

WORLD OF

Work

THE MAGAZINE OF THE ILO

NO MORE
WAR

Women and conflict

No. 42, March 2002



INTERNATIONAL LABOUR OFFICE

The Committee on Freedom of Association first met in 1952, chaired by the former French Prime Minister, Paul Ramadier (left). On the right, the American David Morse, who was Director-General of the ILO at that time.

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The ILO: Then and Now

THEN

Intimidation, threats and even murder await many workers who attempt to organize in a number of countries around the world. This is why the ILO set up a special procedure in the field of freedom of association in 1950. It is based on complaints submitted by governments or by employers' or workers' organizations against a member State even if it has not ratified the relevant Conventions. This is possible because, by becoming a member of the ILO, a State has to comply with the principle of freedom of association laid down in the Constitution of the Organization itself. The Committee on Freedom of Association first met in 1952 under the chair of the former French Prime Minister, Paul Ramadier. The Committee has played an important role over the last half-century in the significant advances made in a number of countries towards gaining independent and pluralistic trade union movements, a necessary condition for democracy on a larger scale. One can cite in this respect the urgent calls made by the Committee to the Governments of Chile, Indonesia, Nigeria and Poland. In all these cases, the Committee's words were buttressed by action in the form of direct-contact missions permitting in-depth assessment of the situation and enabling straightforward dialogue on the matters at hand.

NOW

The Committee on Freedom of Association has dealt with nearly 2,500 complaints covering a wide range of aspects of freedom of association: the right of workers and employers to establish organizations without previous authorization, their right to join organizations of their own choosing, the right to strike, dissolution of organizations, anti-union discrimination, protection against acts of interference, collective bargaining...

Developing upon the direct contact method of the past, the Committee embarked upon an innovative approach to ensure that its message is heard and understood, by sending a high-level tripartite mission to the Republic of Korea in respect of a complaint brought in 1995. The tripartite nature of such a mission smoothed dialogue with the different social partners, while at the same time highlighting the unity of the Committee's voice. Following this approach in Korea, the Committee was able to note significant progress in respect of trade union pluralism at the national level and the registration of the previously banned teachers' union. The remaining unresolved matters are being followed by the Committee.



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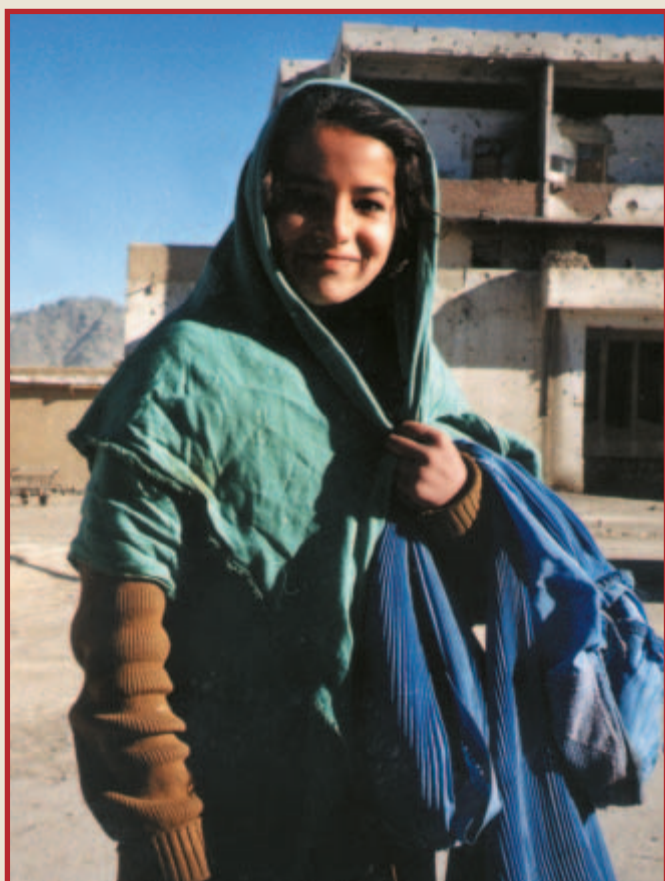
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Women's Day 2002: Women and conflict

Throughout history, women have suffered inordinately from war and violence. Since the end of the Cold War, the shape of conflict has shifted to “civil” or internal struggles which are often complex and seem never-ending. Two new ILO reports examine the changed nature of conflict and its impact on women: both conclude that women continue to pay a heavy price in today's trouble spots **Page 4**



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FOCUS

Cover story: Women and conflict **4**

SOCIAL SECURITY

New-age solutions to old age problems? **8**

The ills of Central & Eastern European health care **11**

CHILD LABOUR

Sexual exploitation of children **14**

ILO waves “red card” at child labour **18**

GENERAL ARTICLE

IT Professionals' Forums in India **20**

FEATURES

The ILO: Then and Now **2**

Planet Work **22**

News **24**

- Civil aviation: Seeking way out of airline crisis
- Workers and globalization: ILO at the heart of the offensive
- Solving psychological problems at work
- First ILO gender audit keeps equality on the agenda

Around the Continents **33**

ILO in the Press **36**

Media Shelf **38**

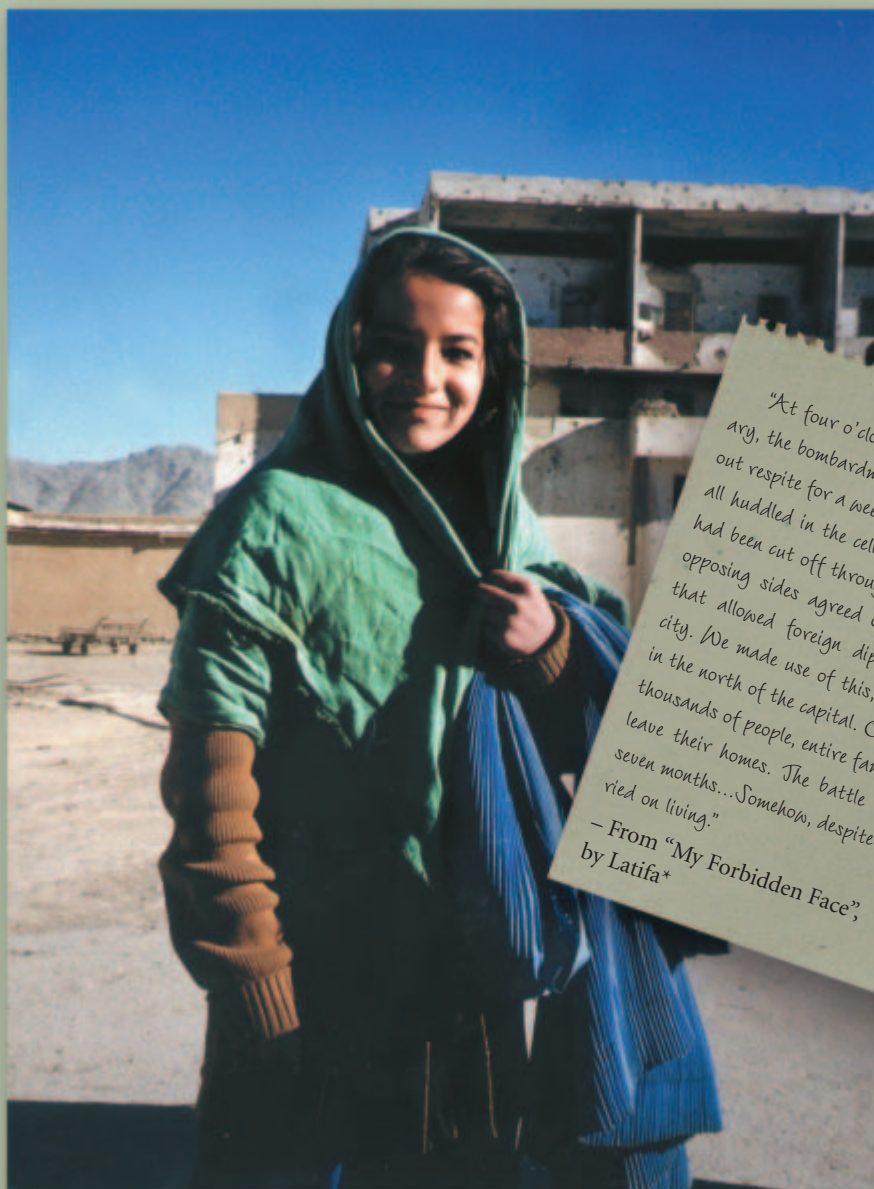
In World of the Work No. 40 of August 2001, the name of Sandrine Cazes was inadvertently omitted as co-author of the article “New ILO Study: Labour markets less volatile than generally assumed.” The editor regrets the error.

Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 175 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.

COVER STORY

Women's Day 2002: Wo

Throughout history, women have suffered inordinately from war and violence. Since the end of the Cold War, the shape of conflict has shifted to "civil" or internal struggles which are often complex and seem never-ending. Two new ILO reports examine the changed nature of conflict and its impact on women; both conclude that women continue to pay a heavy price in today's trouble spots



"At four o'clock in the morning of 1 January, the bombardment started. It lasted without respite for a week. With our neighbours, we all huddled in the cellar. Water and electricity had been cut off throughout the city. Then the opposing sides agreed on some sort of truce that allowed foreign diplomats to leave the city. We made use of this, too, to seek refuge in the north of the capital. On the way we met thousands of people, entire families, who had to leave their homes. The battle lasted for over seven months... Somehow, despite it all, we carried on living."
 — From "My Forbidden Face",
 by Latifa*

* "My Forbidden Face", by Latifa, in collaboration with Chékeba Hachemi © Editions Anne Carrière 2000 translation copyright 2002 Lisa Appignanesi.

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men and conflict

For women, war and conflict carry a special terror.

Destruction, upheaval, injury and death are not all they must fear. Rape, torture, physical and sexual abuse, sexual or economic slavery and forced liaisons or marriages are often their fate. Loss of family, husbands, partners, professions and incomes is their curse.

During the 1994 genocide in Rwanda, an estimated 250,000 to 500,000 women and girls – some as young as five – were subjected to torture, physical abuse and rape, says a report by Women for Women International¹.

“In addition to the emotional and physical trauma caused by the rapes, many women gave birth to the children of their rapists (an estimated 5,000 pregnancies were attributed to sexual assaults),” the report says. “Many women also suffer from gynecological problems and sexually transmitted diseases (STDs) such as AIDS.”

In some cases, the impact of war and conflict on women and girls is more subtle – yet equally damaging. Fear and uncertainty, brought on by the sound of distant gunfire drawing nearer is referred to in the diaries of Zlata Filipovic, published in 1994.

Entry for Sunday 5 April 1992, in Sarajevo: “I’m trying to do my homework (reading), but I simply can’t. Something is going on in town. You can hear gunfire from the hills...You can simply feel that something is coming, something very bad.”

Caught up in the power-play of nations and factions, women often feel powerless as their worlds begin to crumble. Yet a consistent theme in women’s writing or speaking about conflict and war, is the fight against being passive victims. Defying events or new masters, women struggle to survive. Says one woman, Rosalie, a Burundi-
an refugee in Tanzania “War has changed our life, not our spirit.”

BLOODY WARS, NEW WARS

The brutality of war and how people cope emerges as a predominant theme in a new ILO

report on gender and armed conflict². Prepared for the InFocus Programme on Crisis Response and Reconstruction, and covering armed conflicts in Africa, Europe, Latin America and the Middle East, the report highlights some of the complex survival strategies adopted by women in the face of terrible upheaval.

The report paints a grim picture of the ‘statistics of war’. Mozambique’s 22-year war cost one million lives and left the country destitute. Guatemala’s 35-year conflict saw over 400 villages completely destroyed, and a third of the population thrown into extreme poverty. The Bosnian war created two million displaced persons, and divided the country along ethnic lines. The Lebanese conflict saw family and social networks disrupted and one-third of the population surviving below the absolute poverty line.

According to the ILO report, the nebulous nature of such conflicts has extended the reach of violence. Unlike earlier wars involving set-piece battles between armies, many modern conflicts engulf not only entire countries or communities, but have reached a new level of brutality against non-combatants.

Increasingly, modern conflict involves violence directed specifically against women. An estimated 20,000 to 50,000 women are believed to have been raped in Bosnia alone, with the attacks sometimes used to terrorize communities and assault ethnic identity. Sexual slavery is said to have been common in Mozambique, with women also subjected to beatings and torture.

Furthermore, changes in the technology of warfare have further exposed non-combatants and civilian populations to danger, through the use of such weapons as anti-personnel land mines, poison gas, scatter bombs, chemical defoliants and light ammunition. In today’s wars, the front line is rarely a line at all.

SOCIETY IN FLUX

One of the most significant effects of war and conflict is the decline in the male population as a result of death, flight and labour migration. As a

¹ See <http://www.womenforwomen.org/Country/rwanda/stateofwomen.htm>

² *Gender and Armed Conflicts*, Date-Bah, Walsh, Baden, Loughna, Nauphal, Trujillo, Vincente, ILO 2001.



COVER STORY

>> result, more and more households are headed by women, often in extremely difficult circumstances. The report found that female-headed households constituted a large proportion of those living in extreme poverty, generally as a result of the loss of financial support and male labour.

In addition, social norms may provide further obstacles for women left running family groups. In Mozambique, for instance, access to land is negotiated through men, either through husbands or, in matrilineal communities, through maternal uncles. In Bosnia, it was noted that rebuilding houses is difficult for women because the practice of house construction is seen as a social ritual, one undertaken through reciprocal arrangement between the men in a village.

As well as the rise in the number of female-headed households, the conflicts were found to have greatly increased household sizes, which expanded to absorb additional family members who had been displaced, or to take in abandoned or orphaned children. In Lebanon, for example, displaced households were larger than those of non-displaced. The war in Mozambique produced an estimated 200,000 orphans, many of whom were taken in by substitute families.

For women looking after a large family group, marriage was sometimes seen as a means to economic and physical security. Yet, the fall in the number of adult males made this increasingly difficult. For those with many dependents, finding a suitor becomes more difficult. In addition, in Guatemala, Mozambique and Lebanon, unmarried women were found to suffer from significant social stigma.

THE USES OF ADVERSITY

In order to survive and provide for their dependents, many women undertake new activities, or learn new trades which are often considered "men's work".

Yet, according to the report, the movement of women into occupations traditionally viewed as male is not necessarily sustained in the long term. Eritrean women who fought in the war against Ethiopia observed that, while they were treated equally with men during the war, once the conflict ended they had to return to traditional roles and a patriarchal society.³ The report notes that while fluidity in gender roles and responsibility was accepted during the Bosnian war, afterwards there

was an emphasis on returning to the pre-war gender roles, with a particular stress on women's obligations in the home.⁴ The report calls for better consideration of how the "advantages of adversity" can be retained in the subsequent peace.

It also cautions against the practice of targeting aid to quite generally defined "vulnerable" or "war affected" groups, such as "women" or "female-headed households". According to the study, the experience in Mozambique suggests that such broad categories hide huge variations and are not always reliable indicators of poverty or vulnerability. In Guatemala, the targeting of assistance exclusively to returnees is said to have often exacerbated tensions with other impoverished rural populations.

