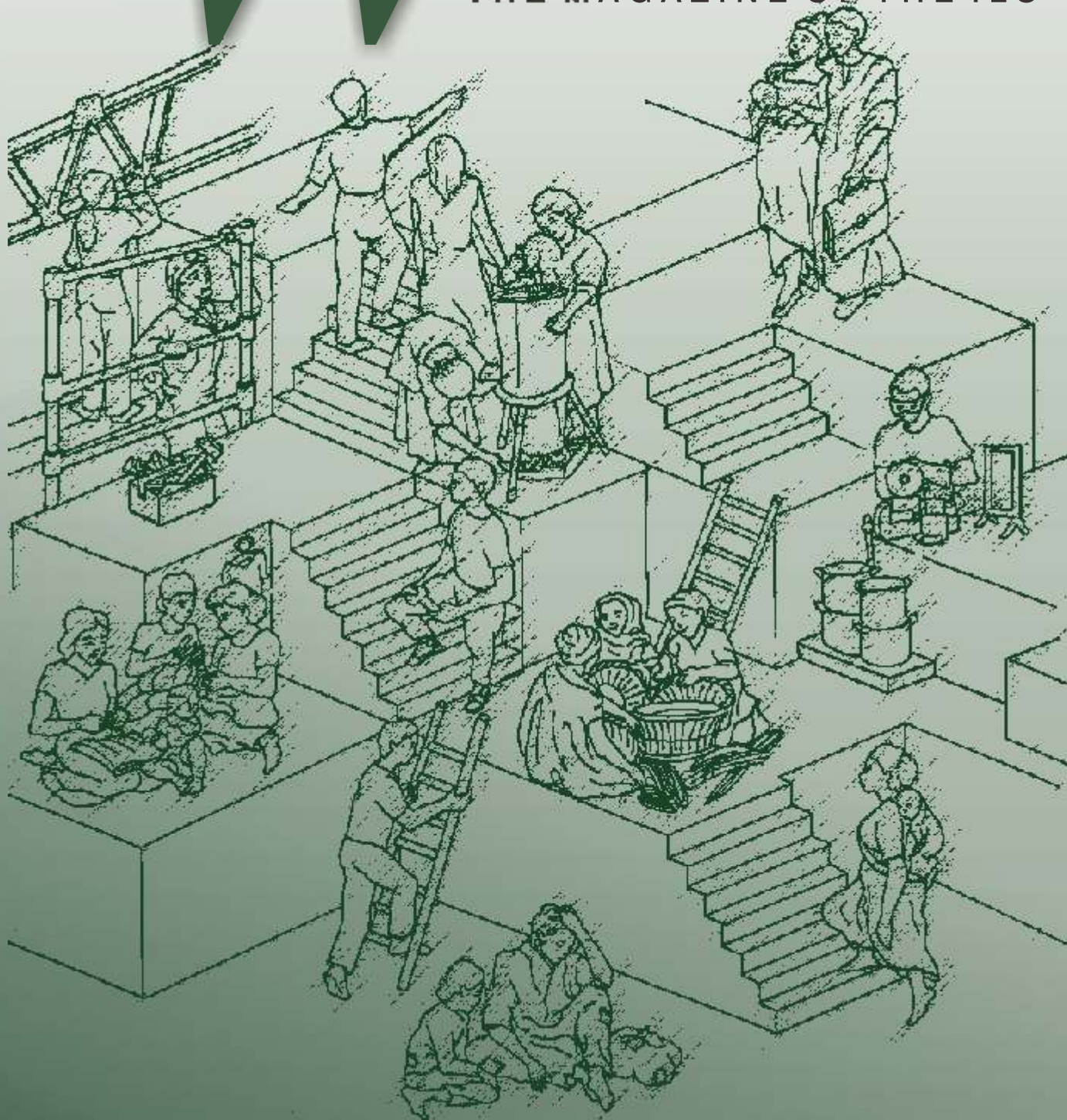


WORLD OF

Work

THE MAGAZINE OF THE ILO



No. 48, September 2003



International Labour Office

*Working out of poverty:
Making jobs the objective*

The ILO and seafarers – a long and fruitful voyage

“None will deny that the hardship endured and the heroism shown by the seamen in the danger zones of the oceans and the seas entitle them in a special degree to the undying gratitude of this and succeeding generations.”

So said acting ILO Director E.J. Phelan at the 28th (Maritime) Session of the International Labour Conference in 1946 to underscore the special commitment by the ILO to fight for seafarers’ rights at work.

But the work didn’t start, or finish, there. With the adoption this past June of a fast-tracked new Convention on Seafarers’ Identity Documents – the 40th maritime Convention, a recent ILO study on women seafarers and a new consolidated Convention for seafarers¹ set for adoption in 2005, the history of the ILO’s pioneering work on international maritime standards remains a story worth telling.

Before 1919, the cruel wind and weather of the sea weren’t the only challenges facing seafarers. They suffered low wages, long hours and uncertain voyages in leaky, ill-maintained ships. With the end of the first world war, a greater understanding of their trials and dangers began to emerge. And when the Peace Conference in Versailles decided to establish a new International Labour Organization, a consensus emerged that the working conditions of seafarers required urgent improvement.

Although the seamen’s organizations called for a separate office for maritime labour, the Labour Commission of the Peace Conference decided that, “the very special questions concerning the minimum conditions to be accorded to seamen might be dealt with at a special meeting of the International Labour Conference.” This bore fruit

One of the many entertainments provided for delegates to the 1946 ILO Maritime Conference in Seattle



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in 1920, when the first Maritime Session in Genoa adopted three Conventions and four Recommendations, governing minimum age of employment, unemployment insurance, hours worked, and the establishment of national seamen’s codes.

The 1946 International Labour Conference in Seattle – where E.J. Phelan made his tribute to seafarers’ war-time heroics – provided another landmark, adopting nine new Conventions on social security, pensions, pay, accommodation, hours of work and catering, as well as allowing States wary of legislation to ratify Conventions by applying standards through collective agreement for the first time.

The significance of this reached far beyond the lives and livelihoods of maritime workers. The ILO expanded its role vis-a-vis other industries, facilitating the fuller application of international standards on working conditions. As George R. Strauss, the UK Government delegate to the 1946 Conference put it, this exemplified “the ability of so many men with such different outlooks to come to agreement on problems which are so widely contentious.” The early consensus building that benefited mariners thus set the standard that for more than 50 years has governed the ILO’s work, not only for those who work on the sea, but for workers the world over.

¹ *Women seafarers: Global employment policies and practices, Geneva, International Labour Office, 2003. ISBN 92-2-113491-1*

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Poverty and Work

In much of the world, poverty is getting worse. In *Working out of Poverty*, Director - General Juan Somavia makes clear that work is a solution to growing poverty, and renews his pledge to help bring a “decent work dividend” to all parts of the globe. In this issue, *World of Work* looks at poverty, and ways of bringing sustainable growth and better lives to the poor of the world.

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Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 177 member States in common action to improve social protection and conditions of life and work throughout the world. The International Labour Office, in Geneva, is the permanent Secretariat of the Organization.

Working out of poverty: Making jobs the objective

Work is the best route out of poverty,” ILO Director-General Juan Somavia told this June’s International Labour Conference. He renewed the ILO pledge to bring decent work to all parts of the globe

GENEVA – Nearly 3 billion people in this world live on less than two US dollars a day. In fact, about a billion of those – or some 23 per cent of the developing world’s population – have to make do with *one* dollar a day or even less.

In many parts of our planet, poverty is getting worse:

- In sub-Saharan Africa during the 1990s, the number of people living in poverty rose by 25 per cent, to nearly 500 million.
- During the same period, those in poverty in Latin America and the Caribbean increased from 121 million to 132 million, with a quarter of the population still subsisting on two dollars a day or less.
- In the Middle East and North Africa, the number of people living at or below that line rose from 50 million to nearly 70 million, while in Eastern Europe and Central Asia, it increased threefold to 97 million.
- More positively, in China and other East Asian countries during the 1990s, the number of people on very low incomes decreased from 1.1 billion to about 900 million.
- In South Asia, the number of people living in poverty remains more or less stable at about 1.1 billion, although population growth now makes this a smaller share of the population.

Despite some encouraging signs, the overall trend is gloomy. And there are other, very worrying indications that things could get worse (*see inset, Pointers to Poverty*).

The problems, and the best ways of tackling them, are described by ILO Director-General Juan Somavia in *Working out of Poverty*, his keynote report to this June’s session of the International Labour Conference.*

“We know that work is the best route out of poverty,” he said. “But we cannot legislate employment in and poverty out. It is a long and complex process requiring all elements of society to work together. We must harness the unique power of governments, employers and workers – the global community of work represented by the ILO’s constituents – to a concerted global drive against poverty.”

And around the world, gender inequality intersects with economic deprivation to produce more intensified forms of poverty, on average, for women than men.

“After all, the poor don’t cause poverty,” Mr. Somavia pointed out. “Poverty results from structural failures and ineffective, outdated economic and social systems. Poverty grows from inadequate political responses, bankrupt policies and insufficient international support. And its continued acceptance expresses a loss of fundamental human values, of international will.”

The solution is to aim for what he calls a “decent work dividend”. This will stimulate balanced and more sustainable growth for countries, and better lives for people.

“This decent work dividend involves providing more stable incomes and productive employment,” he said. “The ILO is doing this with programmes designed to create jobs, ensure basic rights and social protection at work, end discrimination and fight child labour. These also aim to provide access to financial services, skills development and training, healthier and safer work environments and more entrepreneurial opportunities for small businesses.

“This isn’t a dividend just for the poor,” the Director-General insisted. “It benefits governments and employers as well.”

Poverty reduction would certainly be to the wider economic good. As the report points out, “Increasingly intense competition for restricted markets threatens to create ever more frequent cycles of boom and bust that reward predatory or speculative behaviour rather than productive

* *Working out of Poverty, Report of the Director-General, International Labour Conference, 91st session, International Labour Office, Geneva, 2003. ISBN 92-2-112870-9. Price: 20 Swiss francs. Also online at <http://www.ilo.org/public/english/standards/relm/ilc/ilc91/pdf/rep-i-a.pdf>*



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investment. A successful drive to raise the consuming power of the majority of the world's population, particularly those on the lowest incomes, is fundamental to the broadening and deepening of markets."

Similarly, political and social stability is "hard to envision if a large proportion of the world's population is not only currently excluded from the increasingly visible benefits of economic integration but also sees little or no opportunity of ever participating in a system that appears discriminatory and unfair. Increased expenditure on preserving law and order nationally and internationally, without investing in tackling the roots of the tensions caused by social injustice, is not an adequate response to growing security concerns."

"The ILO is committed to helping people work out of poverty," the report emphasizes. First and foremost, this means "removing the barriers of discrimination and accumulated deprivation that trap people in low-productivity and low-paid jobs".

Strong support for this approach came from the 291 employer, worker and government speak-

ers in the conference discussion (*for some of their comments, see inset, What They Said...*). Replying, Mr. Somavia said that the next step would be to "mobilize the worldwide network of tripartism." He would ask the ILO regional and area offices to "use the Report and the rich content of the Conference debate to stimulate national discussion within employers' and workers' organizations, and government circles. We often hear that we are living in a knowledge economy and a network society. I cannot conceive of any group of organizations and institutions that know more about the real workings of the global economy than our constituents. Labour ministries, employers and unions are dealing with the social realities in enterprises and workplaces on a daily basis."

In particular, Mr. Somavia identified four "tools" for poverty eradication (*see inset, Pointers to Progress*).

"The poor need a decisive commitment from us if they are to find a dignified way to work out of poverty," he insisted. "We cannot let them down."



>> POINTERS TO POVERTY

- Official unemployment – currently some 180 million worldwide and growing – is at its highest ever. But, in fact, over a billion people work without fully utilizing their creativity or maximizing their productive potential.
- The world's labour force is growing by about 50 million people a year and 97 per cent of this increase is in developing countries.
- The links between a vicious cycle of poverty and sex discrimination against the girl child start at the earliest stages of life within families. Throughout life – from birth to old age – sex discrimination contributes to both the feminization of poverty and the perpetuation of poverty from one generation to the next. Working for gender equality is part and parcel of measures to eradicate poverty.
- Over the next ten years, more than one billion young people will reach working age. In most developing countries, they face the choice of informal work or no work. This spells greater poverty ahead. In Latin America, for instance, income earned by people aged 20 to 24 is just half that earned by adults.
- Over 115 million school-age children, mainly in low-income countries, were not in school during 1999. One in six children between the ages of 5 and 14 (211 million) was doing some form of work in the year 2000. Of these, 186 million were in types of child labour which the ILO is committed to abolishing.
- Two-thirds of the developing world's female workforce outside of agriculture are in the informal economy, mostly doing the lowest-paid work, with

the figure reaching 84 per cent in sub-Saharan Africa.

- The “income gap” between the wealthiest and poorest fifths of the world's population is still growing. In 1960, it was 30 to 1. By 1999, it had widened to 74 to 1. Even in the 20 most industrialized countries, over 10 per cent of the population live below a poverty line of less than 50 per cent of median income.

POINTERS TO PROGRESS

ILO Director-General Juan Somavia singled out four “tools” for poverty eradication:

- **Creating jobs:** “Poverty elimination is impossible unless the economy generates opportunities for investment, entrepreneurship, job creation and sustainable livelihoods.”
- **Guaranteed rights at work:** “People in poverty need a voice to obtain recognition of rights and to demand respect. They need representation and participation. They also need good laws that are enforced and work for, not against, their interest. Without rights and empowerment, the poor will not get out of poverty.”
- **Basic social protection:** “Poor people are unprotected people. The earning power of those living in poverty is suppressed by marginalization and lack of support systems.”
- **Promoting dialogue and conflict resolution:** “People in poverty understand the need to negotiate and know dialogue is the way to solve problems peacefully.”



WHAT THEY SAID...

"Productivity is a challenge, because the majority of our population is poor, destitute, with no work... Poverty, destitution and unemployment are closely related. Lack of skills and access to resources like land and credit worsen the situation. Therefore, employment is the only channel and exit out of poverty for this group, especially women and young people."

– *Ms. Zoé Bakoko Bakoru, Minister of Gender, Labour and Social Development, Uganda.*

"The role of the social partners, both here in the ILO and at the national level, is a key advantage that the ILO can bring to bear in all of its work. Governments need to recognize that the challenges of policy coherence are best met through social dialogue."

– *Mr. Daniel Funes de Rioja, Executive Vice-President, International Organization of Employers.*

"The ILO cannot successfully fight poverty on its own. But it can bring to the collective effort its unique values, structures and standards. The 'Decent Work Agenda' does this and is recognition that what the ILO does must spring from what it is, namely tripartite and value-driven in the cause of social justice."

– *Mr. Guy Ryder, General Secretary, International Confederation of Free Trade Unions.*

"The terrible toll that poverty is taking in the modern world is starkly revealed in the Report... We support the Director-General's vision of practical, local and national agendas of activity to eradicate poverty."

– *Ms. Margaret Wilson, Minister of Labour, New Zealand.*

"Markets cannot operate effectively without property rights and contract law. Nor can labour markets without establishing the rights and responsibilities of the parties in the employment relationship, essential to protection of working people and to secure employment."

– *Lord Brett, Chair of the ILO Governing Body.*

"An important issue that this Conference will have to address is improved access to finance for small and medium-sized enterprises (SMEs), which is a key to their growth. SMEs make up the largest portion of the employment base in many developing countries and are indeed the foundation of the private sector."

– *Mr. Ashraf W. Tabani, Employers' delegate, Pakistan.*

"Work is the best means of escaping poverty, and in this task governments, workers and employers must participate to bring about a tripartite commitment which will help overcome poverty worldwide."

– *Mr. Ricardo Solari Saavedra, Minister of Labour and Social Welfare, Chile.*

"Where free and democratic trade unions are allowed to exist, it will result in a fairer and more socially just distribution of income and wealth, which will contribute to the reduction of poverty."

