

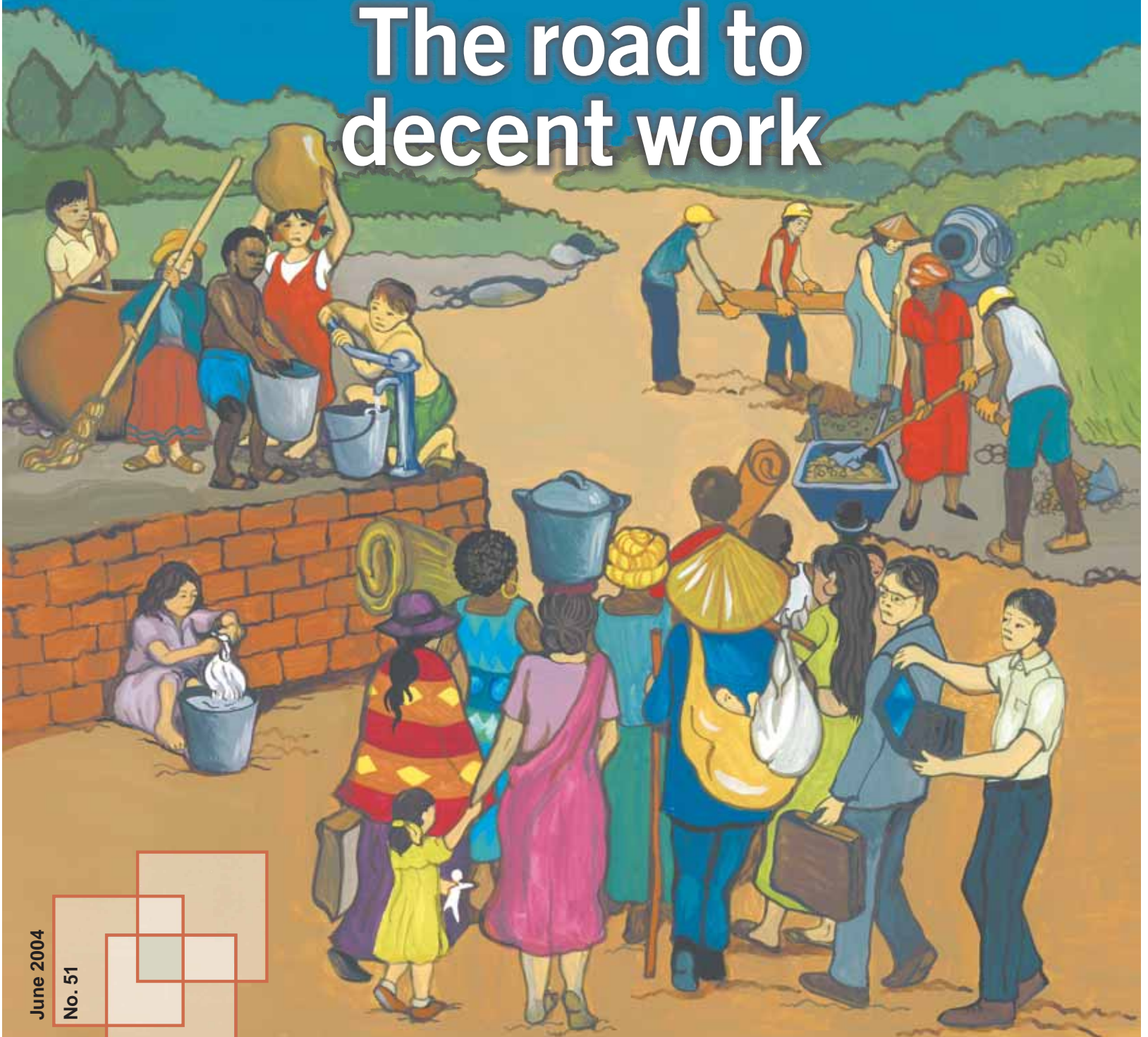
# World of *Work*



International  
Labour  
Office  
Geneva

THE MAGAZINE OF THE ILO

## The road to decent work



June 2004

No. 51

# An Olympic idea: How the IOC and the ILO joined forces



© ILO/PHOTO

On the eve of this year's summer Olympics in Greece, the ILO is literally "back on track" with the International Olympic Committee (IOC) and the sporting community. This partnership between the ILO and the world sporting body has a long and illustrious history.

The collaboration begun by the IOC's first President, Baron Pierre de Coubertin, and the ILO's first Director,\* Albert Thomas, in 1922, created links which were far-reaching and visionary for the times. And at the International Labour Conference in 1924, the Baron supported the ILO's wrestling with the issue of "workers spare time" and its promotion of "district or local [sports] committees, to be composed of representatives of the public authorities, of employers' and workers' organizations, and

of cooperative associations for coordinating and harmonizing the activities of the various institutions providing means of recreation."

In subsequent years, the two organization heads identified more areas for collaboration, including workers' education at the university level, and access to services related to sports and physical activities, to promote decent working and leaving conditions. And in 1929, new ways of promoting physical education and sports for workers and youth were elaborated.

Today, the ILO Bureau for Workers Activities (ACTRAV), with the support of ILO/Universitas, German universities and labour institutions, has established a Global Labour University Programme for workers which focuses on sports issues. The IOC and the ILO have also launched a new venture in Mozambique and Albania, to promote jobs for youth and income-generating activities for women, through sports. With the ILO Common Framework on Sports and Development using the training process from the Youth Sports Programme, the IOC, National Olympic Committees and partners, such as the World Federation of Sporting Goods Industry, are making inroads in such areas as youth employment, gender, child labour and HIV prevention. The ILO is also negotiating a university curriculum on Leadership in Ethics through sports and local development, and tourism, with North American and Canadian universities, and with the Lausanne IDHEAP University in alliance with universities in developing countries.

Based on the report, Sport for Development and Peace, by UN Secretary-General Kofi Annan, the first UN country-team workshop on youth employment through sports, will be conducted by the ILO in Albania, with the participation of ILO constituents, UN agencies, sports authorities and the National Olympic Committee.

\* At the time, the post now termed "Director-General" was called simply "Director"



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## Philadelphia, then and now

Globalization, freedom of association, migration and child labour are just some of the subjects covered in this issue of World of Work. More than half a century ago, the International Labour Conference adopted an extraordinary document establishing principles that underpin today's discussions. In this 60th anniversary year of The Declaration of Philadelphia, it's clear that its principles are as relevant to today's issues as they were to those so long ago – and that our forebears were very much ahead of their time. **Page 4**



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

# Globalization: The quest for ILO considers action for fair glo



© ILO/K. Cassidy

**T**he report of the World Commission on the Social Dimension of Globalization, *A fair globalization: Creating opportunities for all*,\* called for an “urgent rethink” in the way globalization is governed. At the recent 289th Session of the ILO Governing Body, members held a lively discussion on the report, providing further indicators of the road forward – a subject at the forefront of this year’s International Labour Conference

GENEVA – The Governing Body room was packed as President Mkapa of Tanzania, Co-Chair of the World Commission, rose to the lectern. Speaking as the first-ever African Head of State to address the Governing Body, he said, “the potential of globalization for good or bad is immense. It is a force with many positive aspects that can be harnessed for humanity’s collective well-being, but

some of its elements have to be tamed for the sake of our common civility and existence...”

That set the tone for a discussion which brought a wide range of views from all sides of the ILO spectrum. But one thing was clear – there was a general consensus that the World Commission report, while hard-hitting and blunt about globalization, was also “balanced and coherent”, which many delegates agreed was its main strength.

This was apparent in the comments of the tripartite speakers, as well as representatives of UN agencies and other observers, who variously called the report “ground-breaking” and a “landmark” which provided major suggestions for action.

“Earlier models of globalization must be put aside,” said Mr. Funes de Rioja, Employer Vice-Chairperson. Sir Leroy Trotman, Worker Vice-Chairperson, welcomed the fact that “All speakers had endorsed the Commission’s strong emphasis on fundamental principles and rights at work.”

“The developing countries have long advocated a realistic rather than an idealistic approach to globalization and we view this report as a step in that direction,” said the delegate from Pakistan.

ILO Director-General Juan Somavia emphasized that the members of the World Commission reflected the wide diversity of opinion on globalization, but that their report had identified a common approach and agreement on realistic proposals for action. “We deliberately brought together a non-like-minded group of eminent people. Their report shows that dialogue can be a creative force for urgently needed change,” Mr. Somavia said.

## Making “fairness” a reality

Over the two-day discussion, delegates and participants from international organizations repeatedly urged that the benefits of globalization be more fairly distributed, and all speakers endorsed the report’s recommendation that decent work become a global goal.

\* *A fair globalization: Creating opportunities for all, World Commission on the Social Dimension of Globalization, International Labour Office, Geneva 2004, ISBN 92-2-115426-2. See [www.ilo.org/wcsdg](http://www.ilo.org/wcsdg).*

# for a level playing field

## balization

Canadian Minister of Labour Ms. Claudette Bradshaw said, “We accept the simple economic principle that those who produce the products and services in the economy should also be able to consume them.” Several delegates quoted a sentence in the report, saying, “There is no point to a globalization that reduces the price of a child’s shoes, but costs the father his job.”

The delegate from the Republic of Korea said, “As a country directly hit and suffering from the financial crisis in the late 1990s, Korea concurs with the Commission on its observations on the need for social protection, creation of decent work and open social dialogue.”

But the discussions didn’t rest on the ills of globalization. Delegates also expressed widespread support for the report’s emphasis on better, more democratic and more accountable governance at both the national and global levels. Action at national and international levels should proceed in tandem, and people’s needs and aspirations at the local level must be met, they argued.

