

World of *Work*



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THE MAGAZINE OF THE ILO

The Tsunami and the ILO response



Responding to the Tsunami: The ILO's role



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Not long after the Tsunami hit land across the Indian Ocean on 26 December 2004, the ILO swung into action. Offices in Bangkok, Colombo, Jakarta, New Delhi and elsewhere, along with colleagues in Geneva, worked with national authorities and the United Nations and its specialized agencies to assist the relief effort and begin mobilizing for the long reconstruction period ahead. Now, some 100 days on, it's time to take stock of what has been accomplished and what remains to be done.

Since the year 2000, the ILO has responded to several countries afflicted by natural disasters, including Hurricane Mitch in Central America, the Mozambique floods of 2000, the Gujarat earthquake of 2001 in India and the El Salvador earthquake of 2001. In 2001, the ILO also assisted Ethiopia in the restoration of livelihoods in drought-affected areas, and in 2003, Algeria with post-earthquake employment recovery. In Iran in 2004, the

Organization developed a programme for post-earthquake employment recovery and the reduction of socioeconomic vulnerability

In its response to natural disasters, the ILO gives priority to recovering jobs, reactivating the local economy and reducing people's economic vulnerability. These not only address immediate needs, but also contribute to strengthening people's resilience to future disasters and to accelerating the whole recovery process.

This response to natural disasters and other crises is important, because such events threaten the ILO's overriding goal of promoting opportunities for all women and men to obtain decent productive work in conditions of equity, security and human dignity. In the aftermath of natural disasters there is a real danger that inequality and insecurity may grow, as disasters tend to have the greatest impact on the poorest and most vulnerable populations.

The ILO strategy for responding to natural disasters focuses on reviving local economies through decentralization of the national and international reconstruction efforts, and by involving the use of local resources, including local labour. It also involves boosting local economies through investments in local enterprises and supply of goods and services. This includes practical measures to reduce future vulnerability to crises.

Natural disasters are not the only crises that the ILO has responded to. The relevance of the ILO in the reconstruction of conflict-affected countries and improvement of their people's material welfare is closely linked to the Organization's origins at the end of the First World War under the Treaty of Versailles (1919). This Treaty recognized that employment promotion was critical for building sustainable peace. In many ways, the ILO has sought to realize this mandate since then.



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Tsunami

The massive earthquake and Tsunami that hit Asia last December left hundreds of thousands dead. An estimated 4 million people in India, Indonesia, the Maldives, Malaysia, Myanmar, Seychelles, Sri Lanka, Somalia and Thailand faced the loss of their livelihoods and the risk of sinking deeper into poverty. The ILO has launched a number of programmes to help people rebuild their livelihoods. This issue takes a look at the Tsunami disaster and the ILO response.

Page 15



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COVER STORY

After the Tsunami:
In the wake of the disaster, ILO helps rebuild lives and livelihoods **15**

GENERAL ARTICLES

<i>Global Employment Trends 2004-2005</i> Global Report: More jobs, but not enough growth	4
7th European Regional Meeting In Europe and Central Asia, a newly expanded social agenda	7
Checking your pay online Feeling underpaid? Check "Wage Indicator"!	11
Promoting ILO Conventions and Recommendations: The cooperatives experience	13
A tailor-made future for prosperity: Cambodia	22
Tanzania: A lifecycle approach to gender equality and decent work	25

FEATURES

Planet Work	28
News	31
<ul style="list-style-type: none"> • Their Majesties King Juan Carlos I and Queen Sofia of Spain visit ILO Headquarters • 292nd Session of the ILO Governing Body discusses globalization, labour rights, programme and budget for 2006-07 • Latest report of the ILO Committee on Freedom of Association cites Nepal, Guatemala, Venezuela and Zimbabwe • Seafarers identity becomes clearer New international labour Convention for seafarers' ID documents comes into force • Car builders, move over Shifting gears: Suppliers take the driver's seat • Sports footwear sector outpaces the retail and apparel sectors in meeting code of conduct obligations • World Day against Child Labour 2005: Focus on child labour in mines and quarries 	
Around the Continents	40
ILO in the Press	44
Media Shelf	46

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.

Global Employment Trend

Global Report: More jobs, but not enough

Despite robust economic growth, the global employment situation improved only slightly in 2004, with employment increasing and unemployment down marginally. The ILO's annual *Global Employment Trends* says employment creation is still a major challenge for policy makers

GENEVA – Granted, the global decline in unemployment in 2004, though slight, marked the first time since the year 2000 that year-over-year unemployment decreased and was only the second decrease since 1994. Robust global economic growth of 5 per cent in 2004 played a large role in these developments.

However, the growth of global employment by 47.7 million, an increase of only 1.7 per cent in the total number of jobs worldwide, remained disappointing, the *Global Employment Trends* showed,



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and employment as a share of the working-age population stayed virtually unchanged at 61.8 per cent in 2004, from a revised 61.7 per cent in 2003.

“While any global decline in unemployment is positive, we must not lose sight of the reality that employment creation still remains a major challenge for policy makers”, said ILO Director-General Juan Somavia. “In other words, we need policies that encourage more employment-intensive growth.”

Region by region

The regional employment trend which showed the strongest decline in unemployment was that of Latin American and the Caribbean, where it dropped from 9.3 per cent in 2003 to 8.6 per cent in 2004, but the improvement in the employment picture was more modest elsewhere.

In the developed economies (which include the EU-25) there was only a slight decline from 7.4 to 7.2 per cent. In Southeast Asia and the Pacific, the rate evolved from 6.5 per cent in 2003 to 6.4 per cent in 2004, while in South Asia the change was from 4.8 per cent to 4.7 per cent. The rate remained unchanged in East Asia at 3.3 per cent and in the Middle East and North Africa at 11.7 per cent. Meanwhile, in sub-Saharan Africa, unemployment edged up slightly from 10 per cent to 10.1 per cent despite a 4.4 per cent GDP growth rate registered in 2004.

The ILO report says that in addition to creating new jobs, other key challenges facing policy makers today included eliminating decent work “deficits” wherever they exist. Declines in unemployment rates do not in themselves indicate improvements in decent work “deficits”; they are only the tip of the iceberg. In most of the developing world, “employment” and “unemployment” are crude measures of the state of people’s livelihoods and well-being. In developing countries, which often lack effective unemployment insurance mechanisms, most people simply cannot afford to

S 2004-2005

growth

be unemployed. For example, of the over 2.8 billion workers in the world, nearly half still do not earn enough to lift themselves and their families above the US\$2 a day poverty line. Among these working poor, 535 million live with their families in extreme poverty on less than US\$1 a day. The focus of policy should therefore not be on unemployment alone, but also on the conditions of work of those who are employed.¹

In this regard, the report addresses issues which require immediate attention and a sustained response by governments, international organizations and civil society:

- First, the 26 December Asian Tsunami disaster has left in its wake hundreds of thousands and perhaps millions of individuals who, in addition to suffering unimaginable personal loss, now find themselves stripped of their livelihoods and at risk of slipping deeply into poverty if their jobs and incomes are not restored.
- Second, the HIV/AIDS epidemic, which the ILO estimates will be responsible for the death of 3.2 million people of working-age globally in the course of this one year – 2005 – requires that attention be focused on the labour market impact of the epidemic and mitigating the economic and social effects.

- Third, globalization is bringing both opportunities and challenges to the world's workers. Developments in global trade policies in 2005, such as trade in agricultural goods between developing and developed economies, will likely have important consequences.
- Fourth, the trend towards the outsourcing as well as the insourcing of manufacturing and service sector jobs brings labour market challenges for both developing and developed economies.
- Fifth, the ongoing decent work “deficits” in the growing informal economy in many developing countries highlights the need for a specific focus on improving working conditions and creating more and better job opportunities in the formal economy.
- Finally, the significant problem of youth unemployment remains as relevant as ever in 2005, particularly in regions marked with civil conflict.

In sum, the world faces serious and very diverse employment challenges in the coming year. The *Global Employment Trends Brief* provides further details on these important issues that will shape labour market policies throughout the coming year.

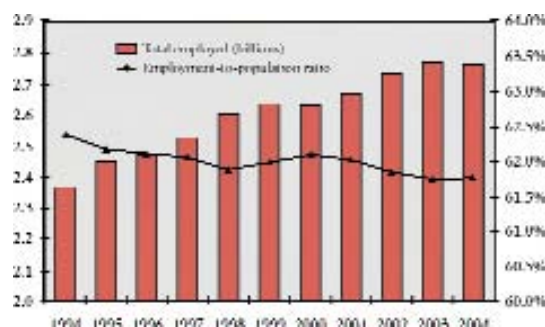
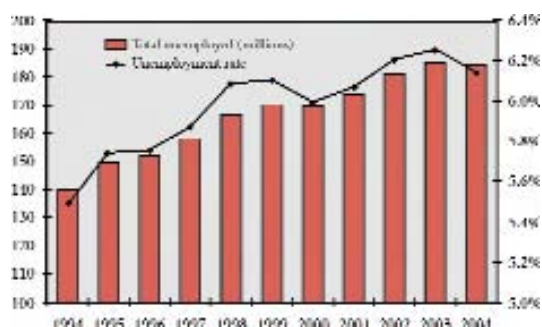


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¹ Subsequent ILO work on this subject will incorporate additional labour market indicators, including status in employment and employment by sector. These indicators are particularly relevant for developing regions, because they measure the number of people in wage employment and in sectors that may be dominated by informal employment and unpaid family work.

² Differences from earlier estimates are due to revisions of the IMF estimates of GDP growth used in the model. For further technical information on the world and regional estimation processes, see <http://www.ilo.org/public/english/employment/strat/wrest.htm>.

Global unemployment and employment trends, 1994-2004



Source: ILO, *Global Employment Trends Model*, 2005; see also Technical Note in ILO, *Global Employment Trends* (Geneva, 2004).²



>> **Table 1: Unemployment in the world, 1994, 1999, 2002-04 (millions)**

Year	1994	1999	2001	2002	2003	2004
Total	140.3	170.3	174.3	180.9	185.2	184.7
Male	82.8	99.5	102.8	107.0	110.0	109.7
Female	57.5	70.9	71.5	73.8	75.2	75.1

Source: ILO, *Global Employment Trends Model*, 2005; see also Technical Note in ILO, *Global Employment Trends* (Geneva, 2004). Differences from earlier estimates are due to revisions of the IMF estimates of GDP growth used in the model.

Table 2: Labour market indicators

Region	Change in unemployment rate (percentage point)	Unemployment rate (%)			GDP growth rate (%)			Employment to population ratio (%)		Annual labour force growth rate (%)	Annual GDP growth rate (%)
	1999-2004	1994	2003	2004	2003	2004	2005	1994	2004	1994-2004	1994-2004
World	0.0	5.5	6.3	6.1	3.9	5.0	4.3	62.4	61.8	1.6	4.1
Developed Economies and European Union	-0.2	8.2	7.4	7.2	2.1	3.5	2.9	66.9	66.0	0.6	2.7
Central and Eastern Europe (non EU) and CIS	1.9	6.5	8.4	8.3	7.0	7.4	6.1	56.5	51.6	0.1	1.6
East Asia	-0.2	2.5	3.3	3.3	7.9	8.3	6.8	78.2	76.4	1.3	8.1
South East Asia and the Pacific	0.8	4.1	6.5	6.4	4.8	5.7	5.1	66.8	66.7	2.4	4.3
South Asia	0.8	4.0	4.8	4.7	6.9	6.3	6.5	56.2	56.1	2.2	5.8
Latin America and the Caribbean	-0.9	7.0	9.3	8.6	1.8	4.6	3.6	55.6	56.0	2.1	2.7
Middle East and North Africa	0.2	12.4	11.7	11.7	5.9	4.8	4.6	43.9	47.3	3.4	4.0
Sub-Saharan Africa	0.5	9.8	10.0	10.1	3.5	4.4	5.6	65.5	65.6	2.7	3.3

Source: ILO, *Global Employment Trends Model*, 2005; IMF, *World Economic Outlook*, 2004; see also Technical Note in ILO, *Global Employment Trends* (Geneva, 2004). Differences from earlier estimates are due to revisions of the IMF estimates of GDP growth used in the model, as well as new regional groupings.

Table 3: Global working poverty, 1994 - 2004

Year	\$1 WP Estimate (in millions)	Share of \$1 WP in Global Employment	\$2 WP Estimate (in millions)	Share of \$2 WP in Global Employment
1994	611	25.3%	1'325	54.9%
1995	621	25.4%	1'300	53.2%
1996	551	22.2%	1'289	51.9%
1997	569	22.5%	1'299	51.3%
1998	581	22.6%	1'338	52.1%
1999	569	21.8%	1'368	52.4%
2000	561	21.1%	1'361	51.3%
2001	563	20.8%	1'372	50.8%
2002	561	20.4%	1'382	50.4%
2003	550	19.7%	1'387	49.7%
2004	535	18.8%	1'382	48.7%

Source: Kapsos, S., "Estimating growth requirements for reducing working poverty: Can the world halve working poverty by 2015?" Employment Strategy Paper No. 2004/14 (Geneva, 2004).

7th European Regional Meeting

In Europe and Central Asia, a newly expanded social agenda



Opening session of the ILO Seventh European Regional Meeting. From the left to right : H.E. Mr. Ferenc Gyurcsány, Prime Minister of Hungary, H.E. Mr. Jean-Claude Juncker, Prime Minister of Luxembourg, Mr. Juan Somavia, Director-General of the ILO, H.E. Dr. Lawrence Gonzi, Prime Minister of Malta and H.E. Mr. Danial Akhmetov, Prime Minister of Kazakhstan.

The European Region of the ILO is vast, spanning Europe and Central Asia from the Atlantic to the Pacific, as well as a diversity of cultures and societies. Despite this, the 50 member States of the European Region found common ground for “a common future of democracy, economic prosperity and social justice” at the 7th ILO European Regional Meeting held in Budapest from 14 to 18 February

BUDAPEST – The conclusions of the 7th ILO European Regional Meeting were unequivocal.

After a week of discussions, marked by a new effort to be more “interactive”, more than 600 worker, employer and government representatives adopted a sweeping set of conclusions saying “good

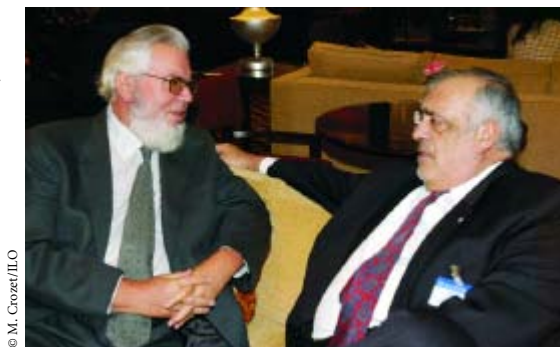
governance, economic and social progress, and the fight against corruption rests on democratic institutions drawing their legitimacy from freely elected representation, effective social dialogue, fundamental principles and rights at work, and the rule of law”.

The byword at the meeting was dialogue, between member States representing every phase of Europe’s current evolution – ranging from the European Union 25 to the countries covered by the Stability Pact for the Reconstruction of South-East Europe, the Commonwealth of Independent States (CIS) and the Council of Europe.

Indeed, diversity was illustrated by the presence of more than 30 ministers of labour, four heads of government – Mr. Ferenc Gyurcsány, Prime Minis-



Mr. Juan Somavia, Director-General of the ILO (left) and Mr. Philippe Séguin, Chairperson of the ILO Governing Body.



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>> ter of Hungary, Mr. Jean-Claude Juncker, Prime Minister of Luxembourg and holder of the European Union Presidency, Mr. Danial Akhmetov, Prime Minister of Kazakhstan, and Dr. Lawrence Gonzi, Prime Minister of Malta – and the EU Commissioner for Employment and Social Affairs, Mr. Vladimír Špidla.

