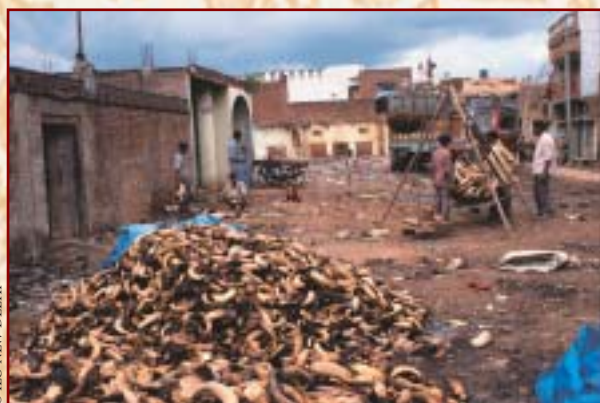
International Labour Organization (ILO). 2004. *Towards a fair deal for migrant workers in the global economy*. Report VI, 92nd Session of the International Labour Conference, Geneva.

International Organization for Migration (IOM). 2005. *World Migration Report 2005*.

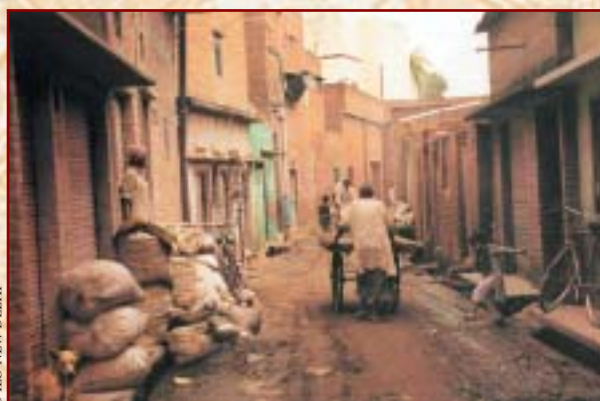
European Commission. 2005. *Green Paper on an EU approach to managing economic migration*. [Ec.europa.eu/comm./off/green/](http://ec.europa.eu/comm./off/green/)

ILO. 2002. *Migrant workers*. *Labour Education* 2002/4, no. 129. ISSN 0378-5467

# The other India



© ILO NEW DELHI



© ILO NEW DELHI



© ILO NEW DELHI

*Highly decorative trays carved from horn in India are selling well to industrialized countries over the Internet. But making them is hot and dusty work. The air is filled with bone dust from slicing and grinding. When the horn sections are heated to flatten them out, temperatures can become unbearable.*

**T**elecommunications, IT, software – the growing muscle of India's globalized workforce seems to know no bounds. But there is another India hard at work for whom globalization has had few rewards. A recent book by Gopal Joshi and a team of researchers and photographers sheds light on the job quality of the millions of women and men who produce goods for global markets.

NEW DELHI – In 2005 the ILO Subregional Office in New Delhi published *The other India at work*, a book of photographs illustrating the working conditions for much of northern India's micro and small enterprise (MSE) manufacturing and artisanal clusters. According to Gopal Joshi, senior enterprise specialist, the idea stemmed from a 2000-2001 ILO survey in this region documenting business practices, skills development, working conditions and workers' protection in traditional brassware, bone and hoof products, carpet weaving, *chikan* work or embroidery, engineering, hand-block printing and handlooms.

MSE clusters are an actively contributing part of global supply chains, yet the workers don't receive the benefits of association to the larger, formal enterprises they supply. The survey indicated that the quality of employment was poor, particularly in terms of conditions of employment, work environment, income level and social protection. Women and men working in these clusters mostly have to fend for themselves in times of injury, illness, retirement or crisis.

This selection of photos taken since 2000 from MSE clusters throughout locations in northern India provides a snapshot of present-day life in the other India.

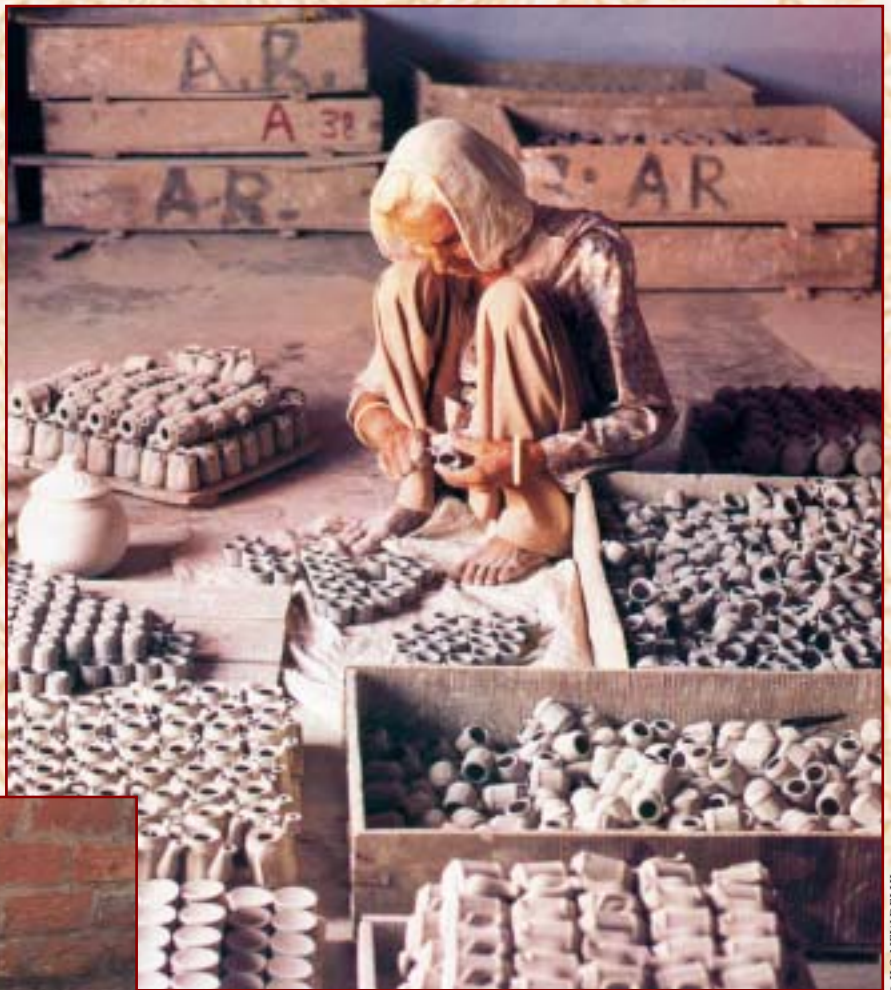






© ILO NEW DELHI

*Artisans produce beautiful objects in often difficult working conditions. Here, an engraver brings her baby to work, while ceramic producers in Khurja are exposed to dust and chemicals. And skills are being lost as large-scale exports introduce assembly-line work processes.*



© ILO NEW DELHI



© ILO NEW DELHI



© ILO NEW DELHI

*For more information or to get a copy of the book, please contact:*

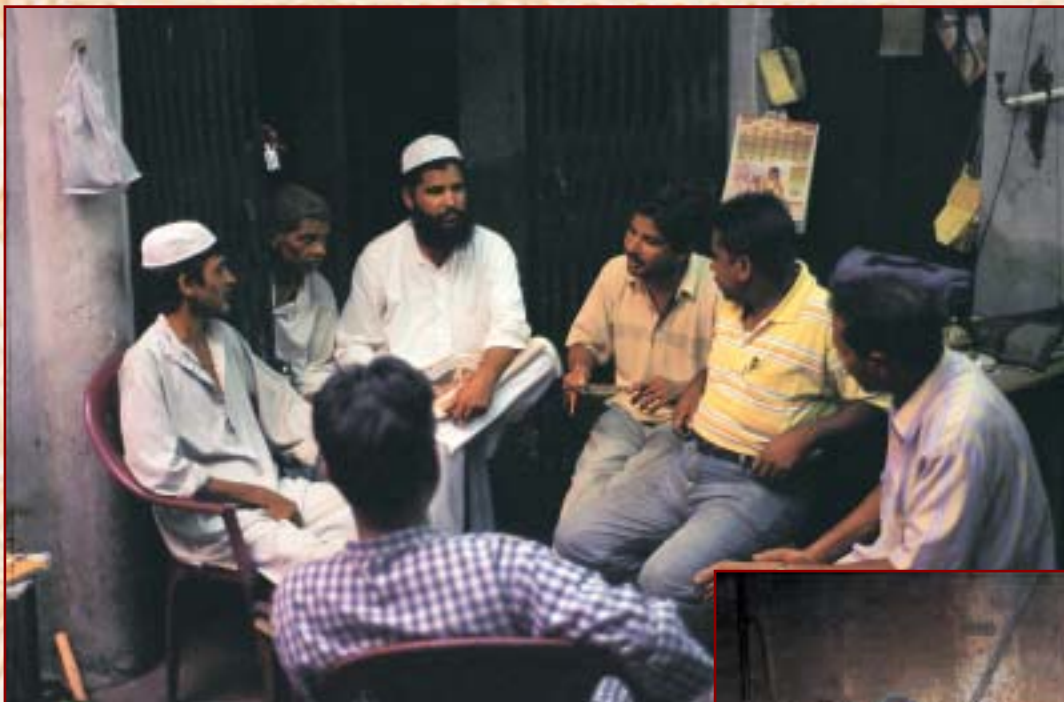
ILO Subregional Office for South Asia

Phone: +91 11 2460 2101

Email: [sro-delhi@ilodel.org.in](mailto:sro-delhi@ilodel.org.in)