Gerd Andres, Parliamentary Secretary of State in the German Ministry of Economic Affairs and Labour, supported “the calls of the World Commission for decent work for all. Workers with decent work can leave poverty behind them, feed their families, provide education and training for their children, improve their position in society and become fully aware of their cultural and social rights, and exercise their rights to political participation. The further we move down this path, the less fear there will be of the economic repercussions of globalization.”

Many delegates joined the Commissioners in their critical but positive stance on globalization, and their many suggestions for improving the situation. Welcoming the report’s call for greater policy coherence in the multilateral system, the French delegate, Philippe Séguin, said, “Globalization cannot be cut up into slices.” And other delegates welcomed the report’s proposed “Policy Coherence Initiative” among international organizations to

deal with the key issues of growth, investment and employment. The report “will serve us all well in the international community”, said the representative of the World Bank.

## Strengthening global governance

At the heart of discussions, delegates commended the Commission for reiterating the importance of multilateralism. In the words of the South African delegate, “multilateralism and the role of the United Nations, of which the ILO is an essential part, are more important for those of us who come from countries where the majority of our people face the daily challenges of poverty and deprivation”. In this way, as a facilitator of dialogue on the social dimension of globalization, the ILO had “put a human face on what is often regarded as the impersonal process of globalization”, as the US delegate put it.



Ironing out the wrinkles of globalization.

## COVER STORY

GLOBALIZATION

GLOBAL REPORT

MIGRANT WORKERS

DOMESTIC LABOURERS



The representative of the European Commission welcomed the report's emphasis on reform of global governance. She said, "given the current imbalance in the international system, which focuses more on economic than on social issues... there is a need to strengthen the social dimension and to improve coordination between organizations and all stakeholders".

Several other issues raised in the report received favourable comments, including the emphasis on social dialogue and the building of consensus, which had been the hallmark of the Commission's own work. The Brazilian Minister of Labour, Ricardo Berzoini, commented that his government "confers considerable value on the exercise undertaken by the ILO. There is no stronger tool for promoting changes than dialogue."

Many delegates did not hold back in criticizing today's global financial architecture, and supported the call for fair rules for trade and finance. Many speakers highlighted the serious negative impact on developing countries of industrial countries' agricultural subsidies, and the need for greater market access.

Answering the call for increased development assistance, many speakers underscored the significance of debt relief and increased overseas development assistance to overcome inequality both within and between countries, and to eradicate poverty. And with migration hot on the agenda at the International Labour Conference, delegates highlighted the need to address the impact of increasing labour migration on the migrants themselves and on both origin and host countries,

## A PORTRAIT IN COMMITMENT

© ILO/M. Crozet

President Benjamin Mkapa is the first African President to address the ILO Governing Body. As Co-Chair of the World Commission on the Social Dimension of Globalization, he has been tireless in his mission, managing to combine his tasks as Head of State with his arduous role on the Commission.

The word which has guided him throughout his work on the problem of globalization is "hope", the hope which has kept people from despair, and the hope that the Commission's message would inspire meaningful action in relieving the plight of those for whom globalization had been negative rather than positive.

The problems related to the social dimension of globalization, according to President Mkapa, can be attributed to a lack of accountability among many global actors. It is important to ensure that rules are put in place to bring an end to this situation. It is also important to create an environment conducive to building people's capacities to allow them to seize the opportunities which globalization presents.

He was quite firm in stating that the problem of debt relief must be settled as soon as possible so that developing countries can face the challenges with a clean sheet. He also seeks coherence in develop-



ment policies of both donors and beneficiaries. Policy coherence should start at home, he stressed. Nations cannot demand good democratic and participatory governance at the level of international organizations and yet fail to address such issues nationally. Countries cannot demand accountability within global institutions and yet fail to work for accountability within their own national

institutions. After all, international organizations are nothing but sovereign governments united for a particular purpose.

President Mkapa sees growing momentum for action as a result of the World Commission's work. Initiatives have already been launched, including the Declaration of Santa Cruz de la Sierra, in which heads of state and governments in the Americas have reaffirmed their conviction that decent work is the most effective means of promoting better living conditions. The Extraordinary Summit on Employment and Poverty Alleviation, scheduled for September 2004, in Ouagadougou, Burkina Faso, will be another occasion for further action. He promised that both himself and President Halonen will be proactive in lobbying among their peers and with major international institutions.

## THE WORLD COMMISSION'S AIMS

President Halonen of Finland, Co-Chair of the World Commission on the Social Dimension of Globalization, addressing the 288th Session of the Governing Body, stated that the starting point of the Commission was that, in order to be sustainable, globalization must meet the needs of people. The Commission's ultimate goal is to help make globalization a resource to promote decent work, reduce poverty and unemployment, and foster growth and development.

Based on this goal, the Commission had developed a vision for change to strengthen the social dimensions of globalization. The current situation, she commented, is neither ethical, nor politically feasible. The economic benefits and social costs are not evenly distributed among the social groups. Ultimately, however, the results of globalization will be what the world makes of it; much depends on the way it is managed and the values which inspire its actors. The World Commission seeks to make globalization a force to increase human freedom and well-being, and bring democracy and development to the communities where people live. Globalization also needs to be in balance with the environment so that it can be a force for sustainable development. The principles which must guide globalization, she declared, should also be reflected in national institutions, rules and political systems. The basic principles are democracy, human rights and the rule of law.



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In her own country, Finland, globalization is an everyday reality, not just theory. Finland has benefited, but is well aware of the uncertainties of present-day globalization. Tax competition, relocation of businesses, unemployment, protection of foreign markets and efforts to attract foreign investments are issues with which the country deals on a daily basis.

If there were only one issue on which to concentrate, President Halonen said, it would be education. In order to fare well, a nation such as Finland needs education. Education provides for innovation and capacity for successful adjustment. Globalization is all about constant adjustment to new challenges.

through multilateral dialogue and other initiatives.

Mr. Somavia provided the meeting with much food for thought, saying that the key challenge was to see how the ILO Decent Work Agenda could contribute to a fair and inclusive globalization. Delegates said that they were looking forward to his proposals on ILO follow-up action, to be presented at the International Labour Conference, and to further consultations with the ILO tripartite constituents.

Closing his final address to the meeting, President Mkapa quoted novelist Robert Louis Stevenson, "You cannot run away from a weakness; you must sometimes fight it out or perish. And if that be so, why not now, and where you stand?" And the President added, "We, the present generation of leaders, must not run away from the weaknesses of globalization. We must fight out those weaknesses now, and where we stand."

# Second Global Report on freedom of association

## Positive trends but much remains to be done

*A labour management cooperation workshop in Indonesia organized by an ILO technical cooperation project has led to changes at this mining company in East Kalimantan.*



© ILO/K. Cassidy

**F**reedom of association and collective bargaining are called fundamental rights in the workplace for good reason. These are the rights which make it possible for both workers and employers to join together to promote their interests and to defend other rights. The ILO Constitution upholds these rights, and they are set out in core Conventions. But what is their status in the world today? The second ILO Global Report on freedom of association and collective bargaining, *Organizing for Social Justice*, delivers a message of cautious optimism.

GENEVA – Four years after the first ILO Global Report on freedom of association and collective bargaining, the second, *Organizing for Social Justice*, paints a mixed picture, saying that the global picture is, on balance, encouraging, while noting that serious violations persist.

Commitments to respect and promote freedom of association and the right to collective bargaining are accompanied by a growing recognition that these rights play a vital part in sound economic development and growth. In a globalized economy, the report says, they provide a connecting mechanism between social goals and the demands of the marketplace. The real debate “should not be on



# and collective bargaining

whether to respect these principles and rights, but on how best to respect and make use of them”.

The report highlights collective bargaining's economic benefits, making wage determination more transparent, and contributing to the certainty and stability needed for sound investment decisions. Although collective bargaining varies enormously in terms of coverage and the level at which it takes place, success stories can be found at each level of bargaining. Different levels suit different issues.

Nevertheless, the report says, it is a “disturbing reality” that in many parts of the world and in a number of economic sectors, freedom of association and the right to collective bargaining are not respected. Violations of the rights of both employers and workers persist, and remain widespread. People continue to lose their lives and their freedom for attempting to organize and defend, collectively, their fundamental rights. Serious abuses include killings, violence, detention, and the refusal to allow organizations the right to exist and function.

The report points to the challenges which globalization presents to both employers' and workers' organizations. Employers' and workers' organizations increasingly need to strengthen their capacity to organize their current and future members, and to discuss and negotiate with each other and with national authorities. Both employers and workers at times face state pressures, illegal detentions, and difficulties in having their organizations recognized and registered. Certain categories of workers, such as those in the public sector, in agriculture, in export-processing zones, migrants and domestic workers, and those in the informal economy, often face serious difficulties in exercising their rights to organize and bargain freely. The report shows that at both national and international levels, employers' and workers' organizations

have taken up the challenges by adopting policies and taking action to overcome the various difficulties they face.

Promoting and defending freedom of association, and these principles and rights, remains a central commitment for the ILO – addressed within a framework of technical assistance set up through the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. An action plan introduced by the first Global Report on freedom of association and collective bargaining in 2000, listed more than 50 countries which had requested technical assistance. Since then, many of those have negotiated projects or other activities with the ILO, aided by significant donor funding. This current report finds that the variety of technical cooperation activities is having a positive impact, working to build institutional capacity within governments, and employers' and workers' organizations, and improving relations between the three.