– *Mr. Ulf Edström, Workers' delegate, Sweden*

"Poverty, together with the lack of economic growth and jobs, is one of the root causes of global terrorism... Implementing and enforcing labour standards goes hand-in-hand with creating an enabling investment environment, which contributes to poverty reduction. As both the ILO and OECD research have found, there is no race to the bottom."

– *Mr. Edward E. Potter, Employers' delegate, USA.*



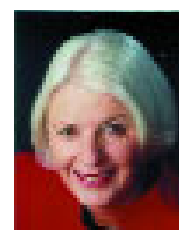
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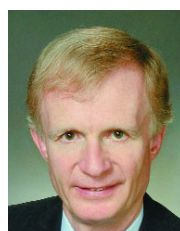
Daniel Funes de Rioja



Guy Ryder



Margaret Wilson



Edward E. Potter



Ulf Edström



Ricardo Solari Saavedra



Ashraf W. Tabani



Lord Brett

ILC91 Annual ILO Conference tackles new social agen

© ILO/Crozet



Fighting poverty, providing seafarers with new identity documents, and a variety of measures aimed at improving the world of work were among the highlights of the 91st International Labour Conference in June. Delegates held an impassioned debate over working conditions, and adopted radical new measures designed to improve workplace security and safety

GENEVA – In addition to the key theme of working out of poverty, the 91st International Labour Conference, held in Geneva this June, also adopted new international standards for seafarers' identity documents to improve security while guaranteeing the right of movement of seafarers, as well as world trade.

A new international standard for seafarers' identification aims both to boost international security and to ensure that the world's 1.2 million seafarers have the freedom of movement needed for their well-being and their professional activities. The measure is also seen as maintaining international commerce, a huge proportion of which moves by sea transport.

The new ILO Convention on Seafarers' Identity Documents replaces Convention No. 108, adopted in 1958. It establishes a more rigorous identity system for seafarers. A major feature of the new ID, on which full agreement was reached, will be a biometric template based on a fingerprint. A resolution accompanying the Convention requests the ILO Director-General to take urgent measures to develop "a global interoperable standard for the biometric, particularly in cooperation with the International Civil Aviation Organization (ICAO)". Ratifying states will also be required to maintain a proper database, available for international consultation by authorized officials, with due safeguards for individual rights.

The Convention provides for the facilitation of shore leave, and transit and transfer of seafarers, including the exemption from holding a visa for seafarers taking shore leave.

Other major issues tackled by the tripartite meeting of government, worker and employer representatives from the ILO's 177 member States included:

- **A new global strategy for promoting "coherent and focused" worldwide action to reduce occupational injuries and illnesses.** Two million people die every year of work-related causes, 354,000 of them due to fatal accidents, according to ILO estimates. Some 80 per cent of these work-related fatalities are suffered by men, who – with the exception of agriculture – make up the majority of workers in the world's most hazardous sectors and occupations. The majority of women agricultural workers – one of the most hazardous sectors – are in developing countries. These women are often assigned the most hazardous tasks, such as applying harmful pesticides. In addition, 270 million occupational accidents and 160 million occupational diseases hit workers every year. A new global strategy was recommended, based on two pillars:

- > A "preventative safety and health culture", entailing the agreement of the ILO social partners to a system of defined rights, responsibilities and duties – with prevention as the highest priority.

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- > An integrated ILO **occupational safety and health “tool box”**. This should include a promotional instrument designed to put safety and health higher on the agenda of member States, and a structured use of technical assistance and cooperation, focused on the establishment and implementation of national programmes by governments in close cooperation with employers and workers.
- **The ILO was asked to prepare a Recommendation on the employment relationship.** This would focus on “disguised” employment relationships (i.e., workers who are in fact employees but their status is disguised or hidden. ILO data show that the concentration of women in such unprotected situations can be high). The recommendation would also focus on the need for mechanisms to ensure that persons with an employment relationship have access to the protection they are due at the national level. At the same time, the future Recommendation “should not interfere with genuine commercial and independent contracting arrangements”.
- **The situation of workers in the occupied Arab territories was discussed in a special plenary session,** during which speakers stressed the need for furthering ILO technical cooperation assistance to stimulate employment, combat poverty, and strengthen capacities of the social partners and the Ministry of Labour of the Palestinian Authority. They also expressed the hope that the so-called “road map” peace proposal would give an impetus to political efforts aimed at bringing about peace in the region. The debate also highlighted the role of the ILO in promoting a dialogue which will help in building confidence among all the parties in the region. Many speakers confirmed their support of the ILO initiative in creating “The Palestinian Fund for Employment and Social Protection”.
- **Human resources development** was the subject of a first discussion on a new international labour standard. This is expected to replace ILO Recom-

WE CAN END POVERTY – IF WE WANT TO

The resources exist within the world economy and society to achieve the objective of the eradication of poverty, globally.” That is what South Africa’s President Thabo Mbeki told the International Labour Conference. And he asked why it is not being done.

Citing the European Union’s internal resource transfers “to ensure the even and balanced development of all communities within the Union”, he argued for similar measures at the world level. There are, he said, “certain challenges of poverty and underdevelopment that can only be addressed through a conscious process of resource transfers from the rich to the poor, globally”.

“The International Labour Conference and the ILO occupy an important place among the global forces that have to join,



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and are part of, the war on poverty,” President Mbeki stressed. He welcomed having the ILO “as comrades-in-arms in the struggle to eradicate poverty in our country, in the rest of Africa and throughout the world”.

mendment No. 150, dating from 1975. The conference committee on this issue recognized human resources development as a key component of the response needed to facilitate lifelong learning and employability. It called for the involvement of the social partners and a renewed commitment by governments, the private sector and individuals, to education, training and lifelong learning.

- **A programme and budget** for 2004-2005, worth over US\$529.6 million, was adopted.



WORLD DAY AGAINST CHILD LABOUR



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The world must “join hands” to fight against child trafficking, a billion-dollar industry which virtually enslaves millions of children. That was the message from Queen Rania of the Hashemite Kingdom of Jordan when she addressed the International Labour Conference on 12 June, the World Day Against Child Labour. “First and foremost, the business of human

trafficking is fuelled by human poverty,” Queen Rania pointed out – but the trafficked children are sent to “every corner of the globe”. Governments must “prevent, protect and prosecute”, she urged. Child trafficking is “an assault on human dignity and an affront to our common values”, said ILO Director-General Juan Somavia. The ILO estimates that 1.2 million children fall victim to traffickers every year.



WAR ON WANT IS WAR AGAINST VIOLENCE



© ILO/Crozet

The “war on want” must be won in order to “heal the divisions and despair that feed global violence,” King Abdullah II of Jordan told the International Labour Conference.

A new global partnership would require “hard choices”, he said, including “improved market access, the removal of trade barriers and predictable trade policies”. Developed countries “must increase the level of direct assistance, encourage foreign direct investment and technology transfer, and reduce the debt burden”. Developing countries “must commit to sound economic policies, coupled with the right safety nets, good governance and the rule of law”.

Declaring “work and working people are at the heart of global prosperity”, King Abdullah called for “sustainable socioeconomic development, development that enables all people to live in dignity. Such development is an important tool in the battle against extremism – as is a just resolution of the Arab-Israeli conflict and the question of Palestine.” There is an “urgent need to rebuild and stabilize the Middle East region”, which is currently at “a critical crossroads”, he insisted. “Now is the time to work together, to put our full force behind the process that will lead to the hand-over of Iraq to a credible Iraqi government, representing all Iraqis.”

- **A Global Campaign on Social Security and Coverage for All** was launched to build a broad partnership involving governments, employers, labour, international organizations, donor countries, social security institutions and civil society organizations. The campaign will seek their support for efforts to help countries develop and expand social security systems through experimentation and social dialogue. It will also intensify efforts already underway in 40 countries to extend social security. (See article on page 16 on *micro-insurance in Nepal*.) A special campaign is now online at www.ilo.org/coverage4all
- The ILO global report **Time for Equality at Work** was discussed in depth under the follow-up to the Declaration on Fundamental Principles and Rights at Work. Despite decades of effort, women, different races and ethnic minorities are still far from enjoying equality of opportunity and treatment. Many delegates noted that discrimination is a major cause of poverty, and that new forms of discrimination are emerging, based on age, sexual orientation, HIV/AIDS status and disability. They highlighted the need for legal underpinning in the fight against discrimination. The importance of workplace equality to communities, business and other sectors was emphasized.

A PATRIOT AND A GENTLEMAN

Michael Christopher Wamalwa, Vice-President of Kenya since 2002 and President of the 91st International Labour Conference in June of this year, died aged 58 on August 23 in London. Described as a “patriot and a gentleman” by Kenyan President Kibaki, Mr Wamalwa was praised by ILO Director General Juan Somavia for his “great stewardship” at the Conference. The Vice-President had enjoyed a varied and distinguished academic and working life, studying international law at the London School of Economics and criminology at Cambridge. He is the author of several publications on international law.

DEEDS, NOT WORDS

Industrialized countries are failing to reconcile “words and deeds”, Brazil’s President Luíz Inácio da Silva (“Lula”) told the ILO on the eve of the International Labour Conference. Long known as a resolute trade union campaigner, the new Brazilian President chose the ILO for his first speech to a UN body.

He warned of a growing worldwide “deficit” as regards “solidarity and economic cooperation, protection of the environment, promotion of justice and peace building”. A renewal of the international system is needed, he said, including “reform of the [UN] Security Council”, and “more powers to the Economic and Social Council of the United Nations (ECOSOC)”.

“All of us must help to preserve and improve multilateralism, independently of our economic, financial or military power,” he added. “For this to happen, we have to reduce the enormous gap between international treaties and their effective implementation.”

During his visit, the Brazilian President and ILO Director-General Juan Somavia signed an understanding on a cooperation programme between Brazil and the ILO to promote a “decent work” agenda. This is to include employment generation, microcredit, youth jobs, improved social security systems, tripartism and social dialogue, in addition to the fight against child labour, the sexual exploitation of children, forced labour and workplace discrimination.



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Application of standards:

Committee considers Belarus, Colombia, Myanmar, other developments

As part of ILO efforts to end the use of forced labour in Myanmar, the ILO Committee on the Application of Standards had a special sitting following up on measures taken in the context of Article 33 of the ILO Constitution. The Committee also discussed the events which have taken place since its December 2002 session, including the appointment of a facilitator for complaints of forced labour, and a recent agreement on a plan of action to eradicate forced labour

Opening the debate at the Plenary session of the International Labour Conference on 9 June, the Director-General urged authorities in Myanmar to take immediate measures to release Aung San Suu Kyi and her supporters and guarantee their freedom, as well as to continue, in collaboration with the ILO, to end forced labour in the country.

The Committee considered cases in 25 countries and drew the special attention of the Conference to its discussions of Belarus and Myanmar. The Committee cited both countries for nonobservance of the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87) and “continued failure over several years” to implement the Convention. Regarding Belarus, the Committee firmly urged the Government “to take all the necessary measures in the near future” to bring an end to “its interference in the internal affairs of trade unions”.

The Committee also urged the Government of Colombia to take the necessary measures immediately to put an end to the situation of insecurity, so that workers’ and employers’ organizations could fully exercise the rights they are entitled to under the Convention, by restoring respect for fundamental human rights; in particular, the right to life and security.

In its report, the Committee also expressed special concern over the situation in Cameroon, Libya, Mauritania and Zimbabwe. The Committee urged the government of Libya “to adopt specific and concrete measures” with a view to achieving full conformity of the legislation with the ILO Equality of Treatment (Social Security) Convention, 1962 (No. 118), ensuring “full observance of the principles of equality of treatment in the area of social security”.

As regards the application by Mauritania of the Forced Labour Convention, 1930 (No. 29), the Committee expressed “deep concern at the persistence of situations which constituted grave violations of the prohibition of forced labour”.

In the case of Cameroon, the Committee urged the Government “to ensure that workers in both the private and the public sectors could establish and freely administer their organizations without the intervention of the public authorities”.

Finally, the Committee noted “persistent violations” of the Right to Organize and Collective Bargaining Convention, 1949 (No. 98) in Zimbabwe, and requested the Government to accept an ILO direct-contacts mission to examine the whole situation on the spot, and inform the Committee on legislative developments and on the outstanding issues.

The Committee also highlighted persistent situations of deferred payment of wages, abusive practices of payment of wages in kind, or the gradual erosion of the privileged protection of workers’ wage claims in bankruptcy procedures in several countries. The discussion of a general survey on the issue by the Committee of Experts confirmed the continued relevance of ILO standards, such as Convention No. 95 and Recommendation No. 85, and the need to promote related instruments, such as Convention No. 173.

New ILO study highlights US productivity up, Europe

As US and global productivity accelerate, does this mean the global economic slowdown in jobs creation is over? The new third edition of *Key Indicators of the Labour Market (KILM)*,¹ finds that a rise in productivity and employment may be the only way to reduce poverty

¹ *Key Indicators of the Labour Market, Third Edition.*

International Labour Office, Geneva, 2003. ISBN92-2-113381-8. Available in text, CD-ROM or Internet versions. The 900-page volume reflects an effort by the ILO to select and refine indicators of global labour trends, and contains comparative data from some 240 countries and territories worldwide. The press release and data charts can be found at kilm.ilo.org/2003/PressPackage/ (User ID: kilmpress2003, Password: press)

² The employment-to-population ratio measures the proportion of an economy's working age population (15+) which is employed; as such, the change in this figure is a good indicator of the ability of an economy to create jobs.

The new KILM found that:

- US productivity accelerated in 2002, surpassing Europe and Japan in terms of annual output per worker for the first substantial period since WWII, and widening the productivity gap with the rest of the world. The ILO noted that part of the difference in output per worker was due to the fact that Americans worked longer hours than their European counterparts. US workers put in an average of 1,815 hours in 2002 compared to major European economies, where hours worked ranged from around 1,300 to 1,800. In **Japan**, hours worked dropped to about the same level as in the US, the ILO said.
- Growth in productivity per person employed in the world as a whole accelerated, from 1.5 per cent during the first half of the 1990s, to 1.9 per cent in the second half. Most of this growth was concentrated in industrialized economies (the US and some EU countries), plus some in **Asia (China, India, Pakistan and Thailand)**. In African and Latin American economies, available data showed declines in total economy productivity growth since 1980.
- European and other industrialized countries – while achieving slightly lower productivity growth rates on average than the US – had improved their “employment-to-population ratios”, which measure the proportion of people in the population who are working.² While unemployment rates in the EU as a whole remained above those in the US,

many European countries were able to maintain or improve their ability to create jobs, while achieving moderate growth in productivity. The EU increased the employment-to-population ratio from 56.1 to 56.7 per cent between 1999 and 2002, while reducing unemployment, the KILM says.

- Although the employment-to-population ratio in the US declined by 1.6 per cent – from 64.3 to 62.7 in the same period, overall it remained consistently higher than the EU. Over the longer term, the US economy has had higher employment and productivity growth rates than the EU. Thus, the report shows that positive development in job creation and productivity are possible over the longer term.

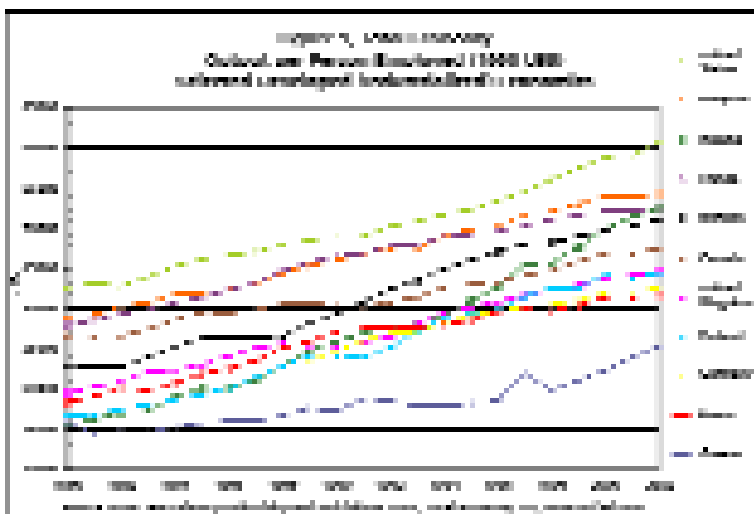
Global productivity

The KILM is the only report published by an international agency which includes estimates on total economy labour productivity.³

The KILM showed **US** output per person employed growing 2.8 per cent in 2002 from 2001 levels,⁴ for an average growth rate over the past seven years of 2.2 per cent. This was double the growth rate of 1.2 per cent in the **European Union** and 1.1 per cent in **Japan**, during the same period. The report says output per person employed in the US reached a level of US\$ 60,728 in 2002, up from US\$ 59,081 in 2001. In major EU countries last year, average labour productivity growth in per person terms was 1.1 per cent, yielding an output per person employed of US\$ 43,034. **Belgium** led the way at US\$ 54,338, with **France** and **Ireland** topping US\$ 52,000 and **Germany** at US\$ 42,463 (see Fig. 1).