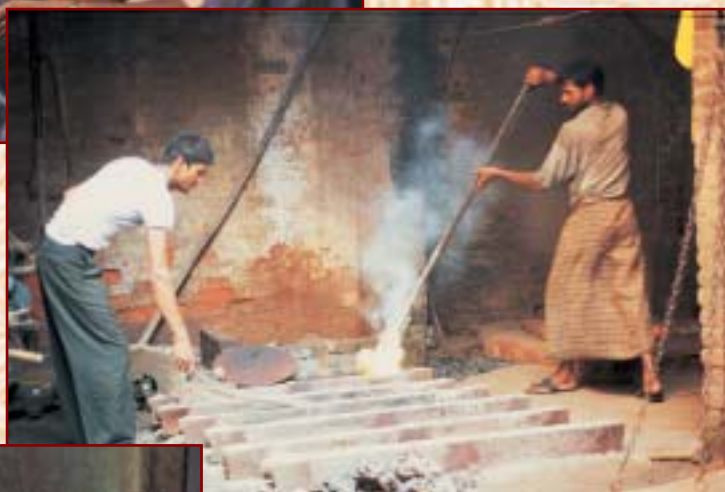
[www.ilo.org/india](http://www.ilo.org/india)



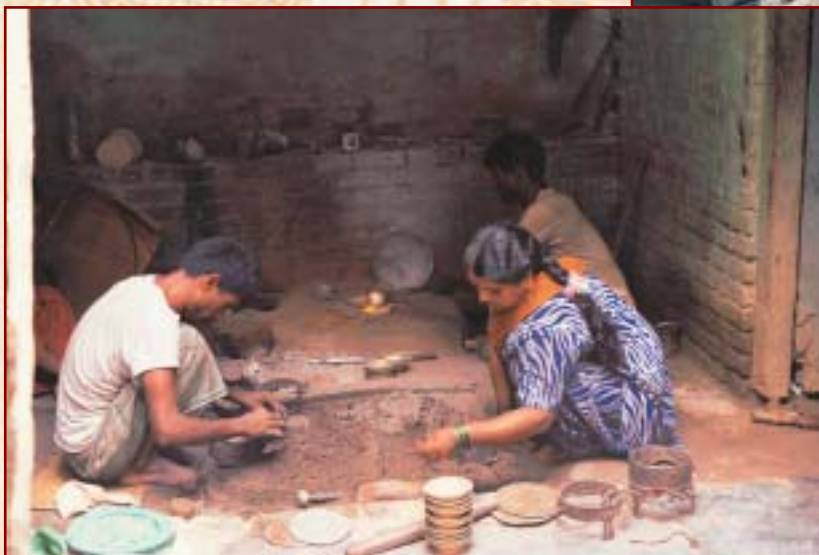


© ILO NEW DELHI

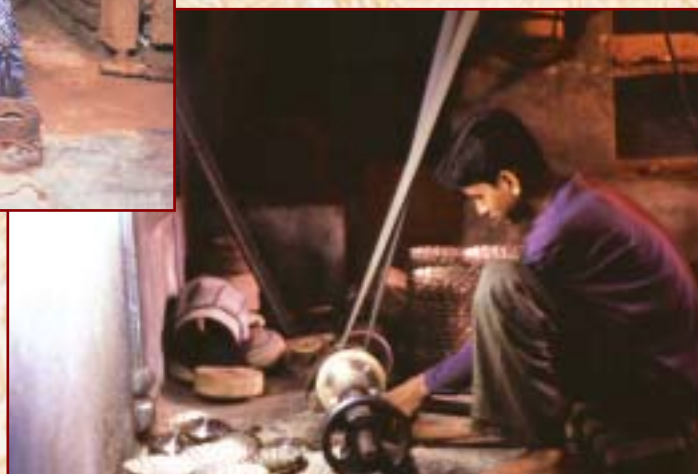
*Employers in micro and small enterprises are working long hours as they try to fulfil numerous roles simultaneously. Here, an employers' association in the Moradabad brass cluster meets to discuss common concerns in a competitive market. Job quality and working conditions remain low.*



© ILO NEW DELHI



© ILO NEW DELHI



© ILO NEW DELHI



© ILO NEW DELHI



© ILO NEW DELHI



© ILO NEW DELHI

## MORADABAD'S OBJECT LESSON

Since *World of Work* last reported on the Moradabad Brassware cluster four years ago (No. 43, June 2002) Moradabad brass products have become world-renowned, partly thanks to marketing on the Web. More than 25,000 MSE units help to stoke the fires of the Moradabad brassware industry, which supplies its reputed brass crafts to manufacturers and retailers in an increasingly globalized marketplace. Here is where the two Indias meet.

Between 2000 and 2004 the ILO implemented a programme of improvement in job quality in the Moradabad Brassware cluster, addressing the issues of working environment, working conditions and business practices as they impact productivity and income.

Work is often parcelled out on an informal subcontracting basis. MSEs represent the far end of the global supply chain spectrum, with larger workshops, manufacturers, exporters and international buying agencies at the other. "Conditions of work are very harsh, and if we don't make the deadlines or meet the quality requirements, we lose the order," says Mohammad Shafiq, a retired master artisan. "We are also facing the challenge of better and cheaper products from other countries."

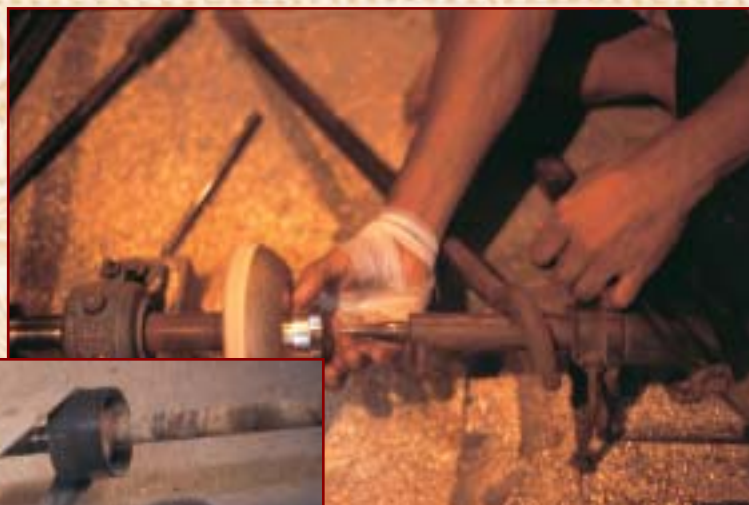
In their efforts to beat the competition by providing low-cost, high-quality products, the temptation for MSEs is to engage in a "race to the bottom", resulting in low wages and poor working conditions.

The ILO's programme, funded by the Dutch Government, aimed to promote closer cooperation between all players in the supply chain – state government agencies, workers' and employers' organizations, trade and export associations and local partners – and in essence to channel the benefits of international trade down to the smallest contributor. In particular, it has demonstrated the possibility of low-cost improvements such as chimneys to remove toxic fumes and reduce internal temperatures, and introduced basic safety equipment to reduce the occurrence of avoidable injuries. It has also focused on teaching business skills to managers, such as how to add value to products; raise profits; and improve on delivery times, price competitiveness, productivity, market linkages and technology.



>>

*Safety and health hazards are ever-present. Very few workers or employers have access to protective gear, so that accidents from unguarded belts and pulleys are common. Dust and chemicals give rise to chronic illnesses.*



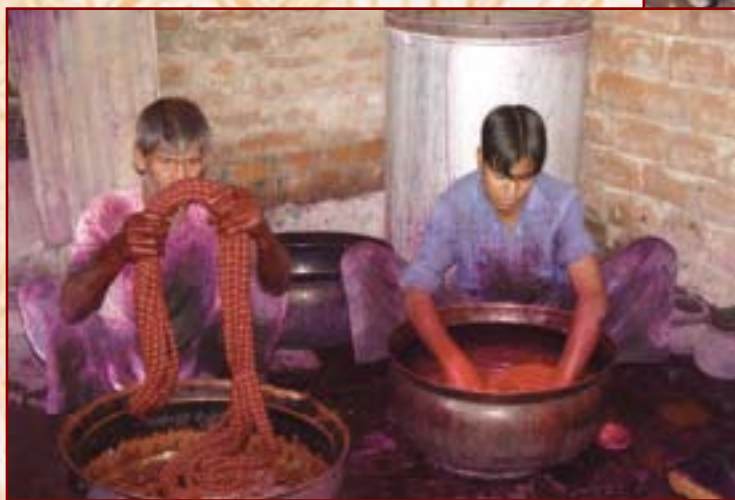
© ILO NEW DELHI



© ILO NEW DELHI



© ILO NEW DELHI



© ILO NEW DELHI



© ILO NEW DELHI

# An honest day's work?

## Considering the nebulous notion of today's work-life balance

**A** typical and unpredictable work schedules are on the rise worldwide, thanks to an ever-increasingly connected, responsive and demanding global economy. Consequently, work-life balance in industrialized countries is becoming a thing of the past. A new ILO publication, *Decent working time: New trends, new issues*, is a collection of papers from some of the leading international scholars in the field and considers the profound changes in the nature of working time – and indeed the nature of employment itself. US writer Jennifer Monroe reports.