While significant progress has been made towards acceptance and realization of the principles of freedom of association and the right to collective bargaining, the report notes that too many people still do not enjoy these rights. Means of moving ahead include:

- Working closely with constituents to move towards overcoming existing obstacles to ratifying and applying the relevant Conventions
- Supporting organization and bargaining for vulnerable groups of workers
- Understanding better how these principles can help to build a labour market which promotes rights, economic development and poverty reduction
- Deepening the knowledge base, advisory services, and technical cooperation and awareness raising and advocacy activities relating to this principle

# From cockle pickers to c

## New approaches for mig



© ILO/I. Maillard

The report says close to half of all migrants and refugees worldwide – or some 86 million adults – are economically active, employed or otherwise engaged in remunerative activity. What's more, it adds that the number of migrants crossing borders in search of employment and human security is expected to increase dramatically in the coming decades, due to the failure of globalization to provide jobs and economic opportunities.

The Conference will discuss options including an “integrated approach” to tackle labour migration in an era of globalization. This would include policies and structures for more orderly migration for employment, and improving migrant worker protection through standard-setting. Attended by ministers of labour from the 177 ILO member States and leaders of workers' and employers' organizations, it will be the highest-level and most representative discussion of international migration issues in ten years.

The discussion is timely as growing cross-border movements of labour have emerged as a central issue for the international community. Rising economic and demographic differences between nation states make the transfer of people over borders a “natural response” in a globalizing world. Two recent global reports, one by the World Commission on the Social Dimension of Globalization, and the other by the Global Commission on Human Security, have placed migration issues at the top of their recommendations for a global policy agenda. In 2003, two independent initiatives, The Declaration of the Hague on the Future of Refugee and Migration Policy, of the Society for International Development, and the Swiss Government's Berne Initiative, also urged partnerships in incorporating humanitarian principles in managing migration. At the beginning of 2004, a new Global Commission on Migration was established. In 2006, the High-Level Dialogue of the United Nations General Assembly will be devoted to the issue of migration and development.

**I**n February 2004, 20 Chinese workers were drowned on the coast of northwest England while picking cockles (a speciality shellfish).

They were irregular migrants, employed by an organized gang. Their fate highlighted the precariousness of many migrants' existence, their exposure to exploitation, and the need for action to regulate migration around the world. While some migrants are able to secure employment in hi-tech or similarly skilled professions, many must accept exploitation with no legal protection, in order to survive. This year's International Labour Conference is to discuss the issue and what the ILO and its member States can do about it

Over the last decade, migrant numbers have increased by about six million a year, to a total of some 175 million. According to the Conference report, *Towards a fair deal for migrant workers in the global economy*,\* if international migrants were considered together they would account for the world's fifth most populous “country”.

\* *Towards a fair deal for migrant workers in the global economy*, International Labour Office, Geneva, ISBN 92-2-113043-6. To view the report, please visit [www.ilo.org/public/english/standards/relm/ilc/ilc92/pdf/rep-vi.pdf](http://www.ilo.org/public/english/standards/relm/ilc/ilc92/pdf/rep-vi.pdf)

# Computer programmers: migrant workers

The challenge confronting the global community is to manage migration so that it can serve as a force for growth and development, and not lead to clandestine movements and the dangers these pose to established institutions and the respect of labour standards. Various initiatives to develop a global consensus on the rules and principles to govern migration began soon after the demise of bilaterally arranged migration in the mid-1970s, but success has been elusive.

Today's migrant workforce includes workers with a variety of skills, but flows are still dominated by workers moving to fill unskilled jobs in those segments of the labour market vacated by native workers who move on to better jobs. However, the significance of migrant labour in these segments is not uniform across regions, especially in the OECD

countries, where recent flows are increasingly becoming more skilled. Labour and immigration policies influence the absorption of migrant workers in different economic sectors, so that migrant farm workers are more important in the United States than in Western Europe.

The workings of international migration are complicated, and pose difficult questions to today's policymakers. Yet the report concludes with a clear message, saying that the economic effects of immigration on receiving countries are mainly beneficial – migrants rejuvenate populations and stimulate growth without inflation. International labour migration is likely to increase in the future, and with proper regulation this will bring benefits to countries of origin and destination, as well as to migrants themselves.

## THE ROLE OF MIGRANTS IN THE GLOBAL ECONOMY

The new ILO report, *Towards a fair deal for migrant workers in the global economy*, highlights that:

- The economic effects of immigration on receiving countries are mainly beneficial, with the newcomers rejuvenating populations and stimulating growth without inflation
- Origin countries may experience a "brain drain" when they face the emigration of skilled people. Nearly 400,000 scientists and engineers from developing countries are working on research and development in industrial countries. Jamaica and Ghana have more of their locally trained doctors outside the countries than inside them
- Migrants provide huge flows of remittances to

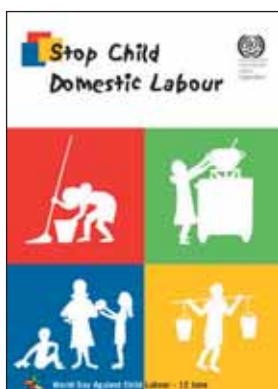
their countries, amounting to an estimated US\$80 billion annually (in 2002), or the second largest source of external funding for developing countries, according to data from the World Bank

- Women account for 49 per cent, or nearly half, of the world's migrants, and are increasingly travelling on their own as their family's primary income earner

Between 10 and 15 per cent of migrants are in irregular status, a phenomenon which is not confined to developed countries. "The extent of the flows of irregular workers is a strong indication that the demand for regular migrant workers is not being matched by the supply."



# World Day Against New report highlights plight



**M**illions of children – there is no fixed number – work night and day outside of their family homes, toiling as domestic child labourers – fetching water, minding infants, cleaning the house or tending the garden. Nearly all are exploited, exposed to hazardous work and subject to abuse. All, without exception, are at risk because of the very nature of child domestic labour. This year's World Day Against Child Labour sheds new light on these children and what can be done to help them

GENEVA – For Chedita, today's visit to the centre of Manila, where throngs of child domestic workers gather once a week to play, is literally a "walk in the park". But it wasn't always so. Like the children – mostly girls from poor rural areas – who come to the park once a week on their sole day off to meet others like them, Chedita once worked as a domestic child labourer, logging long hours for low pay, fearing her masters and struggling to get by on little sleep, and worrying about a future without an education.

But times have changed. Now she has her education and is the president of a group which helps other girls like her find a brighter future. With the support of the ILO, the group provides shelter, legal advice and counselling, to help child domestic labourers escape abusive employers and jobs, and has lobbied successfully for laws which will eventually eliminate the practice

"There were many children in my family, we were poor and my father is disabled, so it is difficult for him to work," Chedita recalls. "So we decided that some of us have to work to support the others."

How Chedita became a child domestic labourer

is typical of the experiences of millions of children like her. In India, 20 per cent of all children working outside the family home are in child domestic labour. Many suffer exploitation and abuse because working arrangements are largely informal and social protection non-existent. A wall of acceptance surrounds the practice, often considered a "better" alternative for children from poor families.

According to Dr. June Kane, author of the new ILO report, *Helping hands or shackled lives?: Understanding child domestic labour and responses to it*, the reality is very different. "We have constantly to remind ourselves that these children are not just doing odd jobs around the house. They are in the workplace – even if that workplace is someone else's home. But this workplace is hidden from public view, from labour inspection, and exempt from the safeguards we put in place in legitimate work sites. The children are consequently at risk not only of exploitation but also of abuse and violence. And we see too many such cases to think that they are the exceptions."

Not all child domestics end up without a future. ILO experience in Asia, Central and South America, and Africa shows that with strong social and national institutions, and income or credit options for the parents, children under the minimum working age can be successfully removed from domestic labour. The FNCCI, the employers' council of Nepal, has sponsored education for children who cannot immediately leave their jobs and attend school part-time.

"Child domestic labour is a waste of human talent and potential. With the help of constructive and sustainable solutions from the ILO technical cooperation programme, our constituents worldwide stand

# Child Labour

## Report of children working as domestic labourers

ready to put an end to this abuse,” says Frans Rose-laers, Director of the ILO International Programme on the Elimination of Child Labour (IPEC).

As one Nepalese child domestic worker told the ILO, “When I see children playing in the park, I long to join them. I have to remind myself that I am just a servant.” We have to remind ourselves that they are just children and that life for them should be “a walk in the park”.

*For the full report, *Helping hands or shackled lives?: Understanding child domestic labour and responses to it*, see [www.ilo.org/childlabour](http://www.ilo.org/childlabour)*



The third World Day Against Child Labour, is focusing on the millions of children worldwide who are exploited as domestic labourers. A panel event in Geneva will discuss the latest ILO/IPEC report, *helping hands or shackled lives?: Understanding child domestic labour and responses to it*. And around the world – from Costa Rica to Cameroon, Government and ILO officials, representatives of ILO social partners, community members and children, will take part in TV forums, conferences, campaigns, exhibitions and other events.

*For more information on events for the World Day Against Child Labour, please visit [www.ilo.org/communication](http://www.ilo.org/communication)*



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## ILO STUDY: ELIMINATING CHILD LABOUR WILL BE COSTLY, BUT WILL YIELD ENORMOUS ECONOMIC BENEFITS

Can child labour really be eliminated, and if so, how much would it cost? A new study says it can, and that the financial returns would vastly outweigh the societal investments. *World of Work* asked Peter Dorman, author of the study\* prepared for the ILO International Programme on the Elimination of Child Labour (IPEC), how these costs and benefits were calculated

**World of Work:** *What are the costs and benefits of eliminating child labour?*

**Peter Dorman:** We put the costs at around US\$760 billion, while the benefits would be an estimated US\$5.1 trillion in the developing and transitional economies, where most child labourers are found. This seems a huge commitment, but pales in comparison to other costs borne by developing countries. Average annual costs would amount to about 20 per cent of current military spending, or 9.5 per cent of debt service.

