

# World of *Work*



International  
Labour  
Office  
Geneva

THE MAGAZINE OF THE ILO



## Jobs and the MDGs: Working out of poverty

## Earthquake in Pakistan: The ILO response



# Poland and the ILO: History, again



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Though it may seem apocryphal today, the story of an unemployed electrician named Lech Walesa scaling the walls of the Lenin Shipyard in the Polish Baltic port of Gdansk 25 years ago still resonates despite the passing of a quarter century. Why? Because he led a strike that launched the first independent, self-governing trade union in the then Eastern bloc.

The birth of the *Solidarność* (Solidarity) trade union federation in Poland on 31 August 1980 not only illuminated the vital role played by the trade union movement and the ILO in promoting freedom of association – it was also a history-changing event.

That event was marked in August of this year at the Gdansk shipyards where it all began – where several thousand delegates, including the former presidents of *Solidarność*, the general secretaries of the International Confederation of Free Trade Unions (ICFTU) and the World Confederation of Labour (WCL), as well as representatives of the European Trade Union Confederation and the ILO gathered to acknowledge the role of Solidarity and

Poland in changing European history.

From there, the road first opened in 1980 ultimately led to a parliamentary democracy, European Union membership and Poland's new role in the international arena. But the basis for Solidarity's actions reaches back even further, to the adoption of ILO conventions on freedom of association and collective bargaining over 50 years ago.

Today, the large round table where representatives of the Government and *Solidarność* met in 1989 to negotiate the legalization of Solidarity under ILO principles and agreed to the first free elections since the Second World War is still set as if to welcome their return. Among the name cards is that of Jacek Kuron, one of the most prominent dissidents of the Solidarity era and an embodiment of freedom of association in action.

A long way from the shipyard wall in Gdansk, but the concept of freedom of association that fired the strikes in 1980 remains the same – the most fundamental of all ILO principles everywhere.

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#### EDITOR

Thomas Netter

#### ARABIC EDITION

Khawla Mattar, ILO Office, Beirut

#### SPANISH EDITION

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#### PRODUCTION MANAGER

Kiran Mehra-Kerpelman

#### PRODUCTION ASSISTANT

Corine Luchini

#### PHOTO EDITOR

Marcel Crozet

#### ART DIRECTION

MDP, ILO Turin

#### COVER DESIGN

Luca Fiore, ILO Turin,

Cover photos by M. Crozet and J. Maillard

#### ASSISTANT EDITOR

Katherine Lomasney

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

Tel: +4122/799-7912

Fax: +4122/799-8577

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

Readers in the US should send their correspondence to the ILO Washington Office, 1828 L Street NW, Suite 600, Washington, DC 20036.

Tel: +202/653-7652; Fax: +202/653-7687

[crow@ilo.org](mailto:crow@ilo.org); [www.us.ilo.org](http://www.us.ilo.org)

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# MDGs + 5

At the recent World Summit of the United Nations, more than 150 Heads of State adopted a historic document declaring that decent work for all is a central objective in the worldwide quest for a fair globalization. The ILO's Decent Work Agenda received the highest level of support as a prime motivator in poverty reduction under the Millennium Development Goals (MDGs). This issue of *World of Work* focuses on the ILO's multifaceted strategy and its contributions to reducing poverty by 2015.



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Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 178 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.

# Jobs and the millennium

## Working out of poverty



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**A**t the recent World Summit of the UN General Assembly, over 150 Heads of State approved a historic Outcome Document stating: “We strongly support fair globalization and resolve to make the goal of full and productive employment and decent work for all...a central objective.” This represents important worldwide support at the highest level for the ILO’s Decent Work Agenda as a prime motivator in poverty reduction under the Millennium Development Goals (MDGs) and should serve as a guiding force for national and international development policies. In the article below, ILO Director-General Juan Somavia provides a new agenda for tackling poverty and creating jobs. In the series of articles that follow, *World of Work* reviews some significant efforts by the ILO in this regard.

**GENEVA**—The world is full of working poor. But these people are not poor because they do not work – they are poor because they cannot earn enough money.

It has become clear that current policy prescriptions for tackling poverty, enhancing people’s security and making the world a safer, more prosperous and fairer place to live aren’t producing the desired results.

Roughly half the world’s population still scrapes together a bare-bones existence on the equivalent of about US\$2 a day. And in too many places, having a job doesn’t guarantee the ability to escape from poverty. This slow and uneven progress mandates us to rethink and retool our economic and social policies aimed at halving world poverty by 2015 (the Millennium Development Goals). This responsibility can be summarized in a single phrase: working out of poverty.



# generation:

By Juan Somavia

We have not done enough to lay the foundations of peace by significantly reducing poverty, finding new ways to expand decent work and developing viable, job-producing enterprises.

Individuals, families and communities have a right to expect those in positions of public and private authority to come up with a set of policies that give them a fair chance at a decent job.

What does this entail? Right now, and for the foreseeable future if present trends hold, there are simply far too few new jobs for the growing world labour force and for those displaced by the fast pace of structural change that accompanies globalization. We are facing a global jobs crisis.

Although many new jobs have been created, the fact remains that the official unemployment has grown by 26 per cent in the last ten years. Yet, these figures mask the larger problem of underemployment and the billions of people who are unable to work in ways that maximize their productive potential.

Far too many people – especially women – are still underemployed or unable to obtain productive decent work. And the greatest failure of the current system concerns young people.

In fact, the real meaning of “MDG” may be the Millennium Development Generation, the world’s one billion or more youth who face the prospect of unemployment and underemployment for years to come. Nearly 40 per cent of the world’s population today is below the age of 20. Eighty-five per cent of young people are in developing countries where many live and work under conditions of poverty and inequality of opportunity.

The ILO estimates that nearly 86 million young people worldwide are jobless, accounting for 45 per cent of the world’s unemployed. The global unemployment rate among youth is 13.8 per cent, up from 11.7 per cent a decade earlier. Throughout the world, young people are on average over three times more likely to be unemployed than adults. In addition, millions more cannot afford to be unemployed and are working long hours for low pay and eking out a living in the “informal economy”. Yet



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most countries face an even more daunting challenge. For how can we find work for the young if we cannot even produce enough work for the adult workforce?

Latest ILO data shows that even strong economic growth has failed to generate a commensurate number of jobs. In 2004, for example, a healthy 5.1 per cent global economic growth rate resulted in a disappointing 1.8 per cent increase in the number of employed people. Simply put, trillions of dollars in growth produced just a trickle of jobs.

Considering that the global labour force will grow by over 400 million by 2015, even rapid employment growth of 40 million jobs per year would reduce the global unemployment rate by only over 1 percentage point in ten years.

Meeting the global employment challenge requires not just more but also better jobs. The majority of people in developing countries



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>> live and work in the back alleys of the marketplace, in the so-called informal economy. These are the workers who toil in the fields, on the streets and in other informal workplaces. Unprotected by law, they and their families subsist in precarious conditions.

We can do better and the global community took a significant step in the right direction at September's United Nations World Summit in New York where world leaders unanimously stated that they "strongly support fair globalization and resolve to make the goals of full and productive employment and decent work for all...a central objective of our relevant national and international policies." This represents a global commitment at the highest level to move forward on job creation.

Creating decent work opportunities through growth, investment and higher productivity provides the greatest potential for addressing the chal-

lenges. It demonstrates the resilience and creativity of the human spirit.

Imagine what could be accomplished if we could unleash these reserves. A successful drive to raise entrepreneurship, productivity and consuming power of the majority of the world's population, particularly those on the lowest incomes, is fundamental to the broadening and deepening of markets – the lifeline of enterprise and employment-rich growth.

How to do it? We have to begin by changing the policy paradigm to recognize that employment, and the promotion of enterprises that create jobs, is the most effective route to poverty eradication. The goal of a stable and prosperous world economy is possible only if the productivity and consuming power of all its citizens are realized to begin with, in local markets where people live.

Work is presently the missing link in the efforts to reduce poverty. Most policy prescriptions fail to view job creation as an explicit objective, seeing it rather as a hoped-for result of sound macroeconomic policies. While sound macroeconomic policies are of course essential to set the stage for desired growth, the key is ensuring that growth is balanced and employment-rich – in other words, that it creates as many decent jobs as possible.

Can we achieve this overall objective? We must. Let us rededicate ourselves to focusing on investment and entrepreneurship, employment, income generation and decent work for all. Let us strive to make sure that globalization is fair, and that it delivers its benefits to all, not just the few. Let us pursue a vision of political and social stability based on the prospect of prosperity for those who can and will work for it. If the international community, working together, can just deliver the convergence of policies that will allow every woman and man – no matter what their age – to work their way out of poverty, the rest will follow.

When so many are talking about UN reform, this is the "real life" reform that workers and their families all over the world are waiting for. Let's deliver it.

*Juan Somavia is  
Director-General of  
the International Labour Organization*



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lenge. We can devise new approaches that give the working poor a chance to progressively become the working prosperous.

Poverty breeds a sense of powerlessness and indignity. Yet we must realize that people living in conditions of material deprivation also represent enormous reserves of courage, ingenuity, persistence and mutual support. Simply coping with poverty – and billions do it every day – demon-

**D**espite encouraging results in cutting poverty and improving the working lives of people in Asia, in 2005 unemployment in the region was at a record high while job growth remained “disappointing”. Still, a new ILO report\* issued on the eve of the United Nations World Summit also notes that Asia has made “huge strides” towards achieving the Millennium Development Goals (MDGs).



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BANGKOK – According to the report, the creation of new jobs has failed to keep pace with Asia’s impressive economic growth. Between 2003 and 2004, employment in Asia and the Pacific increased by a “disappointing” 1.6 per cent, or by 25 million jobs, to a total of 1.588 billion jobs, compared to the strong economic growth rate of over 7 per cent.

During the same period, the total number of unemployed edged up by half a million reaching 78 million, the fifth consecutive year-on-year increase since 1999. In addition, underemployment remains widespread: millions are working involuntarily less than full time or are taking jobs below their qualifications or skills.

Young people aged 15 to 24 are bearing the brunt of this employment deficit, the report says, accounting for a disproportionate 49.1 per cent of the region’s jobless although they make up only 20.8 per cent of the labour force. Moreover, there is a cruel irony in the co-

existence of youth unemployment with child labour: millions of young people are jobless or underutilized while many jobs are filled by children who should be attending school.

While the region’s countries have made huge strides in reducing poverty and the prospects are good for meeting the first MDG of halving extreme poverty (those living on less than US\$1 a day), the so-called “working poverty” remains a serious problem, according to the report. Some 355 million workers in the region receive inadequate incomes from their labour, which leaves them and their families below the US\$1 a day poverty line.

“It isn’t just the lack of jobs available that should concern us, the quality of jobs and of opportunities is just as important,” said Mr. Shinichi Hasegawa, Regional Director, ILO Regional Office for Asia and the Pacific. “Jobs which do not allow people to earn enough to keep themselves and their families, or work that is unsafe or unhealthy, are no solution to poverty. This report shows that the problems spotlighted by the MDGs are all interlinked – poverty can’t be tackled unless issues as diverse as child labour, gender equality and youth employability are addressed.”



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\* *Labour and Social Trends in Asia and the Pacific 2005*, International Labour Office, Bangkok 2005; [www.ilo.org/asia/download/14tharm/rep\\_trends.pdf](http://www.ilo.org/asia/download/14tharm/rep_trends.pdf)



# Taking root:

## The revival of cooperatives in Ethiopia



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**N**ot all stories coming from Ethiopia are tales of tragedy. Here is one of them. Although the economy was ruined and the cooperative idea discredited by 14 years of communist rule in the country, the ILO succeeded in cultivating a cooperative renaissance. Sam Mshiu reports from Addis Ababa, where the ILO recently established its Regional Office for Africa.

ADDIS ABABA, Ethiopia – The Oromia Coffee Farmers Cooperative Union exports coffee to the European Union (EU), the United States and Australia. The Ethiopian cooperative has negotiated fair trade agreements with coffee dealers in some of the EU countries and set up coffee shops in the United Kingdom and Germany. And as a strong supporter of organic coffee farming, which profits from higher prices and a strong demand, the cooperative union also promotes eco-tourism in the coffee growing areas.

The Haromaya and Meki-Bantu Farmers Cooperative Unions are exporting fresh vege-

tables to the EU. The Ambo Farmers Cooperative Union is exporting oil seed to the United States. But how is all this possible in a country rising from the ashes of prolonged civil war?

A weakened economy, food insecurity, displaced and homeless people, demobilized soldiers and rampant unemployment – this was the scenario in Ethiopia when the ILO Cooperative Branch went there in November 1993 to launch its human resource development and cooperative reform programmes.

The cooperative movement was among those bearing the scars from wounds inflicted in earlier times. Cooperatives were perceived as communist institutions that had no place in a free-market economy, and their members had lost faith in the cooperative idea, which had been discredited by the former Government.

The first thing the ILO had to do at that time was to change people's minds about cooperatives. Study tours to neighbouring countries were organized to expose Ethiopian cooperative leaders to cooperative experience in a free-market system. The tours were followed by training of trainers and cooperative managers as well as leadership development programmes. Together with comprehensive education and training for current and potential members, particularly women and youths, these programmes tried to reach as wide an audience as possible.

### **A cooperative renaissance**

Thanks to these efforts, in the second half of the 1990s the country witnessed a kind of cooperative renaissance. By the end of 1996 the attitude towards cooperatives had changed dramatically – people, especially cooperative members, had become increasingly aware of the role cooperatives could play in improving their lives.

Moribund cooperatives were resuscitated and new ones created all over the country. In rural areas, agricultural cooperatives became powerful instruments of local development. They allowed



their members easy access to farming equipment, and added value through further processing and marketing the farmers' produce.

New forms of cooperatives were introduced to meet farmers' special needs, thereby eliminating middlemen. In urban areas, housing, consumer, industrial and craftsmen cooperatives were established, while savings, credit and social service cooperatives flourished in rural and urban areas alike.

Key to the successful development of all these cooperatives was the Federal Cooperative Commission (FCC), the government agency charged with promoting cooperatives in the country.

### The success story of Oromia

Most of this development was taking place in the Regional State of Oromia, where much of ILO's support was directed. The region, the largest and most populous of the country's nine regional states, is leading the way in cooperative development in Ethiopia.