“What we are seeing is the development of the ILO role in promoting social dialogue, governance and economic integration for a common future in Europe and Central Asia”, said ILO Director-General Juan Somavia. “This will enhance the role of our Organization and its social partners in the pursuit of decent work.”

The ILO Regional Meeting is the only regional institutional space where the 50 member States of the European Region can meet – in a tripartite manner – to discuss issues of common concern in the world of work. In addition to the political speakers, the social partners also played a key role.

Mr. Michel Barde, Employer spokesperson, and Mrs. Ursula Englen-Kefer, Worker spokesperson, also delivered major statements to the delegates. The Hungarian Minister of Employment and Labour, Gabor Csizmar, was elected chair of the four-day meeting. And the Chairman of the ILO Governing Body, Philippe Séguin, chaired an Informal Ministerial Meeting in Hungary’s ornate Parliament building to discuss the 2004 report of the World Commission on the Social Dimension of Globalization.

Jobs, growth and a fair globalization

The meeting opened against the backdrop of a new ILO report painting a sombre picture of the global and European employment situation. The annual *Global Employment Trends* confirmed that despite robust growth, the global economy is failing to create enough new jobs. In Europe and Central Asia, despite a healthy 3.5 per cent economic growth rate in 2004, the number of jobs grew by only 0.5 per cent, according to the report. (See separate box, *European and Central Asian Employment Trends*, p. 10)

“The harsh reality is that the global economy is not creating enough jobs nor stemming the tide of the growth of the informal economy where more than a billion workers live in grinding poverty”, Mr. Somavia said. “In many ways, 2004 was a lost year for jobs.”

“The challenges are great, but so too is the creativity of tripartism and social dialogue”, Mr.

Informal Ministerial Meeting on the Follow-up to the Report of the World Commission on the Social Dimension of Globalization.



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Somavia commented. "In every country, we see new solutions emerging to meet the changing agendas of workers and employers. Amidst all these complexities, there is one shared aspiration."

In terms of remedying the global employment situation, social dialogue and achieving a fair globalization were seen as key. Mr. Somavia, the Prime Ministers of Hungary, Luxembourg, Kazakhstan and Malta, and tripartite representatives including Mr. François Périgot, President, International Organization of Employers, and Mr. John Monks, General-Secretary, European Trade Union Confederation, discussed the issue at a panel discussion entitled "Will social dialogue survive globalization?"

The answer came in terms of the agreement by delegates that the report of the ILO-supported World Commission on the Social Dimension of Globalization is a "useful stimulus to dialogue at the national, regional and international levels on the promotion of decent work as a global goal". The delegates also welcomed a resolution adopted by the UN General Assembly in December 2004 urging that the Commission's recommendations be taken into account in the forthcoming review of the Millennium Development Goals.

"A fully inclusive and equitable globalization... creates opportunities for all", Mr. Somavia said. "This governance issue will dominate national and international debate for years to come. We cannot expand the reach of democracy and ignore the demands of the people for decent work. Decent work in a fair globalization is an attainable goal."

In their conclusions, delegates noted that globalization and rapid economic integration posed common challenges to countries, enterprises and workers in the European and Central Asian region. They called for "a common view of the need for



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greater policy coherence, at home, regionally and globally, between economic, social, financial and trade policies and policies for decent work" based on the fundamental principles and rights at work, employment, social protection and social dialogue.

Delegates also called on the ILO to strengthen its partnerships with donor countries and the European Commission in providing technical cooperation for decent work policies in countries requesting such assistance.

Spanning people's lives and work

The meeting, which greatly benefited from the support of the Hungarian Government and the Luxembourg EU Presidency, took a novel approach to developing policies to support people through various transitions in their lives and work, identifying four key areas of transition – from education to employment, moving from job to job, moving from country to country, and from work to security in old age.

The conclusions urge governments, in consultation with the social partners, to address the needs of young workers in "national employment strategies"; encourage the ILO to pursue tripartite consultations on flexibility and security for enterprises and workers in order to help meet the challenges of enhanced competition resulting from globalization and adaptation to rapidly changing markets; call on the tripartite social partners to support the development of a non-binding multilateral framework for a rights-based approach to labour migration adopted at the ILO annual International Labour Conference in June 2004; and requested the ILO to provide technical assistance to constituents in the region and facilitate the exchange of experience in the design and management of pension systems.



Press conference of Mr. Vladimír Špidla, European Commissioner for Employment, Social Affairs and Equal Opportunities.

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EUROPEAN AND CENTRAL ASIAN EMPLOYMENT TRENDS

Unemployment in Europe and Central Asia¹ remained unchanged in 2004 at 35 million, according to a supplement to the annual ILO *Global Employment Trends* prepared for the 7th ILO European Regional Meeting².

A closer look at the European and Central Asian region³ showed that the unemployment rate decreased from 9.1 per cent to 9 per cent in the European Union (EU-25), from 8.5 per cent to 8.3 per cent in Central and Eastern Europe and the CIS⁴ countries and from 4.2 per cent to 4.1 per cent in non-EU countries in Western Europe⁵. During 2004, employment grew by only 2 million (or 0.5 per cent) in the Europe and Central Asia region as a whole despite GDP growth of 3.5 per cent, the report said. Thereby the employment intensity of growth worsened compared to 2003 when GDP growth of 2.2 per cent led to employment growth of 0.4 per cent.

Though the current unemployment rate in the EU-25 is lower than the 11.2 per cent rate of a decade ago, it remains considerably higher in the emerging countries in Central and Eastern Europe and the CIS states where it increased from a level of 6.5 per cent in 1994. In non-EU countries in Western Europe, unemployment remained almost static over the ten years at just above 4 per cent. With the exception of the latter countries, unemployment rates in the other regions are higher than

the world on average.

However, an analysis of labour market indicators in the region also noted that despite the somewhat stagnant evolution of employment and unemployment, labour productivity (measured as output per person employed) showed considerable improvement, especially in Central and Eastern Europe and the CIS countries, where it increased by an annual average growth rate of over 4 per cent over the past 5 years. The EU-25 also saw higher productivity growth than the world on average during this period, mainly driven by the performance of the new member States.

In Europe and Central Asia, the ILO noted that several countries in the region appeared to have succeeded in sustaining low levels of unemployment and high labour market participation rates, without an acceleration of inflation or a worsening of income inequality. The ILO report for its 7th European Regional Conference⁶ says social dialogue has played a pivotal role in balancing social pressure with economic constraints and joins with the EU Employment Taskforce in calling for increased flexibility and security for workers and enterprises, attracting more people to the labour market, investing more and more effectively in human capital, and ensuring the effective implementation of reforms through better governance in order to deal with the employment issue.

¹ The region of Europe and Central Asia includes: EU-25, Western Europe (non-EU), Eastern Europe and CIS economies (including Turkey and Israel).

² *Global Employment Trends Brief, February 2005, and Supplement for Europe and Central Asia, February 2005, International Labour Office, Geneva, 2005. For more information, see www.ilo.org/trends.*

³ See footnote 1.

⁴ Including Turkey and Israel.

⁵ Iceland, Norway and Switzerland.

⁶ *7th European Regional Meeting, Report of the Director-General, Vol. II: Managing transitions: Governance for decent work, pp 16-17, International Labour Office, Geneva, 2005. www.ilo.org/europe.*



“As we mark the first year following an enlargement of the European Union, the European Regional Meeting was highly symbolic,” said Friedrich Buttler, Director of the ILO European Region. “First, it was a unique meeting of East and West in the capital of a new member State in Central Europe that shows both faces of Europe – old as well as new. In addition, the very positive development of the relationship with the European Union, represented at the highest level by the Presidency of the European Council and by the European Commission, added a powerful force to our efforts to forge a common future. It showed, in clear detail, the new face of the ILO and its member States in this region.”

For more information

Gender, globalization, governance and migration were among the most discussed issues in Budapest. For a background look at each of these issues and others, as well as photos and four films prepared for the meeting, see www.ilo.org/communication and click on Events and Campaigns.

Checking your pay **online**

Feeling underpaid? Check “Wage Indicator”!

If one thing is certain, few people feel overpaid for their work. But many of us worry that we may be earning less than the next person. Usually, this is privileged information. Now, a new service, “Wage Indicator online”, is changing that. Journalist Andrew Bibby explains how www.wageindicator.org offers new transparency to the age-old question of who earns what

AMSTERDAM – You are working in the Netherlands, with 10 years’ experience. You like your job, your work colleagues and your life, but something is nagging you. You believe that other workers in your trade are earning more than you. How can you find out?

In some countries and in some occupational groups, collective bargaining ensures a certain degree of transparency and fairness in pay, even if the reality can sometimes be a long way from what is formally negotiated. But in many parts of the world collective bargaining is weak. Even in a country like the Netherlands, with a relatively strong tradition of social partnership, one in five workers are not covered by any kind of collective agreement.

In situations like these, the economic principle that says that pay levels find their own equilibrium as labour supply and demand interact can seem very far from the real world. Typically, individuals negotiating their own pay are likely to be much less informed about current market rates than their employers.

So the answer could lie, perhaps, in a little collective self-help, making the most of the opportunities presented by the Internet. This, at least, is the logic behind Wage Indicator, a project originating in the Netherlands which is now operating in eight other European countries, and may soon be extended worldwide.

The idea is simple: individuals visit the www.wageindicator.org Web site and check a database of what other people doing the same work are being paid. Not only that, but they are also encouraged to do something in return: submit their own



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pay information into the database, so that little by little the information it contains becomes more comprehensive. The more people participate, the more accurate the data becomes.

The gender element

The Wage Indicator concept has its roots back in 1999, when three Dutch women came together to discuss what could be done to help women workers find accurate information about wage rates.

They came up with the idea of a Vrouwenloonwijzer (Women’s Wage Indicator) that was launched in 2000 as a partnership between the largest Dutch trade union federation FNV, the University of Amsterdam, and a major national women’s magazine. Already by May 2001, when the service was extended to male workers and renamed simply ‘Wage Indicator’, over 15,000 women had contributed their pay data.

By the end of 2003, according to Kea Tijdens of the University of Amsterdam, one of the women at the original meeting in 1999, the numbers participating in the service and contributing their own pay information had grown to well over 50,000 people. The Wage Indicator initiative is now being developed by a specially established foundation, >>

>> the Stichting Loonwijzer, a partnership which continues to include the FNV union and the University of Amsterdam and which now also includes the commercial recruitment Web site Monsterboard (www.monsterboard.nl).

The standard online pay survey includes over 1,700 occupational groups and professions (categorized according to standard occupation taxonomy). Since wage rates depend not just on occupation but on many other factors, a whole range of other questions, including individuals' past employment record, their age, the area where they live and the extent of their education and vocational training, are also included in the questionnaire. Pay can also be affected as a result of discrimination, for example, on grounds of gender or ethnicity; and one additional advantage of Wage Indicator is that it is building up valuable data demonstrating the degree of pay discrimination being suffered by women and migrant workers.

A new kind of wage transparency

For Friedrich Buttler, the ILO's regional director for Europe and Central Asia, the value of the Wage Indicator initiative is the transparency which it helps bring to the labour market.

"Encouraging people to build up a publicly owned database on the Internet through their own voluntary supply of wage information demonstrates how the Internet can be a tool to generate new and easily accessible information," he says. "This approach can help to generate more realistic information about wage levels, wage structures and wage discrimination."

But to work effectively, the salary comparison information has to be accurate. Part of Kea Tijdens' role has been to examine the methodology of the service and to ensure that the data collected are as representative as possible. Information submitted is put through a series of filters to ensure that it is genuine before being added to the database; multiple entries from the same e-mail address can be spotted and if, need be, eliminated.

"Trust is an important attribute of the Wage Indicator Web site," Kea Tijdens says. "We assume that visitors trust the information provided by the wage site and that they trust that the information they leave behind is handled with integrity." Trade union participation is of extreme importance in establishing this trust, she adds.

FNV is not the only trade union to engage in this area. In Switzerland the small //syndikat union, set up for workers in IT and new media, has run a similar Paychecker (Lohnchecker) for several years. Currently, about 4,500 people have contributed to the survey, representing about 6.5% of the relevant labour force in Switzerland. The //syndikat Web site identifies bottom quartile, median and top quartile pay averages for a range of IT occupations. This means, for example, that a call centre operator could check online and discover that the current median pay for that occupation is 54,300 Swiss francs, with a top to bottom quartile spread of 58,775 to 50,000 francs.

In 2004, the idea of online pay comparisons took a significant leap forward when the Wage Indicator idea went international. Helped by three-year funding from the European Union, a network of sister Web sites has been established in Belgium, Denmark, Finland, Germany, Italy, Poland, Spain and the UK. As in the Netherlands, social partners are playing a significant role in this work. For Germany's www.lohnspiegel.de Web site, for example, partners include the German union federation DGB and the two largest unions, IG Metal and ver.di. In Britain, the Trades Union Congress (TUC) is a member of the Paywizard consortium (www.paywizard.co.uk), as is the specialist consultancy service Income Data Services.

These developments, and the use of the same basic questionnaire on all the Wage Indicator family of Web sites, potentially enables individual workers to compare their pay directly with colleagues working in other countries. But what really excites the Wage Indicator Foundation is the prospect of bringing in sister Web sites from outside Europe. Professor Richard Freeman of Harvard University is taking a lead in plans for a similar service in the US, whilst plans are being worked on for Wage Indicator to spread to South Africa, India, Korea, Brazil and Mexico. In India, for example, the Union Network International affiliate, IT Professionals Forum, is keen to participate.

At a time when both work and workers are increasingly migrating across national frontiers, the possibility that ordinary individuals may soon be able to get immediate international pay comparison data is certainly an intriguing one.

Promoting ILO Conventions and Recommendations:

The cooperatives experience

The adoption of new ILO Conventions and Recommendations by the annual International Labour Conference typically follows many months and years of preparatory work and debate. What happens then, however, is not the end of a process but rather the beginning. This background brief explains how the practical work of promoting ILO Conventions and Recommendations begins as a way of ensuring that the words are translated into action.

ILO Recommendation No. 193 on the Promotion of Cooperatives (co-ops) marked the first time in nearly 40 years that the International Labour Conference directly addressed the role of cooperatives in the world of work, a sector which collectively is far more significant in employment terms than all multinational corporations taken together. The new Recommendation (adopted in 2002) defines cooperatives as autonomous organizations of people “united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly owned and democratically controlled enterprise” and sets a framework within which governments and social partners are encouraged to work to promote co-op development.

Co-ops have a potentially important part to play in the development of decent work, a role that the ILO Director-General Juan Somavia himself highlighted recently. “Guided by human and social values, they draw on collective strength to promote the well-being of members, their families and their communities. They are important advocates for a globalization which recognizes and respects the rights, aspirations, needs and identity of people,” he said.

To work closely with international and national co-op organizations, the ILO has its own Cooperative Branch (COOP), which was actively engaged

in the preparatory work behind Recommendation No. 193. But having seen the Recommendation adopted, how could the opportunity which it represented best be grasped? How, in other words, could the promotion of cooperatives Recommendation be taken out from the ILO’s home in Geneva and become a tool of practical use around the world?

The team of the Cooperative Branch describes how they set to work, firstly arranging for the text itself to be translated into over 30 languages, from Arabic to Vietnamese. These documents were then used as the basis for a series of briefing meetings and conferences, many arranged in partnership with the International Cooperative Alliance (ICA) and other international and national co-op organizations. Ten global events, 25 regional meetings and 35 national conferences were held, and the ILO also arranged to brief other UN and international agencies, including the Food and Agriculture Organization (FAO), the World Bank and the United Nations Development Programme (UNDP). Pro-

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>> motional materials, including wall calendars and a CD-ROM, were produced.

So far, so good. But what was really needed, according to the Cooperative Branch, was a resource which helped spell out how the Recommendation could be used by partner agencies and by the ILO's own field staff to bring about concrete improvements at the policy, legal, institutional and managerial levels.

Since 2004, ILO COOP has a tool to assist it. The English version of a new 60-page guidance and training pack, *Promoting Cooperatives: A guide to ILO Recommendation 193*, was launched in July, and work is now getting underway to produce companion French and Spanish language versions.