**WoW:** *The ILO estimates that some 246 million children are currently involved in child labour. What are the main costs of removing them from work?*

**Dorman:** The cost of increasing the quantity and quality of education to accommodate all

the world's children formed nearly two-thirds of total costs. This entailed building new schools, training and hiring new teachers and supplying educational materials.

**WoW:** *Still, child labourers provide vital income to their families. What happens when they stop working?*

**Dorman:** There is an "opportunity cost of eliminating child labour" – the income families lose when their children are removed from work and sent to school. So we calculated the cost of setting up income transfer programs to compensate these families, and for intervention programmes to urgently eliminate the worst forms of child labour.

**WoW:** *How did you calculate the benefits?*

**Dorman:** The two major benefits – improved education and improved health – both translate into economic gains. With universal education for children to age 14, we calculated that each child would benefit from 11 per cent more future income for every extra year of schooling. Also, by eliminating the worst forms of child labour and the toll it takes on human health and productivity, many countries would experience tangible economic gains.

**WoW:** *How can this be implemented?*

**Dorman:** The study was based on an ideal, standardized programme. But in the real world, country-specific programmes, like those already set into motion by the ILO, are required to effectively eliminate child labour. The study has asked the right questions: What are the costs of taking children out of work and sending them to school? What are the long-term benefits? Now that we have these answers, there is a strong economic case behind the campaign to eliminate child labour.

\* *Investing in every child: An economic study of the costs and benefits of eliminating child labour*, ILO 2004, ISBN 92-2-115419-X. Available at [www.ilo.org/publications](http://www.ilo.org/publications), or can be downloaded in pdf format at [www.ilo.org/ipec](http://www.ilo.org/ipec). For more information, see the press release at [www.ilo.org/communication](http://www.ilo.org/communication)



# The new postal sector

## Why "snail mail" still matters

**H**ow did this copy of World of Work reach you? If it's a printed copy, the answer is likely to be simple – through the postal services. Despite today's high-speed electronic mail, so-called "snail mail" still reaches an enormous number of people and provides some five million jobs worldwide. This article explains why the post still matters

LONDON – Changes in today's postal sector are literally snail-like when compared to the lightning-fast developments buffeting its old twin, telecommunications. But though slow, the more earthbound mail has itself seen a period of unprecedented change:

- Japan's postal service has just completed a process of "corporatization", launching a new Public Postal Corporation last year and facing competition for the first time
- In the European Union, national postal operators will face competition in 2006, for everything except the most basic letter services
- In the United States, the US Postal Service – the largest in the world – is being scrutinized by a Presidential Commission
- In many developing countries, postal services have been subjected to reform programmes

Meanwhile, a small group of powerful multinational operators is emerging, led by the partially privatized Deutsche Post World Net and the Netherlands' TPG, and commercial courier companies, FedEx and UPS. The development of Deutsche Post World Net and TPG from their roots as national postal operators, shows how traditional letter and parcel businesses are converging with courier services into a single sector, ushering in an important new area of logistics.

Deutsche Post World Net's most high-profile acquisition has been DHL Worldwide Express, the large US-based courier company, but the company has also acquired a string of other companies, including GlobalMail, Airborne, YellowStone, Dan-



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zas and Securicor. TPG has successfully diversified away from an over-reliance on its relatively small home market to the extent that it now employs 150,000 people in 62 countries. Among other interests, TPG owns TNT, the worldwide courier business.

### Changes in the UPU

Not surprisingly, the venerable UN body, which for generations has overseen the international postal service, is reflecting these changes. The Universal Postal Union holds its world congresses only every five years, and this year's event in Bucharest is likely to be something of a watershed. The UPU – originally organized to link member governments and national post offices – is developing new structures allowing others to play a greater role in its deliberations. As well as a body for national postal operators, the UPU is also expected to agree to establish a consultative committee to provide a forum for governments, postal operators (including private postal operators' associations) and other stakeholders. Union Network International (UNI), the global union representing the postal sector, is also expected to be given a role.

For John Pedersen, the head of UNI's postal sector, the aim is to help develop social partnership arrangements in a rapidly globalizing industry.

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>> He points to the recent agreement made by Deutsche Post World Net to establish a Works Council as a useful step forward, and says that he will now be working to bring about the first multinational framework agreements in the sector. UNI has already established a virtual network of representatives working for one major operator, and others are being prioritized. UNI (through UNI-Europa Post) already engages in formalized social dialogue within the European Union, with the employers' body, PostEurop.

At the same time, a number of major multinationals are taking steps towards demonstrating a commitment to corporate social responsibility. The chief executives of seven firms, among them DHL, TPG and Swiss Post, put their names to a joint statement of "Principles of Corporate Citizenship", presented to this year's World Economic Forum, in Davos. The statement contains eight principles, covering governance, financial responsibility, stakeholder engagement, employee relations, human rights, community investment, customer and supplier relations, and environmental sustainability (see box).

#### The ILO role

The ILO has been working to develop appropriate tripartite responses to developments in the postal sector. As well as an international conference held under the Sectoral Activities Programme in 2002, the ILO has also been hosting (in partnership with the UPU) a series of regional workshops, commencing in 2000 for the Asia Pacific region, and continuing with meetings in Latin America and in the Caribbean last year. Plans are now underway for the African region to be covered next year.

From the union side, there remains a strong concern that an emphasis on commercialization in the post will damage the interests of both postal employees and, more generally, of communities. UNI Postal Sector World Conference, held at the ILO in Geneva last November, called for the concept of the Universal Postal Service to be defended and for further liberalization of the post to be carefully controlled.

John Pedersen now calls on the European Union to think again before further liberalizing the post in EU countries. "What we have said is that, before taking another step, the effect with regard to employment and the universal postal service

should be properly assessed," he says. He adds that postal services should be excluded from further GATS negotiations.

Controversy remains over postal reform programmes in developing countries. A 1996 World Bank report argued that the postal service was "one of the last bastions of the old order", and the Bank subsequently helped initiate market liberalization activities in more than 30 countries worldwide, with major operations in, for example, Algeria, Honduras, Jordan and Morocco. More recently, the Bank's tone has changed. In a joint report with the UPU, it now argues that market liberalization should be a gradual process, and stresses the importance of defining universal service obligations.

Changes in the postal sector, if less high-profile than transformations in telecommunications, will certainly remain on the international agenda for the foreseeable future. But the World Bank/UPU report warns against a simplistic approach. "There is no single path to postal reform," it states. "Specific economic conditions, traditions of corporate governance, and evolving market needs all require unique strategies and customized solutions."

The "Principles of Corporate Citizenship", presented to the 2004 World Economic Forum, has been signed by the CEOs of DHL, TPG, Transnet Ltd, Exel, Ferrovie dello Stato SpA, Swiss Post and Stena. The statement calls for "social justice in the workplace", and includes the following pledges:

"We are committed to providing healthy, safe and decent working conditions for all of our employees, and expect our suppliers to do the same. We actively encourage diversity and opportunity. We also respect the rights of employees to join lawful trade unions or to form workers' associations. We respect the right to collective bargaining. As a minimum, we will fully comply with all relevant national laws and regulations with regard to working hours and conditions, rates of pay and terms of employment. We provide training to our employees on how to manage challenges arising from the implementation of these Principles."



# China Employment Forum: Focus on decent work for all

**A**t a recent employment forum, China and the ILO adopted a “common understanding” aimed at forging greater cooperation to create more and better jobs as the key to continued development in the world’s most populous country. The statement also called on international organizations to actively support putting employment at the centre of their strategies and policies for reducing poverty, and it resolved to extend cooperation between China and the ILO around the Decent Work Agenda on a range of labour market and workplace issues

BEIJING – Co-hosted by China’s Ministry of Labour and Social Security (MOLSS) and the ILO, the China Employment Forum examined issues related to the country’s rapid economic growth – including rural unemployment, increasing rural-to-urban migration, and job loss resulting from the closing of some state-owned enterprises – as well as ideas for modernizing labour market governance and coping with the challenges of economic restructuring.

“At present, employment presents a severe challenge for China,” Labour Minister Zheng Silin told more than 500 participants at the opening session of the Forum. “The contradiction between the demand for full employment of the working people, and an oversized labour force, mismatching of qualifications with market demand continues to be outstanding, leading to an arduous task of employment and reemployment.”

Zheng called employment promotion a “strategic task” which is among the top priorities on the Chinese Government’s agenda. “We need to learn from successes and good practices in other countries,” he added.



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The “common understanding” which emerged from the Forum outlines the pressing need to maintain economic growth and improve labour markets, in order to expand employment opportunities and enhance the quality of employment in China. It notes that respect for fundamental principles and rights at work is a foundation for economic development and social progress.

“Employment and the enjoyment of rights at work should be the first step in addressing poverty and social exclusion,” the statement says.\* “Promoting full employment through social dialogue should be the priority of economic and social policies, so that the labour force can engage in freely chosen productive employment, and obtain secure and sustainable livelihoods.”