Greece had higher labour productivity growth than the **US** in 2002 at 4.1 per cent. At the same time, **Ireland** closed the productivity gap with the

labour trends worldwide: improves ability to create jobs



US, France and Belgium by increasing its productivity levels to USD52,486, reflecting an increase of 2.2 per cent from 2001 levels.

The figures for output per hour worked show **Norway**, France and Belgium ahead of the US since the mid 1990s. In 2002 Norway had an output per hour worked of about USD38, followed by **France** at USD35, **Belgium** at USD34 and the US at 32 (figures are rounded off to the nearest dollar), thus showing that part of the gap between the US and Europe in output per person employed is due to differences in hours worked.

Besides the difference in hours worked the KILM attributed much of the growth in output per person employed in the **US** to two other factors: the production and diffusion of information and communication technology (ICT) in an enabling economic environment, and the growth of service industries such as wholesale and retail trade and financial securities that depend on ICT. With the exception of **Finland** and **Ireland**, most EU countries were unable to match the US in such developments in 1990s.

developed economies. In the US, for example, an agricultural worker produces over 650 times more than an agricultural worker in **Vietnam**.

Given the relatively large size of the agricultural sector in developing economies, the sector remains a potential contributor to faster productivity growth. With the employment share of the agricultural sector gradually declining, shifting labour to other sectors should improve both employment and productivity growth over the longer term. Access to domestic and international markets in agricultural goods and the development and implementation of environmentally sustainable technologies are important vehicles to raise productivity growth in agriculture.

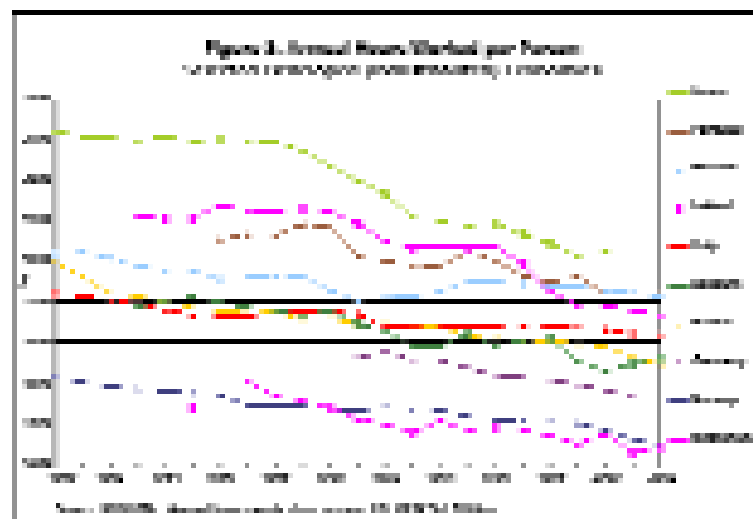
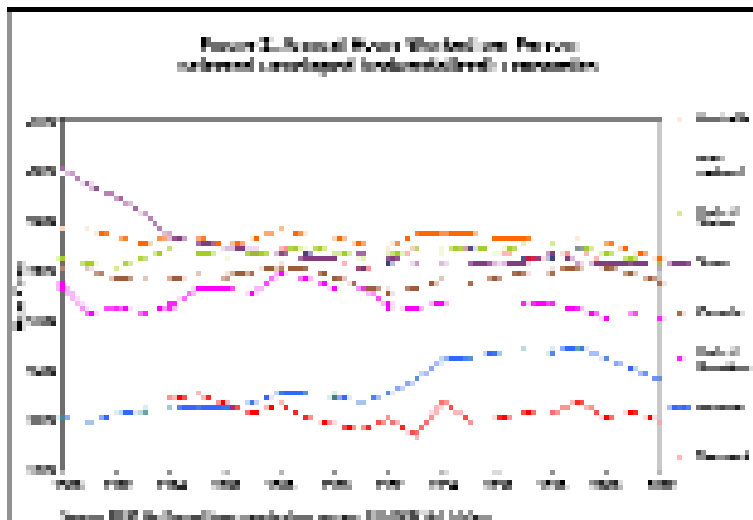
Hours worked

The slowdown in Gross Domestic Product (GDP) growth that began three years ago – and was influenced by the Sept. 11, 2001 terrorist attacks – was reflected in a parallel decrease in annual hours worked per person in most countries worldwide, the KILM shows based on available information.

In the agricultural sector, the KILM shows that employment in the sector has rapidly declined in developed economies, but not in the rest of the world. The agriculture sector remains a cornerstone for a large number of developing countries in terms of employment and poverty alleviation strategies. Productivity in agriculture shows continued growth in all economies. However, productivity levels in agriculture, published for the first time in KILM, remain higher in

³ Productivity is measured as annual output divided by person employed. Output is measured as GDP in terms of purchasing power parities (PPPs). A key characteristic of KILM's productivity figures is the use of PPPs to convert output in national currencies to a standard measure of value that avoids distortions caused by fluctuating exchange rates. The KILM measures productivity in two principle ways: annual output per person employed and average output per hour worked. However, estimates of output per hour worked are less comparable across countries than output per person employed, because the measure of hours worked can vary significantly.

⁴ The US Department of Labor, Bureau of Labor Statistics (BLS) data released in August 2003 indicated a continuing growth trend in 2003.



(see Figs. 2 and 3). Although productivity increased, hours worked in the US declined each year since 2000, dropping from 1,834 in 2000 to 1,815 in 2002. More significant declines were reported during the same period in **Norway** (from 1,380 to 1,342), **Sweden** (from 1,625 to 1,581), **France** (from 1,587 to 1,545), **Australia** (from 1,855 to 1,824), **Canada** (from 1,807 to 1,778), **Ireland** (from 1,690 to 1,668) and **Germany** (from 1,463 to 1,444). **Japan**, where people once worked much longer, is now at about the same level as in the US, the KILM says.

Over the longer term, hours worked in **Australia**, **Canada**, **New Zealand** and the **US** have been more or less stable since the 1980s, whereas in the rest of the industrialized world hours worked have steadily declined (apart from some cyclical fluctuations) in the last two decades.

Worldwide, a number of countries reported

much higher hours worked than in the US. The report noted that in **South Korea**, for example, people worked 2,447 hours in 2001, the longest hours worked of all economies for which data were available – 26 per cent more than people in the **US** and 46 per cent more than in the **Netherlands**, which had the lowest hours worked of all economies for which data were available. “In all developing **Asian** economies where data were available, people historically worked more than in industrialized economies. This is a typical sign for developing economies as they often compensate for the lack of technology and capital with people working longer hours,” the report said.

In some transition economies, hours worked reflected both the ongoing shift from agriculture to manufacturing and services, as well as the shift away from centralized economies. Workers in the **Czech Republic**, for example, put in 1,980 hours in 2002 – despite a heavy decrease in recent years – and thereby worked the longest hours within OECD economies along with **Slovakia** (1,978 hours) and **Greece** (1,934).

Ireland provides a good example of the changing pattern in working hours which occurs when an economy moves through the development process, the report said. Along with the sectoral shift from an agricultural-based economy to manufacturing and services, hours worked by people in Ireland fell from just above 1,900 annually in the 1980s to 1,668 hours in 2002, a drop of nearly six 40-hour workweeks per employed person, and more than doubling productivity per person employed between 1980 and 2002.

Creating and maintaining jobs

Most industrialized economies (with the exception of **Germany** and **Japan**) increased output and nominal employment during the period 1999-2002. Additionally, European economies such as **France**, **United Kingdom**, **Belgium** and **Ireland**, increased their employment-to-population ratios while reducing unemployment rates during this period (see Fig. 4 on page 15).

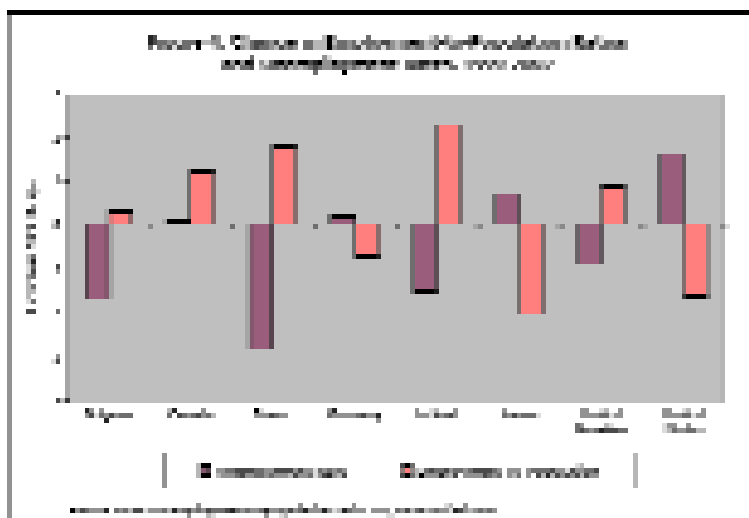
Although unemployment rates in Europe have generally been higher than those in the US, since the early 90s, the unemployment rate in a number of countries within the EU have decreased, the report said. EU countries such as **Ireland** have reduced unemployment rates from among the highest in Europe in the early 1990s to below the

US in 2002. Additionally, **Luxembourg, Switzerland, Netherlands, Iceland, Norway, Denmark, Portugal, UK** and **Sweden**, all have unemployment rates lower than the US, for different reasons. Other labour market indicators in the report support the conclusion that the US labour market reacted differently to those in Europe during the latest economic downturn, perhaps due in part to the different degrees of labour market flexibility and national attitudes toward policy intervention, the report says.

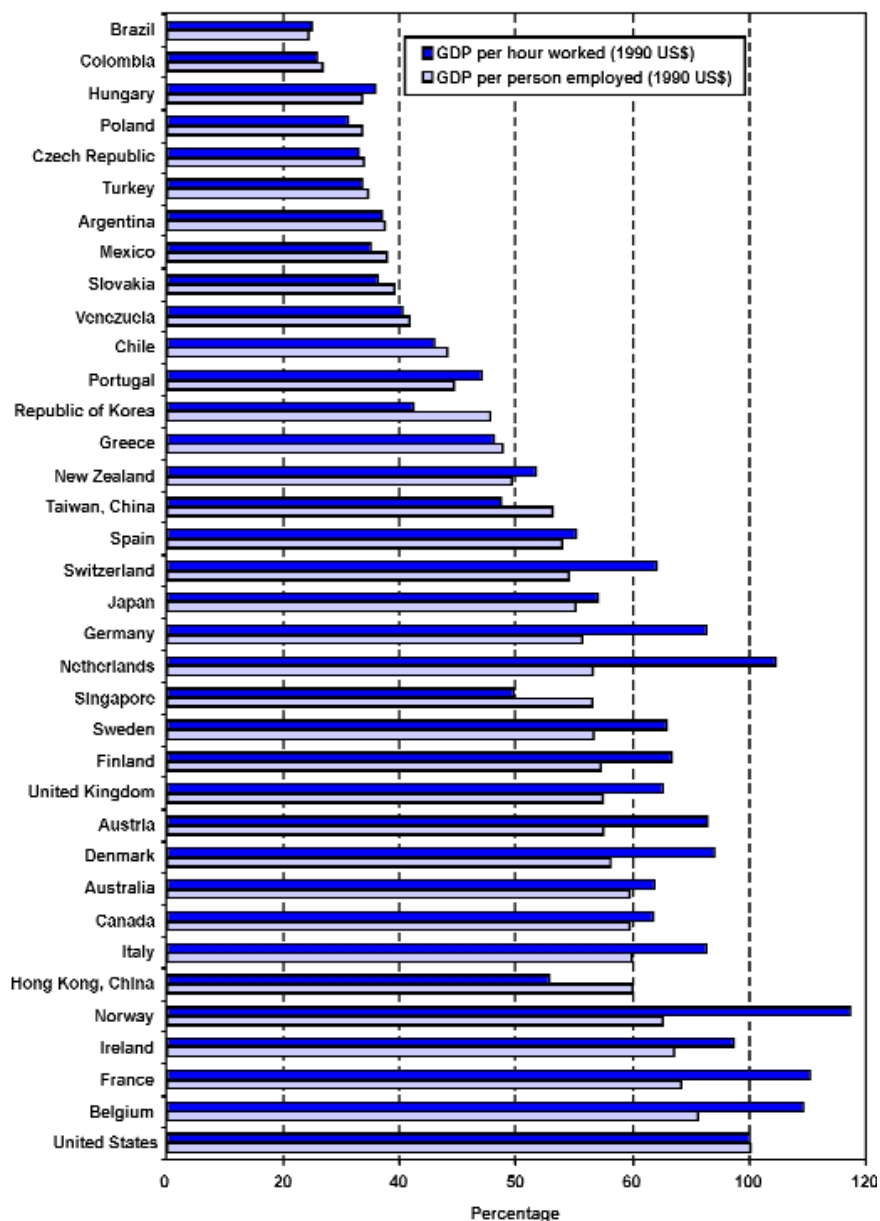
For example, in addition to diverging unemployment and employment rates, the **US** shows different results from the majority of **European** economies when it comes to finding jobs for youth and persons unemployed for a long period of time (one year or longer) during this economic downturn. The **US** has recorded increases in both the youth unemployment rate and the long-term unemployment rate since 1999, whereas the rates of both indicators declined in a large number of other industrialized economies.

Employment-to-population ratios in Latin America showed mixed results over the past decade. Declines between 1990 and 2002 were evident in **Argentina** (falling to 37.1 per cent), **Chile** (dropping to 35.3 per cent) and **Colombia** (falling to 51.6 per cent) and **Uruguay** (falling to 47.6 per cent). However, **Peru** and **Venezuela** experienced growth in their employment-to-population ratios, of 62.5 and 58.9 per cent, respectively.

In **Asia**, the employment-to-population ratio declined by 2.8 per cent from 60.7 in 1995 to 58.6 in 2001 in **South Korea**, while in the same period **Hong Kong, China's** ratio dropped by 2.8 per cent from 60 to 58.3. **Malaysia** and **Thailand** all recorded declines in the employment-to-population ratio for 1995 to 2000. Malaysia's ratio declined by 2.7 per cent, from 65.3 to 63.5. Thailand had one of the highest declines in the region, falling by 12.6 per cent, from 77.5 to 67.7. Even with the declines, the Asian economies typically record high employment-to-population ratios; with the exception of **Sri Lanka**, all of Asia's major economies recorded employment-to-population ratios of between 50 to 70 per cent.



Labour productivity as a percentage of the United States level, total economy, 2001



In Nepal, a big “STEP” toward better health care

In Nepal, the ILO “STEP” programme (Strategies and Tools against Social Exclusion and Poverty) is working with local partners to develop health microinsurance schemes and improve access to health care for workers in the informal economy. ILO’s Ismène Stalpers explains how these schemes pool risks and resources of community groups

TIKATHALI, Nepal – One hour from Kathmandu, and not far from the nearby Himalayas, this dusty village leads a double life. For part of the year, residents earn their keep in agriculture, teaching or other services. The rest of the time, they work at local kilns producing bricks.