The pack, according to its author, Stirling Smith, is designed for two audiences. One group is made up of the ILO social partners, including ministries of labour, and his employers' and workers' organizations, which may be familiar with the ILO but not know very much about co-ops. The other group is cooperators (members of co-ops) who by contrast may not know very much about the ILO and its system of Conventions and Recommendations.

The pack is not afraid to spell out, therefore, the background to the new Recommendation. It explains among other things the origins of the ILO, its role in the UN family of agencies, and its unique tripartite structure. It describes the way in which

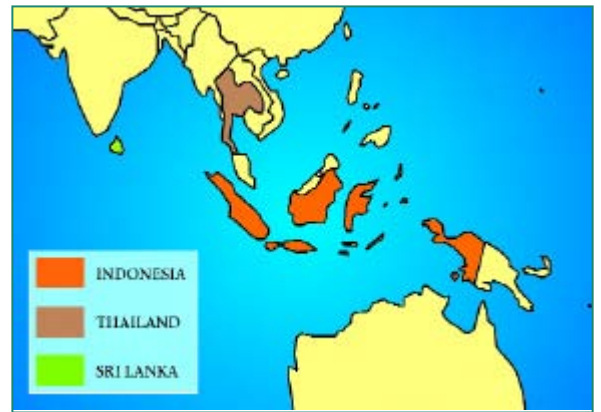
ILO Conventions and Recommendations are drawn up and adopted, and explains the way in which Conventions are ratified. It also describes the particular history of Recommendation No. 193, tracing it back to an ILO Governing Body decision in 1999, and also pointing out that it replaces an earlier ILO Recommendation first adopted in 1966.

In a similar way, the pack explains the nature of today's cooperative movement, tracing its roots in early nineteenth-century Europe and spelling out the set of principles, known as the Statement on Cooperative Identity, which has been developed by the International Cooperative Alliance and which is accepted today by co-ops worldwide. The role which co-ops can play in meeting the UN's Millennium Development Goals is discussed as well.

Also included in the pack is a detailed activity, designed for small groups to undertake, by which the standards in Recommendation No. 193 can be compared directly with current co-op legislation. This, according to Pauline Green, president of ICA Europe, is a key area where the Recommendation can assist. "It is vitally important that the legislative framework is improved to give cooperatives a level playing-field with other forms of business. The new guide will be a tremendous help to cooperative organizations in getting their legal framework reviewed," she says.

The *Promoting Cooperatives: A guide to ILO Recommendation 193* pack is the result of a three-way partnership, between the ILO, the ICA and the Cooperative College in the UK, with the funding for the work provided by the UK Government's Department for International Development. The pack was officially launched during a ceremony held on 6 July in the House of Commons in the UK. Since publication, it has been used at several meetings and events, including a training course on Cooperative Policy and Legislation held at the ILO International Training Centre in Turin, 18-29 October 2004 where eleven countries from Bolivia to Sri Lanka were represented. The guide can be ordered by sending an email to coop@ilo.org.

After the Tsunami: In the wake of the disaster, ILO helps rebuild lives and livelihoods



The massive earthquake and Tsunami that hit Asia last December left hundreds of thousands dead. What's more, an estimated 4 million people in India, Indonesia, the Maldives, Malaysia, Myanmar, Seychelles, Sri Lanka, Somalia and Thailand faced the loss of their livelihoods and the risk of sinking deeper into poverty. The ILO has launched a number of programmes to help people rebuild their livelihoods.

During the first critical days following the disaster, the ILO worked on the ground to plan for early recovery and rehabilitation, whilst at the same time addressing the most immediate reconstruction needs. The ILO response is based on the recognized need for action aimed at generating employment and new forms of earning a livelihood.



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>> The main elements of the ILO integrated response strategy are:

- introducing labour-based technology in reconstruction to quickly generate jobs and income while rebuilding basic infrastructure;
- boosting the revival of local economies through the local economic development (LED) approach, which emphasizes identification of economic opportunities, business promotion, employment-friendly investments, social finance, establishment of cooperatives, social dialogue and empowerment of local communities;
- setting up emergency public employment services, providing training to help in the recovery of the labour market and putting job seekers in touch with available jobs;
- providing technical advice and support on social safety nets and social protection catering to people in both the formal and informal economies.

In all this, the ILO is trying to address the needs of the most vulnerable group – the many orphaned

children who faced traffickers and the dangers of the worst forms of child labour. Some of the young people have seen their futures washed away in the undertow. Still, children were not the only vulnerable group; there were the women who had to become heads of households; and the migrant workers who had nowhere to migrate back to.

To date, the total regular budget and extra-budgetary resources mobilized and pledged in support of the ILO response to the earthquake and Tsunami amount to US\$13.2 million. The ILO submitted two proposals, one for Indonesia and one for Sri Lanka, amounting to US\$15.4 million as part of the UN Flash Appeal, launched nine days after the disaster to fund the critical work of some 40 UN agencies and NGOs. Since then, some 18 concept notes have been drafted and shared with potential donors for the different affected countries, and projects are under way through the United Nations Development Programme (UNDP) joint programming.

PREVENTING CHILD EXPLOITATION AFTER THE TSUNAMI

The ILO-IPEC activities in Indonesia and Sri Lanka are designed to respond to existing and emerging child labour issues in the context of the country's post-Tsunami rehabilitation and development process. The projects adopt a dual strategy: guidance, advice and support to policy-makers for the integration of child labour concerns in the country's overall emergency response, and targeted interventions to reduce and prevent child labour through a range of social services. ILO-IPEC moved quickly to start up a new programme in Banda Aceh, **Indonesia**. Together with the local Manpower Office, ILO-IPEC provides basic skills training programmes to 15-17 year old youth living in camps for displaced persons. A Children's Centre is being established which will provide a range of services to children both in the camps, and in communities where many Tsunami-affected children live. In the coming months, the IPEC programme will be further extended, with a particular focus on vulnerable older children. In **Sri Lanka**, targeted intervention will specifically be undertaken in two Tsunami-affected districts – in the Eastern Province, the District of Trincomalee, Kinnya; and in the Southern Province, the District of Galle, Koggala. Working with community structures, affected children will be provided with educational and training opportunities as well as access to social services, and access to local and national social safety nets for their families and guardians.



Promoting Training and Employment in Aceh

The Indonesian province of Aceh, with a population of 4.2 million, had an estimated 250,000 unemployed people before the Tsunami hit the island of Sumatra. After the disaster, it is estimated that an additional 600,000 people lost their jobs. The ILO has established employment centres that are providing job registration and placement services, and identifying training needs and opportunities. Alan Boulton from the ILO office in Jakarta visited Banda Aceh before Easter and sent the following report.

BANDA ACEH – The airport in Banda Aceh is not as busy now as it was just some months ago, with very few foreign military aircraft or personnel to be seen. On the way into town, you drive by one of the mass graves for the Tsunami victims.

“When I visited the province two months ago, the stench from this place and the earth-moving equipment at work was my first impression of the massive scale of the disaster”, says Alan Boulton, Director of the ILO Jakarta Office. “Now the area is being landscaped and a nice fence has been built. I am glad they are doing that”, he adds.

Accompanying the Indonesian Minister for Manpower and Transmigration, H.E. Fahmi Idris, the first meeting Boulton attended was a presentation of cheques to widows and families of workers of the giant Lafarge cement plant which was severely damaged by the Tsunami.

The Minister visited the provincial Vocational Training Institute in Banda Aceh and officially opened the Employment Services for the People of Nanggroe Aceh Darussalam (ESPANAD) on 21 March. The majority of job losses have occurred in the services sector, followed by agriculture, plantations, fishing and small businesses.

ESPANAD started its operation on 7 February and has already registered more than 9,000 job-seekers. Almost 400 people have been placed in temporary or fixed term employment. The registration process assists in identifying skill gaps and in providing access to appropriate training.

In his speech, the Minister said that “the Government appreciated the initiative of the ILO in collaborating with the provincial Manpower Office and establishing the employment services”. He said

it is important to utilize Acehnese people in recovery and reconstruction work and to increase their skills and capacities so that they can be actively involved.

“When I first visited Banda Aceh with National Manpower officials just after the Tsunami, on 13-14 January, the ILO had no activities or presence in Aceh”, says Boulton. “Today, we have Employment Services Centres in the provincial capital Banda Aceh and Meulaboh, with another to open in Lhokseumawe in a few weeks.”

These Centres are providing job registration and placement services and identifying training needs and opportunities. The ESPANAD Network is also developing a database of skilled people which can be used by employers and contractors in the reconstruction work that is to take place in the coming months and years in Banda Aceh. In the process, the Centres will be identifying the gaps in skills needed as a basis to provide appropriate skills training.

In addition to vocational training courses on construction skills and for supervisors in debris removal operations, a special series of training workshops for children between the ages of 15 and 17 is being implemented, with modules on furniture making, sewing/embroidery and basic computer skills. A total of 192 children will receive training, for twelve days each.

For people interested in self-employment or in setting up a small enterprise, a series of short-cycle courses focuses on how to start and improve your business (SIYB Programme). Fifty individuals have been trained so that they can now in turn act as educators for people in their various organizations and institutions, targeting young women and men up to the age of 28 years, women entrepreneurs, trade union members, and others.

The ILO has also contributed to the development of the Government Master Plan for Reconstruction, including major inputs relating to the income generation and employment strategy.



After the Tsunami: A photo report

Sri Lanka

ILO Photographer Marcel Crozet visited hard-hit Tsunami areas and filed this photo report. Pictures often tell stories better than words, but in the wake of the Tsunami, even photographs cannot tell the whole story. To say that the Indian Ocean earthquake and tidal wave of 26 December 2004 left a swathe of destruction does not do justice to the devastation. But my assignment was not just to show the effects of the Tsunami. I went to chronicle something less tangible: the hope and the human spirit

that survived the initial tidal wave, and the struggle to recover livelihoods that had been washed away.

My travels took me to Thailand, Sri Lanka and Indonesia. Wherever the waves hit, the flooding destroyed homes and buildings, roads and bridges, water and electricity supplies, crops, irrigation and fishery infrastructure, productive assets and small businesses. Furthermore, the impact on the predominantly poor communities – where people mainly live off the sea and marginal land – was not only a loss of income, but the transformation of their meagre possessions into flotsam.

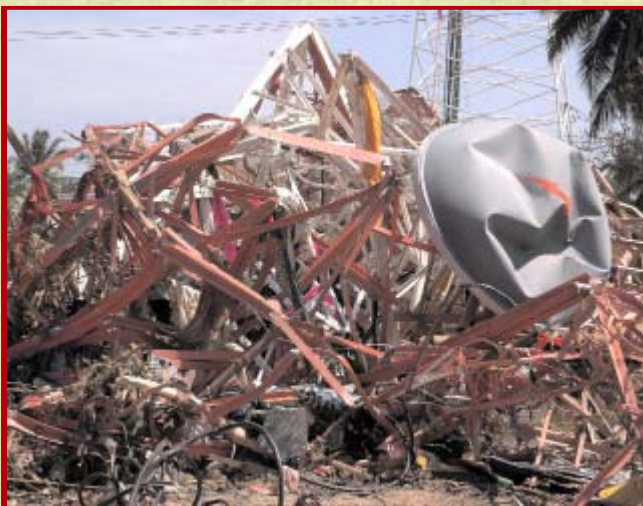
But there were also signs of hope. In Thailand,



Hambantota: The shops, the stands, the buyers, the whole market is gone. The fishing monument that stood over a square of 200 stalls now stands lonely guard over just two partial structures still left behind in the wake of the waves.



JobsNet has been working with the ILO to create a national network of job centres in Sri Lanka. Their offices are connected by Internet using a series of radio repeater stations, rather than traditional telephony. Their internal system was unaffected by the Tsunami and in the first days after the disaster, e-mail and Internet were the only ways survivors in this area could communicate with the rest of the world.



Workers are clearing away the rubble in Hambantota and have even rebuilt the communications tower.



Ginthota, recovery of materials from the school before demolition.

hotels were being reconstructed and people working in tourism were awaiting the arrival of new visitors. In Sri Lanka, a fishing industry that had literally been washed away was reviving through the work of people on land using the Internet and e-mails: the only available means of communication. And in Indonesia, not only local workers and authorities swung into action, but even elephants were put to work to help with the reconstruction of cities and towns (*see back cover*).

At the ILO in Geneva, experts estimated the damage. But there, and in the ILO offices in Bangkok, Colombo, Jakarta, New Delhi and Banda Aceh, they also fashioned a message of hope: that with adequate aid for reconstruction and repair of shattered workplaces and lost equipment, half of those initially without work or income could be back on their feet before the end of the year.

This was this challenge that I sought to illustrate with my photos.

Thailand



In the area of Khao Lak, the coast of Thailand most affected by the 26 December Tsunami, all of the beach hotels and businesses have been devastated.



In southern Thailand, the Tsunami translated into a significant drop in hotel bookings, which threatened the livelihoods of thousands of people.



Fishing boats suffered terrible damage and destruction. Fishermen repair their boats to return to earning their livelihood as soon as possible.



Khao Lak. A month after the Tsunami, a restaurant at the edge of the sea is being put in shape by its owners and employees for an eventual quick re-opening.

Indonesia



A child who survived the disaster in Lhok Nga. 40,000 people lived in this small town before it disappeared under the 70-foot Tsunami.



Boats have been dragged inland and grounded several miles away from the coastline. According to ILO estimates, around 600,000 people in the most affected regions in Indonesia have lost their sole source of livelihood.



Rachmat, a tradesman from Peunayoung, finds the remains of his accountancy files in what is left of his shop.



Hiring casual workers for reconstruction and cleaning up is a first step to improve the employment situation in the province. According to ILO estimates, the unemployment rate in the affected Indonesian provinces could be 30 per cent or higher, up dramatically from the 6.8 per cent rate in the provinces prior to the disaster.



No harvest to look forward to in Lam Pisang: more than 40,000 ha of rice fields have been devastated by the Tsunami in Banda Aceh province in the North of Sumatra.



The road system has been badly damaged by the Tsunami. Rebuilding basic infrastructure will quickly generate jobs and income.



Economic activities pick up slowly in Ule Lheu as people start to piece their lives together.



14 year-old Salatin works on this site in Banda Aceh for a Medan-based construction company. Children between the ages of 15 and 17 living in the camps for displaced persons in Aceh are the target of new training programmes launched by the ILO in March. In the coming months, the IPEC programme will be further extended, with a particular focus on vulnerable older children.



Factories were destroyed, killing hundreds of people, and leaving survivors without any means of livelihood.



17-year old Rahmad was at the university which was destroyed by the Tsunami. He came home to find his house a pile of debris under which most of his family perished. (Banda Aceh).

A tailor-made future for prosperity: Cambodia



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In the past few years, a great deal of progress has been made in improving the working conditions of textile factory workers in Cambodia. An ILO monitoring process has helped employers and workers to create not only a safer working environment, but better working conditions. This article shows how this ILO project has led to increases in productivity while boosting the credibility of the factories with international buyers

SIHANOUKVILLE – In a makeshift, one-room hut balanced on stilts, Sok-Keng helps her four brothers and sisters get ready for the day. Outside, the driving, unrelenting rain has already flooded the kitchen, a modest area on the ground floor next to the animal's pen. The rainy season has arrived.

As the villagers scurry from hut to tree for cover, the sound of a motorbike outside the door tells Sok-Keng that her father is ready to take her to work at the factory. Happily she hops on the

motorbike, the family's prized possession, and heads off down the gravel path, now transformed into a river of mud.

In this tiny village perched on a cliff above a rock quarry, one can see the ships off-loading goods and loading containers from the picturesque port of Sihanoukville. The ever-increasing traffic tells people that prosperity is coming to this quiet corner of the world. The process of globalization is transforming this town each and every day.