Across the industrialized world, working hours are becoming increasingly unpredictable, creating considerable tensions between workers and employers. Changes in the global economy to a knowledge- and service-based focus, consumer demand for access to goods and services 24 hours a day, seven days a week and other economic and social factors are affecting the standard employment relationship – and causing concern about working time and the work-life balance.

To bring to light research on working time, the ILO co-sponsored the Ninth International Symposium on Working Time in Paris in 2004, and subsequent publication *Decent working time: New trends, new issues* (2006).<sup>1</sup> Editors Jean-Yves Boulin, Michel Lallement, Jon C. Messenger and François Michon have compiled key papers presented at the symposium to help with the development of policies and practices that support decent working time. Focusing on industrialized countries, the research included in the book represents studies of workers and working time in a number of European Union Member States (particularly France, Germany and the Scandinavian

countries), Japan, the United Kingdom and the United States.

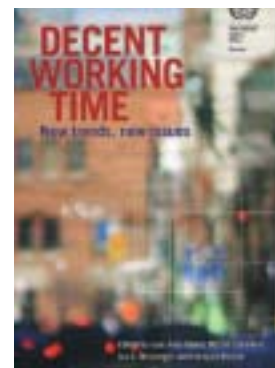
According to Messenger, for decent working time to exist the working time arrangements must be healthy and family-friendly, promote gender equality, advance productivity and allow employees to have a true choice in the hours they work. While these five dimensions are closely linked, worker control over hours of work (and more importantly the scheduling of those hours) is vital to the creation – or at least the perception – of a decent work-life balance.

### Real vs. ideal

Within the quest for decent working time there exists what the ILO calls “decent work deficits” – gaps between required working hours and preferred working hours. As Messenger points out, three primary categories of workers have emerged for whom the decent work gap exists: people who are required to work excessively long hours who want to work less, part-time workers who are required to work less than 20 hours a week who want to work more, and people who have odd work schedules but want stable or standard hours.

Closing these decent work gaps, while maintaining decent working time, is no simple task. As Boulin, Lallement and Michon point out in the opening chapter, “neither work-life balance policies nor life-course working time policies are automatically rooted in the philosophy of decent working time” and “many options offered to employees lead to gender discrimination and social inequalities”. Thomas Haipeter’s study of the new working time regulation in Germany found that “flexi-time” and “time-banking programmes” are promising, but only when well managed and when there is strong employee participation and autonomy.

Part-time work, it would seem, could work well in closing the gaps for both those who



<sup>1</sup> *Decent working time: New trends, new issues*, edited by Jean-Yves Boulin, Michel Lallement, Jon C. Messenger and François Michon, International Labour Office, Geneva, 2006.

>> would prefer to work more and those who would prefer to work less. Messenger notes that in general, “short working hours...appears to be a widely employed strategy for balance-paid employment with family responsibilities”. In fact, “substantial” hours of between 20 and 34 hours per week are preferred to “marginal” hours of less than 20 hours per week.

However, the majority of part-time workers are female, causing gender segregation of part-time work almost everywhere it exists. To take this point further, Mara Yerkes and Jelle Visser found “danger of marginalization” in the initial growth stages of part-time work in the Netherlands, Germany and the UK because “part-time work developed as a ‘second-best’ option for many women, particularly working mothers,” and “part-time work was preferred to staying out of the labour market, or being unemployed – but not to a full-time job with full rights, earnings and benefits”.

While the Netherlands has made some great gains in normalizing part-time work (see sidebar) and Germany is taking a similar approach, part-time work in the UK historically has not been well regulated and has “as a consequence, become heavily associated with marginal employment, low pay and little skills training”.

Eliminating the decent work deficit for workers whose hours are not based on a regular schedule may prove the most difficult. According to researchers Jill Rubery, Kevin Ward and Damian Grimshaw, scheduling of employee time is increasingly being used strategically by employers. In some cases, working time is neither agreed nor specified; in others, agreed-upon time is “becoming fragmented into shorter, discontinuous periods and is being scheduled across the week or the year to match the requirements of the employers”. Organizations are not looking to return to a more regular time-based approach. In fact, “managers stressed that hours schedules needed to fit with the interests of the employer and/or the clients and customers. To achieve this, a major objective was to regard all hours as equivalent, with no additional costs associated with unsocial or extra hours”. Paul Bouffartigue and Jacques Bouteiller's analysis of “temporal availability” among hospital nurses and bank managerial staff in France, Belgium and Spain provides further examples of the growing diversity of types of employment status and situations, while Isik Zeytinoglu and Gor-



© P. Delcote/ILIO

don Cooke ask the question, “Who is working at weekends?” Their answer for Canada (although this must surely be true for other industrialized countries) is that in any society that some people happily imagine is open 24 hours a day, 7 days a week, weekend workers are often those with a number of disadvantages: lower education and skill levels, temporary contracts and part-time work.

Where workers have a true choice in their work hours (where there are good options available to choose from), there is an increased opportunity for decent working time to exist. Despite the belief to the contrary, Didier Fouage and Christine Baaijens found that among Dutch firms “it is plausible that employers will grant changes in working hours if requested”, and that “although employees are reluctant to request adjustment of working hours, their attempts are reasonably successful”.

#### **What perpetuates overemployment?**

What keeps workers from requesting shorter hours is simple: fear of refusal and fear of a negative impact on their career. In other cases there is the belief that working more, even unpaid hours, is valued as dedication to the company.

## BRIDGING THE DECENT WORK GAP: THE NETHERLANDS

**T**he Netherlands has made the greatest gains in fostering a healthy work-life balance through the normalization of part-time work. In Mara Yerkes' and Jelle Visser's comparison of the development of part-time work in the Netherlands, Germany and the UK, they share the secrets behind the Dutch efforts to create decent working time.

Although the Netherlands faced the same initial dangers of marginalization found wherever part-time work exists, the acceptance of part-time work today has led to the one-and-a-half earner household becoming the dominant model. According to Yerkes, "involuntary part-time work is low in the Netherlands, with only a minor gap between women's preferred and actual working time".

What is behind this shift? Both the Dutch Government and social partners supported families in choosing part-time work and shorter working hours as a way to achieve a work-family balance. Policies were put in place to create standards in terms of part-time workers' rights, earnings and equality.

It did not happen quickly – growth of part-time work in the Netherlands lagged behind other European countries until the 1980s when it began to grow along with the number of women entering the workforce to boost household incomes. At first, women chose part-time work due to the lack of daycare options; however, employers embraced its flexibility and cost savings.

In the mid-1990s, legislation made it possible for part-time workers to be covered by minimum wage laws, and to earn pensions. Employers still favoured part-time work, and today part-time positions are found in all economic sectors and across all occupations.

© J. Delorme/ILO



However, more work needs to be done. Although part-time workers are afforded equal treatment and have a choice of quality jobs, part-time work is dominated by women and they remain responsible for the majority of domestic responsibilities.

It does appear that women are, by and large, choosing part-time work. Nearly 60 per cent of all jobs held by women in the Netherlands are part time, the highest in the EU. According to the researchers, "even among younger generations, mothers who have chosen to work part time when raising young children do not return to working full time when their children grow older".

Some workers "choose" overemployment to meet preferred earning levels, while others see it as "part of the job". In Jouko Nätti, Timo Anttila and Mia Väisänen's study of knowledge workers in Finland, half had trouble defining their total working hours, with managers and professionals struggling the most in this regard. They also discovered an erosion of "agreed upon

weekly working time" and a "stretching" of working hours.

This is similar to Lonnie Golden's study of overemployed workers in the US. Golden's work indicates that overwork is higher among "long-work-week workers and selected occupational classifications such as managers, administrators, scientists, engineers and some technicians, and





© J. Deborne/ILO

>> in industries such as healthcare, utilities and transportation”.

In both studies, the long hours seem to be accepted as the norm for managers. This did not,

however, impact the number of Finnish workers who would prefer a reduction of weekly working hours. Those who work a long week (41 hours or more) were more likely to prefer reduction of hours compared to those working a shorter week (1 to 40 hours).

At the other end of the spectrum there are those who desire to increase their hours but because overwork exists, there are few opportunities to do so. Again, the research suggests the elimination of the stigma often associated with part-time work or shorter hours. It also suggests that the acceptance of part-time work across all levels of work (hence, “normalizing” part-time work) would go a long way in closing this decent work deficit and promoting healthy and family-friendly working time, as well as gender equality.

Changes in the global economy have brought about a tremendous growth in part-time work, but often these are not career-building positions. Messenger stresses that working time policies can only promote gender equality when they “enable women to be on an equal footing with men in employment” and “enable both partners to combine paid work, family responsibilities and lifelong learning”.