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>> With regard to promoting better wages and working conditions, the statement outlined seven key elements:

- Stimulating labour demand by creating an enabling environment for entrepreneurship, and promoting the establishment and expansion of small enterprises, including self-employment
- Strengthening tripartite social dialogue as an important mechanism for preventing and resolving conflicts, contributing to employment promotion and fostering social stability, as well as for enhancing enterprise performance
- Upgrading knowledge and skills of workers to ensure their higher flexibility and employment security, and prepare them for work in a knowledge-based economy
- Expansion and refinement of labour market policies for smooth and efficient reallocation of labour, gradual establishment of a unified labour market, and effective assistance to vulnerable groups
- Encouraging sound enterprise restructuring and productivity upgrading in a smooth and socially acceptable way
- Reform of the social security system, and gradual extension of social protection to the groups of

populations currently excluded from the existing schemes, notably urban workers in flexible forms of employment and the vast rural population

- Protection of safety and health of workers, as well as environmental protection, should be an integral part of national policy for economic development and employment creation

“China is looking for the right balance of policies that yield economic change with social stability, and we are delighted that China sees the ILO as an institution with whom it can work in partnership along this road,” said ILO Director-General Juan Somavia. “The ILO brings international experience that can be adapted and tested in the Chinese context, and we are ready to engage in deeper cooperation with China on promoting employment, improving workers’ rights, enhancing social protection and encouraging social dialogue as, among other things, a way to deal with and prevent labour conflicts.”

“Jobs and socioeconomic security for women and men and their families, are at the heart of people’s concerns, not only in China but in all countries,” Mr. Somavia added. “People want to have the opportunities to work out of poverty.”

\* For the full text of the “common understanding”, please see [www.ilo.org/public/english/chinaforum/index.htm](http://www.ilo.org/public/english/chinaforum/index.htm). For additional information, please see [www.ilo.org/chinaforum](http://www.ilo.org/chinaforum)

## BACKGROUND

For China, the pace of change has been dramatic. More than a decade of 10 per cent growth in average output has led to a sustained and rapid improvement in living standards of many Chinese workers. According to the World Bank’s latest estimates, extreme poverty has fallen from about 360 million people surviving on US\$1 a day or less in 1990, to just over 150 million by the end of last year.

In addition, China has become the locomotive of the economy of the East Asian region, increasing its imports by 40 per cent. In 2003, 18 per cent of Korea’s exports, 12 per cent of Japan’s and about 7 per cent of the ASEAN nations’ were to China. At a time when Europe, North America and Japan have had a slowdown, China’s expansion has helped to prevent a global recession.

Yet, while China has been remarkably successful

in achieving high and sustained economic growth rates, its economy does not have sufficient capacity to create new jobs for all the current labour market entrants, including laid-off workers from restructured state-owned enterprises and other job seekers, the ILO said in a background paper prepared for the Forum, entitled *An Employment Agenda for China* \*.

China’s labour force is expected to increase by more than 70 million over the next decade. Millions of laid-off workers and other unemployed people are now seeking re-employment in urban areas. Meanwhile, underemployment in rural areas is high – estimated at almost one-third of the rural labour force. Many rural workers are therefore also seeking new jobs, often in the major cities.

# “Do no harm”

## How social dialogue benefits patients, too



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**T**oday's under-resourced health services are putting both workers and patients at risk. But with “quick-fix” solutions unfeasible, how to address this global problem? ILO expert Susan Maybud explains how increased cooperation between workers, employers and governments will not only benefit those working in the health services, but their patients as well

Injured and in shock, a man is rushed to the emergency room. A bleary-eyed doctor approaches. When asked, she concedes having been on duty for two days without sleep.

The story may be fictional, but it represents a growing reality in the health services. And the problem is global; everyone relies on health care

when infirmity or accident strikes – from traditional healers to the most modern hospital facilities – and the health services are estimated to employ well over 35 million people worldwide.

Yet most people, like the patient in the emergency room, feel there is something wrong with medical systems which, at best, turn a blind eye to, or at worst, condone, long shifts for skeleton staffs, and working conditions which put both patients and health workers at risk.

Worldwide, there is universal recognition that the allocation of human, material and financial resources to health services is deficient. Many low-income countries spend less than 1 per cent of GNP, on average, on health services, and governments struggle to improve the pay or employment conditions of their health care personnel.

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**>> Reforms, but are they enough?**

Recent reforms in health care have often involved privatization and increased resort to market forces, producing a mixed “public private” health sector. Some observers fear this is creating a two-tier health care system which may exclude those who are socially disadvantaged or without adequate insurance or social protection. Referring to the US, where public/private expenditure is split almost 50-50, US Senator Hillary Rodham Clinton recently wrote, “Twenty-first century problems, like genetic mapping, an aging population and globalization, are combining with old problems, like skyrocketing costs and skyrocketing numbers of uninsured, to overwhelm the twentieth century system we have inherited.”<sup>1</sup>

Employment and career prospects of health workers suffer too. Overall remuneration in public sector health services has deteriorated over the past decade in most industrialized countries. Representing 80 per cent of the health sector workforce, women are at the bottom of the hierarchy in terms of authority, remuneration, and qualifications. Almost one quarter of all violent incidents at work are concentrated in this sector. In 1996 alone, over 30,000 nurses left the profession in the United Kingdom – increasing the strain on those who remained.

**A common understanding**

The ILO considers that health care is a basic right for all.<sup>2</sup> It also stresses that for this right to be realized, working conditions for health care workers must be improved. How? Social dialogue presents a clear opportunity for governments, employers and workers to reach a common understanding, and identify and implement solutions on specific issues. To that end, the ILO recently released a publication, *Social dialogue in the health services: A tool for practical guidance*.<sup>3</sup>

The document emerged from a joint meeting on health services in Geneva, where representatives of governments, employers and workers avidly thrashed out a series of conclusions on social dialogue. ILO constituents subsequently asked for these conclusions to be made available as a “tool”

for practical guidance, in order to establish and strengthen social dialogue in the health services. It sets out the context of social dialogue in the sector, and guides negotiators and facilitators step-by-step through the social dialogue process, from preparatory analysis and action to implementation and evaluation.

The tool is designed to be used in the context of labour relations systems in the health services sector, which in many countries only evolved in the 1980s. Laws regarding the right to strike vary greatly. In countries with no legal restrictions, employers and workers reach mostly voluntary agreements on minimum services during labour disputes. Other countries make such agreements a legal requirement. Some countries prohibit all strike action in the health sector, either on the grounds that the health sector performs essential services, or as part of the ban on industrial action applying to the public sector. In some countries there is a trend to replace central bargaining mechanisms by local or hospital-based arrangements.

In all these cases, the tool can provide practical guidance on both the context and process of social dialogue in health services. It also provides checklists at the end of each section to facilitate basic examination and practical implementation by the users, to be adapted for each country and situation. Cases of social dialogue are given throughout the document for reference and replication, from the development of health councils in Brazil to the launch of a tripartite activity plan in Ghana.

The Hippocratic Oath is one of the oldest professional compacts in history and its main premise, “Primum non nocere”, or “Above all, do no harm”, is sacrosanct for all in the medical profession. At the heart of social dialogue in the health services too, is the basic concern that governments, employers and workers not only want to do no harm, but want to provide the public with quality health care. Caring for workers in the health services and ensuring that they operate in decent conditions of work will ultimately reinforce the service given to the end-users of social dialogue – the patients.

1 Clinton, Hillary Rodham, “Now Can We Talk About Health Care?”, *The New York Times*, April 18, 2004.

2 Resolution concerning health care as a basic human right, adopted by the Joint Meeting on Social Dialogue in Health Services, Geneva, 21-25 October 2002.

3 See *Media Shelf*, page 38



## PLANET WORK

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

Hardly any other issue is more relevant today than smoking in the world of work. With increasing frequency, enterprises, organizations and cities – and lately even entire countries – are banning any form of smoking from workplaces, spurred on by complaints of co-workers over the smell of smoke, and backed by reports of the effects of passive smoking. In this issue, Planet Work examines some of the trends worldwide



© WHO Photo

### SMOKING

■ **Ireland** became the first country in the world to impose a total ban on smoking at the workplace, on 1 April 2004. For smokers, this was no joke. Not only offices and workshops, but also pubs and restaurants are considered workplaces and suddenly became off-limits for those wishing to smoke. So, as the air cleared, how did this affect the workplace?

Initial research shortly after the ban showed that smoking was down some 25 per cent in pubs. One landlord, a non-smoker, reported being “healthier but poorer”. Other estimates are that a blanket ban could lead to an 8 per cent drop in pub sales – in turn costing the Irish Exchequer 69 million euros, according to figures from DCU Business School, commissioned by the

Vintners Federation of Ireland and the Licensed Vintners Association. Another indicator: publicans have “very real fears” that football audiences in pubs and bars – already dropping in recent years – will now plummet. The vintners claim the ban could prompt up to 3,100 job losses as a result of falling sales.

– *Source, Irish Department of Health, bbc.co.uk, iht.com*

■ Employees of the municipality of Levanger in **Norway** had to completely abstain from smoking during their working hours. The county administrator claimed that such a strict ban contravened human rights and repealed the controversial prohibition. “A good day for us. We have said all along that government or municipal rulings could not contravene Norwegian law. Now everyone must see that we are right,” said Progress Party representatives

Birger Meinhardt and Steinar Holten, who celebrated their victory for local smokers by lighting up cigars. Levanger’s extremely strict anti-smoking law, which also prevented employees from lighting up in the privacy of their own cars during office hours, was ruled a breach of the European Human Rights Convention by the county administrator, who found that the right to smoke was part of the right to a private life. The municipal administration and labour unions had earlier stated that their employees were happy with the tough anti-smoking law and deemed it a success.

– *Source, Aftenposten*

■ The spate of advertisements and sponsored events by cigarette and chewing tobacco major producers ground to a halt on 1 May 2004, when **India’s** ban on tobacco promotion

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## A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

>> came into effect. With this, India, a signatory to the WHO Framework Convention on Tobacco, expected to come into force soon, joined the league of select countries like Sri Lanka which have gone beyond curbing smoking in public places to banning tobacco promotion directly or in any surrogate form.