But this village has another distinction. For it is here that the strong women who ran the local cooperative decided to take the need for better health care into their own hands. Beginning with just 25 members, their Women’s Health Cooperative has gradually grown to provide health insurance for all 300 members of the women’s cooperative and become a model initiative in Nepal.

“Joining the health insurance scheme is not only for our own health care at a discounted price during illness, but also helps indirectly those who cannot afford health care,” says cooperative member Sanu Thapa, explaining that the scheme motivates other poor women to join and improve their access to prompt, easily accessible and affordable health-care services.

Sharing risks

Sharing risks is not a new concept in Nepal. Mutual aid is a Nepalese tradition, rooted in family ties and community relations. In the past, they have helped protect communities from emergencies and difficulties. Now, this culture of risk sharing is helping people cope with health problems.

The ILO’s continuous promotion of social protection in health has encouraged organizations, from grassroots to government, to launch innovative health microinsurance schemes. The Public

Health Concern Trust (PHECT-Nepal) here is one such initiative. In 1992, a group of doctors established a small clinic in the village to learn how best to provide health services – often to the poor. A year later, they founded the “Kathmandu Model Hospital”, making it into a referral centre for their target community.

At the local level, PHECT-Nepal created a cooperative structure to encourage community involvement and a sense of ownership of health-care services. The first insurance scheme was created together with the Women’s Health Cooperative in 1999, in the Tikathali Village Development Committee.

The Women’s Health Cooperative runs a clinic through local health staff, with one of its members volunteering to run a medical store. PHECT-Nepal provides weekly doctors’ visits in the community. The community pays the Women’s Health Cooperative for health care.

Today, under PHECT-Nepal’s umbrella, six health cooperatives provide microinsurance, curative and awareness-raising services, covering some 3,000 people. The health cooperatives are comprised of families which join as a unit. Each community-based cooperative runs a clinic. However, PHECT-Nepal’s community initiative is by no means the only health cooperative in Nepal which is committed to bringing health insurance to the poor.

Health insurance campaign: “All for one, and one for all”

The General Federation of Nepalese Trade Unions (GEFONT) has also begun promoting community-based health insurance. One of the largest trade unions in Nepal, GEFONT – a confederation of 15 national trade-union federations representing some 350,000 members – is dedicated to the rights, welfare and dignity of workers from different economic sectors, such as carpet, textiles, tourism, transportation, rickshaw pulling, agriculture, and public and civil construction.

The trade union has been running a compre-



hensive welfare fund for transport workers since the early 1970s, and has recently acknowledged the call for health protection from all its constituents. In 2000, a cooperative was founded to provide affordable health care and clinical services to its members. Since then, more than 500 individuals have joined.

GEFONT wants to extend health protection to all of its workers within the next five years. Under a nationwide campaign slogan, “All for one, and one for all”, and with technical support from the ILO, GEFONT is now forming workers’ health cooperatives across the country to carry out programmes related to microinsurance.

The oldest micro-insurance scheme in Nepal started with the establishment of local health posts by the United Mission to Nepal. Over 27 years ago, it founded the Lalitpur Medical Insurance Scheme, covering mainly essential medicines supplied by health posts. United Missions also established a viable scheme for villagers in and around Lalitpur in Kathmandu Valley.

Under this scheme, beneficiaries pay an annual premium to receive free essential medicines, and a range of promotional and preventive health care at nominal fees. For serious illnesses, the health posts can refer patients to Patan Hospital in Lalitpur District. Women who are referred to the hospital receive free treatment in the case of high-risk pregnancy.

This scheme is also a model project here. A gradual handover of responsibility for the health posts to Government or local health committees will enhance its sustainability.

Another encouraging microinsurance scheme is the the largest in the country, and is run by a regional hospital in the foothills of eastern Nepal. Dr. Narayan Kumar, Hospital Director, the founder and visionary behind this scheme, learned the principles of health insurance at a joint ILO/STEP and ILO Training Centre course in Turin five years ago. Inspired by the innovative concept, in 2000 he set up a Social Health Insurance Scheme at the B.P. Koirala Institute of Health Sciences (BPKIHS) for the people of Dharan and neighbouring districts.

The scheme is now marketed by more than 30 Village Development Committees, municipalities, schools and colleges, socio-cultural organizations and other local community groups, as well as O/NGOs. These organizations represent 18,000 members, and BPKIHS has the largest membership of any insurance scheme in Nepal, covering both the formal and informal economy.

A birthright to healthcare

The Government is actively fostering the development of these health insurance systems. In a

recent ILO roundtable discussion, former Minister for Health, Dr. Upendra Devkota, declared that “access to health services is a right of all citizens. No one should be barred from health services due to a lack of treatment, low income or poverty. It is a shame that people have to beg for health care, as it is their birthright.”

Whether in the form of a health cooperative, a health post or so-called social health insurance, all these initiatives offer health insurance at the grassroots, with a genuine interest in providing affordable health care. When properly managed, health microinsurance schemes carry enormous potential for transforming the lives of the otherwise excluded.

The ILO is technically supporting the policy, and programming health insurance initiatives taken up by the Government. It encourages the connection between national-level policies and local initiatives. Government, tradeunions and NGOs act as partners in the provision, and as advocates for the extension, of social protection. And their collaborative work as providers and promoters is paving the way for extending health care to poor and disadvantaged groups in Nepal.

The ILO STEP programme supports these initiatives throughout the world.

For further information, please contact: Ismène Stalpers, Social Protection Advisor ILO/STEP, ILO Office Kathmandu, in Nepal, kathmandu@ilo.org or stalpers@ilo.org



SOCIAL SECURITY FOR ALL - A NEW CAMPAIGN

The ILO launched the “Global Campaign on Social Security and Coverage for All” at the International Labour Conference in June, to promote the extension of social security coverage to more people throughout the world. The objective of the first phase of the campaign will be putting the extension of social security at the top of the development agenda in as many countries as possible, and to support national and international policy-makers in developing strategies to extend coverage by 2006. Nepal is the first country in Asia where the campaign is being launched.

For more information, see: www.ilo.org/coverage4all

ILO Recommendation

The revival of the co



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This June marked the first anniversary of the ILO initiative to encourage the idea of cooperative business. ILO Recommendation 193, concerning the Promotion of Cooperatives, was formally adopted last year at the International Labour Conference. In the months since, staff of the ILO COOP team have worked with governments and coop bodies to help translate the Recommendation into practice at the national level. Journalist Andrew Bibby reports on the results of their work

GENEVA – Five million litres of milk makes a lot of butter and cheese, but that’s the daily quantity dealt with by the milk-marketing cooperative behind the well known Amul and Dhara brands in India. This US\$500 million Gujarat-based business brings together twelve district-based milk manufacturing cooperatives, which in turn allows farmers in over 10,000 villages in Gujarat to benefit by processing and marketing their milk on a shared basis.

Dr. V. Kurien, Chairman of the parent coop, says the cooperative structure of the business is the key to its success.

“We are proud to be workers in a cooperative movement that allows no distinction of nationality, religion, caste or community,” he said during the most recent annual meeting of the company, adding that cooperation had helped bring “unparalleled improvement” to the lives of rural farmers while helping urban populations gain access to good quality, unadulterated food.

Half a world away, a similar story is unfolding. A small team of graphic designers based on England’s south coast make up the design company, Wave. Although their work experience is different from that of the Gujarati farmers, they have a remarkably similar message. Wave proudly boasts of its credentials as a worker-owned cooperative, helping to create jobs and retain profits in the local community. “We believe in committing ourselves to the well-being of the people who work in our cooperative, the people with whom we trade, our local community and society at large,” the business tells its clients.

For the Secretary of the Employers’ Group of the International Labour Conference, Antonio Peñalosa (International Organization of Employers, IOE), cooperatives can play a major role in the economy of their countries. In a number of countries, they have become successful businesses. Examples are the Groupe Migros in Switzerland, Grupo Mondragon in Spain and the Credit Agri-

193 one year after: operative idea

cole bank in France. These cooperatives are often active members of employers' organizations, and are playing an important role in national development.

Cooperatives are a massive element of the global economy. Worldwide, an estimated 800 million people are cooperative members, and 100 million make their living in cooperatives in agricultural finance, housing, retail and other sectors. Iain

Macdonald, Director-General of the Geneva-based International Cooperative Alliance (ICA), says the figures tell the story: in Burkina Faso, co-ops control 77 per cent of cotton production, in Malta, co-ops have a 90 per cent share of the fisheries industry; and in the United States, two out of every five people are members of co-ops.

In the year since the ILO annual International Labour Conference adopted the Recommendation on cooperatives, results are already beginning to show at the national and local level.

In South Africa, the ILO has assisted in the development of a cooperative development strategy. A new cooperative law is making its way onto the statute books, a move that should lay the groundwork for a welcome boost in co-op development there. Guinea-Bissau has also adopted a national policy on co-op development based on the ILO Recommendation, with similar initiatives underway in Ethiopia, Zambia and Zimbabwe. Latin American cooperative movements have organized 10 national seminars to familiarize their members with the new instrument.

The Recommendation has also been used in Russia, where the Russian parliament, the Duma discussed rural cooperative development last December, and in China, where a conference of the All China Federation of Supply and Marketing Cooperatives used the text when debating the conceptual basis for the country's future legal framework for cooperatives.

Cooperatives play a crucial role in reducing

poverty, and contribute to the ILO's Decent Work Agenda. First, co-ops can help create jobs, particularly in economic sectors or geographical regions where conventional companies would struggle to create sufficient shareholder value to be able to operate profitably. Cooperatives can also save existing jobs, by allowing producers in ailing companies to join forces to save their businesses.

Cooperatives also provide a unique channel for poorer citizens seeking basic social service such as

health services, childcare and preschool provision, care for the elderly and community services, particularly in developed countries.

Co-ops can also provide a bridge to the formal sector for people currently working in the informal economy, by increasing their ability to participate in the decision-making process and to negotiate conditions and prices with clients.

Internationally, cooperatives identify themselves by reference to seven core principles adopted by the ICA General Assembly in 1995. These stress the democratic nature of co-ops, including the principle of open membership, irrespective of

“Cooperatives empower people by enabling even the poorest segments of the population to participate in economic progress, they create job opportunities for those who have skills but little or no capital, and they provide protection by organizing mutual help in communities.”

Juan Somavia – ILO Director-General





THE SEVEN COOPERATIVE PRINCIPLES

- **Voluntary and open membership:** Cooperatives are voluntary organizations, open to members without discrimination
- **Democratic member control:** Cooperatives are democratic organizations, controlled by their members who actively participate in setting policies and making decisions
- **Member economic participation:** Members contribute equitably to, and democratically control, the capital of their cooperative
- **Autonomy and independence:** Cooperatives are autonomous, self-help organizations controlled by their members
- **Education, training and information:** Cooperatives provide education and training for members, elected representatives, managers and employees
- **Cooperation among cooperatives:** Cooperatives serve their members most effectively, and strengthen the cooperative movement, by working together at local, national, regional and international levels
- **Concern for community:** cooperatives work for the sustainable development of their communities

[Source: Edited from the Statement on the Cooperative Identity, adopted by the ICA General Assembly, 1995]

The text of ILO Recommendation 193 can be found on the ILO Web site, www.ilo.org/ilolex/english/recdisp1.htm

gender, race, political views, religion or social status. They also include the principle of one member-one vote, which provides women the opportunity to participate in co-ops on equal terms with men. Co-ops also define themselves as autonomous self-help organizations, controlled by their membership.

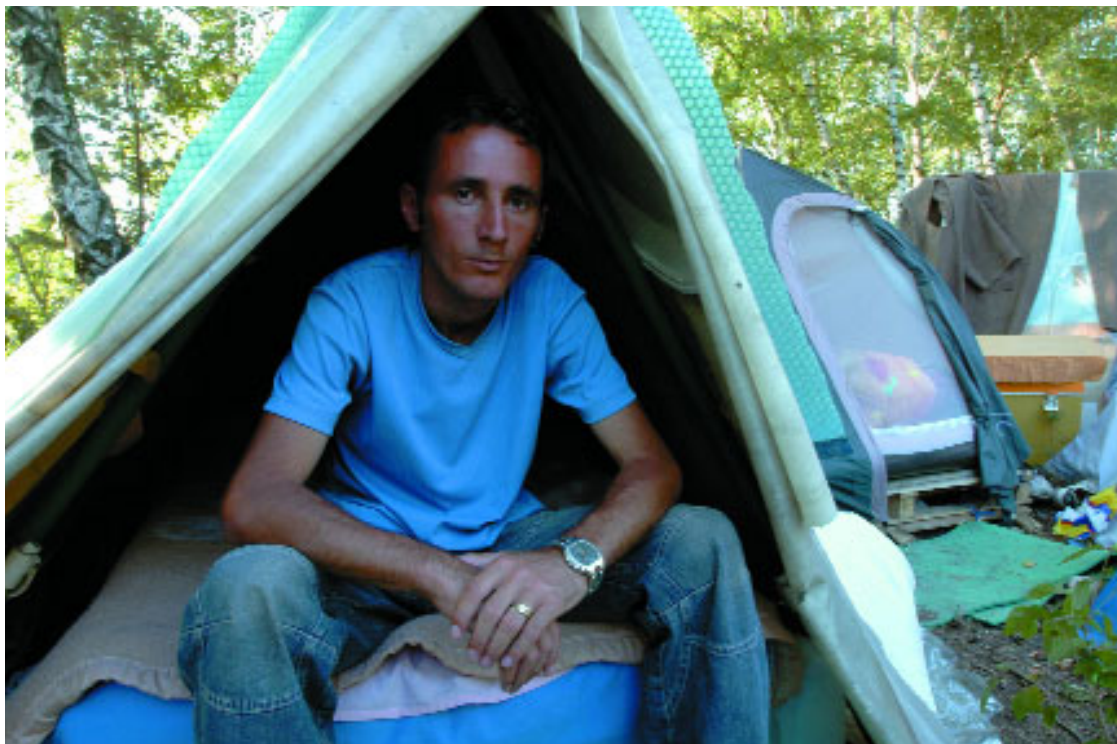
This last point has not always been adequately understood by governments, who have sometimes embraced the theory of cooperation as a route for economic development, and then tried to turn co-ops into instruments of state. The Recommendation clarifies this point and stresses the participatory nature of cooperation. As Juan Somavia, ILO Director-General, said at the International Labour Conference last year, "Cooperatives empower people by enabling even the poorest segments of the population to participate in economic progress, they create job opportunities for those who have skills but little or no capital, and they provide protection by organizing mutual help in communities."

The International Cooperative Alliance, which is itself entering a time of regeneration, sees the ILO Recommendation as a valuable tool in its work. "It's the first time for a long time that a formal official policy has been produced by an international organization of the status of the ILO," Iain Macdonald says. His task now, he says, is to help disseminate the message: "The trick is to get governments to pay attention to it," he adds.



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For millions of migrants, a new Convention



© ILO/Crozet

The UN Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, entered into force on 1 July 2003. More than ten years in the making, the new Convention represents a major step in efforts to improve the lives of the world's vast mobile workforce. ILO senior migration specialist, Patrick Taran, who instigated the global campaign for ratification, tells *World of Work* what the Convention does, who it concerns and how it will make a difference in people's lives

World of Work: What is the world's migrant population today and how many are migrant workers?

Patrick Taran: Some 175 million people live and work outside of their country of origin. The ILO estimates that a large majority of these, or about

120 million, are migrant workers or members of their families. This number could well double in the next quarter century. Many others are permanent immigrants who migrated for employment in immigration countries.

WoW: What problems do they face?

Taran: Despite being of vital economic importance – migration not only provides individuals with an income, but also produces billion – dollar remittances to their home countries – migrant workers are often considered cheap, flexible labour, and lack basic legal protection. Irregular migrant workers are especially vulnerable, because the threat of apprehension and deportation thwarts unionizing and impedes exposure of dangerous working conditions. Women, who make up 70 per cent of the



INTERVIEW

© AFP



>> migrant workforce in some countries, are more often employed in the informal sector, and in individualized work environments where there are few possibilities to establish networks of information and social support.