## TWO MAJOR TITLES TO BE RELEASED SHORTLY

### 1. *Working time around the world*

Edited by Jon Messenger

Focusing on developing and transition countries, *Working time around the world* looks at current law and practice on working time and evaluates the current situation. It discerns trends not only in traditional concerns such as long hours, shift work and inadequate rest periods, but also newer issues associated with deregulation, more flexible working time arrangements, short hours, gender and the informal economy. Despite a century-long optimism about reduced working hours, the study shows that working-hour differences between industrialized and developing countries remain substantial. It also offers some suggestions about how we can begin to close this gap.

### 2. *Working for better times: Rethinking work for the 21st century*

Edited by Jean-Michel Servais, Patrick Bollé, Mark Lansky and Christine Smith

This selection of articles from the *International Labour Review* offers unique insights into current thinking and policy options on the major challenges that have arisen not only in the lives of individual workers but also for employers exposed to global competition, and for the makers of national and international policy and law. At the heart of the debate lies the challenge of reframing the concepts and rules whereby people’s socio-economic security and the human dimensions of work can be reconciled with global competition and the market’s growing need for labour flexibility. The book includes contributions by Amartya Sen, Martha Nussbaum, Joseph Stiglitz, Robert Reich, Sir Bob Hepple and Alain Supiot.

For more information, please visit [www.ilo.org/publns](http://www.ilo.org/publns) or e-mail [pubvente@ilo.org](mailto:pubvente@ilo.org)





## PLANET WORK

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

# Coming clean: Drug and alcohol testing in the workplace

**Workplace drug testing is an inherently controversial subject, one that questions where the line should be drawn between the right to privacy and the right to professionalism. Planet Work takes stock of the issue and explores how new legislation, studies and prevention programmes are evolving.**

■ Workplace drug testing (WDT) is a relatively new phenomenon worldwide, migrating through multinationals from industrialized to developing countries. Some prescribe it as an effective way of managing substance abuse at work. But is it really? Controversy surrounds WDT. The issues range from questions of privacy to social responsibility and the role and potential responsibility of employers and private enterprise. What's more, the discussion is beset by questions such as whether test results are truly indicative of substance abuse on the job, or if they chiefly show activities undertaken outside of the workplace.



© L. Fibre/ITC/O

■ The first argument in favour of WDT pertains most to “safety-critical” professions in industries such as medicine, transport and construction where impaired senses and judgement can have extreme consequences; business safety in terms of productivity and property are also serious concerns. In addition, proponents of WDT argue that employers have a “duty of care” to provide a safe working environment.

■ The arguments for and against are vast. Opponents of the value of WDT argue that it can show only use rather than impact on performance, nor can it distinguish between use and abuse.

What's more, WDT raises a range of ethical considerations, including the confidentiality of personal information and whether an employer has a right to know what employees do outside of working hours. Furthermore, WDT is not 100 per cent reliable, producing occasional “false positives”.

### THE IMPACT OF SUBSTANCE ABUSE AT WORK

■ According to the 2005 Annual Report of the United Nations Office of Drugs and Crime, 200 million working-age people between 15 and 64, or 5 per cent of the global population, used

illicit drugs at least once during 2005.

■ Take a closer look, and we discover that cannabis use is most prevalent in the islands of the Pacific, followed by North America and Africa. Almost two thirds of the amphetamine and methamphetamine users of the world reside in Asia. And two thirds of the 14 million cocaine users worldwide live in the Americas (UNODC, 2005).

■ Drug abuse costs the US economy more than US\$250 billion each year, including about 500 million lost working days. The US Department of Labor, which estimates that up to 9 million



© L. Fiore/ITC/ILLO

workers in the US use drugs, says employees who abuse drugs and alcohol have 66 per cent more absences and file more compensation claims than non-abusers. They are involved in about half of all workplace accidents and use 300 per cent more health benefits than other employees. What's more, the US National Institute of Health reports that 44 per cent of abusers have sold drugs to other employees, and 18 per cent have stolen from co-workers to support their habit (*Personnel Today*, 25 January 2006).

■ Meanwhile, in the UK between 11 and 17 million working days are lost each year because of excessive drinking alone, which costs the economy as much as £1.8 billion every year, according to Alcohol Concern. A survey by the Portman Group revealed that 63 per cent of employees phone in sick after getting drunk the night before, instead of coming into work (*ibid*).

■ When tallying the money lost to a country's economy, one must also consider the effects of increased risk of injury, depression, stress, reduced morale, increased absenteeism and high workers' compensation and insurance costs. For instance, alcohol and drug misuse costs businesses in Alberta, Canada more than US\$400 million every year in lost productivity, says the Alberta Alcohol and Drug Addictions Commission.

### TO TEST OR NOT TO TEST?

■ These serious factors have spurred increased interest globally in WDT in recent years. This has culminated in new legislation for some countries, increases in drug testing worldwide and a loud and clear call from employers for more explicit guidelines on how to effectively deal with the issue.

■ But the debate opens up many sensitive, ethical arguments. Opponents of WDT argue that the process of drug testing amounts to an unwarranted invasion of a person's private life and body. To counter this argument, some legislation has stipulated that WDT may only be carried out with the consent of the person to be tested. The opponents of WDT counter that "free consent" may be impossible to obtain if employees fear the consequences of refusing. And others argue that employees who refuse to take a drug test might inadvertently raise suspicions that they've got something to hide.

■ Refusal to comply with a WDT requirement which is included in an employment agreement can be interpreted as a disciplinary offence in the United Kingdom, while other countries in Europe such as Belgium and Finland believe that fundamental rights such as the right to privacy are indivisible and therefore an individual cannot consent to waive such rights. In 2001, Finland passed a new law in order to legalize workplace drug testing.

■ Despite the controversy, especially over random drug testing, laboratories carrying out tests in Ireland, the Netherlands, Norway and the UK have reported an increase in demand. In France, Norway and the Netherlands, only workers in "traditional" safety-sensitive positions are subjected to testing in any form. Pre-employment

testing for screening purposes is illegal in the Netherlands. In France, only the occupational physician may decide to conduct drug tests, not the employer. Furthermore, in Finland, France, Belgium, Germany and Austria, the result of the test is communicated to the occupational physician, not the employer. The occupational physician is only allowed to inform the employer of whether or not the person is fit for work. Meanwhile, employers in the UK and Sweden believe testing should be applied to all workers in all job types to ensure "business safety" (*Ethical issues in workplace drug testing in Europe*, Geneva, ILO 2003).

■ Other global statistics include:

- Approximately 5 per cent of companies in Ireland use some form of employee drug testing, and a recent survey indicated that another 10 per cent of firms were expected to introduce testing during 2005 (*Irish Independent*, 28 June 2005).
- Typically, New Zealand employers only require WDT for high-risk jobs. According to New Zealand's Institute of Environmental Science and Research, which performs most of the drug tests, there has been an increase from an annual figure of 3,000 tests 10 years ago to a predicted 28,000 tests in 2006. In occupations such as forestry, transport, and meat and poultry processing, the tests are carried out on a company-wide basis (*Dominion Post*, 4 March 2006).
- A 2002 survey by the Alberta Alcohol and Drug Abuse Commission found that 8 per cent of the 755 employers surveyed reported that their companies had alcohol or drug-testing programmes, up from 1 per cent in 1992 (*Calgary Herald*, 11 June 2005).
- And in the US, there has been an increase of more than 1,200 per cent in WDT since 1987 when the Federal Drug-Free Workplace Act was introduced, says the American Management Association. The Act requires companies receiving fed-

eral contracts or grants to provide drug-free workplaces, and encourages employers to create substance abuse policies and offer workplace training (*Personnel Today*, 25 January 2006).

### ZERO-TOLERANCE OR A CULTURE OF TOLERANCE?

■ ILO policy over the last decade has focused on a shift toward prevention of workplace substance abuse and defines alcohol- and drug-related problems as health problems to be dealt with in the same manner as other health issues. However, some enterprise policies differ from their country's respective national view. Although drug dependency in Canada is considered a disability, and therefore should be accommodated in the workplace up to the point of undue hardship, many Canadian employers favour a zero-tolerance approach rather than being saddled with lost productivity and added rehabilitation costs (*OS&H Canada*, 1 October 2005).

■ Some believe that introducing a company-wide WDT policy rather than targeting individuals on the basis of reasonable suspicion is a viable solution to the problem. For instance, British Airways recently introduced a new drug and alcohol testing policy covering all UK-based staff from baggage handlers to managers. The airline says the new policy is aimed at improving efficiency and safety. Under the policy, new staff can be randomly tested in the first six months, and anyone returning to work after drug or alcohol rehabilitation can also be tested (*Personnel Today*, 29 June 2004).

■ Similarly, in the US, a National Electrical Contractors Association (NECA) chapter implemented a random drug-testing programme for its contractors and all their employees, ranging from owners to secretaries. Random drug testing has long been a

goal for local leaders, but politically it was a difficult programme to implement. According to NECA, the US construction industry rates as the top occupation in which substance abuse is a problem. With annual testing, employees knew the exact date they would be tested, which obviously discredited any of the results. However, with random testing employees only have 8 hours notice before being tested (*Quad City Times*, 5 January 2006).

