







# The ILO in history

*Another kind of “globalization”*

## How new arrivals changed the ILO

In 1960, no less than 15 newly independent African countries – plus Cyprus – entered the ILO. This massive influx, which had been preceded by the gradual admission of new Asian – and already some African – member States, marked the culmination of a movement which was to have a profound impact on diplomacy – if not actual political balance – at the global level. Within the international organizations, it spelled an end to the established practice of the “powers” discussing political, economic, cultural and social problems exclusively amongst themselves.



ILO/Mohr

This first “political globalization” represented a formidable challenge for the ILO, and indeed for the entire United Nations system. It involved the appearance of new participants at assemblies and technical meetings at all levels, a change in programmed priorities to respond to new needs (in the labour sphere, the focus turned to extending the hard-won gains of the so-called industrialized countries to the developing world) and a change, consequently, in working methods and means, with technical cooperation, introduced at the beginning of the 1950s, playing a key role.

The ILO was able to meet this challenge thanks to the work of a team of officials and experts on specific tasks. In the new member States – particularly in Africa – everything had to be created from scratch. The *tour de force* was to integrate, in collaboration with those concerned, social structures and a social dimension into the emerging political systems – labour legislation, compe-

tent ministries and administrations, employers’ and workers’ organizations, training institutions. As the former ILO Director-General Francis Blanchard said, “technical cooperation offered the huge advantage of opening the ILO up to the outside world, and making a centralized and extraordinarily introverted organization a truly universal one, able to address all its constituents on an equal footing”.

Today’s challenge is considerably more complex, involving conferring on existing social structures, the influence and weight necessary to balance market forces. As Director-General Juan Somavia stated recently, it is a matter, no more and no less, of ensuring “the social dimension of the world economy”.

*Michel Fromont*

**WORLD OF  
Work**

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

■ **Editor:**

Thomas Netter

■ **German edition:**

Hans von Rohland

■ **Arabic edition:**

Khawla Mattar  
ILO Office, Beirut

■ **Spanish edition:**

In collaboration with the  
ILO Office, Madrid

■ **Production Manager:**

Kiran Mehra-Kerpelman

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

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

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

All correspondence should be addressed to the Bureau of Public Information, ILO, CH-1211 Geneva 22, Switzerland.

Tel. +4122/799-7912

Fax +4122/799-8577

<http://www.ilo.org>

Readers in the US should send their correspondence to the International Labor Office, Washington Branch, 1828 L Street, NW, Suite 801, Washington, DC 20036. Tel: +202/653-7652

Fax: +202/653-7687

Printed by SRO-Kundig SA, Geneva

ISSN 1020-0010

# CONTENTS

## Ninth African Regional Meeting of the ILO

Labour rights, child labour, AIDS and “decent work”  
dominate the agenda ..... 4

## “No employment, no peace...”

Sierra Leone: The terrible price of poverty and unemployment..... 8

## Fighting against poverty

ILO-STEP: Working with the innovative microinsurance  
movement in Sahelian Africa ..... 11



## “The world of work is the world of the enterprise”

Interview with Antonio Peñalosa, Secretary-General of IOE ..... 14

“A good read”: Popular Bolivian newspaper sets a new trend ..... 17

## “An impressive economic performance”

Poland reaps impressive gains on economic, social fronts  
but growth is unbalanced ..... 20

## “The most dangerous profession”

The ILO and the sea: Tripartite meeting tackles safety  
in the fishing industry ..... 22

## News in brief ..... 27

- Glass, slag and rock wool: New ILO code to address hidden health hazards
- Health care access in Latin America and the Caribbean: Improvements needed
- Promoting the ILO Declaration in Asia: Seminar in Cambodia examines core labour standards in Asia-Pacific region
- Child labour in Cambodia: New project for child salt field workers
- Flowers are power: A growing, non-traditional export opportunity
- Child labour in the Caribbean: ILO launches campaign for ratification of Convention 182
- Map: Ratifications of ILO Worst Forms of Child Labour Convention, 1999 (No. 182)



## Features

THE ILO IN HISTORY ..... 2

WORKING WORLD ..... 25

AROUND THE CONTINENTS ..... 34

Drug and alcohol abuse in India: Employers and ILO  
launch “ARMADA” to tackle the problem..... 36

IN THE PRESS ..... 39

MEDIA SHELF ..... 42

INFOCUS PROGRAMME ON PROMOTING THE DECLARATION ..... 44

*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.*

# Ninth African Regional Meeting of the ILO

*Labour rights, child labour, AIDS and “decent work” dominate the agenda*

**The Ninth African Regional Meeting of the ILO opened in Abidjan in December to consider what Director-General Juan Somavia called “decent work and protection for all”. Their conclusion: the ILO should strengthen its efforts to arrive at the globalization of social progress.**

**A**BJDAN – Initially, any of the 198 representatives of governments and employers’ and workers’ organizations from 39 countries attending the Ninth African Regional Meeting of the ILO here could be forgiven for experiencing what an ILO report termed “Afro-pessimism”.

Unemployment was up, economies were down, child labour went on and AIDS was a growing threat. In a series of reports and statements, the ILO and the delegates listed a host of social challenges facing the continent today:

- **More jobs are needed:** Despite a return to economic growth in many African countries, the condition of the vast majority of the continent’s workforce at the close of the century is characterized by declining living standards, rising unemployment and increasing poverty.

- **Unemployment remains widespread:** Although Africa has the fastest growing workforce in the world, with some 9 million new job seekers entering the labour market each year, unemployment and underemployment are widespread, with informal sector activities accounting for at least 60% of the existing jobs and virtually all new job opportunities.

- **Social protection is threatened:** Existing systems cover less than 10% of the labour force.



ILO/Bruno Medeiros

## **“A SILENT NATION...UNITED IN MISFORTUNE”**

One of the priority themes to be addressed by the meeting was child labour, currently being addressed by the ILO’s International Programme on the Elimination of Child Labour. *IPEC has ten partner countries<sup>1</sup> in Africa. An additional 15 have expressed their intention to join IPEC.*

*In his speech, the Director-General launched an appeal for the intensification of the struggle against child labour – “a silent nation of 80 million African child workers united in misfortune” – and invited African Governments to ratify without delay ILO Convention No. 182 on the worst forms of child labour, adopted by the International Labour Conference in Geneva in June 1999.*

## **The Ninth African Regional Meeting of the ILO, Abidjan**

- **Child labour continues to spread:** Some 80 million children are working, often under dangerous conditions and in extreme forms of exploitation. (In Africa, 40% of all children between the ages of 5 and 14 are forced to work; 32% of working children worldwide are African.)

- **AIDS is a growing problem:** The disease threatens to lower productivity, decrease overall demand for goods and services and spawn a new wave of child labourers and orphans, and could well become “the single most important impediment to social and economic progress” on the continent.



### ● Armed conflict threatens society:

Delegates said “Many conflicts are undermining the continent, inflicting unnecessary suffering on the populations, jeopardizing economic development and social cohesion; in this context, the tripartite partners have a major role to play in promoting social dialogue, the foundation for a durable peace,” adding that political stability is one of the indispensable factors of economic growth which generates decent work and social protection.

● Nearly 70% of the African workforce is concentrated in agriculture, often at a subsistence level. More than half the population of Africa, almost 400 million people, live on less than one dollar a day.

### Still, hope for the future

Yet the news was not all bad. The ILO report found that “The democratization process that began during the 1980s continued right through the 1990s, accompanied in most countries by the revision of constitutions and electoral laws, the emergence of independent institutions, political parties and trade unions and the organization of elections in several countries.” However, the report also notes that these gains have been fragile because “the democratization process has been characterized by many weaknesses: chronic poverty and widespread unemployment; numerous armed conflicts causing

### STRENGTHENING DEMOCRATIZATION THROUGH INTERNATIONAL LABOUR STANDARDS

**The meeting also focused on achieving the increased ratification of international labour standards by African countries and the promotion of the ILO’s *Declaration on Fundamental Principles and Rights at Work*, which was adopted by the International Labour Conference in 1998<sup>2</sup>. The ILO holds that “the democratization process in the region can be strengthened by better application of international labour standards”.**

**In Africa, delegates were told, ILO activities to promote the Declaration will include additional technical cooperation programmes and advisory services in support of freedom of association and the right to collective bargaining; the abolition of child labour with emphasis on its worst forms; and the elimination of discrimination in terms of employment and occupation.**

political instability in the countries concerned and forcing millions of people into misery”.

“Despite the conflicts that still persist, Afro-pessimism,” the ILO says, “is receding.” The ILO considers it “essential for the recovery of growth to be

further consolidated and that such growth be highly employment intensive; it also deserves to be supported by more equity and democracy, respect for human rights and justice for all categories of persons, in particular vulnerable groups such as women, persons with disabilities, conflict affected persons, migrant workers and children”.

While insisting on the need for public awareness of the main challenges facing Africa in this end-of-century period – challenges which include “a rate of growth insufficient to attenuate extreme poverty, the persistence of ethnic conflicts and civil wars and the crushing burden of debt servicing” – the Director-General urged “that everyone on the continent, man or woman, should have access to decent and productive work in conditions of liberty, equity, security and dignity”.

In his speech, the ILO Director-General urged governments and social partners to “put social dialogue at the heart of all Africa’s economic and social policies as an indispensable tool for stability and progress”.

“By facilitating the search for, and the maintenance of, peace, nurturing democratic life and promoting the transformation of economic growth into social justice, tripartism and social dialogue can contribute towards the attainment of all the strategic goals of the ILO”, he said.

Mr. Somavia stressed the need for the simultaneous pursuit of the goals of economic and social efficiency and pointed out that “the creation of jobs and income-creating activities must be at the centre of the economy”.

Noting that the problem of employment occupies the forefront of priorities in the struggle against poverty, and invoking the broader context of sustainable development, the Director-General stressed the importance of creation of enterprises as a factor of growth.

“We know that in Africa the answer to the problem of employment must involve, in particular, the creation of small and medium-sized enterprises”, he said. Recalling that the informal economy accounts for 90% of newly created jobs, Mr. Somavia also urged that special attention be given to a sector “in which serious problems affecting the lives of millions of women, men and children continue to exist”.



ILO/Bruno Medeiros

## Conclusions: Greater ILO visibility needed

Based on the idea that in Africa “the need to pursue simultaneously the objectives of economic and social efficiency have never appeared as obvious as today”, and relying on the report “Decent work and protection for all in Africa” by the Director-General, the delegates concluded their meeting by urging the ILO to take on greater visibility and influence with the international community and reinforce its synergy with other organizations in order to arrive at the globalization of social progress.

The participants voiced support in particular for the four strategic objectives of the ILO for the biennium 2000-01, which are: promotion and realization of fundamental principles and rights at work and international labour standards, creation of greater opportunities for women and men to secure decent employment and income, social protection for all, and strengthening tripartism and social dialogue.

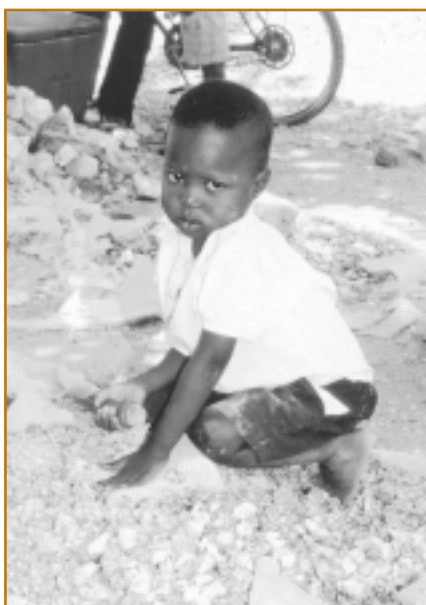
Noting that the “reduction of poverty, economic growth and respect for the fundamental rights of workers are clearly interlinked”, countries were urged – if they hadn’t already done so – to ratify the Conventions on the fundamental rights of workers, to bring their legislation in conformity with them and to apply them.

The ratification of the ILO Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87), and the Right to Organize and Collective Bargaining Convention, 1949 (No. 98), constitute the first step for governments and the social partners in the implementation of appropriate action which will contribute to the respect of fundamental freedoms and union rights.

Among the Conclusions of the Meeting, the delegates stressed their commitment to the elimination of child labour, beginning with its worst forms. They stated that “the elimination of



ILO/Bruno Medeiros



ILO/J.M. Derrien



ILO/Bruno Medeiros

child labour in Africa represents a real challenge. To be African is first of all to respect and prepare the destiny of Africa through its children.” The delegates called on countries to ratify the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182), as quickly as possible and to monitor their application. In this framework, the delegates also urged a broad expansion of IPEC.

Considering decent work for both women and men as one of the central objectives of the process of regional integration, the delegates requested the ILO “to develop effective policies and strategies in employment creation”.

Enterprise promotion, improved productivity, decent incomes and social protection are equally urgent requirements for the ILO to stress, not only with governments but also with the private sector.

The principal wealth of Africa being its human capital, the delegates considered that “the ILO should sensitize the other organizations of the United Nations system, the Bretton Woods Institutions and other sponsors, to the necessity of taking into consideration the importance of human resources in all economic reform programmes”.

The delegates also encouraged governments and social partners to develop policies or programmes enabling social insertion or reinsertion of the victims of conflicts.

The informal sector comprises a large proportion of African workers, and the ILO was requested to conceive and develop sustainable and viable social protection systems covering the entire population.

In his closing statement, Jean-Jacques Elmiger, President of the Governing Body of the ILO, congratulated the delegates on the quality of the discussions and invited the countries represented to apply the decisions reflected in the Conclusions of the Meeting. “Together, let us make the ILO an essential pillar of action for the social development of Africa at the dawn of the twenty-first century.”





# AIDS Update: *Impact on African labour force to be “very severe”*



UN/AIDS/WHO

ABIDJAN – At the Ninth Regional Meeting, delegates also discussed the report *Action against HIV/AIDS in Africa: An initiative in the context of the world of work*.<sup>3</sup> The report said the

AIDS epidemic in Africa would result in increased absenteeism, a rise in the number of households headed by women, increased labour costs for employers, curtailed remittances from migrant

workers and the bankrupting of social security services. In addition, the report said AIDS would force more children into the active labour force, increase the number of AIDS orphans and generally worsen the child labour situation.

## TWO COUNTRIES: TWO PICTURES OF AIDS

Initial data from a new analysis of the workforce in two countries – Zimbabwe and Togo – indicate that the impact of HIV/AIDS would be “very severe indeed” and “would lead to increased morbidity and mortality, reduced population and supply of labour”.

In Zimbabwe, where the estimated percentage of the adult population infected with HIV in 1997 was 21%, the report projected that the labour force would be 17.5% smaller in the year 2015 than it would have been, had there been no HIV/AIDS epidemic, increasing by 40% instead of 68%.

In Togo, where the 1997 estimate of HIV incidence was lower, at 7%, the ILO study projected that the labour force would be 4% smaller than it would have been without HIV/AIDS during the same period, increasing by 65% instead of an anticipated 70%.

“HIV/AIDS makes the cost of doing business more expensive, while at the same time lowering workers’ productivity and decreasing overall demand for goods and services [and] decimates management and the skilled labour force,” the report said.

In Mauritius, AIDS resulted in increased health care costs, medical insurance, death benefits and disability and pension payments. In Zimbabwe, life insurance premiums quadrupled in just two years because of AIDS-related deaths. In Tanzania

(continued on p. 16)

# “No employment, no peace...”

## Sierra Leone: The terrible price of poverty and unemployment



***The price of war in Sierra Leone has been horrific. While the near catastrophic destruction in all sectors of society in Sierra Leone is by no means typical of Africa, it is indicative of how a society can collapse under the weight of long-term conflict caused to a large degree by poverty and unemployment. In the wake of last year’s Lomé Peace Accord which stopped the fighting, the ILO recently completed a postwar needs assessment. Here is a report on what that mission found.***

**FREETOWN, Sierra Leone** – Nearly eight years of war have left Sierra Leone in a state of near total physical, social and economic destruction. Al-

most half the population of 4.48 million (1996 government projections) are displaced. Entire villages and even some larger rural towns have been completely destroyed. Unknown numbers of women

and young girls were raped and thousands of adults and children abducted, tortured and forced to engage in atrocities. Over 1,000 people (including children) were victims of hacking –



ICRC/Till Mayer



suffering single and double amputations. It is not surprising that the office of United Nations High Commissioner for Refugees (UNHCR) categorizes the whole country as traumatized.

Poverty and unemployment were important causes of the conflict and the situation has now worsened. With 70% unemployed, of which an estimated 55% are youths, closure of the majority of industries and thousands laid off since 1991, Sierra Leone's social and economic problems will take years to resolve.

Urgency is a key word. "The message coming through loud and clear from everyone: No employment, no peace," says Pat Pereira, an ILO expert who recently visited Sierra Leone on a postwar needs assessment mission.

### Crisis response: Consolidate a fragile peace

The mission was organized by the ILO InFocus Programme on Crisis Response and Reconstruction (*see box*) to identify the Organization's response to the employment challenge faced by the country. The mission recommended a practical employment programme which can be quickly mounted to help consolidate a still fragile peace, and all eyes are set on the ILO to provide that swift support.

Pending more comprehensive action, the mission proposed a seven-component "Employment for Peace" programme which could start immediately:

- Employment-intensive public works for both rural and urban reconstruction, against cash income.
- Skills training linked to identified market opportunities and oriented to self-employment.
- Small and microenterprise support services with microcredit (virtually all rural banks have been destroyed).
- Reorientation of the employment offices of the Ministry of Labour, Social Security and Industrial Relations, to enable them to give realistic advice on identified economic possibilities to the large numbers of returning refugees and internally displaced who will need to restart their lives.
- Socioeconomic integration of persons with disabilities, a situation made worse by the conflict both in terms of numbers as well as the inability of family

## INFOCUS PROGRAMME ON CRISIS RESPONSE AND RECONSTRUCTION

**An increasing number of countries are facing different types of crisis situations, including armed conflicts, natural disasters, abrupt financial and economic downturns, and social or political transitions. To devise lasting solutions to such crises it is essential to deal with both their immediate employment impact and with their root causes. This is done through the multi-disciplinary InFocus Programme on Crisis Response and Reconstruction. The programme aims at targeted job creation through employment-intensive reconstruction and rehabilitation works, skills and entrepreneurship training and**

**small enterprise development. It promotes a local economic development approach to ensure that the measures adopted are effective and based on social consensus. To assure reconstruction and income sustainability, such interventions, often short-term in nature, need to be linked to longer-term investment in production capacity – an area in which the ILO has built up a solid technical capacity.**

**For more information, contact: The Recovery and Reconstruction Department. Tel: +4122/799-6892; Fax: +4122/799-6489; e-mail: poldev@ilo.org**

or caregivers, themselves impoverished, to support such persons.