To provide common services to their affiliates and to make economies of scale, cooperative grassroots organizations federated and formed cooperative unions. Some of the 34 unions, including the Oromia Coffee Farmers Cooperative Union and the other examples mentioned earlier, have become international trade partners.

The profits from these ventures are passed on to the unions' coffee-growing cooperative members, thus helping to improve their living conditions and reduce poverty. The latest development in the region has been the establishment of the Oromia Cooperative Bank, which responds to the growing financial needs of cooperative members. Established in 2004 with capital raised solely by cooperative members, the bank has opened seven flourishing branch offices in different parts of the region.



## COOPERATIVES CONTRIBUTE TO MDGs

Cooperatives in Ethiopia play a significant role in poverty reduction and contribute to the UN Millennium Development Goals (MDGs):

- by bringing services closer to their members at highly competitive prices, and increasing members' income by eliminating middlemen and reducing production costs;
- through improved production methods resulting from education and training activities offered to members of cooperatives, enabling farmers to improve incomes, nutrition and food security through higher yields;
- through profits accruing from efficiently managed business and reverted to the members, again raising their incomes and reducing poverty;
- through education and training activities for members promoting entrepreneurship and democratic management practices;
- by promoting job creation and stabilizing existing self-employment in urban and rural areas.



Union managers and cooperative auditors during group discussion on internal control and audit system

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	NATIONAL FIGURES	OROMIA FIGURES
Number of registered cooperatives	14,423	2,720
Number of individual members	4,513,718	1,453,018
Capital (in US\$)	40 million	15 million
Number of cooperative unions (secondary societies)	104	34
Number of cooperative banks, including branches	8	8
Number of cooperative training institutions	5	3



In January 2001, the ILO received an award from the Government of the Regional State of Oromia in recognition of the support given to cooperatives in the region from 1994 to 2000. “The attitude of national, regional and local

government towards cooperatives is key to their success. They must encourage their efforts and create a favourable environment for the organization of members,” said Jürgen Schwettmann, head of the ILO’s Cooperative Branch.



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*Berek Aleltu Union  
Foundation meeting*

#### HOW THE ILO COOPERATIVE APPROACH HELPS INDIGENOUS COMMUNITIES IN INDONESIA

**T**he new ILO project “Promoting Human Security and Reducing Poverty among Indigenous Peoples in Papua” responds to the needs of indigenous communities, the poorest and most vulnerable people in Papua, Indonesia. Funded by the Government of Japan, which will provide US\$1.5 million, the new project in Papua will work closely with the State Ministry for the Acceleration of Eastern Indonesia and other local organizations.

Project activities include improving access to credit, skills training and assistance in marketing to enable small enterprises and cooperatives to boost self-employment among the poor. This approach has been tested among indigenous communities in other countries by the ILO-INDISCO Programme and will be adapted to the local situation in Papua throughout the project.

The project is part of the ILO’s Decent Work Country Programme for Indonesia, which aims to promote opportunities for women and men to obtain decent and productive work. It will primarily assist indigenous

and migrant communities and local government agencies in Papua to reduce poverty and eliminate discrimination in employment and education, particularly among indigenous women and girls.

In addition, it will provide the indigenous communities with culturally appropriate tools and methods to strengthen their capacities, aiming to create decent employment opportunities, sustainable livelihoods and income-generation avenues. The project will also facilitate dialogue between indigenous communities, migrant population and local government, thereby contributing to an improvement in the human security situation.



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# Breaking the chains of poverty through microfinance

**T**he ILO has found microfinance to be an invaluable tool within its programmes in helping to reduce poverty and eliminate child labour and debt bondage. The strategy is to offer financial services like savings and credit, insurance and remittance handling to low-income groups so they are empowered, have more options and do not need to rely on the moneylender any longer. The goal is financial security, a key aspect of decent work.

Juan Carlos spent most of his childhood as a quarry labourer in Guatemala, carrying heavy volcanic stones up from the river and crushing them using cumbersome, dangerous tools. Children working in the quarry near the foot of the Samala volcano face hazardous conditions, and are subject to frequent bruises, insect bites and even loss of vision due to the dust from the rocks. Juan Carlos, now 17, has been doing this since he was eight years old.

Thanks to a project of the ILO's International Programme for the Elimination of Child Labour (IPEC) and its NGO partner, CEIPPA, Juan Carlos is now back at school. The programme helped his mother get a loan to start a business selling food in the local market, and the extra family income meant that Juan Carlos could afford to work fewer hours at the quarry and go to school instead. His teachers say he is a promising student, and he plans to continue his studies, with the programme's support, at the Technical Institute for Training in Guatemala.

Juan Carlos's story is not unique. Microfinance – providing financial services such as

savings and credit, insurance and remittance handling, usually to low-income groups – has become a key tool in poverty reduction, the elimination of child labour and freedom from debt bondage.

## The ILO's role

The ILO's role in microfinance is not to provide money directly, says Mr. Bernd Balkenhol, head of the ILO's Social Finance Programme, but to advise ministries of Labour and the social partners on how to facilitate market access for the working poor and how to influence policy making to better allow poverty-oriented financial intermediaries to emerge. Hence the concept of social finance, which expresses the ILO's intention to examine and assess financial instruments and institutions from the point of view of their contribution to the goal of decent work.

Two major pathways are of particular interest to the ILO. Financial services can help to make investments that lead to jobs; this is the case with credit, guarantees and leasing. Also, financial services such as savings, insurance and emer-



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>> agency loans help to reduce vulnerability. They are an instrument that complements and adds value to a broad variety of projects and programmes.

“For example, an ILO programme together with UNHCR helped use microfinance techniques in conflict-affected countries to help refugees start income-generating activities,” said Mr. Balkenhol. “Sometimes people are in refugee camps for years, and jobs are a good way for them to reintegrate. However, the common view had been that microfinance cannot help in these circumstances.”

Other ILO projects have completed studies to judge the effectiveness and potential of microfinance in various countries and areas of application. A current project, for example, is exploring the potential of microfinance to improve the situation of vulnerable women in Viet Nam.

#### Stopping the cycle of child labour

As Juan Carlos’s story illustrates, microfinance can address the problem of child labour by helping increase family income. For poor households, the urgency of putting food on the table may be the justification for sending children to work, or the cost of putting children through school may be too high to bear. However, there are other reasons for child labour that microfinance cannot tackle directly in this way, such as a lack of child-care facilities or a desire to maximize household income.

Child labour can be a crucial element in a self-perpetuating cycle of poverty. If children cannot go to school and gain an education or work skills, they may end up stuck in subsistence employment that keeps their family in poverty in future generations as well.

In Ecuador, the IPEC programme seeks to eradicate child labour in the small-scale gold mines in Bella Rica, using microfinance to help families develop alternative sources of income. In the United Republic of Tanzania, the ILO worked with the Conservation, Hotels, Domestic and Allied Workers Union (CHODAWU) to address



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the problem of domestic child workers, applying microfinance and other tools. As a result, 200 poor households started alternative income-generating activities, such as gardening, mixed farming and raising poultry. A total of 784 children were withdrawn from domestic work and returned to school, and a further 725 were prevented from entering work.

#### Migrant workers’ remittances

Some of the ILO’s most active microfinance work is currently in the area of remittances by migrant workers, says Ms. Severine Deboos, ILO social finance expert in Budapest. “Remittances are now the most important source of external funds in many developing countries, totalling more than all official development assistance by donor governments. But it is important what is done with this money,” she says. Often, it is just used for current consumption, or to buy homes or other major purchases – sometimes driving up local real estate prices to such an extent that most



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local people can no longer afford housing.

Rather than just spending remittances, the ILO is encouraging the involvement of microfinance institutions (MFIs) to help people use this money to create their own income- and employment-generating activities. Also, MFIs can provide suitable loan and savings products, such as education savings, pension plans or mortgage loans.

### **Microfinance against debt bondage**

Debt bondage can develop in situations of abject poverty, low productivity and ignorance, often where the moneylender enjoys a quasi-monopoly in the financial market and at the same time is the single most important employer in the local labour market. The ILO has worked to develop microfinance techniques to assist in this difficult situation – obviously, loans are not a preferred solution in alleviating the problem of debt bondage, because they would put these vulnerable people further in debt. Rather, a package of contractual savings, financial education and counselling is preferred.

In Bangladesh, the ILO's work is addressed at more than 150,000 sex workers, whose situation is particularly poor. They are ostracized and generally secluded in separate neighbourhoods. Some women were attracted by middlemen with promises of marriage or jobs, others were sold by their families for money or debt repayment,

and still others were born in the brothel and took over their mothers' work when they became undesirable. With greater financial independence, the situation of many women improved, and in other cases savings accumulated through microfinance programmes provide the hope that at least their daughters will have a better life.

In India, bonded labour is frequent in the local brick kilns and rice mills. Whole families live on factory premises in atrocious conditions, and if someone leaves the factory premises, a family member must stay behind as a human pledge. The ILO is working with partners in the Tamil Nadu region, the Integrated Rural Community Development Society (IRCDS) and the Madras Social Service Society (MSSS), to implement a bondage-free zone strategy, with a strong microfinance component combined with efforts to persuade employers to improve conditions and eliminate bondage, and legal enforcement.

Debt bondage is not limited to the world's poorest countries, Mr. Balkenhol points out. A recent ILO study on Roma indebtedness in Europe found situations resembling debt bondage among Roma communities in some countries. Local Roma leaders may provide loans at interest rates of several hundred or even a thousand per cent, effectively bringing the borrower into debt bondage.

# How the ILO contributes to the



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**I**LO programmes in East Africa are good examples of how decent work combats poverty and contributes to the achievement of the UN Millennium Development Goals (MDGs). Two programmes presented here show the importance of promoting gender equality (MDG 3) at work and youth employment (MDG 8) in order to attain sustainable poverty reduction.

TANGA, United Republic of Tanzania – “Initially, we were afraid of borrowing. We did not know that as poor women, we could borrow and repay loans,” says a member of the Kiwamboma Women Group in Tanga.

The group joined an ILO project which helped them with business ideas and training activities, including designing new products, food processing and marketing techniques. The women learned how to process cassava leaves and sell the final product to supermarkets.

Loans and new business ideas also made a difference for women workers at a tea estate in Tukuyu: “Before joining the project, I was earning less than 30,000 Tanzania shillings a month from my business, but now I am earning at least 150,000 a month. I can buy uniforms and exercise books for my grandchildren...and we can eat three meals a day,” tells one of the women.

The testimonies show how the ILO programme Promoting Gender Equality and Decent Work Throughout all Stages of Life makes a difference for poor Tanzanians and contributes to MDGs 1 and 3 by assisting women to improve their businesses and incomes, and to MDG 2 by putting

education within the reach of their children. The programme also contributes to other MDGs by offering employment to youth (MDG 8), skills development and education (MDG 2) and alternatives to commercial sex business with high HIV/AIDS infection risks (MDG 6).

“A young boy aged 15 was sent by his family to work as a domestic worker in Dar es Salaam,” says programme officer Heidi Solheim Johansen in ILO Tanzania. “But his employer sent him away. The boy ended up in the commercial sex business and drug abuse. Thanks to discussion groups for young sex workers organized by the ILO, he is now better aware of the risks of his work and alternative job opportunities.”

The programme was launched in 2004 in collaboration with the Ministry of Labour, Youth Development and Sports in Tanzania Mainland and the Ministry of Youth, Employment, Women and Children Development in Zanzibar, as well as other key stakeholders. So far, 1,200 women workers have received loans and accumulated their own savings for their businesses. More than 600 youths aged between 15 and 17 have been identified from hazardous and exploitative working conditions and provided with alternatives for vocational training. Sixty-five girls have been reformed from commercial sex work. More than 1,360 children between six and 13 years of age have been withdrawn from child labour and continue to attend school.



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## Work from waste

The city of Dar es Salaam is the setting of another successful ILO programme. Like many of the world's urban centres, it faces problems ran-



# MDGs: Stories from East Africa



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She and the other women asked themselves, “If these boys are earning a living from waste, why can’t we?” As a result, they started solid waste collection informally in their area. Luckily enough, they were spotted by the ILO which assisted them with encouragement, training, advice and tools. In a short while, they built a reputation for getting an unpleasant job done successfully – and earning enough to feed their own families.

The ILO programme Employment Creation in Municipal Services Delivery in Eastern Africa covers Kenya, Tanzania and Uganda. It contributes to employment and income generation (MDG 1), improving living conditions for the urban poor women and men (MDG 3), providing a cleaner environment through waste collection and disposal (MDG 7) and offering employment and improved living conditions for youth (MDG 8).

ging from unplanned housing to unemployment and lack of water supplies.

“I lost my job...there was no husband to care for me, but I have four children and other dependants. Together with other women, we looked around: garbage everywhere and rampant cholera...we also noted boys collecting waste”, says a woman assisted by this ILO programme through a Civil Society Organization (CBO).



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## MDGs IN THE UNITED REPUBLIC OF TANZANIA

**T**he United Republic of Tanzania is an emerging model of reform in Africa, according to the United Nations Resident Coordinator in the country. Good economic and social stewardship along with strong leadership on the part of the Government make it an ideal location for the successful implementation of the MDGs.

By 2004 Tanzania had made promising progress in several MDGs. The country is on track to meet the targets on universal primary education (MDG 2) and on gender equity in primary education (MDG 3). More than 95 per cent of children aged seven to 13 are now enrolled in primary school, where there are broadly equal numbers of boys and girls. Tanzania has also made progress in respect of MDG 7 (increased access to safe drinking water) and MDG 4 (a steep decline in child mortality rates). Still, substantial challenges remain in improving maternal health (MDG 5), combating malaria and improving HIV/AIDS prevention, care and treatment (MDG 6). Despite sustained economic growth and a fall in the

poverty rate (from 39 to 36 per cent between 1991 and 2001), due to population growth the absolute number of poor people has actually increased.

All eight MDGs are fully embraced in Tanzania’s Poverty Reduction Strategy, the National Strategy for Growth and Reduction of Poverty (NSGRP), running from 2005 to 2010. In cooperation with the social partners, the ILO became actively engaged in the preparation process of this strategy in 2004. Thanks to this involvement, the NSGRP acknowledges the need for productive employment for women, men and youth, in addition to economic growth in order to achieve sustainable poverty reduction. In its Decent Work Country Programme for Tanzania, which is currently under preparation, the ILO will continue its contribution to the MDGs and the NSGRP, now with a special focus on youth, child labourers and HIV/AIDS in the workplace.