■ An Adelaide, Australia testing lab which regularly conducts urine drug tests for doctors is calling for the compulsory drug testing of all doctors and pilots. They've seen test results for doctors with evidence of strong painkillers, pethidine, morphine and benzodiazepines, and the results have moved them to act. The Minister for Health is currently awaiting a report about the compulsory drug testing of doctors before moving ahead with a decision (*Sunday Mail*, 22 January 2006).

### BEWARE THE "FALSE POSITIVE"

■ Say the individual consents to take the drug test, be it on the basis of random drug testing or pre-employment

screening. The result returns from the laboratory showing traces of the highly addictive narcotic, heroin. What happens next? Well, despite the first conclusion, experts say that it is indeed possible that the person could have eaten copious amounts of poppy seeds, rather than taken heroin – since the two substances both derive from opium poppies. For this reason, the US Federal Government has recently raised the threshold for opiates in WDT to 2,000 nanograms a millilitre, up from 300 (*New York Times*, 11 January 2005).

■ Similarly, some say that the outcome of a drug test depends partly on the colour of one's hair. The hair drug test is favoured by some employers because it can detect drug use up to three months after use, while urine tests only go back one to three days. Yet studies have shown that dark-haired people are more likely to test positive for drugs because they have higher levels of melanin, which allows drug compounds to bind more easily to hair (*Associated Press*, 31 August 2005). There is a need to validate test results and assess, through a medical professional, if positive results are indicative of substance abuse (*OH&S Canada*, 2005).



© L. Hore/TTCILO

■ Such examples indicate the potential minefield faced by employers who decide to implement a drug-testing policy. Yet it is apparent that employers in all sectors want clearer guidelines on how to effectively deal with substance abuse in the workplace. A Blake Laphorn Linnell survey of UK employers in 2004 revealed that although most employers didn't have drug testing policies, they also didn't know where to start. About two thirds of respondents said the Government should introduce legislation on drug testing, provided it maintained a balance between the employer's right to select workers who were not illegal drug users and the employee's right to privacy (*Personnel Today*, 7 September 2004).

## WDT good practice

If employers do decide to test, it's important to use good practice, such as:

- **Policy:** There must be a written policy document, the content of which is known to all concerned. The policy should include prevention, identification, counselling, treatment, rehabilitation, and details on at what stage disciplinary action will be taken.
- **Confidentiality:** Must be strictly observed.
- **Quality:** Initial screening and confirmation methods must be based on different principles of analytical chemistry or different chromatographic separations (first test immunoassay, confirmation gas chromatography). Tests should be carried out by an accredited laboratory using accepted guidelines for procedures.
- **Consultation:** Policy should be developed in consultation with workers and/or their representatives.
- **Review:** Procedures should be regularly reviewed to make continuous improvement.

What should an employer do instead of, or in conjunction with, testing?

- Have preventive policies and programmes in place guided by the ILO Code of Practice, 1996.

## ILO Code of Practice, 1996

The ILO Code of Practice, 1996 emphasizes the preventive approach, which:

- calls for joint assessment by employers and workers and their representatives of the effects of alcohol and drug use on the workplace and their cooperation in developing a written policy for the enterprise;
- defines alcohol- and drug-related problems as health problems and establishes the need to deal with them, without any discrimination, like any other health problem at work;
- recommends that workplace drug and alcohol policies should cover all aspects of the prevention, reduction and management of alcohol- and drug-related problems and that the relevant information, education and training programmes be integrated, where feasible, into broad-based human resources development, working conditions or occupational safety and health programmes; and
- goes a long way towards establishing the ethical principles vital to concerted and effective action, such as the confidentiality of personal information and the authority of the employer to discipline workers for employment-related misconduct, even where it is associated with the use of alcohol and drugs.



# 95th International Labour Conference

## A new international standard on safety and health, changing patterns in the world of work

The 95th International Labour Conference devoted much of its session to a spirited debate on the profound changes buffeting the world of work and the need to promote decent work. The 4,000 participants also adopted a new Convention on occupational safety and health, put a new face on “the employment relationship” and discussed standards issues.

GENEVA – At this year’s 95th International Labour Conference, the watchwords were “relevance” and “renewal”. Speaking at the conclusion of the Conference, ILO Director-General Juan Somavia said it had “set standards for the 21st century which are relevant and applicable for countries all over the world and at all stages of development” and provided “a strong mandate to engage fully in the process of renewing our multilateral system, confident in the recognition we have as ‘the decent work agency’”.

Indeed, the concept of decent work was very much on the minds of the delegates to the ILC, which gathers government, worker and employer representatives from the ILO 178 member States. That included decent work in terms of occupational safety and health, decent work in terms of the relations between employees and employers, and decent work to ease concerns and uncertainty over rapid changes.

For example, the new ILO report *Changing patterns in the world of work* had produced “extremely thoughtful and interesting contributions” to help “inform and shape” the ILO’s future work, Mr. Somavia said. These changes were contributing to a sense of unease among workers, and the discussion on the findings of the changing patterns report – a year in the making and an unprecedented overview of nearly every aspect of the working world – was destined to launch an ongoing discussion of future ILO actions.

### TWO HEADS OF STATE AND HIGH-LEVEL TRIPARTITE REPRESENTATIVES

In an address to the plenary, H.E. President Ellen Johnson Sirleaf of Liberia called for urgent action for peace and development in her country. “Unemployment has risen to an unbelievable and unbearable estimated 85 per cent,” Ms. Johnson Sirleaf, Africa’s first elected female Head of State, told a special session of the International Labour Conference, adding that youth facing “unemployment and idleness . . . have a propensity for social disenchantment. For us, employment is synonymous with peace.”

H.E. President Oscar Arias Sánchez of Costa Rica urged the adoption of concrete measures to ensure a fairer global-

ization. “There exists a fundamental link between decent employment and peace, between work and the defence of human dignity. The right to work is a fundamental right, and without respect for fundamental rights, peace can be no more than a dream,” the President told the Conference.

The Conference was presided over by Mr. Cestmir Sajda, Deputy Minister of Labour and Social Affairs of the Czech Republic. Conference Vice-Presidents were Mrs. Aisha Abdel Hady (Governments), Minister of Manpower and Migration of Egypt, Mr. Jorge de Regil (Employers) of Mexico and Mr. N.M. Adyanthaya (Workers) of India.



President Ellen Johnson Sirleaf of Liberia



President Oscar Arias Sánchez of Costa Rica



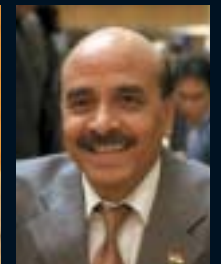
Mr. Cestmir Sajda



Mrs. Aisha Abdel Hady



Mr. Jorge de Regil



Mr. N.M. Adyanthaya

## A working agenda



© ILO PHOTO

Delegates adopted new standards and measures addressing health and safety issues, giving overwhelming approval to a new Promotional Framework Convention on Occupational Safety and Health and an accompanying Recommendation addressing the development of a “preventative safety and health culture” through national occupational safety and health programmes.

Faced with a daily death toll of some 6,000 workers owing to work-related accidents or illness, the new measures will promote development of a “preventative safety and health culture” through the elevation of occupational safety and health high on national agendas by launching national occupational safety and health programmes, as well as the promotion of safer and healthier working environments through preventive measures.

The Convention passed by a vote of 455 for and 2 against, with 5 abstentions. The accompanying Recommendation was adopted by a vote of 458 for and 3 against and 6 abstentions. The measures are based on the ILO’s Global Strategy on Occupational Safety and Health adopted by the 2003 International Labour Conference

which emphasized the importance of building and maintenance of a national preventative safety and health culture, and a systems approach to safety and health.

A majority of delegates also adopted a Resolution concerning exposure to asbestos, which causes some 100,000 deaths worldwide per year. The Resolution declares that the elimination of the future use of asbestos and the identification and proper management of asbestos currently in place are the most effective means to protect workers from asbestos exposure and to prevent future asbestos-related diseases and deaths. It also resolves that the ILO’s Asbestos Convention, 1986 (No. 162) should not be used to provide a justification for, or endorsement of, the continued use of asbestos.

Many delegates also supported a new Recommendation on the “Employment Relationship”, proposing to member States the formulation and adoption, in consultation with workers and employers, of national policies on effectively establishing the existence of an employment relationship and on the distinction between employed and self-employed workers; combat-

ing disguised employment relationships and ensuring standards applicable to all forms of contractual arrangements.

Delegates also reviewed the ILO's technical cooperation programme, taking account of significant changes that have taken place in the approach and modalities of ILO programmes and activities since the last time the issue was discussed at the Conference in 1999, including Decent Work Country Programmes and partnerships within the United Nations system and elsewhere. They emphasized the importance of strengthening the tripartite constituents of the ILO and their participation in technical cooperation.

Noting that "full and productive employment and decent work are a central driver of development and therefore a priority objective of inter-

national cooperation", the Committee reviewed all aspects of technical cooperation extensively. The Committee's work will usefully feed into the forthcoming High-Level Segment of ECOSOC, which will debate Decent Work and Sustainable Development as its special theme this year.

The Conference also discussed the ILO's annual report on the situation of workers in the occupied Arab territories saying that poverty and unemployment continue to worsen despite a moderate economic upturn last year. While the economy rebounded moderately in 2005 following a very sharp dip, four out of every ten Palestinians in the territories were living under the official poverty line of less than US\$2.10 a day, while the absolute number of the poor rose from 600,000 in 1999 to 1.6 million in 2005, the new report says.