- Integration of large numbers of youths forced to become child soldiers, orphaned, victims of atrocities, abducted and separated from their family and community lives, all socially and psychologically disoriented and needing help to readjust to the new situation.

- One component will be devoted to further employment promotion and development, and to setting the national framework for an effective programme which can respond to the needs of the population.

### Working on the district level

The programme will be focused essentially at the district level, and will develop partnership relations with key "actors" such as local artisans, NGOs and religious groups. Local Employment and Economic Development Networks (LEED) will be created in each district. These will support reconciliation by providing a forum for a common understanding of problems and of the benefits of collaboration for all parties involved. They will coordinate various technical activities, mobilize additional resources and ensure sustainability after the project ends.

The number of Sierra Leoneans with war-related disabilities escalated beyond even the usual high estimates due

to especially vicious actions foisted upon ordinary citizens by some of the warring factions. The over 1,000 single and double amputees, the traumatized rape victims, many with new babies, polio victims stemming from the interruption of immunization programmes, traumatized victims of torture and young soldiers make up segments of a population already reeling under precarious health and sanitation conditions, and uneven access to food and water.

The programme will help those capable of earning a living through reorientation of skills, acquisition of new ones, and of prosthetic and other mobility devices.

### Impact on children

At a later stage, the ILO's International Programme on the Elimination of Child Labour (IPEC) will examine the implications of the culture of violence on children, whether victims, perpetrators or witnesses of atrocities. The most difficult group are the estimated 5,400 child soldiers, ranging in age from 6 to 17 years, many now addicted to drugs and in poor health, suffering from such ailments as sexually transmitted diseases, including AIDS.

Many still remain in captivity and those released often join the large numbers of street children, clustering into subgroups mirroring their former armed forces affiliation – a situation of some concern.

Still others seek help from the Children Affected by War (CAW) NGO which runs a camp for ex-child soldiers in Freetown. CAW tries to trace family and community of origin, “de-programmes” them, and treats their drug addiction and other health problems, a task lasting from three to six months. “These children are keen to learn skills in order to be self sufficient”, CAW told the ILO mission.

The task ahead is challenging, and can only be achieved by strategic partnerships, traditional and new. “Sierra Leoneans are expecting the ILO to create awareness of their employment plight and to attract employment-friendly donors and investors”, says Eugenia Date-Bah, in charge of ILO’s InFocus Programme on Crisis Response and Reconstruction. “The urgent search for solutions, timely formulation and implementation of programmes to solve the employment problem will be critical for consolidating peace in the country.” □

– *Kiran Mehra-Kerpelman,  
with mission reports*



ICRC/Till Mayer

### THE HUMANITARIAN CHALLENGE

- Over 2 million displaced internally and in neighbouring countries since the start of the war.
- More than 6,000 residences burnt/destroyed in Freetown alone; many villages upcountry burnt to the ground.
- Over 1,000 persons have lost upper and lower limbs to amputations; a significant number lost both arms.
- Over 4,000 children documented missing in Freetown area; numbers unknown in rest of country but expected to be high. Estimated 5,400 children associated with former fighting forces.
- Out of estimated 45,000 combatants for Disarmament, Demobilization and Reintegration - DDR (including Civil Defence Forces), 12 per cent are underage.
- Illiteracy estimated at 80 per cent and present government capacity and access caters for only 45 per cent of school age population.
- Access to primary health care (PHC) services estimated at 30 per cent countrywide, and lower than 10 per cent in some areas.
- Immunization coverage reduced from 75 per cent in 1990 to 40 per cent in 1999.
- 1997 estimates indicate 34 per cent access to water and 12.5 per cent sanitation; conditions much worse today.
- Highest maternal mortality rate in the world: 1,800/100,000 live births (implies 3,000 women die in childbirth yearly).
- Highest under-five mortality rates in the world.

#### Socio-economic:

According to the Human Development Report of the United Nations Development Programme (UNDP), Sierra Leone remains the least developed country in the world, with life expectancy at 35 years, annual per capita income at US\$171, and external debt of over US\$1.2 billion (UNDP-HDR 1998).

Less than 10 per cent of the 5.3 million hectares of arable land is cultivated yearly. Extensive damage to about 8 of Freetown’s factories led to the loss of over 5,000 jobs.

Source: UN consolidated inter-agency appeal for Sierra Leone, Nov., 1999



## Cartoon story...



# ILO-STEP: Working with the innovative microinsurance movement in Sahelian Africa

**Microinsurance schemes (MIS) for health services are an innovative way of fighting against social exclusion. Tor Monsen, ILO information officer in Norway recently visited one such project in rural Senegal and explains how the ILO-STEP programme (Strategies and Tools against Social Exclusion and Poverty) is giving technical support.**

**K**AFFRINE, Senegal – In this impoverished Sahelian village some 400 kilometres southeast of the capital Dakar, the Amazone women are in their finest clothes. They have been waiting for some time now for the arrival of an outsider to help them set up a micro-insurance scheme (MIS), and now they have begun to dance and sing.

When the associate expert of the ILO-STEP programme arrives just before sunset, the drumming continues. The STEP Africa programme is launching a field-training programme on management for microinsurance schemes, and the expert is bringing the initiating parcel of cartoons.

Cartoons?

Yes, cartoons, and eagerly-awaited cartoons at that. And as the sky darkens, the dancing simmers down and the Amazones gather around the faint light of a torch to look at the drawings they have been waiting for.

## Cartoons for Amazones

The members of this federation, which includes about 20 women's groups involving more than 1,000 women in the area around Kaffrine, call themselves the Amazones, because the name evokes the women fighters who once lived in the ancient West African Abomey Kingdom. Today, they are fighting against poverty.



**The promised parcel of cartoons. For complete cartoon, see p. 12.**

And for the Amazones, this is not just any cartoon. Their excitement stems from their participation in its development by the ILO's STEP programme, and because it will help sensitize and inform future women members of their group about ways of improving the financing of health services through microinsurance schemes. (By mutually contributing to a common fund, the women are trying to insure themselves and their family against illness.)

Their struggle is a daunting task. Since the droughts of the 80s, the region of Kaffrine has suffered from desertification. The main enterprises closed their doors

and the local population faces a record rate of unemployment and an almost complete lack of business opportunities. Less than a third of the women can read or write, only half of the children enter school and more than 50 per cent of the people live in poverty.

Yet the women in the federation refuse to give up. Since 1988, they have been fighting to improve three main areas of their lives: health, literacy and productive activities. The constitution of the MIS is their innovative tool for improving their social and health conditions.

## Microinsurance: A new concept

Microinsurance refers to the different insurance systems which can reach the excluded. Microinsurance schemes combine the concepts of insurance and participation. They are independent, non-profit organizations based on solidarity and democratic management. Their aim is to improve access, mainly through their members' contributions, to quality health care for members.

In West and Central Africa, these MIS are still new, young and few in number. Depending on the needs which have been identified, they provide primary health care, hospital treatment, drug delivery or other vital services. Recent studies have confirmed their potential to enhance access to health care, which



## La Mutuelle de Santé :

la Prévoyance et la Solidarité pour une meilleure Santé



La Mutualité :  
une Protection Sociale  
pour toute la Famille

Stratégie et Technologies locales  
l'Innovation sociale et la Prévoyance (ITSP)  
Forum International de Travail (FIT)  
BP 416, Dakar, Sénégal  
tél : (221) 33 82 11 22  
e-mail : fit@fitglo.org / fitglo.org





has attracted growing interest from the general public, governments and their partners.

## The role of ILO-STEP

The genesis of the cartoons and the *Amazones*' apparent joy over its arrival began more than a year ago. During the startup of their MIS, the *Amazones* contacted the ILO for support. The cartoon is a response to their expressed need for a product that would inform and sensitize members – especially illiterate women – on the advantages and challenges of their microinsurance scheme.

The *Amazones* understood the sense of the cartoon rather well. For them, it is not a gadget, but is an essential form of communicating a message. Soon, their message is picked up and passed on. Some days after the dissemination of the cartoons, the *Amazones* "griot" (a Sahelian traditional singer) presented a newly created song on the advantages of the microinsurance scheme, which she now performs during sensitization campaigns.

The ILO-STEP programme does not assist by handing over large sums of money, but gives technical assistance. Through pro-active research and capitalizing on best practice experiences, the ILO has developed several training tools for promoting and managing microinsurance schemes. The key "promoter" of the *Amazones* has also been able to benefit from a "Training for trainers and promoters" course at the ILO International Training Centre of Turin.

During this training – with technical support from STEP programme – the "promoter", together with 23 other participants from Benin, Burkina Faso, Cameroon, Guinea, Haiti, Mali and Senegal learned how to set up and promote microinsurance schemes.

## Scenes from the field

Now, one week later, the promoter, the *Amazones* and the STEP associate expert are gathered to prepare and launch the planned follow-up training. Since May 1999, more than 80 *Amazones* have already contributed to the common fund. In the beginning of

March 2000 they want to launch the services of the microinsurance scheme. To prepare this important step forward, they needed external technical support.

Another MIS in the Kaffrine area is called *Bokk Faj*, which will receive similar follow-up training of a local promoter in a week's time. "*Bokk Faj*" means "Strong together" in Wolof, the main language in Senegal.

Launched in May,

1999, *Bokk Faj* has grown from 5 to 22 villages.

By December 1999, another 14 wanted to join. The main task is to fight poverty. Since the majority of their members are peasants, they are developing their own health insurance scheme through the production and joint sale of peanuts and sorghum.

The collective fields, shared by the villagers, will serve to finance the working costs of their microinsurance scheme. Since the harvest has begun and all families will soon receive their main yearly income, sensitization campaigns are now being intensified. Because it is difficult to save money, the beneficiaries of *Bokk Faj* will be insured against illness for the next year by contributing to the microinsurance scheme.

Thirty kilometres outside of Dakar, the suburb of Malika is bounded by the capital's main rubbish dumps. Malika is home to 50 women's groups fighting malnutrition, dehydration, AIDS and malaria. In addition, they run literacy and family planning campaigns. They get their resources from sewing clothes, extracting salt and smoking fish.

By contributing 10 FCFA monthly per family member, the women have through their own means managed to build a delivery room for the local clinic. ILO-STEP is supporting the creation of

a microinsurance scheme for these 3,000 women working in the informal sector.

Thiès, with 200,000 inhabitants, is the city in Senegal with the most vibrant NGO environment. Owing to the hearty response to the MIS in the area, they have managed to reduce prices at the local hospital by 50 per cent. Every family of the *And Fagaru* microinsurance scheme of Thiès pays a membership fee, and gets a membership book with a picture of every member of their family. This gives them the right to free assistance when giving birth, free hospital check-ups and a ten-day hospital stay.



The *Amazones* received a prize as a tribute to the work carried out in the local community.

90 per cent of the population

To strengthen the collaboration between the different MIS in Senegal and the region, the STEP office in Dakar has launched the "Concertation", a network of French-speaking West African development actors dealing with the promotion and the strengthening of the innovative movement of MIS (see also Web site [www.concertation.org](http://www.concertation.org)).

STEP was launched in 1998 to extend social protection in the informal sector, where up to 90 per cent of the people in many parts of Africa work. The programme addresses the global problems of large-scale poverty and social exclusion, and aims to promote social development. In West Africa, STEP supports selected grass-roots organizations to set up and manage their own micro health insurance schemes, which can give them power vis-à-vis local health authorities. Through the involvement of local communities, affordable health care is made accessible. □

– Tor Monsen,  
ILO-information/Norway

For more information, contact ILO STEP-Africa  
PB 414 in Dakar, Senegal. Tel./fax: +221/825-1125.  
Email: [stepafr@sentoo.sn](mailto:stepafr@sentoo.sn)

## Interview: Antonio Peñalosa

# “The world of work is the world of the enterprise...”

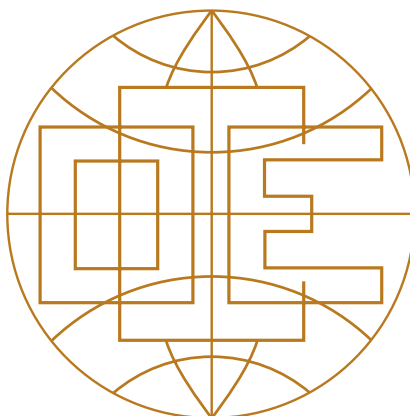
**GENEVA – Antonio Peñalosa, the Secretary-General of the International Organization of Employers (IOE) recently spoke to World of Work about the role of his organization, its priorities and those of the ILO, and the WTO meeting in Seattle. Here is what he had to say:**

**World of Work:** *What is the IOE all about and how do you see its role in the current climate of globalization and growing worldwide markets for goods and services?*

**Mr. Peñalosa:** For over 80 years, the International Organization of Employers has been the only organization authoritatively representing the interests of employers at the international level in the social and labour fields. It is the organization with the largest representativity of the private sector with a membership currently comprising 132 national employers' organizations from 128 countries.

The IOE was created with a major responsibility: the coordination and defense of employers' interests in the ILO. The promotion of free enterprise and its development; helping the establishment and strengthening of employers' organizations at the national level and facilitating the transfer of information and experience to employers' organizations have also historically been the other missions of the IOE. Since 1920, the IOE has always been appointed as the Secretariat of the Employers' Group of the ILO Governing Body and of the International Labour Conference, and its Secretary-General the Secretary of both bodies.

During the last 25 years we have united forces with the International Chamber of Commerce (ICC) to represent the business community in the UN Commission on Transnational Corporations, at the UN Economic and Social Council



(ECOSOC) and in the Social Summit in Copenhagen. Next June, at the UN Special Session in Geneva, the voice of business will also be presented jointly by the ICC and IOE. Where the borderline between economic and social issues becomes blurred, collaboration between the two organizations has been indispensable.

Globalization has changed the agenda of all national and international institutions. There is no such thing as a national policy which is not affected by the international environment and, moreover, social and economic issues are obviously more and more interrelated. As our members become more sensitive to these international debates, they expect us to follow them in the UN and other specialized agencies. In managing this process, the IOE collaborates with other representative business bodies, particularly the Union of Industrial and

Employers' Confederations of Europe (UNICE), the Business and Industry Advisory Committee (BIAC) to the OECD and ICC, by exchanging information and uniting efforts.

I am fully aware that the IOE has a unique network. Apart from defending the employer interests in the ILO and elsewhere, we have the responsibility to keep our membership well informed of what is relevant to them as well as to help them sometimes to be more visible and their activities better known. A clear example of this is our role in the Global Compact, launched by Kofi Annan to the business community, requesting them to apply and promote core principles related to human rights, labour standards and the environment. We are now helping our membership by providing the examples of how they are committed to these principles.

**“Workers and employers and their respective organizations have a large common agenda. There are very few issues of confrontation between them; we have a community of interests and not a conflict of interests.”**

**World of Work:** *What is the IOE's message to the world of work at this point in time?*



**Mr. Peñalosa:** The world of work is the world of the enterprise. Workers and employers and their respective organizations have a large common agenda. There are very few issues of confrontation between them; we have a community of interests and not a conflict of interests. In a global economy we have to unite efforts to create wealth. Full employment, social improvement, job satisfaction are unquestionably related to enterprise success and enterprise development. Society needs to recognize and support the crucial role enterprises, and hence employers, play in creating and

sustaining economic growth and employment. Without the desire of entrepreneurs to take the risks associated with starting a business, there would not be the opportunities for job creation, economic growth and social improvement that we all seek.

**The world of work is the world of the enterprise.**

The ILO offers unique fora for governments, employers and workers to work

together in order to accelerate progress and social protection. With the new conditions created in the ILO for social dialogue, workers' and employers' organizations have a common challenge.

**World of Work:** *How do you, as Secretary-General of the IOE, evaluate the significance of the recent WTO meeting in Seattle?*

**Mr. Peñalosa:** Let me say that, from the outset, the Seattle Conference was the failure we all predicted. There was no comparison with Singapore. It was



IOE

**Antonio Peñalosa**

**Secretary-General of the International Organization of Employers (IOE) since September 1999. Joined the IOE in 1978 as an Assistant to the Secretary-General. In 1983, became Executive Secretary, and IOE Deputy Secretary-General in 1994. Graduated from the University of Santiago (Spain)**

**in Economic and Political Sciences, with a specialization in Business Administration. Further graduated in Economics of Integration from the College of Europe (Brugges-Belgium). Started his professional career in 1977, in the European Commission (Industrial Policy Directorate).**

The International Organization of Employers (IOE), founded in 1920, is the only organization representing the interests of employers, at the international level, in the social and labour fields. Its members consist of 132 national employers' organizations from all over the world.

### **The IOE's Mission**

- Defending employer interests at the international level, particularly within the ILO.
- Promoting free enterprise and its development.
- Helping to establish and strengthen employers' organizations at the national level.
- Facilitating the transfer of information and experience to employers' organizations.

regrettable to all concerned that the meeting was unable to proceed to a new round of trade liberalization and tariff reductions. But how could we have expected to solve all the world's problems at one meeting in one forum?

Unfortunately, a part of society sees a group of radicals, with hardly any representativity, as the winners of this failure. The trade unions and the business community present in Seattle suffered from their violence. What happened in Seattle proves even more that social dialogue is between employers, workers and their respective organizations. Enlarging the scope of the dialogue would threaten the labour and social improvements delivered by the ILO through the work of the social partners. In a period of time where the presence of the State in the economy has been reduced, we need coherent and reliable voices in the world of work.