# Hurricane force:

## As experts debate global job safety, nature provides a lesson in the unexpected



© AFP

**I**n the aftermath of Hurricane Katrina, tens of thousands of rescue workers faced life-threatening dangers while trying to save the sick and stranded in the US Gulf Coast region. The natural disaster provided an object lesson for safety experts in Orlando at the XVIIth World Congress on Safety and Health at Work while they took on the larger issue of work-related accidents and illnesses worldwide, a growing problem the ILO says can be solved. ILO's Katherine Lomasney reports.

ORLANDO, Florida – Weeks after Katrina turned New Orleans into a modern-day Atlantis, rescue teams still had one thing on their minds: saving the stranded, sick and helpless who managed to hang on. It was a region in shambles, and the city and its surrounding areas were transformed into a cauldron of disease, pollution and countless other dangers.

“With the vast number of workers involved in the clean-up, recovery and rebuilding efforts along the Gulf Coast, it is important to ensure



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that workers are operating safely to prevent unnecessary injuries. The safety and health of those working to rebuild communities in the devastated regions is one of our highest priorities,” said Elaine Chao, US Secretary of Labor, at the time.

The US Department of Labor sent more than a hundred hurricane response workers from its Occupational Health and Safety Administration (OSHA) department to the affected areas to advise employers and workers involved in the clean-up and recovery operations on protective equipment and other safety measures. They also offered information on the types of dangers workers would encounter, such as downed power lines, home and building damage, dangerous animals and flood water. As a result, OSHA workers intervened in 5,000 situations where some 10,500 workers could have been seriously injured.

But many workers worldwide who face dangers on the job don’t receive adequate safety training, equipment and support and, as a result, often lose their lives. Under the banner of Prevention in a Globalized World – Success Through Partnerships, this year’s XVIIth World Congress on Safety and Health at Work convened in Orlando, Florida during September to address the worldwide toll of work-related accidents and the growing need for strategies to prevent them.

### Global toll of accidents and disease

The words “better safe than sorry” take on critical importance when one considers the cost of lost lives, crippled bodies and forgone profits that are the result of dangerous workplaces. In a new report<sup>1</sup> issued for the Congress, the ILO estimates that at least 5,000 people die every day, or roughly 2.2 million people each year, as a result of work-related accidents and illnesses. And that is likely an underestimate due to poor reporting practices, especially in rapidly developing countries in Asia.

“There has been progress on many fronts in the world of work, but work-related deaths, accidents and diseases are still major causes for concern,” said ILO Director-General Juan Somavia in advance of the World Congress. “Among the goals for this World Congress is to build on existing international safety benchmarks and strengthen global partnerships to ensure 21st Century work is also 21st Century safe.”

When looking at the bigger picture of injuries sustained and illnesses developed on the job, the number is far greater – the ILO estimates that 270 million work-related accidents occur each year that cause more than three days of absence from work, in addition to 160 million work-related cases of illness.

The report said that men in particular are at

<sup>1</sup> *Decent Work – Safe Work*, ILO Introductory Report to the XVIIth World Congress on Safety and Health at Work, Orlando, USA. [www.ilo.org/safework](http://www.ilo.org/safework).





>> risk of dying at working age (below 65), while women suffer more from work-related communicable psychosocial factors and long-term musculo-skeletal disorders. In several industrialized countries, more than half of the retirements are based on early retirements and disability pensions rather than workers reaching the normal retirement age. While not all factors behind these trends are directly caused by work, the workplace is in a key position for prevention and maintaining work ability through its management system.

“The sad truth is that in some parts of the world, many workers will probably die for lack of an adequate safety culture,” said Jukka Takala, Director of the ILO’s SafeWork programme. “This is a heavy price to pay for uncontrolled development. We must act swiftly to reverse this trend.”

When asked what must be done to avoid the many accidents and illnesses for workers throughout the world, Takala said it would take surprisingly little. “Practically all accidents can be eliminated by a set of known measures,” he said in an interview with ILO Online. “Many companies and some governments have already adopted zero accident targets. If all ILO member States used the best accident prevention strategies and practices that are already in place and easily available, some 300,000 deaths out of 360,000 and some 200 million accidents out of 260 million could be prevented, not to mention the savings in compensation payments and other economic benefits.”

#### **Opportunity for collaboration**

More than 3,000 health and safety professionals from government, labour and industry organizations representing 110 countries attended the five-day event in Orlando, which was organized by the ILO, the International Social Security Association (ISSA) and the US National Safety Council. The event offered an opportunity for thought-leaders and safety experts to exchange practical and technical experience.

The safety and health of rescue workers involved in recovery efforts in the US Gulf Coast region were never far from the thoughts of presenters and participants. In her address, US Secretary of Labor Elaine Chao thanked safety and health professionals who answered the call to aid storm survivors.

One of the Congress highlights was the speech



given by ISSA president Corazon de la Paz during the opening ceremony, in which she emphasized the need for global efforts to prevent work-related illnesses such as cancer from asbestos and the value of partnerships in both the public and private sectors of commerce and production. “Almost 80 per cent of the world’s population is working without a safety net,” she said. “In this world, a mangled hand on the assembly line all too often results in the devastation of entire families.”

De la Paz warned that continued production and use of asbestos will cause nearly 500,000 cancer deaths in Western Europe by 2029. “The use of asbestos inevitably leads to reduced quality of life and premature death and imposes a burden



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on a country's economy for over 30 years," she said.

Experts spoke on the importance of prevention systems, laws, regulations and means of enforcement at all levels of business, with a management cycle that ensures continuous monitoring and improvement. Also, once safety and health policies are developed, strategies toward success must be put in place. Leadership is essential to implementing successful prevention strategies, which need to be supported by effective information, training and education. Following the World Congress, these and other key safety and health messages were compiled by safety professionals, employers and workers in both the public and private sectors, policy makers and

administrators into a vision statement, *Today's value for tomorrow's world*.

Above all, participants were urged to speak with decision-makers in their respective countries to help raise awareness of the growing problem and the need for immediate action. Alan McMillan, National Safety Council president and CEO and secretariat for the 2005 World Congress, said the situation could be improved substantially if participants worked to secure top management's commitment to safety and health, involve employees in developing a safety culture and integrate safety and health fully into normal business planning and operation.

The ILO's Takala cited awareness as one of the major hurdles to substantially improving health



## ILO SAFETY FILM LAUDED AT CONGRESS

The ILO's 2002 instructional film on safety and health in the construction industry in India, *Durghatnayen Gair Zaruri (Accidents Don't Have to Happen)*, was among several films to take home second prize during the 5<sup>th</sup> World Congress on Safety and Health at Work Film Festival in Orlando, Florida. The film was made for construction workers, trade union representatives and site safety officers in India to illustrate that most accidents are preventable and to outline several key precautions that could help reduce accidents and illness on construction sites.

Judged against an original pool of 135 films, *Accidents Don't Have to Happen* was shown during the Congress among 66 other films from 19 countries. It was chosen by a jury of representatives from eight countries.

"Film is a potentially powerful form of communication in the developing world and we applaud the work of the ILO in this field," said Peter Rimmer, International Film Festival Jury chairman during the awards ceremony. "*Accidents Don't Have to Happen* respects the different cultures and the different ways of working, and identifies not only the problems but also some of the solutions to safe working in construction."

Filmed in Chhattisgarh in central India, the video features dramatization of possible accidents that often happen on construction sites. It offers interviews with a Bhilai Steel Plant safety officer who helped to reduce accidents on his construction site and a doctor who talks about the many health risks construction workers face on the job. The Indian subcontinent has an estimated 30 mil-

© ILO Video



lion construction workers and often poor conditions of safety and health on construction sites.

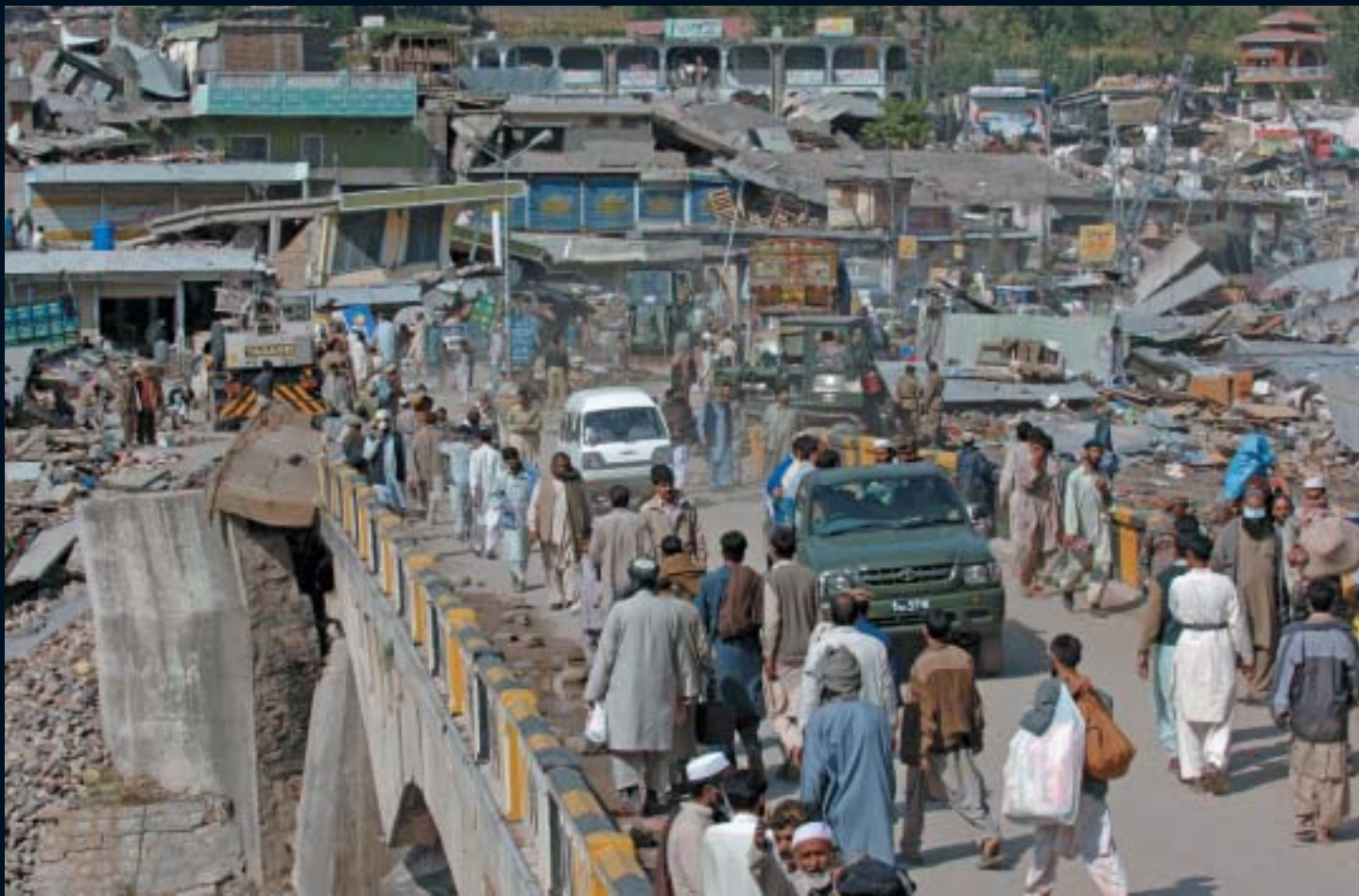
Although originally made for workers' organizations, the film was subsequently distributed to contractors at a seminar in Delhi organized by the Construction Industry Development Council (CIDC), an organization representing contractors and government clients of the construction industry. The film was so popular that the CIDC Director-General requested 40,000 copies for distribution within CIDC.

>> and safety for workers and preventing accidents worldwide. "The media refer a lot to the 500,000 people dying in war every year, but the more than two million people dying at work are hardly noticed – not to mention the other victims who suffer from the consequences of occupational

accidents and long-term diseases," he said. "The World Congress is an occasion to highlight the importance of the issue: this is not only a meeting for experts. We also want the media and decision-makers to put these problems much higher on the political agenda than in the past."



# Scenes from Pakistan: The ILO helps earthquake survivors find work and income



*Hundreds of refugees flee the mountains to reach Balakot. The bridge remained miraculously intact.*

ILO photographer Marcel Crozet was on the scene in Pakistan following the devastating earthquake on 8 October. Here is a selection of images from his travels through Pakistan of early recovery and reconstruction efforts.

**Islamabad** – One month after the earthquake that killed or injured more than 140,000 people in Pakistan and cost over 1.1 million jobs and livelihoods, the ILO is working hand-in-hand with local authorities to help people in some of the worst-affected areas rebuild their lives. Donglin Li, ILO Director in Islamabad, says the office has been “working very closely with the Government,

employer and trade union organizations on designing and implementing the relief and rehabilitation strategy.”

## **Survivors help with recovery efforts, earn income**

Mr. Li said that initial pilot cash-for-work programmes focusing on critical minor infrastructure repairs and the removal of earthquake debris have been developed and will be copied and rolled-out across the disaster-affected areas. The first such programme is already underway in Balakot, one of the worst-hit towns where 80 per cent of buildings were reported as levelled.