According to the report, just as there is not one unitary "women's experience" during conflict, so too, reconstruction strategies need to be responsive to the particulars of different groups, and need to also involve women from a range of backgrounds.

AFGHAN REALITIES

In Afghanistan, a new ILO study describes the impact on Afghan women of various regimes which ruled the country before and since the invasion and occupation by the former Soviet Union, which began in 1979, noting, "It is clear that the abuse of women's human rights in Afghanistan is part of a much larger landscape that has been shaped by 23 years of conflict."⁵

One of the key conclusions is that contrary to stereotypes, Afghan women were not "passive or powerless 'victims'", and that they perceive themselves as "wielding considerable power, particularly within the family and in brokering peace or mobilization/demobilization, for fighting:

"Inadequate recognition of these roles by the assistance community has led to missed opportunities for furthering peace and recovery," the report says. "Women see themselves first and foremost within the framework of the family and this is reflected in their preferring coping mechanisms in times of hardship. Consequently, there is a need for agencies to focus on the family as the building block for a peaceful and prosperous Afghan society, whilst ensuring a safety net exists for the most vulnerable."

The report notes that as a result of "widowhood

³ *The Guardian*, 6 May 1996, p8

⁴ *Gender Concerns in the Immediate Post-Conflict Period in Bosnia and Herzegovina*, Martha Walsh, ILO 2001

⁵ *Capitalizing on Capacities of Afghan Women: Women's Role in Afghanistan's Reconstruction and Development*, S. Barakat and G. Wardell, ILO 2001, ISBN 92-2-112921-7

and displacement, more households are now headed by women, whilst the absence of men for long periods to fight led to women taking on new areas of responsibility. In addition, exposure to refugee camp health care facilities and to education and vocational skills training (for some) has changed attitudes and aspirations.”

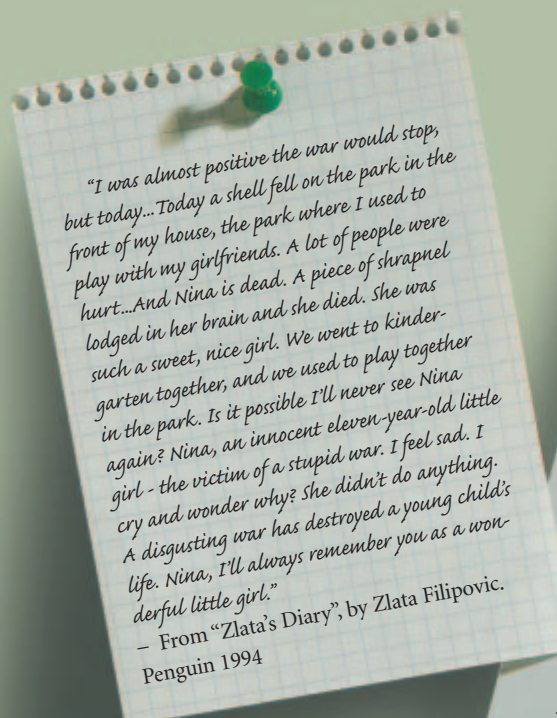
ONE TRAGEDY, TWO VOICES

As the heavy artillery ravaged Sarajevo, Zlata’s mother began to slip into a state of gloom and despair. Yet, Zlata herself tried to hold on to aspects of “normality”, playing the piano – attempting Bach and Chopin – even while the sound of machine guns could be

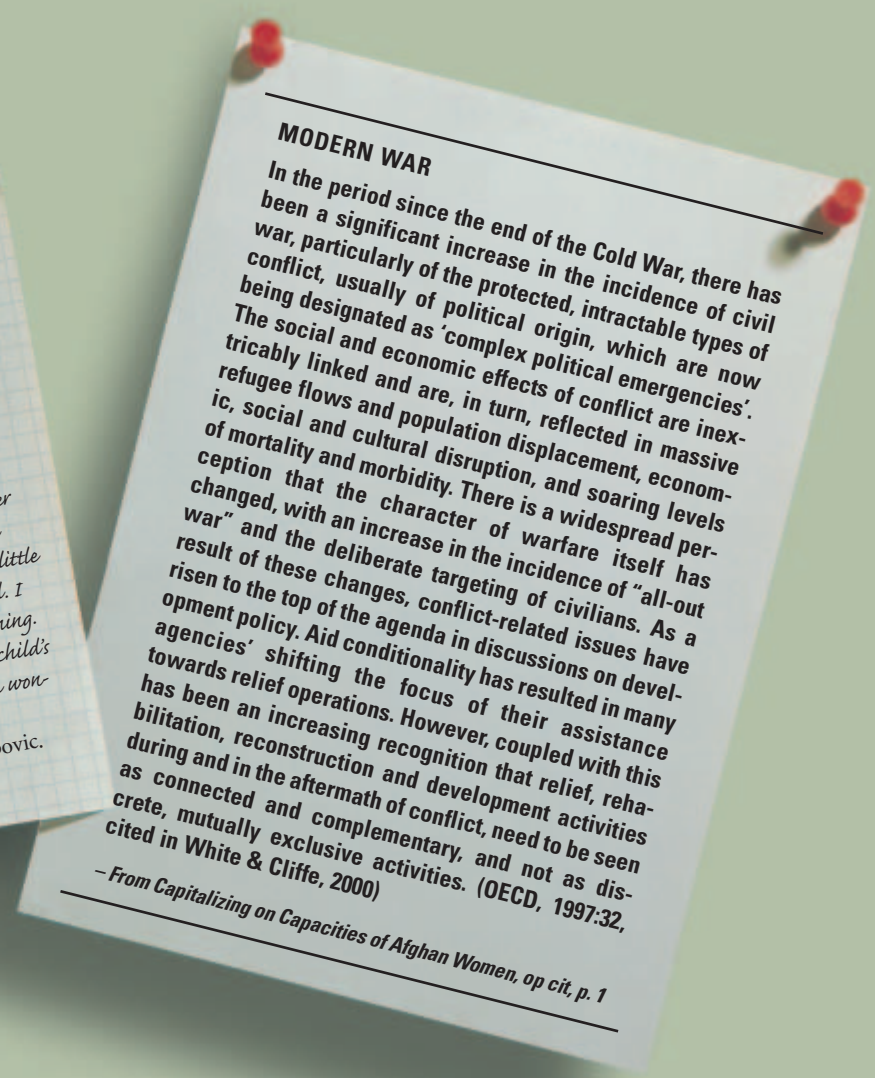
heard from the hills. Many of her friends and their families had earlier decided to flee.

In Afghanistan, young Latifa, 16, saw others depart as well; both her brothers left Afghanistan, as did her friend Anita, who went away in search of her father. Latifa herself is currently living in exile in Paris. Yet she does not dream of staying in the relative luxury of France. Instead, like many women who left their homes in the face of armed conflict, she wants to go back.

She will return when “I can be a free woman in a free country...and take up my duties as a citizen, a woman – and I hope, one day, as a mother”.



“I was almost positive the war would stop, but today...Today a shell fell on the park in the front of my house, the park where I used to play with my girlfriends. A lot of people were hurt...And Nina is dead. A piece of shrapnel lodged in her brain and she died. She was such a sweet, nice girl. We went to kindergarten together, and we used to play together in the park. Is it possible I'll never see Nina again? Nina, an innocent eleven-year-old little girl - the victim of a stupid war. I feel sad. I cry and wonder why? She didn't do anything. A disgusting war has destroyed a young child's life. Nina, I'll always remember you as a wonderful little girl.”
– From “Zlata’s Diary”, by Zlata Filipovic.
Penguin 1994



MODERN WAR
In the period since the end of the Cold War, there has been a significant increase in the incidence of civil war, particularly of the protected, intractable types of conflict, usually of political origin, which are now being designated as ‘complex political emergencies’. The social and economic effects of conflict are inextricably linked and are, in turn, reflected in massive refugee flows and population displacement, economic, social and cultural disruption, and soaring levels of mortality and morbidity. There is a widespread perception that the character of warfare itself has changed, with an increase in the incidence of “all-out war” and the deliberate targeting of civilians. As a result of these changes, conflict-related issues have risen to the top of the agenda in discussions on development policy. Aid conditionality has resulted in many agencies’ shifting the focus of their assistance towards relief operations. However, coupled with this has been an increasing recognition that relief, rehabilitation, reconstruction and development activities during and in the aftermath of conflict, need to be seen as connected and complementary, and not as discrete, mutually exclusive activities. (OECD, 1997:32, cited in White & Cliffe, 2000)

– From *Capitalizing on Capacities of Afghan Women*, op cit, p. 1

New-age solutions to old age problems?

Are social security systems in industrialized countries really heading for financial collapse due to a “grey time-bomb”? If so, what can be done about it? This is one of the major questions on the agenda of the Second World Assembly on Ageing, taking place in Madrid from 8 to 12 April 2002. The following article is adapted from a special report by Ali Taqi, appearing in the *International Social Security Review*¹.

GENEVA – The industrialized world is facing an ageing gap. As people live longer, produce fewer children and retire earlier, the ratio of older people to those working is growing rapidly. The result: an imbalance in the replenishment of pension funds and other social security schemes as more people take out and less people pay in.

Continuation of this imbalance, experts say, poses a risk, in 15 to 20 years, of a serious pension crisis, the so-called “grey time-bomb”.

How to defuse this looming crisis is one of the key issues on the agenda of the Second World Assembly on Ageing, convened by the UN General Assembly at its 54th Session. The meeting will review the situation since the first World Assembly held 20 years ago in Vienna and consider a revised long-term strategy on ageing in the light of recent developments.

How to defuse the “grey time-bomb” is likely to be a contentious issue. The most widely advocated response is to increase the number of people working beyond pensionable age, or at least beyond the age at which people actually retire, which is often lower. This would increase the ratio of those earning to those relying on pen-

sion support and, it is argued, take the pressure off social security systems.

Indeed, many governments have proposed increased participation rates of older people as a solution. The G8 Summit of Labour Ministers held in November 2000, argued that in order to lessen the economic impact of the increasing ratio of older citizens, “the employment rate of all working-age people must be raised as much as possible”.

A subsequent report of the OECD in late 2000, echoed the sentiment: “A critical challenge in many countries has been to slow, and eventually reverse, the trend towards a shrinking portion of life being spent in employment and ever longer periods spent in retirement...”²

AGEING AND WORKING

In the past few years a number of countries have decided to raise the age of eligibility for a basic public pension, most implementing them on a gradual basis. Japan, for example, is raising the pensionable age from 60 to 65, and the United States from 65 to 67. Belgium, Portugal and the United Kingdom are all raising the age for women to that of men.

Among most industrialized countries a consensus appears to be emerging: the best way to tackle the supposed “grey time-bomb” is to increase the pressure on older people to remain in the workforce. Yet, this omits the demand side of the labour equation; namely, encouraging employers to retain and recruit older workers.

In a specially prepared paper for the World Assembly on Ageing, Ali Taqi has argued that increasing retirement ages is not enough, saying, “In the cases of a sharp economic downturn, or of fundamental restructuring, or of a company

¹ *Older people, work and equal opportunity*, Ali Taqi, *International Social Security Review*, Volume 55, 2002.

² *Reforms for an ageing society*, Organisation for Economic Co-operation and Development, 2000.



© ILO / Maillard J.

downsizing, or of large-scale redundancies, the availability of early retirement plans can be a vital tool for governments, employers and unions to cope with the consequences of labour force reductions.”

Without lowering the obstacles older workers face to gaining employment, moves to coerce people to stay longer in the job market may be considered unfair and could prove counterproductive.

Yet improving opportunities for older people will require progress on three fronts: strengthening the position of older people in the labour market, countering preconceptions and stereotypes, and making age discrimination unlawful.

INCREASING OLDER WORKERS’ SKILLS

Improving the employment position of more mature workers is said to require the widespread



>> use of training and lifelong learning. This is not a problem of age as such, it is a question of keeping up with technology and skill requirements, or of having formal qualifications which many men and women could not easily obtain 35 or 40 years ago.

As well as training, making work and the work environment friendlier to older people should help boost the attraction of employment to older workers. Increased opportunities for part-time work is one such measure, as is greater general flexibility in work practices. However, Taqi does sound a note of caution: "Implementation may depend upon a degree of intervention by the public authorities or institutions which is not in the tradition of many countries." For him, the second front – countering preconceptions and stereotypes – is likely to be the most important of all.

Stereotypes of older people are numerous. Among others, Taqi cites the "fact" that they are said to be less productive, more vulnerable to illness and injury, less intellectually curious and resistant to change.

Most such stereotypes are myths. Even those which have some foundation are often irrelevant to job requirements. Many concern areas in which variations among individuals are more important than generalizations about a category.

Several government, employer and union initiatives are trying to tackle the misconceptions. In the United Kingdom, for example, the Employers Forum on Age – an employer sponsored organisation – provides businesses with information and services aimed at promoting age diversity and overcoming age discrimination.

ENDING DISCRIMINATION

Legislating to protect older workers is still controversial in many countries and very few states have laws banning age discrimi-

nation. Of those that do, the United States has the best-established provision. The principal federal legislation – the 1967 Age Discrimination in Employment Act – prohibits discrimination in recruitment, termination and most other aspects of employment, with only very limited exceptions and exemptions.

At present, however, most countries do not provide legal protection against age discrimination. Yet, ideas about appropriate age patterns tend to be widely held: entry level jobs or apprenticeships are for the young, mid-level jobs are for the middle-aged, training is not worthwhile for older employees because they will soon retire.

Taqi suggests that the experience of outlawing discrimination on grounds of race and sex has shown that legislation can change behaviour. The law is a deterrent.

PLANNING THE FUTURE

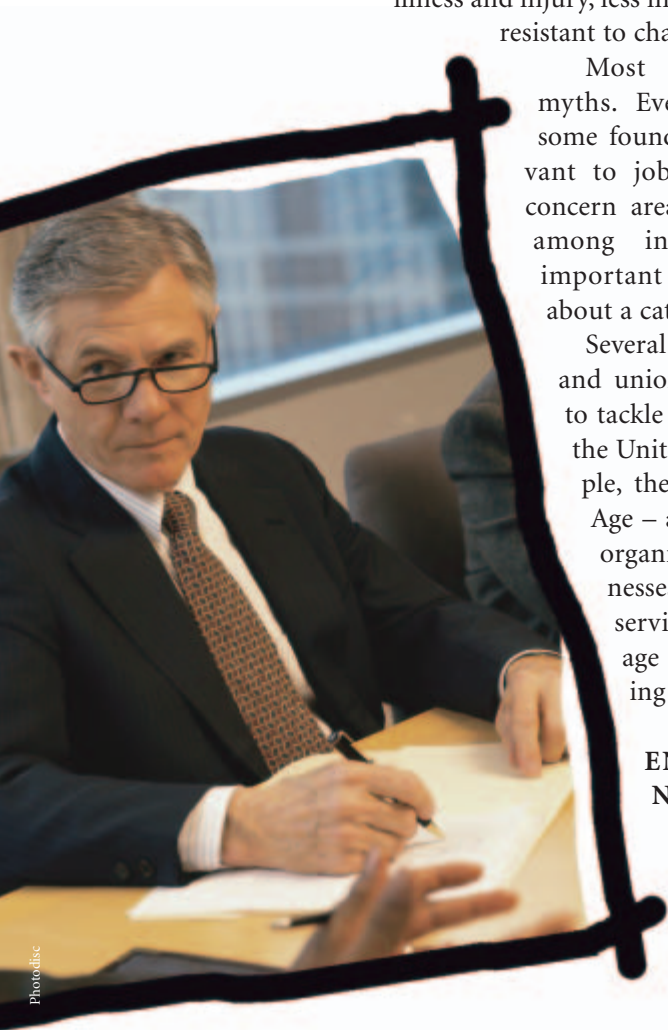
Tackling discrimination, promoting training and workplace flexibility, and changing attitudes through education and information, are all possible strategies to try to improve the labour market position of seniors, and boost participation rates.