But life in this village is still characterized by back-breaking work in the stone quarry or the fast-paced but tedious work in one of the numerous textile factories that have sprung up over the past few years. No one complains about the work, because everyone here knows that poverty is just a paycheck away.

"Before, I was a soldier. After I was demobilized, I was jobless. Since then I come here to break rocks because there is no other job for me", says Malika

without a trace of emotion on her weathered face.

With little education and a lack of opportunities, even the children are pressured, in some way, to contribute to the family's well-being through chores or some type of income generating activity.

Finding a real job

Three years ago, life was so desperate that Sok-Keng had falsified documents so that she could obtain work at a local textile factory. She had hoped that her work would ease the strain of poverty for her family as well as help pay the school fees for her brothers.

But no sooner had she started work when labour inspectors, who were visiting the factory, noticed Sok-Keng and checked her papers. They quickly found out the simple truth: she had only just turned 14. Under current Cambodian law, the minimum working age is 15 years.

Instead of fining the employer and tossing the young girl out, the International Labour Organization (ILO) worked with the employer to provide Sok-Keng with vocational training as a seamstress, skills she would need in this sector for her future employment. And exceptionally, the employer agreed to pay a stipend to offset the loss of earnings for the family.

"The first time I came to the Vocational Training Centre, I was scared. I could not read or write. But my teacher took care of me and so did my older friends: they taught me to read and write and sew. Now I can make suits," beamed Sok-Keng.

Standards for competitive advantage

This strategy of working with government and employers' agencies has been extremely successful for Cambodia in such an important sector.

The textile sector here has grown from a modest US\$120 million industry into a major contributor to export earnings now with over US\$1.6 billion in annual revenues. The US-Cambodian Bilateral Textile Agreement, signed in 1999, which provided access to the lucrative US market, has fostered this tremendous growth. Access, however, was contingent upon demonstrable improvement of the application of labour law and standards.

Currently, there is a big challenge facing Cambodia and other countries that rely heavily on textiles as a major income earner. On 31 December 2004, the World Trade Organization's (WTO) Multi-Fibre Agreement (MFA), which created a quota system to govern the garment trade, ended.

There is widespread concern that there will be massive job losses in the smaller countries while India and China seem likely to benefit most by capitalizing on economies of scale. The impact is still being assessed and will not be clear from some time to come.

However, in Cambodia there is a feeling that the industry can remain competitive while respecting high labour standards. Cambodia, while adhering to the tenets of the ILO Declaration on Fundamental Principles and Rights at Work, is also implementing sweeping changes recently announced by Cambodia's Prime Minister, Hun Sen, to streamline the bureaucracy and reduce corruption.

The ILO is assisting through a number of technical cooperation projects, with funding from the United States Department of Labor (USDOL), to help Cambodian factories compete effectively in a global marketplace, where there is not only intense consumer pressure for quality goods but also concerns for the treatment of the workers making these goods. Since these projects started, a number of international buyers have returned to Cambodia and there has also been an increase in orders from others.

Soun Ratana, a compliance officer at one of the factories working with the ILO, believes the changes have been good for business. "I am happy that the buyers learn about us from the ILO. I receive a lot more orders now for our products by e-mail."

Even the factory's management is pleasantly surprised by the results. "You have to look at it from both sides. From one point of view, we're doing the right thing. We're trying to improve their



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>> lifestyle. On the other hand, if you look at it from a strictly economic point of view, our productivity has gone up,” stated the director of one factory participating in the ILO programme.

The Government has requested that all factories involved in export of goods from Cambodia register with the project in which the enterprises agree to give ILO monitors full access to factory premises, whether the visit is announced or unannounced. Monitors speak freely with union representatives and workers, both inside and outside the factory, and with the factory’s management. Monitors review issues ranging from noise and heat levels and the calculation of overtime pay, to the use of child labour and violations of freedom of association.

In the past few years, a great deal of progress has been made with improvements recorded in almost every factory. The monitoring process seems to be helping the employers and workers not only to produce a safer working environment with better working conditions, but has also shown that these changes can lead to increases in productivity as well as boost the credibility of the Cambodian factories with international buyers.

Recently, the monitors have reported to the Government that child labour is virtually nonexistent in the factories which are participating in this programme. For an industry that employs over 200,000 workers and accounts for 80 per cent of the country’s exports, it is an admirable achievement.

“Normally in our monitoring work we find problems regarding work conditions, and at times,

some child labour incidents. In our investigations over the past two years we only found three cases of child labour and those cases have not been considered serious. In general, it’s the counterfeiting of documents for children to get the job,” says Chea Sophal, an ILO Programme Assistant and Factory Monitor.

Cambodia is working closely with the international organizations and donors to further develop competitive strategies and meet the growing competition in the textile sector. Cambodia faces some major challenges to growth such as poor education and a deficit of productive skills, particularly in the poverty-ridden countryside, which suffers from an almost total lack of basic infrastructure.

The continued strength of the textile industry, as well as an increasing number of tourists to Cambodia, will be vital as Cambodia tries to develop a private sector that can create enough jobs to address Cambodia’s demographic imbalance. With about 60 per cent of the population aged 20 years or younger, many people will be entering the workforce over the next 10 years.

For Sok-Keng, who is now 17 years old, life is full of possibilities. She now works a full-time job at a new factory making tablecloths and napkins for Western tables. Her job, which is highly sought after because the rate of pay and benefits are better than other local jobs, gives her hope.

“In the future, when I get married, I’ll have children. I want them to learn more than just sewing”, said Sok-Keng with a twinkle in her eye.



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Tanzania: A life-cycle approach to gender equality and decent work



© M. Crozet/ILO

The Government of Tanzania, in partnership with the ILO, is seeking to alleviate poverty through education and training for poor women and children, as well as promoting gender equality. This article explains how ILO projects have contributed to change the lives of poor women and their families in the country

TANGA, Tanzania – Salma Harub Abdala survived with her six children for years on less than one US dollar per day. Her husband abandoned her in the early 1980s, and with only one income, Salma could not afford to pay for adequate housing or for her children’s education.

The situation became even worse when her husband returned home, invalid and paralysed, because his relatives refused to care for him. So Salma had to do it until his death in 1992.

Things changed when Salma started receiving loans from the ILO project “Promoting Gender Equality and Decent Work Throughout All Stages of Life in Tanzania”. “With increased sales and profit, I am able to pay education requirements for my younger children, I have improved the housing condition, and we are able to eat quality meals”, she says, adding that “two of my daughters have directly benefited from the project”.

Salma’s elder daughter joined a Women’s Group in Tanga giving loans to its members, while the

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>> project allowed her younger daughter, aged 16, to attend a training course. Facilitating the transition from school to productive employment through education, training, and provision of alternatives to youth facing an uncertain future, the project allowed increasing numbers of young people to break the cycle of poverty.

They are not the only ones. Hundreds of disadvantaged women in Tanzania are echoing such success stories as they benefit from the loans, micro-finance, education, and literacy, entrepreneurial, and leadership training offered by the project. Women who did not previously have access to loans have effectively learned to borrow, profit from, and repay loans.

Asha Rajabu, a member of the Women's Group in Dar es Salaam, recalls: "I never wanted to take a loan. I was scared of not being able to repay it. My friends encouraged me to take a small loan for trial." The loan eventually led to a profitable business and the ability to put her three children through school, without the support of a husband.

"The project has been a great relief to me," Asha continues. "I urge all poor women to join the project. At the beginning you feel scared because you have never borrowed a loan or gone to a bank, but once you get started, you feel like you had lost a great deal of time, which could have changed your life."

Asha's and Salma's stories illustrate the particular difficulties that women face in the world of work. The ILO project recognizes that women workers contribute immensely to their families

and societies. However, gender discrimination in access to resources, as well as to educational and economic opportunities, continues to undermine women's efforts to participate effectively in socio-economic development.

Women, and especially single mothers, are expected to fulfill multiple roles as workers and care givers, making it impossible to hold a full-time job in the formal economy. For these women and those who have not had the opportunity to complete the training needed to find decent work, the informal economy is often the only option.

Workers in the informal economy, however, do not have social protection or benefits, are poorly paid, and are more likely to have hazardous jobs, such as in the sex industry. Whether in the informal economy or in the formal economy where they do most of the part-time or casual work, poor women hold jobs that are precarious at best. Their concentration in low-paying and insecure jobs, and continued sexual harassment leaves women powerless and helpless.

But the project addresses not only the elimination of discrimination of women in employment and occupation. Its schooling and training activities for girls and young women also cover another major concern of the ILO, the elimination of the worst forms of child labour. Tanzania is among the first three countries which committed themselves to the Time Bound Programme for elimination of the worst forms of child labour.

Working Out of Poverty

The report of the Director-General to the International Labour Conference in 2003, *Working Out of Poverty*, noted that "identifying the key stages of life when people are vulnerable to falling into poverty is the starting point for understanding the dynamics of life and work of poor communities...if girls, compared to boys, face negative cultural attitudes and practices and discriminations from birth, they will grow up to be women with greater constraints and few choices and opportunities. In turn, they will be less able to influence positively the lives of their daughters and sons, so that poverty is likely to be passed on from one generation to the next".

The ILO project in Tanzania has taken into account the feminization of poverty as well as its transmission from one generation to the next. It will work not only to improve the lives of the women directly impacted by the project, but also to

enable continuous changes in the lives of women and their children in years to come. The project thus represents an important step in Tanzania's overall Poverty Reduction Strategy.

According to the project philosophy, there can be decent work and poverty reduction only if girls and boys have equal opportunities for education and are not forced into hazardous forms of work by poverty. Girls and women may choose, have a voice, combine work and family and make smooth transitions from one stage of life to another.

The project promotes knowledge that will help women to ensure that discrimination encountered at one stage in life is not perpetuated at later stages and gains made at one stage are not lost as a person ages. The major intervention strategies include access to formal and non-formal education, employment creation, and promotion of gender equality.

Through this life-cycle approach, the ILO hopes to create a sustainable programme which will contribute to the UN Millennium Development Goals of eradicating extreme poverty and hunger, achieving universal primary education, and promoting gender equality and the empowerment of women; and which will continue following the termination of the project. Substantial gains have already been made in all areas.

"Initially, we were afraid of borrowing. We did not know that as poor women, we could borrow and repay loans... It is only after training that we developed the confidence to borrow, and without it, we would not have been able to invest the loans productively ... There has been tremendous improvement in our lives", says a member of the Tanga Women's Group.

Promoting Leadership

The recognition of women workers' immense contribution to their families and societies will further the impact of the project. It will also enable women to better advocate for themselves, leading to the empowerment of future generations. The formation of women's groups is perhaps the most clearly effective change thus brought about.

Another member of the Women's Group in Tanga reports: "At the beginning, women were reluctant to join the group. Now many of our friends want to join the groups after seeing the benefits. Women have been motivated, and are gradually forming groups. The demand to partici-

pate in the project is very high in our area."

Women and youth are receiving training which will allow them to make their voices heard throughout the community. Salma attests, "Now I know what to do when I attend and chair meetings. In the past, I honestly did not know how to run meetings and reach effective and democratic decisions. Through the confidence I gained in the project, I contested and won a seat in the Regional Executive Committee... I am also the chairperson of the Project Monitoring Committee in Tanga Municipality."

Future plans to further facilitate the empowerment of poor women and children and broaden the impact of the project include continuing assistance, training, and capacity building for women and youth to formalize their groups/associations to Savings and Credit Cooperative Societies (SACCOS). A high-level national workshop is intended to scale up the project to national-level policies and programmes. Further elements would be a needs assessment for youth participating in the project and expanding family-friendly programmes such as professionally staffed day-care centres.

ILO AND GENDER EQUALITY

Gender equality is central to the core mandate of the ILO, which is to promote decent work both as a human right and as a positive productive factor. The ILO approach to mainstreaming gender equality involves rights-based strategies for the economic empowerment of women and men as a fundamental step to protecting and promoting the rights of all workers.

The project "Promoting Gender Equality and Decent Work throughout All Stages of Life" is part of the ILO/Netherlands Partnership Programme (ILO/NPP) 2004-2006. This programme actively supports the ILO efforts to promote gender equality through several projects. Amongst these are efforts to prevent exploitative child domestic work and bonded labour; promote youth employment and increase the employability of marginalized groups; and promote social security and poverty reduction for unprotected informal economy workers.



PLANET WORK

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES



■ Women may get equal billing with male stars these days, but behind the scenes it is a different story. An annual study of the top 250 domestic grossing films in the **United States** showed that women comprised only 17 per cent of workers in key, behind-the-scenes roles in 2003, a figure that has not budged since 1998. The study defined key, behind-the-scenes jobs as executive producers, producers, directors, writers, editors or cinematographers. Among those six job categories, the women were mostly likely to fill the role of producer, with the smallest number of women working as cinematographers. Women directed only 6 per cent of the top 250 films, and by genre, women were three times more likely to work on documentaries and romantic comedies than on science fiction or horror films. The most significant development was the rise of women working as screenwriters or directors on films nominated for Acad-

emy Awards – 11 women in all. Only three women have ever been nominated for Best Director in the 77-year history of the Academy Awards and none has ever won the Oscar.

– Sources, *The Fund for Women Artists, 2004* and *www.womensenews.org, February 2004*

So what are women doing about this? A lot.

In **New Zealand**, the 2004 International Summit of Women in Film and Television offered seminars on audiences of the future, selling ideas, the art of the pitch, the indigenous voice in the international marketplace, and social responsibility in storytelling, among others. In recent years New Zealand has come to be considered by many in the film industry as an ideal location for film production as well as a source of talented women directors such as Jane Campion, Christine Jeffers, Gaylene Preston and Nikki Caro. When organizers of the 2003 London Film Festival were asked what they attributed the strength of the New Zealand film industry to, they cited the determination of New Zealand filmmakers to set their own standards and their refusal to follow international trends. One of New Zealand's female directors, Gaylene Preston, added that unlike movies elsewhere in the world, which are driven by the "committee process" and boardroom meetings, New Zealand films were often "cooked up around the kitchen table".

– Sources, *wifti.org/summit 2/04* and *MarketNewZealand.com 10/03*

■ In **Australia**, this year's Summer '05 Short Film Festival in Canberra screened a record number of films by female directors. The seven films represented just fewer than half the total number of directors featured. The festival focuses on the work of independent film makers from the Canberra region. Co-Director Marisa Martin said, "The organizers were thrilled to be screening the work of so many talented young women from the region."

– Source, *www.FT.com February 2005*

■ Meanwhile, gender disparities within the **UK** film industry are sizeable. According to a recent survey by the UK Film Council and the industry's training body, Skillset, while women account for a third of the industry's workforce, only 16 per cent earn UK£50,000 or more a year, compared to 30 per cent of men. In the lower wage earning brackets, 35 per cent of women earn less than UK£20,000 per year, versus 18 per cent of the men. The study says this may be due, in part, to the fact that few women work in the more technical areas of the business – camera, electrical, audio and construction – and are concentrated instead in such professions as hairdressing and makeup. Networking seems the key to getting hired: the study says the vast majority of all people in the UK film industry –

81 per cent – are recruited by word of mouth. The UK Film Council, in conjunction with Skillset, has now initiated a UK£50 million project to improve training and increase opportunities within the industry.

– Source, *BBC News Online and The Guardian*, February 2005

■ What role can women play in the film industry? These days advocacy is one of them. The Global Campaign for Microbicides, for example, has produced a film entitled “In Women’s Hands”, about women and their personal battles against HIV/AIDS and other sexually transmitted infections. The film demonstrates the universality of “women’s vulnerability” to such infections, profiling women living in the **US, UK and South Africa**. The film aims not only at informing a wide audience about the potential role of microbicides, but also to engage donors, policy makers, advocates and the public on issues surrounding microbicide research and development.

– Source, *www.global-campaign.org*

■ Along with gender balance and advocacy, cultural diversity is another aim. A large **US** auto making company has partnered with Women in Film, a non-profit organization in California to foster a new film making grant for Latina women. The six-day programme is designed to provide emerging Latina film makers with a broad understanding of the business aspects of film making from women who have already succeeded in the industry.