– Source, *newkerala.com*

■ **New York** bartenders and restaurant staff may no longer be exposed to passive smoking as a risk to their health, but customers with a permit, liable to arrest by anti-smoking patrols, can still bring a gun into a bar or restaurant. The ban on tobacco was imposed in July 2003. Penalties of up to US\$2,000 can be imposed for offenders. Meanwhile, in **Los Angeles**, where smoking has already been banned in workplaces, public parks, bars and restaurants, the city is threatening to forbid a quiet smoke on its famed beaches. Says one tobacco shop owner, “If they stop the smoking on the beach the people would not go, believe me.”

– Source, *healthypages.net, iht.com*



■ **In Russia**, as many as half of all adults smoke. But a soon-to-be-published survey by the Russian Academy of Medical Sciences found that among men between 25 and 34, the figure exceeds 70 per cent – the highest rate in the world. In theory, a law passed in 2001, prohibits smoking in public places, but in practice it is routinely ignored and rarely enforced. It prohibits smoking at workplaces, but obliges employers to provide areas for smokers to smoke.

– Source, *iht.com*

■ Non-smokers can not only bask in the glow of having brought the tobacco industry to its knees, they can also check out in advance which films are “non-smokingly correct” by clicking online at *smokefreemovies.ucsf.edu*.

– Source, *google.com*

■ Many smokers feel persecuted by high-handed, anti-smoking colleagues, or are conscious of being watched by management, according to research. Some employers have tried to get around the problem by providing smoking rooms or allowing workers to pop outside for a cigarette during breaks. But this can create resentment among non-smokers, who believe they work longer hours than their puffing colleagues who leave the office several times a day. Non-smokers are also fed up with having to cover for their smoking counterparts.

– Source, *ivillage.co.uk*

■ What is **Africa** doing to safeguard the health of its citizens? African gov-

ernments should enact tough anti-smoking laws which would deter smokers from smoking in public and in workplaces, and take steps to build a smoking-free African continent by considering a move to outlaw smoking in bars, restaurants, and public places, enforce warning labels, such as “smoking kills” or “smoking makes you impotent” on cigarette packets, ban media across the continent from carrying tobacco advertisements, and cigarette brands should also be prohibited from sponsoring international sports and pageant shows, the ghanaweb.com Web site says. Although most African countries are taking steps to curb cigarette consumption, it is not enough to deter smokers from giving up the habit. Unfortunately, many Ghanaians have taken to smoking and drinking “Akpeteshie” (a local gin), because it is cheap and easy to acquire. South Africa is one African country which bans smoking in the workplace, despite the fact that 200,000 people are employed in the country’s tobacco industry. However, Cape Town council workers taking a quiet puff between jobs on their refuse trucks or other municipal vehicles have won a small victory and will no longer have to face disciplinary action for smoking, according to the *Sunday Times* of South Africa.

– Source, *ghanaweb.com, suntimes.co.za.*

Want to make your workplace smoke free? Check out this URL:  
[www.cdc.gov/tobacco/research\\_data/environmental/etsguide.htm](http://www.cdc.gov/tobacco/research_data/environmental/etsguide.htm)



### EARLY BIRD OR NIGHT OWL? IT'S ALL ABOUT "CHRONOBIOLOGY"

■ It's 6 a.m., and some people are already at work – reading e-mail, writing, preparing for the day. Three hours later, the rest of the staff arrive. The gap between working hours is something the *Wall Street Journal*, in a recent column, called “heart warming to some and horrifying to others”, and can lead to complaints, stigma for those who always seem to crawl in late, and in some cases, dismissal. Is it “chronobiology” or just poor personal time management?

“Our biological clocks, known as circadian rhythms, repeat every 24.5 hours, but are affected by light,” the *Journal* says. “Before electricity, human beings were active during daylight, particularly because the fuel used to create candle-light was a precious commodity.” It seems people used to sleep more before the invention of the electric light. Now, the paper says, the light bulb has changed that. As people start going to sleep later, they consequently have more trouble getting up at the crack of dawn and getting into the workplace.

So, does getting early to bed and early to rise still make one healthier, wealthier and wise, as Ben Franklin said? Not necessarily. Today's realities are such that in many offices and workplaces, the 9-to-5 shift has become an “anachronism” in today's 24-hour economy and globalized world of work. Someplace, somewhere, someone is awake and working. Only sometimes, it's not you.

Still, old habits die hard, and some managers still frown on late arrivals. Meanwhile, co-workers might find early birds just a bit too keen. Part of the stigma attached to working hours underscores what the *Journal* calls “shallow emblems of productivity” which impress people these days, on the theory that if you

look productive, you probably are. But according to studies, some people just work better when following their own body clocks rather than those in the office. Studies of high school and college students found that it was “absolutely crazy” to expect them to be learning things at 7 a.m. For many workers who are enjoying the benefits of electric light, that seems to hold true.

“It makes more sense for some employees to work during hours they are productive than some artificial 9-to-5 schedule,” the paper quotes one expert in human chronobiology as saying. Another study, by the US National Institutes of Health, found that 9 a.m. meetings would be better held 12 hours later because “almost no one can fall asleep around 9 p.m.” Added one expert, “Ironically, the period when we're most alert and at the highest state of arousal is after we leave work” (but many people didn't need a study to tell them that).

So, how to accommodate the early risers and the late sleepers and make sure everyone's on board and awake during the working day? Experts advise trying to schedule meetings when everyone's comfortable (but before 9 p.m.). Early risers can come and go early, but not expect colleagues to do the same or follow the same schedule. Late sleepers can try to compromise on meeting times, and then make sure people know what time they leave – so that there's no question that they're putting in a solid working day. Still, some managers aren't convinced. Late arrival “has never been the sole reason for letting someone go”, says one early (5 a.m.) riser who manages a company in New York, but adds, “It has been a contributing factor.”

– Source, *Wall Street Journal*, May 2004



## New study on **women at work:** **Equality remains elusive**



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The study – issued for International Women’s Day 2004 – paints a grim picture of women in the world of work. Despite entering the job market in record numbers, women still face higher unemployment rates and lower wages, and represent the bulk of the world’s 550 million working poor. The report, entitled *Global Employment Trends for Women 2004*,\* says the solution is putting jobs at the centre of social and economic policies

GENEVA – A first look at working women gave pause for thought. The report examined the 1.1 billion women who made up 40 per cent of the world’s 2.8 billion workers in 2003, and found that though more are working, this explosive growth hasn’t been accompanied by true socioeconomic empowerment, nor has it led to equal pay for work of equal value, nor balanced benefits which would make women equal to men across nearly all occu-

pations. “In short, true equality in the world of work is still out of reach,” the report adds.

Since 1993, the gap between the number of men and women at work has been decreasing. But the world picture varies widely. In the transition economies and East Asia, the number of women working per 100 men is 91 and 83, respectively. Yet in the Middle East, North Africa and South Asia, only 40 women per 100 men are economically active, the report says.

The worldwide unemployment rate for women is only slightly higher than that for men – 6.4 per cent compared to 6.1 per cent. But this still leaves a total of 77.8 million women unemployed. And for countries in the Middle East and North Africa, female unemployment reaches 16.5 per cent – 6 percentage points higher than that of men. For young women aged 15 to 24 years, the problem is particularly acute – 35.8 million are unemployed worldwide.

Many women in the developing world, however, simply cannot afford *not* to work, and take whatever opportunities are available. Stuck in the informal sector with little, if any, social protection, the challenge for them is gaining decent and productive employment, the report says. What’s more, of the 550 million “working poor” in the world – living on less than US\$1 per day – 60 per cent are women.

On top of this, women typically earn less than men. In the six occupations studied, women still earn less than what their male co-workers earn, even in “typically female” occupations, such as nursing and teaching.

The situation may appear bleak, but solutions can be found. “To create enough decent jobs for women, policymakers must place employment at the centre of social and economic policies,” says ILO Director-General Juan Somavia. “We must recognize that women face more substantial challenges in the workplace than men. Raising incomes and opportunities for women lifts whole families out of poverty and drives economic and social progress.”

\* To read the report, please visit [www.ilo.org/trends](http://www.ilo.org/trends)



# “Black cash” for labour: The story of migration in Russia

A new study by the ILO Special Action Programme to Combat Forced Labour (SAP-FL), says migrants in Russia suffer exploitation and new forms of forced labour. It lays blame on chaotic markets, ineffective migration laws and the emergence of a huge “shadow” economy, which promote illegal employment and high profits for traffickers. If countries have jobs available for migrants, governments must create legitimate mechanisms for migrants to be able to take those jobs, the study says

MOSCOW – *New Forced Labour in Russia*,\* is the first attempt to investigate the coercive aspects of irregular migration in Russia. Conducted in 2003 in the Moscow, Omsk and Stavropol regions, the study reveals a grim underworld occupied by some 3.5 million to 5 million irregular migrants in the country.

“Serious gaps” exist in Russian law, the study says. Labour legislation fails to put a halt to forced labour and labour exploitation – especially for migrants engaged in the informal economy – and migration legislation is in disarray. Corruption among officials is rife. Over 70 per cent of fines for unregistered work are paid in bribes.

The study also discovered a swelling shadow economy. Less than 25 per cent of the polled migrants have work permits, and 74 per cent of migrants receive their wages in so-called “black cash”, meaning that they avoid any taxes or charges.

Most disturbingly, new forms of forced labour and slavery-like conditions are emerging. Deception, blackmail and abduction are widespread. And many migrants are forced to work without pay, provide sex services, or are under the threat of deportation or violence.

Yet these victims of exploitation distrust the authorities and are unwilling to seek justice. Xenophobia and widespread links between law enforcement agencies and criminal factions do little to improve the situation.