WoW: *Aren't there already two ILO Conventions on migration?*

Taran: Yes, there are ILO Conventions, the ILO Migration for Employment Convention, 1949 (No. 97) and the ILO Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), which have been on the books for over 25 years. They have been ratified by 42 and 18 ILO member States, respectively, and provide a basic framework for national legislation and practice on labour migration. They stipulate that States actively facilitate fair recruitment practices and transparent consultation with their social partners, reaffirm non-discrimination, and establish a principle of equality of treatment between nationals and regular migrant workers in access to social security, conditions of work, remuneration and trade union membership. The new UN Convention develops these instruments further, and can be seen as complementary to them. It seeks to guarantee migrants basic human rights, and works to ensure that all migrants, legal or illegal, as well as their families,

have access to a minimum degree of protection. In the countries where the Conventions' provisions are applied, the large numbers of men, and especially women, who work in the informal sector can also look forward to better protection. The new Convention also recommends measures to eradicate clandestine movements of migrants.

WoW: *Eradicating irregular labour migration, isn't that quite a tall order?*

Taran: The Convention proposes that States should take action against the dissemination of misleading information on emigration and immigration, and to detect and prevent clandestine movements of migrant workers. In this way, the Convention discourages illegal migration, while seeking fundamental rights for all.

WoW: *And how will you enforce the convention?*

Taran: All countries which have ratified it are legally bound by the Convention. In addition the application of the Convention will be monitored by a committee of ten experts elected by the States which have ratified it, forming the Committee on the Protection of the Rights of All Migrant Workers and Members of their Families.

WoW: *So, who has ratified the Convention?*

Taran: Twenty-two primarily emigration countries; i.e., those where migrants originate, have already ratified the Convention,¹ with another ten having signed – the preliminary step to ratification.² At present, none of the world's major host countries of migrants and immigrants has ratified it. There were few ratifications at all until 1998, when a global campaign was launched by a unique coalition of UN agencies, including the ILO, and international labour, church, human rights and migrant NGOs. Since then ratifications have tripled. (See the Web site www.migrantsrights.org)

WoW: *There's a huge demand for migrant labour in these countries; won't economic forces continue to shape migration behaviour?*

Taran: For the ILO, a “win-win” sustainable migration regime entails meeting looming demands for labour, both in Europe and North America, and in Africa, Asia and Latin America, while putting in place policies and structures to regulate and manage migration properly. This requires a significant degree of social consensus and involvement from the parties most directly affected by labour migration: workers and employers. As ILO Director General Juan Somavia said, “an international consensus is emerging that regulation of international labour migration cannot be left solely in the hands of national interests and market mechanisms. Rather, it requires organization through bilateral and multilateral agreements, and adherence to international standards.”

WoW: *So you feel that progress is being made?*

Taran: : Certainly the new Convention, along with the existing ILO Conventions, together provide a comprehensive “values-based” definition and legal basis for national policy and practice, and serve as tools to encourage States to establish or improve national legislation in harmony with international standards. The protection and structure offered by these instruments go well beyond providing a human rights framework. Numerous provisions in each add up to a comprehensive agenda for national policy, and for consultation and cooperation among States on labour migration policy

formulation, exchange of information, providing information to migrants, and their orderly return and reintegration.

Our work at the ILO also continues. An ILO Regional Tripartite Meeting on Challenges to Labour Migration Policy and Management in Asia, met on 30 June to 1 July, in Bangkok, to assess the opportunities and challenges facing countries in the region. New activities are getting underway to support empowerment and improvement of conditions for specific groups; in particular, women migrant domestic workers. And labour migration will be the topic of the General Discussion at the 2004 International Labour Conference in Geneva, in 2004. Given the high level tripartite participation from all 177 member States of the ILO, this discussion may be the closest we will get to a world conference on migration in this decade. Our agenda includes labour migration in the era of globalization, policies and structures for more orderly migration for employment, and the improvement of protection for migrant workers.

1 *Egypt, Morocco, Seychelles, Colombia, Philippines, Uganda, Sri Lanka, Senegal, Bosnia-Herzegovina, Cape Verde, Azerbaijan, Mexico, Ghana, Guinea, Bolivia, Uruguay, Belize, Tajikistan, Ecuador, El Salvador, Guatemala and Mali, have ratified or acceded.*

2 *Chile, Bangladesh, Turkey, Comoros, Guinea-Bissau, Paraguay, Sao Tomé and Príncipe, Sierra Leone, Burkina Faso and Togo, have signed the Convention.*

JOINT GLOBAL ACTION

The executive heads of the International Labour Organization (ILO), the International Organization for Migration (IOM), the Office of the High Commissioner for Human Rights (OHCHR) and the United Nations Educational, Scientific and Cultural Organization (UNESCO), signed a joint statement on 1 July welcoming the entry into force of the Convention:

“The Convention recognizes that certain basic human rights – defined in the Universal Declaration of Human Rights – apply to all migrant workers and their family members, regardless of status. It delineates rights applying to migrants in both regular and irregular situations, setting minimum standards of protection with regard to civil, economic, political, social and labour rights, recognizing that migrant workers are human beings with roles and responsibilities beyond the labour and economic context. Based on earlier ILO Conventions, it extends the legal framework for international migration, treatment of migrants, and prevention of exploitation and irregular migration. It covers the entire migration process: preparation, recruitment, departure and transit; stay in States of employment; and return to and resettlement in original homelands.”

The statement also expressed the four agencies’ “commitment to work towards increased collaboration and joint activities in the field of migration and human rights, in areas such as generating data and research on migration, on providing technical cooperation and capacity-building for government officials and other actors, in addressing abuses of migrants in situations of trafficking and forced labour, and in preventing discrimination and xenophobia against migrants”.



PLANET WORK

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

WORKPLACE COMMUNICATIONS

■ Swearing at computers, listening to voicemail messages on a speaker and sending e-mail to colleagues sitting just a few feet away, are among the major irritants in today's high-tech, electronic workplace. According to a survey by **British** recruitment firm Office Angels, one out of three workers became so frustrated by their colleagues' irritating habits – which are most often related to noise levels and technology in the office – that they often wanted to quit their jobs. Other major sore points include shouting into the phone, and jamming the photocopier and leaving it for someone else to fix. Still, this is Britain, and the survey said refusing to make tea was one of the biggest gripes in the workplace. Four out of ten people claimed they would not cover for a colleague who had never made a “cuppa”. (See related story on IT jobs)

– Source, *Office Angels UK, 2003*

■ Keen to “envisioneer” a new approach, “touch base” regularly with your manager and “incentivize” your workforce? The best way to do it may be to get rid of such language altogether, according to a new software programme from a large **US**-based consulting firm which is urging corporate communicators to “cut the bull”. The company admits it has had a role in popularizing indecipherable words such as “synergy” and “extensible repository”. But it declared war on its own jargon with the release of “Bull-fighter”, a program designed to help writers of business documents avoid obtuse or faddish language. The firm believes it has spotted an important link between clear communications

and business performance. Testing the language of now-bankrupt energy giant Enron from 1999 to 2001, consultants found it grew increasingly obscure as the company sank deeper into trouble.

– Source, *Reuters, New York, June 2003*

■ High-tech may mean longer hours. According to a recent survey, being available by mobile phone, e-mail and other modern gizmos is extending the working day for some employees to 14 hours. The poll found that business calls often affected the social lives of workers as early as 6 a.m., and up to 11 p.m. What's more, no profession seems to be immune. The death of the traditional 9-to-5 routine affected plumbers and electricians as well as office workers.

– Source, *IC Wales, July 2003*

■ First the dot.coms, now the dot.com implementers – the world's IT consultants – have seen their bubble burst. Plentiful work, sky-high fees and a lifestyle of conspicuous consumption which characterized the red hot IT era of just a few years ago are becoming as rare as overpriced dot.com shares. According to a number of recent reports, hourly charge rates for IT consultants have fallen by as much as 40 per cent since 2001.

Another US research group also notes the change, estimating the average hourly rate for a consultant at US \$179, down from \$190 in 2000. Whereas two years ago a partner could charge US \$306, an hour of their time today is more likely to set you back a mere US \$283, although larger companies tend to charge more than their smaller counterparts.

The fall in hourly rates has been

■ Workers exasperated by overfull e-mail inboxes and despairing at the frequency of annoying and distracting pop-up announcements of arriving e-mail may find an answer in so called “Weblogs”. The “blog”, as it is commonly known, is a frequently updated online journal, and is best known as a means for journalists or political campaigners to share news and ideas with the general public. Password, protected versions of the “blog” are also being used by businesses and government organizations for posting messages for colleagues. Typically, a Web log might be used to coordinate group projects or interviews. Users – also called “bloggers” – claim that such online journals facilitate informal dialogue between colleagues, while avoiding the intrusiveness of the individual e-mail.

– Source, *Taipei Times, July 2003*

compounded by falling rates of “utilization” – the proportion of time that a consultant spends on client business. At IDC, Anna Danilenko estimates that IT consulting firms are achieving utilization rates of about 66 per cent, compared with 85 per cent plus in the boom years – a fall of 20 per cent. The remaining hours are spent on generating new business and in training and administration.

Individual consultants may be experiencing a sinking feeling, but the industry itself, by contrast, appears relatively buoyant. Some analysts expect IT consulting to outperform other forms of business advice, such as human resources and strategy, over the next three years. Sensing a winner, some strategy firms are turning to technology work.

— Source: *Ft.com, July 2003*

DISCRIMINATION

■ In the **United Kingdom**, it seems that age discrimination is, well, getting old. That was the message of new proposals to the British Parliament aimed at banning workplace discrimination on the basis of age by 2006. The proposed law would end mandatory retirement ages imposed by employers, but permit the introduction of a recommended retirement age of 70. Employers would also be banned from telling employees they are too old for training programme or enforcing low retirement ages to maintain a younger workforce. According to the UK Department of Trade and Industry, the law also bans advertising for “mature and reliable” or “young and energetic” job candidates. The measures are intended to bring Britain into line with EU directives forbidding age discrimination in employment and vocational training.
 – Source, *FT.com*, 2 July 2003

■ But in **India**, it seems the battle against age discrimination has failed to take off – for women, at least. The Supreme Court has decided to uphold Air India’s rule banning female air hostesses from flight duty after the age of 50, in contrast to male colleagues who may continue until the age of 58. The airline challenged an original High Court ruling in favour of the hostesses, on the ground that air hostesses and male cabin crews were of



© Courtesy Air India



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different cadres and their recruitment age also differed. The judgement came in the wake of appeals by Air India, the Air Hostesses’ Association and the Air India Male Cabin Crew Association.
 – Source, *The Tribune, Chandigarh, India*, 12 July 2003

■ **South Africa’s** mining industry is the latest sector in the country to face scrutiny over its commitment to gender equality. The South African Ministry of Minerals and Energy wants at least 10 per cent of the country’s total mining workforce to be female by 2008. Officials say, however, that increasing female involvement in the industry, one of South Africa’s largest, won’t be easy. Of the 40,000 workers employed by one major mining company, just 3 per cent are women. The same figure applies to the 28,000 - strong workforce at another company. Companies also said they are reinforcing their policies on sexual harassment, due to concern over the reaction of male workers to an increasing number of females on the job site. Only underground mining may remain

largely male because it appears women aren’t very interested in working there.
 – Source, *Business Day (South Africa)*, July 2003

■ Is there a correlation between sex discrimination and a country’s level of development? Most of the time, but not always, according to the 2003 Human Development Report (HDR) published by the United Nations Development Programme (UNDP). Highly developed economies in Scandinavian countries came out on top in terms of the number of women in politics, in professional and technical fields and the ratio of female-to-male earned income. Countries faring lower included **Egypt**, **Yemen** and **Bangladesh**. One notable exception was **Greece**, which was 24th on the UNDP’s Human Development Index, but only 40th in terms of the position attained by women. **Japan** presents the most striking anomaly, being ninth on the UNDP’s overall Human Development Index list but 44th in terms of women’s empowerment. Many argue that a number of





A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES



landmark laws in the country in the last two decades, including new regulations on domestic violence and equal employment opportunities, have not been put into practice.

– Source, *UNDP Human Development Report, 2003*

■ Two decades after the phrase was coined, the glass ceiling is still largely intact. According to Carol Hymowitz, writing in the *Wall Street Journal*, women remain blocked by the glass ceiling 20 years after she claims to have brought the phrase into popular parlance. She says boardrooms remain male-dominated, with women holding only 13 per cent of board seats as of 2002 in S&P 500 firms in the **US**. The number of women at the helm in Scandinavian companies is similarly low – so much so that the governments of **Norway** and **Sweden** are considering quota systems to boost female appointments. Norway is considering requiring that 40 per cent of directors' seats go to women, unless companies voluntarily comply by 2005, while in Sweden, politicians are demanding 25 per cent of female representation in boardrooms by the end of next year.

As Hymowitz explains, boardroom diversity is not just about fairness, but makes good business sense. Members who represent diverse groups can make it more likely that diverse markets are being served. If women make most health-care decisions in American families, for example, gender diversity is needed if a pharmaceuticals company is to reach out to all of its customers. A study last year by the Conference Board of Canada found that 94 per cent of boards with three or more women

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insisted on conflict-of-interest guidelines, compared with 58 per cent of all male boards. Also, 72 per cent of boards with two or more women conducted formal board performance evaluations, compared with 49 per cent of all male boards.

– Source, *WSJ.com, July 2003*

■ The pay gap between men and women in **New Zealand** is widening, according to a report by several NGOs. The report said changes in the 1990s had actually plunged a large group of women and children into poverty. A second report by the country's Ministry of Women's Affairs, presented at the UN Convention on the Elimination of Discrimination against Women, concurs that gender differentials are getting wider. According to figures from Statistics New Zealand, women earn an average of US \$13.46 an hour compared to the US \$15.04 per hour for men. This equates to average female earnings of NZ\$403 a week and NZ\$14,500 a year compared to NZ\$639

and NZ\$24,900, respectively, for men, although that figure, however, is slightly skewed by the fact that 36 per cent of women work part-time compared to 12 per cent of men.

– Source, *The Ashburton Guardian, (NZ) July 2003*

■ An influx of high-spending tourists from southeast Asia boosted trade for **South African** hotels, shops and restaurants over the summer, according to several tour operators.

The profile of the visitors was a lucrative one for an industry badly affected by the SARS epidemic earlier this year. One travel official said his company had welcomed big buyers of gold and diamond jewellery and African curios. "We have been very lucky that the effects of SARS are over so quickly. When tourism from Asia died away in May, we thought there would be no recovery before September at the earliest." However, some are warning that South African tourism must now overcome stiff competition

as destinations across the world slash prices to revive their tourism industries after the effect of SARS.

– Source, *Independent Online, South Africa, July 2003*

■ Seasonal theatre workers, musicians and actors in **France** walked off the job in July, forcing the cancellation of major theatre and opera festivals in the historical cities of Avignon and Aix-en-Provence. The issue – cutbacks in pensions and unemployment schemes – is part of a “season of discontent” which has seen workers take to the streets nationwide earlier this year in protest over proposed pension reforms which would require them to work

longer before retirement. The artists’ strikes focused attention on the role of the French employers, association, Medef, which works with major labour unions to administer actors’ benefits. Medef and the unions failed to see eye-to-eye, and union refusal to sign an accord prompted the protests. While workers and employers sought to resolve the standoff, however, the walkout proved too much for festival organizers who cancelled the summer performances. Among those who won’t be

enjoying the latest opera or theatre this summer are French political elites who often vacation in the area. This year, it seems they’ll be hearing a different refrain.

– Source, *Wall Street Journal Europe, July 2003*

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ILO launches new digital adventure in the world of work

To help teachers introduce school children to the importance of work and the need to protect people in the workplace, the ILO has launched *3Plus-U*, a unique on-line digital adventure that takes students and teachers on a voyage of learning to illustrate how the world of work affects everyone.