*The remains of the bus station at Muzaffarabad, the city where the epicentre of the earthquake was located.*



*The hotel where this man was employed is now just a pile of rubble. Jobless and homeless, he contemplates what the future may have in store.*



*Valleys of Muzaffarabad: Earthquake of 8 October measured 7.6 magnitude on the Richter scale. Casualties are evacuated by helicopter.*



*Muzaffarabad: The wounded are being evacuated by helicopter.*



*Basic food and supplies are being distributed on the route to Srinagar.*





*The town of Mansehra, 50 km north of Islamabad, was badly affected by the earthquake. Demolition and recovery is underway to salvage as much material as possible for new construction.*



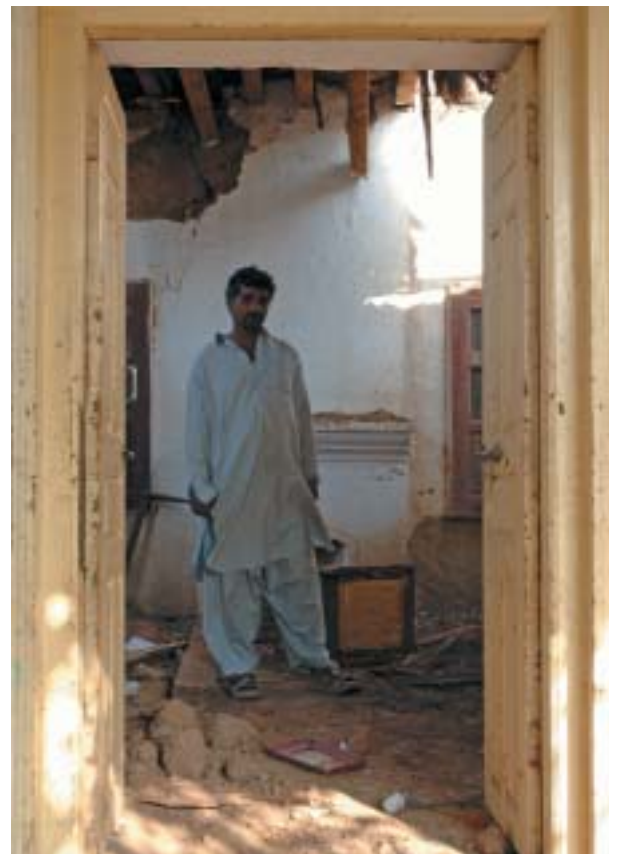
*She has just been brought in from the mountains by helicopter and is awaiting transfer from Islamabad airport to a city hospital.*



*Rebuilding electrical networks in Balakot. New steel towers were delivered quickly to help restore communications.*



*In Bedadi village, Mansehra District, over 2,000 people have been made homeless. Their dwellings lie in ruin.*







*In Balakot, anything that can be recuperated and re-used is being sorted.*



*In Muzaffarabad, getting back to their work in makeshift "market areas" among the rubble.*



*Everyday life starts to fall into place among the ruins. One working telephone provides a lifeline to the outside world.*



*Victims who left their mountain homes following the earthquake await food and shelter.*



*In the village of Langer Puri on the route to Srinagar, the sole survivors of this family learn how to live after losing their family, their dwelling and their farm.*



*The town of Mansehra, situated 50 km north of Islamabad, was severely affected by the earthquake. People start to get back to their daily chores.*



>> The scheme – the only one of its kind in the town – pays workers each day and aims to inject cash back into the local economy while helping people get back to work and support themselves. Since the programme commenced on 27 October, more than 830 people, including 200 women, have been engaged on a daily basis.

“When the cash-for-work scheme was launched, the response was initially slow because people were too traumatized to think about work,” said Mr. Saad Gilani, the ILO national team leader in Balakot. “But once people saw others with cash starting to support themselves and their families the numbers started to rise rapidly. Now people from surrounding villages are also approaching us. We think that paid employment is helping people overcome their shock and trauma.”

“The fact that women are also taking part is a positive development because the project pays special attention to vulnerable groups and the needs of women,” he added.

The ILO co-ordinated with the Pakistani military to decide which places and areas to focus the cash-for-work programme.

### Worldwide efforts in motion to raise funds

In addition to distributing relief supplies, the ILO is participating in the UN Flash Appeal and seeking funds for US\$5 million in early recovery and reconstruction projects. The ILO portion of the appeal is part of a larger sum being sought for joint projects during the early recovery and reconstruction phase. Planning for these projects, some of which are joint ventures with other UN agencies, is already underway. In addition, the ILO has also redirected around US\$200,000 in existing funds to relief efforts.



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## EARLY RECOVERY AND RECONSTRUCTION PROJECTS ALREADY UNDERWAY

- Cash-for-work programmes focusing on repairing damaged houses and recycling and removing rubble;
- Emergency employment services, labour-intensive reconstruction schemes and skills development programmes to help livelihood rebuilding, recreation and reconstruction;
- Rehabilitating key access infrastructure; and
- Child protection programmes to prevent children entering hazardous work or being trafficked, and to release them from the worst forms of child labour.

# Food at work:

## Putting a nutrition revolution on the menu

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*Food at Work: Workplace Solutions for Malnutrition, Obesity and Chronic Diseases*, a new ILO book by Christopher Wanjek,<sup>1</sup> provides the answer. The book is an exhaustive and detailed study of workplace meal programmes run by governments, employers and/or workers from Austria to Antarctica. *Food at Work* offers a forthright and fascinating glimpse into how the working world feels and eats.

### The true cost of careless eating

*Food at Work's* main message is that good food eaten with colleagues in a restful setting helps workers do their best. When workers are relaxed and well nourished, they are more productive, therefore benefiting their employers and their families. However, as Wanjek found, that perfectly reasonable scenario is more often than not the exception.

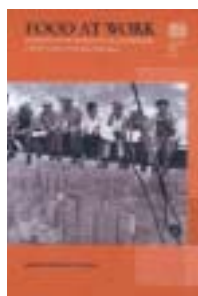
The study found that improper nutrition costs companies around the world up to 20 per cent in lost productivity. In poorer nations such as India, illness and death due to malnutrition cost US\$10 to 28 billion annually. Iron deficiency – which makes people weak, sluggish and clumsy – accounts for a US\$5 billion loss in South-East Asian productivity each year. More often than not, a familiar pattern develops where workers, employers and governments become trapped in a vicious cycle of poor food, poor health, low productivity and poverty.

In wealthier nations, obesity, heart disease, cancer and diabetes are the consequences of widely consumed junk-food diets. With more than two-thirds of the US population overweight, the annual cost of obesity to American businesses for insurance, paid sick leave and other payments is US\$12.7 billion.

“Our argument,” Wanjek says, “is that good nutrition is the foundation of workplace productivity, safety, wages, job security – concerns shared by governments, employers, trade unions and workers. Enterprises are hurting themselves in not offering better meal options.”

In some regions, convenience supersedes quality in the quest for food during the workday. Increasingly, those who can afford to buy nutritious food opt for the opposite, while those who cannot afford to buy food often go without enough. In his new book, *Food at Work*, author Christopher Wanjek examines how this trend affects productivity worldwide – asking why employers and governments, and workers themselves, often fall down on the job when it comes to fuelling up. Offering a wide range of simple, creative strategies to make nutritious and affordable food available, he outlines how businesses worldwide stand to gain huge returns in quality, productivity and morale. Alicia Priest reports.

With a good chunk of the world's population not eating enough and an equally large portion eating too much, there's no denying that we need to put a nutrition revolution on the menu where people work. What is more, it's not just quantity that is unbalanced – food quality is also wildly out of whack. But where is the best place to begin?



<sup>1</sup> A US-based freelance health and science writer, Christopher Wanjek has a Master of Science in environmental health from Harvard School of Public Health.



With few exceptions, governments seeking to promote healthier eating have ignored the workplace in favour of schools and the broader community. It's an omission Wanjek calls a missed opportunity. He also concludes that, as obesity rates continue to mushroom especially among children and adolescents, government efforts are largely failing. One exception is Denmark, where a national programme called "6 om dagen" (six-a-day) provides free or low-cost fruit to employees at participating companies.

There are many reasons why *Food at Work* argues that the workplace is the ideal location for turning all our preaching about healthy eating into practice. Like schools, Wanjek points out, jobsites are places where the same group of people returns to the same location for a specified time day after day, year after year. Work is where adults spend half their waking lives or about a third of their day. What's more, the workday is structured around meals and refreshments – coffee breaks, lunch hours, tea times and visits to the water cooler. Anyone who has put in an eight- or 12-hour shift can empathize with the anticipation one feels leading up to a break. As Wanjek says, "even Fred Flintstone jumped for joy at the sound of the noontime whistle."

### What's the hold-up?

Given these favourable conditions for health intervention, it's tragic that the vast majority of workplaces propose the very opposite of healthy eating: vending machines stacked with soda pops and potato chips; fast-food outlets and street sellers offering salty, greasy and sometimes contaminated fare; office meetings supplied with muffins and doughnuts; and, increasingly in both rich and poor nations, fewer chances to *stop* work in order to eat.

In developing countries, workers are sometimes denied sufficient meal breaks or have none at all, while in the developed world more and more employees opt for desktop dining, also known as the SAD (stuck-at-desk) phenomenon. Wanjek cites the finding of a recent UK survey that 70 per cent of British office workers regularly eat lunch at their desks. Relaxation, he maintains, is as critical for optimum productivity as nutrition.

In this context, *Food at Work* offers a wide menu of "food solutions" for any business, drawing on examples of field studies from 28 countries. These range from improved canteens and cafeterias to subsidized meal vouchers, redesigned mess rooms, better and safer food from street vendors and what Wanjek refers to as "solutions for families". This latter category includes low-cost shops, take-home food rations and dormitories for vulnerable female workers in Bangladesh. While some projects are so new they have yet to be evaluated, many demonstrate that high-quality nutrition can be provided at work simply and economically.

In fact, employers who facilitate this process can increase their profits. When workers at Singapore's Glaxo Wellcome Manufacturing (GWM) requested a new canteen that featured healthier food, the company complied. Not only did it make the canteen brighter, larger and more aesthetically pleasing, it hired a dietician to teach cooks how to make better meals. Menu changes included a salad bar, more fruit and fewer fried dishes. The result? Since 2000, GWM's medical expenses dropped by 13 per cent and since 2002 the average annual absenteeism rate dropped almost in half, from 3.7 days to 1.9 days – a telling example, Wanjek says, of how investments in nutrition can equal gains in productivity.

Other times, such improvements are the result of a long battle between trade unions and employers. Mexmode, a garment factory based in northern Mexico, had a bad rap among workers' rights groups. Rotten food, worms and human hair in the food and recurrent food-related illnesses were among the common mess room complaints. Following a year-long struggle of work stoppages, letter-writing campaigns, union formation and collective bargaining, the company gave in. The result was a cleaner, brighter mess room that could hold four times as many people and offered higher



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>> quality food, increased selection of healthy meals and the addition of breakfast and dinner. Morale among employees has never been higher, accidents and sick days have never been lower and productivity is way up. That just goes to show that what is good for employees is also often good for business.

Food is life and for some workers a proper meal supplied at work means just that. For example, British soldiers on active duty depend on ration packs to keep them strong and alert.

These light, compact units hold three meals plus a hot drink and snack and come in 20 varieties, including vegetarian, kosher, halal and Sikh/Hindu. Another example comes from Kenya where a flower company called Simibi Roses provides workers with a free vegetarian lunch. As one middle-aged worker said, “Sometimes my budget is so stretched that I am not able to feed myself to the end of the month. So I survive only on the meals provided by the company.”

But *Food at Work* is more than a global snapshot of what a few progressive enterprises are doing. It is also a constructive guide, containing detailed and practical checklists for governments, employers and unions wanting to know which arrangement best suits their circumstances. Food vouchers and mess rooms, for instance, work well for medium-sized enterprises with less than 100 employees, while canteens are a viable solution for large employers at remote locations such as mine sites.

The study concludes that wholesome meals eaten in a clean, calm environment should not be considered a frill – rather, they are fundamental to worker morale, health, safety and efficiency. That makes *Food at Work* a healthy option for anyone aiming to raise the bottom line.

### A LOOK AT WORKPLACE NUTRITION PROGRAMMES IN PRACTICE

**E**nsuring workers’ access to good food doesn’t have to mean huge outlays for canteens, caterers or cooks. Meal and food vouchers are an ideal way for urban businesses that want to help their workers eat right. The key to making vouchers work, however, is involvement from government (to offer tax incentives), from restaurants and shops (to provide safe, healthy and affordable food), from employers (to pay part or all of the cost) and from employees (to use the vouchers). Here’s how vouchers work in two very different countries:

Every day in Brazil about five million workers use a food voucher to buy groceries, and another four million use a meal voucher to buy a prepared meal. Called *Programa de Alimentação do Trabalhador* (PAT), the system began almost 30 years ago as a way of alleviating chronic malnutrition among low-wage workers and is overseen by a tripartite commission. Each voucher-paid meal must meet specified calorie and protein requirements. Since its inception, work-related accidents and employee sick days have

decreased while productivity, especially in industries that participate in PAT, has increased. While PAT is far from perfect, it has undoubtedly spurred the restaurant economy, addressed malnutrition and benefited business.

Hungary has more workers per capita enrolled in a voucher programme than any other country – more than 80 per cent of its 2.75 million workers. Food and meal vouchers were started as a way to regulate tax collection, improve workers’ health and “catch up” with the rest of Europe. Vouchers can be used at any type of restaurant and for any kind of food. Ironically, that gastronomic freedom may not be such a good thing. While the idea of providing meals for workers arose during a time of food shortages, hunger is no longer a big concern. Only 8.6 per cent of Hungarians live below the poverty line, as opposed to 12.7 per cent of people in the United States. Hungary’s health problems now are heart disease, cancer and obesity, all conditions related to diet.



## PLANET WORK

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

# Closing the digital divide: A growing role for IT?

Is the digital divide bridgeable? It has been said that when it comes to access to technology, the world's poorest people are being left in the dust. In 2001, the ILO's World Employment Report concluded that despite the growing potential of information technology (IT) to create jobs in the industrialized world, the gap between technology's rich and poor was widening rather than closing. But times are changing, and perhaps also the role of IT in poverty reduction and development. Planet Work explores how IT may represent an important pillar in the development platform, and at some point or at some time, help turn the tide for the world's poor.

■ Although many of the elements necessary for technology to play a role – access to electricity, for example – may still be lacking, there appears to be growing recognition that IT may be a prime mover in reducing poverty. Greater attention is being paid to such development tools as an affordable mobile phone, a usable and accessible computer and increased access to the Internet. And designers are beginning to adapt existing technologies to the needs, environment and education level of people in developing countries. Many promising examples exist showing how appropriate technology can help some of the world's poorest people improve their incomes and livelihoods.

### ONE PART IMAGINATION, ONE PART INITIATIVE

■ Take for example The Jhai Foundation, founded by a San Francisco-based former American serviceman who wanted to make peace after a career making war. With the help of Silicon Valley engineers, the organization developed a low-wattage PC and communication system to help coffee

farmers in **Lao People's Democratic Republic** determine prices in adjoining villages so they could better bargain with wholesalers. The low-watt PC uses less than a third of the power of the latest mass-market computer and is designed to be hooked up to whatever energy source is available – even a generator powered by someone pedalling on a stationary bicycle.