Debates over the role of such solutions are heavily contested and these are undoubtedly controversial issues. What is generally accepted though, is that – if continued – the trends of the last few decades will lead to increasing pressures on social security provision, notably pensions and health services.

At the moment this is predominantly a problem in industrialized countries, as several of the phenomena fuelling it – very low birth rates, early retirement ages and increased longevity – are less marked in other nations. However, in time that may change.

The World Assembly on Ageing is a prime opportunity for all those involved – governments, employers, workers, and older citizens – to re-examine the scale of the problem and discuss possible solutions.

If the pessimists are right, and there really is a "grey time-bomb", then the sooner action to defuse it can be taken, the better. The clock is ticking.



The ills of Central and Eastern European health care

A grim picture of diminishing public health structures, deteriorating working conditions and staff pessimism emerges from a recent survey of Central and Eastern European health care. The situation is especially grave due to a severe deterioration in public health in much of the region over the last decade, in some cases with life expectancy plummeting.

GENEVA – A recent survey of a specific class of workers in Central and Eastern Europe has produced some startling results. In Ukraine, 75 per cent said their pay had diminished in the last five years. In Romania, some 93 per cent said not being able to live on their wages was their biggest concern. In Lithuania, 43 per cent said they feared losing their jobs in the next year. And in Moldova, workers said they are often paid months late, if at all.

On the face of it, it would appear that the decade since the fall of communism has not been a paradise for most workers. Yet, those surveyed aren't employed in declining industries, former state-run enterprises or collective farms.

Instead, these workers – many of whom are suffering from great uncertainty, lack of pay, poor working conditions and general demotivation – are part of the health care infrastructure, a sector which in the current conditions of Central and Eastern Europe might be more needed than ever.

These data come from a new series of studies carried out jointly by the ILO and Public Services International (an international trade union federation of public sector workers)¹. The studies focused on the experiences and views of those working on the front lines of the health services in Central and Eastern Europe, people who not

only have seen and experienced first-hand the harsh results of the past decade, but are also in a position to affect the lives of others by their work. If they lack the means to deliver a decent service, then the rest of the population is in trouble.

However, public health provision often appears unable to deliver basic affordable health care and, according to the survey, health staff are increasingly paying the price of this failure.

HOW DID THIS HAPPEN?

How did public health care in these countries come to this? The issues involve the changing political landscape, health service restructuring and economic weakness.

Following the collapse of the Soviet Union, and often with the support of the World Bank, many nations in the former East bloc began radical surgery on their health services.

Typical reforms included a shift from state-provided health care to mainly insurance-based financing, decentralization, and a greater emphasis on general-practitioner (local doctor) based primary health care.

The introduction of privatized health care at first remained mostly confined to services such as dentistry, although lately significant private health care has begun to emerge in several countries.

The changes represented a huge experiment in health care restructuring, one not attempted in this manner ever before. However, the cutting of public funding coupled with the decentralization of funding responsibilities left many local authorities without the resources or administrative capacity to meet new obligations. This, combined with a serious deterioration in public health and an increase in many chronic diseases, helped produce the current crisis.

¹ *Socio-Economic Status of Health Care Workers in the Russian Federation* - Stepanchikova, Lakunina, Tchetvernina, December 2001.
Health Care Reform, Privatisation and Employment Conditions in Central and Eastern Europe: A Four Country Study - Beck, Watterson, Woolfson, December 2001.





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>> HEALTH CARE DECLINES

The surveys show that optimism over significant future improvement appears in short supply; nearly two out of every five respondents from the Czech Republic thought that future government plans would actually make their situation worse. The state of under-funding is so bad in Kyrgyzstan and Armenia that large proportions of health care workers are on “administrative leave”, failing to come to work because the hospitals and clinics lack funds to pay them. In Moldova, Europe’s poorest country, the health system is said to be near collapse.

Three out of every four Romanian and Lithuanian workers surveyed said their pay had fallen in real terms over the last five years. Yet falling pay did not appear to be accompanied by any increase in job security; indeed, quite the opposite: a staggering 43 per cent of Lithuanians feared they could lose their jobs in the next year alone.

With little certainty over pay and future funding, the health care systems have had to increas-

ingly rely on other ways of paying staff. The lack of funds has encouraged doctors and others in direct contact with patients to demand or expect illegal payments; in many countries, revenue from secondary sources now accounts for more than a third of total income. In Russia, for example, such “under-the-table” arrangements represent an estimated 40 per cent of all expenditures by persons seeking medical care. Less formal forms of income are not a proper solution to the health crises though, because an increasing number of citizens have found themselves unable to pay. The ILO People’s Security Surveys (PSS), for example, found 88 per cent of families in Ukraine and 82 per cent in Hungary were unable to afford basic health care.

The populations’ health needs, however, are huge, and increasing. Over the last decade in Russia, tuberculosis incidence more than doubled, the level of registered drug addicts increased almost nine-fold and the incidence of sexually transmitted diseases grew forty-four times. During 2000, the number of HIV-positive people increased two-fold, and an estimated 23,000 people died of alcohol poisoning. It is a pattern with grim echos across much of the region.

WHAT IS TO BE DONE?

Tackling such health crises would be a challenge even to an adequately funded and well-functioning system, one where staff were properly remunerated and working conditions good. This is hardly the case in the countries surveyed. Instead, health care workers often attempt to cater to the needs of an increasingly impoverished and ill population in the face of huge job insecurity and poor working conditions.

Whether the situation will be dramatically improved soon is far from obvious. What is clear though, and demonstrated by the recent survey, is that the experience of those on the front line – the health workers trying to keep things running – will have to form a key part of the solution.

Alan Leather - Deputy General Secretary of Public Services International - spoke to the *World of Work* about the situation of health care workers in Central and Eastern Europe, and prospects for the future.

How would you characterize health care in the region?

"Broadly speaking the countries of Central Europe, the Czech republic, Slovakia, Hungary, Poland, that sort of group of countries, have obviously undergone significant changes in their health systems, which have led to forms of commercialization and privatization, and in most cases the unions have participated in those changes."

And the rest of the region?

"There are the countries of the former Soviet Union, which have also been reforming and restructuring, but because of the overall economic situation in those countries – the weak economic situation in those countries – the effect of these changes has been absolutely disastrous on health workers."

What type of problems do workers face?

"The average wage in a number of countries is below the subsistence wage, so you're talking about wages, for example, in Moldova (which is probably the poorest country in Europe) of ten to fifteen dollars a month for nurses, twenty dollars a month for doctors, and it's just impossible to survive on that amount of money."

What are workplace conditions like?

"There's been absolutely no maintenance of hospital buildings and clinics, so in some cases you've got rain pouring in, no heating, they're very difficult to keep clean, and also there's been no investment in new equipment, so they're using equipment which they had ten years ago or even longer. Trying to make do, trying to repair it, lack of spare parts, just very badly run down."

How did things get this way?

"The World Bank has obviously told governments that they are going to have to cut the amount of money that's available to the public sector, and this has meant that the amount of the GDP that's available to the health services has been cut enormously, as much as 50 per cent in a number of countries. And this has created enormous difficulties for workers in the services, and for patients trying to get health care from the service. And if you look at the statistics for life expectancy, in a number of these countries you can see that it has dropped; in Russia, as much as ten years over the last ten years."

Why haven't the authorities responded more effectively?

"I think the whole health service is seen as being quite low in terms of government concerns, and I think in a number of cases it's just a lack of government responsibility for seeing the role of governments as making sure that all the social services are functioning and provide a safety net for people going through this awful transition period, which in many countries has almost created a collapse in the functioning of the country."

Are things getting better?

"I sense there is more awareness now that this cannot be allowed to drift because it's reached the point where the amount of resources that would need to be put in, just to get buildings and equipment up to a reasonable level is huge, and the longer they leave it, the more they're going to have to pay in the future, or the more they're going to have to borrow in the future in order to survive."



Sexual exploitation of

From city streets to cyberspace, it's getting worse

The commercial sexual exploitation of children is no longer a taboo subject and is now being discussed openly in a growing number of countries. Still, it remains a global problem – and is becoming even more so through use of the Internet. Fighting such child abuse effectively requires an attack on its underlying causes. This report examines what can be done

YOKOHAMA, Japan – When the World Congress against the Commercial Sexual Exploitation of Children, held here in December, concluded its sessions, the sheer size of the gathering illustrated the scope of the problem being addressed.

Moving beyond the perception that sexual abuse of children for profit is a problem of poor countries, the 3,000 delegates, representing more than 130 countries and hundreds of NGOs, intergovernmental organizations and the private sector, heard harrowing stories of Albanian minors trafficked to Western Europe, Japanese adolescents offering sex in exchange for pocket money, Russian street children forced into prostitution and young Vietnamese or Nepalese girls sent to brothels in Cambodia and India.

Almost no country would dare claim that it is totally free of the problem. Nor would any country provide precise data on the number of children commercially exploited for sexual purposes. Much of the exploitation is clandestine – and a general methodology for determining how widespread it is has yet to be created.

FROM EARTH TO CYBERSPACE

However, even without an exact number of children who fall victim to commercial sexual exploitation – which some put as high as two to three million – most of the Yokohama partici-

pants were certain that it is on the rise, especially child pornography. And what was equally clear is that sexual exploitation of children has been extended from city streets to the information highway.

Previously limited to clandestine distribution networks for books and videos, or the grimy streets of impoverished ghettos, child pornography has been rocketed into cyberspace by the Internet, through its ease of distribution and global reach. Delegates said Internet sites, charging access fees and offering photographs and videos of sexually abused children, are operating from countries where anti-child porn legislation does not exist or law enforcement is either unable or unwilling to attack it effectively.

One problem encountered by Web porn sites is that payment by credit card can expose porn surfers to the authorities. But this obstacle can be partially avoided through a new Internet development called “exchange groups” involving a limited number of pedophiles who, via a site they create, or e-mail, exchange photos and videos of abused minors, as well as pirated passwords giving them access to child porn sites requiring payment. As a pre-condition for membership, new candidates must generally feed the network by providing pedophile photographs they have taken themselves, thus creating new victims.

COOPERATION OF INTERNET SERVICE PROVIDERS NEEDED

The number of surfers interested in such material is enormous.

“During a special operation carried out recently, we monitored 30 Internet newsgroups,” says Sharon Girling of the British National Crime Squad. “That allowed us to zero in on at least 9,800 individuals, in Great Britain and elsewhere, who either distributed or downloaded photographs showing child abuse.”

In 1996, the Manchester police confiscated

children



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HOW LABOUR CAN HELP

Organized labour is joining the fight against commercial sexual exploitation of children. In the Philippines, a hotel workers' union, NUWHRAIN¹ provides an example. The union carried out a study to increase its knowledge of the phenomenon of child labour and children in prostitution in the tourist industry, one of the key sectors of the Philippine economy. The study was supported by ILO/IPEC, the Japanese union, RENGO, and the international professional union, UITA² with which it is affiliated.

This study led to the production of a manual explaining to union members the importance of the fight against child labour and indicating several avenues of action. One of these is to take advantage of collective bargaining to oblige employers to include in collective agreements a series of points taken from a model agreement published by UITA,³

which aims to prevent sexual relations with children in their hotels.

Among these is the obligation of hotel employees to report to their management or their union delegation any request from a client in connection with child prostitution, so that they may take appropriate action. The model agreement also stipulates that no disciplinary measures will be taken against an employee who had refused to follow up on a request from a client linked to child prostitution.

The International Confederation of Free Trade Unions (ICFTU) has also published a report presenting several possible avenues for union action in the fight against the commercial sexual exploitation of children. This report can be obtained from the Press Department of ICFTU (www.icftu.org).

¹ National Union of Workers in the Hotel, Restaurant and Allied Industries.

² International union of workers in the food, agriculture, hotel/restaurant, tobacco, and related sectors.

³ The model agreement, aimed at eliminating child prostitution in the tourist industry, is available on the UITA Internet site: www.iuf.org/french/travaildesenfants/05.htm

>> only 12 photos and videos of child pornography, while in 1999, they discovered 41,000, almost all on the Internet.

¹ Since November 2001, the Council of Europe has invited its 43 member States, including the United States, Canada, Japan, and South Africa, to sign the first international convention on cybercrime. When it goes into effect – after ratification by five countries, of which three members of the Council of Europe – cyber police will have the right to carry out remote searches, to intercept communications, to disrupt computer programmes, or to retain connection data.

International cooperation among police departments enables contact with the Internet service providers used by the offenders, but they need to have kept logs of all connections established by their subscribers in the past. Several countries have adopted a law which requires them to do so¹.

Many NGOs and governments have set up “hot-lines” where any Internet surfer may report addresses of pedophile sites which he might have run into.

CONCRETE ACTION PLANS, NOT HIT-OR-MISS MEASURES

Research over the last few years on the commercial sexual exploitation of children has shown it to be a complex phenomenon which sporadic measures cannot overcome. As a result, the delegates in Yokohama emphasized the need to fight against all underlying causes of the exploitation: poverty, the breakdown of families, armed conflict, drugs, and the increase in demand by abusers.

AIDS is another factor explaining why more and younger children are falling victim to child prostitution. Pedophiles believe the younger the child, the lower the risk of becoming infected with HIV, a mistaken impression that international organizations have sought to counter.

In response, the Yokohama meeting adopted a “worldwide pledge” reaffirming and extending the promises made during the first Congress held in 1996, in Stockholm. In particular, it calls for the urgent ratification of international instruments relating to the sexual exploitation of children, such as the ILO Worst Forms of Child Labour Convention, 1999 (No. 182).

“Since the Stockholm Congress, the commitment of the ILO has significantly deepened with the unanimous adoption in June 1999 of Convention No. 182,” said Kari Tapiola, ILO Executive Director, in an address in Yokohama. “This Convention is an extremely important instrument against exploitative child labour, including children in prostitution, child pornography and trafficking-related abuse of children.”