In relation to the debate on trade and labour standards, the Office, governments, employers and workers should increase their efforts to continue the real progress achieved in the ILO since Singapore. We cannot undermine the tripartite enthusiasm surrounding child labour and the Declaration by reopening the debate on the linkage between trade and labour standards, including the issue of the social clause.

**World of Work: What do you see as the priorities for the ILO now?**

**Mr. Peñalosa:** The strategic objectives of the ILO as presented in the Programme and Budget for 2000-2001 have received unanimous support from the Governing Body and the Conference. The employers are fully committed to its success.

We recognize that decent employment stands for employment promotion and enterprise development, the promotion of fundamental principles and rights at work constitutes the recognized minimum threshold for all, social protection and social security need to be prioritized and modernized to respond to present needs, and social dialogue means stronger tripartism and better equipped employer and worker organizations, most particularly in the developing world.

Having said all the above, the ILO has a real major priority: to prepare the ILO standards policy for the twenty-first century. The development of international labour standards was the main purpose behind the creation of the ILO. We need to be successful to prepare the ILO for the future by providing a standard-setting policy which is relevant in the modern world.

**World of Work: What are the IOE's plans for the future vis-à-vis the ILO and other organizations?**

**Mr. Peñalosa:** As I mentioned earlier, now as perhaps never before the IOE is strongly placed to provide the greatest support to the ILO in its future work. We look forward to working with and supporting the Director-General in his task, and assisting him in clearly establishing the ILO as the recognized world forum for all social and labour issues. We will also continue working with the other international institutions involved in the debate of globalization to ensure that the voice of employers is heard. □

*(continued from p.7 - Africa)*

## **AIDS Update: Impact on African labour force to be "very severe"**

and Zambia, large companies reported that AIDS and health costs surpassed their total annual profits. In Botswana,

companies estimated that AIDS-related costs will increase from under 1 per cent of salary costs to 5 per cent in only six years due to the rapid rise in infections.

Said the Director-General in conclusion, HIV/AIDS is "a pandemic which challenges our concepts of compassion, solidarity and social inclusion". Stating that ILO activities in that sphere are to be strengthened, he added, "History teaches us that, in the face of adversity, societies can survive, win through and prosper only to the extent that they succeed in strengthening their social fabric." □

<sup>1</sup> Benin, Burkina Faso, Egypt, Kenya, Madagascar, Mali, Senegal, South Africa, Tanzania, Uganda.

<sup>2</sup> In 1998, the International Labour Conference adopted a solemn ILO Declaration on Fundamental Principles and Rights at Work, reaffirming the commitment of the international community to "respect, to promote and to realize in good faith" the rights of workers and employers to freedom of association and the effective right to collective bargaining, and to work toward the elimination of all forms of forced or compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation. The Declaration underlines that all ILO member States have an obligation to respect the fundamental principles involved, whether or not they have ratified the relevant Conventions.

<sup>3</sup> Action against HIV/AIDS in Africa: An initiative in the context of the world of work, International Labour Office, Geneva, 1999, ISBN 92-2-111916-5.

### **Africa and AIDS: The need for new programmes**

**The ILO report on HIV/AIDS in Africa urged member States there to adopt programmes which would develop:**

- **statistics to document the problem and make it more visible and amenable to action;**
- **a multi-media information and education campaign, and direct assistance to industry and communities to stimulate and support action at all levels;**
- **the promotion of a culture of fairness and ethics which can embrace the weak, vulnerable and diseased; and**
- **a legal and social security system which can provide legal and real protection to victims and society at large.**



# “A good read”: Popular Bolivian newspaper sets a new trend

*Until recently, the difference between being labelled illiterate or “functionally illiterate” in provincial Bolivia came down to a matter of being able to afford 3 Bolivianos, or about 50 US cents for a newspaper. With the advent of GENTE, a new tabloid aimed at the poorest people of the city at a price they can afford, thousands of people have suddenly become “literate” – and involved in human development issues in the process. GENTE editor Luis Bredow reports.*

**C**OCHABAMBA, Bolivia – For many years, the publishers of the traditional newspapers in Cochabamba contented themselves with a print run of 5,000 to 6,000 copies, which they sold to the elite of this city of 300,000 inhabitants. The rest of the population

was too poor to afford 3 Bolivianos (50 US cents) for a newspaper and so belonged to the category of the so-called “functional illiterates”.

This situation changed radically in December 1998 with the advent of GENTE, a 16-page tabloid costing 1 Boliviano. All of a sudden, 25,000 “functional

illiterates” started reading the paper each day.

The high sales figures are due both to GENTE’s price and its format and content. In the tradition of the tabloid press published in most major cities in South America, the Cochabamba newspaper uses colour, big headlines and

Denuncia para que no vuelva a suceder

El perdón no es sincero cuando te cuesta la dignidad.

Disimular sólo sirve para postergar y agravar.

No podrás disimular por mucho tiempo.

La Brigada de Protección a la Familia y la Mujer te garantiza la confidencialidad y ayuda a la reconciliación de la pareja.

**Llama al 112**

Las policías de la Brigada están capacitadas en psicología y derecho de la familia.

**GENTE** Contribuye a la paz en la familia

**Social Control, Bolivian Style:** The message here is that if such an obviously well-off woman reports spouse abuse, so should women of any economic or social strata. The poster encourages women to denounce violence so that it does not happen again. It also offers them a hotline for protection and assistance.



numerous photos. Critics do not take kindly to such publications, which are accused of exploiting the morbid curiosity of the working class. However, GENTE's editors want to be ethically and socially responsible and believe they have designed a form of communication leverage that can be used to promote human development.

### Curiosity about their peers

Tabloids generate curiosity by using big headlines. The novelty of GENTE's approach is to focus this curiosity on

the daily lives of the readers themselves.

"Generally tabloids arouse curiosity, then divert it and direct it towards points of escape", explains an analyst from the Faculty of Communication at the Bolivian Catholic University. "GENTE, on the other hand, is a very local newspaper that writes about the lives of its readers. If it tends a little towards the sensational, it is simply following the advice of Bertolt Brecht, and conferring historic value on the most humdrum events of daily life to encourage critical examination of these events."

It makes the public feel proud to see details of its daily life in print. The words and photographs of people who,

due to their social status, would never appear in other newspapers, appear in GENTE. The workers recognize themselves in the newspaper and use it as a mouthpiece to address the authorities.

### Close ties to its market

The newspaper's critics – of which there were many in 1998 – say that the sales of the tabloid are sustained thanks to an astute mix of crime, sex and sport. GENTE's editors admit it: "Every morning the front page must carry a headline and a photo that will attract readers for whom one Boliviano is 10 per cent of their daily income. The existence of our newspaper depends on its readers. The other five to seven papers we compete with earn advertising income and do not need large print runs to stay in business."

This close link with the market is apparent every morning when the newspaper vendors arrive to collect the day's edition. In just a glance, the vendors size up the front page and calculate how many papers they will be able to sell during the following 12 hours. The strength – or weakness – of the headlines determines how many papers the newspaper vendors will buy, as they bear the cost of any copies they cannot sell.

In all countries with high rates of unemployment, independent workers try to secure their source of income by organizing close knit "guilds". In Cochabamba, about 50 large families of newspaper vendors have the exclusive rights to sell all the city's publications. Families earn 30 per cent of the newspaper's sales price.

"The newspaper vendors are our partners to a certain extent, as newspapers cannot be sold without going through them", says Javier Cortés Baptista, the chairman of the enterprise which publishes GENTE.

### Human development is newsworthy

Although it might be thought that the market forces us to publish a product devoid of social responsibility, in fact the opposite is true. We keep and attract readers to the extent that we involve ourselves in human development.





**It makes the public feel proud to see details of its daily life in print...  
....GENTE has attracted new readers looking for news about social sectors and issues not covered by the other press media.**

One example is the most controversial subject in the tabloid press – the crime watch. There is no doubt that crime attracts readers. But I would hesitate to put this down to just idle curiosity. In a city where unemployment and poverty are rife, problems of personal security are inevitable, with the poorest being the hardest hit.

Our newspaper demonstrates that violence raises questions about socioeconomic policy and tests the institutions responsible for promoting human and civil rights. At GENTE, we want to promote human development by strengthening popular grass-roots organizations. We also seek to prevent violence by advocating respect for civil and human rights, which are the issues behind each item of crime news.

Behind each story there is a human development issue – domestic violence, mistreatment of children, reproductive health, workers' rights, drinking water, etc. And each item in some way highlights the need to improve the organization of the State and civil society.



### **Stopping rumours and secrets**

GENTE has attracted new readers looking for news about social sectors and issues not covered by the other press media. In some areas – such as informal trade, for example – rumour used to be the only form of information, making social organization particularly difficult.

With the advent of GENTE, small informal-sector tradesmen began to have access to reliable information, encouraging them to exercise greater social control over their own organizations and over the municipality. Hidden violence and the rumours it generates are coming up against the constraints – as in many parts of the world – which a responsible press implies.

In other areas, simply giving exposure to work being done by grass-roots organizations helps to strengthen them.

It is fairly uncommon for a private-sector enterprise to involve itself in promoting human development. This task traditionally falls to NGOs and other nonprofit organizations. However, GENTE of Cochabamba is implementing a communication strategy which is both keeping it in business and making human development issues interesting and topical. □

Luis Bredow is editor-in-chief of GENTE, worked for many years in a social development NGO and has brought these same concerns and perspectives with him in his move to this private sector communications enterprise. e-mail: gente@bo.net. The photos were provided by GENTE.

# “An impressive economic performance”

Poland reaps impressive gains on economic, social fronts, but growth is unbalanced

As the birthplace of “Solidarity”, the first independent trade union in the East bloc, Poland is in many ways the cradle of the post-Cold War economic revival of Eastern Europe. Still, a recent ILO report<sup>1</sup> notes that while Poland has shown impressive economic gains, its vast landscape still hosts economic ghosts of the past. Journalist Ruth Ellen Gruber reports.

**WARSAW** – Two sleek young Polish businessmen settle back in a compartment of the non-stop train to Warsaw from the southern industrial center of Katowice. One talks on his cellphone as he riffles through copies of *Computerworld Magazine* and the *Gazeta Finansowa* – the financial gazette.

The other, wearing designer glasses, reads a magazine for people who are studying English.

Outside the windows, the rich farmland of central Poland flashes past.

Even though it is winter, it is easy to see how the land is divided into tiny thin ribbons of individual holdings, some of them smaller than a hectare – and some of them still worked, slowly and inefficiently, by horse and plow.

These are two of the faces of Poland’s economy a decade after the fall of communism: A booming, urban-centered private and business sector which has leaped rapidly forward into the new millennium, and a rural and agricultural sector which continues to lag far behind.

## The impact of globalization

The recent ILO study demonstrates that Poland’s economy has enjoyed “an impressive economic performance” over the past decade. But at the same time it warns that the continuing disparities may have a negative effect on future development.



ILO/Jacques Maillard

**A booming, urban-centred private and business sector which has leaped rapidly forward into the new millennium...**

Poland’s annual growth rate slipped to 4 per cent in 1999 from 4.8 per cent in 1998, but overall annual growth rates averaged more than 5 per cent since 1993, reversing the precipitous declines in output and employment which characterized the early stages of economic transition from communism.

Poland’s recovery indeed has been the fastest amongst the post-communist countries of Central and Eastern Europe, and, notes the ILO report, the decade-long transition process “has fundamentally changed the relationship between Poland and the rest of the world, replacing politically determined economic links with former socialist countries with predominantly market-driven flows”.

“There is no doubt at all that the modern side of the Polish economy is continuing to do very well and to attract a lot of investment from Europe, North America and Asia,” British Ambassador to Poland John Macgregor told the *World of Work* magazine. “The recent downturns in Russia and Asia have not affected the basic

calculation that Poland is an up-and-coming economic force in the region.”

## From long lines to consumerism

A big photographic exhibition in Warsaw this winter called “Taka Była Polska” (This Was Poland) drew hundreds of visitors who gawked at images that seem almost unimaginable today: communist-era empty shelves, antiquated machinery, long lines at shops, and regimented lifestyles.

The changes are strikingly visible, from the bright lights, sleek new boutiques and full shelves of supermarkets and vast new shopping malls, to the traffic-choked streets of the capital and other cities. Lifestyle changes have come, too. In Warsaw, the development of a new middle class – and new car culture – has sparked a significant trend of people moving out of the city into new suburban commuter developments, 20 to 40 kilometres outside the city center.



Skyrocketing sales of new cars provide a picture of Polish prosperity and purchasing power which is little short of astonishing.

Despite a 21 per cent hike in petrol prices and a hefty rise in interest rates on car purchase loans in 1999, new car sales in Poland soared by 23 per cent last year to 640,183 units, according to *Samar*, the Polish car market monitoring company. This tops by far the figure of 515,300 for 1998. About 56 per cent of all cars sold in 1999 were made by Italy's Fiat or Korea's Daewoo – both companies which produce or assemble cars in Poland, and each of which has invested more than US\$1 billion in Poland.

Even more impressive, according to *Samar*, has been the surge in growth over time: only 265,000 new passenger cars were sold in Poland in 1995. Not only that. According to a poll commissioned in December by the newspaper *Rzeczpospolita*, more than 2.9 million Poles – more than 10 per cent of the adult population – want to purchase a new car this year!

"The poll should be viewed as wishful thinking, rather than as a declaration of real purchasing power," cautioned Zbigniew Lazar, spokesman at General Motors Poland, quoted in the weekly English-language *Warsaw Voice* newspaper.

"In reality, Poles are not well off, and their chance to buy on credit is rather limited, especially given the recent increase in interest rates by banks. In practice, it turns out that they cannot afford such expenditures," he said.

## Unbalanced growth

Indeed, Poland's rapid growth has not affected all sectors of the economy or all parts of the country, and the regional and other disparities are sometimes dramatic.

The private sector, which amounted to only 31 per cent of GDP in 1990, has become the main engine of growth, representing nearly 70 per cent of national output and employment, and dominating the fields of retailing, construction and foreign trade.

Unemployment is down from early 1990s levels of about 15 per cent, but still remains high, at 10 to 11 per cent of the total workforce. Women in the workforce have been hard hit by the transition. Between 1989 and 1997, female employment fell by 22 per cent, and, according to UN figures, some 1.6 million women lost their jobs over the last decade. At the same time, average

pay rates for women fell to just 70 per cent of male wages.\*

The vast majority of new jobs and income opportunities are concentrated in urban centres, particularly Warsaw. The capital, almost totally destroyed during World War II, and renowned under communism as one of Eastern Europe's dreariest cities, now has the pulsing energy of a boom town. Its skyline is fairly bristling with new – or partially completed – skyscrapers which are transforming the urban feel and fabric.

The two buildings which symbolized communist rule – the Communist Party headquarters and the enormous, stalinque Palace of Culture in the center of the city – have been transformed respectively into a financial and banking center resplendent with neon advertising, and a multi-function cultural, business, conference and entertainment center.

In a speech to the American Chamber of Commerce in Warsaw last November, Warsaw Mayor Pawel Piskorski said that Warsaw was Europe's single largest site of private investment and, after Berlin, the second largest site of overall investment.

He noted, however, that many problems remain to be resolved and underscored two main priorities in upgrading the city's strained infrastructure: completion of the underground (subway) system, and construction of a ring road around the city.

When rebuilding Warsaw in the 1950s after the World War II destruction, he

said, "the communist government planned for a city of 500,000 residents, with all roads leading to the Palace of Culture at the center. No one expected Warsaw to grow as it has."

Between 1992 and 1997, according to the ILO report, employment in Warsaw increased by almost 30 per cent, while at the same time 15 out of Poland's 49 voivodships (districts) suffered net employment losses.

In the countryside in particular, the ILO report says, "a large proportion of the labour force is either unemployed or underemployed". Agriculture, mostly privately run small holdings, with the average farm size just eight hectares, "accounts for over one-quarter of total employment, but only 6 per cent of Gross Domestic Product", the report shows. It reckoned that in 1998 the unemployment rate in the most dynamic big cities was between 2 and 4 per cent, "a situation of nearly full employment", but at the same time, two voivodships that year suffered from unemployment rates in excess of 20 per cent.

## A new East-West divide

"You see the difference as you move east," says Alex Wiechowski, a retired translator who now works part-time in a busy bookstore on Warsaw's chic Nowy Swiat shopping street, which specializes in English language as well as Polish books. "East of the Vistula River (which runs south to north through the booming cities of Krakow, Warsaw, and Gdansk) is something like 'Poland B'; little empty towns [and] much more unemployment where factories and big state farms were closed."

"But change has its price," he says. "Very, very rapid development has its pluses and minuses. Many people, especially the older generation, were caught unprepared. There are problems with retirement and the pension system, and unemployment looms large in life. There is also a big problem with crime, both organized crime and street crime."

The ILO analysis suggests that if unchecked, Poland's "unbalanced" growth process could have a negative effect on social stability and economic prospects by deepening income gaps between cities and towns and fuelling rapid growth in manufacturing wages, which have already led to erosion of the cost-competitiveness of some Polish exports. The ILO report says that the



ILO/Jacques Maillard

**...and a rural and agricultural sector which continues to lag far behind.**



ILO/Jacques Maillard

**Unemployment is down from early 1990s levels of about 15%, but still remains high, at 10 to 11% of the total workforce.**

regional imbalances “are mainly attributable to structural factors, most of which can only be corrected by way of government intervention, in cooperation with social partners”.

In particular, infrastructure is notoriously deficient outside the large cities and the paucity of roads, railways and telecommunications risks limiting the trade and development potential of rural areas. Despite the boom in automobile sales nationwide, dirt roads and horse-and-cart transport are still common in parts of Poland, particularly in the east.

Shortfalls in vocational training and institutional support for agricultural diversification are also inhibiting factors for rural economic development. The ILO report scrutinizes these and other potential problem areas and concludes that “the development of physical infrastructures and human capital can probably be regarded as a major policy priority in Poland”.