■ Not only is the machine waterproof, but it is contained in a sealed metal box that can continue to function for a while underwater. It can handle localized word processing, spreadsheet functions, Web browsing and email and does not require technological expertise to operate. Even more impressive, however, it can make use of voice over Internet protocol

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>> (VoIP) technology so users can log on to public switched telephone networks. And it is affordable – costing roughly US\$200. (*The Wall Street Journal*, August 2005/www.jhai.org)

■ Or how about a combination personal computer, television, video recorder and telephone that wirelessly connects to the Internet? This device is the brainchild of Raj Reddy, former dean of computer science at Carnegie Mellon University in the **United States**, who wanted to make broadband technology available to illiterate people living in remote, poor villages, like the one where he grew up in southern **India**. Called the PCtv, this hybrid device boasts a built-in Web cam so it can handle video mail and an email address book that uses photos of people, not just their names. According to Reddy, a person who cannot read or write needs more computing power and more bandwidth than a PhD. (*Post-Gazette.com*, September 2004)

■ The “Simputer” is yet another example of appropriate technology, a bare-bones handheld computer designed by the Institute of Science in Bangalore to help **India’s** poor join the Internet age. Because the cost of a personal computer is prohibitive, only nine in every 1,000 Indians own a computer. Yet the Simputer was designed and manufactured with economy in mind and is tailored to the specific needs of its target demographic. It can surf the Internet, send emails and organize finances, and comes equipped with software for Hindi and Kannada language use. This model, which costs US\$240, has a monochromatic screen, 64 MGB of memory, an internal microphone, speakers and a battery that lasts for six hours. It is the first computer to be designed and manufactured in India. (*BBC News*, March 2004/ www.news.bbc.co.uk)



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#### THINKING OUTSIDE OF THE BOX: MOBILE PHONES

■ The mobile phone may be the development tool that defines the phrase “thinking outside of the box”. For if most computers still come in the form of a “box” with wires, hard drives and slots for CD-Roms and floppy disks, the new, sleek and affordable mobile phones have emerged as a major tool for reducing poverty. The ubiquitous mobile phones that serve for chatting and text messaging in the

industrialized world may revolutionize the developing world by helping stimulate job creation. How? Through the development of small businesses and providing other vital communication channels in rural areas where roads, postal systems or fixed-line phones may be deteriorated or non-existent. Indeed, the mobile phone may be the real “giant leap forward” that can cross the digital divide.

■ The potential is huge. In a typical developing country, an increase of 10 mobile phones per 100 people boosts



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GDP by 0.6 percentage points, according to a recent study by the London Business School. But if the potential is there, why isn't it being implemented? For one thing, until now the cost of a mobile phone has been prohibitive for people in developing countries. Only a small percentage of people in the developing world, around 5 per cent in both **India** and **sub-Saharan Africa**, own a mobile phone. Analysts say the number of users could double in developing world markets if the cost could be reduced from US\$60 to US\$30 per handset. Until now, however, it seemed that this price gap was as unbridgeable as the digital divide itself. But here, too, times are changing.

■ As part of a project run by GSM Association (GSMA), the global trade association for the world's GSM mobile operators, the Motorola company has been selected to supply phones that cost less than US\$30 to developing countries. The project targets 17 developing countries (among them **India, South Africa, Nigeria, Egypt, Turkey** and **Pakistan**), with a total population of 1.8 billion people.

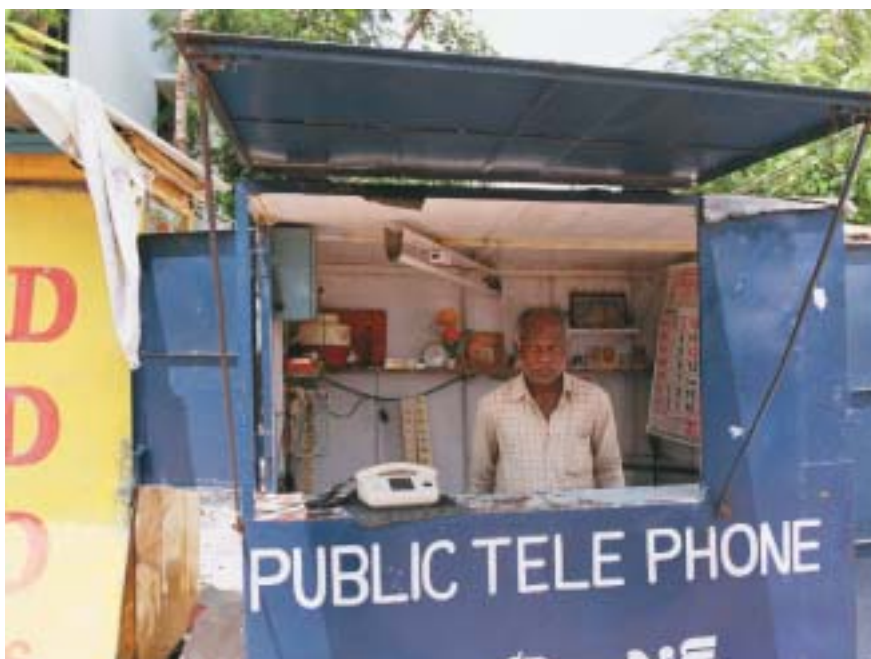
"To get below US\$30 per handset is a milestone achievement," said Craig Ehrlich, chairman of the GSMA. "This news cements the formation of a whole new market segment for the mobile industry and will bring the benefits of mobile communications to a huge swathe of people in developing countries."

■ Once available, organizations can play a leading role in helping people harness the technology to spur job creation. Grameen Bank, based in Dhaka, **Bangladesh**, opened Grameen Telecommunications as a non-profit organization in the late 1990s to provide low-cost phone services in rural areas. Using money borrowed from the bank, local entrepreneurs could buy mobile phones and then sell phone services to other villagers on a per-call basis. Nearly 95 per cent of these entrepreneurs were women, and they made a profit while villagers gained access to instant communication to stay in touch with relatives living far away, find out about employment opportunities and have more options for relief during emergency situations. (www.economist.com, July 2005)



© M. Crozet/ILO

■ This microenterprise platform has been adopted throughout **Bangladesh** and beyond. In **Uganda**, the Grameen Foundation worked with mobile operator MTN to create villagePhone, a programme that allows poor rural people to become village phone operators through microfinance institutions. According to its web site, "these village phone businesses can be established in areas where electricity is unavailable and in areas where the MTN network can only be accessed with a booster antenna". (www.mongabay.com, July 2005)



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## SUSTAINABLE SOLUTIONS

■ Technological innovations aimed at improving the lot of workers in the developing world are not limited strictly to information technology. In fact, such initiatives can be focused on achieving a goal with smart yet simple tools. The Grainger Foundation in the US has launched a prize for sustainability, offering US\$1 million to whoever can invent a simple, inexpensive method to remove arsenic that is poisoning wells used by millions of villagers in **India** and elsewhere. The Foundation is a proponent of encour-







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>> aging solutions that think outside of the box, such as the concept for a new indoor stove that could burn whatever energy source is locally available, like coal or dung, more efficiently and thus reduce indoor air pollution and cut down on major health risks. (*The Wall Street Journal*, August 2005)

■ Another new, little-heralded technological invention in **Pakistan** is helping improve working conditions for carpet weavers and removing their children from child labour. A new ergonomic loom has been installed by the ILO's International Programme on the Elimination of Child Labour (IPEC) in 30 homes and workplaces

in three districts in Pakistan, resulting in reduced risk and improved health and safety conditions of carpet weavers in the area. By allowing adults to work more hours and be more profitable, the improved loom has brought about many benefits, including better health for adult carpet weavers, increased productivity, a reduction in child labour and increased enrolment of these children in local schools. A collaborative project with the Centre for the Improvement of Working Conditions and Environment in Lahore, Pakistan, ILO/IPEC was awarded the 2005 Tech Museum Prize for pioneering work that benefits society through the use

of development of new technologies. (ILO press, September 2005)

■ Multinational corporations have increasingly taken part in helping to improve local areas where they operate facilities and, despite public opinion to the contrary, they often do make a generous, positive contribution. Multinationals have poured some US\$300 billion of foreign investment into post-communist **Eastern Europe and Central Asia**, as well as providing technology, training and access to foreign markets. For instance, Temirtau in the steppes of **Kazakhstan** was a dying steel town facing widespread HIV/AIDS and drug use before LNM, one of the world's largest steel companies, moved into town and helped it turn around. (*www.ihf.com*, February 2005)

■ The Dutch-Bangla Bank Ltd. was given the Asian Corporate Social Responsibility Award for 2005 based on its contribution to helping alleviate poverty. It introduced a collateral-free credit-financing scheme in Asia to provide a hassle-free, pollution-free and environmentally friendly city transport system – which also creates self-employment opportunities for unemployed youths. (*www.financialexpress-bd.com*)

■ Even major nations are taking part in the trend to reduce poverty through melding creative strategies and technologies. **France** recently announced a plan, pending approval in Parliament, to spearhead a fund-raising campaign by taxing airline tickets to help finance the global fight against poverty and disease. According to a French government official, airline tickets were chosen because airlines benefited from globalization and paid low tax rates – and because airline passengers were hardly among the world's poorest people. (*ABC News*, August 2005)

# ILO Library introduces **centralized labour force data site** for enhanced research capabilities

The increasing interdependence of countries and the spread of global and regional cooperation arrangements have created an enormous demand, at the international, regional and national levels, for international data on the labour force, employment and unemployment for research and enterprise decision-making. While the need for such international datasets existed in the past, the rigour demanded now is stricter than before and the scope of the requirements considerably wider.

To make access to this data easier, the ILO Library teamed up with the Policy Integration Department to combine all links to national labour force surveys into one centralized web site ([www.ilo.org/dyn/lfsurvey/lfsurvey.home](http://www.ilo.org/dyn/lfsurvey/lfsurvey.home)) that

covers surveys throughout the world. In addition, the site can facilitate international comparisons of employment and unemployment statistics at a level of detail not always available in published sources.

Labour force surveys are a specialized form of sample surveys of households designed to obtain current and comprehensive data on the employed, the unemployed and, in certain cases, the underemployed. The data is classified by age, sex, marital status, education level and other characteristics. Labour force surveys are being conducted, in one form or another, in more than 100 countries, many on a regular basis.

While ILO standards on statistics of the economically active population, employment, unem-

<sup>1</sup> Resolution concerning statistics of the economically active population, employment, unemployment and underemployment, adopted by the International Conference of Labour Statisticians, ILO, Geneva, October 1982.



## HOW TO USE THE WEB SITE:

Access to the data is easy. For example, to access data for Bulgaria, use the following instructions:

Go to [www.ilo.org/dyn/lfsurvey/lfsurvey.home](http://www.ilo.org/dyn/lfsurvey/lfsurvey.home)

- Click on *the letter B*, or click directly on *Bulgaria*
- Click on the link
- Click on *Data* in the section 'Labour Force Survey'

Below is a screen shot of just one of the tables available on the National Statistical Institute of Bulgaria's web site:

Place of residence	Labour force			Employed %	Unemployed %	Unemployment rate %
	Total	Employed	Unemployed			
Total	2 070	1 872	198	90.4	9.6	10.8
Male	1 102	1 001	101	90.8	9.2	10.1
Female	968	871	97	90.0	10.0	11.3
Urban	2 015	1 829	186	90.8	9.2	10.2
Male	1 020	921	99	90.3	9.7	10.8
Female	995	908	87	91.3	8.7	9.5
Rural	55	43	12	78.2	21.8	28.0
Male	28	21	7	75.0	25.0	33.3
Female	27	22	5	81.5	18.5	22.2

### Quick links for labour force survey resources:

Labour force survey data published by country:

[www.ilo.org/dyn/lfsurvey/lfsurvey.home](http://www.ilo.org/dyn/lfsurvey/lfsurvey.home)

The LaborDoc database record of the print version. All publications can be consulted at the ILO Library:

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

Labour force survey methodology data, collected by the Bureau of Statistics:

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





ployment and underemployment<sup>1</sup> do not refer to a specific data source and are meant, in principle, to be applicable to various types of data source, in practice they are better suited to data collection through labour force surveys. With an appropriate sample design, labour force surveys can cover virtually the entire population of a country, all branches of economic activity, all sectors of the economy and all categories of workers, such as the self-employed and unpaid family workers. By virtue of the survey questionnaire and interviewing techniques, concepts, definitions and subject details can be adapted to specific data needs.

National labour force surveys have evolved to a

uniform design, particularly with respect to concepts and definitions and associated survey instruments such as questionnaires and editing procedures.<sup>2</sup> They are therefore better suited for international comparisons than other sources of data on employment and unemployment.

The new ILO site currently has links to data from 124 countries and territories, of which more than 70 countries have published data for 2004 or 2005. The site is updated monthly and can be searched in English, French and Spanish. Most countries provide data only in a printable form; however, some countries' data can be downloaded into a spreadsheet or database.

<sup>2</sup> "The convergence of national labour force surveys," by Farhad Mehran, Invited Paper, Theme No. 22, Proceedings of the Fiftieth Session of the International Statistical Institute, Beijing, August 1995.

## Global textile and clothing trade: ILO meeting discusses post-quota strategy and policy



© M. Crozet/ILO

<sup>1</sup> *Promoting fair globalization in textiles and clothing in a post-MFA environment.* International Labour Office, Geneva 2005. [www.ilo.org](http://www.ilo.org)

Business, labour and government leaders from key textile and clothing-producing and consuming countries discussed the future of the industry in the wake of last year's phase-out of the Multifibre Agreement (MFA) on 24-26 October. Participants considered integrated and socially responsible strategies to deal with the new situation in the US\$350 billion global textile and clothing industry which employs 40 million workers worldwide.

GENEVA – Despite widespread concern that the lifting of global textile and clothing quotas in January 2005 would be a labour and trade catastrophe for many developing countries, the results thus far of the phasing out of the MFA have been mixed, according to the ILO report<sup>1</sup> prepared for the meeting.

While many Asian countries appear to be doing well or holding their own in the wake of the MFA phase-out, textile and apparel producers and workers in Europe, the Americas and Africa seem to be losing out.

China and India, as predicted, appear at first glance to be the biggest gainers following the end of the MFA, with China seeing an 18.4 per cent increase in textile and clothing exports during the first four months of this year, and India recording a 28 per cent growth in textile exports for the first three months. However, further examination shows that the growth rate for Chinese exports was actually declining month by month, while India also saw a decline of 24 per cent in its ready-made garment exports.