## STANDARDS ISSUES

**T**he situation of forced labour in Myanmar and rights at work in other countries were also discussed. The Conference noted that progress could be made on the issue of forced labour in Myanmar only if there was a real commitment from the Government. The Conference set out two areas that required "tangible and verifiable" action: the release of any person who had been imprisoned following contacts with the ILO and stopping prosecutions that were currently underway, by the end of July, and agreement between Myanmar and the ILO by the end of October on a credible mechanism for dealing with complaints of forced labour with all necessary guarantees for the protection of complainants.

At its November 2006 session, the ILO Governing Body would examine whether this action had been taken and would have full authority to decide on the most appropriate course of action. During the Conference, Myanmar had expressed a willingness to cooperate with the ILO and had released Su Su Nwe from detention. Her release had been called for by the ILO since her imprisonment last year, a few months after she had successfully brought a case against government officials for imposing forced labour.

The Conference adopted a report by Committee on the Application of Standards, which covered 25 individual cases on the way ILO member States have applied Conventions on freedom of association, forced and child labour, discrimination, employment policy, labour inspection, wages, etc. (For more details see the relevant ILO press releases).

The Committee also recorded a historic tripartite agreement by the government, employers and workers of Colombia. The agreement foresees a permanent representation of the ILO in the country to provide technical assistance in the framework of a National Decent Work Country Programme. This programme will include the defence and promotion of fundamental workers' rights, in particular freedom of association and expression, collective bargaining rights, and the freedom of enterprise for employers.

The annual General Survey discussed by the Committee was on labour inspection. The Committee highlighted the crucial importance of labour inspection for ensuring the protection of workers and compliance at national level of labour laws, and its key role for good governance in the world of work.

## 296th Session of the Governing Body

© ILO PHOTO



Mr. Membathisi  
Mphumzi  
Shepherd  
Mdladlana

© ILO PHOTO



Mr. Daniel Funes  
de Rioja

The ILO's Governing Body elected Mr. Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour of the Republic of South Africa, as Chairman for its 2006-07 Session. Mr. Mdladlana replaces Carlos Tomada, who served the executive council of the ILO as Chairman during the 2005-06 Session. Mr. Mdladlana has held his current position as Minister of Labour since 1998.

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. Sir Leroy Trotman, General Secretary, Barbados Workers' Union and spokesperson of the Workers' Group in the Governing Body, was re-elected Workers' Vice-chairperson. The three will serve as Officers of the Governing Body during its 2006-07 Session.

The Governing Body also approved the 342nd Report of the ILO Committee on Freedom of Association, examining 31 cases. Altogether there are currently 102 cases before the Committee. (For further information, see press release ILO/06/32.)

© ILO PHOTO



Sir Leroy Trotman

## A code on safety and health breaks new ground for the world's miners

Experts representing workers, employers and governments, meeting at the ILO in May, adopted a new Code of Practice on Safety and Health in Underground Coalmines designed to improve the safety and health of workers in one of the world's most dangerous sectors.

GENEVA – Coalmining is a significant activity in some 50 countries, providing fuel to allow economies to industrialize and permit energy and steel production. But it is also one of the

world's most dangerous and dirtiest jobs, and every year thousands of miners die in the darkness of deep underground mines.

But things are changing. Significant sustained improvements in coalmining safety and health have resulted from new technologies, more capital investment and training and changes in attitudes among competent authorities, employers, workers and their representatives. Now, the ILO and its constituents have crafted a new Code of Practice that puts potentially life-saving words to paper and in practice for the first time

The new Code, adopted here at a tripartite meeting, will replace an existing Code adopted in 1986 to reflect the many changes in the industry



and its workforce, as well as the development of new ILO instruments on occupational safety and health. It sets out a national framework that specifies the roles of the competent authorities, employers, workers and their organizations. The Code includes a methodology for identifying hazards and preventing and minimizing risks, as well as specific provisions for safe underground coalmining operations. It also provides important practical guidance in support of the provisions of the ILO Convention No. 176 on Safety and Health in Mines, 1995, and its accompanying Recommendation, No. 183.

The Code of Practice was adopted by 23 government, employer and worker experts following a six-day meeting; it will be submitted to the ILO's Governing Body in November 2006 for endorsement. (For more information, see ILO Press release ILO/06/20.)



© AFP

## ILO American Regional Meeting sets new “Hemispheric Agenda” for a decade of decent work

The Sixteenth American Regional Meeting of the ILO, held in Brasilia from 3-8 May, announced the start of a “Decade of promoting decent work in the Americas”. The meeting came amidst concerns over the need for millions of new jobs to ease a massive employment deficit facing Latin America.

BRASILIA – In an official address to the regional meeting, Brazilian President Luiz Inácio Lula da Silva put things into perspective. Democracies, he said, must evolve in order to ensure that the “world of work can improve”.

The details of the situation facing the Americas were the subject of the ILO report *Decent*

*work in the Americas: An agenda for the Hemisphere, 2006-2015*, presented to the Conference by ILO Director-General Juan Somavia. The report contains recommendations for policies designed to tackle the region's employment challenges, including the formal employment deficit affecting 126 million people in Latin America.

“By committing ourselves now to a Decade of promoting decent work, we may hope for great progress in the region by 2015,” Mr. Somavia said at the conclusion of the meeting, adding that the tripartite delegates had reached “extremely useful” conclusions at a “time of major change in the region”.

Brazil's Minister of Foreign Relations, Celso Amorim, emphasized the importance of “the concept of decent work” which “enables people to feel that they are part of a collective effort”, and of the real purpose of seeking to stimulate

President Luiz Inácio Lula da Silva launches the ILO Global Report, *The end of child labour: Within reach*.



© ILO BRASÍLIA

economic growth; he recalled that “growth is not an end in itself”. (For a more detailed report, see ILO Press Release ILO/06/18.)

**A new decade of decent work**

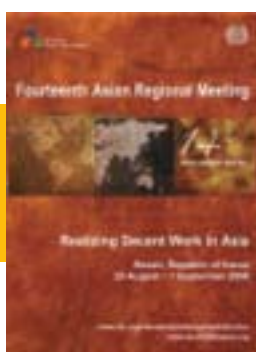
The conclusions of the Brasilia meeting affirm that “as from this Meeting, a *Decade of promoting decent work in the Americas* will begin”, adding that “the countries of the Region stress the importance of formulating and applying national public policies that incorporate social dialogue”.

“These policies should stimulate national and foreign investment, inclusive economic growth and the generation of decent work with quality employment, social protection and the effective respect of labour rights”, the conclusions state.

Delegates agreed on the importance of Decent Work Country Programmes referred to in the “agenda for the hemisphere” report, and on the need to adapt policies to the specific circumstances of each country, and considered that these Programmes could make an important contribution to promoting sustainable social and economic development.

In order to develop the Programmes, it was important to ensure “direct participation of the employers’ and workers’ organizations at national level”. The conclusions also call on the ILO to support tripartite mechanisms for following up the results of the meeting.

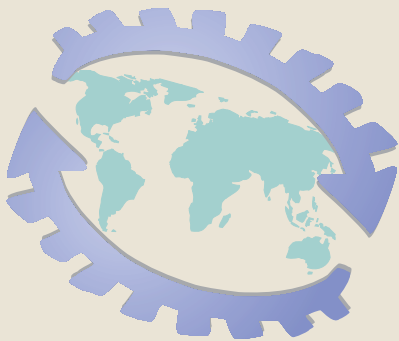
“We leave here strengthened,” Mr. Somavia said, “with a very practical and concrete mandate.”



The Fourteenth Asian Regional Meeting will be held from 29 August to 1 September in Busan, Republic of Korea.

## AROUND THE CONTINENTS

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



(OSH) in Agriculture, which was launched in 2004, has benefited 600 farmers in the country so far and led to considerable improvements to their homes and farms. The Ministry of Labour, Invalids and Social Affairs of Viet Nam now plans to carry out a feasibility study on the ratification of the ILO Convention on Safety and Health in Agriculture, 2001 (No. 184).

For further information, please contact the ILO Regional Office for Asia and the Pacific in Bangkok at  
tel: +66.2.228.2202;  
fax: +66.2.288.1076;  
e-mail: [bangkok@ilo.org](mailto:bangkok@ilo.org)

### Prevention is key to safety and health

■ The latest *Asian-Pacific Newsletter on Occupational Safety and Health* discusses how to build and maintain a safety culture to prevent occupational accidents and work-related diseases. The ILO strongly encourages the launching of national safety and health programmes, one of the key elements of the ILO Convention and Recommendation on the Promotional Framework for Safety and Health at Work adopted by the International Labour Conference in June 2006. According to Jukka Takala, director of the ILO's SafeWork programme, the management of the enterprise or organiza-

tion plays a central role in this, but national support and targeted programmes are essential in successfully building and maintaining a preventive safety and health culture.