“Clearly, the gap between Poland A and Poland B is both an economic and a political problem for which the Polish government at the moment does not seem to have a clear strategy,” a senior diplomat based in Warsaw said. “Quite rightly the government has gone, above all, for growth in Poland A and this has carried the country forward at a remarkable speed.” □

– Ruth Ellen Gruber, who wrote this article, was Warsaw Bureau Chief for United Press International from 1980 to 1983, and has written numerous articles and books on central and west European issues.

<sup>1</sup> Studies on the social dimensions of globalization – Poland, International Labour Office, Geneva, 1999.

\* According to the data in the ILO country study, women’s average monthly wage is 79.2% of men’s (89.% if wages are calculated on an hourly basis).

## “The most dangerous profession”

The ILO and the sea: Tripartite meeting tackles safety in the fishing industry

**Commercial fishing, fish farming and fish processing take some 24,000 lives each year, making the fishing industry more dangerous than firefighting or police work. To look at safety in the fishing sector, the ILO held a tripartite meeting in December of last year to discuss the toll of injury and death, and what governments, employers, workers – and fishermen – can do about it.**

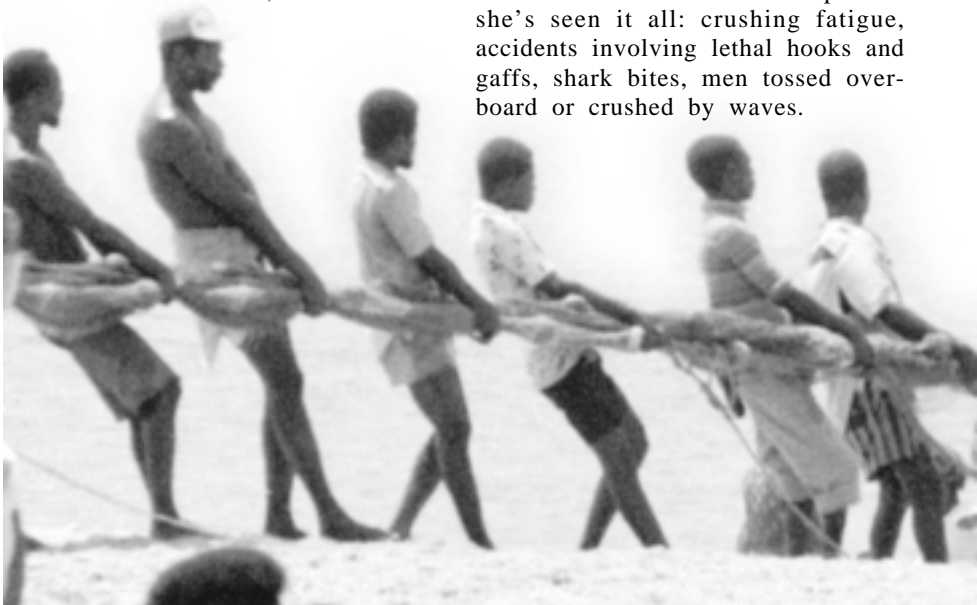
**G**ENEVA – “Although no one had been seriously injured this season aboard the *Hannah Boden*, we all understood too well the dangers inherent in commercial fishing, regarded by many as the most dangerous profession.”<sup>1</sup>

So writes Linda Greenlaw, author of “The Hungry Ocean” and captain of the 100-foot “swordboat” *Hannah Boden*. In her book, Ms. Greenlaw (who now runs a lobster boat off the coast of the US state of Maine where she lives), describes the life of a one-woman, five-man crew

on one of its 30-day trips to the Grand Banks in the Atlantic Ocean, in search of swordfish and tuna hundreds of kilometres off the coast of Canada.

“I thought that being washed overboard and swallowed up by the sea would be the easiest way to go, if a salty death should be in my future,” she writes. “I would much prefer that end to some I know of. We had all seen or heard about grisly, grotesque, and not-so-freak ship-board accidents.”

Ms. Greenlaw should know. After 17 years in commercial fishery – working as both deckhand and boat captain – she’s seen it all: crushing fatigue, accidents involving lethal hooks and gaffs, shark bites, men tossed overboard or crushed by waves.







INTERNATIONAL LABOUR ORGANIZATION



## ILO Offices

- 01 Boîte postale 3960  
Abidjan 01  
(Côte d'Ivoire)  
Tel. +225.21.26.39  
Fax. +225.21.28.80
- P.O. Box 2788  
Addis Ababa  
(Ethiopia)  
Tel. +251.1.51.72.00  
Fax. +251.1.51.36.33
- 9 rue Emile Payen  
Hydra  
Alger  
(Algérie)  
Tel. +213.2.69.12.12  
Fax. +213.2.69.20.88
- P.K. 407  
06043 Ulu  
Ankara  
(Turkey)  
Tel. +90.312.468.79.22  
Fax. +90.312.427.38.16
- Boîte postale 683  
101 Antananarivo  
(République de Madagascar)  
Tel. +261.20.222.66.15  
Fax. +261.20.222.58.94
- P.O. Box 2-349, Rajdamnern Avenue  
Bangkok 10200  
(Thailand)  
Tel. +66.2.288.12.34  
Fax. +66.2.280.17.35
- P.O. Box 2349, Rajdamnern Avenue  
Bangkok 10200  
(Thailand)  
Tel. +66.2.288.12.34  
Fax. +66.2.280.17.35
- P.O. Box 27966 Safat  
13140 - Kuwait  
(Kuwait)  
Tel. +965.243.87.67  
Fax. +965.240.09.31
- P.O. Box 2331  
Lagos  
(Nigeria)  
Tel. +234.1.269.39.16  
Fax. +234.1.269.07.17
- Apartado Postal 3638  
Lima I  
(Perú)  
Tel. +51.1.221.25.65  
Fax. +51.1.421.52.86
- 1-11-2 Tayuan Diplomatic  
Office Building  
100600 Beijing  
(People's Republic of China)  
Tel. +86.10.65.32.50.91  
Fax. +86.10.65.32.14.20
- P.O. Box 11-4088  
Beirut  
(Lebanon)  
Tel. +96.1.75.24.00  
Fax. +96.1.75.24.05
- Hohenzollernstr. 21  
D-53173 Bonn  
(Germany)  
Tel. +49.228.36.23.22  
Fax. +49.228.35.21.86
- SEN Lote 35  
Brasília - DF 70800-400  
(Brasil)  
Tel. +55.61.225.80.15  
Fax. +55.61.322.43.52
- 40, rue Aimé Smekens  
B-1030 Bruxelles  
(Belgique)  
Tel. +32.2.736.59.42  
Fax. +32.2.735.48.25
- PF. 936  
H-1386 Budapest  
(Hungary)  
Tel. +36.1.301.49.00  
Fax. +36.1.353.36.83
- Avenida Córdoba 950  
Pisos 13 y 14  
1054 Buenos Aires  
(Argentina)  
Tel. +54.11.43.93.70.76  
Fax. +54.11.43.93.70.62
- 9, Taha Hussein Street  
11561 Zamalek  
Cairo  
(Egypt)  
Tel. +20.2.340.01.23  
Fax. +20.2.341.08.89
- P.O. Box 1505  
Colombo  
(Sri Lanka)  
Tel. +94.1.59.25.25  
Fax. +94.1.50.08.65
- Boîte postale 414  
Dakar  
(Sénégal)  
Tel. +221.823.17.89  
Fax. +221.821.09.56
- P.O. Box 9212  
Dar es Salaam  
(Tanzania)  
Tel. +255.51.66.60.24  
Fax. +255.51.66.60.02
- G.P.O. Box 2061  
Ramna  
Dhaka  
(Bangladesh)  
Tel. +880.2.811.47.05  
Fax. +880.2.811.42.11
- Boîte postale 500  
1211 Genève 22  
(Suisse)  
Tel. +41.22.799.61.11  
Fax. +41.22.798.86.85
- P.O. Box 1047  
Islamabad  
(Pakistan)  
Tel. +92.51.27.64.56  
Fax. +92.51.27.91.81
- P.O. Box 1075  
Jakarta 10010  
(Indonesia)  
Tel. +62.21.314.13.08  
Fax. +62.21.310.07.66
- P.O. Box 8971  
Kathmandu  
(Nepal)  
Tel. +977.1.52.85.14  
Fax. +977.1.53.13.32
- Boîte postale 7248  
Kinshasa I  
(Rép. Dém. du Congo)  
Tel. +243.12.334.07  
Fax. +1.212.376.95.24 (Bureau OIT)
- P.O. Box 27966 Safat  
13140 - Kuwait  
(Kuwait)  
Tel. +965.243.87.67  
Fax. +965.240.09.31
- P.O. Box 2331  
Lagos  
(Nigeria)  
Tel. +234.1.269.39.16  
Fax. +234.1.269.07.17
- Apartado Postal 3638  
Lima I  
(Perú)  
Tel. +51.1.221.25.65  
Fax. +51.1.421.52.86
- Millbank  
Tower (5<sup>th</sup> floor)  
21-24 Millbank  
GB-London SW1P 4QP  
(United Kingdom)  
Tel. +44.171.828.64.01  
Fax. +44.171.233.59.25
- P.O. Box 32181  
ZA 10101 Lusaka  
(Zambia)  
Tel. +260.1.22.80.71  
Fax. +260.1.22.32.77
- c/ Alberto Aguilera  
15 Dpdo. I.  
28015 Madrid  
(España)  
Tel. +34.91.548.20.66  
Fax. +34.91.547.44.22
- MCPO Box 4959  
Makati Central Post Office  
1289 Makati City  
(Philippines)  
Tel. +63.2.815.23.54  
Fax. +63.2.761.11.90
- Darwin No. 31  
Colonia Anzures  
11590 México, D.F.  
(México)  
Tel. +52.5.566.26.66  
Fax. +52.5.250.32.67
- CINTERFOR Montevideo  
Casilla de correo 1761  
Montevideo  
(Uruguay)  
Tel. +598.2.902.05.57  
Fax. +598.2.902.13.05
- Petrovka 15, Apt. 23  
103 031 Moscow  
(Russian Federation)  
Tel. +7.095.925.50.25  
Fax. +7.095.956.36.49
- East Court, 3rd Floor  
India Habitat Centre - Lodi Road  
New Delhi - 110 003  
(India)  
Tel. +91.11.460.21.01  
Fax. +91.11.460.21.11
- 220 East 42nd Street, suite 3101 (31<sup>st</sup> floor)  
New York, N.Y. 10017-5806  
(United States)  
Tel. +1.212.909.78.00  
Fax. +1.212.909.78.16
- I, rue Miollis  
F-75732 Paris Cédex 15  
(France)  
Tel. +33.1.45.68.32.50  
Fax. +33.1.45.67.20.04
- P.O. Box 1201  
Port-of-Spain  
(Trinidad and Tobago)  
Tel. +1.868.628.14.53  
Fax. +1.868.628.24.33



## ILO National Correspondents

## ILO Multidisciplinary Teams

• P.O. Box 40254  
Arcadia 0007  
Pretoria  
(South Africa)  
Tel. +27.12.341.21.70  
Fax. +27.12.341.21.59

• Villa Aldobrandini  
Via Panisperna, 28  
I-00184 Roma  
(Italy)  
Tel. +39.06.679.18.97  
Fax. +39.06.679.21.97

• Apartado postal 10170  
San José 1000  
(Costa Rica)  
Tel. +506.253.76.67  
Fax. +506.224.26.78

• P.O. Box 14500  
Suva  
(Fiji)  
Tel. +679.31.34.10  
Fax. +679.30.02.48

• 8th floor  
The United Nations University  
Headquarters Bldg. 53-70  
Jingumae 5-chome, Shibuya-Ku  
Tokyo 150-0001  
(Japan)  
Tel. +81.3.54.67.27.01  
Fax. +81.3.54.67.27.00

• International Training Centre of the ILO  
10 Viale Maestri del Lavoro  
I-10127 Torino  
(Italy)  
Tel. +39.011.693.61.11  
Fax. +39.011.663.88.42

• 1828 L Street, N.W.  
Suite 801  
Washington, D.C. 20036  
(United States)  
Tel. +1.202.653.76.52  
Fax. +1.202.653.76.87

• Boîte postale No. 13  
Yaoundé  
(Cameroun)  
Tel. +237.20.50.44  
Fax. +237.20.29.06

• United Nations Office, c/o KIMEP  
4, Abai Avenue  
480100 Almaty  
(Kazakhstan)  
Tel. +732.72.64.07.71  
Fax. +732.72.64.26.08

• Ministry of Labour, Social and  
Family Affairs  
Spitalska ul. c. 6  
816 43 Bratislava  
(Slovakia)  
Tel. +421.7.59.75.24.10  
Fax. +421.7.36.21.50

• Str. Ministerului no. 1-3  
Intrarea D et V, camera 574, Sect. I  
Bucarest  
(Romania)  
Tel. +40.1.312.52.72  
Fax. +40.1.312.52.72

• Ministry of Labour & Social Policy  
Esplanadna Str. 8/10  
252023 Kyiv  
(Ukraine)  
Tel. +380.44.220.41.41  
Fax. +380.44.220.41.41

• Ministry of Labour  
23/2 Masharov Avenue  
220004 Minsk  
(Belarus)  
Tel. +375.17.223.11.41  
Fax. +375.17.226.93.60

• Džoke Mazalica 3  
3rd floor  
71000 Sarajevo  
(Bosnia Herzegovina)  
Tel. +387.71.20.82.58  
Fax. +387.71.20.94.74

• Ministry of Labour and Social Affairs  
2, Triaditza Str.  
Sofia 1000  
(Bulgaria)  
Tel. +359.2.980.20.76  
Fax. +359.2.980.20.76

• Ministry of Social Affairs  
29 Gonsiori Street  
15027 Tallinn  
(Estonia)  
Tel. +372.626.97.76  
Fax. +372.626.97.78

• Ministry of Labour & Social Policy  
1/3 Nowogrodzka St., Room 616  
00-513 Warsaw  
(Poland)  
Tel. +48.22.621.40.19  
Fax. +48.22.661.06.50

• 01 Boîte postale 3960  
Abidjan 01  
(Côte d'Ivoire)  
Tel. +225.21.26.39  
Fax. +225.21.28.80

• P.O. Box 2532  
Addis Ababa  
(Ethiopia)  
Tel. +251.1.51.03.46  
Fax. +251.1.51.36.33

• P.O. Box 2-349, Rajdamnern  
Bangkok 10200  
(Thailand)  
Tel. +66.2.288.12.34  
Fax. +66.2.267.80.43

• P.O. Box 11-4088  
Beirut  
(Lebanon)  
Tel. +96.11.37.15.76  
Fax. +96.11.75.24.06

• Pf. 936  
Budapest 1386  
(Hungary)  
Tel. +36.1.301.49.00  
Fax. +36.1.353.36.83

• 9, Taha Hussein Street  
11561 Zamalek  
Cairo  
(Egypt)  
Tel. +20.2.340.01.23  
Fax. +20.2.341.08.89

• Boîte postale 414  
Dakar  
(Sénégal)  
Tel. +221.822.16.33  
Fax. +221.821.09.56

• P.O. Box 210  
Harare  
(Zimbabwe)  
Tel. +263.4.75.94.38  
Fax. +263.4.75.93.73

• Apartado Postal 3638  
Lima I  
(Perú)  
Tel. +51.1.215.03.00  
Fax. +51.1.421.52.92

• P.O. Box 7587  
ADC/NAIA  
Metro Manila  
(Philippines)  
Tel. +63.2.815.23.54  
Fax. +63.2.761.11.90

• Petrovka 15, Apt. 23  
103 031 Moscow  
(Russian Federation)  
Tel. +7.095.925.50.25  
Fax. +7.095.956.36.49

• East Court, 3rd Floor  
India Habitat Centre - Lodi Road  
New Delhi - 110 003  
(India)  
Tel. +91.11.460.21.01  
Fax. +91.11.464.79.73

• P.O. Box 1201  
Port-of-Spain  
(Trinidad and Tobago)  
Tel. +1.868.628.14.53  
Fax. +1.868.628.24.33

• Apartado postal 10170  
San José 1000  
(Costa Rica)  
Tel. +506.253.67.47  
Fax. +506.224.26.78

• Casilla 19034  
Correo 19  
Santiago  
(Chile)  
Tel. +56.2.201.27.27  
Fax. +56.2.201.20.31

• Boîte postale No. 13  
Yaoundé  
(Cameroun)  
Tel. +237.21.74.47  
Fax. +237.21.74.46





INTERNATIONAL LABOUR OFFICE  
4, route des Morillons - CH-1211 Geneva 22  
Phone: +41 22 799 61 11 - Fax: +41 22 799 86 85  
<http://www.ilo.org>



And the ultimate sacrifice? Ms. Greenlaw knows about that too. In October 1991, the *Andrea Gail*, sister boat of the *Hannah Boden*, and its six-man crew disappeared without a trace during a violent storm. "I lost six friends in that storm," she writes, noting that her boat was over 600 kilometres from the 31-metre waves recorded during the storm. Still, she writes, "I would be lying if I said that my crew and I were never concerned for our own safety...We were in radio contact with the men west of us whose lives were in danger, and something in their voices scared us deeply."

### How dangerous is fishing?

Indeed, as many as 24,000 fishermen and persons engaged in fish farming and processing are killed every year, putting fishing and related occupations among the most dangerous of all professions, according to a new report released by the International Labour Office (ILO).<sup>2</sup>

In the United States, says the report, the fatality rate for the fishing industry in 1996 was 16 times higher than for firefighting or police work and 40 times the national average. In Denmark, the rate from 1989 to 1996 was 25-30 times higher than for those employed on land.

In Guinea, a west African country with some 7,000 artisanal fishermen, it is estimated that, each year, every 15th canoe has an accident and that one of every 200 fishermen dies in a canoe accident.