Meanwhile, a number of Asian countries, including Pakistan and Bangladesh, often cited as potential losers under the new regime, do not appear to be doing badly in the months following the end of the MFA.

As anticipated in most post-quota scenarios, employment in the United States and European

Union (EU) textile and clothing industry fell at the end of 2004 and during the first months of 2005, declining by 6.5 per cent between May 2004 and May 2005 in the United States and by 5 per cent between February 2004 and February 2005 in the 25 Member States of the EU.

With increased competition from Asia, most African and Latin American textile and clothing producers have also lost market share in the recent past.

The ILO tripartite meeting also examined innovative approaches in a number of countries and

textile and clothing enterprises in their search for improved competitiveness. Their experiences provide useful material for the elaboration of a global strategy to promote fair globalization in the sector.

The study cites Cambodia, where an ILO project, "Better Factories Cambodia", has helped the garment industry to deal with the phase-out of the MFA, and ILO Decent Work Country Programmes in Morocco, the Philippines and Romania, which aim to improve the competitiveness of the textile and clothing industry by promoting decent work.

## ILO study says **eliminating child labour** in Latin America **could yield major economic benefits**



© E. Gianotti

Eliminating child labour in Latin America within the next 20 years could generate an estimated US\$340 billion in economic benefit as a result of children's improved access to universal education and better health care. Benefits will vastly outweigh the costs of eliminating child labour, estimated at about US\$105 billion to be invested between 2006 and 2025. According to an ILO study,<sup>1</sup> this would result in a net economic benefit of some US\$235 billion.

MADRID – The study<sup>1</sup> simulates the elimination of child labour over the next 20 years, including the eradication of its worst forms within the first ten years, through the improvement of educational programmes at an estimated cost of US\$56.5 billion and direct interventions in the case of the worst forms of child labour estimated at US\$14.9 billion.

<sup>1</sup> *Construir futuro, invertir en la infancia: Estudio económico de los costos y beneficios de erradicar el trabajo infantil en Iberoamérica*, ILO, San José, Costa Rica, 2005, ISBN 92-2-317702-2.







The cost-benefit analysis was carried out to examine the economic implications of implementing two ILO Conventions on child labour (No. 138 on minimum age and No. 182 on the worst forms of child labour). It is based on data from 19 countries in the region where an estimated 19.7 million children aged 5 to 17 currently work as child labourers.

The study defines as economic benefits those that stem from a better-educated, healthier population and increased productivity. In the case of education, the ILO estimated the direct net cash benefit at US\$339 billion over 20 years, while health improvements are estimated to represent

an economic value of US\$2.1 billion

The study uses the same methodology as a previous analysis entitled *Investing in Every Child, An Economic Study of the Costs and Benefits of Eliminating Child Labour*, issued by the ILO in 2004.

“The net economic benefits of eliminating child labour are positive and quite significant,” said ILO Central America office Director, Gerardina González, at the launch of the report. “Even if we only take economic criteria into account, we can say that it pays. The results obtained will be a core element for promoting social policies and programmes.”

## New ergonomic loom **helps to reduce child labour** in carpet weaving



© ILO Islamabad

Recently, the inventor of a new “ergonomic” loom which will help reduce the use of child labour in the carpet weaving sector by improving the working conditions and incomes of adult weavers has been awarded the 2005 Tech Museum Prize for his pioneering work.

LAHORE, Pakistan – Mr. Saeed Awan, Director of the Centre for the Improvement of Working Conditions and Environment (CIWCE) in Lahore, Pakistan, will share the US\$250,000 prize with four other laureates. The prize is awarded annually by the Tech Museum of Innovation in San Jose, California.

Mr. Awan carried out a risk assessment of the health and safety conditions of child workers in the carpet industry on behalf of the ILO’s International Programme on the Elimination of Child Labour (IPEC). The study found that carpet weavers suffer from major health problems due to a loom design that hasn’t changed for centuries. He came up with the idea of an ergonomic loom for adult carpet weavers.

“The real winners of the award are the millions of carpet weavers. I hope that this loom will be adopted throughout the country and reduce child labour,” said Mr. Awan.

The new looms have been installed by ILO-IPEC in 30 homes and workplaces in three districts in Pakistan, resulting in major health improvements for adult carpet weavers. Their income increased by up to 100 per cent in some cases as

adults became healthier and more productive. This also resulted in a reduction in child labour in the sector as the families become less dependent on children’s work.

So far ILO-IPEC, with the financial support of carpet manufacturers and the US Department of Labor (USDOL), has rehabilitated around 26,000 Pakistani children working in this sector.

## Sea change: Joint IMO and ILO working group addresses need for protection of seafarers

Globalization, complex vessel ownership and flagging, and multinational crewing have made it more pressing than ever to create guidelines for speedy and humane treatment of seafarers caught in unforeseen difficulties. A joint working group of the International Maritime Organization (IMO) and the ILO discussed such guidelines on 19-21 September in London.

LONDON – The Sixth Session of the Joint IMO/ILO Ad Hoc Expert Working Group on Liability and Compensation regarding Claims for Death, Personal Injury and Abandonment of Seafarers discussed these issues on 19-21 September in London.

Difficulties arise in resolving cases of abandonment and compensation claims for injury and death because it is not unusual for a vessel to be owned by nationals from one country, be registered under another flag and be crewed by several other nationalities. Depending on the level of abandonment, where it occurs, who owns the ship and which national law prevails, seafarers may or may not get speedy and satisfactory redress for their plight.

The meeting recognized that the foreseen adoption of the ILO Consolidated Maritime Labour Convention, in February next year would have consequences regarding compensation as well as abandonment. It was also agreed that a continuous monitoring of the problem, in the form of an ILO-



© M. Crozet/ILO

based database of abandoned vessels, was indispensable, and that a future session of the Working Group would need to take these facts into account to decide on the final form of action to be taken.

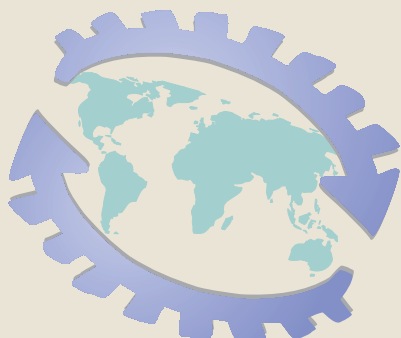
As yet, there are no globally accepted and standardized ways of handling the hardships the seafarers and their families can face when owners abandon their ships, or when income is curtailed through death or injury.

One positive outcome from the IMO/ILO working party to date is the creation of a database, hosted by the ILO, of reported incidents of abandonment of seafarers, though precise details on how it will be compiled and operated are still to be finalized.



## AROUND THE CONTINENTS

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



## Revitalizing African nations

■ The Ministry of Roads and Public Works in Kenya, together with the ILO Employment-Intensive Investment Programme (EIIP) and ASIST-Africa, hosted the 11th Regional Seminar for Labour-based Practitioners from 2 to 7 October 2005 in Mombasa, Kenya. The seminar reviewed current policy and practice on integrating employment-intensive approaches into socio-economic development. ASIST-Africa was established in 1991 to promote and support employment-intensive investment approaches in the infrastructure sector. ILO programmes currently help 25 African countries to put employment at the centre of public investment and poverty reduction.

*For further information, please contact the Employment-Intensive Investment Branch at tel.: +41-22-799.6546; fax: +41-22-799.8422; email: eiip@ilo.org*



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## International conference on social health insurance

■ An international conference on social health insurance in developing countries will be held on 5 to 7 December 2005 in Berlin. The main aim of the conference, which is being organized by the ILO, the German development cooperation agency GTZ and the World Health Organization (WHO), is to show the possibilities offered by this important health funding mechanism in guaranteeing access to adequate curative and preventive health care. The conference will include a forum where governments, social partners and parties with an interest in international cooperation will be able to exchange experiences on social health insurance in developing countries and on the role it plays in

fighting poverty and achieving the Millennium Development Goals.

*For more information, please refer to <http://www.shi-conference.de> or contact the Conference Secretariat at: [secretariat@shi-conference.de](mailto:secretariat@shi-conference.de)*

## Joint action to tackle human trafficking in the greater Mekong sub-region

■ Meeting in Bangkok on 8 September, government ministers, high-level officials and leaders of influential employers' and workers' organizations from China (Yunnan province), Cambodia, Lao People's Democratic Republic, Thailand and Viet Nam pledged to work together to better protect the rights of cross-border migrants, one of the groups most vulnerable to the threat of

human trafficking, and to review efforts to tackle trafficking from an employment-standards perspective. The meeting provided the opportunity to break down old stereotypes about human trafficking and to deal frankly with the growing evidence of trafficking for labour exploitation. The debate not only revolved around better law enforcement and greater punishment for traffickers, but also addressed preventing human trafficking through more effective cross-border migration policies and better labour protection for migrants in order to reduce incentives for trafficking. Earlier this year, the ILO called for a Global Alliance to fight forced labour, noting that more than 1.3 million people were trafficked into conditions of forced labour in Asia and the Pacific – more than half of the estimated total of all such victims worldwide.

*For more information, please contact the Regional Office for Asia and the Pacific in Bangkok at*  
tel.: +662.288.1234;  
fax: +662.288.1735;  
email: [bangkok@ilo.org](mailto:bangkok@ilo.org)

## Indonesia: Stopping violence in industrial disputes

■ Since 2003, the ILO has trained over 700 police officers in Indonesia to be able to maintain law and order in industrial dispute situations in a more professional manner. The project is part of a bilateral technical cooperation project between the governments of the United States and Indonesia. Following the conclusion of the first phase of the project in September 2005, the ILO is currently developing programmes

for phase two in an effort to further enhance and sustain the impact of the programmes. At the closing event which was recently held in Jakarta, 27 master trainers were appointed who are expected to develop and conduct in-service training on police functions.

*For more information, please contact the ILO Jakarta office at*  
tel.: +62-21-391.3112;  
fax: +62-21-310.0766;  
email: [jakarta@ilo.org](mailto:jakarta@ilo.org);  
web site: [www.ilo.org/jakarta](http://www.ilo.org/jakarta)

## ILO Regional Office for Africa moves to Addis Ababa

■ On 7 September 2005 the ILO and the Government of Ethiopia signed in Geneva a revised host country agreement that enables the Office to transfer the operations of its Regional Office for Africa to Addis Ababa. While the Regional Office will now operate from Addis Ababa, the ILO will maintain an important presence in Abidjan through an increased technical cooperation programme.

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

## ILO and OAS sign agreement on the promotion of decent work

■ The ILO and the Organization of American States (OAS) agreed on a Memorandum of Understanding signed by ILO Director-General

Juan Somavia and the Secretary General of the OAS, José Miguel Insulza, which fosters cooperation between the two organizations to promote an international, regional and national agenda for decent work. The agreement was signed in Washington, DC on 6 September. Meanwhile, the region has hosted two high-level meetings, in Mexico City (26-27 September) and Mar del Plata, Argentina (4-5 November), where the issues of decent work and employment were a central part of the agenda: the Inter-American Conference of Labour Ministers and the Summit of the Americas.

*For more information, please contact the ILO Regional Office for the Americas in Lima at*  
tel.: +511-6150300;  
fax: +511-6150400;  
email: [oit@oit.org.pe](mailto:oit@oit.org.pe)

## Industry and indigenous people join in the Russian Federation

■ On 24 and 25 August, the International Fund for the Development of the Indigenous People of Russia's North, Siberia and the Far East "Batani" organized an international meeting entitled "Indigenous People and Industrial Companies: Experience and Prospects". High-level representatives of the Russian government, the ILO, the Office of the UN High Commissioner for Human Rights, World Bank and First Nations Development Institute (United States) discussed indigenous people's rights and exchanged experiences on interaction between the indigenous population and indus-





© Photos: Vladimir Korolev

*The favourite meal in the North of Yakutia is frozen sliced fish (called stroganina).*

trial companies in Russia and elsewhere. Russian and foreign partners also discussed their possible participation in the Fund's programmes and projects.

*For more information, please contact the ILO Moscow office at*  
tel.: +7 095-933-0810;  
fax: +7095-933-0820;  
email: moscow@ilo.org

## Developing occupational safety and health in Central and Eastern Europe

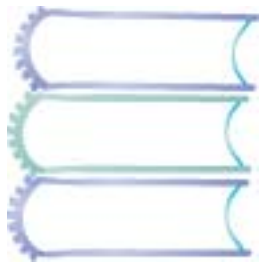
■ An important element of the ILO's Decent Work Programme is the improvement of the working environment in factories and offices. As the

provision of a safe and healthy working environment is the responsibility of the employer, employers' organizations can fulfil a significant role in this field. ILO Conventions and Directives of the European Union (EU) on safety and health at work also play an important role in the process of EU accession as future members will have to comply with European safety standards. The objective is to move on from the prevailing practice of compensating employees exposed to hazardous working conditions towards prevention. In order to give occupational safety and health experts in Central and Eastern Europe the opportunity to benefit from the positive experience of a pilot project in Stara Zagora, Bulgaria, the ILO recently published a handbook with the aim of strengthening the services provided by employers' organizations in implementing EU standards on occupational safety and health.

*For more information, please contact the Bureau for Employers' Activities at*  
tel.: +41.22.799.8941;  
fax: +41.22.799.8948;  
email: actemp@ilo.org  
or the ILO's Subregional Office in Budapest at  
tel.: +36 (1) 301.4901;  
fax: +36 (1) 353.3683;  
email: Budapest@ilo.org



**MEDIA SHELF**



■ **The 'e' in Employment: ICT for rural income generation and poverty alleviation in India**

Manas Bhattacharya. ISBN 92-2-166005-X. New Delhi, 2004. 15 Swiss francs; US\$10.95; £6.95;

10 Euros

Can information and communication technologies (ICT) be a potent force in employment generation and poverty alleviation? The answer to this is unanimously positive. However, the precise manner in which ICT affect the poor is something that does not have adequate empirical evidence. In recent years, the Government of India and state governments, as well as non-governmental entities, have undertaken various projects to use ICT for development. This book details some of these examples and examines whether they have, in fact, significantly contributed to employment generation and poverty alleviation.