The electronic version of the *Asian-Pacific Newsletter on Occupational Safety and Health* vol.13, no.1 (2006) can be accessed at the following address:

[www.occuphealth.fi/Asian-Pacific-Newsletter](http://www.occuphealth.fi/Asian-Pacific-Newsletter)

### Football without child labour

■ As the football World Cup in Germany approached, the ILO published a brochure on combating child labour in soccer ball factories in the Sialkot district of Pakistan. An ILO project running since 1997 has helped significantly in changing the attitudes of parents, authorities and employers in this district and making them realize how important education is to every child's future. Over 95 per cent of football production lines in the area now operate without child labour and over 10,000 young people have been supported in their studies since the project began. The brochure provides more information about this successful project and offers suggestions for other actions to abolish child labour in other countries or sectors.

### Safer work in agriculture in Viet Nam

■ Agriculture is one of the most important sectors of the economy of Viet Nam, employing 58 per cent of the country's total workforce. But, as in other developing countries, it is also one of the most hazardous occupations and farmers are exposed to many accidents and work-related diseases. The Viet Nam Chapter of the ILO/Japan Regional Programme for Capacity Building of Occupational Safety and Health



© M. Crozet/ILO

The Buniyaad School scheme under an ILO project has helped provide education to hundreds of former child labourers who were stitching soccer balls. Over 10,000 young people have been supported in their studies since the project began in 1997.

For more information, please visit [www.ilo.org/public/english/standards/ipecc/publ/download/2004\\_soccerball\\_en.pdf](http://www.ilo.org/public/english/standards/ipecc/publ/download/2004_soccerball_en.pdf)

## Cooperative Facility for Africa

■ The International Cooperative Alliance (ICA) and the ILO have joined forces to enable poor people to cooperate out of poverty through a Global Cooperative Campaign. The Essential Research for a Cooperative Facility for Africa project is one of the first initiatives of this campaign. Funded by the UK Government (DFID), it aims to assess the contribution and potential of cooperatives and group-based enterprises to create decent employment, economic activities, basic social protection and voice and representation in the rural and informal sector of African economies.



© M. Crozet/ILO

Maria and Sauda, members of Women Cooperative, Mtongani, Tanzania, a mushroom and hen house project supported by the ILO

In April, the ILO and ICA validated the design of the Cooperative Facility for Africa during a workshop in Nairobi, which was attended by some 15 cooperative leaders from all sub-regions of Africa. In addition, the meeting enthusiastically adopted the strategy of using the Cooperative Facility for Africa as a coordination mechanism to bring together cooperative centres of excellence, such as colleges and training centres, on the African continent to provide assistance and expertise to cooperative movements.

For further information, please visit [www.ica.coop/outofpoverty/](http://www.ica.coop/outofpoverty/)

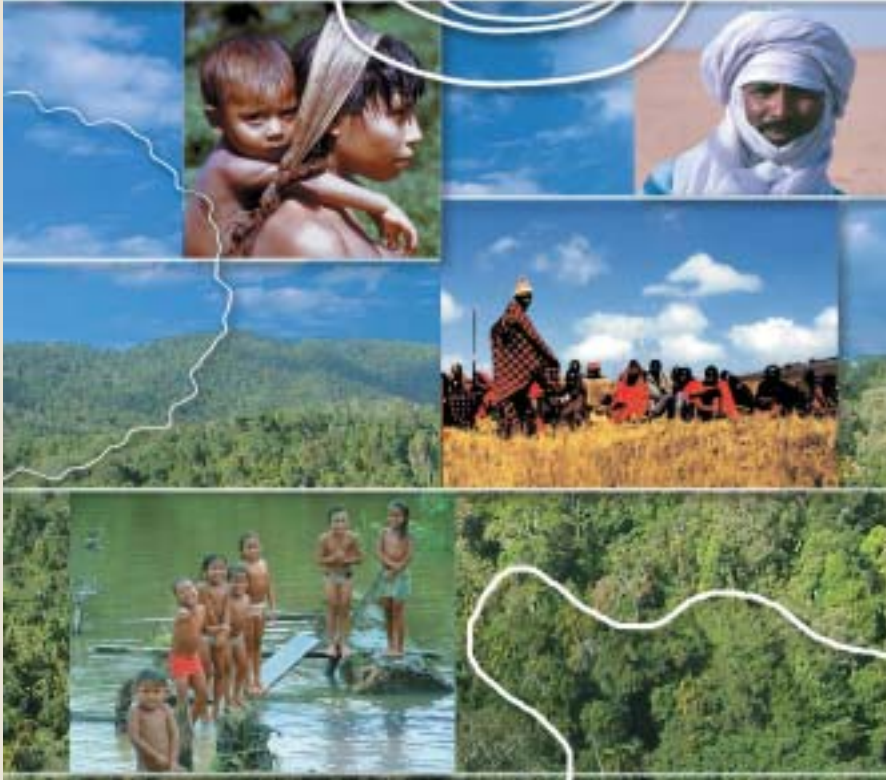
## Turin training course on rights of indigenous peoples

■ A training course, "Indigenous and tribal peoples: Rights and good practices", will take place at the

International Training Centre of the ILO in Turin from 25-29 September 2006. The ILO has been working with indigenous and tribal peoples since the 1920s. It is responsible for the only international instruments currently in force that deal exclusively with the rights of these peoples. ILO work in the field of indigenous and tribal peoples falls mainly into two categories: the adoption and supervision of standards, and assistance to indigenous and tribal peoples and to member States.

The course is best suited for civil servants from ministries concerned with tribal and indigenous affairs, representatives of indigenous peoples, officials of bi- and multilateral agencies concerned with indigenous issues, trade union representatives and NGOs.

For information on the course, or to register, contact the Turin Centre at tel: +39.011.693.6671; fax: +39.011.693.6767; e-mail: [recruitment@itcilo.org](mailto:recruitment@itcilo.org)



## Balancing labour market flexibility and security

■ On 11-12 May, the ILO organized a tripartite seminar for high-level representatives from labour ministries and the social partners in Budapest to discuss the latest developments and measures taken in Central and South Eastern European countries (CSEE) regarding the balance between flexibility and security in the labour market. In order to stimulate the discussion, international experts presented a comparative cross-country analysis of trends in labour market indicators, institutions and policies and their gender implications (to be published in book form in late 2006). The overall objective of the tripartite seminar was to define follow-up activities within the ILO's Flexicurity project launched in Bulgaria, Croatia, Hungary, Poland and Lithuania in 2003.

*For more information, please contact the ILO's Subregional Office for Central and Eastern Europe in Budapest at  
tel: +36 (1) 301-4901;  
fax: +36 (1) 353-3683;  
e-mail: budapest@ilo.org*



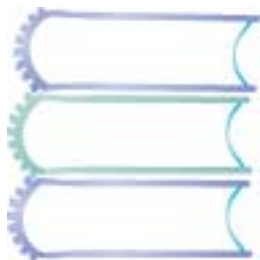
© ILO BRASÍLIA

## HIV/AIDS and work in Latin America

■ As chair of the UNAIDS Committee of Cosponsoring Organizations, the ILO organized a meeting on 6 May for ministries and civil society in conjunction with the ILO Regional Meeting in Brazil. The purpose of the meeting, which was opened by ILO Director-General Juan Somavia, was to share information on what is already being done to address HIV/AIDS in and through the workplace, and to move forward through dialogue and partnership between ministers, workers' and employers' organizations, UN agencies and civil society, particularly people living with HIV/AIDS.

According to a recent ILO press release, about 2 million people live with the virus in Latin America and the Caribbean, and some 600,000 people have died from its effects in the last 20 years. Delegates at the meeting on HIV/AIDS and the world of work in Latin America and the Caribbean heard that according to some estimates, about 500 people contract the virus every day in the region.

MEDIA SHELF



■ **Beyond the scoreboard: Youth employment opportunities and skills development in the sports sector**

Giovanni di Cola (ed.). ISBN 92-2-117968-0. Geneva, 2006. US\$21.95;

£13.95, €25; 30 Swiss francs.

Offering insightful research from leading experts, this book examines the role of sport in the social development and employability of young people today. The many challenges confronting the sector are examined, such as women's empowerment in sport, the social insertion of athletes with disability and the ensuring of a safe environment. Sport can also be an innovative method of drawing attention to issues such as HIV/AIDS prevention and the reduction of violence and poverty. The need for ethically grounded sports management and physical education in schools is highlighted, as well as opportunities available for employment at the local, regional and global levels.



■ **Career guidance: A resource handbook for low- and middle-income countries**

ISBN 92-2-118376-9. Geneva, 2006. US\$22.95; £12.95; €20; 30 Swiss francs.

An essential guide to developing effective career guidance systems, career information, organizing service delivery, staff development and improving governance and coordination, this handbook provides for the first time a comprehensive roadmap to help professions navigate their way through the rapid changes in the labour market and growing youth unemployment. It includes the first detailed users' guide to career guidance sites on the world wide web that will be invaluable to policy-

makers and professionals looking for interviewing guides, vocational assessment tools, competency standards for counsellors, and much more.



■ **Changing patterns in the world of work**

International Labour Conference, 95th Session 2006, Report I(C). Report of the Director-General. ISBN 92-2-116623-6. Geneva, 2006.

US\$15; £9; €13; 20 Swiss francs.

An inquiry into the knowledge base of the ILO to address the increasing demand on its services, this report describes a time of opportunity and uncertainty in which some of the barriers that have prevented women and men from fully realizing their capabilities are coming down, but in which good jobs that provide the foundation of security to build better lives are increasingly difficult to find.