To examine these and other sector-specific issues and problems, the ILO held a Tripartite Meeting on Safety and Health in the Fishing Industry from 13 to 17 December at the ILO office in Geneva. The ILO meeting gathered par-

ticipants to discuss safety and health issues in the fishing industry, assess the work done in this field by the United Nations' Food and Agriculture Organization (FAO), the ILO and International Maritime Organization (IMO), to review ILO standards adopted specifically for fishermen and to identify relevant follow-up activities.<sup>3</sup>

### More fishing, more accidents

Fishing is a growth industry. The number of persons engaged in fishing and fish farming doubled from roughly 13 million to 28.5 million between 1970 and 1990, says the FAO. Of these 28.5 million, some 15 million work on fishing vessels of which more than 90% are less than 24 metres in length.

Fish, including shellfish, is a critical food resource. In 1996, according to the FAO, the amount of fish available for human consumption was almost 16 kg per person. Fish consumption, as a percentage of total animal protein consumption ranged from 6.6% in North America to 27.8% in the Far East (figures for 1989). Fish and fisheries exports reached a total value of US\$52.5 billion in 1996. Production continues to grow, principally as a result of the increased popularity of fish and other seafood in wealthier countries. In 1995, 85% of all fish imports ended up on tables in the developed world.

Consumer demands for fresh, high quality products coupled with pressures resulting from declines or sudden disappearances of certain stocks of fish due to overfishing and other factors, are leading many fishing companies and fishermen to change their methods of work. And while many have registered improvements in their living and working conditions, "many others still serve on

vessels where conditions remain poor", says the ILO report, adding that "unfortunately, a significant number of fishermen suffer substandard conditions, and violations of basic human rights are not uncommon".

"The traditional system of remuneration in the fishing industry is the sharing of the catch," notes the report. This naturally encourages the crew to improve productivity by operating with as few crew members as possible and working very long shifts. "The lack of a minimum wage for fishermen and the vagueness associated with fishing income may...lead some fishermen to fish harder and take unnecessary risks." Such long hours also lead to fatigue, a chronic problem in many parts of the industry.

"Many fishermen, particularly from Asia, are employed on distant-water fishing vessels registered in countries other than their own." It also appears, says the report, that "there may be a slowly growing trend towards placing some larger fishing vessels in open registers, some of which have had historically high casualty...rates for merchant ships. This may in part be done to avoid safety and other regulations."

**"The complex and all-consuming ocean feeds man, but also feeds upon men. The flat calm that gently digests my troubles is capable of violent turbulence of enough gluttony to chew up and spit out vessels of the strongest steel, often swallowing men and ships whole."**

— Linda Greenlaw  
*"The Hungry Ocean"*

Compounding the problem in many countries, regulations concerning safety are only applied to larger vessels. Smaller



ILO/Jacques Maillard

craft are rarely, if ever, inspected. This is partly due to limitations in resources, but not infrequently comes from resistance from fishermen themselves, often out of concern for the cost of safety measures or out of suspicion that regulations may not be appropriate.

The ILO report points out that while sea fishing is largely carried out by men, “women have been much more active in fish processing and marketing”. This includes processing lines onboard large vessels at sea. In addition, many children are working in the fishing industry. The phenomenon is widespread in south-east Asia but can also be found in developed countries. The ILO International Programme on the Elimination of Child Labour (IPEC) is helping to make improvements in the conditions of some of these children in Indonesia.

## Conclusions adopted

“Fishing is a hazardous occupation when compared to others. Sustained efforts are needed at all levels and by all parties to improve the safety and health of fishermen. The issue of safety and health must be considered broadly in order to identify and mitigate – if not eliminate – the underlying causes of accidents and diseases in this sector. Consideration also needs to be given to the great diversity within the industry based on the size of the vessel, type of fishing and gear, area of operation, etc.”

So reads the general introduction to the Conclusions on safety and health in the fishing industry adopted by the recent tripartite meeting. Among the priority areas included for improving occupational safety and health, were: implementing and improving safety and health training; enhancing social dialogue at all levels in the sector; extending social protection to cover fishermen, where it does not exist; collecting and disseminating statistics, data and safety information; promoting appropriate international standards; providing international guidance for the safety and health of fishermen, particularly on vessels under 24 metres in length; addressing the human element aspects, such as fatigue and manning.

**“The ocean which gives so much takes back what it needs, commanding respect and getting it from those who see and understand the hunger.”**

– Lida Greenlaw  
“The Hungry Ocean”

The meeting also called for the promotion of enforcement or application of laws, regulations and good practices, and called on governments to ratify the ILO Occupational Safety and Health Convention, 1981 (No. 155), and apply its provisions to the fishing industry. (To



ILO/Jacques Maillard

date, Convention No. 155 has been ratified by 31 of the ILO's 175 member States).

In addition, the participants agreed that fishing vessel owners, regardless of the size of the vessels, should carry insurance “or other appropriate social security coverage for occupational injuries to fishermen” covering medical treatment, compensation and survivor benefits. They urged that fishermen have access to social security protection covering sickness, disability, occupational injuries, illness compensation, loss of life and pension schemes, called for better employment opportunities for women, and said action should be taken to improve the lot of abandoned fishermen and non-domiciled fishermen.

“A safety culture should be promoted in the fishing industry, including the use of safety management systems appropriate to the enterprise and the dissemination of safety information,” the Conclusions say. “Governments, employers’ and workers’ organizations should be involved in the development and implementation of such systems.” □

## “THE MOST LETHAL WEAPON ABOARD...”

**“Perhaps the most lethal weapon aboard a longliner is the hook. Both size and sharpness render hooks unforgiving when they decide to dive into and tear through flesh. Not as common, but certainly not unusual, are wounds caused by shark bites. The jaws of a Mako shark are like the proverbial steel trap; in an instant they can latch onto the calf of one whose back is turned. Rows of razor-sharp teeth puncture oil pants, boots, skin, and flesh, and sink into solid bone like nails into balsa wood. Then there are the accidents that occur on slippery decks of stern-trawlers in bad weather. The rocking and rolling motion can pitch an off-guard and fatigued man into the massive moving parts of deck equipment, severing limbs like dry twigs. Less ghastly, but just as fatal, are the internal injuries that result from being crushed under the weight of a rogue wave. We had been lucky in so many ways this season. None of us aboard the *Hannah Boden* had suffered anything more than a nasty gash with a rusted knife.”**

– Linda Greenlaw, “The Hungry Ocean”

<sup>1</sup> The Hungry Ocean: A swordboat captain's journey, Linda Greenlaw, Hyperion, New York, NY, 1999. ISBN 0-7868-6451-6

<sup>2</sup> Safety and health in the fishing industry, ILO, Geneva, 1999, ISBN92-2-111829-0. For more information please see <http://www.ilo.org/public/english/100secto/techmeet/tmfi99/index.htm>.

<sup>3</sup> The meeting brought together representatives from governments, employers and trade unions from countries including Argentina, Belgium, Brazil, Canada, Chile, China, Côte d'Ivoire, Cuba, Denmark, El Salvador, France, Ghana, Iceland, India, Indonesia, Japan, Malaysia, Mauritania, Morocco, New Zealand, Nicaragua, Nigeria, Norway, Pakistan, Panama, Paraguay, Peru, Philippines, Republic of Korea, Russian Federation, Senegal, Sierra Leone, Spain, Suriname, Thailand, Ukraine, United Kingdom and United States.

The Note on the Proceedings of the Meeting, containing a report of the discussion, conclusions on safety and health in the fishing industry, the text of a resolution on future ILO activities in the fisheries sector and social dialogue, summaries of panel discussions and other information will be submitted to the Governing Body of the ILO in March 2000. The Note, along with Safety and Health in the Fishing Industry, will be available on the Internet at: <http://www.ilo.org/public/english/dialogue/sector/techmeet/tmfi99/index.htm>



# Working World

## INTERNATIONAL

● On 1 January 2000, the Congress of the International Federation of Employees, Technicians and Managers (FIET), Communications International (CI), Media and Entertainment International (MEI), and the International Graphics Federation, approved the creation of Union Network International (UNI), which groups them together and represents 15 million workers in 140 countries. (*FIET info*, No. 4, 1999).

● The Committee to Protect Journalists (CPJ) reports that 33 journalists were killed in the line of duty in 1999, in Argentina, Colombia, Indonesia (East Timor), Lebanon, Nigeria, Russia, Sierra Leone, Sri Lanka, Turkey, and Yugoslavia. (*Committee to Protect Journalists*, New York, Press Release of 6 Jan.)

● The Economic Commission of **West African States** established a Court of Justice where member States can take their disputes. (*Marchés tropicaux*, 5 Nov. 1999)

## CHILD LABOUR

● Child prostitution is on the rise in **Central America**, according to UNICEF. A major reason for this growth is that traditional destinations for such activity – chiefly **Thailand** and the **Philippines** – have blunted the

## A regular review of trends and developments in the world of work



Morocco

sex tourism business over the last two years by enacting stricter laws and enforcement measures. (*Washington Post*, 2 Jan.)

● The Ministry of Labour of **Morocco** counted more than 156,000 children under the age of 15 who are working in the country, 90 per cent of whom are between 10 and 14 years of age. Eighty per cent of them do not attend school. (*Marchés tropicaux*, 29 Oct. 1999)

## WORKING HOURS

● The law fixing a 35-hour work week in businesses employing more than 20 workers, was definitively adopted in **France**, and takes effect as of 1 February 2000.

● In **Greece**, a bill reducing the work week from 40 to 35 hours, which was opposed by employers' and workers' confederations, was rejected by Parliament. (*Social international*, Nov. 99)

● In the **Netherlands**, an employers' proposal linking a four-day work week to the opening of businesses six days a week, has given rise to a controversy with the unions, which refuse to accept the proposed six-day opening. (*Social international*, Nov. 99)

## SOCIAL MOVEMENTS

● A strike for increased wages, observed by almost all railroad engine drivers, paralyzed the railways in **Hungary** in January. (*Hungar-*

*ian Radio*, Budapest, 1100 GMT, 10 Jan. 2000, as monitored by the BBC service)

● Workers at the Sosnovy Bor nuclear plant in **Russia** staged a protest demonstration, threatening to go on strike if their wages were not indexed in line with the industry pay-rate agreement. (*ITAR-TASS*, 9 Jan.)

## FUNDAMENTAL RIGHTS

● A ministerial report presented before a parliamentary committee addresses slavery on farms in **South Africa**. Workers suffer intimidation and insults, and are exposed to a lack of safety and hygiene. Their income is lower than the poverty line. (*Marchés tropicaux*, 5 Nov. 1999)

● Lorry drivers' unions in **Canada** are demanding the fundamental rights of freedom of association, which they do not have under labour legislation, even though Canada ratified ILO Convention No. 87 addressing these rights in 1972. (*International union rights*, Vol. 6, No. 4, 1999)

## MIGRATION

● **Spain** has a fertility rate of 1.07 child per woman, the lowest in the world. As a result, it will need 240,000 immigrants each year up to



ILO/J.Mohr

2050 to maintain an active population sufficient to meet its needs. In 1999, the **United States** admitted one million immigrants. (*El País*, 7 Jan.)

## HEALTH AND SAFETY

● According to a study of the Social Security Association, four people die and a further eight are left disabled every day as a result of work accidents in **Turkey**. (*International union rights*, Vol. 6, No. 4, 1999)

● In **Japan**, a court in Nagano acknowledged the death of a worker who committed suicide in 1985, following his depression arising from excessive work, as an industrial accident. (*International union rights*, Vol. 6, No. 4, 1999).

## LAYOFFS

● In **China**, the number of workers laid off from state-owned enterprises is expected to hit 12 million this year,

according to the Ministry of Labour and Social Security. (*Xinhua News Agency*, China, 10 Jan.)

● In **Mali**, the State unblocked nearly one-and-a-half billion CFA francs to compensate 1,500 workers laid off by State enterprises, after the courts decided in favour of the workers. (*Marchés tropicaux*, 29 Nov. 1999)

## NEGOTIATIONS

● Unions and employers in **Denmark** signed an experimental agreement on the collective bargaining mechanism in the year 2000. They would like to avoid the failure of the 1998 negotiations, which ended in a major conflict and the intervention of the public authorities. They have decided that the negotiations should end before the current collective conventions expire.

● After having signed an agreement with Daimler-Chrysler last September, the United Auto Workers concluded agreements with General Motors and Ford on the renewal of collective conventions in automobile manufacturing in the **United States**. The three agreements include a clause which guar-

antees a certain level of employment. (*Social international*, Nov. 99)

## LABOUR LAW

● A new law on violations of labour law came into effect in **Portugal** in December. The employer, the temporary employment agency or those using its services are held responsible for any violations. In the case of subcontracting on the premises of the person giving the order, that person shares the responsibility. (*Social international*, Nov. 99)

● In the **United Kingdom**, new rules on the consultation of workers during collective layoffs or the transfer of the enterprise, came into effect in November. (*Social international*, Nov. 99)

## EMPLOYMENT

● The policy followed by **Viet Nam** to encourage direct foreign investment in forestry has generated employment for 42,000 skilled workers and has created several thousand jobs in related sectors. (*VNA [Vietnamese News Agency] Internet site*, Hanoi, 8 Jan.)

● One thousand unmarried Palestinian workers 21 years

of age will be allowed to work in **Israel**. Until now, the minimum age of entry for Palestinian workers was 23 years. (*Israel Radio*, 9 Jan.)

## RETIREMENT

● In **Thailand**, the proportion of persons over 60 years of age will double in the next 20 years to 18%. Experts believe that voluntary retirement should be replaced by mandatory retirement. (*Bangkok Post*, Thailand, 10 Jan.)

● According to the OECD, the retirement age in **Germany** should be increased from 65 to 70 years for financial reasons. Unions, on the other hand, demand that the retirement age be decreased from 65 to 60 years. (*Die Welt* newspaper, Germany, 10 Jan.)

## COMPUTERS AND COMMUNICATION

● Workers in Silicon Valley are twice as productive as those elsewhere in the **United States**. In 1999, each Silicon Valley employee added US\$114,471 in value to the products the employee made, about twice as much as the US\$58,611 in value added by the average US worker. The gap is expected to continue to widen. (*Knight-Ridder Tribune Business News*, USA, 10 Jan.)

● The Supreme Court of the **United States** rejected Microsoft's appeal of a ruling which would give temporary or contract workers the right to acquire stock at the discount rate given to other workers. This decision could have widespread implications for many other companies in which it is fairly common practice to remunerate workers with shares of stock. (*Reuters*, 10 Jan.)



ILO/Jacques Maillard







of its provisions represent good practice for occupational health hazards generally and could be applied to these and other sorts of mineral and synthetic fibres, and other construction materials which may be potentially more hazardous.

This code of practice together with the two previous ILO codes of practice

on occupational exposure to airborne substances (adopted in 1980) and on the use of asbestos (1984) have furnished international benchmarks in setting national standards on occupational exposure to fibrous materials. □

– *Source, ILO/TRAVAIL*

<sup>1</sup> *Encyclopedia of Occupational Health and Safety*, First Edition, Jeanne Mager Stellman, PhD, Editor-in-Chief, ILO, Geneva.

<sup>2</sup> ILO codes of practice are primarily designed as a basis for prevention and protection measures, and are considered as technical standards in occupational safety and health. They are intended to assist governments, employers' and workers' organizations, as well as other relevant parties, to design and establish safe working practices which will contribute to a healthy and safe working environment for all.

# Health care access in Latin America and the Caribbean: Improvements needed

**In Latin America and the Caribbean, more than 140 million people – one out of three – still lack access to health services. Though all countries in the region legally recognize the right to health care, almost one out of two inhabitants – around 218 million people – are excluded from social security systems. The ILO, with the collaboration of the Pan American Health Organization (PAHO) held a Regional Tripartite Meeting in Mexico from 29 November to 1 December to address this issue.**

**MEXICO** – The main focus of the meeting and a report prepared for it<sup>1</sup> was to examine regional policies on social protection in the health sector, and review innovative experiences and propose alternative mechanisms for extending health services to excluded groups in Latin America and the Caribbean.

Representatives of governments, employers and workers at a regional tripartite meeting urged the two organizations to collaborate towards developing an action programme to extend social protection to excluded groups. (For more information, see the reports below or go to the meeting Web site at <http://www.oitopsmexico99.org.pe/>)

The report shows that a staggering number of persons are still without access to health services or social security systems. Even if some of them are partly

covered by other public or private systems, a large number are still excluded for financial, geographical or cultural reasons, the report said. An estimated 121 million persons were too poor to afford any kind of health care, and another 107 million had no access to any kind of health service simply because they live in remote areas.

The situation of the poor is of particular concern. Out of the 200 million poor in Latin America, an estimated 70% have no access to basic health services.

Informal sector workers, who represented 52% of all workers in 1990, and 58% in 1997, rarely, if ever, benefit from any form of coverage.

## Regional differences

According to the report, exclusion from health services affects countries in the region to different degrees. While in countries like Mexico, Chile or Cuba, less than 10% of the population are denied adequate access to health services, 60% of the population in El Salvador have only inadequate access, simply because they live in remote areas.

Childbirth without specialized medical assistance, which is virtually unknown in the Caribbean, is a common feature in countries like Bolivia (72%), Paraguay (64%) and Haiti (54%). The average rate of unassisted childbirth on the subcontinent is 17%.

While social security coverage is universal in the Caribbean, less than 30%

of the population are covered in Andean and Central American countries.

## Strategies to improve health coverage

In view of this situation, the ILO and PAHO decided to carry out a joint initiative to seek innovative ways to reach the excluded population and provide them with health care. The meeting produced guidelines for a five-year action plan. This “Action Plan for the Americas” was expected to be a powerful instrument to mobilize national and international efforts in order to allow all men and women to have access to health services.

The Meeting also sought to build alliances and cooperation among the different actors interested in receiving support in their efforts to reform the national health sector through international technical cooperation. The list of participants includes representatives from governments, employers' and workers' organizations, the ILO, PAHO and other international organizations, national institutions in the health sector and from civil society.