Since its adoption, Convention No. 182 has been ratified by more than 110 of the ILO’s 175

member States, the fastest pace of ratification of any Convention in the Organization’s 83-year history. It requires:

- Ratifying States to adopt immediate and effective measures to secure the prohibition and elimination of commercial sexual exploitation of girls and boys less than 18 years of age.
- Establish or designate appropriate mechanisms to monitor the commercial sexual exploitation of children, including its incidence, patterns, methods of gathering critical information, and successful strategies for combating it.
- Establish a programme of action to eliminate commercial sexual exploitation of children as a matter of priority.
- Enforce measures to combat commercial sexual exploitation, including efficient and real penal sanctions.

This and other ways of tackling the problem were discussed in a session organized by the ILO International Programme on the Elimination of Child Labour (IPEC) at the Congress. The IPEC workshop also outlined “time-bound” measures to combat child trafficking and children in prostitution.

Still, the most difficult task remains: to convince governments to respect the promises made in Yokohama. This presents a big challenge, since only some 50 countries adopted a plan of action against the commercial sexual exploitation of children, whereas all of them had pledged to do so at the Stockholm Congress. The next United Nations Special General Assembly on children in May, could provide the forum for a first evaluation on this subject.

– Samuel Grumiaux

Trafficking of children

In the South Asian countries of Sri Lanka and Thailand, the trafficking in children for exploitative employment involves tens of thousands of children, and is closely linked with tourism. Children are also trafficked for the production of pornographic movies for local and foreign markets as well as for Web sites. There are many contributing factors, ranging from ethnic conflict to poverty. Children aged 11 to 18 years mainly come from the poorest segments of society; broken and/or single parent families, the adults of which have never attended school or dropped out of school early.

ILO/IPEC strives to mainstream the issue of trafficking into policies and programmes which address children's rights in the context of the Convention on the Rights of the Child, and ILO Convention Nos. 138 and 182, by involving all stakeholders in planning, and by encouraging inter-agency collaboration. These measures involve national, provincial, district and community stakeholders and partners and are of three types: capacity building, awareness-raising and advocacy, and direct assistance.

- **Capacity-building:** Consists of strengthening the capacity of the agencies responsible for the protection of children in general and the combating of trafficking in children.
- **Policy and Legislation:** Building ownership among key stake-

holders at national, provincial, and local levels through technical support to nodal agencies.

- **Rehabilitation:** Establishment of, and support to, rehabilitation centres for rescued, referred survivors, through a multi-disciplinary and human-rights based approach to rescue, rehabilitation and reintegration of children, with a focus on enhanced psycho-social trauma treatment and economic empowerment of vulnerable and trafficked children and their families.
- **Reintegration:** Community involvement in the reintegration process, genuine and applicable economic empowerment of youth and adult family members of the survivors, including job placement with the help of the private sector.
- **Prevention:** Awareness-raising through trade unions in plantation areas. Direct intervention with special attention to pre-

vention through education and skills training, alternative livelihood, employment placement, and legal literacy, addressing the 'push' factors.

- **Research:** Research has been undertaken to obtain a better understanding of the trafficking situation in the country, with a view to using its results toward formulating action-oriented programmes which provide a results-based approach to finding long-term solutions. It is expected that preventive measures such as poverty reduction will be focused upon, especially in future programming efforts. Baseline research for all direct interventions, as well as legal research are also being conducted.



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ILO waves “red card” at child labour

When a group of referees collectively raised a forest of red cards during the African Cup of Nations in Mali recently, nobody groaned. The red cards were against child labour and part of a new campaign to stop the practice



© ILO / AFP

BAMAKO, Mali – Until now, no one wanted to see a red card on the football field, signifying a major foul and expulsion from the game. A new campaign launched by the ILO International Programme on the Elimination of Child Labour (IPEC) on 18 January at the 2002 African Cup of Nations here has changed all that.

The “Red Card to Child Labour” campaign is up and running, gathering support from football fields to government ministries. The new campaign against the use of child labour is symbolized by the red card handed out by referees for serious violations of rules on the soccer field.

“Child labour is neither a sport nor a pastime,”

said ILO Director-General Juan Somavia in a statement. “Child labourers work hard – on the farms, in mines and quarries, as domestic servants. Some are trafficked into slave-like conditions or prostitution. Millions are condemned to lifelong poverty and despair.

“Now, working hand-in-hand with the world’s most popular sport, we hope to galvanize the global campaign against child labour with this potent symbol – the red card that means you’re out of the game,” the Director-General said.

A GLOBAL CAMPAIGN

The ILO aims to take its initiative worldwide to include the World Cup matches this year and in years to come. As senior officials of the Government of Mali, including Labour Minister Makan Moussa Sissoko, looked on, the ILO signed an agreement with the Confédération africaine de Football (CAF) and the Comité d’organisation de la Coupe d’Afrique des Nations (COCAN) 2002, which launched the sports world’s involvement in the Red Card campaign.

At the opening game, all referees expressed their support for the campaign by showing the red card before the start of the match. Already, national teams from Mali, Egypt, Senegal, Tunisia and Niger have committed themselves to do campaigning.

“Events like these are designed to mobilize large audiences of people watching the games on television as well,” said Alice Ouedraogo, Director of Policy Development and advocacy at IPEC, who spearheaded the campaign. “We have developed a campaign video, messages on child labour that can be shown on the big screens, the ‘Red Card to Child Labour’ song for broadcast by radio stations, banners, T-shirts and other products that can be used to draw attention to our goal of stopping child labour.”

Besides this main campaign in Mali, there are ongoing national campaigns in Burkina Faso, Cameroon, Côte d’Ivoire, Egypt, Ethiopia, Gabon, Ghana, Morocco, Democratic Republic of Congo, Senegal, Togo and Zambia.

Among the supporters of the campaign was Sepp Blatter, President of FIFA, who underlined the commitment of the Federation to working against child labour, and the importance of using FIFA’s channels to reach a large public. Mr. Blatter invited ILO officials to screen the campaign video at the World Football Cup 2002 in Korea/Japan.

The Red Card campaign aims to seize on the popularity of the African Cup of Nations 2002 and

other football events to generate the widest possible public awareness of the harsh reality of child labour, and encourage people to support the global movement against it. The campaign adds a new, symbolic element to the global struggle against child labour, exemplified by the rapid ratification by over 100 countries of ILO’s most recent labour standard, the Worst Forms of Child Labour Convention, 1999 (No. 182).

While Africa today is home to some 40 per cent, or about 80 million, of the world’s child workers, the continent has in many ways led the way in the struggle against child labour, especially in its worst forms. Of the 115 countries ratifying Convention No. 182, thirty are from Africa, including the first two ratifying states (Seychelles and Malawi).

Following the launch of the Red Card campaign in Africa, the ILO plans to pursue the initiative in Latin America, Asia and Europe. IPEC, which is running the campaign, is active in 75 countries, removing children from abusive child labour, providing them with rehabilitation and education, and providing their families with income-generating possibilities.



IT professionals' forums

The Indian software and IT services industry has been growing through the 1990s at a rapid compound annual rate of over 50 per cent, soaring in value from US\$175 million in 1989/90 to US\$5.7 billion in a decade. Such growth has spurred a rapidly developing skilled workforce, swelled each year by new engineering and computer science graduates.

BANGALORE, India – The growth of the Indian IT sector has been aided by the Indian Government's policy of establishing specialist Software Technology Parks in about 18 Indian cities. Mumbai, Bangalore, Delhi and its environs, Hyderabad and Chennai are all now important IT centres, with both indigenous Indian IT companies, such as Infosys, Satyam and Wipro Technologies, and Indian arms of multinational IT companies.

In two Indian cities, Bangalore and Hyderabad, IT professionals are now in the process of developing their own forms of collective organization, designed to represent their interests at work. These bodies are not trade unions in the traditional sense; however, they have strong international trade union support and can be seen potentially as presaging a new emerging form of worker representation, suitable for the needs of new industries in a new century.

The IT Professionals' Forum in Bangalore was launched at a public meeting in the city held in late 2000, and since then it has also developed an offshoot in the smaller city of Mysore, about 140 km to the southwest. According to its secretary H.S. Amar, about three hundred people have enrolled as members and at least a thousand other people have been in contact with the organization. Approximately 150 IT professionals attended its most recent public meeting, held in Bangalore in January of this year.

Its sister IT Professionals' Forum in Hyderabad was also launched in 2000, and has a similar level of support, judging from the 250 or so people who filled a hotel conference room in the city for a public meeting of the Forum recently. Hyderabad's impressive Cyber Towers, the first phase in the 'HITEC City' science park on the city's outskirts,

opened about three years ago, and is now a base for GE Capital, Microsoft, Infosys and many other major companies. Some in Hyderabad, indeed, now like to claim that their city should really be called 'Cyberabad'. The IT Professionals' Forum there has seen its ability to develop and service its members' needs increase since January this year, when it opened an office in a central area of the city. The initial costs of the office lease have been met by financial support offered by the Swedish trade union, SIF.

The IT Professionals' Forums have been strongly supported organizationally in their development by the international trade union federation, Union Network International (UNI), and have recently become UNI affiliates in their own right. Further moral support has been given by post and telecoms trade unions in India. However, the Forums very clearly say that they do not wish to describe themselves as trade unions, a term which they fear could prove off-putting to potential members. Similarly, they prefer to talk of "IT professionals" rather than "workers". Any talk of seeking confrontation with employers is most definitely eschewed.

Despite this, the work which they are undertaking for their members would be familiar to many trade unions. The Bangalore Forum, for example, has been concerned by the number of suicides in the IT sector, something it attributes to work-related stress, and it recently arranged for members to meet with a psychiatrist to discuss stress management techniques. Eye-strain from excessive computer monitor use is another concern, and the services of a professional optometrist have also been obtained. Back pain problems from poor working postures at workstations is another item on the agenda.

More generally, the Bangalore Forum has anxieties that IT professionals are working excessively long hours. One member who works for a major US IT multinational argues that although he is contracted to work eight hours a day for five days a week, in practice he and his colleagues feel that they have to unofficially work on Saturdays as well, in order to get their workload cleared. "Effectively we're working the sixth day for free," he says.

THE WORK OF GIANTS

Rebuilding Cambodia

Brian Wenk

Nick Rain
Photography



International Labour Office Bangkok

THE WORK OF GIANTS

When a country starts rebuilding after years of destruction, what people want most are jobs – jobs to reclaim their lives, take charge of their families and build communities where life is good again.

In the wake of a 1991 agreement to end decades of conflict in Cambodia, the ILO moved to help Cambodians get those jobs. With the country's infrastructure in a shambles, ILO engineers worked to create sustainable employment by training hundreds of Khmer engineers and technicians to rebuild roads, bridges, canals and tourism sites. To breathe life back into the economy, the ILO also provided sorely needed training in a range of trades and skills and helped set up a still thriving micro-credit scheme.

The *Work of Giants* tells the story of that decade-long reconstruction effort. It reveals how engineers, vocational trainers, micro-

financiers rolled up their sleeves – and sometimes risked their lives – to help the people of Cambodia turn one of the most harrowing pages in their history.

Much of their work took place near the world heritage site of Angkor, where Khmer workers had shown centuries ago what they could do without bulldozers, cement mixers and other heavy equipment. The *Work of Giants* leaves no doubt about the capacity of modern-day Khmers to keep on building. A tribute to Khmer builders, the title echoes the reply given to a 19th century western visitor who asked everyone who had built the great temples: giants had made them!

A de-miner cautiously practices his dangerous trade. Such were the work safety standards introduced by the ILO that there was no loss of life or injury to mine accidents on ILO work sites.

GENERATING EMPLOYMENT AFTER WAR

In order to provide jobs – particularly for returning refugees, internally displaced persons, female heads of households, demobilized soldiers and the disabled – the ILO, with initial funding from the UNDP, launched a large-scale Employment Generation Programme. The Programme targeted people looking for immediate unskilled work, entrepreneurs wanting to start or expand small businesses, and workers needing to upgrade their skills.

Three major projects set up: a labour-based infrastructure rehabilitation project, whose first chief technical adviser was Mike Shone; a small enterprise and informal sector promotion project headed by Roel Hakemulder and the vocational training for employment project lead by Trevor Riordan.





Clearing vegetation from the moat around Angkor Wat. Special tools were devised for disabled workers who had lost limbs to land mines.

At a Cambodian market, trade is lively in goods, building materials, clothing, livestock, firewood and charcoal.



SEE P.39 FOR ORDERING INFORMATION

Returnees symbolizing the switch from equipment-based to labour-based technology. Setting up a massive employment-generation programme, the ILO created a model of poverty alleviation emulated today by the World Bank and other international development organizations.



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COMING IN THE NEXT ISSUE OF WORLD OF WORK:
The ILO employment generation programme in Cambodia: its history and accomplishments

in India

Ironically, some of the young IT professionals who have become active in the Bangalore Forum have the opposite problem. Engineering and computer science students graduating last year have been particularly unfortunate, since the economic downturn in the United States and the effects of September 11 have contributed to a slower rate of growth in the second half of last year for the Indian IT industry. As a result job offers which students had been promised by IT firms have now in many cases been withdrawn. The problem, as one affected graduate points out, is that students who, like him, had received offers of work, felt themselves morally bound not to attend other companies' recruitment interviews – and now find themselves having missed out on other possible work opportunities.

For H.S. Amar, Secretary of the IT Professionals' Forum in Bangalore, the need for the Forum is not in doubt. He accepts, however, that the practicalities of developing the organization and building membership are challenging, not least since there is as yet no office in Bangalore to match the one in Hyderabad, and only members' voluntary time is available to deal with enquiries. With low membership fees of only a few hundred rupees a year, the Forums will continue to need external support for some time before they can hope to become self-sustaining.

Nevertheless, Union Network International sees these Indian IT professionals' associations as an important initiative in a sector which, internationally, is not known for high levels of trade union organization or worker representation. UNI's Gerhard Rohde, addressing members of the Bangalore Forum in January, told them that the need was to find effective "new types of organization", which he said might well look quite different from traditional trade union structures. "IT professionals should organize," he said, adding the rider, "They should be trying to find new ways of expressing their needs and demands." He drew attention to the experience of WashTech, which has used the Internet as a central tool in developing an association of Microsoft employees and other information technology workers in Washington State, USA, and the similar Web-

based initiative in Silicon Valley, "Alliance@IBM". The issue of quasi-trade union structures suitable for young information and communication technology (ICT) workers worldwide featured in a debate by delegates at UNI's first World Congress, held in Berlin last September.

A broader opportunity to discuss the economic and employment prospects of the Indian IT sector from a strongly practical perspective, will be available next year at the national tripartite seminar which the ILO is planning to hold in Bangalore. The seminar will build on the ILO's key report, the *World Employment Report 2001: Life at Work in the Information Economy*, and is expected to bring together experts from Indian Government authorities and from the influential National Association of Software and Service Companies, NASSCOM.