■ **Decent working time: New trends, new issues**

Jean-Yves Boulin, Michel Lallement, Jon C. Messenger, François Michon (eds.).

ISBN 978-92-2-117950-4. Geneva,

2006. US\$39.95; £21.95; €35; 50 Swiss francs.

This collection of papers from some of the leading international scholars in the field reflects on the profound changes in the nature of working time, and indeed the nature of employment itself in the industrialized world. *See this book featured on page 29.*



■ **The end of child labour: Within reach**

Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights and Work 2006. Report of the Director-General. ISBN 92-2-116603-1. Geneva, 2006.

US\$29.95; £15.95; €25; 35 Swiss francs.

This second Global Report on child labour documents the fact that for the first time, there has been a worldwide decline in child labour, with the worst forms decreasing fastest. *See this report featured on p. 14.*



■ **HIV/AIDS and work in a globalizing world 2005**

ISBN 92-2-118114-6. Geneva, 2006. US\$22.95; £12.95; €20; 30 Swiss francs.

Highlights the intrinsic links

between poverty, HIV/AIDS, movement for work, and globalization. The negative impact of the epidemic on health and the quality of the labour force, which deters foreign direct investment, is underscored and assessed. Estimates are provided of populations at risk of HIV/AIDS because of the impact of poverty in 34 countries in sub-Saharan Africa, Asia, Latin America and the Caribbean, and in the more developed regions. Finally, the report discusses the changes needed to address and manage the HIV/AIDS epidemic at enterprise, national and global levels.



■ **Meeting the employment challenge: Argentina, Brazil, and Mexico in the global economy**

Janine Berg, Christoph Ernst, and Peter Auer

ISBN 92-2-117947-8. Geneva, 2006;

copublication Lynne Rienner. US\$55; £30; €45; 70 Swiss francs.

Arguing that economic policies in Argentina, Brazil, and Mexico favour markets over institutions and the international economy over the domestic – to the detriment of the workforce in those countries – *Meeting the Employment Challenge* presents extensive evidence in support of placing employment concerns at the centre of economic and social policies.



■ **Shipbreaking: What can be done?**

ISBN 978-92-2-018790-6 Geneva, 2006. DVD.

40 Swiss francs.

In this unique DVD the ILO takes a candid look at the daily lives of those who toil in this dangerous industry. The award-winning documentary *The Shipbreakers* vividly illustrates the occupational hazards and exposes the often atrocious working conditions of those who dismantle ships. Includes the full text of the ILO's *Safety and health in shipbreaking: Guidelines for Asian countries and Turkey*, in English, French, Spanish, Bengali, Chinese, Hindi, Turkish and Urdu.



■ **Social dialogue and poverty reduction strategies**

Graeme J. Buckley and Guiseppe Casale (eds.).

ISBN 92-2-117541-3. Geneva, 2006.

US\$60; £35; €63; 80 Swiss francs.

This comprehensive volume provides a series of

case studies drawing on the ILO's experience with national poverty reduction processes in Cambodia, Ethiopia, Ghana, Indonesia and the United Republic of Tanzania. As well as highlighting practical tools for practitioners engaged in poverty reduction activities, the book also illustrates in very practical terms the challenges and opportunities facing the ILO and its partners.



■ **Social dialogue in the process of structural adjustment and private sector participation in ports: A practical guidance manual**

Peter Turnbull.

ISBN 92-2-117721-1. Geneva, 2006.

US\$19.95; £11.95; €18; 27 Swiss francs.

This accessible manual provides instruments to

manage and facilitate processes of social dialogue in the world's ports, targeting particularly those who are involved in, or are currently planning, major programmes of structural adjustment and private sector participation. It offers concrete examples of how the various processes and issues can be handled as well as a series of checklists for self-reflection.

**SPECIAL ISSUE ON MIGRATION**

■ **International Labour Review**

Vol. 145 (2006), No. 1-2

**SPECIAL ISSUE ON MIGRATION**

This double issue of the *International Labour Review* contains four leading articles on migration, two "perspectives", one on the internationalization of employment, and one on the Maritime Labour Convention, 2006. It also contains reviews of a selection of new books and ILO publications, several of them on migration questions.

**Temporary migration programmes**

Martin Ruhs explores the potential of temporary migration programmes for helping high-income countries meet their market needs; providing people from low-income countries with better access to labour markets in higher-income countries; maximizing migration's developmental impact on countries of origin; and addressing high-income countries' concerns about the permanent settlement of migrants and the diversity of their societies. He also identifies the core considerations and policies needed to formulate and effectively implement TMPs.

**The globalization of the labour market for health-care professionals**

Paul F. Clark, James B. Stewart and Darlene A. Clark study the factors encouraging nurses and doctors to migrate, measure the costs and benefits of such migration and analyse methods of foreign



recruitment. They then look at the theories that explain this phenomenon, and conclude with a policy discussion of possible strategies, which include addressing the "push" factors motivating migration, focusing training on local health-care needs, signing bilateral agreements that limit migration, etc.

**China's strategies to reverse the brain drain**

David Zweig examines the policies adopted by China to recover its expatriate brain power by encouraging scholars living abroad to return. While local government authorities compete to recruit returnees, the central Government has introduced various policies to facilitate repatriation and resettlement, including preferential treatment, financial benefits and better dissemination of information.

**Labour market effects of immigration into Italy**

Alessandra Venturini and Claudia Villosio seek to determine how immigration affects the employment and unemployment of nationals in Italy. To this end, they measure the extent to which the presence of migrant workers affects the probability that national workers will find jobs or lose the ones they have. They show that migrant labour tends to have a complementary rather than a competitive effect on the labour market.

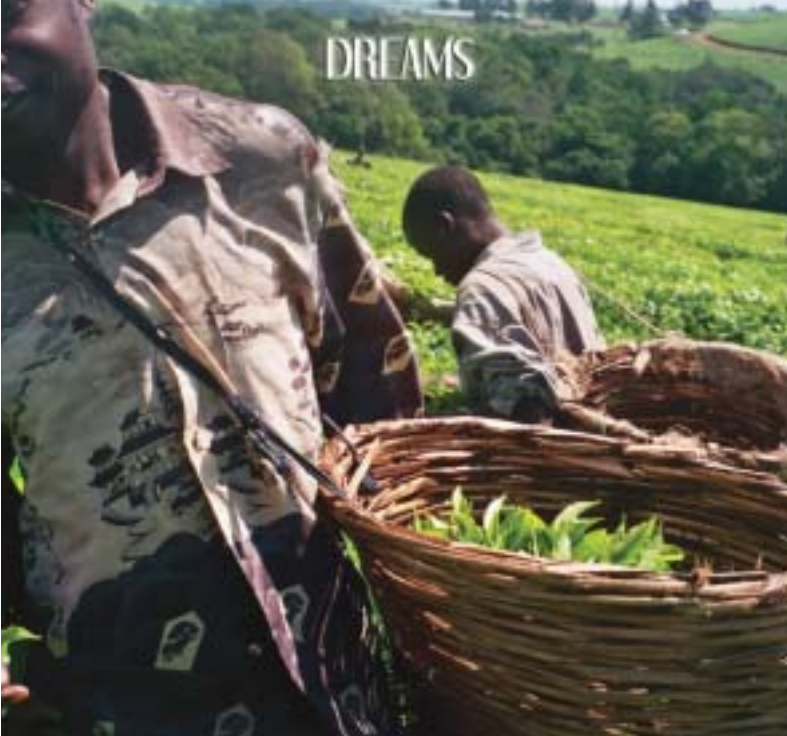
**The internationalization of employment**

The author reports on a joint ILO/France symposium, which was concerned with the internationalization of employment. Globalization is characterized by the internationalization of employment along value chains, with the concomitant relocation of production and jobs, restructurings, and winners and losers. According to the participants, what was required was a permanent "adjustment management system".

**The ILO's new Convention on maritime labour**

In February 2006, the Maritime Session of the International Labour Conference adopted a consolidated maritime labour Convention. This instrument represents a major breakthrough in several respects. The author presents the Maritime Labour Convention, 2006 and explains its innovative features: the consolidation of the provisions of more than 60 earlier instruments, a new system of enforcement that provides an incentive for ratification, and simplified procedures for revision.

ILO publications for sale can be obtained through major booksellers or ILO local offices in many countries, or directly from ILO Publications, International Labour Office, 4 route des Morillons, CH-1211 Geneva 22, Switzerland. Tel: +4122/799-7828, fax: +4122/799-6938, e-mail: [pubvente@ilo.org](mailto:pubvente@ilo.org), web site: <http://www.ilo.org/publns>. Catalogues or lists of new publications are available free of charge from the above address. The ILO Publications Center in North America can be contacted by phone: +613/745 2665, fax: +613/745 7660, e-mail: [order.dept@renoufbooks.com](mailto:order.dept@renoufbooks.com). Customers from developing countries can benefit from special discounts on the regular prices indicated in this magazine and may be able to pay in local currency through an ILO field office. For more information, e-mail us at [pubvente@ilo.org](mailto:pubvente@ilo.org).



the end of child labour  
**within reach**