In partnership with the UN’s Cyberschoolbus project, and as part of awareness-raising activities for the Declaration on Fundamental Principles and Rights at Work, the *3Plus-U* website uses three guides – Toshi, Kaia and Isabelle – to show the Decla-

ration in action through stories, quizzes, challenges and adventures. The website also provides teachers with a curriculum guide, developed by ILO London and Education International, to help explore further work-related issues that are addressed by the ILO.



© ILO/Declaration

Visit the *3Plus-U* site now available on the UN’s Cyberschoolbus at: <http://www.un.org/cyberschoolbus/index.asp>

For further information contact: declaration@ilo.org or visit www.ilo.org/declaration

Youth employment: Charting a “road map” for national action



DECENT WORK FOR YOUNG PEOPLE

The Youth Employment Network

One billion youth – some the best educated and trained ever – are soon to enter the working – age population. For some, globalization offers unprecedented opportunities. But millions of others remain disconnected from the global economy, with little prospect for employment. Implementing action at the national level and bringing youth into the process, was the focus of the most recent meeting of the UN Secretary – General’s Youth Employment Network (YEN)

GENEVA – Youth leaders, senior YEN officials of the ILO, the UN, the World Bank and other organizations met at the ILO on 30 June to 1 July for the

second meeting of the High Level Panel of the Youth Employment Network, to chart a “road map” for action at the country level.

The High Level Panel called upon the core partner agencies to implement specific steps to meet the challenge of youth employment. These include translating strategy into National Action Plans, mobilizing financial resources for youth employment, brokering social dialogue, inviting youth organizations to play an active role in the design and implementation of national action plans, and engaging business representatives and workers in outreach programmes and collaboration with young people. “Our challenge now is to move from the excellent policy work that has been done to a new phase of action at the country level”, said UN Secretary-General Kofi Annan who congratulated the High Level Panel on its progress and recommendations.

“Investing in decent and productive work for young people is both a strategy for economic and social development and our quest for national and collective security. We have seen, all too often, the tragedy of youthful lives misspent in crime, drug abuse, civil conflict and even terrorism.” – Kofi Annan.

Convened in the wake of the 2000 Millennium Summit, YEN aims to “develop and implement strategies that give young people everywhere a real chance to find decent and productive work”, through key policy interventions, employability, equal opportunities, entrepreneurship and employment creation.

Youth are the solution, not the problem

The Secretary-General welcomed the active role of youth organizations in the discussion, noting that young people provided unique expertise and approaches. “When we want to know about youth,



you are the experts.” He added that the road map could provide countries with a unique resource for the creation and implementation of national action plans.

In response, youth representatives pledged an “enhanced collaborative voice” to the youth employment agenda. They proposed greater recognition for countries making progress on the issue of youth employment, and a coordinating mechanism between YEN and its youth constituents.

Geeta Rao Gupta, President of the International Centre for Research on Women, and Chairperson of the meeting, said that YEN had agreed to help

“The prevailing policy advice on youth employment is not working. If it were we would not have the level of unemployment of youth we see today. We cannot expect economic growth to bring jobs naturally, to succeed we have to put job creation and enterprise creation at the very forefront of policy making.” – Juan Somavia

NATIONAL ACTION IN INDONESIA

JAKARTA – An Indonesian Youth Employment Network (I-YEN) was launched on 12 August, International Youth Day, aimed at providing jobs for the country’s 6.1 million unemployed young people. Under the Youth Employment Network (YEN), Indonesia has become a lead country in the development of National Youth Employment Action Plans and is uniting government ministries, private companies and NGOs to mobilize technical and financial resources. The World Bank and UNDP are also working in partnership with the Ministry of

Education to target the special needs of marginalized youth. The ILO is supporting the network’s activities by conducting school-to-work transition surveys, developing vocational training policy guidelines, providing support to young workers in the informal sector, and developing a national youth employment Web site.

For further information please contact ILO Jakarta, phone: +6221.314.1308, fax: +6221.310.0766, e-mail: jakarta@ilojkt.or.id

countries develop and implement plans to increase youth employment. It welcomed ILO leadership in helping YEN recruit other governments and develop criteria for prospective partners. Participants also stressed the need for the collection and dissemination of information on good practices in youth employment.

Pensions in crisis: As the EU expands, so do pension concerns

As the European Union (EU) expands, new member states are bringing with them long-term pension financing problems, similar to those faced by current members. The source – ageing populations which are literally eating into the economic pie from which all pensions must be paid. Replacing public, pay-as-you-go systems with new commercially managed savings accounts is seen as a solution. However, a new ILO study on pension reform in the EU accession countries says both state-run schemes and new commercially managed funds are struggling to cope with the challenge of ageing populations



GENEVA – While workers in EU member states took to the streets to protest against planned government reforms on pension funding and a rise in the retirement age, countries considering joining



>> the Union face a different quandary: how to modernize pension systems to deal with the needs of workers in market economies, while making sure that those who need social benefits today will continue to enjoy an acceptable standard of living. The problem was on the agenda of a recent meeting of Labour Ministers from the 13 East European and Mediterranean states which considering whether to join the European Union, who met here during the 2003 International Labour Conference.

The study* says a proposed shift from “pay-as-you-go” financing of national pension schemes to newer, mandatory, commercially-managed individual accounts, in which each worker saves for his or her own retirement, poses problems for the general population. Adopted by a number of Central European countries during the late 1990s, their early experience shows that these reforms are administratively burdensome and prone to high administrative charges and negative real returns on workers’ savings. What is more, they are not an effective means of stabilizing pension financing. “The shift from pay-as-you-go to advance funding does not avert the challenge of ageing,” concludes the study.

This is particularly worrying for East European countries. One group (Hungary, Poland, Bulgaria, Latvia and Estonia) is scaling down public pay-as-you-go systems and bringing in parallel, commercially managed individual savings schemes – shifting risks which were previously borne by workers, employers, and governments collectively, to workers alone. A second group, including the Czech Republic, Slovenia, Romania and Turkey, is combining adjustments to public pension systems with

the development of voluntary supplemental retirement schemes.

The study argues that a shift in the funding of pensions alone will fail to tackle the demographic challenge: “both types of schemes are mechanisms for dividing current Gross Domestic Product (GDP) between workers and pensions,” says the study. In either case, “the working generation must still support the retired through sharing part of the wealth it produces.”

Moreover, over several decades, the cost of a transition to commercially managed accounts may cause a fiscal burden to society of some 0.5 to 2.5 per cent of GDP per year. This burden results from redirecting part of current contributions to the new private savings accounts, a diversion that creates a “hole” in the financing of the pay-as-you-go scheme over the next several decades. This magnifies the pension financing problems on the horizon, rather than alleviating them.

So if individual savings will not solve the pension crisis, what will? “Solutions are in the labour market, not just in the pension system,” says ILO social security specialist, Elaine Fultz. The study suggests, as options, more flexible labour market policies aimed at boosting employment, investments in training and technology to raise productivity, and pro-family and immigration policies to increase the working population, as well as pension reforms to motivate and enable older workers to remain in the workforce or retire gradually. In this way boosting productivity can “increase the size of the economic pie from which support for retired persons must come”.

* *Recent trends in pension reform and implementation in the EU accession countries*, Elaine Fultz, International Labour Office, Geneva, May 2003. Online at http://www.ilo.org/public/english/region/eurpro/geneva/activities/ac/trend_en.pdf

Narrowing the gender unemployment gap in Jordan

Unemployment in Jordan is declining. Now, with a rapidly growing IT sector and greater national focus on gender equality, initiatives are being launched to help women to have greater opportunities in the country

GENEVA – Jordan has made progress over the past decade in the fight against unemployment. Compared to average joblessness of 18.9 per cent in the Middle East and North Africa, the ILO* says average unemployment in Jordan in - 2000 - 2003 was 14.6 per cent, down from 16.9 per cent in 1993-95.

But, as is the case in many other countries, unemployment rates in Jordan remain considerably higher for females than for males, leading to a “gender unemployment gap”. While work remains to be done, the good news is that this gap has narrowed since the early 1990s.

Jordan’s rapidly growing information technology (IT) sector is an area of promise. On the policy level, there has been a noticeable increase in government support for the sector, and through foreign investment, international organizations and private firms are showing considerable interest. At the same time, there is greater emphasis placed on gender issues in the country, with the IT sector a key area of attention. The ILO report, *Time for equality at work*, calls jobs in this sector a chance for “equal treatment and equal opportunity for women”. This may well prove the case for Jordan.

Women comprise an estimated 30 per cent of the total workforce in Jordan’s IT sector, despite accounting for only 16 per cent of total employment in the country. A study conducted in 2002 by the United Nations Development Fund for Women (UNIFEM) indicates that 13% of women employed in the IT private sector are managers. Earlier figures from Jordan’s official National Information Center indicate that women make up 22 per cent of programmers.

A recent study by the ILO and the Economic and Social Commission for Western Asia (ESCWA)



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entitled, *Globalization and the gender division of labour in Jordan and Lebanon*, compared the two female-dominated sectors of IT and textile manufacturing. It found that in the IT sector in Jordan, the wage gap between women and men is narrower compared to the textile sector. Likewise, women’s advancement to higher positions is more common in the IT sector. Sex segregation in occupations was also less prominent in the IT sector.

New UNIFEM ventures seek to promote gender equality in the IT sector, and empower women by building their capabilities and professional skills. To that end, UNIFEM held a workshop in October 2002 on women in IT, focusing on women’s current and future contributions to the IT sector in Jordan. Women participants in the gathering included chief executive officers, chief technical officers, and executive managers of leading IT companies in Jordan. UNIFEM has also created a database which will evaluate the IT sector in Jordan from a gender perspective. The database will be used as a tool to monitor and assess policies and practices identified as a hindrance to the employment of women. This activity is the first of its kind in the region, and offers a model for mainstreaming and empowering women in IT.

* *Global employment trends 2003*

New HIV/AIDS initiative: Growing solidarity in the world of work

With an estimated 26 million or more workers infected with HIV, finding ways to help them and their employers deal with the consequences of the epidemic is a matter of urgency. Workers and employers have recently joined forces in a campaign aimed at tackling the challenges of HIV/AIDS in the workplace

GENEVA – The International Confederation of Free Trade Unions (ICFTU) and the International Organization of Employers (IOE), recently issued a joint statement at the ILO, announcing that they were joining forces in the fight against HIV/AIDS in the world of work. In the statement, entitled, “Fighting HIV/AIDS together: A programme for future engagement”, the two ILO social partners call on their affiliates and members to “make a crucial and credible contribution to the fight against HIV/AIDS in the workplace”.

The statement was issued at the first UN Global

Compact Policy Dialogue on HIV/AIDS, hosted by the ILO **Programme on HIV/AIDS and the world of work** (ILO/AIDS), in collaboration with the United Nations Joint Programme on HIV/AIDS (UNAIDS).

There is growing evidence that effective workplace programmes on HIV/AIDS make sound business sense – in view of falling productivity and rising labour costs caused by AIDS – and that partnership is the best way to implement cost-effective interventions to limit the spread of infection and mitigate its impact. As part of their joint commitment, both the ICFTU and the IOE will explore opportunities to identify and develop joint action programmes in partnership with their national members, and to increase the profile of the problem as well as the resources available to fight the pandemic.

The progress of the joint initiative, and implementation of the ILO Code of Practice on HIV/AIDS, will be discussed at an interregional tripartite meeting on best practices in workplace policies and programmes on HIV/AIDS, hosted by the ILO in Geneva, on 15 to 17 December 2003.

Trafficking in women: New ILO publication aims to expand awareness

GENEVA – Women and girls are much more likely than men and boys to be victims of trafficking, especially into prostitution and other forms of sexual exploitation. But labour exploitation and other contemporary forms of slavery are also areas where women and girls are increasingly becoming ensnared. Now, a new guide* produced by the ILO Programmes on Gender Promotion, the International Migration Branch, and the Special Action Programme to Combat Forced Labour, focuses on the particular dangers faced by women and girls. The guide, one of six booklets on various aspects of the problem, aims at enhancing knowledge and understanding of the vulnerability of women migrant workers to discrimination, exploitation and abuse throughout all

stages of the international migrant process, including trafficking. It also stresses that trafficking in human beings is, first and foremost, a violation of human rights, and should not be dealt with solely from the perspective, of fighting illegal migration nor protecting national interests.

See Media Shelf for more details.

For more information please contact:

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Web site: www.ilo.org

* *Preventing discrimination, exploitation and abuse of women migrant workers: An information guide Booklet 6: Trafficking of women and girls. ILO, 2003*

287th Governing Body elects new officers

Committee on Freedom of Association report



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Daniel Funes de Rioja



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Sir Leroy Trotman

Eui-Yong Chung, Ambassador of the Republic of Korea, elected Chairperson of ILO Governing Body for 2003-2004

Latest report of ILO Committee on Freedom of Association cites Belarus, Colombia, others

GENEVA – The Governing Body of the ILO elected Eui-Yong Chung, Ambassador of the Republic of Korea, as Chairperson for its 2003-2004 Session. The 287th session of the Governing Body also considered a range of other business including a report of the ILO Committee on Freedom of Association.

Ambassador Chung replaces Lord Brett, United Kingdom, who served as Governing Body Chairperson during the 2002-2003 Session. In June 2002, Mr. Chung had already been elected Government Vice-chairperson of the Governing Body. He is also an ex-officio member of the ILO World Commission on the Social Dimension of Globalization, and played a leading role in WTO negotiations. Before he came to Geneva in 2001, as an ambassador of his country, he served it as a Deputy Minister for Trade.

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

The three will serve as Officers of the Governing Body during its 2003-2004 Session. The Governing Body is the executive council of the ILO and meets three times annually in Geneva. It takes decisions on policy and establishes the programme and budget of the 177 member State organization.

Freedom of Association

The Governing Body approved the 331st report of the ILO Committee on Freedom of Association. At its May-June meeting, the Committee examined 28 cases. Altogether there are currently 90 cases before the Committee.

The Committee drew special attention to the cases of Colombia and Belarus in respect of freedom of association.

In the case of Belarus, the Committee deplored its persistent failure to implement the Committee's recommendations, particularly as concerns the urgent need to institute an independent investiga-





tion into the allegations relating to government interference in trade union elections, with the aim of rectifying any effects of this interference. The Committee further lamented the repeated failure on the part of the Government to provide all of the information requested and to reply to outstanding allegations.

The Committee also noted with regret new allegations concerning very serious interference in the internal affairs of two of the complainant organizations in this case the Radio and Electronic Workers' Union (REWU) and the Belarusian Automobile and Agricultural Machinery Workers' Union (AAMWU).

The November 2003 Session of the Governing Body will deal with a complaint against Belarus submitted by its workers' group in accordance with Article 26 of the ILO Constitution, which foresees the establishment of a Commission of Inquiry.

In the case of Colombia, the Committee noted with deep concern that the situation of violence in the country continues in all sectors of society, and that there have been allegations of the assassination of 11 trade union members in 2003, while additional allegations of 73 murders as well as detentions, death threats, abductions and attempted murders of trade union members or officials in 2002, have recently been reported to the Committee by the complainant organizations.

The Committee recalled that freedom of association can only be exercised in conditions in which fundamental human rights, in particular those relating to human life and personal safety, are fully

respected and guaranteed. The Committee further deplored that the rate of sentenced perpetrators continued to be extremely low during the entire history of the case before the Committee, only two sentences have been reported to it. The Committee reiterated its request to the Government, "to put an end to the intolerable situation of impunity and to punish effectively all those responsible".

In a vote, the Governing Body rejected a request by its workers' group to establish a Commission of Inquiry for Colombia based on Article 26 of the ILO Constitution. The Governing Body also considered, under a separate agenda item, a progress report concerning the ILO special technical cooperation programme for Colombia.

In the case of the Republic of Korea, the Committee noted that important steps have been taken over the years to ensure freedom of association, but significant obstacles to the full implementation of these principles remain. The Committee was nevertheless pleased to note the Government's "overall desire and willingness to resolve the remaining issues", including concrete progress through the granting of special pardons to imprisoned trade unionists.