– Source, *www.wif.org*, March 2005

■ Women directors in **Korea** are getting a boost for the first time. Women in Film Korea, a non-profit industry organization, has published a new directory of women directors, including documentaries, feature films, animated work and short films. The com-

pilation includes a message from the Chairman of the Korean Film Commission, Yoo Gil-chon, who says, “For the first time women film makers from Korea are being introduced to the rest of the world. I hope this will be an opportunity for the international community to learn about a new aspect of Korean cinema and to lend us their interest and encouragement”.

– Source, *www.asianfilms.org/korea*

■ In **India**, women are experiencing similar recognition. Made By Women, held last year, was the first international women’s film festival to be organized. The festival travelled to the country’s seven biggest cities over a period of two months and showcased award-winning, contemporary films directed by women from **Iran, Australia, India, Czech Republic and Argentina**. The aims of the festival is to “[put] new audiences in touch with intelligent and challenging work made by women film makers of all races, classes, ages, and abilities – and to celebrate the vision, spirit and drive of women in film”. Such efforts are being welcomed in the Indian film industry, long famous for its “Bollywood” productions. A new study entitled “The Changing Status of Women in West Bengal (1970-2000): the Challenge Ahead, released by the West

Bengal Commission for Women in February, 2005”, however, focuses on more than entertainment. Social issues pertinent to women include dowry deaths and domestic violence. The study also spoke of exploitation of women in the industry, noting that a new wave of films is breaking the gender mould by depicting professional women positively as “professionals and liberated as opposed to the passive stereotypes portrayed earlier”.

– Source, *www.Chennaionline.com March 2004, www.madebywomen.org, and The Times of India, February 2005*



International Women’s Day at the ILO, Geneva: Two internationally recognized film directors – Claire Denis of France and Pamela Rooks of India – discussed issues such as gender equality and the role of women in the film industry.

© M. Crozet/ILLO

>> ■ In **Canada**, 20 government and industry partners have launched a new study aimed at providing a national profile of employment trends for women and minorities and examining the impact of major technological changes, globalization and an increasingly multicultural audience. The 2004 study, *Framework: Employment in Canadian Screen-Based Media*, identifies sectors of the industry in which there are skill gaps, opportunities for growth and other development issues. The National Film Board of Canada is supporting these efforts by hosting a national roundtable on the issue of diversity.

– Source, *Women in Film and Television – Toronto, June 2004*

■ In 2004, **South Africa** celebrated 10 years of democracy and to mark the occasion, the annual African Women’s Film Festival held its first African Women Filmmakers Awards. The festival is produced by Women of the Sun, a non-profit African media and resource exchange group. The Awards ceremony, co-sponsored by the South African Broadcasting Corporation, featured multiple categories including Lifetime Achievement Award, Best Film, Best Director, and Up and Coming Film maker. A spokeswoman for Women of

the Sun said the awards marked, “a new dawn in the industry. The hard work and competence of women film makers will be exhibited in an industry that has always been perceived as a male domain”. Women of the Sun helps support the work of new and established filmmakers in **South Africa, Kenya, Nigeria, Namibia** and **Zimbabwe**. Although the primary focus of the festival is on African films, it also showcased women’s films from other developing regions in Asia and South America.

– Source, www.southafrica.info/women, November 2004 and www.womenofthesun.org.za



■ Do women film makers employ their craft for the purpose of social advocacy more frequently than their male counterparts? Are they doing so to a greater or lesser degree now than 20 or 30 years ago? These are interesting, but perplexing questions on which there seems neither hard, statistical data nor consensus. Women can not claim that men uniformly ignore sensitive social and political issues in deference to commercial considerations – the recently acclaimed issue-oriented films such as *Maria Full of Grace*, *Sometimes in April* and *The Day My God Died* were all directed by men. Women do, however, have the unique

ability to give a women’s perspective on how issues and events affect women. That has been a common thread in women’s movie-making throughout the industry’s history, but these films are certainly a minority of mainstream movies.

Women also make far more documentaries than feature films. According to the leading (and oldest) feminist film distributor in the world, Women Make Movies, women have a greater presence in film production aimed at education and empowerment than in the more mainstream entertainment market. Some contributing factors include the commercial viability of projects, access to financing, technical expertise, and shifting social issues. It is clear, however, that women’s film making has become much more cohesive, visible and vocal on a global scale, with women-based industry groups networking as never before. There is now at least one major women director’s film festival on each conti-

ment and many of the films featured have social issues or agendas at their core. Can education and empowerment films ever compete for audiences with unisex themes and mass entertainment? When will women, as a group, reach critical mass in terms of influence and expertise within the mainstream film industry? There are a lot of women around the world, both in front of and behind the camera, who are actively working to find out.

– Source, *Center for Social Media 2002*



The Swiss premiere of Dance Like a Man, directed by Pamela Rooks, took place on 8 March 2005 in Geneva. It was the highlight of the 2nd International Film Festival on Women and Work, a week-long event open to the public and organized by the ILO to commemorate International Women's Day (www.ilo.org/communication).

Courtesy: Shringar Films

Their Majesties King Juan Carlos I and Queen Sofia of Spain visit ILO Headquarters



GENEVA – Their Majesties King Juan Carlos I and Queen Sofia visited the International Labour Organization (ILO) to commemorate the 10th anniversary of Spain’s cooperation with the ILO International Programme on the Elimination of Child Labour (IPEC).

His Majesty the King of Spain, Juan Carlos I, described the extent of child labour as “appalling”, and called for it to be vigorously combated as part of the effort to give a “human dimension” to the process of globalization.

“More than 240 million children worldwide work daily instead of attending school. This is indeed an appalling figure”, the King said during a speech given at a Special Session attended by government, employer and worker representatives.

The King and Queen of Spain, accompanied by the Spanish Foreign Minister, Miguel Angel Moratinos, were welcomed by the Director-General of the ILO, Juan Somavia, with whom they met privately. The Chairman of the Governing Body of the ILO, Philippe Séguin, chaired the Special Session.

King Juan Carlos I recalled that Spain was a founder Member of the ILO, the oldest organization in the United Nations system, and that his country had signed a Memorandum of Understanding with the ILO in 1995 to support IPEC in its efforts to eliminate child labour, particularly in Latin America.

“We want to contribute, through programmes such as the one we are commemorating today, to making economic globalization a positive social force for all the people of the world”, the King of Spain told the ILO. “Our aim is to ensure that the process of globalization does not become entrenched in economics and finance. We hope that it will also have a human dimension”, he added, declaring that in a just society “there is no room for child labour, or forced labour, or labour carried out without adequate safety measures and health regulations. Neither, of course, can there be room for labour which discriminates against workers for reasons of sex, race, creed or nationality”.

292nd session of the ILO Governing Body Discusses globalization, labour rights, programme and budget for 2006-07

The Governing Body of the ILO* held discussions on issues ranging from strategies for new partnerships in order to promote a fair globalization to the respect of basic labour rights.

GENEVA – The Governing Body’s Working Party on the Social Dimension of Globalization

discussed proposals for the ILO follow-up to the report of the World Commission on the Social Dimension of Globalization, released in February 2004. In his conclusions, Mr. Philippe Séguin, Chairman of the Governing Body, said the Working Party had reached a “clear and strong consensus” on the promotion of decent work as a global goal as the ILO’s distinctive contribution to a fair globalization.





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>> In an address to the Working Party, special guest Vladimír Špidla, the European Commissioner for Employment, Social Affairs and Equal Opportunities, underlined the key role of the ILO in promoting international policy dialogues and the establishment of policy coherence partnerships in the multilateral system. He also noted the growing convergence of agendas between the European Union and the ILO, and said that the promotion of decent work as a global goal, as well as concern and action over the social dimension of globalization, had become an integral part of the EU's strategy both within the enlarged union and in its relations with the rest of the world.

In his own comments to the Working Party, ILO Director-General Juan Somavia said the ILO's contribution to a fully inclusive and equitable globalization was grounded in the Decent Work Agenda,

necessary to bring those different views into dialogue. Building those bridges is our strength in the tripartite ILO."

The Working Party agreed that the ILO should strengthen its partnerships with the other multilateral agencies to develop more coherent policies, particularly the World Bank, the International Monetary Fund (IMF), the World Trade Organization (WTO) and other actors within the respective mandates of each institution, and called for the preparation of a paper on the linkages between growth, investment and decent work to be presented to the Governing Body in November.

Regarding the forced labour situation in Myanmar, the Governing Body discussed reports prepared by the ILO liaison officer in Yangon and very High-Level Team (vHLT) appointed by the Director-General of the ILO which visited Myanmar from 21

adding, that to put this into practice, the Organization needed to work with other multilateral organizations. In this respect, he highlighted the adoption of a resolution on the report of the World Commission on the Social Dimension of Globalization by the UN General Assembly last year.

"We are more effective when working in partnership with others who share our views", Mr. Somavia said. "But on many key subjects, there are widely differing views out there, and if we want solutions that will stick, it is

The Governing Body also recommended a provisional programme and budget level of US\$ 568.6 million for the 2006-07 biennium, estimated at the 2004-05 budget rate of exchange of 1.34 Swiss francs to the US dollar. In constant dollars, the 2006-07 budget proposes moderate growth of 1.1 per cent to address institutional investment needs and extraordinary items.

The final exchange rate and the US dollar level of the budget and the Swiss franc assessment will be determined by the International Labour Conference in June 2005.

Building blocks of the new programme and budget are their focus on decent work as a global goal and the inter-

related actions needed at the local, national, regional and international levels to make it happen, including Decent Work Country Programmes.

The programme reinforces and deepens the four strategic objectives of the ILO: promoting standards and fundamental principles and rights at work, creating greater opportunities for women and men to secure decent employment and income, enhancing the coverage and effectiveness of social protection for all, and strengthening tripartism and social dialogue. It also proposes initiatives on decent work for youth, corporate social responsibility, export processing zones, and the informal economy.

to 23 February. The mission comprised Sir Ninian Stephen, former Governor General of Australia, Ms. Ruth Dreifuss, former President of the Swiss Confederation and Mr. Eui-yong Chung, former Chairman of the Governing Body of the ILO and member of the National Assembly of the Republic of Korea.

The consensus conclusions adopted at the end of the discussions noted that many delegates shared a sense of “condemnation over the failure of the highest-level authorities of Myanmar to take advantage of the unique opportunity that the visit of the vHLT represented to resume a credible dialogue on the issues of concern, and also the feelings of grave concern over the general situation that this reveals”. While noting that some developments in Myanmar “seem to a number of us to go in the right direction, in particular the prosecutions and punishment of authorities responsible for having recourse to forced labour”, they noted that “the overall assessment falls far short of our expectations”.

Although the Government of Myanmar stated that the political will to address forced labour existed, the Governing Body expressed grave doubts about the credibility of these statements due to the attitude adopted by the authorities towards the vHLT and recent comments by Government officials reported in the press.

The Governing Body noted that in the circumstances and at this stage it was widely felt that the

“wait-and-see” attitude which has prevailed since 2001 can no longer continue. It unanimously decided to transmit its consensus conclusions to the Governments, Employers and Workers representatives, as well as other international organizations, with a view to them taking the appropriate action in the framework of the 2000 resolution. The resolution adopted in 2000 under Article 33 of the ILO Constitution calls on ILO constituents and other agencies to review their relations with Myanmar and take action that they may consider appropriate.

However, the Governing Body insisted that the door was still open for the positive developments that had been requested, and that any such developments should be objectively taken into account as part of any review of relations with Myanmar. A document reflecting any developments will be presented to the Committee on the Application of Standards of the International Labour Conference in June.

Regarding recent developments in Nepal, the Governing Body issued a statement saying “trade union activities have been severely limited, with any union meetings requiring prior authorization from public officials, which is contrary to fundamental ILO standards”.

In February, the ILO Director-General wrote to His Majesty King Gyendra, expressing strong concern about the suspension of civil and trade union rights, especially the fact that a number of trade unionists have been detained.

* *The Governing Body is the executive body of the International Labour Office (the Office is the secretariat of the Organization). It meets three times a year, in March, June and November and takes decisions on ILO policy, the agenda of the International Labour Conference and the draft Programme and Budget of the Organization for submission to the Conference.*

It is composed of 56 titular members (28 Governments, 14 Employers and 14 Workers) and 66 deputy members (28 Governments, 19 Employers and 19 Workers). Ten of the titular government seats are permanently held by States of Chief Industrial Importance (Brazil, China, France, Germany, India, Italy, Japan, the Russian Federation, the United Kingdom and the United States). The other Government members, and the worker and employer members, are elected by the Conference every three years.

Latest report of the ILO Committee on Freedom of Association cites Nepal, Guatemala, Venezuela and Zimbabwe

GENEVA – Nepal, Guatemala, Venezuela and Zimbabwe are among the serious and urgent cases cited by the ILO Committee on Freedom of Association in its latest report, adopted by the 292nd Session of the ILO Governing Body, for serious infringe-

ments of the principle of freedom of association and violations of trade union rights. In its thrice-yearly report to the Governing Body, the Committee examined 30 cases. Altogether there are currently 134 cases before the Committee.



>> Nepal

In its report, the Committee drew special attention to the case of Nepal concerning the arrest and detention of trade unionists, significant prohibitions on the right to strike of workers engaged in a variety of services, and restrictions on the right of workers to stage peaceful demonstrations and to put up banners.

The Committee requested the Government to take the necessary measures to amend the Essential Services Act so as to ensure that the power under the Act was limited to prohibiting strikes in essential services in the strict sense. As regards the prohibition on the assembly of more than five persons, while the Government had indicated that the relevant order had been revoked, the Committee recalled that workers should enjoy the right to peaceful assembly and demonstration to defend their occupational interests.

As regards the allegations of violent intervention in a demonstration and arrest and detention of trade unionists, the Committee requested the Government to ensure that authorities resort to force only in situations where law and order are seriously threatened and that the intervention should be in due proportion to the danger which the authorities are attempting to control.

The Committee also drew the attention of the Governing Body to the cases of Guatemala, Venezuela and Zimbabwe among others.

Guatemala

In the case of Guatemala, the Committee examined serious allegations of violence against trade unionists, and dismissal of union leaders followed by employer refusals to comply with reinstatement orders and undue delays in the proceedings. The Committee underlined the gravity of the allegations of assaults, death threats and intimidation of trade union members, and the attacks on trade union headquarters.

The Committee urged the Government to refer these cases urgently to the Office of the Special Prosecutor for offences against trade unionists and to order urgent investigations.

As regards dismissals of trade unionists, the Committee observed in general that judicial orders

for reinstatement are often not complied with and that procedures frequently take years. The Committee also urged the Government to revise the procedure for the protection of union rights provided for in law.

Venezuela

In the case of Venezuela, the Committee dealt with allegations of interference by the authorities following trade union elections. It pointed out that it had already on previous occasions objected to the role assigned by the Constitution and legislation to the National Electoral Council in organizing and supervising trade union elections, including the power to suspend elections.

Requesting the Government to refrain from such interference in the future, the Committee recalled that the organization of elections should be exclusively a matter for the organizations concerned and that the power to suspend elections should be given only to an independent judiciary.

Zimbabwe

The Committee also examined two cases concerning Zimbabwe, both of which concerned allegations of anti-union dismissals aimed at high-level trade union officers. The Committee requested the Government to have independent inquiries carried out into these allegations and to ensure that, if the competent body determines that the dismissals were for anti-union reasons, that these trade union leaders would be rapidly reinstated in their functions, or an equivalent position, without loss of pay or benefits.

In another case concerning further allegations of arbitrary arrests and detentions, anti-union intimidation and harassment, the Committee urged the Government to refrain from resorting to such measures. Referring to an atmosphere of intimidation and fear prejudicial to the normal development of trade union activities, the Committee expressed its overall deep concern with the extreme seriousness of the general trade union climate in Zimbabwe, demonstrated by the number of cases of a similar nature which have recently been brought before it.