PAHO is the specialized agency of the Inter-American system responsible for health issues. It is also the Regional Office of the World Health Organization. One of its main tasks is to seek "health for all" and to support member countries in their efforts to reform their health systems. ☐

<sup>1</sup> Overview of the exclusion of social protection in health in Latin America and the Caribbean, ILO/PAHO report to the ILO Tripartite Meeting on the

*Extension of Social Protection in Health to Excluded Groups in Latin America and the Caribbean, Mexico City, Mexico, 29 November-1 December, 1999.*

**Percentage of the population covered by social security for health (1995)**

Subregion	Percentage of population covered by social security	Population without social security coverage
<b>Latin America</b>		
Argentina	59	14,255,000
Belize	no data	—
Bolivia	19	6,005,000
Brazil	80	31,922,000
Chile	87	1,847,000
Colombia	11	34,302,000
Costa Rica	85	533,000
Ecuador	19	9,283,000
El Salvador	14	4,875,000
Guatemala	16	8,380,000
Honduras	14	4,862,000
Mexico	49	46,484,000
Nicaragua	18	3,629,000
Panama	61	1,026,000
Paraguay	19	3,911,000
Peru	30	16,472,000
Venezuela	36	13,980,000
Uruguay	63	1,191,000
<b>Caribbean</b>		
Antigua and Barbuda	100	0
Bahamas	100	0
Barbados	100	0
Cuba	100	0
Dominica	100	0
Dominican Republic	7	7,275,000
Grenada	100	0
Guyana	100	0
Haiti	1	7,546,000
Jamaica	100	0
Saint Kitts and Nevis	100	0
Saint Lucia	100	0
Saint Vincent and the Grenadines	100	0
Suriname	no data	—
Trinidad and Tobago	100	0
<b>Total</b>		<b>217,779,000</b>

Source: *Overview of the exclusion of social protection in health in Latin America and the Caribbean*, ILO/PAHO report to the ILO Tripartite Meeting on the Extension of Social Protection in Health to Excluded Groups in Latin America and the Caribbean, Mexico City, Mexico, 29 November–1 December, 1999.

WHO/Carlos Gaggero







means in the years ahead that the issue of labour will be evermore central to the global economic agenda." He said this gave the ILO, and all those en-

gaged in its work, a most serious responsibility. The need for a more engaged and vibrant ILO in the world economy seemed clear, working to

spread broadly shared prosperity, and honouring each individual worker's basic rights, providing for a minimum level of decent work. □

## Child labour in Cambodia

### *US grant provides new hope for child salt-field workers*

**PHNOM PENH** – The salt fields in the coastal province of Kampot employ some 50,000 people, including an estimated 1,500 children. The daily grind of the young workers is as difficult as it is painful; not only do they perform backbreaking work, hauling heavy loads, but the salt burns and cracks their skin. With a six to eight kilometre walk separating many children from the nearest school, illiteracy is also a problem.

Now, there is hope that the suffering of the Kampot children may be alleviated. New schools and alternative sources of family income are being proposed under a US\$1 million grant from the United States Government announced here in December.

The funds will allow the International Labour Organization's International Programme on the Elimination of Child Labour (IPEC) to move ahead with new projects to combat child labour in the country, once detailed project proposals have been submitted and approved. In addition to the young salt workers, other target groups include children in rubber production, the fishing industry, and girls rescued from the sex sector.

"Our challenge is clear," US Deputy Under-Secretary of Labour and ILO Governing Body member, Mr. Andrew Samet, said in Phnom Penh. "First, to prevent child labour, and second, where it's already too late, remove children from exploitative working situations and place them in classrooms."

Established in 1992, IPEC has projects in ten countries in Asia, and is carrying out pilot work in others. It has been operating in Cambodia since 1996, and signed a memorandum of understanding with the Government in 1997. Although exact figures on child labour are difficult to find, a 1996 ILO survey found that almost 10 per cent of Cambodian children between 5 and 14 years of age were



ILO/M. Barton

working children. Of those, three-quarters were unable to attend school.

The grant is part of an US\$30 million programme budgeted by the US Administration and Congress in 1999, to help

eliminate abusive child labour around the world – another US\$30 million has been budgeted for 2000. The United States has ratified the ILO Worst Forms of Child Labour Convention 1999, (No. 182).

## Flowers are power

### *A growing, non-traditional export opportunity*

**An unusual export industry – in fresh flowers – has been literally “growing” in some countries of Africa and Latin America over the past decade. Cut flowers have become a significant, albeit non-traditional, export product in those countries, creating jobs, generating income and enabling some rural communities to enter the global economy.**

Advances in transportation techniques have made intercontinental shipping of

flowers practical, and new marketing arrangements have made this a paying proposition. Several countries in Africa have become major growers of roses and other varieties of flowers, which are exported and marketed through Holland to consumers across Europe. Growers in some Latin American countries have similar marketing arrangements with the United States to reach consumers in North America.

The cut-flower industry represents a new export opportunity for those countries. But it also gives rise to questions

concerning potentially hazardous working conditions and environmental damage resulting from the heavy use of agro-chemicals required in commercial flower growing.

This non-traditional export got its start from foreign investment and imported technical know-how. It has been concentrated in localities which enjoy a favourable climate for flower growing and have good access to international airports. This has kept many smaller farmers from benefiting from this new income-generating scheme. Furthermore, entry into the cut-flower export industry requires high investment costs, since plant cuttings, pesticides, fertilizers, and even material for greenhouses must be imported, for the most part.

The same is true currently for the specialized technical expertise required to grow flowers of suitable quality and quantity for export. Small farmers are at a particular disadvantage, since the cold storage and air transport facilities required to get their products safely to the market are either unavailable or disproportionately expensive for the small volumes of flowers they are able to produce. This, in turn, also limits their range of international buyers.

Making this new export industry more accessible to small farmers would require changes in several areas:

1. *Institutional development:* Formation of cooperatives for economies of scale in purchasing, and in exporting the final product. Encouragement of more local investment in the industry. Introduction of start-up incentives, including tax breaks, land rental subsidies, etc.

2. *Production:* Training of small farmers in the technology required to produce cuttings for large local growers, currently almost exclusively imported. This would be mutually beneficial, since production of cuttings is less exacting for the small farmers than flower growing, and because imported cuttings are a major expense for the large growers.

3. *Research and development:* Floriculture courses should be set up not only to train local workers in new skills required, but also to enable local agro-technical institutes to investigate varieties and growing methods less reliant on im-

ported fertilizers, pesticides, and cuttings. This, in turn, would help to make the entire industry more sustainable.

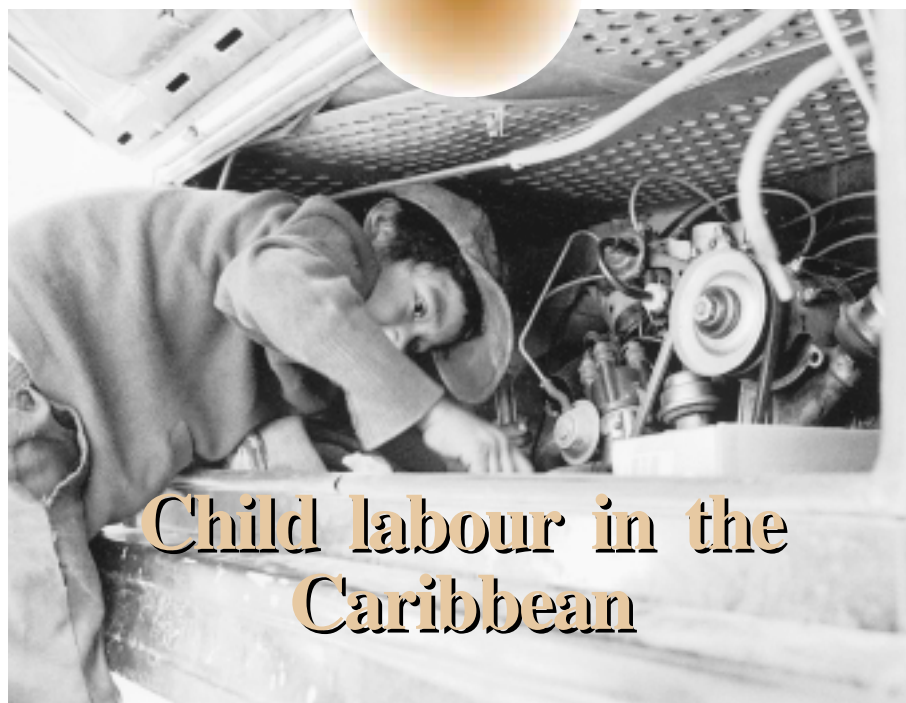
### Constraints on future growth

Even though the industry in general is growing, there are serious constraints which need to be overcome in order for the expansion to proceed apace:

- Inadequate infrastructure
- Lack of investment capital
- Lack of local skilled technicians
- Dependence on imported material and chemicals
- Over-reliance on foreign international marketing facilities

- Working conditions
- Occupational safety and health issues
- Environmental issues

ILO-sponsored national tripartite workshops on these and other aspects of the cut-flower export industry were held in the last half of 1999, in Uganda, Tanzania, and Zimbabwe. Participants included representatives of governments, employers' and workers' organizations, trade unions, flower exporters' organizations and staff of flower farms. Recommendations for overcoming the constraints on future growth and to improving working conditions in the industry, were proposed and discussed in detail. □



## Child labour in the Caribbean

ILO/D. Bregnard

### ILO launches campaign to ratify Convention No. 182 in the Caribbean

**In the Caribbean, child labour is an issue. A recent ILO meeting in Jamaica was held to launch a cam-**

**paign for the ratification of the Worst Forms of Child Labour Convention, 1999 (No. 182).**

**KINGSTON, Jamaica** – At a recent meeting of the ILO and its member States in the Caribbean, ILO officials emphasized the importance of the campaign to ratify Convention No. 182 while governments and the social partners indicated a commitment to further investigation and work on child labour in the subregion.

Among the major messages emerging from the meeting were prevention through education, keeping children in school, and raising awareness about the issue so that the Caribbean does not find itself in a situation similar to that of other regions with a significant problem. The delegates also noted that they need to ensure that promotion of tourism does not end up in the exploitation of children.

One delegate acknowledged after listening to the discussion that his country would have to amend its report on the existence of child labour. Among the examples given and discussed included the growing problem with street children who may not necessarily be living on the street, that there may be more commercial sexual activity than people are aware of, or would admit to, and that



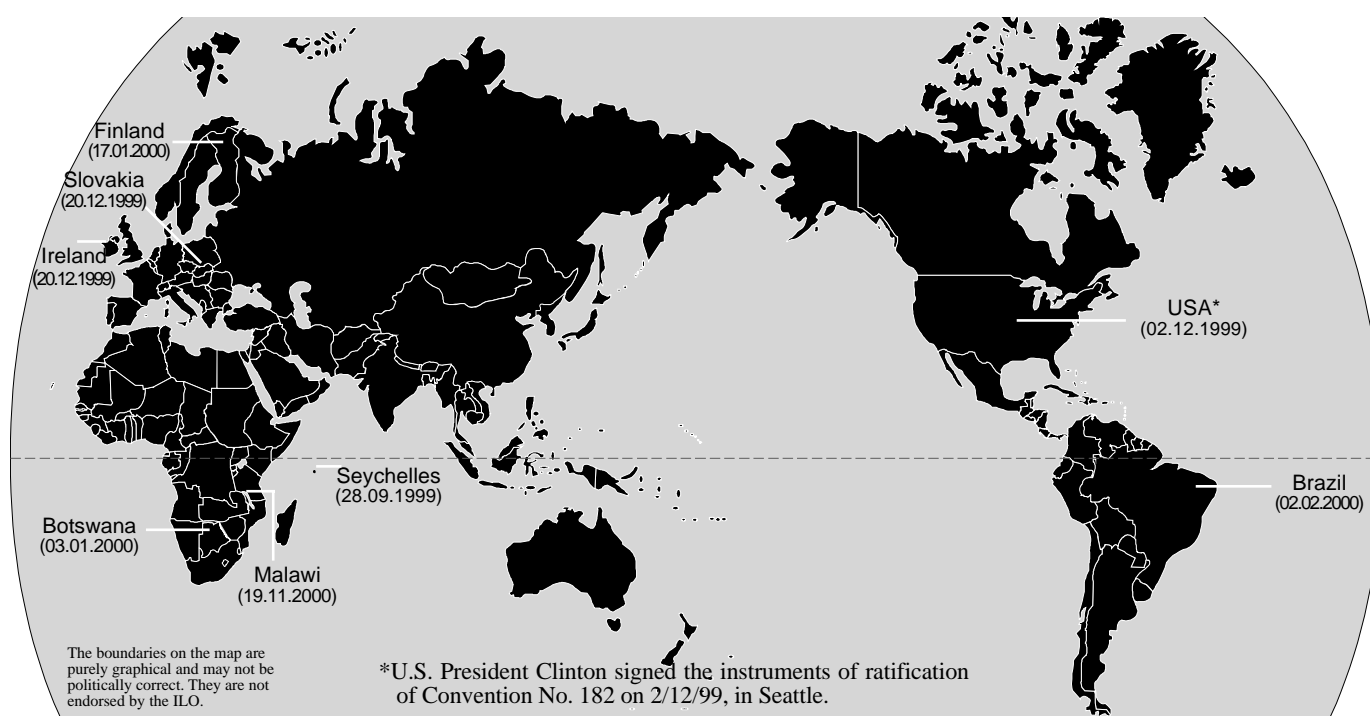
ILO/D. Bregnard

children might also be used as drug runners. Child labour was also reported in agricultural activities.

The participants agreed that Governments should be committed to ratifying Convention No. 182 by the end of the year 2000. They also concluded that awareness-raising is needed among all

groups, that research and documentation of the real nature of the problem needs to be undertaken, and that immediate action was needed for those already caught in the worst forms of child labour in terms of removal and rehabilitative or other necessary services, as well as prosecution of offenders. □

### Countries which have ratified ILO Convention No. 182, as of 3 February 2000





## AROUND THE CONTINENTS

### YOUNG WORKERS ARE TWICE AS LIKELY TO SUFFER UNEMPLOYMENT

#### ▲ Strategies for integration need revision, monitoring

A new ILO report\* says that rising unemployment rates for adults and youth during the 1990s show that young people in nearly all countries of the world are twice as likely to suffer from unemployment. In a number of developing countries the ratio is considerably higher (Egypt, Colombia, Chile, Honduras,

### A regular review of the International Labour Organization and ILO-related activities and events taking place around the world.



ILO/Jacques Maillard

A tripartite international symposium was organized by the ILO on 13-14 December 1999 to discuss the report mentioned above. Participants of the symposium included representatives of governments and employers' and workers' organizations, resource persons as well as ILO officials. The following major conclusions emerged from the symposium:

- Demand for youth is closely related to the demand for adult workers which, in turn, depends on overall effective demand and macroeconomic policies influencing it. Hence the importance of high rates of employment-intensive growth.
- As large-scale direct interventions tend to produce only limited results, it is important to design more effective targeting strategies.
- Well-designed apprenticeship programmes do increase the employment of youth; such programmes for the informal sector can be useful especially in the context of developing countries.
- Promotion of microenterprises and self-help can also be useful in creating job opportunities for youth.

The following areas for future action were suggested by the participants: improvement in the data and analytical base on youth unemployment in developing countries, taking a fresh look at active labour market policies and programmes to identify the more positive and innovative experiences and their transferability, identification of reforms needed in the education and training systems with a view to bridging the gap between the worlds of learning and work, the identification of specific difficulties faced by youth in setting up microenterprises and how they could be overcome, and the adoption of longer-term strategies as opposed to short-term palliatives for combating youth unemployment.

The participants pointed to the need for pulling together and exchanging positive experiences, and de-politicizing the issues related to youth. The importance of expansionary macroeconomic policies, as opposed to tinkering with the adverse effects of restrictive monetary policy, was also pointed out.

Indonesia, Republic of Korea and Sri Lanka) while it is also more than twice in several southern European (Greece, Italy, Turkey) and eastern European countries (e.g. Bulgaria, Estonia, Romania and Slovenia).

The ILO report, which was prepared for an interregional symposium on strategies to combat youth unemployment and marginalization, also concludes that the participation rate of youngsters in the labour force is decreasing in most countries worldwide, despite widespread efforts to improve access of young workers to the job market.

The report warned that direct intervention, including preferential hiring policies targeting younger people, has been relatively unsuccessful in improving the job prospects of job seekers in the 15-24 age group in sluggish labour markets.

It suggests that even the best-intentioned efforts to help youngsters seeking to access the labour market risk foundering in the absence of overall economic growth and carefully crafted linkages between education and apprenticeship systems. While schemes to encourage self-employment may have some value, "active labour market policies have generally not been very successful in improving the situation of the disadvantaged young", the report notes.

"Solutions to youth unemployment", it says "are driven by what happens to overall employment." Among the most promising policy options for youthful job seekers are sustainable, demand-generating

Age-Specific Unemployment Rates (Percentage)			
Country (year)	15-24 years	25 years	Ratio (1)/(2)
	(1)	(2)	(3)
Australia (1997)	15.9	6.6	2.4
Brazil (1996)	12.6	4.6	2.7
Canada (1997)	16.7	7.8	2.1
Egypt (1995)	34.4	4.4	7.8
France (1997)	28.1	10.9	2.6
Germany (1997)	10	9.7	1
Italy (1997)	33.6	9.1	3.7
Japan (1997)	6.6	2.9	2.3
Rep. of Korea (1997)	7.7	1.9	4.1
Mexico (1997)	6.6	2.4	2.8
Pakistan (1995)	9	3.7	2.4
Philippines (1997)	15.7	5.5	2.9
Russian Fed. (1996)	16.6	6.9	2.4
Sweden (1997)	15.4	7	2.2
UK (1997)	13.5	5.9	2.3
USA (1997)	11.3	3.8	3

*Source: ILO, Employing Youth: Promoting employment-intensive growth. Report for the Interregional Symposium on Strategies to Combat Youth Unemployment and Marginalization, 13-14 December 1999, Geneva, 2000.*

economic growth, small enterprise development and provision of training to carefully targeted population groups.