The Committee also considered proposals for the reform of the public service in Japan. The Committee requested the Government to provide it with the text of any relevant amending legislation, recalling important issues of freedom of association which have yet to be adequately addressed in the consultations.

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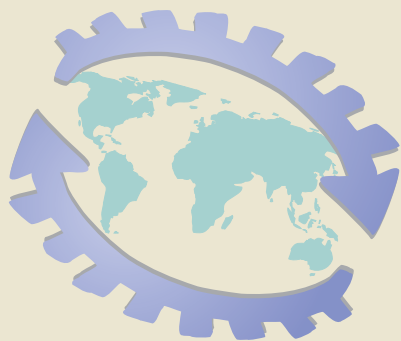
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ILO Director-General calls for globalization policy forum

■ ILO Director-General Juan Somavia has called for a "Globalization Forum", bringing together actors such as the ILO, the International Monetary Fund (IMF), the World Bank, the World Trade Organization (WTO) and the United Nations Development Programme (UNDP). In a speech at the Center for Strategic and International Studies in Washington in May, Mr. Somavia expressed the hope that the Forum might address "the numerous interdependencies between trade,

finance, labour and development questions". The Forum would be charged with agreeing on a coherent set of policy proposals to stimulate sustainable growth and decent work.

For the full text of the speech, please check the ILO Web site at <http://www.ilo.org/public/english/bureau/dgo/speeches/index.htm>

Further progress in working conditions in the Cambodian garment industry

■ Two new ILO reports show further improvement in working conditions in garment factories in Cambodia which produce apparel for sale in North America, Europe and other developed countries. The monitoring was done under a technical cooperation project established following an agreement signed in January 1999, by the Governments of Cambodia and the United States, and amended on 31 December 2001. The agreement offered a possible 18 per cent annual increase in Cambodia's export entitlement to the United States – provided that the government upheld internationally recognized labour standards in its factories and workplaces. The plants concerned employ some 21,000 workers, of whom 19,000 are women. Overall, Cambodia has some 200 garment factories employing 200,000 workers, and produced about 1.1 billion US dollars in garment exports, or about 77

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

per cent of the country's total exports, in the year 2001. Consistent with former reports, no evidence of child labour and forced labour was found in the current report. While problems still remain, there has been progress in ensuring freedom of association, and to a lesser degree, the correct payment of wages, and ensuring that overtime is voluntary and within legal limits.

*For further information, please contact:
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phone: +85523/212-847*

Vietnam reaffirms commitment to ILO standards

■ Vietnam has "reaffirmed its ILO commitments" in a bilateral apparel agreement signed on April 25, between Vietnam and the United States. Under the terms of the agreement, the labour ministries of the two countries agreed to "meet to review progress toward the goal of improving working conditions in the textile sector in Vietnam". The pact differs from a similar accord with Cambodia which ties higher textile quotas to improvements in workers' rights.

For further information, please contact the Washington Branch Office of the ILO, phone: +1202/653-7652, fax: +1202/653-7687, e-mail: washilo@ilowbo.org

INDONESIA COMMITTED TO ELIMINATING CHILD LABOUR ON JERMAL FISHING PLATFORMS BY 2004



© Achim Pohl - missio

■ Children working on so-called "jermal" fishing platforms in Indonesia belong to the 170 million children worldwide exposed to the worst forms of child labour. The ILO International Programme for the Elimination of Child Labour (IPEC) estimates that in 2000-2003, a total of 1,000 boys in Medan, North Sumatra, were at risk of life-threatening accidents and drowning.

To ensure the elimination of child labour in jermal fishing by the year 2004, ILO-IPEC and the Provincial Government of North Sumatra signed a Letter of Agreement (LoA) on 14 April 2003, in Medan. The new agreement falls – like a previous document signed in 2000 – within the framework of the Memorandum of Understanding on the Elimination of Child Labour, signed in 1992 by the Government of Indonesia and the ILO. Indonesia was one of the first countries in Southeast Asia to launch the child

labour programme, and ratified ILO Conventions No. 138 on minimum age and No. 182 on the worst forms of child labour, in 1999 and 2000, respectively.

In addition to the hazards involved in working 15 to 25 kilometres out at sea, young jermal workers must endure long working hours (between 12-20 hours per day), and three months of isolation from their families. The boys are also vulnerable to physical and sexual abuse from adult co-workers or employers.

Among the LoA's primary objectives are the identification and removal of children from jermal platforms, requiring immediate withdrawal for all child labourers below the age of 18, and the facilitation of changes in community and family attitudes towards child labour.

The LoA represents the start of the second stage of the ILO-IPEC programme to

eliminate child labour on jermal platforms. Under the first phase, it is estimated that approximately 260 children were withdrawn and about 1,116 children prevented from entering such work. It is hoped that such strategies can be replicated throughout Indonesia and that jermal platforms can be made child labour free at the end of the second phase. Indonesia is about to embark on a large-scale Time Bound Programme for the Elimination of the Worst Forms of Child Labour, which will include children in the fishing industry among other target groups.

For further information, please contact the International Programme on the Elimination of Child Labour (IPEC),

phone: +4122/799-8181,

fax: +4122/799-8771, e-mail: ipecc@ilo.org

Chile, Singapore trade pacts affirm ILO members' obligations

■ The United States, Singapore and Chile have each affirmed their country's "obligations as members of the International Labour Organization", after completing trade agreements guaranteeing workers' rights. The US involvement builds on negotiating objectives set down by Congress in the Trade Act of 2002, which called on US negotiators to "promote respect for workers' rights and the rights of children, consistent with core labour standards of the ILO", such as ILO Convention 182 on the worst forms of child labour. The US-Singapore free-trade agreement states that the two nations will "strive to ensure that its laws provide for labour standards consistent with the internationally recognized labour rights...and shall strive to improve those standards in that light", while America's agreement with Chile introduces monetary penalties to enforce labour and other provisions. The United States is now in negotiations with Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua, on a Central American free - trade agreement.

For further information, please contact the Washington Branch Office of the ILO,
phone: +1202/653-7652,
fax: +1202/653-7687,
e-mail: washilo@ilowbo.org

More than 1,000 companies commit to Global Compact

■ More and more companies from all over the world are signing up to the UN Global Compact, thus endorsing the four principles set forth in the ILO's 1998 Declaration on Fundamental Principles and Rights at Work. Their commitment to the Compact means the companies, which include not only major multinational enterprises such as BP, Carrefour, Daimler-Chrysler, Dupont, Hewlett Packard, Novartis, Nike, Pfizer and Shell, but also many smaller enterprises from developing and transition countries, have agreed to uphold and promote freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, the abolition of child labour, and the elimination of discrimination in employment and occupation. Companies participating in the Global Compact, which also includes principles on human rights and the environment, commit themselves to making the nine principles of the Compact part of their

daily operations, and helping their suppliers do the same. For a full list of the companies which have written to the UN Secretary-General pledging their support for the Global Compact, and information on Global Compact activities in general, see:
www.unglobalcompact.org.

For further information on ILO participation in the Global Compact, please contact the ILO Multinational Enterprises Programme,
phone: +4122/799-6481,
fax: +4122/799-6354,
e-mail: multi@ilo.org

New framework agreement in the metal industry refers to ILO standards

■ The German-based engineering company, GEA, with 15,000 employees in more than 50 countries, the GEA European Works Council and the International Metalworkers' Federation, have signed a Declaration on Principles of Social Responsibility. It is the fifth international framework agreement signed



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by the Federation. The agreement at GEA – a company specializing in process technology, thermal and energy technology, as well as air treatment and dairy farm systems – acknowledges the company's social responsibility, its support of, and compliance with, "internationally accepted human rights", and the basic right of all employees to establish and join unions and employee representations in accordance with ILO No. 87 on freedom of association and No. 98 on the right to collective bargaining. The company "supports and expressly encourages" its contractors to take this declaration into account in their own respective corporate policies. The first framework agreement for the metal industry was signed at Merloni Elettrodomestici, in December 2001. Since then, the Federation has signed framework agreements with Volkswagen, Daimler-Chrysler, Leoni and now GEA.

For further information, please contact the ILO Multinational Enterprises Programme, phone: +4122/799-6481, fax: +4122/799-6354, e-mail: multi@ilo.org

Insuring uninsured women in the Philippines

■ An ILO project in the Philippines, funded by the Norwegian Government, offers hope for a solution to an enduring problem of developing countries: providing health insurance for the poor. The project is entitled, "Extending Social

Protection through Health Micro-insurance for Women in the Informal Economy", and aims to provide women working in the informal sector with access to health care. Set to run through mid-2004, the project involves ILO negotiations with Government agencies, trade unions and local non governmental organizations, to map out existing "micro-insurance" health plans and assess their effectiveness. The ILO is at present working with Government agencies and local groups to set up flexible health insurance plans to reach more workers in the informal economy.

For further information, please contact the ILO Social Security Policy and Development Branch, phone: +4122/799-6635, fax: +4122/799-7962, e-mail: socpol@ilo.org

Guidelines to control tuberculosis

■ The ILO and the World Health Organization have issued a 74-page booklet on the control and treatment of tuberculosis. The guidelines, which are aimed at tackling a disease which infects 8 million people and kills some 2 million each year, can be used by governments, employers, workers, and health professionals. Striking mostly at individuals in their productive prime, between the ages of 15 and 54 years, TB has serious economic as well as humanitarian costs. As the booklet highlights, the disease disrupts workflow, reduces productivity, and increases both direct costs, such as care and treatment, and indirect costs, such as the replacement and

retraining of workers. The booklet underlines various ways in which employers can combat the negative impact of TB by identifying sufferers, referring them for diagnosis and giving them the support needed to complete their treatment. The booklet stresses that workplace programmes should take into account women's greater vulnerability to TB, and its impact upon them due to higher levels of poverty, sex discrimination and the increasing incidence of HIV among women.

For further information, please contact the ILO Global Programme on HIV/AIDS and the World of Work, phone: + 4122/799-7668, fax: 4122/799-6349

Improving social and economic security in Africa

■ A two-day consultation in Dar es Salaam has highlighted some of the problems of globalization in Africa. The gathering took into account 23 African countries and demonstrated that traditional support networks had been eroded, but had not been replaced by modern alternatives. Focusing on People's Security Surveys of Africa, Ghana, South Africa and Tanzania, the consultation found the most significant causes of financial crisis to be health care costs and the financial costs of old age. Just one in every 25 women and men in some countries expects to be financially secure in old age, and just one in four women earns an income which she can keep for herself. Yet the workshop, which was

opened by the Tanzanian Minister for Labour, Dr. Juma Kapura, concluded with a positive message. The consultation's 70 delegates demonstrated that significant improvements in social and economic security could be made without involving substantial financial or technical resources. In addition, the exercise showed that most people retain values of social solidarity, believing inequalities should be reduced, and ways found to compensate those affected by disasters, ill health and disability.

For further information, please contact the ILO InFocus Programme on Socioeconomic Security, phone.: +4122/799-8893, fax: +4122/799-7123, e-mail: ses@ilo.org

ILO Director-General calls for decent work in Africa

■ Slow growth in sub-Saharan Africa in the 1990s elevated the number of people living in poverty by 25 per cent, to nearly 500 million. At a meeting of Foreign Ministers of the African Union on 8 July, during the 2nd African Union Summit, in Maputo (Mozambique), ILO Director-General Juan Somavia warned that unless new ways are found to create opportunities for decent work for the world's poor, the Millennium Development Goals of reducing poverty by half by the year 2015, will remain beyond the reach of many countries in the region. "If you ask people living in poverty what they need, it's a decent job", Mr

Somavia said. "But if you look at international policies to fight poverty, job creation and enterprise development are not always there. They are the missing links in the global strategy to wipe out poverty."

Sex discrimination in the workplace

■ A symposium in Tokyo, Japan has focused on the persistent problem of sex discrimination in the workplace in four industrialized democracies – Canada, Germany, Japan and the United States. The International Symposium on Women, Work and the Law: Promoting Gender Equality in the Workplace, was organized under the auspices of the ILO, with sponsorship by the Asia Foundation, Friedrich Ebert Foundation, and the Canadian Embassy in Tokyo. In Japan, women's share in managerial and administrative jobs is 9 per cent, one of the lowest in the world. Women earn 50 per cent to 60 per cent of the wages earned by men, which is also one of the lowest among the industrialized countries. Although their share has increased in recent years, women comprise only 10 per cent of parliamentarians in Japan, and only 12.6 per cent of all officers in central workers' organizations. Participants shared experiences and discussed ways in which work environments could promote gender equality.

For further information, please contact the ILO Tokyo Branch Office, United Nations University, 8th floor, Headquarters Bldg. 53-70 Jingumae 5-chome, Shibuya-Ku, Tokyo 150-

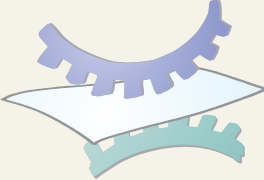
0001, Japan, phone: +813/5467-2701, fax: +813/5467-2700, e-mail: tokyo@ilotyo.or.jp

Full disabled access for new ILO Lima Office

■ Providing full access for disabled people was a foremost consideration in the construction of the new ILO office in Lima. It is the first ILO office to be fully accessible to people with disabilities. All public areas on the first floor, including the bathrooms, are suitable for use by the disabled, and facilities on all office floors are open to the disabled. Elevators, servicing both underground parking levels and the six stories of the building itself, are also designed to accommodate wheelchairs. Augustin Muñoz, ILO Regional Director for the Americas, spoke of the project as an exemplary model for buildings of a similar nature: "We are proud to be the sponsors of this model project in the construction community of Lima, and are honoured now as well in the awareness of our uniqueness within the ILO community." The Minister of Labour was present at the laying of the first foundation stone, on 12 May.

For further information, please contact the ILO Regional Office for the Americas, Las Flores 295, San Isidro, Lima, Peru, phone: +511/221-2565, fax: +511/421-5292, e-mail: oit@oit.org.pe

ILO IN THE PRESS



TRIBUNE DE GENÈVE

VENDREDI 13 JUIN 2003

Abdallah II appelle au soutien du processus de paix au Proche-Orient

La situation au Proche-Orient a atteint un «carrefour critique» et tous les «amis de la paix» doivent appuyer le processus en cours, a déclaré jeudi à Genève le roi Abdallah I de Jordanie. La semaine dernière, au Sommet à Aqaba, les parties se sont engagées à faire de réels efforts pour aller de avant. Et ce processus débute. Mais les amis de la paix doivent à présent le soutenir, a affirmé le souverain jordanien.



THE GUARDIAN

Employers pursue compliance with WHO/ILO guidelines on HIV/AIDS in workplaces

The spread of HIV/AIDS is already decimating best professionals, managers, artists and workers in our country. The losses are harrowing to their families and friends. Organisations like ours can help to influence workers' attitudes and sexual behaviour. This genuine concern on the nation's losses to the HIV/AIDS scourge, through diminishing productivity, was re-echoed recently at the 24th yearly general meeting of the Association of Food, Beverage and Tobacco Employers

(AFBTE) by its executive secretary, Mr. Aderemi Adegboyega. Stressing the need for organisations to be involved in the global campaign against the life-threatening disease, the AFBTE chief charged member-companies, which altogether employed over 35,000 job applicants last year alone, to embrace the World Health Organisation (WHO) and International Labour Organisation (ILO's) guidelines on HIV/AIDS in the workplace. In addition, he urged them to go a step further, by establishing their own HIV/AIDS policies.

Taloussanommat

Saman työnantajan palveluksessa pysytään yhä vuosilyymmen

Vain it- ja rahoitusallalla vaihdetaan työpaikkaa kuin paitaa

KIRSI HYNTIÄINEN, Gonova
kirsi@tuusuri.ch

Työntekijät pysyvät yhden työnantajan palveluksessa yhä väsin pitkään, vaikka on kuitte, että työpaikkaa vaihdetaan nykyään nopeasti. Kansainvälinen työjärjestö ILO laski juuri julkaisemassaan tutkimuksessa, että Euroopassa työskennellään yhdessä yrityksessä keskimäärin 10,6 vuotta, Japanissa jopa yli 12 vuotta, mutta Yhdysvalloissa vain 6,6 vuotta.