– Andrew Bibby



PLANET WORK

EMPLOYMENT

■ European employees are increasingly fighting workplace harassment. Payouts to victims of discrimination in **Britain** have reached a record 3.53 million pounds a year according to research by the *Equal Opportunities Review*. This is 38 per cent higher than the total for the previous year. Of 318 tribunals which awarded compensation 186 were for cases of sex discrimination, 75 of race, 47 of disability, five of race and sex discrimination and two of disability and race discrimination.

– Source, *Belfast Times*

■ Moves to help those suffering under informal and insecure contracts are growing in **Chile**. As many as 400,000 women who work in rural areas during the fruit harvest are set to receive contracts following Parliament's recently approved labour reforms. The labour reforms reestablish the right to collective bargaining, expand protection for striking workers, and update other work-related rights which had been restricted under the dictatorship of General Augusto Pinochet (1973-1990).

– Source, *Global Information Network*

■ The recent attacks in the United States have hit job prospects. A recent survey shows more than two thirds (63 per cent) of job seekers questioned in the New York metropolitan area believe that the events of September 11 had a negative impact on their job search. However, only 27 per cent of hiring managers surveyed felt the terrorist attacks had a negative impact on their recruitment efforts.

– Source, *The New York Times*

■ A campaign to enforce the rights of maids has been launched in **Indonesia**. Under the law, housemaids are entitled to a day's rest a week, something many are denied, according to the Indonesian

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

THE END OF THE "JOB"?

At one major computer chip manufacturer, a joke goes like this: "If my manager calls, will you find out his/her name, please?"

The world of work is changing, so fast in some places that people don't know who they're working for – or what they're supposed to be doing anymore. That's because not only is the concept of a "job" changing, but employers are increasingly asking employees to do whatever it takes to get the job done.

Some experts believe the concept of a job – or work for which an individual is responsible – is a quaint, eighteenth century concept. And increasingly, a thing of the past.

One expert, quoted on the "Weekend Asia" Web site of the *Wall Street Journal*, said that at the computer chip maker, "they still have jobs, but that's only because they don't know how else to hire people. As soon as they're hired, their job is gone, because their job description keeps changing." In other words, work responsibilities are shifting more and more based on the requirements of the team or the boss – whoever the team or boss might be at any given moment – rather than one person's job description.

The upshot? People who find themselves saying, "that's not in my job description," might find out that neither will they have a job for long, the expert says. "In one sense, we're all temporary workers," the expert adds. "We have work as long as it's useful to the company."

Children's Welfare Foundation. One official said although laws already exist to protect maids, those between 10 and 18 years of age are sometimes forced to work 15 hours daily at a stretch, without holidays. According to a 1999 Labour Survey, Indonesia is home to over 1.3 million maids, of which 300,000 are between the ages of 10 and 18.

– Source, *Jakarta Post*

■ Following earlier moves to include "work rage" – workplace violence or threats – in the Canadian Labour Code, businesses in the country are now offering increased education and training to try to mitigate the problem. A 1998 ILO survey found that **Canada** had the fourth worst record for workplace violence behind **Argentina, Romania and France**.

– Source, *Vancouver Sun*

■ A majority of companies surveyed in the **United States** believe supporting the arts is good for employees and business overall. Of those questioned, 74 per cent said that an involvement with the arts is

beneficial, by offering networking opportunities which lead to new business, stimulate creative thinking and problem solving and build team spirit in the workplace. Last year, US companies gave 1.56 billion US dollars to the arts.

– Source, *Yahoo News*

GENDER ISSUES

■ Solidarity between the sexes is on the agenda in **Australia**. Some 80 male workers at a paper manufacturer in Sydney staged a five-day strike in support of female workers. The men had recently negotiated a 14 per cent pay rise for themselves, but delayed benefitting from the increase to help eight women working in the company's office gain a similar increase and win collective bargaining rights.

– Source, *Dow Jones Newswires*

■ Women working at Boeing Co. plants in California, Kansas and Missouri in the **United States**, have sued the aerospace giant, claiming they were denied promotions or pay rises because

of their gender. Boeing hasn't commented on the specific case, but has argued that the company is "absolutely committed to equal opportunities for all of its employees, and does not tolerate discrimination of any kind". The company in December 2001 employed over 190,000 workers, but has now begun layoffs expected to total between 25,000 and 30,000 by July of this year.

– Source, *Reuters*

■ The wage gap between female managers and their male counterparts actually grew between 1995 and 2000 according to a survey by the US Congress. Full-time female managers earned less than male managers in all ten industries studied. The report suggests that women are still being held back by the "glass ceiling" which historically has been a barrier to advancement in the workplace.

– Source, *Associated Press*

■ The recent announcement from China that the Shanghai Maritime Academy is recruiting 30 female cadets because of a shortage of male recruits, has the sea world's alarm bells ringing. According to the Seafarers International Research Centre in Cardiff, Wales, more women are now working in the maritime sector than previously thought. With figures still scanty, the centre reportedly plans to work with the ILO on a study of women at sea.

– Source, *Lloyds List, December 2001*

UNIONS

■ Unionization is up down-under. Union membership increased in **Australia** in 2000, after years of declining support. It is also up in the **United Kingdom**, where the Trade Union Congress, the national union federation, reached 7.2 million members, its third successive increase. Union households in the United States, despite member-

ship levels remaining static, saw an increase in their political leverage. Union households accounted for 26 per cent of the vote in last year's elections, up from 19 per cent in 1992.

– Source, *Jane's Information Group Limited*

■ The AFL-CIO, which represents more than 13 million US workers, is set to invest 750 million US dollars from pension funds for commercial real estate and affordable housing development, in New York City. The plan is intended to help stimulate employment, and will also provide low-interest mortgages for union members and city employees.

– Source, *Bloomberg*

■ The Kenyan government has lifted a ban on a union for civil servants. Alfayo Nyakundi, the union's general secretary before the ban, has argued that the move "should trigger a process of enhancing working conditions for civil servants now languishing in abject poverty". It is estimated that at least 50,000 of the 200,000 civil servants will join the union.

– Source, *The Nation*

HEALTH AND SAFETY

■ The United States Occupation Health and Safety Association (OHSA) has reported that it has had to cut back on workplace inspections because of the September 11 terrorist attacks. The organization has been involved with safety issues at the World Trade Center site, as well as bioterrorism threats. As a result, it does not expect to meet its target of 34,000 inspections this year.

– Source, *Institute of Management and Administration*

■ A petition circulating in Florida is offering voters a chance to choose in a referendum whether to ban smoking

from all restaurants and enclosed workplaces. If 488,722 signatures are received in favor of the vote, the question will appear on ballot papers in November. However, the tobacco industry is fighting back by arguing in the Florida Supreme Court that the ballot shouldn't go ahead because the question doesn't meet the state's strict standards on being precise and on a single subject.

– Source, *The Orlando Sentinel*

■ Journalism remains a hazardous profession. According to the advocacy group, Reporters Without Borders, journalists around the world faced more arrests, threats, attacks and acts of censorship in 2001 than the year before. The report said 489 journalists were arrested in 2001, an increase of nearly 50 per cent over the previous year. In 2001, thirty-one journalists were killed, one less than the year before, with eight reporters dying in Afghanistan while covering the fighting there after September 11. Journalists attacked or threatened in 2000 rose to 716, an increase of 40 per cent over 2000.

– Source, *Reporters Without Borders, Paris*

IMMIGRATION

■ The integration of immigrants at work and in society generally, has been thrust into the spotlight in **Sweden**, following the death of a 26 year-old woman from Turkey. Having met a Swedish boyfriend and rejected an arranged marriage, she was shot dead while visiting her sister. Her father will face trial for her murder. A debate is raging in the country over how much of a role the state should play in the integration of immigrants. A fifth of the Swedish population was born abroad or has at least one parent born abroad.

– Source, *Financial Times*

Civil aviation: Seeking way out of airline crisis

In response to the woes facing the civil aviation sector, an ILO tripartite meeting brought representatives of unions, employers and governments together in January. Following three days of intense discussions, some 200 representatives of the aviation industry called for measures to bring the industry back to stability, restore revenues and profits, and continue investments in infrastructure improvement. The critical element: restoration of consumer confidence

GENEVA – The meeting noted that even before September 11, several airlines had already announced redundancies or had plans in place to manage the envisaged downturn in the industry. However, the employment effects of the cyclical downturn, combined with the attacks, resulted in the loss of approximately 400,000 jobs worldwide, and are now affecting all segments of the air transportation industry – airlines, airports, air navigation services, equipment manufacturers, catering companies, parking and car rental facilities.

In addition, recruitment freezes, non-renewal of temporary contracts, voluntary early retirements, voluntary or compulsory redundancies, reduced working hours, and pay cuts or pay freezes, have cost additional jobs. Most of these measures are of a temporary nature but may well last until about 2003, or until the industry takes off again.

The meeting also recognized that the effective absence of war-risk insurance came close to forcing a complete shutdown of the world's aviation system in late September 2001. Only through government intervention were a variety of stop-gap measures put into place to provide alternative coverage. Unfortunately, many of the stop-gap meas-

ures are due to expire in the coming weeks or months, notwithstanding the fact that work has not been concluded on efforts to find effective permanent substitutes.

The meeting made the following recommendations:

- Civil aviation workers and employers should enjoy the benefits of fundamental principles and rights at work; in particular, the right to freedom of association and to collective bargaining.
- The role of certain categories of workers, for instance, cabin crew and ground staff, including air traffic controllers, could be strengthened through training based on harmonized global standards, taking into account International Civil Aviation Organization (ICAO) regulations.
- Where aviation-specific protection does not exist, comprehensive occupational and safety legislation and regulations should be applicable to all civil aviation employees, including flying personnel.
- Governments should consider funding long-term training and retraining for all categories of workers as an investment in the national aviation industry. International cooperation on providing training should be encouraged.
- Governments should, through the ILO and ICAO, consider establishing minimum global harmonized standards for training of all safety- and security-sensitive aviation occupations.
- The orderly evolution in air transport services should be ensured within the framework of ICAO and of its principles of sovereignty and reciprocity, so as to facilitate the participation of all nations in the provision of, and the enjoyment of, economic benefits resulting from aviation services.
- In order to contribute to the development of a resilient aviation industry for the twenty-first century, appropriate, result-based, transparent social dialogue at the workplace, enterprise, national, regional and international levels should be encouraged.

- Governments should recognize the critical public-interest role that civil aviation plays in the overall economy, and afford it an appropriate place in national or regional strategic planning.

The meeting urged governments to ensure the provision of unemployment benefits, health insurance, and training and retraining, for furloughed and unemployed workers; provide support (including funding) for security and insurance costs to avoid labour conditions and job cuts from being the main focus for adjustments; extend all stop-gap measures to allow sufficient time for the development of permanent solutions; ensure the independence and integrity of national aviation safety regulators; ensure that their national aviation authorities have the necessary means and resources for the effective oversight and implementation of all components of an increasingly global, yet fragmented, industry; in coordination with ICAO, consider the establishment of effective legal protection and remedies against violence at work for flying personnel, including a review of jurisdictional issues, and establishment of safety requirements and procedures; and ensure that the fundamental workers' rights of aviation employees, including the right to privacy, are protected and respected in cases where such employees are subject to security vetting due to the sensitive nature of their employment.

The meeting urged the ILO to further investigate the impact of 11 September on civil aviation in developing countries and disseminate the results; undertake, jointly with ICAO, an urgent study on the impact on employment and safety practices of the restructuring of the aviation industry; in cooperation with national governments and international organizations, collect data on employment in the industry, disaggregated by gender and minorities, where available, and disseminate the results; collect data and undertake aviation-specific occupational safety and health research in the framework of its existing programmes in this domain; promote within ICAO and other safety regulators a "human factors approach" in the security domain, which maximizes the quality of human resources, in terms of elements which impact on the performance of security and safety functions; and enhance its cooperation and collaboration with aviation safety and economic regulatory bodies, relevant inter-



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national organizations, including ICAO and the international financial institutions, to promote the importance of tripartite consultation and continuous social and technical dialogue.

– 25 January 2002, ILO/02/03

Workers and globalization: ILO at the heart of the offensive

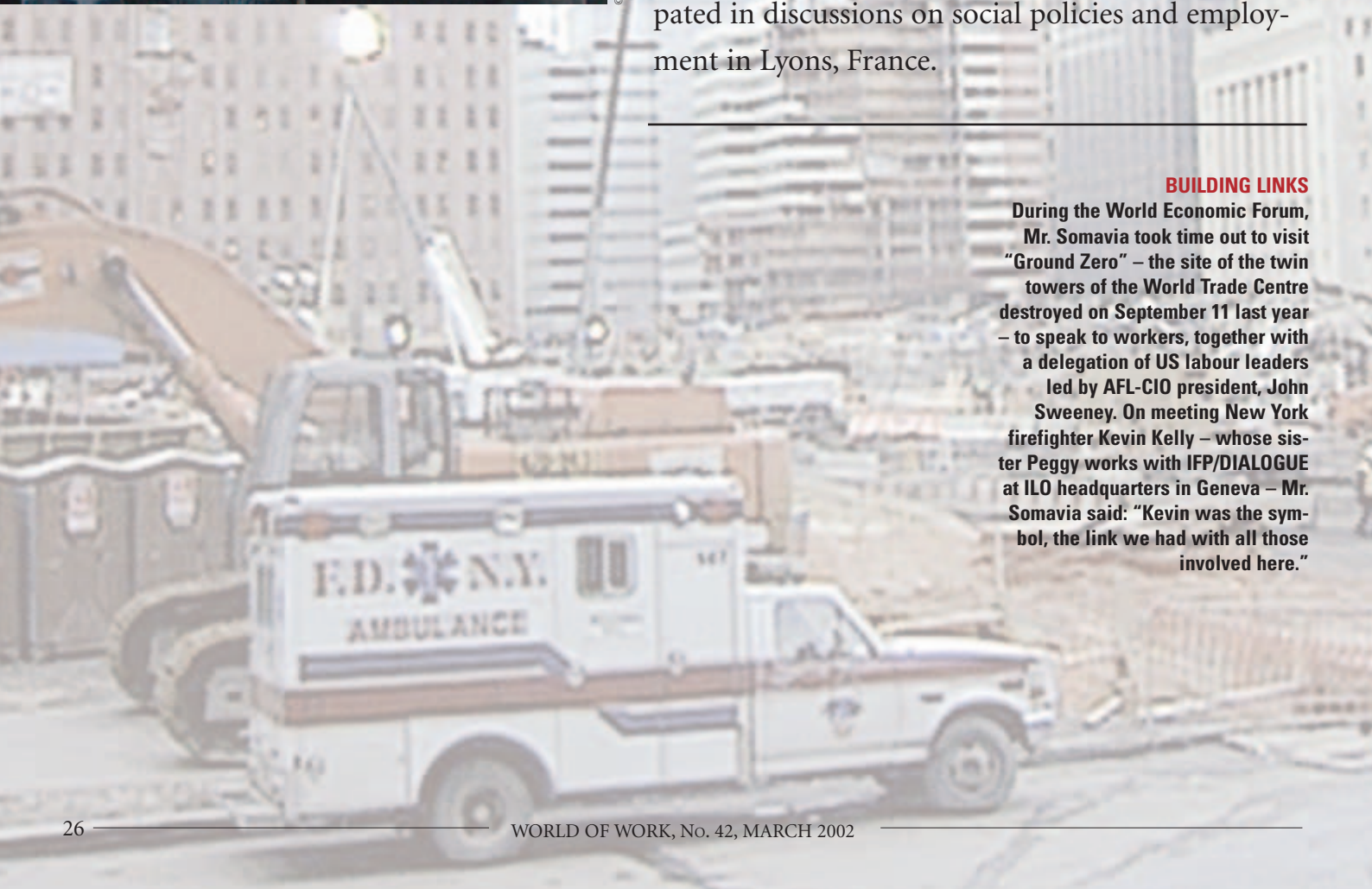


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ILO Director-General Juan Somavia held a round of discussions at the World Economic Forum aimed at airing ILO concerns on the need for business and labour to take a strategic approach to globalization. Held in New York in February rather than its birthplace of Davos, Switzerland, the WEF met to find ways of bridging the gap between the world's rich and poor in the globalization era. As part of ILO efforts to build such bridges, the Director-General attended the World Social Forum – dubbed the “social Davos” – in Porto Alegre, Brazil and participated in discussions on social policies and employment in Lyons, France.