GLOBALIZATION AT THE UN

UN General Assembly Resolution makes fair globalization a core issue of the World Agenda in 2005.

Achieving a fair globalization is now firmly implanted on the World Agenda. With the adoption of a resolution at its session in December, the UN General Assembly (UNGA) gave new impetus to global efforts to implement the recommendations of the report of the World Commission on the Social Dimension of Globalization (WCSDG).

The resolution of the United Nations General Assembly (A/RES/59/57), tabled by the United Republic of Tanzania and the Republic of Finland, with support from 74 other co-sponsoring Member States, makes achieving a fully inclusive and equitable globalization a core issue on the international economic and social development agendas. It also gives new significance to the ILO contributions to the Millennium Declaration's aim of ensuring that globalization becomes a positive force for the people of the entire world.

Under the resolution, the wider challenges and opportunities linked to globalization will be part of the Millennium Declaration's comprehensive review in 2005. They will also be included in the ten-year review this year of the World Summit for Social Development, by the UN Commission on Social Development.

These are steps forward since the impacts of globalization were not yet fully visible during the Millennium Summit's preparatory phases.

In February 2004, the case for an inclusive and equitable globalization was forcefully argued in a report of the WCSDG set up by the ILO. The report, entitled *A Fair Globalization: Creating Opportunities for All*, proposed key paths and solutions to make globalization more beneficial for people everywhere.

The resolution asks UN Secretary-General Kofi Annan to take the World Commission's report into account in his comprehensive assessment of the implementation of Millennium Summit decisions, prepared for the high-level review at next year's UNGA. It calls on relevant UN agencies and other multilateral institutions to provide information to the Secretary-General on their activities to promote an inclusive and equitable globalization. Thus, the resolution takes the first steps towards bringing all concerned international bodies into a more coherent, better-coordinated and less-fragmented multilateral framework for managing globalization.

Seafarers identity becomes clearer

New international labour Convention for seafarers' ID documents comes into force

The international Convention that creates the first global biometric identification system for issuing secure identity documents to the 1.2 million seafarers on the world seas came into force as of 9 February 2005.

GENEVA – The Seafarers' Identity Documents Convention, 2003 (No. 185), adopted by the Government, Employer and Worker delegates to the International Labour Conference in June 2003, has been ratified by France, Jordan and Nigeria. Two countries must ratify the Convention before it can come into force.





“The Convention puts in place a comprehensive security system that enables the first global implementation of biometric identification technology on a mandatory basis, thus enabling positive identification of the seafarer that holds the document”, explained Cleopatra Doumbia-Henry, Director of the ILO Department of International Standards.

The negotiations that concluded with the adoption of Convention No. 185 were held in response to the need for greater global security, while guaranteeing the rights of workers in the shipping fleet, which handles nearly 90 per cent of world trade.

In March 2004, the Governing Body of the ILO approved standards for converting two fingerprints into a “biometric template” to be stored in an internationally standardized 2-D barcode which would be printed on the Seafarers’ Identity Document (SID). One basic requisite for the SID’s biometric identification system is “global interoperability”, meaning that the fingerprint information issued in one country can be read correctly by equipment used in another.

The ILO announced in December 2004 that after a six-week test involving 126 volunteer seafarers from 30 countries, two biometric products have already met the requirement of global interoperability and thus can be used to issue the new SIDs.

All countries ratifying Convention No. 185 will be required to issue new SIDs that conform to the requirements specified in the standard known as ILO SID-0002.

According to information received by the ILO, more than 50 countries have submitted the Convention for consideration by their national parliaments. Many, including India, Philippines and Indonesia, which have large numbers of seafarers, are making plans for implementation while considering the ratification of the Convention.

Convention No. 185 replaces the Seafarers’ Identity Document Convention, 1958 (No.108) which, had been ratified by 61 ILO member States, representing more than 60 per cent of the world shipping fleet.

Car builders, move over

Shifting gears: Suppliers take the driver’s seat

Auto parts suppliers are playing an increasingly important role in the automotive industry. Their current share of up to two-thirds of the value-added of a car is expected to reach 75 per cent among some manufacturers in the near future, according to a report *Automotive industry trends affecting component suppliers* prepared for a tripartite meeting on employment development, social dialogue, rights at work and industrial relations in the transport equipment manufacturing industry.*

Developing countries already accounted for 12 per cent of world components’ exports in 1999, a share which will increase with the growing prominence of emerging markets, particularly in Central and Eastern Europe, China and India, says the report. Viewed from the perspective of the importance of the automotive industry for a country’s merchandise exports, the report also found that automotive products accounted for over 20 per cent of exports in Canada, Cyprus, Japan, Mexico and the Slovak Republic, over 10 per cent for countries such as Belarus, Czech Republic, Hungary, the Republic of Korea, Lithuania, Poland, and Slovenia, as well as the EU (15) and almost 10 per cent for South Africa, Turkey and the United States.

World Trade Organization (WTO) data for automotive products as a whole indicate that there are significant exports from export processing zones (EPZs) for China, the Czech Republic, Hun-

* *Automotive industry trends affecting component suppliers*, Report for discussion at the Tripartite Meeting on Employment, Social Dialogue, Rights at Work and Industrial Relations in Transport Equipment Manufacturing (Geneva, ILO, 2005).

gary, Malaysia, Mexico, Morocco and the Philippines. Data for the past ten years show how Mexico's share of exports of automotive components from its *maquiladoras* has been increasing rapidly.

The potential for companies in advanced countries to lower labour costs by outsourcing coupled with the pressure to continuously reduce costs, diversify, and deliver to just-in-time schedules, will impact on working conditions in suppliers, and require even greater flexibility on the part of the workforce.

The report noted that both automobile manufacturers and suppliers have been in the forefront of negotiating and signing International Framework Agreements (IFAs) with the International Metalworkers' Federation and local union representatives. These IFAs promote social dialogue and recognize the core labour standards in accordance with the provisions of the ILO Declaration on the Fundamental Principles and Rights at Work, including Conventions Nos. 87 and 98 on freedom of association and collective bargaining, Conventions Nos. 100 and 111 on equal opportunities and treatment, Conventions Nos. 29 and 105 on forced labour and Convention No. 138 on child labour. The companies involved expect their suppliers to adhere to these same standards as part of their continuing business relationship.

The meeting concluded that:

- Safeguarding existing employment was a priority for all economies, as was ensuring that any new investment brought high-quality jobs contributing to improved social and economic conditions and development.
- When outsourcing or restructuring was inevitable, employers, in consultation with trade unions and workers' representatives, should – as early as practicable – explore alternatives to avoid, reduce or mitigate the negative impacts of restructuring and/or job loss. In such cases, information, consultation and negotiated agreements between workers' representatives and employers were essential to the process.
- Governments, in consultation with workers' representatives and employers, had the responsibility to ensure social protection and security in the case of restructuring, as well as to implement active labour market policies, including retraining and lifelong learning throughout the entire production chain that would assist workers to be reassigned within a company or find employment elsewhere.



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- Decent work should be a global objective. It was a broad concept stemming from the ILO mandate to improve social justice and included six dimensions: opportunities for work, freedom of choice of employment, productive work, equity in work, security at work, and dignity at work. A reduction in decent work deficits, where they exist, in the industry and all sub-sectors, was essential.
- The Meeting noted with interest the work of the ILO Governing Body on EPZs and on corporate social responsibility (CSR). Large employers could assist small- and medium-size enterprises to adapt to changing economic circumstances in their supply chain.
- Research, data collection and monitoring should continue in order to provide an early warning of impending changes and help to ease the social policy burden. The ILO should continue and sustain its work on a regularly maintained and updated database for the metal trades industries to support social dialogue.

Since the ILO meeting, the EU Commission launched a major initiative to boost the competitiveness of the lagging European automobile industry "CARS 21"* to carry it into the next century. And in a related development, the United States has submitted a proposal to the WTO** to address non-tariff barriers (NTBs) as an integral part of the Doha Round, equally important as addressing tariff barriers themselves.

* Competitive Automotive Regulatory System for the 21st Century, 13 January 2005.

** WTO: U.S. PROPOSAL ON NEGOTIATING NTBS RELATED TO THE AUTOMOBILE SECTOR, TN/MA/W/18/Add.6, Negotiating Group on Market Access, 28 January 2005.

Sports footwear sector outpaces the retail and apparel sectors in meeting code of conduct obligations

The sports footwear industry, often criticized for alleged violations of fundamental labour standards, has made greater progress in implementing worker-friendly codes of conduct than the apparel and retail sectors, according to a just-published ILO study. The study, *Implementing Codes of Conduct: How businesses manage social performance in global supply chains*^{*}, says brand recognition and intense consumer scrutiny have led the sports footwear companies analysed to develop more sophisticated approaches to code implementation. It attributes the success of the sports footwear industry to effectively applying financial and human resources to compliance efforts.

^{*} *Implementing Codes of Conduct: How businesses manage social performance in global supply chains*, Ivanka Mamic, ISBN 92-2-116270-2, International Labour Office, Geneva, 2004.



© M. Crozet/ILO

The study is based on interviews with hundreds of managers, activists, government officials, factory workers and worker representatives, as well as visits to over 90 enterprises and suppliers in the US, Europe, China, Viet Nam, Thailand, Cambodia, Sri Lanka, Guatemala, Turkey and Honduras.

However, the study also reveals that simply focusing on the numbers does not reveal the entire picture. While a large compliance team can mean improved social performance of a firm's supply base, it also depends on the role that compliance staff play with suppliers. The research indicates the need for multinational enterprises to move away from a "policing" model of compliance to a more consultative role with workers being empowered to oversee their own workplaces.

This includes having a clear vision reinforced by top management commitment, effective training, and geographically dispersed teams able to provide "hands-on" assistance at the supplier level, the study says.

For example, one of the sports footwear and apparel companies studied reported having a dedicated team of over 100 people whose sole dictate was to oversee corporate social responsibility and code of conduct issues.

The study also highlights the significant challenges facing the retail sector due to the extremely large and continually changing supply bases. In addition, the diversified mix of products handled by this sector results in difficulties identifying the entire supply chain.

In contrast to the footwear sector, for example, a major retailer with a continually changing supply base of over 5,000 factories told researchers that it did not have a separate team responsible for supporting their compliance code. Instead, the study notes, it assigned this responsibility to the quality assurance department, asking 12 people there to spend 25 per cent of their working time on "ethical issues".

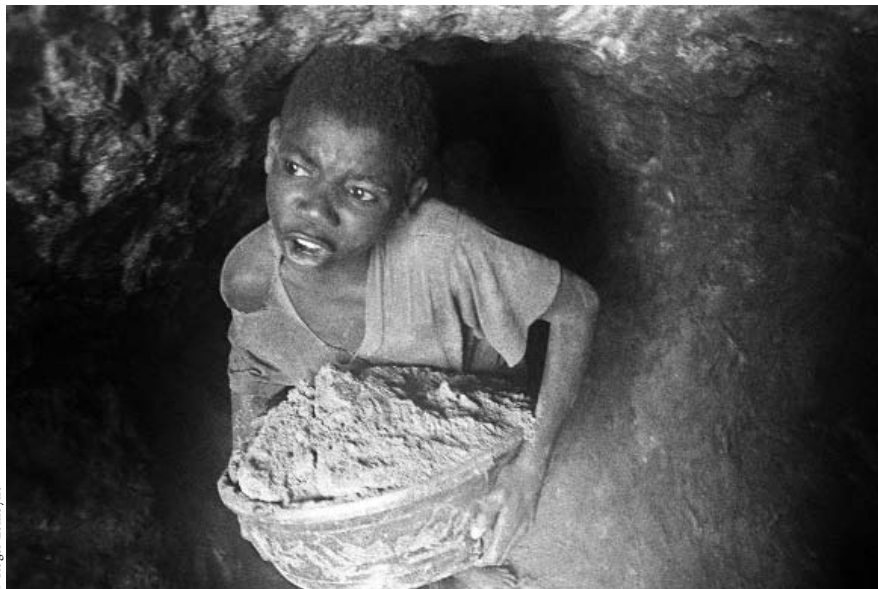
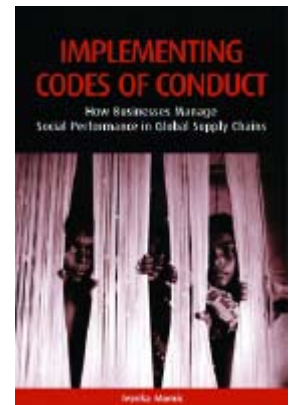
“These numbers themselves reveal a telling story”, says Ivanka Mamic, the author of the study, an ILO official specializing in workplace relations and labour issues in global supply chains.

“Not surprisingly, progress is being made where serious efforts are being expended by buyer firms and where linkages between suppliers and buyers are the tightest.”

As such, the sports footwear sector, where linkages are very tight between producers and multinational brands, has seen more success than the

apparel sector, where progress has been spottier, and the retail sector, where in some areas even minimal compliance is not taking place, the study says.

“With its tripartite structure, the ILO is uniquely positioned to play a critical role”, Ms. Mamic says, adding “most codes reference either directly or indirectly international labour standards, this makes the ILO an obvious forum for dialogue examining the increased use of codes of conduct in the workplace”.



© Roger Lemoyne

World Day Against Child Labour 2005: Focus on child labour in mines and quarries

The plight of children who work in mines and quarries, which are often dangerous, dirty and can pose a grave risk to their health and safety, will be the focus of the fourth World Day Against Child Labour, scheduled for 12 June 2005.

The ILO estimates that some one million children work in small-scale mining and quarrying around the world. What's more, ILO studies show that these children work in some of the worst conditions imaginable, where they face serious risk of dying on the job or sustaining injuries and health problems that will affect them throughout their lives.

In both surface and underground mines, children work long hours, carry heavy loads, set explosives, sieve sand and dirt, crawl down narrow tunnels, breathe in harmful dusts and work in water – often in the presence of dangerous toxins such as lead and mercury, the ILO says. Children mine diamonds, gold, and precious metals

in Africa, gems and rock in Asia, and gold, coal, emeralds and tin in South America. In rock quarries located in many parts of the world, children face safety and health risks from pulling and carrying heavy loads, breathing in hazardous dust and particles and using dangerous tools and crushing equipment.

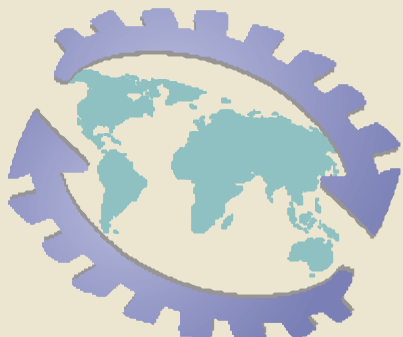
The experience of the ILO International Programme on the Elimination of Child Labour (IPEC) – which has conducted pilot projects in Mongolia, Tanzania, Niger and the Andean countries of South America – demonstrates that it is feasible to eliminate child labour in dangerous conditions by helping the mining and quarrying communities acquire legal rights, organize cooperatives or other productive units, improve the health and safety and productivity of adult workers, and secure essential services – such as schools, clean water and sanitation systems – in these often remote regions.

The ILO launched the World Day in June 2002 as a means of raising the visibility of the problem and highlighting the global movement to eliminate child labour, particularly its worst forms. This year, on and about 12 June, local and national organizations and many children's groups are expected to join with ILO constituents around the world to observe the World Day, which occurs during the annual International Labour Conference in Geneva, and to emphasize the need for the immediate removal of child workers from small-scale mines and quarries.

For more information, please contact ILO Department of Communication in Geneva at (+4122) 799-7912, communication@ilo.org, or www.ilo.org/communication or Susan Gunn at ILO/IPEC at (+4122) 799-6107.