While it has often been suggested that increased youth wage flexibility does not seem to be an effective tool to deal with youth joblessness, the report concludes that "there is little evidence to suggest that the young are being priced out of jobs". In fact, the report finds that "there has been a decline in the wages of the young relative to adults over the last decade in many countries and youth unemployment has not improved".

The consequences of unemployment are particularly severe for young people. For many, the dearth of job opportunities encourages them to stay on longer at school and acquire more education, which may lead to higher earnings in future but may also turn

out to be an expensive way of deferring entry in the world of work. For youngsters bereft of earning and educational options, the consequences of joblessness can be long-term and devastating by fuelling such negative trends as drug taking, involvement in crime and increased suicide.

For a worker of any age, "the longer an unemployment spell, the more difficult it is for that person to find work because of the loss of skills, morale, psychological damage etc.", but youngsters face additional risks:

- Early unemployment in a person's career may permanently impair his or her future productive capacity.

- Barriers to employment can block young people in the passage from adolescence to adulthood, which involves

setting up a household and forming a family.

- High levels of youth unemployment may lead to alienation from society and democratic political processes, giving rise to social unrest.

*\*Employing Youth: Promoting employment-intensive growth. Report for the Interregional Symposium on Strategies to Combat Youth Unemployment and Marginalization, ILO, Geneva, 13-14 December 1999.*

### WOMEN IN THE WORKPLACE

▲ Although figures are not available for the gender breakdown of statistics on work-related accidents and diseases, it is safe to assume that many women workers suffer the worst abuses due to stress, **manual handling**, repetitive strain injuries as well as

This calls for the development of comprehensive methods which take into account all activities carried out at home or at work, and requires stronger participation of women in decision-making relating to social policies and women's participation in the labour force.

*For further information, please contact the International Occupational Safety and Health Information Centre (CIS), phone: +4122/799-6740, fax: +4122/799-8516, e-mail: [cis@ilo.org](mailto:cis@ilo.org)*

### GENDER, EMPLOYMENT AND INFORMATION TECHNOLOGY

▲ The service sector of communications and information technology employs



ILO/Jacques Maillard

violence and sexual harassment at work. The latest ILO/FINNIDA Asian-Pacific Newsletter on Occupational Health and Safety (Vol. 6, No. 2, Aug. 1999) examines the health risks of jobs which women perform in large numbers. It shows that the view of work-related health risks is starting to change. The traditional focus on illness, accidents and injury related to formal sector work – often men's work – is giving ground to a new approach.

a high proportion of women. Job opportunities have been created at both ends of the labour market; for lower-skill applications such as data entry, and also higher-skill business services such as software design, computer programming and financial services. The rapid expansion of IT offered the opportunity for an ILO panel discussion on "Gender, Employment and Information Technology" on 9 December 1999, to examine



employment prospects from a gender perspective. The panel was organized jointly by the ILO's International Institute for Labour Studies and the Bureau for Gender Equality.

*For further information, please contact the International Institute for Labour Studies (INST), phone: +4122/799-6128, fax: +4122/799-8542, e-mail: [inst@ilo.org](mailto:inst@ilo.org)*

### **SOCIAL PROTECTION FOR WOMEN**

▲ Women are disproportionately represented in the informal economy all over the world, and their work is more insecure than that of men. One way to help is the extension of systems of social protection to poor women, as discussed at a technical Workshop on Social Protection for Women in the Informal Sector (Geneva, 6-8 December 1999) by the ILO global programme "Strategies and Tools against Social Exclusion and Poverty (STEP) and an international network called "Women in the Informal Economy: Globalizing and Organizing (WIEGO). The ILO Director-General, Juan Somavia, demonstrated his commitment to the promotion of equality of opportunities and rights for women workers by giving the opening remarks at the workshop. The workshop was attended by representatives from governments, the ILO social partners, researchers, practitioners and policymakers from more than 20 countries. They exchanged practical experiences and research findings and prepared a set of recommendations for future operational activities, research and policy dialogue for ILO-STEP, WIEGO and other de-

velopment partners involved in promoting social protection for all.

*For further information, please contact the ILO STEP Programme, Social Security Department, phone: +4122/799-6544, fax: +4122/799-6644, e-mail: [step@ilo.org](mailto:step@ilo.org)*

### **THE SOCIAL IMPACT OF THE ASIAN CRISIS ON THE REPUBLIC OF KOREA**

▲ The Asian financial crisis has had far reaching social consequences in the Republic of Korea. In a seminar of the ILO International Institute for Labour Studies on 14 December 1999, Dr. Fun Koo Park, President of the Korea Labour Institute, examined the impact of the crisis on the labour market and industrial relations. He reviewed the process of adjustment which took place over the past two years and explained policies which helped to safeguard social integration; in particular, labour market and social protection measures and the role played by social dialogue.

*For further information, please contact the International Institute for Labour Studies (INST), phone: +4122/799-6128, fax: +4122/799-8542, e-mail: [inst@ilo.org](mailto:inst@ilo.org)*

### **JOBS FOR AFRICA THROUGH COOPERATIVE DEVELOPMENT**

▲ Studies carried out by the ILO in sub-Saharan Africa put urban unemployment at 15 to 20 per cent of the labour force and underemployment at 25 to 50 per cent.

*(continued on p. 38)*

### **Q & A**

### **Drug and alcohol abuse in India: Employers and ILO launch "ARMADA" to tackle the problem**

Many major corporations in India have come together to launch a nationwide networking arrangement to promote the prevention of substance abuse in the workplace and the community. In New Delhi, representatives of 12 major corporations involved in the ILO project, "Developing community drug rehabilitation and workplace prevention programmes", recently formed a nucleus for an Association of Resource Managers against Drug Abuse (ARMADA) in India.

#### **What is the ARMADA concept?**

The ARMADA concept calls for sharing of information and experiences as well as conducting joint research and training among the participating enterprises to facilitate policy and programme development on substance abuse prevention in the workplace. Establishment of ARMADA/India represents a mechanism for both the sustainability of the project as well as the extension of such programmes to other enterprises.

"The event also marks a crowning moment for a project which has witnessed

a substantial swing in attitudes, policy and approaches in the participating enterprises," says ILO expert, Behrouz Shahandeh. "The project's emphasis on prevention has been instrumental in overcoming the sensitivities that surround the issue and invariably lead to denial and inaction." Altogether, 12 corporations have established policy and prevention programmes which target their entire workforces. This has been done in a partnership with NGOs under the supervision of the ILO. In total, 442 managers, supervisors, workers' representatives and nongovernmental



Anjana Neira Dev

Street plays exploit the appeal of the audio-visual spectacle and the impact of folk narrative; they involve the audience in a theatrical experience which brings home the losses of family, relationships, employment, health and self-respect.



Anjana Neira Dev

**Music therapy forms an important part of the rehabilitation. Recovering addicts sing and dance together on their journey to sobriety. This has proved to be an effective alternative and coping mechanism. On the drums are two counsellors, themselves rehabilitated addicts who work actively in the NGO.**

organization staff have been trained in various aspects of workplace prevention programming.

#### ***How is it applied in the workplace?***

The new ILO programme promotes the prevention, reduction and management of alcohol- and drug-related problems in the workplace through information, education, health promotion, and an improved working environment. These programmes have been established with the active involvement of management as well as workers' representatives. An official drug and alcohol policy has been established by each company, tailored to its individual structure and specific needs.

A key element is that substance abuse is regarded as a health problem and treated as other medical problems.

The policy can be readily integrated into the existing and ongoing programmes of the company. It is also cost-effective and does not interfere with production targets.

#### ***What are "assistance strategies"?***

Other measures undertaken by the collaborating enterprises are good employment practices, improved working conditions, and a humane and rational approach to problems like absenteeism, aggression, etc. As a senior executive pointed out, "a good pay packet alone will not guarantee a healthy life style for our employees...we need to promote health and safety".

These positive assistance measures have not only improved industrial relations significantly, but have also helped decrease plant and

outdoor accidents. They have increased efficiency and productivity, and boosted the morale of workers and management. This programme is redefining hierarchies and loosening rigid bureaucratic structures, because workers feel a sense of belonging with the company, and come together with management to solve day-to-day problems and work for the health and productivity of the company.

#### ***How can the community and family help?***

The involvement of the family and the community ensure the suitability of the project to Indian conditions, where these two social institutions play a vital role in the daily life of the individual. ILO's programme for recovering addicts facilitates vocational rehabilitation and employment, leading to reintegration into the community. The individual becomes a productive member of society and with the family, regains the self-esteem and status which addiction had cost them.

#### ***What roles do NGOs play?***

Through the community drug rehabilitation programme, local NGOs deal with problems of denial, apathy, resistance and ignorance in the community, in two ways. The most effective medium has proved to be "street plays". These appeal to the Indian love for music and dance and the

impact of folk narrative. The plays involve the audience in a theatrical experience which highlights the losses of family, relationships, employment, health and self-respect.

The programme mobilizes community support and participation by training people from within the community itself to work as counsellors, spread awareness and encourage people with drug and alcohol problems to seek assistance. NGOs across the country have found able allies among recovering addicts, who bring insights and benefits of their own recovery from addiction.

#### ***What impact and outcomes?***

The workplace prevention and community rehabilitation programme has brought together all available resources in the community and enterprises to work together to reduce drug and alcohol problems in society. Not only is the problem of addiction being combated and controlled, but the dynamics of society as a whole are changing. Rising awareness has removed prejudices and stereotypes. Enterprises are benefiting from hiring healthier workers and a more productive and safer environment. Individuals with drug and alcohol problems are rehabilitated and reintegrated into the family, workplace and community, and become productive and acceptable members of the environment which earlier shunned them.

*Anjana Neira Dev\**

\*The author is a professor at the University of Delhi, India, currently pursuing doctoral research at the Department of Humanities and Social Sciences, Indian Institute of Technology, Delhi.

## **A UNIQUE COLLABORATIVE EFFORT**

**This programme is a partnership between the Ministry of Social Justice and Empowerment, international agencies (like UNDCP and the ILO), the National Project Coordinator, employers' and workers' organizations, NGOs, private companies and public enterprises. It has established a support network of 18 community-based drug rehabilitation programmes in 9 Indian cities and 12 prevention programmes in the workplaces of collaborating enterprises located in 8 industrial cities. The ILO has trained over 1,300 professionals and paraprofessionals (over 400 managers) to serve both the workplace and the community.**





Keystone

As a result of economic decline in the 1990s, formal employment has further decreased on the continent. To address these problems, the ILO plans to start a regional technical cooperation programme for job creation through cooperatives in Africa. The programme focuses on creating jobs in handicrafts, small industries, services and trade through the organization of unemployed or self-employed people into cooperatives. In South Africa, cooperatives have created some 280,000 jobs in different sectors of the economy (while cooperatives in India, for example, employ some 13.8 million people).

*For further information, please contact the COOP Secretariat, phone: +4122/799-7442, fax: +4122/799-8572, e-mail: [schwettmann@ilo.org](mailto:schwettmann@ilo.org)*

### **SUPPORTING INDIGENOUS PEOPLES' SELF-HELP**

▲ An estimated 12 to 16 million indigenous peoples

live in the Philippine Archipelago. They are considered to be among the poorest and most disadvantaged social groups in the country. The ILO INDISCO Programme, financed by DANIDA, the Netherlands, AGFUND, UNDP, CIDA, API and the Rabobank Foundation, now has a total of eight projects designed to strengthen the subsistence base of indigenous people through the promotion of cooperatives and other self-help organizations. The projects aim to preserve indigenous knowledge systems and practices and pay particular attention to environment and natural resource management. Between 1994 and 1998, INDISCO/Philippines has reached 90,000 direct beneficiaries, creating 2,500 jobs and establishing 35 grassroots organizations. Due to these new jobs and increase in productivity, the income levels of the beneficiaries have increased up to 75 per cent. The literacy rate among partner indigenous commu-

nities has increased by 50 per cent due to intensive functional literacy training in local languages. Similar ILO programs exist in India, Central America, Thailand and Vietnam.

### **TANZANIA: INDISCO HELPS MAASAI TO FORM COOPERATIVE**

▲ A multipurpose cooperative was established in November 1999, by a group of the Maasai people living in the Simanjiro District (Maasailand) in Tanzania with technical assistance provided by the ILO INDISCO Programme. Under DANIDA funding, the cooperative has started a joint project with INDISCO which aims at revitalizing animal husbandry, with emphasis on environmental protection and capacitating Maasai women.

*For further information on the two items above, please contact the COOP Secretariat, phone: +4122/799-8742, fax: +4122/799-8572; e-mail: [polat@ilo.org](mailto:polat@ilo.org)*

### **PROMOTING TOURISM IN POOR RURAL AREAS**

▲ More than 90 per cent of the world's poorest peo-

ple live in rural areas, which means that rural development is a priority means of eradicating poverty in the developing world. The development of village-based tourism constitutes a means to generate non-farming revenues in rural areas.

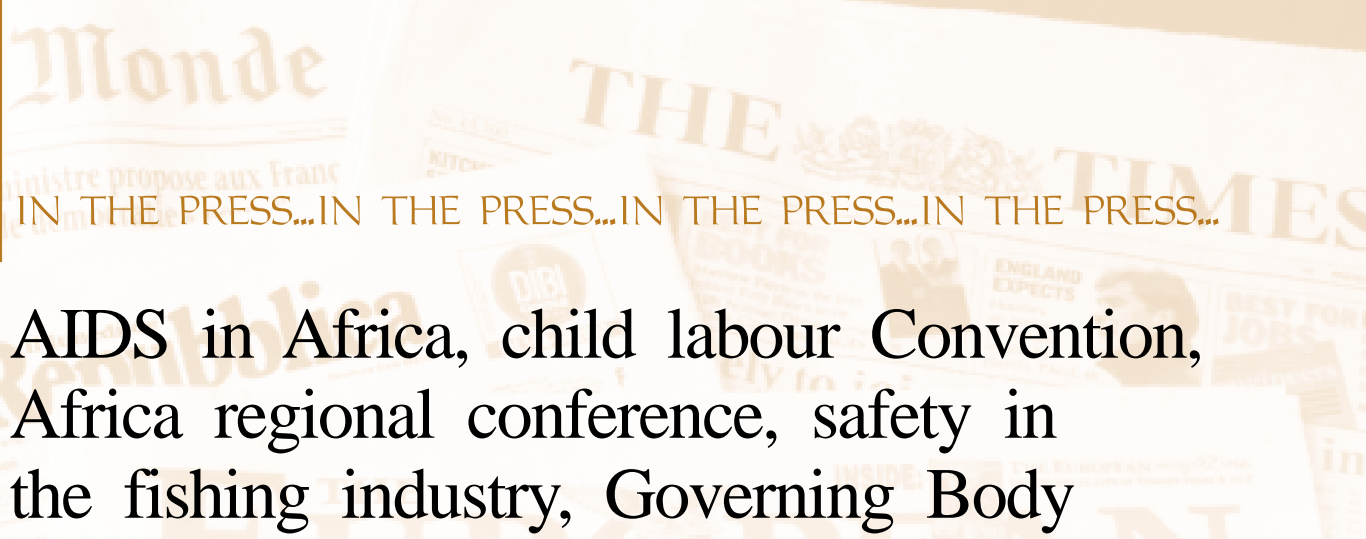
The ILO Hotel and Tourism Programme follows a concept which consists of the creation of rural lodging units, built, operated and animated by the communities. It creates more than employment and remunerated occupations for the villagers, because it allows for true cultural exchanges between visitors and the local population.

The diversification and development of new tourism products like trekking, rafting, ethnic dancing, cookery and handicraft demonstrations generate ancillary occupations in the sector and often promote the creation of micro-enterprises requiring low investment costs.

*For further information, please contact the Hotel and Tourism Programme (HOTOURL), phone: +4122/799-7582, fax: +4122/799-7978; e-mail: [sector@ilo.org](mailto:sector@ilo.org)* □



Keystone



39



REUTERS  
08.12.1999

African ILO meeting opens, targets child labour  
09:01 a.m. Dec 08, 1999 Eastern

ABIDJAN, Dec 8 (Reuters) - The International Labour Organisation kicked off its ninth African regional meeting in Abidjan on Wednesday with calls to eliminate the worst forms of child labour.

"We all know that child labour is linked to poverty and we must make sure that development brings employment for parents and education for children," ILO Director-General Juan Somavia said in his opening address to the four-day conference.

Around 8 million of the world's 250 million workers between five and 14 years old live in Africa, Somavia told delegates from more than 30 African countries and observers from the United States and France.

Somavia said he was encouraged that, since 1995, Africa as a whole had reversed the trend of declining per capita income. But he said growth was still insufficient to end extreme poverty.

Nearly 23 million people in Africa infected with HIV or AIDS -- some 70 percent of the worldwide total according to the United Nations body UNAIDS -- constituted "a human, economic, social and cultural tragedy," he said.

Ivorian Prime Minister Daniel Kablan Duncan formally opened the conference, praising the efforts of African countries to stem the economic decline of the 1980s and early 1990s.

But he said structural reforms were not enough given the loss of skilled workers to developed countries, the conflicts raging in many African countries and the resulting refugee problems.

The ILO has held an African regional conference roughly every five years since the first in Ghana in 1959.

seattle **P-I** (USA)  
Business

No power to sanction, but ILO hopes to be taken seriously in trade talks

Monday, November 29, 1999

By BRUCE RAMSEY  
SEATTLE POST-INTELLIGENCER REPORTER

Tomorrow's march of organized labor will be just as important as the WTO conference itself. So said Juan Somavia, director-general of the International Labor Organization.

Member governments of the WTO are not likely to adopt a convention on labor rights, because low-wage countries oppose it. But the AFL-CIO marchers will remind the world public -- and the governments who are assembled here -- that labor rights can't be ignored. And that message is music to the ears of the ILO.



The ILO's Juan Somavia is in Seattle for the WTO ministerial. Gilbert W. Ames/PJ

The ILO, as Somavia's group is known, was founded by governments, labor and employer organizations in the "red year" of 1919, which included the Seattle General Strike. The ILO's mission is to promote international labor standards by working within the system. Its big issues today are guaranteeing the freedoms of association and ending forced labor, child labor and discrimination.