The study says urgent action is required. With Russia increasingly dependent on the influx of migrant workers, mechanisms must be created to allow them to work legitimately, the study says. It calls for effective law enforcement, a fight against corruption, and a campaign to counter the tolerant attitude of the authorities and society towards human exploitation.

“All labour institutions must be involved,” says Roger Plant, head of the ILO SAP-FL programme. “This study has shed light on the problems. Now, with the launch of a new project on forced labour, migration and trafficking between Tajikistan, Uzbekistan and Russia, we are helping governments tackle these problems head-on.”

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



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# World Day for Safety and Health at Work

## ILO calls for new "safety culture"

Work kills more people than wars – some 6,000 a day. And of almost 270 million accidents recorded each year, 350,000 are fatal. Marking this year's World Day for Safety and Health at Work, on 28 April, the ILO called for a new "safety culture" to prevent the workplace accidents and diseases which take this huge human toll

GENEVA – From Waterloo, Iowa to Wellington, New Zealand, workers and employers, union and government officials remembered their co-workers killed or injured on the job.

There was much to consider – according to the latest ILO report,\* published for the World Day for Safety and Health at Work, some 6,000 workers a day, or one every 15 seconds, die from occupational accidents and disease.

Around the world, solemn events marked the death and illness which occur daily in the world of work.

In Waterloo, Iowa, dozens of workers met in the Black Hawk Union Council to remember those killed on the job and read aloud the names of each of 31 fallen Iowa workers, to taps played by a bugler.

"Work-related accidents and illnesses worldwide cause more deaths than war," the *Waterloo Courier* quoted Lt. Gov. Sally Pederson as saying, citing the ILO report. "That is astounding."

Meanwhile, across the globe in Wellington, New Zealand, the New Zealand Council of Trade Unions organized a rally outside the city's main train station, distributing flyers urging "commitment to everyone's health and safety".

Major events were held in Finland, where President Tarja Halonen told a conference of workers, employers, sports activists, actors and others, "Governments, employers and workers all have an interest in safe and healthy workplaces. It offers a sound basis for successful social dialogue and con-



© ILO/J. Maillard

sensus building.” In Russia, occupational safety and health centres organized safety competitions. Ethiopian government ministers, workers and employers joined together in Addis Ababa to light candles commemorating fallen workers. In Thailand, ILO experts gave live interviews on television and radio about occupational safety and health.

### The “Bhopal factor”

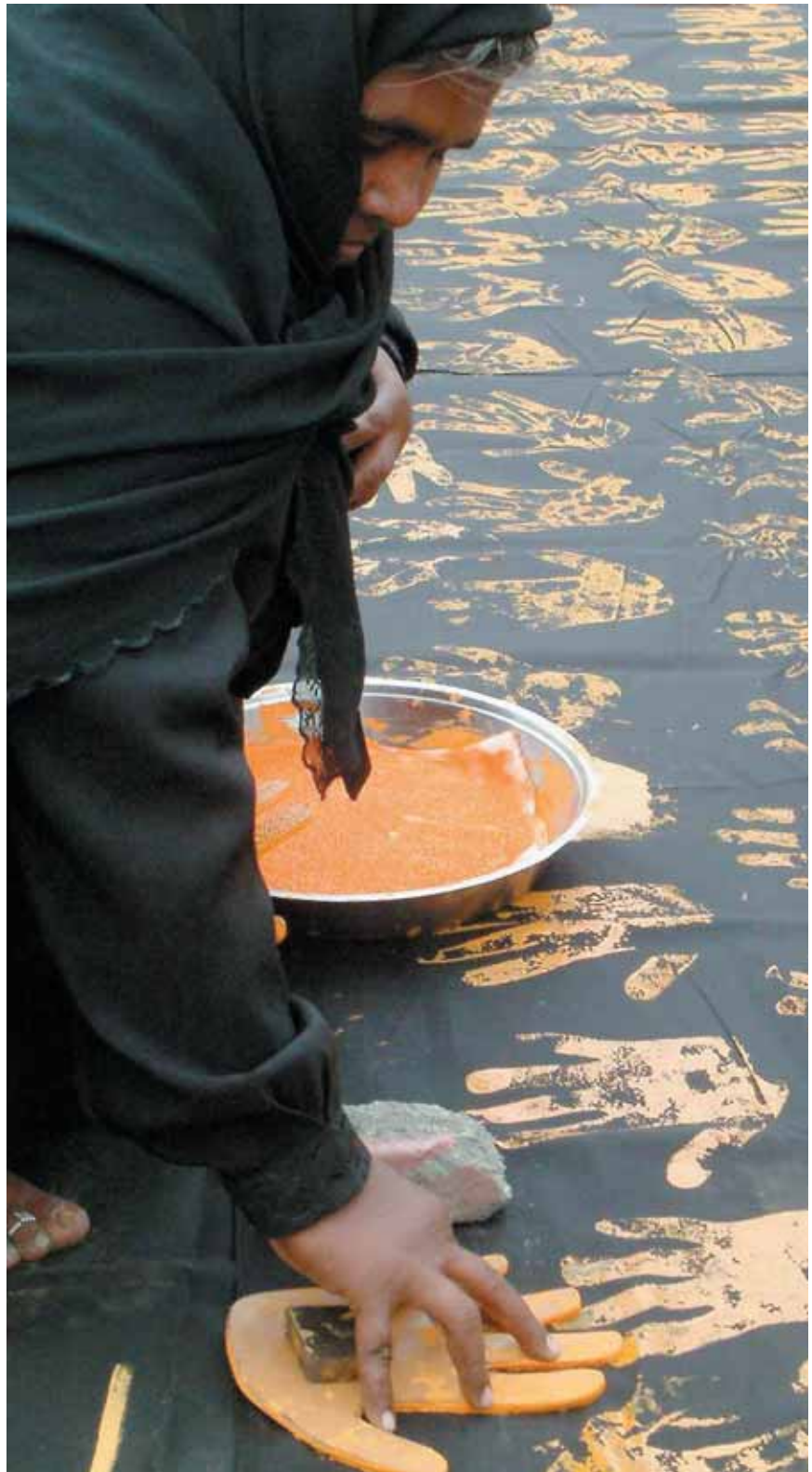
This year’s commemoration coincided with the 20th anniversary of one of the worst chemical disasters on record, the 1984 gas leak from a pesticide factory in Bhopal, India, which killed 2,500 people, injured over 200,000 outright, and eventually caused an additional 20,000 deaths.

*Safe Work and Safety Culture*,\* the special ILO report prepared for the Day by the ILO InFocus Programme on Safety and Health at Work and the Environment (SafeWork), says that despite the outcry which followed the Bhopal disaster and increased attention to the dangers of industrial accidents, the potential for major disasters and accidents remains real and requires a wide-ranging response.

Some 2.2 million work-related fatalities and 60 million work-related illnesses occur annually, 400,000 of which are attributable to hazardous substances. This grim toll requires more effective hazard control, in line with ILO Conventions and the implementation of practical safety measures, as the first steps towards creating a global “safety culture”.

“I strongly believe that this is one of the most fertile areas for reaching consensus in the world of work,” said ILO Director-General Juan Somavia in his message for the Day.

**Every 28 April, the world’s trade union movement commemorates the victims of occupational accidents and diseases. In 2003, the ILO adopted 28 April as the World Day for Safety and Health at Work, focusing on the promotion of a safety and health culture at workplaces throughout the world, and capitalizing on the organization’s traditional strengths of tripartism and social dialogue.**



An Indian woman in Bhopal places a handprint on a black cloth when people met earlier this year to remember the victims of the 1984 disaster.

\* *Safe Work and Safety Culture, ILO Report for the World Day for Safety and Health at Work, 2004* (see [www.ilo.org/safework](http://www.ilo.org/safework))

## 289th Governing Body adopts new measure to tighten maritime security



© ILO/J. Maillard

GENEVA (ILO News) – The 289th Session of the Governing Body of the International Labour Organization (ILO) took a major step towards strengthening security measures on the high seas and in world ports, by adopting a new “biometric” identity verification system. The decision will affect some 1.2 million maritime workers who handle 90 per cent of the world’s trade, allowing for the use of a “biometric template” to turn two seafarer’s fingerprints into an internationally standardized 2-D barcode on the Seafarers’ Identity Document (SID). The new measure is essential for the implementation of the revised Seafarers’ Identity Documents Convention, 2003 (No. 185), adopted by the International Labour Conference last June, and aimed at providing a more rigorous response to the need for increased security among seafarers in the wake of the September 11, 2001, terrorist attacks on the United States. (See ILO press release ILO/04/12 at [www.ilo.org/communication](http://www.ilo.org/communication))

The Governing Body examined the current situation in Myanmar and the projected joint Plan of Action against the use of forced labour. This plan has been in suspension since the end of May last year. The Governing Body noted that there had been positive developments, and that Daw Aung San Suu Kyi, the Burmese opposition leader, was in favour of implementing the plan.

However, the Governing Body said recent convictions for high treason of three persons in Myanmar for contacts with the ILO were considered to have cast serious doubt on the credibility of the Government’s cooperation with the ILO. Representatives of the ILO have met with these persons and consider that they have been condemned on unsound grounds and thus should be released, noting that under no circumstances should anyone be prosecuted for contacts with the ILO.

The Governing Body expected that this matter would be settled by the Government of Myanmar

rapidly. It also wished to clarify how the proposed system of a Facilitator, who would help potential victims of forced labour, could function with the safeguards and confidentiality needed. In the light of such steps and clarifications, the officers of the Governing Body will consider further steps regarding the Plan of Action.

The International Labour Conference will receive a report on developments up to the end of May 2004.