AROUND THE CONTINENTS

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



ILO, Thailand review social security gap

■ Although the Thai government has successfully extended social security in the last decade, some 51 million people, or 80 per cent of the population, still lack social security coverage, according to a new survey carried out by the International Labour Organization (ILO) and the Thai Government. The findings of the “Thailand Social Security Pri-

ority and Needs Survey” were discussed at the “Inter-Governmental Seminar on the Social Security Coverage Extension to the Non-Covered Population” in Bangkok on 7 December. The meeting looked at possible strategies for extending social security coverage, particularly to those in the informal economy.

For more information please contact Sophy Fisher, Regional Information Officer, ILO Bangkok, phone: +66.2288.2482; email: fisher@ilo.org

Labour Relations in Viet Nam

■ In December 2004, a National Conference on Labour Relations in Ho Chi Minh City, Viet Nam, brought together senior Vietnamese government officials, trade union and employer representatives to address policies and trends in indus-

trial relations. The meeting assessed the current labour relations situation in Viet Nam and discussed new roles and responsibilities of trade unions and employers in a socialist market economy. The Vietnamese Government is collaborating with the ILO, under the Declaration on Fundamental Principles and Rights at Work, to improve industrial relations at the enterprise level, as well as building capacity of employers’ and workers’ associations.

For more information please contact Sophy Fisher, Regional Information Officer, ILO Bangkok, phone: +66.2288.2482; email: fisher@ilo.org

Safety and health in the construction sector

■ Standards of occupational safety and health on small construction sites were reviewed at an international workshop in Vientiane, Laos, 16-17 December. More than 50 representatives from Cambodia, the Lao People’s Democratic Republic, Mongolia, Thailand and Viet Nam attended the meeting. In 2003, an ILO survey of occupational safety and health conditions in small construction sites in these countries showed an urgent need to improve workers’ safety and health, both at the national, policy-making level and in the workplace.



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For more information please contact Sophy Fisher, Regional Information Officer, ILO Bangkok, phone: +66.2288.2482; email: fisher@ilo.org

GTZ, ILO, WHO enhance cooperation in the field of social protection

■ Building upon ongoing activities between the German development agency GTZ, the ILO, and the World Health Organization (WHO) in the field of social protection and social health insurance, the three organizations enhanced their cooperation by signing a Letter of Agreement in November 2004. GTZ, ILO and WHO agreed on joint technical cooperation activities that shall be defined by a common Working Group. The Working Group will also foster cooperation in the field at the country and regional level.

For more information, please contact the ILO Social Protection Sector, tel: +41-22-799.6960; fax: +41-22-799.8316; email: max@ilo.org

Guidelines for labour inspection in forestry

■ In most countries, the rates of accidents and occupational diseases are still high in the forestry sector. However, the experience of several countries and forest organizations shows that, through practical efforts, the standard of occupational safety and health can be improved considerably. Public labour inspection is one of the fundamental ways of enhancing safety and health and general working conditions in the forestry sector. To assist inspectors and others to implement appropriate practices in forestry management, a tripartite ILO meeting in Geneva on 24-28 January adopted guidelines for labour inspection in forestry. It is planned that the Guidelines will be widely disseminated by the ILO, and social dialogue activities encouraged and facilitated to put them into practice around the world.

For more information, please contact the ILO Sectoral Activities Department, tel: +41.22.799.6036; fax: +41.22.799.7967; e-mail: sector@ilo.org

Promoting the ILO Declaration on Multinational Enterprises

■ This year, the ILO has organized three subregional tripartite symposia on labour and employment issues in multinational enterprises and foreign direct investment. The first symposium was held in Pretoria on 25-26 January for the countries of the Southern African Development Community (SADC); the second symposium took place in Jakarta on 11-12 April for the ASEAN (Association of South East Asian Nations) countries; and the third symposium was held in Montevideo on 25-26 April, covering MERCOSUR countries. In addition to providing an opportunity to promote the ILO Declaration on Multinational Enterprises, these seminars helped to identify issues that might be tackled through subsequent technical cooperation activities.

For further information on the ILO Employment Sector's activities, please contact tel: +41.22.799.6853 or e-mail: MSU@ilo.org



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Seventh European Regional Meeting in Budapest: Transformation and decent work in Europe



© M. Crozet/ILO

■ *The Seventh European Regional Meeting held in Budapest on 14-18 February also reviewed ILO activities in Europe and Central Asia since the Organization's last European Regional Meeting in Geneva in December 2000. Here are some examples of recent ILO programmes and projects in the region highlighted in the report to the meeting*:*

Youth employment and social inclusion in Kosovo

The main objective of the programme that the ILO has been implementing in Kosovo since 2001, with the support of the Italian Government, is to promote the employability of disadvantaged youth. Emphasis is placed on breaking the cycle of discrimination, redressing gender inequalities and increasing the employability of persons with disabilities, low-skilled workers and former detainees. Programmes of a network of seven regional vocational training centres offer over 20 priority occupational profiles and include employability and technological skills, job search techniques and entrepreneurial skills. By mid-2004, over 2,300 jobseekers had been trained by the programme and 40,000 unemployed had received counselling and guidance.

* *Report of the Director-General to the Seventh European Regional Meeting, vol 1: ILO activities 2001-2004, Cooperation in a changing environment, Budapest, February 2005.*

Child trafficking in Albania, Republic of Moldova, Romania and Ukraine

A three-year project funded by the United States and Germany has been launched to develop an environment in which it is possible to prevent and eliminate internal and cross-border trafficking in children for sexual and labour exploitation. The project has three main components: bringing legislation and procedures into line with international commitments and ensuring that national policies address the special needs of the child victims of trafficking; in selected high-risk areas, promotion of youth employment and the long-term reintegration of child victims to reduce the vulnerability of children to trafficking; and the establishment of a regional information exchange network. The project is expected to provide services to 3,700 children and 80 adults and to indirectly benefit 50,000 people.

Improving market access for women entrepreneurs in Estonia

A project on more and better jobs for women adopted an integrated approach to the promotion of rural tourism and handicrafts. This involved activities to strengthen women's groups involved in rural tourism, build the capacity of local tourism authorities and develop links with existing networks of related businesses. Web site development was used as a key marketing strategy, study tours were organized and training was provided for the women entrepreneurs coming from marginalized groups in society. There is ample scope for the replication of these strategies elsewhere in Estonia and in other transition countries seeking to promote tourism as a strategy for rural regeneration.

Health care systems in Eastern Europe

A review undertaken by the ILO of health care services in the countries of Eastern Europe shows that, despite the continued dedication of many health-care personnel, the years of transition and cuts in public expenditure have taken their toll on state health services, creating a crisis in health care which has contributed



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to the fall in life expectancy in countries such as the Russian Federation and Ukraine. The impact of diseases such as HIV/AIDS and tuberculosis has been worsened by the condition of public health services. Health-care workers in many countries suffer from low pay, the need to work unpaid overtime and employment insecurity in view of the uncertainty as to future plans for the restructuring of the sector. Moreover, there is very little involvement of the social partners in the discussion of reform measures. The findings of the review are set out in a publication by the ILO and Public Services International (PSI) entitled *Corrosive Reform: Failing Health Systems in Eastern Europe*, which contains policy recommendations for the improvement of the situation.

Promoting women’s entrepreneurship through employers’ organizations in Azerbaijan and Georgia

With a view to assisting employers’ organizations in Azerbaijan and Georgia to improve the services they can offer their members, a project has been undertaken to help in the development of strategies and actions to address the needs of women entrepreneurs. Based on a rapid assessment of women’s entrepreneurship in the two countries, two national workshops were held to identify best practices to support women entrepreneurs. As a result of the project, the Association of Women Entrepreneurs was established in Georgia, and the employers’ organization in Azerbaijan is establishing a standing gender committee and an information centre. A final conference to exchange experience on best practices for the provision of stable and long-term support for women entrepreneurs was held in Baku, Azerbaijan, in 2004.

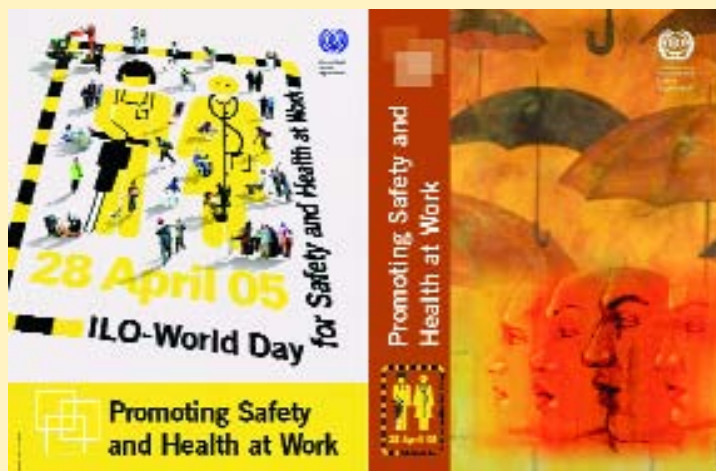
Promoting workers’ rights through schools in Romania

As part of a German-funded project to promote the ILO Declaration on Fundamental Principles and Rights at Work, the trade unions in Romania have developed educational components for inclusion in secondary school curricula covering fundamental principles and rights at work, the role of the social partners and the meaning of social dialogue in a democratic society. The project is part of a long-term strategy by Romanian trade unions to attract young people to the union movement through a better understanding of workers’ rights and the values of solidarity.

Development of labour legislation in Ukraine

A United States funded project for

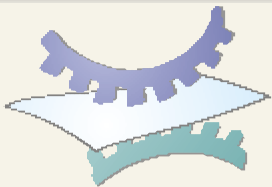
the promotion of the ILO Declaration on Fundamental Principles and Rights at Work set up a dialogue between the Ministry of Labour and Social Policy, employers’ and workers’ organizations, and many other stakeholders focusing on labour legislation. The formulation of the new Labour Code, which received its first reading in Parliament in 2003, received wide media coverage in the country. All of the principles promoted by the Declaration have been covered by the project. Its cornerstone was the development of the rights and institutions related to freedom of association. For many independent representative organizations, participation in the project was an important source of public recognition and helped in the emergence of civil society in Ukraine.



World Day for Safety and Health at Work

One of the initiatives taken by the ILO to raise awareness of the massive impact of work-related accidents and diseases throughout the world has been to declare 28 April, a day long associated by trade unions with the commemoration of victims of occupational accidents and diseases, as World Day for Safety and Health at Work. The ILO first commemorated the World Day in

2003. In both 2003 and 2004, a variety of events were organized on 28 April on the theme of safety and health at work by a long list of countries in Europe and Central Asia. These ranged from tripartite discussions and meetings to radio and television broadcasts, the launching of awareness-raising campaigns and ILO publications, the laying of wreaths and, in certain cases, the observance of one minute of silence for victims.



ILO IN THE PRESS



La metà dei lavoratori in condizioni di povertà

Rapporto dell'ILO sulla situazione del lavoro nel 2015. A cura di...

Il rapporto dell'ILO sulla situazione del lavoro nel 2015, presentato in occasione della Conferenza internazionale sul lavoro, ha messo in luce...

Il rapporto dell'ILO sulla situazione del lavoro nel 2015, presentato in occasione della Conferenza internazionale sul lavoro, ha messo in luce...

europa press

Los Reyes visita las sedes de la OIT y Cruz Roja en Ginebra

MADRID, 10 (EL DIARIO 16/04/15)

Los Reyes ha visitado las sedes de la OIT y Cruz Roja en Ginebra, visitando las sedes de la Organización Internacional del Trabajo (OIT), donde asistió a una reunión general para...



GENEVA. The number of people earning less than \$2 a day and living in abject poverty has reached a record 1.1 billion, the International Labour Organisation said on Tuesday.

However, the proportion of working poor fell from 17.7 percent in 2000 to 49.7 percent of the 2.8 billion employed people in 2013 and that definition used is set to continue, the ILO said in its World Employment Report 2014.

Finance and unpaid workers still the most disadvantaged below the \$7 poverty line, the ILO's labour agency said, calling for a large increase in the quality of jobs on offer. "Increasing work and better jobs must become the central focus of the global drive to reduce poverty," ILO Director-General Juan Somavía said.



Le web de l'économie

Le BIT plaide pour des politiques actives sur le marché du travail

« Les politiques du marché du travail, en particulier les politiques actives, ont non seulement un effet positif sur le bien-être des travailleurs, mais aussi sur l'économie en général. » Le BIT (l'ancien conseil de l'Organisation internationale du travail (OIT)) sur le marché du travail, publie le troisième dossier. Du fait que leurs pays consacrent un budget plus important à des politiques actives du marché du travail, les travailleurs néerlandais ont obtenu le meilleur résultat de sécurité financière comparé à tout pays développé du Japon ou des États-Unis.



ILO: 1,4 Milliarden Menschen leben trotz ihrer Jobs in Armut

Zahl der Arbeitslosen über 1,4 Milliarden weltweit

Berlin. Die Weltweit hat 1,4 Milliarden Menschen leben trotz ihrer Arbeit in Armut. Die Welt der Internationalen Arbeitsorganisation (ILO) in Genf hat die Arbeitslosenquote auf ein Allzeitsniveau von über 100 Millionen geschätzt.



LAVORO MINORILE: ILO, SONO 246 MILIONI I 'PICCOLI SCHIAVI'

(AGI) - Roma, 29 nov. - Sono 246 milioni i bambini coinvolti in tutto il mondo nella piaga del lavoro minorile. 78 milioni hanno meno di dieci anni. Una piaga che non si attenua: i alarme viene lanciato dall'ILO (International Labour Office) secondo i dati contenuti nel nuovo studio pubblicato mercoledì scorso: le due Convenzioni internazionali sul lavoro del minorile risultano ad oggi le più ratificate nel minor tempo in 80 anni di storia dell'Organizzazione.



di Maria José

OIT Segurança econômica vale mais que dinheiro

A segurança econômica tem mais importância para os trabalhadores do que o nível de renda e promove bem estar social e inclusão. A constituição do novo acordo da Organização Internacional do Trabalho (OIT) que está sendo negociado entre o Brasil e os Estados Unidos, Administração e Comércio da Universidade de São Paulo (USP).

Uma nova Segurança econômica para os trabalhadores é mais do que uma segurança econômica, é a forma de alcançar de grande maioria dos trabalhadores do globo. Segundo a OIT, cerca de dois quintos dos trabalhadores vivem em condições de insegurança econômica, o que constitui uma crise econômica mundial pela qualidade e pela quantidade.



Half the world's workers earn less than \$2 a day

Thomas Williams

Half the world's 7.8bn workers are trapped in jobs that leave them and their families struggling to survive on less than \$2 a day, with little prospect of escape, from crushing poverty, the International Labour Organisation said yesterday.

In its latest world employment report, the ILO says an estimated 1.1bn workers - in a vast market - live on less than \$2 a day, while another five on less than \$1 a day.

THE HINDU

ILO CHIEF BACKS JOB GUARANTEE PROGRAMME

Siddharth Vasudevan

Endorsing the Commerce Minister's proposal for a national employment guarantee programme, the International Labour Organisation Director-General, Juan Somavia, said India has the potential to achieve "a real breakthrough internationally" with its promise of "large inclusive" growth.

Calling for a change in the way the services of economic policy is assessed, he said, "Today, growth is the main thing but growth is not sufficient because as the example of India and other parts of the world show, you have jobless growth. So why not change the criterion of success to job creation and basic social protection?"



ILO discusses forced labour and latest situation in Burma

Richard Horsey, the labor officer of the International Labour Organisation (ILO) in Hanoi, is planning to present his findings on forced labor practices in Burma at the ongoing meeting of the governing body of the organization in Geneva, Switzerland on 18 November.

The spokesman also confirmed that the junta has been cooperating with the ILO to the extent that it is having a dialogue with the ILO. Mr. Horsey is to meet with the new Burmese Minister, who promised to continue to cooperate with the organization.