■ **Promoting employment opportunities in rural Mongolia: Past experience and ILO approaches**

Elizabeth Morris and Ole Bruun ISBN 92-2-116593-0.

Bangkok, 2005. 30 Swiss francs; US\$22.95; £12.95; 20 Euros

The first decade of the transition from a command economy to a market system in Mongolia witnessed tremendous changes in the rural sector with the dismantling of agricultural collectives and state farms, as well as cutbacks in public expenditure to support and maintain administration, schools, clinics and infrastructure. Privatization of livestock at first provided new opportunities for workers to obtain employment and livelihoods in rural areas. But with several harsh winters and

summer droughts, many families lost their animals and because of unemployment and poverty began migrating from rural to urban areas. In response to a request for policy advice, the ILO fielded a mission to consider employment strategies for poverty reduction in rural areas, the results of which are outlined in this book.



■ **Social dialogue at enterprise level: Successful experiences**

A. Sivananthiran and C.S. Venkata Ratnam. ISBN 92-2-117365-8. New Delhi, 2005.

25 Swiss francs; US\$18.95; £10.95; 17 Euros

Asian countries continue to face the challenge of how to adjust their economic and social systems in accordance with globalization, which cannot be managed equitably and efficiently without social dialogue among the main stakeholders. The main goal of social dialogue is to promote consensus building and democratic involvement among main stakeholders in key aspects relating to the work environment. Social dialogue at enterprise level introduces concepts of social dialogue at the workplace, enumerates enabling conditions for social dialogue to work effectively and demonstrates positive features of social dialogue with empirical studies.



■ **Flexibility and security in the labour market: Bulgaria's experience.**

Iskra Beleva, Vasil Tzanov and Genoveva Tisheva. ISBN 92-2-117256-2. Budapest, 2005. 28 Swiss francs; US\$21.95;

£11.95; 19 Euros

This study provides a number of conclusions concerning the existing balance between labour market flexibility and employment security in Bulgaria and recommendations for improving such balance. It first analyses the general demographic and economic development as an environment for employment growth, the existing labour market policies, the legal framework of employment relationships and the links between legislation, labour market policies and social policy. Second, it offers several recommendations for achieving better results such as labour market flexibility and security of employment and income, the role of workers' and employers' labour market institutions and the recommended type of labour market regulation.



■ **Flexibility and security in the labour market: Poland's experience.**

Gabriela Grotkowska, Mieczyslaw W. Socha and Urszula Sztanderska. ISBN 92-2-117409-3. Budapest, 2005. 28

Swiss francs; US\$21.95; £11.95; 19 Euros

By its accession to the European Union, Poland has joined the group of countries with poor employment of labour resources. Its indicators of unemployment and non-employment rates are among the highest of OECD countries. Since 1998, the Polish economy has suffered a net loss of jobs while the unemployment rate has doubled. Such a dramatic aggravation of the labour market raises questions: does the Polish economy suffer more than other countries from institutional barriers that hinder the creation of new jobs and reallocation of workers? What role has social policy played in the process of stimulation of economic activity and labour force mobility? These are just some of the questions the authors answer in this report.



■ **Social protection expenditure and performance review: Slovak Republic**

Maria Svorenova and Alexandra Petrasova. ISBN 92-2-116995-2 Budapest, 2005. 35 Swiss francs;

US\$26.95; £15.95; 23 Euros

This volume presents the results of a comprehensive social protection spending and performance review in the Slovak Republic, covering the first 12 years of political and economic transformation, 1989-2001. The review provides a broad picture of social protection expenditure trends, the coverage of the population, and the adequacy of benefits. It is intended to assist the government in social policy making and to empower its social partners as participants in this process. The analysis also focuses separately on each national social protection scheme, tracing income and expenditure, the size and characteristics of the population covered, benefit levels, inflation adjustments, and administrative costs.



■ **Good practices in social services delivery in south-eastern Europe (incl. CD-ROM)**

Elaine Fultz; Martin Tracy. ISBN 92-2-116385-7. Budapest, 2005

40 Swiss francs; US\$29.95; £17.95; 27 Euros



This volume describes recent efforts to strengthen and expand social services provided at the community level in the countries of south-eastern Europe and offers a guide for training to give these efforts greater reach and impact. It traces international trends in social service delivery, emphasizing partnerships between central governments, local governments and non-governmental organizations as a powerful tool for improving services. While drawing attention to the role of social services in building community capacity and developing social capital, the guide also offers a model legislative framework for administrative oversight and quality assurance.



■ **Livelihood and employment creation: A collection of twelve short guides.** ISBN 92-2-117348-8 Colombo, 2005. 35 Swiss francs; US\$26.95; £15.95; 23 Euros.

This collection of short operational guides describes a number of activities to contribute to the promotion of social and economic recovery and livelihoods. Each booklet explains the why, how and when to or not to implement guidelines and offers decision-oriented information for each area. Titles include: vocational and skills training, local economic development, public employment services, cash-for-work, food-for-work, labour-based infrastructure projects, community contracting, micro- and small enterprise promotion, microfinance, business development services, start and improve our own business, and women entrepreneurship development.



■ **Approaches to adult education** Rolf Arnold. ISBN 92- 9088-166-6 Geneva, 2005. 25 Swiss francs; \$19.95, £10.95; 17 Euros

Globalization and emerging technologies have had a direct impact on the world of work and have made it necessary to rethink training supply and methods. Quality assurance methods and evidence of standards that are firmly entrenched in industry influence the field of education and force training institutions to examine supply and demand and the ways in which they complement one another.



■ **Restructuring for corporate success: Socially sensitive approach.** Nikolai Rogovsky. ISBN 92-2-115430-0. Geneva, 2005

35 Swiss francs; US\$29.95; £15.95; 25 Euros

More than ever before, both civil society and the market demand that enterprises exercise a socially sensitive approach to the way they conduct business and treat their workers, particularly during restructuring. Often, however, there is little social dialogue or consideration of affected employees' interests during the downsizing process. This book offers valuable tools and guidance on how companies can minimize the social costs during these periods of restructuring while maximizing economic output.



■ **Human trafficking and forced labour exploitation: Guidance for legislation and law enforcement** ISBN 92-2-117347-X. Geneva, 2005. 30 Swiss francs; US\$22.95; £12.95; 20 Euros

This guide proposes a multifaceted approach to combating and preventing human trafficking by including a broad range of useful legal frameworks as well as institutional actors. It offers lawmakers and law enforcement authorities (both police and labour inspectors) practical aid to understand and implement international standards on human trafficking and to take action accordingly, in particular from the viewpoint of forced labour and child labour. The guide demonstrates the importance of immigration and labour law, especially with regard to the identification, protection and rehabilitation of victims as well as the monitoring of recruiters and other auxiliaries.



■ **Indigenous and tribal peoples: An ethnic audit of selected poverty reduction strategy papers** Manuela Tomei. ISBN 92-2-117451-4 Geneva, 2005. 30 Swiss francs; US\$22.95; £12.95; 20 Euros

Inequalities and injustices in income, education, health, jobs and political representation have been a distinguishing feature of all multi-ethnic societies with indigenous and tribal populations. Perceived as being among the poorest segments of societies, indigenous and tribal peoples constitute the target of various anti-poverty and social policies. The widening of ethnic inequalities in countries with indigenous and tribal peoples reveals that conventional anti-poverty policies fail to tackle the social and economic exclusion facing them. Social and economic policies must recognize and accommodate indigenous and tribal peoples' needs, aspirations and rights.



■ **Maternity at work: A review of national legislation** Ida Öun and Gloria Pardo Trujillo ISBN 92-2-117501-4. Geneva, 2005 20 Swiss francs; US\$14.95; £8.95; 13 Euros

Protecting the maternity of women workers is essential to women's rights and ability to successfully combine their reproductive and productive roles, free from discrimination in employment on the basis of their actual or potential role as mothers. This report draws from information on the basic maternity protection provisions (duration, cash benefits, funding source) of 166 countries, as well as from more detailed information for a subset of 56 countries collected for the ILO's Conditions of Work and Employment Database, a searchable online database. [www.ilo.org/travdatabase](http://www.ilo.org/travdatabase).



■ **Learning from experience: A gendered approach to social protection for workers in the informal economy** Frances Lund and Smita Srinivas ISBN 92-2-112107-0. Geneva, 2005.

30 Swiss francs; US\$22.95; £12.95; 20 Euros

Using a gendered approach, this paper provides a conceptual basis and a review of initiatives concerning the extension of protection for workers in the informal economy. It examines the situation of women in this sector as well as their need for social protection and then proposes an approach for extending this protection, based on a multi-dimensional matrix. It also presents a series of case studies on innovative systems for covering people working in the informal economy.



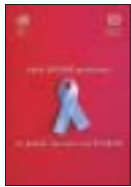
■ **Promoting fair globalization in textiles and clothing in a post-MFA environment.** ISBN 92-2-117495-6. Geneva, 2005. 15 Swiss francs; US\$11.95; £6.95; 10 Euros

The report presents a picture of the situation, as it stands, a few months after the abolition of quotas in the textile and clothing manufacturing sector. It analyses some lessons and experiences drawn from attempts to develop integrated strategies towards fair globalization in textiles and clothing. It also suggests some elements that could be incorporated into a Collaborative Agenda for Action where all the actors concerned would have shared responsibilities.



■ **Bulletin of Labour Statistics, Issue 2005-1.** ISSN 0007- 4950. 125 Swiss francs; US\$100; £60; 80 Euros

Published twice a year, the Bulletin of Labour Statistics complements the latest available annual data shown in the Yearbook of Labour Statistics with monthly or quarterly series on the following subjects: general level of employment; employment in non-agricultural activities and employment in manufacturing; numbers and percentages of unemployment; average number of hours worked in non-agricultural activities and in manufacturing; average earnings or wage rates in non-agricultural activities and in manufacturing; consumer price general indices and food indices. The publication also includes articles of professional interest to labour statisticians.



■ **Joint ILO/WHO guidelines on health services and HIV/AIDS**

ISBN 92-2-117553-7. Geneva, 2005  
[www.ilo.org/public/english/dialogue/sector](http://www.ilo.org/public/english/dialogue/sector)

The HIV/AIDS epidemic is a global crisis and a formidable challenge to development and social progress. Its social and economic

impact is especially acute where the loss of human resources is concentrated among those with scarce skills and higher professional and managerial training. In view of their complementary mandates, their longstanding and close cooperation in the area of occupational health, and their more recent partnership as co-sponsors of UNAIDS, the ILO and the WHO decided to join forces in order to assist health services in building their capacities to provide their workers with a safe,

healthy and decent working environment, as the most effective way both to reduce transmission of HIV and other blood-borne pathogens and to improve the delivery of care to patients. This is essential when health service workers have not only to deliver normal health care but also to provide HIV/AIDS services and manage the long-term administration and monitoring of anti-retroviral therapy (ART) at a time when, in many countries, they are themselves decimated by the epidemic.





■ **THE MEKONG CHALLENGE**

The ILO Mekong Project to Combat Trafficking in Children and Women presents the first three publications of its new series, *The Mekong Challenge*. The series will focus on prevention measures as a major response to human trafficking of the most vulnerable groups – children and young women – especially within the context of internal and cross-border migration for employment in the Greater Mekong sub-region.

## INTERNATIONAL LABOUR REVIEW

Vol. 144 (2005) No. 3

The next issue of the *International Labour Review* contains articles on international labour standards, on the new labour law in the Russian Federation, and on the link between employment tenure and productivity. These are followed by book reviews on labour law and international trade; unemployment compensation in the world; and globalization, employment and poverty reduction. The issue is rounded off with notes on a selection of recent books and the latest ILO publications.

### International labour standards

With twenty years of experience as Employer Vice-Chairperson of the Conference Committee on the Application of Standards, Alfred Wisskirchen critically evaluates the standard-setting activity of the ILO and the functioning operation of the organs of

control of the application of ILO Conventions and Recommendations. He draws out lessons for the Organization regarding its future direction in this respect, reflecting Employers' preferences, notably as regards adopting standards that establish general principles, and are less detailed and more flexible.

### New labour code in the Russian Federation

Clearly the Russian Federation's transition to a market economy could not settle for labour law inherited from the communist era. After recalling the broad general principles of that labour law, Arturo Bronstein describes developments following the break-up of the Soviet Union, which resulted in the adoption of several legal texts, notably a new constitution, the emergence of new employer and worker organizations, and a new labour code. He examines the code's articles covering the employment

contract, collective bargaining and the right to strike.

### Employment stability and productivity

Employment stability or employment flexibility? Which is best for the economy? Peter Auer, Janine Berg and Ibrahim Coulibaly seek to further the debate by analysing the relationship between employment tenure and productivity in six major sectors in 13 European countries. The relationship proves to be a positive one, except in the case of long employment tenure far exceeding the average. By contrast, there was an inverse relationship between tenure and employment levels. To overcome this problem, the authors propose a policy of "protected mobility" on the labour market, together with active labour market policies seeking to combine both flexibility and security.

ILO publications for sale can be obtained through major booksellers or ILO local offices in many countries, or directly from ILO Publications, International Labour Office, 4 route des Morillons, CH-1211 Geneva 22, Switzerland. Tel: +4122/799-7828, fax: +4122/799-6938, email: [pubvente@ilo.org](mailto:pubvente@ilo.org), web site: <http://www.ilo.org/publns>. Catalogues or lists of new publications are available free of charge from the above address. The ILO Publications Center in North America can be contacted by phone: +613/745 2665, fax: +613/745 7660, email: [order.dept@renoufbooks.com](mailto:order.dept@renoufbooks.com)



# The ILO Turin Centre at 40



Since 1965, the ILO Turin Centre has played a vital role as a training institution that brings together our constituents, knowledge and experience. Its 40<sup>th</sup> anniversary is an occasion to reflect, take stock and celebrate. There is no better reason for celebration than to pay tribute to the multiplier effect that the Centre's 120,000 participants from over 170 countries have achieved, and to their impact on advancing the Decent Work Agenda within their nations.

*Juan Somavia,  
Director-General, ILO*

Forty years ago, the International Training Centre in Turin, Italy, was established by the ILO with support from the Italian Government.

Mandated to promote social and economic development through learning and training, the Centre draws on the best thinking, practice and experience in the areas of fundamental principles and rights at work; employment and income opportunities for women and men; social protection for all; social dialogue; management of development; and learning technology.