The Washington Post  
(USA, 6.11.99)

## Senate Ratifies Treaty on Child Labor

Associated Press

The Senate yesterday ratified an international treaty intended to protect children from jobs that expose them to danger or exploitation.

The treaty, approved by voice vote, targets the most egregious forms of child servitude, including slavery and debt bondage; the use of children for prostitution, in pornography or illegal activities such as drug trafficking; and particularly hazardous work such as mining.

It also condemns the "forced or compulsory recruitment of children for use in armed conflict" but not voluntary military recruitment of those under 18. The United States is among several countries that allow 17-year-olds with parental approval to join the armed forces.

President Clinton had urged that the United States set an example by being among the first countries to ratify the treaty, which was unanimously approved in June by delegates to the 174-country International Labor Organization, an arm of the United Nations. The labor organization estimates that 250 million children worldwide are working, many in dangerous or exploitative jobs.

IRISH TIMES: HOME NEWS: IRELAND RATIFIES CHILD-LABOUR BAN

100% match; Irish Times ; 22-Dec-1999 03:49:10 pm ; 77 words

Ireland has ratified an International Labour Organisation convention banning child slavery and prostitution and other damaging forms of child labour.

The Convention Concerning the Elimination of the Worst Forms of Child Labour was adopted unanimously by the 174 ILO member-states in June. The sale and trafficking of children, debt bondage and serfdom are among other practices banned by the convention.

The ILO estimates some 250 million children are economically active worldwide.

(France, 13.12.99)

## LIBERATION

### La pêche, métier dangereux

Quelque 24 000 personnes travaillant dans le secteur de la pêche sont tuées chaque année dans le monde, plaçant cette profession parmi les plus dangereuses, selon un rapport de l'Organisation internationale du travail (OIT) publié ce jour à Genève. «L'absence de salaire minimum pour les pêcheurs et les imprécisions liées aux revenus de la pêche peuvent mener certains d'entre eux à travailler plus dur et à prendre des risques inutiles», estime encore l'OIT. L'organisation constate aussi que de nombreux enfants travaillent dans l'industrie de la pêche.



(Morocco, 15.12.99)

Fishing is one of the most dangerous professions in the world, according to the ILO

## منظمة العمل الدولية تدين صيد الأسماك من بين المهن الأخطر في العالم

انتهاكات حقوق الإنسان. وأضاف أن غياب حد أدنى للاجور وعدم انتظام عائدات صيد الأسماك يحمل البعض منهم على العمل بجهد أكبر وعلى المخاطرة من دون داع. وأشار إلى لجوء بعض أرباب العمل إلى توظيف أسويين بشكل خاص على متن قوارب لا تتقيد بمعايير السلامة. وأفاد التقرير أن العديد من الأطفال يعملون في قطاع صيد الأسماك، وأن الظاهرة منتشرة في جنوب شرق آسيا لكنها يمكن أن تطال بعض الدول المتطورة. ويهدف الاجتماع المنعقد هذا الأسبوع في جنيف إلى تعزيز الإجراءات دحوار اجتماعي، على مستوى دولي في صناعة صيد الأسماك لا يقتضي بتداول مواضيع السلامة

■ الماد لتقرير لمنظمة العمل الدولية نُشر يوم الاثنين الماضي في جنيف إن نحو 24 ألف شخص من العاملين في قطاع صيد الأسماك يلقون حتفهم سنوياً في العالم، مما يجعل هذه المهنة من بين الأخطر في العالم. وقد نشر التقرير بمناسبة بدء اجتماع حول السلامة والصحة في صناعة صيد الأسماك عُقد في جنيف. ومن المقرر أن ينهي الاجتماع الذي يضم ممثلين عن حكومات وعاملين وأرباب عمل من 38 دولة أعماله الجمعة المقبل. ودافع التقرير إلى على الرغم من تحسين ظروف الحياة والعمل بالنسبة إلى عدد من صيادي الأسماك فإن وعداً لا يستهان به منهم يعاني من تردّي وضعه بالإضافة إلى

# Le Monde

(France)

LE MONDE / SAMEDI 4 DÉCEMBRE 1

## TRAVAIL DES ENFANTS

■ Le président Bill Clinton a signé jeudi à Seattle, au nom des Etats-Unis, une convention internationale visant à éliminer les pires formes de travail chez les enfants. Ce texte a été approuvé en juin par les 174 pays membres de l'OIT (Organisation internationale du travail) et ratifiée à l'unanimité par le Sénat américain en novembre.

## Tokyo Shimbun

(Japan)

27 November 1999

Sankei Shimbun Newspaper

労働問題、賛成せず

深谷通産相は、ILOの労働問題に関する提議をめぐって、米主

張のWTO協定を賛成せず

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

労働問題はILOで

# AL BAYANE

(Morocco, 15.12.99)

## Sécurité et santé en ligne de fond

Le Maroc participe cette semaine, à Genève, à une réunion de l'Organisation Internationale du Travail (OIT), sur «La sécurité et la santé dans l'industrie de la pêche».

Conformément à la tradition tripartite de l'OIT, des employeurs, des travailleurs et des membres du gouvernement chargés du secteur de la pêche, participeront à cette réunion, qui a pour objectif l'échange de vues et d'expériences sur les questions de sécurité et de santé dans l'industrie de la pêche.

Un rapport du Bureau International du Travail (BIT) intitulé «La sécurité et la santé dans l'industrie de la pêche», qui sera soumis à cette conférence, rappelle que quelque 24.000 pêcheurs et autres personnes engagées dans l'industrie de la pêche à travers le monde, périssent chaque année dans des accidents professionnels, ce qui fait ainsi de la pêche «l'un des métiers les plus dangereux du monde».

(Sri Lanka)

DAILY NEWS, THURSDAY DECEMBER 02, 1999

## BUSINESS & FINANCE

ILO Governing Body advocates a strengthened "Social Pillar" for development

## Globalisation boosts economic growth but risks widening social inequality

GENEVA (ILO News) - Concluding its 27th session, the Governing Body of the ILO agreed to review and expand arrangements for the continuation of its Working Party on the Social Dimensions of the Liberalisation of International Trade, which was established in June 1994, with a view to examining all aspects of the relationship between trade liberalization and social progress relevant to the ILO's mandate.

The Working Party will continue to meet and function, with a final decision on the specific mandate and title to be agreed at the next Governing Body in March.

The Governing Body also discussed ILO Programme and Budget proposals, the future agenda of the International Labour Conference (ILC) and agreed on the nomination for a group of experts who will be charged with implementing the Follow up to the Declaration on Fundamental Rights at Work, which was adopted by the ILC last year.

## THE NEWS

(Pakistan, 8 December 1999)

## Financial crisis boosted labour rights in Asia, says ILO

PHNOM PENH: The Asian financial crisis gave an ironic boost to workers' rights, but governments and businesses must still work harder to eliminate sweatshops and child labor, the International Labor Organization said Tuesday.

Greater respect for human rights and democratic institutions appears to be the "silver lining" of the economic meltdown two years ago that set back Asia's tiger economies, said ILO Regional Director Mitsuko Horiuchi.

She spoke at the start of a regional labor conference of over 20 Asian nations being held in Cambodia because of its efforts to improve bad working conditions in an economy built on cheap and unskilled labor.

"In many Asian countries, people believed they paid a price for too many closed dealings that went bad," Horiuchi said, referring to "crony capitalism," seen as a chief failing of the region's economies before the crash in 1997.

## THE WALL STREET JOURNAL EUROPE

FRIDAY - SATURDAY, DECEMBER 3

Clinton signed a treaty banning abusive child labor and suggested it could serve as a model for bridging differences between business and labor in international trade agreements. His administration played a leading role in negotiating the treaty, unanimously approved in June by delegates to the International Labor Organization.

## Bangkok Post

(Thailand, 4 Dec. 1999)

## Clinton signs ban on abusive child labour

Seattle, AP

President Bill Clinton signed a treaty on Thursday banning abusive child labour and suggested it could serve as a model for bridging differences between business and labour in international trade agreements.

Mr Clinton said it was not a matter of trying "to impose one nation's values over another, but about shared values, the dignity of work, the decency of life,

the fragility and importance of childhood".

The administration played a leading role in negotiating the treaty, which was unanimously approved in June by delegates to the International Labour Organisation (ILO), an arm of the United Nations.

The treaty targets the most egregious forms of child servitude, including slavery, prostitution, pornography, drug trafficking and dangerous work.



# Media shelf

## In print

■ **Employment revival in Europe: Labour market success in Austria, Denmark, Ireland and the Netherlands.** By Peter Auer, ILO. ISBN 92-2-110841-4. Price: 25 Swiss francs.

This innovative study reviews the remarkable economic and labour market recovery made by four small European countries: Austria, Denmark, Ireland and the Netherlands. It analyses their success and highlights the specific factors responsible; in particular, the promotion of social dialogue and the institution of critical macroeconomic and labour market policies. While assessing the progress and examining the remaining problems in these four countries, the book compares their progress with that of other European Union countries, and examines how similar policies and action could help combat unemployment and make progress towards full employment.

Based on reports prepared for the European country employment policy reviews as a follow-up to the 1995 World Summit on Social Development, the study presents a detailed comparative analysis of the labour markets of the four countries. It shows the employment intensity of economic growth and gives

readers a substantial, broad overview of the economic and labour market situation in each country.

■ **Quantitative methods in social protection series. Actuarial mathematics of social security pensions.** By Subramaniam Iyer, ILO and the International Social Security Association, ISSA. ISBN 92-2-110866-X. Price: 55 Swiss francs.

This unique and informative book provides a much-needed resource on the actuarial foundation of the financing and management of social security pensions. By focusing on the underlying mathematical theory and techniques, it offers a ready reference for social security actuaries.

The first section discusses the actuarial theory behind the financing of social security pensions. The volume emphasizes principles and interrelationships and elucidates the impact of different funding approaches. The book establishes a link between social security financing methods and the funding of occupational pensions. It highlights the similarities and differences between the two, making this volume useful to actuaries specializing in occupational pensions as well.

Dealing with the actuarial techniques for the valuation of social security pension schemes, the second section focuses on the projection technique, which is ideally suited for this purpose. It describes the basis and the methodology of this technique and develops formulae for practical application. The traditional present-value technique is also sketched.

The volume includes useful appendices, offering a summary of basic actuarial mathematics, numerical illustrations and a glossary of principal financial systems and funding methods.

■ **ILO principles concerning the right to strike.** By Bernard Gernigon, Alberto Otero and Horacio Guido, ILO. ISBN 92-2-111627-1.

This publication has already appeared as an article in the *International Labour Review* of the ILO, Vol. 137 (1998) No. 4. The purpose of this article is to elucidate the principles regarding the right to strike laid down by the Governing Body Committee on Freedom of Association, and by the Committee of Experts on the Application of Conventions and Recommendations, which have evolved substantially over the last decade. This right has been affirmed in the 1957 "Resolution concerning the Abolition of Anti-Trade Union Legislation in the States Members of the International Labour Organization" and the 1970 "Resolution



concerning Trade Union Rights and Their Relation to Civil Liberties", as well as in numerous Resolutions of the ILO's regional conferences and industrial committees, and by other international bodies. Taken up in turn are general issues, objectives of strikes, workers included or excluded, conditions for exercising the right to strike, strikes and collective bargaining, anti-union discrimination, abuses, legislative restrictions, summary of principles, and final observations.

■ **Safety and health in the fishing industry.** Sectoral Activities Programme, ILO. ISBN 92-2-111829-0. Price: 17.50 Swiss francs.

This report was prepared as the basis for discussions



at the Tripartite Meeting on Safety and Health in the Fishing Industry. It examines recent information concerning safety and health in the fishing industry with a view to illustrating these issues and exploring action which is

being taken by international organizations, governments, employers, vessel owners, trade unions, the fishermen themselves and other organizations. The report also examines ILO labour standards relevant to fishermen, to provide the basis for discussion on whether those standards are current and sufficient.

The report draws on available international literature on safety and health in fishing as well as the experiences of several countries. It also incorporates excerpts from several papers prepared for the Office.

■ **Action against HIV/AIDS in Africa: An initiative in the context of the world of work.** Labour Protection Department, Social Protection Sector. ILO, Geneva, 2000. ISBN 92-2-111916-5.



HIV/AIDS is undoubtedly the single most important and daunting health problem facing Africa. It is decimating its population, tearing at the very social fabric of its societies and threatening its economies. It is rapidly becoming a serious threat to social and economic progress in Africa today.

A tripartite meeting with participants from twenty African countries was held in Windhoek, Namibia, from 11 to 13 October 1999, to reflect on the social and labour implications of the crisis. The meeting adopted a draft Platform of Action focusing on critical issues such as social

inclusion, income and job security, social security, solidarity and optimal use of treatments. It establishes principles and goals and identifies the essential elements for national and international action to combat the spread of HIV/AIDS and protect its victims. This booklet contains the proceedings of the meeting and the draft Platform of Action.

■ **Health Micro-insurance. The Abidjan Platform: Strategies to support mutual health organizations in Africa.** Edited by Strategies and Tools against Social Exclusion and Poverty (STEP). ILO, Geneva, 1999. Copies can be obtained from ILO/STEP, Geneva, fax +4122/799-6644 or ILO Dakar, Senegal, fax: +221/823-6874.

In June 1998, the ILO, in cooperation with the United States Agency for International Development (USAID), the Deutsche Gesellschaft für Technische Zusammenarbeit – German Development Cooperation (GTZ), the National Alliance of Christian Mutual Aid (AANMC) of Belgium, and the NGO World Solidarity (WSM), held a joint workshop in Abidjan on strategies to support mutual health organizations in West and Central Africa.

The workshop brought together a variety of actors in-

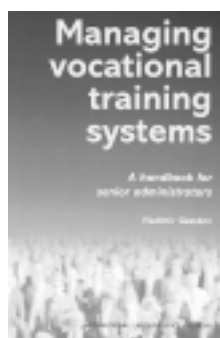


involved in the field of mutual health organizations: mutual federations from Africa and other parts of the world;

international organizations; governments; technical co-operation agencies; local and international NGOs; health care providers; universities; research centres and regional workers' organizations. Representatives of six governments and some forty organizations participated in the workshop.

It was during the workshop that the Abidjan Platform was defined. It is the product or the experience of the promoters of mutual health organizations in West and Central Africa. The original Platform was first published in French by the organizers of the Abidjan workshop.

■ **Managing vocational training system: A handbook for senior administrators.** ILO, Geneva, 2000. ISBN 92-2-110867-8. Price: 30 Swiss francs.

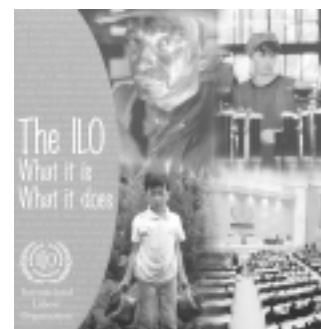


This book addresses the multiplicity of challenges facing public vocational education and training (VET) programmes around the world. It provides state-of-the-art materials and frameworks for coordinating important management and structural reforms. It offers practical guidelines for managing budgets and finance, evaluating performance, and developing strategic operational plans. It also offers useful analytical tools for programme assessment.



■ **Symposium on Information Technologies in the Media and Entertainment Industries: Their Impact on Employment, Working Conditions and Labour-management Relations.** Background document. Sectoral Activities Programme, ILO, Geneva, 2000. ISBN 92-2111925-4. Price: 17.50 Swiss francs.

This report was prepared by the ILO as the basis for discussions at the above-mentioned Symposium. It covers, among other issues, the impact of information technologies on processes, on content and on the role of government in the media and entertainment industries; whether or not information technology creates jobs or destroys them; its impact on labour-management relations, on safety and health, copyright piracy, and social dialogue in the media and entertainment industries.



■ **The ILO: What it is, what it does.** A new publication which informs about the ILO's four strategic objectives and its InFocus Programmes. Contact information for each programme is included, as well as information on ILO offices around the world. □



# In a globalizing world, respecting the "rules of the game"



As concerns over the social and labour impact of globalization increase, so do calls for a new set of values nations can embrace to meet its challenges. Calls for reasserting

social and labour *rules of the game* in today's global marketplace culminated in 1998 with the historic adoption by the International Labour Conference of a solemn ILO *Declaration on Fundamental Principles and Rights at Work*.

**The Declaration states that all ILO member States have an obligation to respect the fundamental principles involved, whether or not they have ratified the relevant Conventions.**

Today, the ILO's *InFocus Programme on Promoting the Declaration* is meeting this challenge in three ways. It will seek to:

- Raise awareness of the Declaration at all levels, from local to global
- Deepen understanding of how these fundamental principles and rights reinforce development, democracy and equity and help empower all women and men, and
- Promote policies that will help implement these principles and rights in practice in the development conditions of each country.

The promotional Follow-up to the Declaration sets in motion an *Annual Review* of efforts being made to promote the principles and rights in countries that have yet

to ratify the core Conventions, based on information supplied by ILO constituents. In addition, the *Director-General* prepares a Global Report to the International Labour Conference. This year's Global Report – the first of its kind – will examine trends in freedom of association and collective bargaining in all countries.

**Adoption of the Declaration re-affirmed the commitment of the international community to "respect, to promote and to realize in good faith" these principles:**

- *Freedom of association and the effective recognition of the right to collective bargaining*
- *Elimination of all forms of forced or compulsory labour*
- *Effective abolition of child labour, and*
- *Elimination of discrimination in respect of employment and occupation.*

Just another piece of paper? Not at all. These reports will help the ILO focus its *technical cooperation* and advisory activities in order to help countries respect and realize these basic principles and rights.

For more information, contact:  
InFocus Programme  
on Promoting the Declaration  
International Labour Office  
4 route des Morillons  
CH-1211 Geneva 22 - Switzerland  
Phone: +4122/799-6329  
Fax: +4122/799-6561  
E-mail: [declaration@ilo.org](mailto:declaration@ilo.org)