Le BIT fait sa mise au point au Grütli

CLAUDIA CERUO

« Le regard de l'Organisation internationale du Travail sur le monde du travail est un regard qui se renouvelle. Des faits de grande ampleur sont abordés par les participants de la quatrième Conférence mondiale de la Conférence internationale du Travail sur le monde du travail qui se tiendra à Genève en septembre 2015. »



Biometric ID for seafarers ready to be issued: ILO

GENEVA, Dec. 3 (Okinawa) - The International Labour Organization (ILO) announced Friday that its new biometric system for issuing seafarers' identity documents to the world's 1.7 million seafarers is ready for implementation.

The ILO has just completed a six-month test of the system, which will be used to issue the new biometric system for issuing seafarers' identity documents to the world's 1.7 million seafarers is ready for implementation. The ILO has just completed a six-month test of the system, which will be used to issue the new biometric system for issuing seafarers' identity documents to the world's 1.7 million seafarers is ready for implementation.

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OIT: Centroamérica tolerante a explotación sexual

PANAMA (AP) - Los hombres en Centroamérica tienen "un alto nivel de tolerancia" hacia la explotación sexual comercial de menores, según las conclusiones de un estudio realizado por la Organización Internacional del Trabajo (OIT) divulgado el martes.

El estudio se realizó con una muestra de 115 hombres de las seis países de Centroamérica y República Dominicana.

Resulta que casi no hay diferencias por condición social, nivel educativo o orientación sexual.

Foto: "Normalización" de las mujeres permite entender derivaciones como el hecho de que en muchos casos las mujeres mayores son difíciles de emplear, mientras que las mujeres menores son más manipuladas, se les puede dominar con mayor facilidad.

Uno de los objetivos del estudio fue analizar los factores que impulsan al por qué algunos hombres tienen relaciones sexuales remuneradas con personas menores de edad y participan de la explotación sexual comercial.

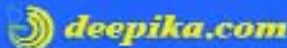


Budapest to hold ILO's VII regional conference

Budapest, February 15. KAZINFORM (Andrii Ivashchenko) VII regional conference of the International Labor Organization (ILO) has started its work today, February 15 in Budapest, capital of Hungary.

In accordance with the ILO annual report, despite a stable economic growth in the year of 2001 situation in sphere of employment in the world has improved a bit. In 2011 index the unemployment rate dropped from 9.1% to 8%, and in CIS countries the rate decreased from 8.9% to 8.3%. Labor force last year in the world increased up to 17.7 million people leading to increase in the level of the world employment by 1.7%.

The Budapest meeting gives an opportunity to the equilateral partners-government, employers and employees to general analyzing the influence of international, economic and trade politics on worthy labor.



SAARC nations urged to ratify ILO, UN conventions on migrant labour

Gurgaon, Dec 8 (UNI) The three-day Conference on Migrant Workers Rights concluded here today with the call for ratification of ILO and UN conventions on migrant workers by SAARC countries.

It expressed concern that trafficking of migrant children and women and their sexual harassment was on the increase.

The conference also worked out an action plan to be pursued by the members of Migrant Forum Asia (MFA), which has organized the conference.



ILO tripartite meeting to discuss automotive industry trends

Auto parts suppliers are paying an increasingly important role in the automotive industry, according to a new report by the International Labour Office. Their share of already up to two thirds of the value added of a car is expected to reach 75 per cent as major car manufacturers, through mergers:

"Automotive industry trends and employment implications, Report for the tripartite meeting on Employment, Social Dialogue, Rights at Work and Industrial Relations in Transport Equipment Manufacturing", International Labour Office, Geneva, 2010.

An electronic copy of the report and its annex including primary research data on 11 car supplier companies in EU region, may be downloaded from:

<http://www.ilo.org/public/english/employment/industrial/ind005/ind005r.pdf>



ILO Director-General calling for fair globalization

(original language) Sense (Internet) Page Mr. Juan Somavía, 67 years old, ILO Director General calling for fair globalization.

"What is necessary is employment with human dignity," says the Masaka, Senegal, News Commentary. Although world economy shows growth caused by global economic activities of multinational enterprises and other actors, it is causing uneven distribution of wealth and widening gap between rich and the poor, says a report prepared by the International Labour Organization (ILO) Dec. 15, 2010. "If the current process of globalization continues, it would only contribute to increase people who are not benefited from the 7 years the report, requires UN conventions and national authorities and organizations concerned to work towards fair rule making. What is your point of view?" He is dialogue," he reply was fair. "Look of dialogue leads to dictatorship. We have opposed democratic government through dialogue," he stated 10/11.



ANALYSIS/JUNTA UNDER PRESSURE, ILO puts Burma's labour record under close watch

The generals have granted a visit by the International Labour Organization knowing they face the threat of sanctions.

A high-level delegation from the International Labour Organization has arrived in Rangoon on a two-day official visit. It is the highest level contact between the labour body and the Burmese government for several years. During the visit, the ILO team hopes to meet top government ministers, opposition leaders and representatives of the ethnic groups.



King of Spain: Poverty transforms child labor into forced labor

GENEVA, March 8 (IUNA) - The Ministry of the King of Spain, Juan Carlos I, and President José María Aznar, who is at the head of ILO labor body, said that child labor is not forced labor. Although poverty is the main cause of child labor, "exploiting" and forced labor of the young people is not the same as the child labor. The main cause of child labor is the poverty of the child laborers.



ILO revives sanctions threat against Myanmar

GENEVA - The International Labour Organization on Friday warned Myanmar's government that it may have to face sanctions, after the agency concluded that the military junta had shown little political will to stop forced labor.

The ILO's governing body decided late Thursday to send a high-level delegation to assess the military junta's commitment to work with the international community on its labor, officials said.

The mission will report back to the governing body's next meeting in March 2011, which will face "clear the appropriate consequences," the ILO's Myanmar labor officer Richard Horsey, said.

It will "either return to special measures which were taken against Myanmar in 2003, or on the other hand go ahead with the plan of action against forced labor," he said.

The ILO's governing body took the unprecedented step of threatening the Myanmar trade and aid sanctions in 2000 because of a lack of cooperation by Myanmar authorities in tackling rampant forced labor.



La Hongrie et l'OIT signent un accord concernant la Conférence régionale européenne qui doit traiter notamment de la sécurité de l'emploi et de la migration

El OIT y el gobierno húngaro han firmado un acuerdo. El OIT y el gobierno húngaro han firmado un acuerdo que permitirá la participación de la OIT en la Conferencia regional europea que se celebrará en Budapest en 2011. El OIT y el gobierno húngaro han firmado un acuerdo que permitirá la participación de la OIT en la Conferencia regional europea que se celebrará en Budapest en 2011. El OIT y el gobierno húngaro han firmado un acuerdo que permitirá la participación de la OIT en la Conferencia regional europea que se celebrará en Budapest en 2011.



El Rey anima a la OIT a erradicar todo tipo de trabajos vejatorios

El Rey Juan Carlos I, en un momento de su visita a la OIT, ha animado a la OIT a erradicar todo tipo de trabajos vejatorios. El Rey Juan Carlos I, en un momento de su visita a la OIT, ha animado a la OIT a erradicar todo tipo de trabajos vejatorios. El Rey Juan Carlos I, en un momento de su visita a la OIT, ha animado a la OIT a erradicar todo tipo de trabajos vejatorios.



ILO team cuts short Myanmar visit - diplomat

YANGON (Reuters) - A high level delegation of the International Labour Organization is cutting short a visit to Myanmar, whose military rulers are widely accused of human rights abuses, a diplomatic source said on Wednesday.

The ILO delegation, headed by former Australian Governor-General Sir Martin Donohoe, was on a mission to find out whether the junta was committed to changing out the forced labor provisions across the border from Thailand.

"This visit is very important for Myanmar because the Governing Body will decide whether to lift or maintain the sanctions imposed on the country in connection with the practice of forced labor based on the outcome of this visit," the diplomat said.

The other two members of the team are Harold Maniquis, a special adviser to the Geneva-based body's director general, and Eui-yeon Chang, a South Korean congressman.



ILO And Kenyan Government Aim To Extend Social Security

The International Labour Organization (ILO) and the Kenyan Government have launched a campaign to extend social security coverage in Kenya.

The ILO estimates that 80 percent of Kenya's 40 million people lack social security and nearly 60 percent lack the ability to pay for basic health care. The problem is similar in many African countries. It also says Kenya and ILO will work together to improve the financial health of social security systems in the developing countries.



MEDIA SHELF



■ **Work in the Global Economy Papers and proceedings of an international symposium.** Edited by Jean-Pierre Laviec, Mitsuko Horiuchi and Kazuo Sugeno, 2004, ISBN 92-9014-739-3, 25 Swiss

francs; US\$22.95; £13.95; 20 Euros

This book is based on the 6th ILO Social Policy Lectures, which are endowed with the ILO's Nobel Peace Prize, held in Tokyo, Japan in December 2003. In keeping with the topics covered in the lecture series, this volume examines the emerging changes in the world of work as a result of globalization and technological innovation.

Through the various papers and lectures that make up this compilation, the book explores the different dimensions of labour market flexibility and offers explanations for the diffusion of flexible labour practices among industrial economies. It also provides insight into the recent shift in societal values from the traditional ideal of solidarity towards greater individual economic freedom.

Globalization has had a visible effect on the growth of markets and on the social behaviour of many countries. This volume discusses this trend, as well as other vital issues, surrounding the global marketplace and how it impacts national employment systems.



■ **A Global Alliance Against Forced Labour. Report of the Director-General**

Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, May 2005, ISBN 92-2-115360-6, 35 Swiss francs; US\$29.95; £15.95; 25 Euros

This ground-breaking report is the most comprehensive account of contemporary forced labour to date. It provides the first global and regional estimates, by an international organization, of forced labour in the world today, including the number of people affected and how many of them are victims of trafficking, as well as of the profits made by the criminals exploiting trafficked workers.

Based on these data, the report sheds new light on the gravity of the problem of forced labour. A dynamic picture emerges of three major categories of forced labour: forced labour imposed by the State

for economic, political or other purposes; forced labour linked to poverty and discrimination; and forced labour that arises from migration and trafficking of workers across the world, often associated with globalization.

The report provides clear evidence that the abolition of forced labour represents a challenge for virtually every country in the world – industrialized, transition and developing countries alike. It assesses experience at the national level in taking up this challenge, with particular emphasis on the importance of sound laws and policies and their rigorous enforcement, as well as effective prevention strategies. The report also reviews the actions against forced labour taken over the past four years by the ILO and its tripartite partners – governments, employers and workers. It calls for a new global alliance to relegate forced labour to history.



■ **Confronting Economic Insecurity in Africa.** Edited by Rajendra Paratian and Sukti Dasgupta, 2004, ISBN 92-2-115713-X, 45 Swiss francs; US\$34.95; £21.95; 30 Euros

Drawing on information from all parts of Africa and on surveys of many thousands of Africans and hundreds of workplaces, as well as detailed statistics supplied by government agencies, this book documents some of the main developments in the region.

It shows that conventional measures of poverty are inadequate to capture the depth of the crisis, and that orthodox anti-poverty measures often fail to reach the poor and most economically insecure. It concludes that, whether for tackling poverty and inequality or the scourge of HIV/AIDS, new systems of social protection are needed that are based on principles of universalism and social solidarity.

■ **Safety and Health in Ports**



ILO code of practice. March 2005, ISBN 92-2-115287-1, 40 Swiss francs; US\$30; £16.95; 26 Euros. Also available in French and Spanish

Despite new and sophisticated innovations, port work is still considered an occupation with very high accident rates. Every port, in light of its specific circumstances, needs to develop working practices that

safeguard the safety and health of portworkers. This essential code of practice, intended to replace both the second edition of the *ILO Code of Practice on Safety and Health in Dock Work* (1977) and the *ILO Guide to Safety and Health in Dock Work* (1976), provides valuable advice and assistance to all those charged with the management, operation, maintenance and development of ports and their safety.

Offering many detailed technical illustrations and examples of good practice, the provisions of this code cover all aspects of port work where goods or passengers are loaded or unloaded to or from ships, including work incidental to such loading and unloading activities in the port area. It is not limited to international trade but applies equally to domestic operations, including those on inland waterways.

While the code looks to the future by including a methodology for considering innovations, it retains advice on older conventional methods as well. New topics, which were not included in the previous publications, are: traffic and vehicular movements of all types; activities on shore and on ship; amended levels of lighting provision; personal protective equipment; ergonomics; provisions for disabled persons; and the specific handling of certain cargoes, for example logs, scrap metal and dangerous goods.



■ **Local Economic Development in Post-Crisis Situations. Operational guide.** Martin Gasser, Carmela Salzano, Roberto Di Meglio and Alfredo Lazarte-Hoyle, 2004, ISBN 92-2-116429-2, 5 Swiss francs;

US\$34.95; £19.95; 30 Euros

This operational guide proposes the Local Economic Development (LED) approach as a particularly suitable development process for post-crisis situations. As opposed to traditional development approaches, LED uses participation, public-private partnerships and dialogue at the local level as tools for sustainable employment creation. It puts forwards processes and actions to achieve consensus and cooperation at the local, regional and national level, taking into account specific local needs without neglecting the challenges produced by globalization and socio-economic restructuring.



■ **Gender Equality and Decent Work: Good practices at the workplace.** 2005, ISBN 92-2-116991-X, 25 Swiss francs.; US\$19.95; £10.95; 17 Euros

Drawing on the practices and experiences of 25 countries, this book shows how governments, employers' organizations and trade unions around the world bring gender equality into their institutional structures, policies, programmes and activities.

Examples from the good practices are cited under eight thematic categories such as the use of sex-disaggregated data; strategic partnerships; multi-sectoral approaches in legislation, policies and strategies; strategically placed gender expertise and more. Intended to stimulate fresh ideas and invite adaptation, the book provides step-by-step outlines of the actions undertaken to make the elements of good gender practice visible and comparable, and to make it easier for readers to find the aspects most relevant to their own situations.

■ **ILO INSIGHT**

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■ **International Labour Review, Volume 144 (2005), Number 1**

This issue of the ILR contains four articles, respectively concerned with labour law and new forms of corporate organization; the outlook for the Palestinian economy and labour market; a macroeconomic policy framework for growth, employment and poverty reduction; and unemployment, job quality and poverty in Bulgaria.

The first article, by Marie-Laure Morin, considers the reconfiguration of corporate organization and its consequences for the application of labour law. The author examines the different levels of corporate organization in order to identify the issues raised by today's new financial and production relationships, both within and between firms. She then turns to the challenges that positive law faces in addressing those relationships, focusing on three questions of crucial concern to labour law: industrial relations and corporate decision-making power; the contract of employment and

identification of the employer; and working conditions and occupational safety.

The second article, by Philippe Egger, outlines developments in the Palestinian economy since the 1993 Oslo accords and the limitations of a model marked by dependence on the Israeli economy, and the supply of low-skilled labour in particular. Egger argues that a small, open economy with diversified exports is more likely to provide the numerous and more productive jobs the rapidly growing Palestinian labour force needs.

The third article, by Iyanatul Islam, argues that conservative macroeconomic policy, as currently understood and practised in many developing countries, is preoccupied with stability at the expense of growth, and with fiscal and inflation targets at the expense of employment. The empirical foundation of macroeconomic conservatism is indeed fragile, and there is a case for developing a viable alternative. Such an alternative is consistent with the substance and spirit of the ILO

Decent Work Agenda that emphasizes employment creation, comprehensive social protection, and the strengthening of labour market institutions through social dialogue and protection of labour rights.

The last article, by Alexandre Kolev, seeks to identify the determinants of poverty in Bulgaria and to profile groups at risk of adverse labour-market outcomes. Kolev's methodology is based on a detailed consideration of income and non-income dimensions of poverty and perceptions of well-being at work. He examines the incidence of poverty in relation to personal, labour-market and household characteristics over the period 1995-2001. Though important to an individual's poverty status, labour-market circumstances tend merely to mitigate or worsen the dominant effect of family circumstances. Kolev's findings also suggest that non-income dimensions of poverty – chiefly poor working conditions – pose an important policy challenge.

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



Tsunami: Even elephants were put to work to help evacuate and recuperate materials in Lam Jame, Indonesia.