Its services target decision-makers, managers, practitioners and trainers from the three ILO constituencies (governments, workers' organizations and employers' organizations). It works in close partnership with regional and national training institutions. Last year, it trained over 10,000 people, of whom 40% were women.

Not all its activities take place on the Turin campus: 54% are held in the participants' countries or regions, while 8% are conducted by distance learning.

Besides standard courses, the Centre also organizes comprehensive

training projects, advisory services, training material design and production, knowledge-sharing platforms and customized learning events to meet the specific needs of countries in Africa, the Americas, Arab States, Asia and the Pacific, and Europe.

This Course Calendar lists the 'standard courses' on offer in 2006. These can be held in Arabic, English, French, Portuguese, Russian and Spanish.

Except for courses held in Arabic or Russian, the titles and descriptions here below are in the language of the course.

## Course Calendar 2006

### Standards and Fundamental Principles and Rights at Work

Normas internacionales del trabajo para magistrados, juristas y docentes en derecho  
1 week - 20/02 - 24/02

International labour standards and equality employment with a focus on gender issues: tools and practice  
Normes internationales du travail et égalité dans l'emploi avec emphase sur les questions de genre: instruments et pratique  
2 weeks - 20/03 - 31/03

Indigenous and tribal peoples: rights and good practice  
1 week - 25/09 - 29/09

International labour standards  
Normes internationales du travail  
Normas internacionales del trabajo  
2 weeks - 15/05 - 26/05

Modern forced labour: building the global alliance  
1 week - 15/05 - 19/05

International labour standards for judges, lawyers and legal educators  
Normes internationales du travail pour juges, juristes et professeurs de droit  
2 weeks - 28/08 - 08/09

Child trafficking: new trends and responses  
2 weeks - 18/09 - 29/09



International labour standards and globalization: tools for the globalized marketplace

Normes internationales du travail et mondialisation: instruments pour le marché du travail mondialisé  
2 weeks - 06/11 - 17/11

## Employment and Skills Development

Labour market information and labour market analysis: an introduction  
2 weeks - 20/03 - 31/03

Supervisão e avaliação de programas de educação técnica e formação profissional  
2 weeks - 27/03 - 07/04

Elaboration des politiques de formation insertion dans le marché du travail en Afrique  
1 week - 29/05 - 02/06

Políticas de empleo y del mercado de trabajo y gestión de sistemas de formación profesional  
1 week - 05/06 - 17/06

Employment and labour market policies in developing countries and transition economies  
2 weeks - 19/06 - 30/06

Public-private partnership for urban poverty reduction  
1 week - 10/07 - 14/07

New roles for employment services  
1 week - 04/09 - 08/09

Les initiatives locales d'emploi pour la promotion de l'emploi des jeunes  
1 week - 25/09 - 29/09

Inserción de personas con discapacidades en el trabajo: legislación y experiencias aplicadas en países de la Unión Europea  
2 weeks - 02/10 - 13/10

Putting employment at the centre of public investment and poverty reduction processes - interregional workshop on employment-intensive investment policies and programmes  
1 week - 09/10 - 13/10

L'emploi en point de mire des investissements publics et des processus de réduction de la pauvreté - atelier sur les politiques et programmes d'investissements à forte intensité d'emplois  
1 week - 13/11 - 17/11

Problèmes d'emploi des jeunes  
1 week - 13/11 - 17/11



## Enterprise Development



Diploma course on market-oriented small business development services (MOSBDS)  
17.5 weeks - 01/02 - 31/05

Servicios de desarrollo empresarial orientados al mercado (SDE)  
17.5 weeks - 01/02 - 31/05

Estrategias para el Desarrollo Económico Local (DEL)  
17.5 weeks - 02/03 - 29/03

SME cluster and network development: principles and practice - UNIDO/ILO ITC joint programme  
2 weeks - 24/04 - 05/05

Generar procesos de desarrollo económico local mediante cooperativas (DELCOOP)  
33.5 weeks - 02/05 - 22/12

Cooperatives policy and legislation  
2 weeks - 15/05 - 26/05

Know About Business (KAB) Workshop  
2 weeks - 22/05 - 02/06

Training course on SME export consortia - UNIDO/ILO ITC joint programme  
1 week - 26/06 - 30/06

Diploma course on Market-Oriented Small Business Development Services (MOSBDS) - How to be a better business adviser - the Internet version  
17.5 weeks - 01/07 - 31/10

Servicios de Desarrollo Empresarial orientados al mercado (SDE)  
17.5 weeks - 01/07 - 31/10

The Boulder Microfinance Training Programme: European edition in association with the ILO (Training in best practice in microfinance with an option to study topics through electives)  
3 weeks - 17/07 - 04/08

Creating an enabling environment for small enterprise development  
2 weeks - 28/08 - 08/09

Managing small business associations  
1 week - 28/08 - 01/09

The seventh annual Business Development Services (BDS) seminar  
1.5 week - 18/09 - 27/09

Socially sensitive enterprise restructuring: how to mitigate the adverse effects on employment  
2 weeks - 02/10 - 13/10

Strategies for Local Economic Development (LED)  
2 weeks - 02/10 - 13/10

Estrategias para el Desarrollo Económico Local (DEL)  
2 weeks - 02/10 - 13/10

Desarrollo Económico Local (DEL)  
2 weeks - 02/10 - 13/10

Creating an enabling environment for small enterprise development  
2 weeks - 16/10 - 27/10

Curso de especialización desarrollo empresarial y globalización  
2.5 weeks - 06/11 - 22/11

Managing Business Development Services (BDS) for increased impact  
2 weeks - 04/12 - 15/12

## Social Protection



Social health insurance  
2 weeks - 20/03 - 31/03

Atelier sur les régimes de pension et le financement de la sécurité sociale  
3 weeks - 24/04 - 12/05

Workshop on social security financing  
2 weeks - 22/05 - 02/06

Workshop on pension schemes and social security financing for Arab States  
2 weeks - 31/07 - 11/08

Taller sobre regímenes de pensiones y financiamiento de la Seguridad Social  
2 weeks - 21/08 - 01/09

Stratégies pour l'extension de la protection sociale  
2 weeks - 04/09 - 15/09

Workshop on pension schemes  
3 weeks - 18/09 - 06/10

Gestión de la seguridad y salud en el trabajo en la empresa  
2 weeks - 02/10 - 13/10

Estrategias para la extensión de la protección social  
2 weeks - 16/10 - 27/10



Strategies for the extension of social protection

2 weeks - 13/11 - 24/11

## Workers' Activities

Formación sindical en seguridad y salud (SST) en el trabajo con una énfasis sobre el SIDA

4 weeks - 27/02 - 24/03

Trade union training in capacity-building for organizing

4 weeks - 06/03 - 31/03

Formation syndicale sur la sécurité et la protection sociale

16 weeks - 10/04 - 06/05

Trade union training in ILS and the ILO declaration on fundamental principles and rights at work and its follow-up

4 weeks - 15/05 - 09/06

Trade union training in OSH and HIV/AIDS

4 weeks - 03/07 - 28/07

Formação sindical sobre a segurança ocupacional, saúde e AIDS

4 weeks - 04/09 - 29/09

Formación sindical sur les politiques d'emploi et DSRP

4 weeks - 11/09 - 06/10

Formación sindical en políticas de empleo con un énfasis sobre el empleo juvenil

4 weeks - 23/10 - 17/11

Trade union training in information technology with a special focus on training methodology and labour education

4 weeks - 06/11 - 01/12

Note: Training courses under the Workers' Activities Programme are attended by invitation only. Additional candidates may be accepted subject to the approval of the Workers' Group and the Bureau for Workers' Activities (ACTRAV) of the International Labour Office, in which case an appropriate participation fee will be applicable.



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## Employers' Activities



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The final list of activities is being drawn up together with our partners. It will cover three themes:

- strategic development of functions and structures of employers' organizations;
- industrial relations;
- productivity.

## Social Dialogue and the Public Sector



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Técnicas de negociación para representantes de los trabajadores y de los empleadores

1 week - 03/04 - 07/04

Promoting social dialogue (in English)

2 weeks - 08/05 - 19/05

Promoting social dialogue (in Arabic)

2 weeks - 08/05 - 19/05

Managing public service reform: a participatory approach

3 weeks - 01/05 - 02/06

Joint union-management negotiation skills

1 week - 05/06 - 09/06

Participatory labour law-making

1 week - 26/06 - 30/06

Gestão de recursos humanos na função pública

4 weeks - 19/06 - 14/07

Social dialogue in the process of structural adjustment and private sector participation in ports

1 week - 24/07 - 28/07

Social dialogue in the process of structural adjustment and private sector participation in ports: training of trainers

3 weeks - 31/07 - 02/08

Curso de especialización de expertos latinoamericanos en relaciones laborales

3 weeks - 28/08 - 15/09

Gestão da reforma da administração pública: uma abordagem participativa

3 weeks - 21/08 - 08/09

Gestion des ressources humaines dans la fonction publique

4 weeks - 09/10 - 03/11

## Management of Development

Project and procurement management

3 weeks - 06/02 - 24/02

Public procurement: capacity development for reform

1 week - 06/03 - 10/03

Financial management and disbursement in World Bank-financed projects

2 weeks - 06/03 - 17/03

International procurement management

2 weeks - 13/03 - 24/03

Master's course on "Management of Development"

17 weeks - 13/03 - 07/07

Project cycle management

2 weeks - 27/03 - 07/04

Post-graduate course on "International Trade Law"

12.5 weeks - 29/03 - 23/06

Procurement of information systems in World Bank-funded projects (World Bank - ILO/Turin)

1.5 weeks - 03/04 - 13/04

Delnet - Programa a distancia en apoyo al desarrollo local: Curso de especialización en desarrollo local

1 year - 15/04/2006 - 15/04/2007

Delnet - programa a distancia de apoio ao desenvolvimento local: curso de especialização em desenvolvimento local

1 year - 11/04/2006 - 15/04/2007



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Delnet - programa a distancia en apoyo al desarrollo local: curso de especialización en desarrollo local con perspectiva de género

1 year - 15/04/2006 - 15/04/2007

Delnet - programa a distancia en apoyo al desarrollo local: curso de especialización en turismo y desarrollo local sostenible

1 year - 15/04/2006 - 15/04/2007

Delnet - programa a distancia de apoio ao desenvolvimento local: curso de especialização em desenvolvimento local com perspectiva de género

1 year - 15/04/2006 - 15/04/2007

Works procurement management (World Bank - ILO/Turin)

3 weeks - 08/05 - 26/05

Selection and recruitment of consultants in World Bank-funded projects

1 week - 05/06 - 09/06

An integrated approach to the procurement of health-sector goods (World Bank - ILO/Turin)

2 weeks - 19/06 - 30/06

Project management in World Bank-funded projects: control of project delivery, procurement and financial management procedures

1 week - 03/07 - 07/07

Works procurement management (World Bank - ILO/Turin)

2 weeks - 10/07 - 21/07

Post-graduate course on "Cultural projects for development"

16 weeks - 04/09 - 22/12

LL.M. (Master of Law) in "Intellectual property"

16 weeks - 04/09 - 22/12

Procurement management in the public sector (OECD/SIGMA - World Bank - ILO/Turin)

3 weeks - 11/09 - 29/09

Procurement management in World Bank-funded projects

3 weeks - 25/09 - 13/10

Project cycle management

2 weeks - 02/10 - 13/10

Delnet - programa a distancia en apoyo al desarrollo local: curso de especialización en desarrollo local con perspectiva de género

1 year - 15/10/2006 - 15/10/2007

Delnet - programa a distancia en apoyo al desarrollo local: curso de especialización en desarrollo local

1 year - 15/10/2006 - 15/10/2007

Delnet - programa a distancia de apoio ao desenvolvimento local: curso de especialização em desenvolvimento local

1 year - 15/10/2006 - 15/10/2007

Equipment procurement management (World Bank - ILO/Turin)

3 weeks - 16/10 - 03/11

Selection and recruitment of consultants in World Bank-funded projects (World Bank - ILO/Turin)

3 weeks - 13/11 - 17/11

Financial management and disbursement in World Bank-financed projects

2 weeks - 04/12 - 15/12

Project management in World Bank-funded projects: control of project delivery, procurement and financial management procedures

1 week - 11/12 - 15/12

## Distance Education and Learning Technology Applications



Competency-based training of trainers

13.5 weeks - 01/04 - 30/06

Formación de formadores por competencias (distance learning)

13.5 weeks - 01/04 - 30/06

Learning objects and virtual learning environment design

2 weeks - 15/05 - 26/05

Gestión de recursos humanos por competencias

1 week - 22/05 - 26/05

Conception d'objets et d'environnements d'apprentissage

2 weeks - 21/06 - 23/06

Facilitating learning at a distance

1 week - 12/06 - 16/06

Competency-based training of trainers

13.5 weeks - 01/09 - 30/11

Formación de formadores por competencias

13.5 weeks - 01/09 - 30/11

Competency-based human resources management

1 week - 09/10 - 13/10

## Gender Equality



The Centre is bringing women and gender issues into the mainstreaming of all its activities.

Other courses and workshops dealing with gender issues in specific technical areas are listed under their respective headings.

Mainstreaming gender equality in the world of work (online distance learning course)

32 weeks - 23/01 - 01/09

Gender, poverty and employment (online distance learning course)

32 weeks - 23/01 - 01/09

Mainstreaming gender equality: concepts and instruments

2 weeks - 15/05 - 26/05

Genre et développement: concepts et instruments pour l'intégration d'une perspective de genre dans les actions de développement

2 weeks - 09/10 - 20/10

## Admission

All regular courses offered by the International Training Centre of the ILO, Turin, Italy, are open to candidates with grants or their own sources of funding. Such candidates should apply directly to the Centre for registration. FOR REGISTRATION, INFORMATION AND PRICES, PLEASE CONTACT:

The Recruitment Unit  
International Training Centre of the ILO  
Viale Maestri del Lavoro, 10 - 10127 Turin, Italy  
Tel.: (39)011 • 6936 671/6936 629 / 6936 111  
Fax: (39)011 • 6936 767 / 6638 842  
E-mail: [recruitment@itcilo.org](mailto:recruitment@itcilo.org)  
Visit our Web site: <http://www.itcilo.org>



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In 2006, the world will come to Turin for the Olympic Winter Games.

Every day of every year, the world comes to the

**ILO Turin Centre**

for **training** and **learning**.



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