BUILDING LINKS

During the World Economic Forum, Mr. Somavia took time out to visit “Ground Zero” – the site of the twin towers of the World Trade Centre destroyed on September 11 last year – to speak to workers, together with a delegation of US labour leaders led by AFL-CIO president, John Sweeney. On meeting New York firefighter Kevin Kelly – whose sister Peggy works with IFP/DIALOGUE at ILO headquarters in Geneva – Mr. Somavia said: “Kevin was the symbol, the link we had with all those involved here.”





LYONS MEET

Director-General Juan Somavia met with Elisabeth Guigou, the French Labour Minister, and Gérard Collomb, the Mayor of Lyon, for a two-day discussion on globalization and its effects. At the 17-18 January meeting, researchers, employers, trade unionists, university professors and officials from 10 countries, discussed the problem of the protection of workers during the different phases of their professional and private lives, and how to fine-tune social policies so that they adapt satisfactorily to these various changes.

NEW YORK/PORTO ALEGRE/LYONS – “Work is also about production and economic growth, and it can be about exploitation, discrimination and deprivation,” Mr. Somavia told the World Economic Forum, adding that “by concentrating on decent work for everyone – women and men – we can help create a better world.”

Referring to the effect of the global recession on job markets everywhere, he stressed that despite some optimism of an economic recovery this year, employment opportunities took far longer to present themselves. “Global crises typically lead to financial and monetary adjustments rather than to steps to promote productivity and job creation,” he said.

Mr. Somavia – one of the few heads of international agencies to attend both the New York/Davos forum and the second World Social Forum or “social Davos” held in Porto Alegre, Brazil – told participants in Manhattan that “we know we have to move into a globalization that benefits more people, but we have not done enough work to know how to go about it.”

“Decent work can shape and develop the economic and social policies of globalization for the benefit of the many and not just the few,” he said. “In this effort, entrepreneurship – in the business arena and beyond – is fundamental.”

SOCIAL FORUM

The World Economic Forum drew some 3,000 delegates – more than the average 2,000 who attended gatherings in Davos in the past, and a reflection both of the venue – New York, as

opposed to isolated Davos in Switzerland’s eastern mountains – but also heightened interest in globalization, poverty and social issues in the wake of the economic downturn and last fall’s events in New York, Washington and elsewhere.

New York/Davos was dwarfed, at least in size, by Porto Alegre, where organizers put the number of people representing NGOs, trade unions, religious organizations and aid agencies at 50,000. Mr. Somavia brought a message of consensus to the meeting.

“It is of utmost importance to build bridges of understanding among people with different visions of the world and globalization, in order to transform it into a system that benefits all,” Mr. Somavia told participants.

He stressed the lessons learned at the ILO in trying to move the global social agenda forward. The first need was for “voice and engagement”, he said. “There are no solutions from above, no solutions from impersonal markets...there are many models of democracy but the first item on the agenda is for people to have the freedom to decide what the agenda should be.”

Then there was the importance of consensus which “doesn’t mean trading off values”, Mr. Somavia said. “It means building alliances, a common sense of purpose among people who can overcome their differences to achieve a common goal, and the starting point for consensus must be shared values.”

He listed these key values as: justice, fairness, opportunity, solidarity, culture, identity, tolerance and freedom – all of which are linked.

Solving psychosocial problems at work

The ILO SafeWork Programme has launched a brand new initiative – entitled SOLVE – to tackle “psychosocial” problems at work.

¹ *European Agency for Health at Work, 2000*

GENEVA – “Psychosocial” problems, those arising from alcohol and drugs, violence, stress, tobacco and HIV/AIDS, are a major cause of workplace accidents, fatal injuries, disease and absenteeism the world over.

In the United Kingdom, for example, over 40 million working days are lost each year due to stress-related disorders¹. An estimated three million European Union workers are currently suffering from sexual harassment, and in the United States nearly 1,000 workers are murdered on the job every year.

Such problems are not just the preserve of industrialized countries. Globally, some 500 million people alive today will eventually die because of tobacco use, the majority in the developing world. In Southern Africa, it is estimated that productivity could decline by up to half in the next ten years due to HIV/AIDS.

Thus, for the worker, psychosocial problems may mean stigmatization, isolation, illness, injury, and even death. For the enterprise, they can translate into serious disruption, a negative public image, absenteeism, high staff turnover, occupational accidents, increased insurance charges, staff burnout and increased compensation costs.

The new occupational safety and health initiative, called SOLVE, aims to equip employers with the knowledge, skills and a policy framework to deal with and, crucially, to prevent such problems. The project has been developed by the ILO InFocus Programme on Safety and Health at Work and the Environment (“SafeWork”), and was launched in Windhoek, Namibia, in November 2001.

Despite its recent start, it has already attracted interest from a range of businesses and organizations, including the 2004 Greece Olympics Organ-

izing Committee, a body tasked with managing over 5,000 staff and 60,000 volunteers.

THE SOLVE METHODOLOGY

The traditional approach to dealing with psychological problems has been to rely on an external expert to focus on the problem and attempt to treat its symptoms. SOLVE is different. It tries to show how psychosocial problems can impact on each other; how, for example, someone suffering from serious stress may also develop alcohol or drug addiction, or become physically or psychologically abusive to other workers. While directly dealing with such addiction or abuse is part of the solution, so too is trying to alleviate the stress, whether through better social support or by restructuring the work.

The project also directly links the psychosocial issues with conventional managerial concerns, such as productivity, quality, worker satisfaction and client relations. Having an effective policy to deal with and prevent psychosocial problems, it is argued, is good for business.

How does SOLVE work? The policy level SOLVE course takes place over five days, with each day being devoted to a different psychosocial condition, and structured on the basis of a triple-stage learning process.

The first stage is designed to develop an open attitude to the problems, and to create an environment where everyone is comfortable discussing the issues and receptive to new ideas. On stress, for instance, this may involve broadening commonly held conceptions of the condition, and challenging some of the stereotypes over which occupations tend to suffer it.

The second stage involves equipping participants with a basic understanding of both the problems, and how to construct a policy framework to deal with them effectively. At the end of it, those taking part may not be world experts on HIV/AIDS, for example, but they should have a good grasp of how to deal with it in the workplace, and they should know how to construct a com-

pany wide policy which – by supporting those with the disease and the wider community – reduces the negative effects on the business.

Finally, those taking part experience a specially designed simulation exercise, where they get to put their new knowledge to the test and see first-hand some of the challenges that commonly arise.

THE WIDER ACADEMIC WORLD

The SOLVE approach has already attracted interest from academia. Universities from the United States, Namibia, South Africa, Malaysia, and Thailand are in discussions on how to integrate the policy-level SOLVE course into existing curricula, and develop research into the project, whether at the masters or doctorate level.

The ILO Decent Work through Training and Innovation programme, better known as the Universitas programme, is trying to use SOLVE to demonstrate an integrated approach to promot-

ing partnerships among local actors, universities, and national and international institutions.

The Universitas programme argues that universities play an important role in the developmental process, as institutions attempting to identify and tackle current and future socioeconomic challenges. According to Giovanni Di Cola, Universitas Programme Coordinator, “the key is to translate this forward-looking academic thinking into a means of promoting local development. An additional challenge, which makes SOLVE attractive for universities and constituents, is the way SOLVE can demonstrate how to build partnerships that respond to the real and practical needs of workers.”

For further information on SOLVE please see www.ilo.org/safework, or contact Dr David Gold, e-mail: gold@ilo.org, tel: +4122/799-6183, fax: +4122/799-6878



First ILO gender audit keeps equality on the agenda

The ILO has launched a series of ground-breaking “gender audits” involving staff from offices in Bangkok, Budapest, Kathmandu, Tanzania and its Geneva office. More audits are planned for the months ahead with a subsequent report going to the November 2002 Governing Body.

GENEVA – In an effort to promote gender equality and gender mainstreaming strategies, the ILO has launched a new initiative designed to bring into sharp focus its gender-oriented work, and to increase gender awareness among all those involved in planning or delivering ILO projects. Starting last October, and expected to last until April 2002, the “gender audits” are part of the Action Plan on Gender submitted to the Governing Body in March 2000.

One of the key objectives is to ensure gender considerations are present in all ILO activities and at all levels. According to the ILO Bureau for Gender Equality¹, this is not merely about adding a “woman’s component” to existing policies, but bringing the experiences of both women and men to bear on all planned action, legislation, policies and programmes. The audits are also designed to ensure that the consequences for both sexes are fully assessed before any action is taken or project launched.

The word “audit” may be somewhat misleading in that it normally implies an accounting exercise. The ILO gender audit, however, uses active participation and a learning process in order to promote good practice, identify future challenges and ensure the ILO gender mainstreaming strategy is effectively implemented.

WHO PARTICIPATES, AND HOW?

Participation is voluntary, with each audit covering what is known as a “work unit”. At head-

quarters this could be an InFocus programme, a department or bureau, or a cross-sectoral programme; in the regions, a multi-disciplinary advisory team (MDT) or an area office.

The sessions are held as close as possible to the participants’ workplace, and are planned with the help of external consultants from the Gender and Development Training Centre, based in Haarlem, in the Netherlands. The Centre has more than a decade of experience in such training.

The audit is unprecedented within the UN system, because it relies on a participatory method using workshops and interviews to actively involve those taking part, and to provide them with feedback on the exercise. This is in contrast to the more traditional model, where an expert reviews a workplace and submits conclusions to the management.

There is an element of objective review in the ILO process; each participating work unit’s products (such as project-related documents, databases and publications), advocacy and advisory services, and technical cooperation, are examined. However, even this is infused with the participatory ethic; the conclusions are shared with all those taking part, and the emphasis is on the work unit collectively taking forward the issues raised.

The audit covers a wide range of issues: information and knowledge management, staffing and human resources, perceptions of achievement on gender equality, gender expertise, and capacity building.

In addition, at headquarters a global review is being made of key ILO policy documents, major publications, and programming, budget and evaluation processes. The results will be fed into a final report which will also summarize the conclusions of the work unit audits and include recommendations for the future. The report will be submitted to the ILO Senior Management Team in May 2002, and subsequently to the Governing Body in November 2002.

With the first set of audits already having taken

¹ *A Partnership of Equals*, International Labour Office, 2000.

place, Jane Zhang, Director of the Bureau for Gender Equality, has stated that, “the process so far has been a significant learning experience on where the Office stands on gender mainstreaming, as well as where we need to go to really transform policy on paper into practical application.”

Once complete, information about the process

and the outcome will be shared with constituents, the donor community, the rest of the United Nations system and other interested organizations. *For more information, contact the ILO Bureau for Gender Equality: phone +4122/799-6388, fax +4122/799-63 88, e-mail gender@ilo.org, or see www.ilo.org/gender.*



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Globalization and cultural identity: ILO/OIF Agreement

The Organization Internationale de la Francophonie (OIF) and the International Labour Organization (ILO) share a set of strong core values. This natural link between the two organizations was formalized at ILO headquarters in Geneva on 14 February, when Juan Somavia, Director-General of the ILO, and Boutros Boutros-Ghali, Secretary-General of the OIF, signed a framework agreement confirming their willingness to develop their institutional relations and joint activities for the benefit of the 50 or so member States common to both organizations.

“This agreement will contribute to achieving objectives that are common to both the OIF and the ILO, especially with regard to labour and the protection of human rights and workers,” explained the Secretary-General of the OIF. The instrument stipulates that the two organizations will work together in promoting the social dimension of globalization, respect of fundamental principles and rights at work, and the application of international labour standards. It also contains a provision on equal opportunities for men and women, and defence of cultural and linguistic diversity, paying particular attention to the international status of French.



**JUAN SOMAVIA
AND BOUTROS
BOUTROS-GHALI**
Juan Somavia (right)
signed a framework
agreement with
Boutros Boutros-Ghali
to develop cooperation
and joint activities



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>> “It is not just the French language that the OIF is defending,” Juan Somavia pointed out. “This organization is defending first and foremost people’s right to express themselves in their own language. The values defended by the OIF are in fact at the centre of the ILO’s concerns, at the heart of the debate on the social dimension of globalization, for there can be no fair and equitable globalization without deep respect for everyone’s cultural identity.” Does this mean respect for cultural identity is a prerequisite for globalization?

“In my view this is self-evident,” Boutros Boutros-Ghali, who is also a former member (from 1971 to 1978) of the ILO Committee of Experts on the Application of Conventions and Recommendations, emphasized. “If globalization continues at the same pace, in ten to fifteen years culture will be the last remaining stronghold in which states can preserve their uniqueness,” he explained. “This cultural diversity is in the interest of the international community, because unless we democratize globalization, globalization will distort democracy, and this democratization process calls for defending and maintaining cultural diversity. In my view linguistic diversity is to globalization what the multiparty system is to democracy: indispensable.”

This principle, one of the shared tenets of the ILO and the OIF, is the cornerstone of the agreement between the two organizations. In particular, the agreement provides for strengthening cooperation in the areas of vocational training, integration of young people at work, and learning and training in information and communications technology. Since July 2001, the two organizations have engaged in very tangible cooperation in the context of a technical programme focusing on the exchange of French-speaking experts.



AROUND THE CONTINENTS

Work in the world

■ The London Branch Office of the ILO and the National Union of Teachers (NUT) in the UK, have developed a project to educate young people about the world of work in the twenty-first century. The *Work in the World* project is aimed at helping young people between 14 and 19 years old to better understand issues relating to work and employment, particularly those with a global dimension. The project also aims to help them understand how the international community works in addressing these issues, using the ILO as an example. The project has two main elements: a simulation UN event; namely, a Model International Labour Conference, and the *Work in the World* teaching pack. The latter includes material on globalization, unemployment, work and family, migration, and a wide range of other issues. One copy of the pack – *Work in the World: A guide to work across the planet* – has been sent, free, to all secondary schools in England and Wales in November 2001, by ILO-London and the NUT. While project development has been done in the UK, the materials and the concept are intended to be useable, with minor modification, in a range of countries throughout the world.