TALOUSSANOMAT
Employment Studies

Los Angeles Times

Report Says U.S. Workers Top World's Productivity

U.S. workers are the most productive in the world, according to a new report from the International Labour Organization (ILO). The report, titled 'The State of the World's Work 2003', shows that U.S. workers produce more goods and services per hour than workers in any other country. This is due to a combination of factors, including high levels of investment in research and development, a highly skilled workforce, and a strong emphasis on innovation. The report also notes that while U.S. productivity is high, it is not growing as fast as it once did, and that other countries are catching up.

يقادر اليوم للمشاركة في مؤتمر محاربة الفقر والبطالة، في جنيف غصن لـ «اللقاء»: الحوار مدخل للوفاق السياسي والخلافات تؤثر سلباً على العمال

الإمر الذي خلق أزمة معيشية تهدد آلاف العمال مع صالاتهم وهذا بدوره يولد حافة كسر في المجتمع الفلسطيني لا يمكن التكهّن بنتائجها في المستقبل القريب.

مؤتمر معارفة الفقر والبطالة، وتأمين العمل الكفوء، اشار غصن الى أن مشكلة العمل الدولية ستتمتع جلستة خاصة للتداول معوسوم لا تنفصاة هي فلسطين وسكني كمنة بالمناسبة ستدبرق فيها أن الإصلاحة القومية على حقوق عمال فلسطين وضرب المؤسسات التي يعملون بها

AL-LIWA • Palestinian workers face crisis

Sowetan

Power Your Future

SOWETAN • 10 JUNE 2003 • SOUTH AFRICA

Mbeki to address ILO

President Mbeki will address the 133rd Session of the International Labour Conference (ILO) in Geneva, Switzerland, on 10 June 2003. This is the first time that a South African President has addressed the ILO. Mbeki will speak at the opening ceremony of the conference, which will be held from 8 to 13 June. He will discuss the challenges facing South Africa and the role of the ILO in promoting decent work and social justice.

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Neue Zürcher Zeitung

INTERNATIONALE AUSGABE

Mehr soziale Sicherheit - Abschluss der Internationalen Arbeitskonferenz

Nach soziale Sicherheit - Abschluss der Internationalen Arbeitskonferenz. Die 71. Session der Internationalen Arbeitskonferenz ist am Donnerstag in Genf abgeschlossen worden. Die Konferenz hat über 100 Beschlüsse gefasst, die die soziale Sicherheit in den Mitgliedstaaten fördern sollen. Die Konferenz hat auch die Arbeit der ILO für die nächsten Jahre beschlossen.

Arbeitsorganisation (ILO) beschlossen im Wesentlichen die folgenden Ziele und umzusetzen: die soziale Sicherheit in allen Mitgliedstaaten zu fördern, die soziale Sicherheit in den Mitgliedstaaten zu fördern, die soziale Sicherheit in den Mitgliedstaaten zu fördern.

Büisness Line

INTERPRETTION

ILO guidelines on women's working conditions soon

The International Labour Organization (ILO) is expected to release guidelines on women's working conditions in the near future. These guidelines will provide a framework for governments, employers, and workers to improve the working conditions of women in the workplace. The guidelines will cover areas such as equal pay, maternity protection, and the elimination of discrimination against women.

Chicago Tribune

Report: Europe has more job stability than U.S.

Despite economic woes, job stability in Europe has remained high over the past decade but is falling at much lower rates in the United States, reports the International Labour Organization (ILO). The ILO agency said figures through 2002 showed that nearly 42 percent of all employed people in the 15-nation European Union had been in their jobs for more than 10 years, against only 20.2 percent in the United States, in a 272-page study that covered full-time contract workers and did not look at casual employees. Just 14.8 percent in the EU had held their current posts for less than a year, against 24.5 percent in the U.S. The study also found that in 1995, 6.5 years in the United States, but the same at a decade ago but in Japan it had climbed from 10 years, nine months to 11 years since work between 1975 and 2002.

EL PAIS

170 millones de personas viven con menos de dos dólares diarios

170 millones de personas viven con menos de dos dólares diarios. Este es uno de los resultados más alarmantes de un estudio publicado por el Fondo Monetario Internacional (FMI). El estudio muestra que el número de personas que viven con menos de un dólar por día, mientras que en 1990 eran unos 1.200 millones, ahora son unos 1.700 millones. Esto se debe a la creciente desigualdad en la distribución de la riqueza y a la falta de oportunidades de empleo en muchos países en desarrollo.

pobreza de sus habitantes para el año 2015, que era el objetivo de respecto fijado por Naciones Unidas. Y en relación a esta región meridional, el ex mandatario agregó: "La tasa de desempleo promedio en la zona llegó al 9,2 por ciento el año pasado, según la OIT, lo que lleva a diversos sectores a cuestionar la viabilidad de un modelo que sólo pone atención en los resultados económicos pero no en sus dimensiones humanas y culturales".

THE KOREAN TIMES

South Korean Work Unsettled Here

South Korean work is unsettled here, according to a report by the International Labour Organization (ILO). The report says that the ILO has been working to improve the working conditions of South Korean workers in the United States. The ILO has found that South Korean workers often face discrimination and low wages in the U.S. labor market. The ILO is calling for the U.S. government to take steps to protect the rights of South Korean workers and to ensure that they are treated fairly in the workplace.



MEDIA SHELF



■ **Preventing discrimination, exploitation and abuse of women migrant workers: An information guide.**

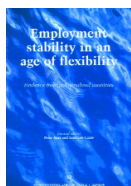
Booklet 6: Trafficking of women and girls. ILO, Geneva, 2003-07-21

ISBN: 92-2-113763-5. See Page 28 for further details.

Evidence shows an alarming increase in the incidence, severity and global reach of trafficking in humans. Women and girls are more likely than men and boys to be the victims of this modern form of slavery, in particular of trafficking into sexual exploitation.

This booklet is one of a six-part series aimed at enhancing knowledge and understanding of the vulnerability of women migrant workers and the ways to combat trafficking. It identifies the supply and demand-side causes of trafficking, describes the actors and processes in trafficking and explains why women and girls are more vulnerable. The booklet stresses the human rights dimension of the problem, emphasizing that trafficking should be defined primarily by its exploitative and servile nature, and not just as a problem of organized crime or irregular migration.

The booklet suggests several strategies for combating trafficking and minimizing its damaging impact. Preventive measures such as awareness and information campaigns, and community mobilization and outreach are given emphasis. Guidelines for assisting and supporting trafficked persons cover issues such as identification, residence status and non-criminalization of victims. The guide identifies prosecution as the weakest part of the anti-trafficking system, and proposes that authorities establish a distinct offence and definition of trafficking in human beings, impose deterrent sanctions, and criminalize all activities related to trafficking.



■ **Employment stability in an age of flexibility.**

Peter Auer and Sandrine Cazes

ILO, Geneva, 2003

ISBN: 92-2-112716-8

Price: 35 Swiss francs

It is widely held that the traditional employment relationship has been undermined by mass dismissals, high unemployment, globalization and technological change. Contrary to this perception, the authors put forward convincing evidence that job tenure in industrialized countries has in fact hardly changed over the past ten years.

The book offers a comparative analysis of employment stability and flexibility in 16 OECD

countries, exploring the type of labour market regulations needed to ensure a balance between employment flexibility and security. The authors examine the contrasting labour markets and labour market institutions of Denmark, France, Japan and the United States, offering examples of different types of employment protection and labour market policy.

The study shows that in 2000, on average, over 60 per cent of all employed persons in Europe remained in their jobs for more than 5 years. About 40 per cent held their jobs for more than ten years. These percentages are about the same as those for the early 1990s. And although job stability in the United States is lower than in Europe, there has been no dramatic decline in tenure over the last ten years.

The book suggests that employment policy should focus efforts to secure a resilient core of stable employment, with the flexible sector of the workforce structured around this core. It is argued that these flexible workers need particular measures of security and protection to ensure they are not marginalized.

Showing that a high level of economic and social development usually correlates with a considerable level of job stability, the book confronts the claim that developing countries must exclusively target the flexibilization of their labour markets in order to climb the ladder of development, create employment and reduce unemployment. It proposes finding ways to stabilize their labour markets and workplaces while allowing for some flexibility.

The authors conclude by affirming their belief in the importance of social partnership, stressing that responsibility for social and employment protection is the joint responsibility of both industry and government.



■ **Social funds: Lessons for a new future.**

Philippe Garnier and Marc van Imschoot

ILO, Geneva, 2003

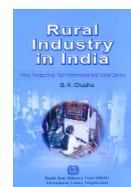
ISBN: 92-2-113511-X

Today, approximately 100 social funds are in operation throughout the world. They strive to attain a wide variety of objectives, including fighting poverty, reducing the negative impact of structural adjustment policies and creating jobs for women. Originally intended to ease the undesirable effects of structural adjustment policies on poor and low-income groups, they have evolved into governmental instruments of social policy in Central Europe, the Middle East, Latin America and Africa.

The ILO has been closely involved in the creation and development of social funds in

these regions. This study represents an independent examination of the real impact of social funds on ILO fields such as job and income creation, microfinance operations and women's participation. It considers various ways in which the ILO can use its expertise to improve the functioning of the funds; for example, involving local communities fully through training, or training SMEs and local consulting firms to implement projects which can create more jobs.

The report concludes that social funds are an effective way to manage the substantial subsidies of international assistance. It suggests greater ILO involvement in the design and supervision of such bodies, and makes some recommendations for increased social fund activity in the future in areas such as debt alleviation, the aftermath of conflict and environmental disaster.



■ **Rural Industry in India.**

G.K. Chadha

South Asia Advisory Team (SAAT), ILO New Delhi, 2003

ISBN: 92-2-111913-0

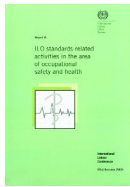
Rural industry has a significant role to play in

expanding employment, improving productivity and earnings, and poverty reduction. The ILO attaches great importance to the growth of India's rural industry because of the huge number of people who depend upon it for employment and welfare. It has been engaged in a technical cooperation programme of rural industrialization in India for over a decade, and this present book represents a culmination of the ILO initiative in this crucial area of India's development.

The book puts together evidence from a number of studies conducted by the ILO programme in India, funded by the Swedish International Development Agency, which aimed to find alternative strategies for employment in the agrarian sectors. This research-oriented programme, under ILO-SAAT, was geared towards generating an understanding of the strengths and weaknesses of aspects of rural industries, ranging from productivity and technology to employment and environment.

The book examines the likely impact of recent policy changes on the future of rural industry, concluding that the major problems include thin institutional support, technological handicaps, marketing weaknesses and the quality of the workforce. The book argues that industrialization strategy itself needs to be recast. It makes several recommendations for the future; in particular, the importance of responding to the needs of industrial "clusters", where industries gathering in the same

area can benefit from information - sharing, cost reduction, market-oriented innovation and government support.



■ **ILO standards-related activities in the area of occupational safety and health.**

ILO, Geneva, 2003
 ISBN: 92-2-112883-0
 Price: 17.50 Swiss francs

The protection of workers against work-related sickness, disease and injury, as embodied in the preamble to the Constitution of the ILO, continues to be a high priority for the organization. However, the implementation of this mission requires more than ratification, which cannot in itself guarantee that such objectives become reality. This report examines the impact, coherence and relevance of ILO standards and related activities in the area of occupational safety and health (OSH), with the aim of developing a consensus on a plan of action to increase their impact.

After introducing the ways in which the ILO deals with various challenges in the area of OSH, the report looks at priorities for action at all levels, both global and national, and workplace-specific. It analyzes best practices in the application of ILO instruments and discusses the need for a rationalization of current standards. Various proposals are given for transforming rules into reality, encouraging knowledge management, information exchange and technical cooperation relating to OSH issues.

The report comes with a free CD-ROM, containing a trilingual database (English, French and Spanish) with details of a survey on OSH issues carried out among ILO constituents.

■ **Bulletin of labour statistics.**



ISSN: 0007-4950
 2003-1
 Annual subscription (2003):
 115 Swiss francs. Trilingual:
 English/French/Spanish

Published quarterly in March, June, September and December, this bulletin provides the most recent statistics on employment, unemployment, hours of work, wages and consumer price indices. Extracts from the ILO database "LABORSTA" are also included.

This issue features an article by A.

Sylvester Young, Director of the ILO Bureau of Statistics, on "Statistics in the ILO: Roles and responsibilities". The article looks at the evolving work of the Bureau of Statistics, as well as the issues and challenges it faces.



■ **Gender mainstreaming in actions against child labour.**

Una Murray, Anita Amorim (IPEC), Colin Piprell
 International Programme on the Elimination of Child Labour, ILO, Geneva, 2003
 ISBN: 92-2-113586-1

This is the first report collated by the ILO and IPEC to highlight activities which qualify as "good practices" in terms both of actions

against child labour and of ILO gender mainstreaming goals.

The report highlights several categories of good practice. It emphasizes the importance of providing sex-disaggregated data in all analysis relating to child labour, and underlines the need for specific initiatives, programmes and activities to make girls' and women's work more visible. At the same time, the interdependence of male and female gender identities is emphasized, with the conclusion that any gender-specific actions to combat child labour must involve the other sex as partners and allies. It is suggested that gender-sensitive procedures and reminders be made routine at every stage in the creation and implementation of policy.

■ **International Labour Review.**

(Vol. 142, 2003, No. 2) is a special issue on "Measuring decent work". The first article, by Dharam Ghai, introduces the decent work concept, discussing how specific indicators could be used to measure it. Richard Anker, Igor Chernyshev, Philippe Egger, Farhad Mehran and Joseph E. Ritter propose ways to measure decent work with statistical indicators. The authors derive ten characteristics of a decent job, from which they identify 30 readily usable indicators to measure them and the conduciveness of the socio-economic environment. Other indicators are suggested for development. Stressing that the set is far from definitive, they recommend that decent work start being systematically measured. Building on the previous contribution, David Bescond, Anne Châtaignier and Farhad Mehran investigate the practicability of a subset of seven indicators for measuring decent work deficits. Each indicator is presented with a discussion of what to look for when using it for international comparison. The authors conclude with a tentative ranking of countries' overall performance, subject to quality and comparability of national data. Another way of gauging decent work is proposed by Florence Bonnet, Jose B. Figueiredo and Guy Standing. Conceptualizing decent work in terms of socioeconomic security, they present three sets of composite indexes with which to measure the occurrence of

security at macro, meso and micro levels. At each level – country, enterprise, individual – sub-indexes measure "inputs", processes and actual outcomes, using selected indicators. The three sub-indexes are then normalized and added up, producing an overall index for each form of security. The security indexes are finally combined to construct the Decent Work Index for each level. Gary S. Fields examines possible trade-offs and the potential for complementarity between the various components of the Decent Work Agenda. He presents a two-component model of a "decent work frontier", consisting of quantity and quality of employment, and identifies labour market conditions in which there would be trade-offs and complementarities between the two. The article argues and empirically analyzes how economic growth could contribute to the promotion of decent work. Finally, Iftikar Ahmed considers how the promotion of decent work can contribute to human development and economic growth. He compares the performance of 38 countries with regard to their UNDP Human Development Index, their index of decent work deficit (DWD) elaborated by Bescond, Châtaignier and Mehran in this issue, and their GDP per capita. Some countries without high incomes prove able to achieve lower levels of DWD and, conversely, countries with high incomes do not automatically achieve lower levels of DWD.

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I AM A CHILD

Right now, 246 million children are being deprived of a better future by child labour.

This must change.

The nations of the world are working together
with the International Labor Organization under the
Declaration on Fundamental Principles and Rights at Work
to abolish child labour and free the potential of every child.

ABOLISH CHILD LABOUR AND CHANGE THE FUTURE OF THE WORLD



International Labor Organization

www.ilo.org/declaration