For further information, please contact the ILO London Branch Office at
tel.: +44-(0)20/7828-6401;
fax: +44-(0)20/7233-5925
or e-mail: london@ilo-london.org.uk

Poverty reduction and Social Re

■ Reinsurance of community based Micro Health Insurance Units (MIUs) or Social Re can play a vital



© ILO Photo

role in the poverty-reduction chain, because of stable financing, better health outcomes, better management and enhanced sustainability of MIUs. By stabilizing the MIUs, Social Re contributes to breaking the poverty-ill health-poverty vicious circle, and thereby acts as a platform for a virtuous circle of development. Reinsurance will provide solutions to four problems: pool health risks of single MIUs, smooth risk fluctuations, give technical assistance for improved management and audit of MIUs, and open up access to actuarial, accounting, epidemiological, IT and other services which are too expensive for single MIUs. Social Re is to be piloted in the Philippines. The objective is to tailor reinsurance risk-management to existing community-based health schemes, the first ever attempt to reinsure MIU health.

For further information, please contact the Social Reinsurance Project at
tel.: +4122/799-6789
fax: +4122/799-7962
or e-mail: socialre@ilo.org

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

Universitas:
Decent work and development

■ Universitas is a new ILO partnership programme, operating both at the international, and at the national and local levels in selected countries. It seeks to support governments, training institutions and those working in the social field, in developing strategies and practices in line with the objectives of development and decent work. In conjunction with UNDP, UNOPS and other programmes, Universitas promotes the identification and application of innovative solutions to the problems of development, especially in the world of work. The programme also supports educational and training initiatives for development leaders and policy makers. Universitas will facilitate South-North and South-South partnerships to develop this work. The first Universitas module is funded by the Italian Ministry of Foreign Affairs.

For further information, please contact the Universitas Coordinator Unit at
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e-mail: dicola@ilo.org

E. quality@work



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■ Countries are increasingly committed to the promotion of equality of opportunity and treatment for women and men in the world of

work. But governments and the social partners face difficulties in making the principles and provisions of international instruments effective in national law and practice. They often seek information and advice from the ILO on the approaches taken in different parts of the world to give practical effect to gender equality principles. To meet this demand, the Gender Promotion Programme (GENPROM) of the ILO has developed *e.quality@work: An Information Base on Equal Employment Opportunities for Women and Men*, which sets out international policy instruments, including international labour standards as well as national legislation from some 40 countries, policies, practices and institutional arrangements introduced by governments, trade unions and public and private sector enterprises. *e.quality@work* is easy to access and available without charge in a CD-ROM and on the Internet.

For further information, please contact the Employment Sector at
tel.: +4122/799-6090; fax: +4122/799-7657
or e-mail: genprom@ilo.org

Hope for the disabled in Ukraine

■ Approximately 14 per cent of the Ukrainian population, or some 8 million people, are disabled – nearly double the global average in industrialized countries (see the report “Rehabilitating a nation”, in *World of Work*, No.38, 2001). As part of its National Rehabilitation Programme, Ukraine has now set up the All-Ukrainian Vocational Rehabilitation Centre, which was inaugurated last December by the Ukrainian President Leonid Kutchma, the Ukrainian minister of Labour, Ivan Sakhan, and the ILO Regional Director for Europe and



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Central Asia, Friedrich Buttler. It is a monument of hope for the veterans of the Afghan war, victims of Chernobyl, coal-mining accidents and other persons with disabilities in the country. The Ukrainian Ministry of Labour and Social Policy spent more than 22 million US dollars – an enormous amount by Ukrainian standards – on the purchase and the renovation of a dilapidated building which was transformed into a modern complex within three months. The ILO financed the donation of equipment and a special training course for Ukrainian specialists in Linz, Austria. The Austrian Rehabilitation Centre in Linz participated with different training and consulting activities in the establishment of the All-Ukrainian Centre.

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or e-mail: genprom@ilo.org

ILO and UNIFEM work on socio economic impact of HIV/AIDS

■ The ILO and UNIFEM are developing a cooperation programme on gender, HIV/AIDS and the care econ-

omy. The joint global programme will address the socio economic impact of HIV/AIDS, run for a minimum of two years and will focus on Africa during the first year. The programme will draw attention to the urgent need to increase sources of social protection, address income security, and improve access to health and basic social services which could alleviate the burden of care, especially for women. Research, training and advocacy work to raise awareness about unpaid care economy issues, will be conducted in four pilot countries and involve employers, workers, governments and households. Support will be given to develop gender-sensitive workplace policies and programmes which take into account the burden of care shouldered by women workers. In November 2001, a workshop was held in Turin involving ILO and UNIFEM participants, and other experts on gender and the care economy.

For more information, please contact the ILO Programme on HIV/AIDS and the World of Work,
tel.: +4122/799-6486; fax: +4122/799-6349;
or e-mail: iloaids@ilo.org

Working children in the streets of Moscow

■ Experts estimate that between 30,000 and 50,000 children live and work in the streets, basements and stations of Moscow. More than half of them are under 13 years of age. Deprived of shelter and parental care, these children are becoming a new, cheap workforce and also easy prey for the rampant criminal world, says a recent ILO report carried out by Russian sociologists. They interviewed 1,500 working street children as well as nearly two hundred employers and experts in June-July 2001, in Moscow.

The survey reveals that most of these children risk their health and even their lives in the streets. The problem of child prostitution is widespread among street children. Children as young as 12 are involved, and girls more often than boys.

Other hazardous work performed by street children includes loading heavy boxes and containers in markets, cleaning of trading areas, acting as night watchmen and collecting garbage. Alongside illegal, but not criminal, jobs, children often engage in semi-legal or overtly criminal operations, like buying and reselling stolen goods or dealing in drugs.

The affected children face physical and mental problems, diseases and accidents. According to children's replies when asked about work situations, they also become victims of physical violence and coercion, especially when involved in criminal activities.

According to the experts involved in the study, the main reasons for the emergence of street children, and subsequently child labour, in Moscow, are degrading family conditions and economic deprivation. Sixty-eight per cent of the interviewed employers see a positive side



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to child labour, and seek solutions different from those proposed by experts. But both groups agree with the seriousness of the problem of child labour in Moscow.

The survey also reflects government and NGO responses to the problem, as well as the role of media. As a first concrete step towards their cooperation in rescuing children from dangerous work in the streets, on 31 January 2002, representatives of the City of Moscow met in a workshop with ILO representatives and the researchers.

At the end of the workshop the media were invited to meet the participants and to launch a campaign for the elimination of the worst forms of child labour in Russia.

The Government of the Russian Federation is preparing to ratify the ILO worst forms of Child Labour Convention 1999 (No.182).

In Russia the IPEC Programme is progressing successfully in St. Petersburg, with the support of the city authorities (see article in the last issue

of *World of Work*). Action is also foreseen in Leningrad Oblast where last summer IPEC conducted a survey similar to that of Moscow.

For the full text of In-depth analysis of the situation of working street children in Moscow 2001, and for further information please contact Mr. Alexei Boukharov, National Programme Manager in the ILO-IPEC St. Petersburg Office, tel: +812/232-3090, Ms. Pirjo Mikkonen, Coordinator of IPEC in Russia, ILO Moscow Office, tel: +095/933-0895 or Secretariat in ILO Moscow Office, tel. +095/933-0810.



ILO IN THE PRESS

Plus de 110 millions de travailleurs du bâtiment dans le monde.

6 December 2001

ATS - Agence Télégraphique Suisse

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Evolution inquiétante vers la sous-traitance.

Genève (ats) Le secteur du bâtiment est marqué par une évolution générale vers la sous-traitance, a affirmé jeudi le Bureau international du travail (BIT) dans un rapport. Le dialogue social est en perte de vitesse et les conventions collectives sérieusement menacées.

Dans le monde, plus de 110 millions de personnes travaillent dans la construction pour une production estimée à trois milliards de dollars par an, selon l'OIT. Le déséquilibre est patent entre les pays à revenu élevé (77 % de la production et 26 % de la main d'oeuvre) et les pays à revenu faible ou moyen (23 % de la production et 74 % de l'emploi).

Si l'emploi dans le bâtiment s'est stabilisé ces dernières années dans les pays riches, sous l'effet du remplacement de la main d'oeuvre par des machines, il poursuit sa progression dans les pays en développement, notamment en Chine et en Inde. Hausse des contrats temporaires

Artikel drucken

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Unternehmen + Märkte

2002 geht es wieder aufwärts

Tourismus weltweit geringer belastet

Die Reisebranche wird nach Angaben der Welttourismusorganisation weniger unter den Folgen der Anschläge vom 11. September leiden als bisher befürchtet. "Es gibt überall Anzeichen für eine Besserung und deshalb keinen Grund, unsere langfristigen Wachstumsprognosen zu korrigieren", sagte der Generalsekretär des Verbandes, Francesco Frangiali, am Freitag in Hannover.



Reuters HANNOVER. Allerdings müsse sich die Branche auf den Verlust von weltweit bis zu einer Millionen Arbeitsplätzen einstellen. Das seien aber deutlich weniger, als die Weltarbeitsorganisation (ILO) der Vereinten Nationen mit bis zu neun Millionen gefährdeten Stellen vorhergesagt habe. Langfristig bleibe der Verband dabei, dass sich die Zahl der Reisenden bis 2010 von heute 700 Millionen auf eine Milliarde und bis 2020 auf 1,5 Milliarde erhöhen werde.

REUTERS .DE

Welttourismusorganisation sieht Besserung für Reisebranche

Zuletzt aktualisiert: 18 Januar 2002 13:09 CET

- von Andreas Möser -



Hannover (Reuters) - Die Reisebranche wird nach Angaben der Welttourismusorganisation weniger unter den Folgen der Anschläge vom 11. September leiden als bisher befürchtet. "Es gibt überall Anzeichen für eine Besserung und deshalb keinen Grund, unsere langfristigen Wachstumsprognosen zu korrigieren", sagte der Generalsekretär des Verbandes, Francesco Frangiali, in einem Reuters-Interview am Freitag in Hannover. Allerdings müsse sich die Branche auf den Verlust von weltweit bis zu einer Millionen Arbeitsplätzen einstellen. Das seien aber deutlich

weniger, als die Weltarbeitsorganisation (ILO) der Vereinten Nationen mit bis zu neun Millionen gefährdeten Stellen vorhergesagt habe. Langfristig bleibe der Verband dabei, dass sich die Zahl der Reisenden bis 2010 von heute 700 Millionen auf eine Milliarde und bis 2020 auf 1,5 Milliarden erhöhen werde.

BBC NEWS

You are in: Business

Monday, 21 January, 2002, 16:00

GMT

Aviation job losses reach 400,000



Passenger numbers have fallen sharply

The global aviation industry may have shed as many as 400,000 jobs in the aftermath of the 11 September attacks on the United States, according to study by the International Labour Organisation.

Passenger numbers have fallen since the 11 September attacks, leading to route cuts and widespread layoffs.

But airlines may be using the tragedy as an opportunity to push through cutbacks, according to the report's author.

Les Echos

Le Journal de l'Économie

Constitution d'un forum annuel sur la dimension sociale de la mondialisation à Lyon.

22 January 2002
Les Echos

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FRANCE

SOCIAL

Lyon va-t-il devenir le « Davos » des questions sociales ? L'idée a été lancée la semaine dernière lors du 2e symposium organisé conjointement par le ministère français de l'Emploi et de la Solidarité, ainsi que l'Organisation internationale du travail (OIT) sur le thème de l'avenir du travail, de l'emploi et de la Sécurité sociale. Décision a été prise de préempter ce rendez-vous rassemblant des experts et des professionnels de divers pays. « A Davos, en Suisse, on débat surtout d'économie et de politique. A Porto, au Brésil, se retrouvent les antimondialistes et ces deux camps ne se parlent pas. Il manque un espace de dialogue mariant réflexions économiques et sociales », a indiqué Elisabeth Guigou, le ministre de l'Emploi et de la Solidarité. « L'économie et le social doivent être plus liés », a plaidé pour sa part Juan Somavia, directeur général de cet organisme qui a annoncé la prochaine constitution d'une commission de haut niveau sur la dimension sociale de globalisation.

FINANCIAL TIMES

The army of jobless gets bigger still

Southern Europe, Latin America, Africa and the Caribbean are among the worst regions when it comes to earning a living

If the world were a company, its chief executive would be dismissed for making such poor use of its assets. Young people are generally vigorous, mobile, quick to learn and have long periods of potential economic productivity ahead of them.

But, according to the International Labour Organisation (ILO) in Geneva, an estimated 66m young men and women are unemployed. This represents about 41 per cent of the world total of 167m jobless. A scandalous waste.



Juan Somavia, DG, International Labour Organisation

ARAB TIMES

KUWAIT



Children head of their school in primary school. They, that study against children labour, are the best of Kuwait. The International Labour Organisation (ILO) reported that the number of children working in Kuwait has increased from 100 in 1990 to 1,000 in 2000.

ASIA Times Online
 January 19, 2002 atimes.com www.asiatimes-chinese.com

Health care systems under the weather
 By Alexander Casella

GENEVA - While the fall of the Soviet Union has brought freedom to Eastern Europe, the economic disruption resulting from the transition between a collectivist system and a market economy has brought about an overall near collapse of the health care system.

In a survey of the region, the International Labor Office (ILO) found that 88 percent of families in Ukraine and 82 percent in Hungary are unable to afford basic health care. Meanwhile, 78 percent of health care workers surveyed in Ukraine reported that their wages were worse than the average for all workers. In Moldova, the poorest country in Europe, the health service is close to collapse and workers are paid months late, if at all. In the Czech Republic and Lithuania, most health care workers said that their working conditions and pay has worsened in the past five years. In relatively prosperous Poland, 5 percent of hospitals have closed in the last three years.

AFRICA NEWS

ILO to Launch Campaign Against Child Labour At CAN

Story Filed: Wednesday, January 16, 2002 11:20 AM EST

Jan 16, 2002 (UN Integrated Regional Information Networks/All Africa Global Media via COMTEX) -- The International Labor Organisation (ILO) will on Friday launch a campaign against child labour, dubbed "Red Card to Child Labour", at the start of the 2002 Africa Cup of Nations soccer tournament in Mali's capital, Bamako.

The UN agency statement on Tuesday, said the campaign was symbolized by the red card handed out by referees for serious violations of soccer rules. Malian President Alpha Oumar Konare, the Confederation of African Football, and the 2002 African Cup Organising Committee are expected to attend the opening ceremony. The campaign against child labour is to be brought to other venues worldwide, including the World Cup.

"Child labour is neither a sport nor a pastime," ILO Director-General Juan Somavia said. "Child labourers work hard - on the farms, in mines and quarries, or as domestic servants. Some are trafficked into slave-like conditions or prostitution. Millions are condemned to lifelong poverty and despair."

الوطن
AL WATAN
 Sun. 27 Jan 2002
KUWAIT

قطاع الطيران خسر 400 ألف وظيفة بسبب هجمات 11 سبتمبر

مفاد: دولة، تركز منظمة العمل الدولية ان قطاع الطيران قد خسر 400 ألف وظيفة في أعقاب هجمات الحادي عشر من سبتمبر التي تسببت في انهيار الثقة في السفر الجوي. وقالت المنظمة ان هجمات 11 سبتمبر قد تسببت في خسارة 400 ألف وظيفة في ان خدمات سبتمبر الجوية هي الاسوأ بالنسبة لقطاع عند الحرب العالمية الثانية. وأضافت ان قطاع هذا كما لا يمكن التنبؤ بعقد الوظائف التي قد تفقد بحلول 2003.

The Aviation Sector Lost about 400 Thousand Jobs as a Result of September Attacks

LE TEMPS
 Carnet international
 PAR GUY METTAN
Le BIT
 sur tous les fronts

La dimension culturelle et sociale de la mondialisation est également en discussion au BIT. Le 13 février, Juan Somavia, patron du BIT, et Boutros Boutros-Ghali, chef de l'Organisation internationale de la francophonie, ont signé un accord qui défend notamment le droit de pouvoir s'exprimer dans sa propre langue et l'idée que «le plurilinguisme est à la mondialisation ce que le multipartisme est à la démocratie: indispensables. Mercredi, la Commission mondiale sur la dimension sociale de la mondialisation se réunit à Genève avec la présence annoncée des présidents finlandais, Turja Halonen, et tanzanien, Benjamin Mkapa.

TANZANIA

DAILY NEWS Tuesday, February 5, 2002

ILO for better labour service in East Africa

From SUKHDEV CHHATBAR in Arusha

EL MUNDO

Lunes, 21 de enero de 2002

ECONOMIA

La OIT retrasa la recuperación del sector aéreo hasta 2003

El impacto de los atentados del 11 de Septiembre será el doble que el producido por la Guerra del Golfo, según el organismo

MARIA TERESA BENTEZ DE LUGO. Especial para EL MUNDO GINEBRA. El sector de la aviación civil no se recuperará antes de 2003 de las consecuencias de los atentados terroristas del 11 de Septiembre en Estados Unidos y su impacto será dos veces más importante que el de la Guerra del Golfo (1990-1991), según un informe publicado en Ginebra por la Organización Internacional del Trabajo (OIT).

Según las primeras previsiones, el tráfico aéreo se reducirá en un 6%, frente al 3,8% después del conflicto del Golfo, debido, principalmente, al cierre de compañías aéreas o por la disminución de los aviones en funcionamiento. Un gran número de personas que trabajaba en este sector ha perdido su empleo debido a la disminución de vuelos.

La OIT señala que la supresión de un puesto de trabajo en una compañía aérea supone la pérdida de, al menos, siete empleos indirectos, de los cuales cuatro se encontrarían en el perímetro del aeropuerto (restauración, manutención, equipajes) y el resto fuera de este perímetro (hoteles, transportes, logística).

WORLD ECONOMIC FORUM / DAVOS IN NEW YORK 2002

THE EARTH Times
 www.earthtimes.org FEBRUARY 1, 2002 ■ IN COOPERATION WITH Times Digest of The New York Times

Mantra for Davos: 'Push for jobs globally'

By JUAN SOMAVIA

President Bush noted in his State of the Union address this week: "When America works, America prospers; so my economic security plan can be summed up in one word: Jobs."

This same message can be applied to the rest of the world. Work lies at the heart of society. It is about peoples' lives, their standard of living and the opportunities for their children, their social integration and, often, their identity. Work is also about production and economic growth and it can be about exploitation, discrimination and deprivation. It is where the economic and social goals come together in the lives of people throughout the world.

I believe that by concentrating on decent work for everyone—women and men—we can help create a better world. Work brings together the key concerns of people: basic rights, jobs, security and a voice.

NZZ Online

26. Januar 2002, 02:07

Luftfahrt in der schwersten Krise der Nachkriegszeit

Düstere Analyse des Internationalen Arbeitsamtes

fb, Genf, 25. Januar

Die internationale Luftfahrt ist, wie kaum ein anderer Wirtschaftszweig, von den blühigen Anschlägen des 11. Septembers getroffen und verletzt worden. Wie das Internationale Arbeitsamt (ILO) in einer Studie zu diesem Thema darlegt, wurde die Aviatic-Branche durch die letztjährigen Gewaltakte in die schwerste Krise seit dem Zweiten Weltkrieg gestürzt. Als Folge der Terroranschläge sollen weltweit bereits an die 400 000 Arbeitsplätze abgebaut worden sein, wobei ein Ende dieses Redimensionierungsprozesses noch nicht abzusehen sei. Laut Schätzungen der ILO schafft jedes im Einsatz stehende Flugzeug durchschnittlich 150 bis 250 direkte Arbeitsplätze, zu denen ebenso viele indirekte dazukommen. Mit jeder aus dem Verkehr gezogenen und nicht ersetzten Maschine gehen somit bis zu 500 Stellen verloren. Dass in absehbarer Zeit weitere Stilllegungen nicht auszuschliessen sind, ergibt sich allein schon aus dem Umstand, dass unzählige Fluggesellschaften seit letztem September nur dank massiver staatlicher Unterstützung überleben können, die zu gewähren die entsprechenden Regierungen nicht endlos willens und in der Lage sind.

Articles have been excerpted and are not always in the exact format in which they appear originally. They are trimmed and rearranged sometimes, for space reasons.



MEDIA SHELF

■ **Social Security: A new consensus.** ILO 2001. ISBN: 92-2-112624-2.

With social security a pressing political issue across most of the world, this report provides a timely summary of some of the challenges, and solutions, which were discussed by social partners and governments at the 87th International Labour Conference.

The report is based on the conclusions from the meeting of the Committee on Social Security held in June 2001, and excerpts from their discussions. It also contains a review of the current state of social security provision, and possibilities for the future.

Key areas covered include: the prospects for social security, employment and development, extending coverage, gender equality, social security financing, strengthening and expanding social dialogue.

The report is liable to be useful for anyone interested in gaining an overview of some of the key challenges in social security provision, and how the ILO constituent members hope to respond to them.

■ **New forms of labour administration: Actors in development.** Normand Lécuyer, Jean Courdouan. ILO 2002. ISBN: 92-2-106480-8. Price: 45 Swiss francs.

In the rapidly changing world of work, labour administrators face significant challenges. This comprehensive volume examines how they are coping with globalization, modernization, and political and financial constraints, while also contributing to the economic and social development of their countries.

Providing valuable real-life examples of effective and innovative practice, this work includes 27 case studies from countries around the world, covering labour, employment and vocational training, industrial relations, and evaluation. In all these fields, the book considers how labour administrators can better promote social democracy, the legal and social protection of workers, and stronger ties between the social partners.

New forms of labour administration offers a wealth of ideas and suggestions administrators can incorporate or modify to fit their given situation.



■ **Care Work: The quest for security.** Edited by Mary Daly, ILO 2001. ISBN: 92-2-11402-3.

Price: 30 Swiss francs.

This insightful volume argues that care workers – those

looking after children, the elderly and people with disabilities – require security similar to any other group of workers. It provides a valuable overview and analysis of care work as a relevant social policy phenomenon in industrialized and developing countries around the world, while exploring pivotal questions, such as how provisions for care are made, who is to benefit, and who is to pay.

In the past, policymakers, economists and statisticians have made little attempt to measure the extent or incidence of care work, let alone its economic and social value. This book contributes to the debate surrounding the compensation, legitimization and regulation of care work. It examines how care work is defined and treated in different parts of the world, such as western Europe, India, Brazil and Russia. Performed predominately by women, care work is treated in a markedly different way between developed and developing countries, and this study explores the cultural specificities involved in this difference.

Taking an empirical as well as a conceptual approach, *Care Work* also discusses various types of policy interventions, such as cash payments, taxation allowances, different types of paid and unpaid leave, social security credits and other, mostly unpaid, benefits for those providing care.



■ **Learning and training for work in the knowledge society.** ILO, 2002.

ISBN: 92-2-112876-8.

Price: 20 Swiss francs.

This report covers some of the key questions which will be discussed by the ILO tripartite constituents as they consider a new Human Resources Development Recommendation at the 91st Session of the International Labour Conference. What human resources, and development and training policies, should countries pursue in order to facilitate lifelong learning and employability for all? What should be the roles and responsibilities of

governments and the social partners in the pursuit of these policies? What are the elements of an institutional framework which should underpin countries' efforts to ensure that learning outcomes are both effective and inclusive?

The report discusses a new approach to learning and training, one that endeavours to put the individual at the centre, engage the social partners in the governance and financing of education and training, and ensure that all citizens have access to learning and training opportunities over their entire lifespan.



■ **The impact of decentralization and privatization on municipal services.** Sectoral Activities Programme, ILO, 2001.

ISBN: 92-2-112544-0.

Price: 20 Swiss francs.

Decentralization and privatization have been, and still are, the two main challenges in the reform of the public services. The report focuses on how these two processes have impacted on municipal services, and what should be learned from past experience. It was prepared to provide a thorough overview of the issues for those attending a Joint Meeting on the Impact of Decentralization and Privatization in Municipal Services.

The report examines how privatization and decentralization have affected efficiency, quality and decent work, and some of the consequences of the different approaches which have been taken. It compares how the changes have been attempted in different sectors and different regions, and analyses some of the trends which are seen in these contexts.

■ **International Labour Review.** Printed edition: One-year subscription (four issues): 99 Swiss francs, US\$80, 60 Euros.

Two-year subscriptions and electronic version also available. More information on <http://www.ilo.org/revue>

The articles in the current issue of the International Labour Review (Vol. 140, 2001, No. 4) look at the new *Occupational Wages around the World* data file, the controversial issue of the night work of women in industry and the public employment services experiment in Australia. A "Perspective" entitled "The future of work, employment and social protection", sums up

the proceedings of the Annecy Symposium, held in January 2001.

The ILO October Inquiry, a worldwide annual survey of wages and hours of work, has been conducted since 1924. However, its potential for informing debate about the effects of globalization, labour market institutions and other factors on wage levels and wage inequality, has been hampered by problems of inconsistent reporting, making comparisons difficult. Richard B. Freeman and Remco H. Oostendorp outline the technical problems involved and present their method for transforming the OI data for 1983-99, into a consistent file on pay in 161 occupations in over 150 countries. The resulting *Occupational Wages around the World (OWW)* file should interest all labour (and other) statisticians.

ILO standards which prohibit or restrict women's night work in industry were originally hailed as major advances for the protection of female workers. Today, however, these instruments are increasingly seen as obstacles to equality. Many states have denounced them in favour of protection for all night workers, irrespective of their sex. Yet the ILO's constituents remain deeply divided as to whether or not women need special "protection" outside of objective contingencies like maternity. To clarify the underlying issues and the challenge this poses to the ILO, George P. Politakis draws on a survey of the law and practice of over 100 states.

The trend in OECD countries has been to devolve the delivery of active assistance programmes for the unemployed and make employment services markets more competitive. In order to contribute to the evidence on the effectiveness of different models, A. M. Dockery and Thorsten Stromback assess the initial experience of Australia's radical experiment, under the Job Network, of contracting out almost all the services previously provided by the public employment service. They consider job matching activities, job search training, and intensive assistance for disadvantaged jobseekers, and conclude that, unless contracts are well specified and payments well structured, negative incentive effects will detract from social outcomes.

Finally, the "Perspective", prepared by Patrick Bollé, reports on the first in a series of symposiums organized by the ILO and France to seek answers to numerous questions confronting the industrialized countries today.

■ **International Social Security Review.**

International Social Security Association (ISSA), Geneva. Vol. 55, No. 1, January-March 2002. ISSN: 0020-871X.

The latest number of the *International Social Security Review* is a special issue for the Second World Assembly on Ageing (Madrid, April 2002).

As Guest Editor Roland Sigg points out in his Introduction, older persons are at the centre of all national social protection policies; on pensions, but also in terms of health care, unemployment and disability. The issue focuses on three dimensions of the challenge which ageing poses to social security.

Pensions crisis: What crisis? Dalmer Hoskins affirms that the debate about demographic ageing hides more complex problems, such as the low labour force participation rate in industrialized countries. The so-called old age crisis requires social security administrators to show how a growing number of older persons can command an adequate income. Maria Augusztinovics proposes the adoption of a "code of conduct" for pensions, covering fundamental aspects applicable in all countries.

Addressing income security needs of older persons in developing countries. Contributors from Africa (Nana Apt), Asia and the Pacific (R. K. A. Subrahmanya) and Latin America (the ILO regional specialist, Fabio Bertranou, with Rafael Rofman), suggest new ways of facing up to the problems posed by development and the rapid ageing of the population.

The evolving meaning of retirement. Suggesting that our concept of retirement will eventually become outmoded, Jim Schulz appeals for greater flexibility, for more choice between paid work and voluntary activities, whatever one's age. With a view to reducing the dependency ratio (of economically active to inactive people) and relieving the pressure on pension

schemes, Ali Taqi suggests alternatives to current policies aimed at promoting older people's labour market participation (see the extract "New-age solutions to old age problems" in this issue of *World of Work*). Finally, proposing a strategy based on the concept of "active ageing", Alan Walker envisages a true society for all ages, in which everyone has a place, and to which all have a chance to contribute without distinction of age or of any other personal characteristics.

For further information: www.issa.int ("Publications"). Subscribers receive Trends in Social Security free of charge. Subscriptions: Institutional rates/annual: £83 or US\$129 (£35 in Eastern Europe and the developing world); personal rates/annual: £31.50 or US\$50 (Canadian customers/residents please add 7% for GST).

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■ **The Work of Giants.**

Rebuilding Cambodia. Brian Wenk, photography Nick Rain. 2002. ISBN 92-2-112280-8. 25 Swiss francs, US\$15.95, £9.95.

How do people in a country ravaged by war get their lives going again? Following one of the most brutal conflicts of the 20th century, the people of Cambodia spent much of the 1990s digging themselves out of a pit. With help from others, the ILO among them, they have reclaimed a future and a land of rare beauty. This book focuses on efforts made by the ILO to generate sustainable employment in post-conflict Cambodia while rebuilding infrastructure and exemplifying the international labour standards for which the Organization stands.

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

Red card to child labour

Today, across Africa, millions of children are going to work instead of school.

They work on farms and plantations, in mines and quarries, in factories, in shops and as servants in homes. Some are sold and trafficked into slave-like conditions. Others are forced into a living nightmare of prostitution or armed conflicts.

Robbed for their chance for education, millions of Africa's child labourers are condemned to lifelong poverty.

The ILO is now launching the Red Card to Child Labour campaign to share the inspiration and hope of world sports with this global effort. From its beginnings at the African Nations Cup, the campaign will inform millions of people with the message that the worst forms of child labour must be eradicated, as a matter of urgency.



For further information on this campaign, please contact:
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