#### Committee on Freedom of Association reports

The ILO Committee on Freedom of Association examined 31 of the more than 100 cases which are currently before it regarding infringements of the principle of freedom of association and violations of trade union rights. The Committee cited a number of countries from both the developed and developing worlds alike. Among other cases, the Committee:

- Noted with deep concern that since the last examination of **Colombia**, it has received complaints of the murder of an additional 59 trade unionists, bringing the total for 2003 to 70 murders. While noting the Government's extensive reply to the allegations, the Committee stressed the extreme gravity of this case, requesting the Government to do everything in its power to institute investigations into all the acts of violence, to put an end to the intolerable situation of impunity and to punish effectively all those responsible
- Drew the special attention of the Governing Body to the case of **Venezuela**, marked by repression of trade unions and their members; in particular, a detention order against the President of the Venezuelan Workers' Confederation (CTV) and promotion of a parallel trade union confederation by the authorities, and the dismissal of more than 19,000 workers due to trade union activities. The Committee deeply deplored the murder of member of the Federation of Construction Workers just after the end of the celebrations on 1 May

2003, and urged the Government to institute an independent investigation, without delay, into alleged instances of detention and torture

- Reviewed a case concerning the imprisonment of workers' leaders in **China**, saying that it regretted that the Committee's previous recommendations for their release and a review of the sentences had not been acted upon. The Committee considered this a serious case where a labour conflict had led to lengthy prison sentences under charges of subversion. As on earlier occasions, the Government was urged to agree to receive a direct contacts mission
- Noted the total absence of a legal basis for freedom of association in **Myanmar** and the alleged repression of any worker engaged in any trade union activity or expressing a labour grievance. It called for legislation ensuring freedom of association to all workers, including seafarers, and to all employers, and suggested that the Government would accept technical assistance from the ILO in this respect.

\* *The Seafarers' Identity Documents Convention, 2003 (No. 185), can be found using the directory on the ILO Conventions page at [www.ilo.org/ilolex/english/convdisp1.htm](http://www.ilo.org/ilolex/english/convdisp1.htm), and the ILO Maritime Labour Standards page at [www.ilo.org/public/english/dialogue/sector/sectors/mariti/standards.htm](http://www.ilo.org/public/english/dialogue/sector/sectors/mariti/standards.htm)*



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**The Youth  
Employment  
Network**

## Preview: **International Youth Day 2004**

The problems facing youth in the world of work have traditionally been viewed in isolation. But a new approach to the youth employment question, which sees youth as a stage of life influenced by – and influencing – other stages of life, is to be showcased at a special event during this summer's Forum Barcelona 2004

The Youth Employment Network (YEN), a joint effort of the ILO, the World Bank and the United Nations, is hosting an awareness-raising event on 13 August, in the context of International Youth Day. The event will take place at Forum Barcelona

2004, which is billed as a space for reflection on the main cultural and social conflicts which humanity faces today.

Using dialogues acted out before a panel of experts and audience members, the event will discuss "life-cycle" approaches to youth employment, which suggest that the problems of youth employment, child labour and older workers are not mutually exclusive. The event promotes youth as solutions to the problems of youth unemployment, and aims to highlight best practices, raise public awareness and generate engagement on youth employment issues, such as the school-to-work transition, equal opportunities, entrepreneurship and migration.

*For additional information, please contact Regina Monticone at [monticone@ilo.org](mailto:monticone@ilo.org)*

## ILO extends **social security** campaign to Africa

The ILO estimates that only one in five people in the world enjoys adequate social security coverage. In Africa, the problem is more acute. The recent launch of the Global Campaign on Social Security and Coverage for All, in francophone West Africa and in Portuguese-speaking African countries, represents a major step for a continent where nine out of ten workers lack any form of social protection at all

DAKAR – Regional and national launches of the ILO Global Campaign, like the events held recently in Senegal and Mozambique, are intended to provide a platform for governments, and employers' and workers' organizations to make progress on the extension of social security.

"Social protection represents today a major challenge with regard to the choices to be made in the field of societal construction," said Abdoulaye Wade, President of Senegal, at the Dakar launch of the Global Campaign in West Africa. Speaking to government officials and representatives of trade unions and employers' groups, Mr. Assan Diop, Executive Director of the ILO Social Protection Sector added, "In our African societies, affected by numerous ills of different nature, we cannot build

a sustainable economic and social development without a strong and inclusive social security policy.”

President Wade also highlighted the need to improve public awareness regarding social protection. He noted that the ILO started this campaign in order to sensitize a wide variety of stakeholders, including the general public, on the tremendous challenge of extending social security to millions of Africans, as well as its potential benefits for national development and the reduction of poverty.

Participants at the launch for Portuguese-speaking countries, in Maputo, noted that social security coverage is so low in Africa because existing systems only include salaried workers, mainly working in the public sector, on a continent where most families rely on the informal economy for their incomes.

The launch coincided with the implementation phase of the ILO PROSOCIAL technical cooperation programme which, through training and new information technology, is introducing legal mechanisms designed to support social security policy and action.

“Everyone should have access to social security,” stated Joaquim Chissano, President of Mozam-

bique. “Our Government believes that social security is an asset rather than a liability; it is a way of helping to create a more equal society,” he added.

Despite a lack of formal protection systems in Africa, ILO experience shows that even the poorest are willing to contribute some of their income to social security schemes; for example, microinsurance systems. “The problem of low coverage should be tackled with inclusive strategies on a community basis,” said Mr. Diop in Maputo.

The Global Campaign on Social Security and Coverage for All, was launched in Geneva in June 2003, at the ILO annual International Labour Conference. Senegal and Mozambique have shown the way forward in francophone and lusophone Africa, both regions characterized by poor coverage and high informal employment. And now, similar launches are planned for Congo and Nigeria, where events will emphasize social security as an important tool in the fight against poverty.

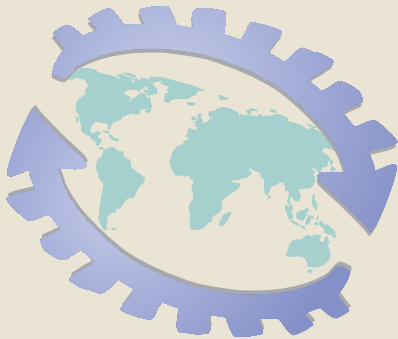
The extension of social security will be high on the agenda of the African Union Extraordinary Summit of Heads of State and Government on Employment and Poverty Alleviation in Africa, scheduled for September 2004, in Ouagadougou, Burkina Faso.



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## AROUND THE CONTINENTS

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



© ILO/J. M. Derrien

### Indonesia, ILO to tackle worst forms of child labour

■ In April 2004, the ILO launched a Time-Bound Programme of support to assist the first phase of

Indonesia's national plan of action to tackle the worst forms of child labour. Immediate targets of this programme will be children involved in drug trafficking, prostitution, offshore fishing, mining and the footwear sector. The support programme will last four years, with some US\$4 million to finance, among other activities, public

awareness enhancement, advocacy, capacity building and promotion of labour concerns in national and local policies, and direct services to affected children. According to ILO estimates, some four million children below the age of 18 in the country are involved in employment deemed to be dangerous. Indonesia was the first Asian country to ratify



the ILO Worst Forms of Child Labour Convention, 1999 (No. 182). A national action committee was set up in 2001, and a 20-year national plan was established under Presidential Decree No. 59/2002. Indonesia was one of the first countries to join IPEC in 1992. Since then many projects have been conducted to demonstrate that work without child labour is possible. Two projects particularly relevant to the new initiative involve children working on fishing platforms in North Sumatra, and children in the footwear industry in Cibaduyut, Bandung. These projects, started in December 1999, will come to an end in July.

*For further information, please contact the InFocus Programme on Child Labour (IPEC), phone: +4122/799-8438, fax: +4122/799-8771, e-mail: [ipec@ilo.org](mailto:ipec@ilo.org)*

## The Worst Forms of Child Labour Convention comes into force in Russia

■ The situation of thousands of children subject to severe forms of work and sexual exploitation is expected to improve with the coming into force on 24 March, of the ILO Worst Forms of Child Labour Convention, 1999 (No. 182). Surveys carried out by the ILO in 2001, revealed an increasing number of working street children in Russia forced into prostitution, scavenging, cargo handling and drug dealing. ILO estimations provide the following figures: 16,000 working street children in St. Petersburg, 50,000 in

Moscow and up to 30,000 in the Leningrad region. Since 2000, IPEC has been supporting local initiatives and projects in St. Petersburg and the Leningrad region. The ILO cooperates with the federal and regional Governments in order to develop and put into action concrete plans for combating the worst forms of child labour.

*For further information, please contact the ILO Moscow office, phone: +7095/933-0810, fax: +7095/933-0820, e-mail: [moscow@ilo.org](mailto:moscow@ilo.org)*

## GURN: A new research network for international labour

■ The Global Union Research Network (GURN) is an initiative launched in Turin this past January by the Bureau for Workers' Activities (ACTRAV), in cooperation with the International Confederation of Free Trade Unions, the Trade Union Advisory Committee to the OECD, and the ILO International Institute for Labour Studies. Its aim is to create a network giving union organizations better access to the research carried out within trade unions and allied institutions, while enabling them to exchange information on matters of joint concern, and to develop the capacity to make analyses and take part in debates and policy formulation.

One of GURN's first pilot projects will enable union organizations to debate the report on migrant workers prepared for a general discussion at this year's International Labour Conference. These debates will feed

into the Workers' Group preparations for the Conference. Five other topics are on GURN's agenda for the coming months: bilateral and regional trade agreements, corporate governance, poverty reduction strategy papers, multinationals, and the renewal of the international trade union movement. Discussions on each of these subjects will feature on a Web site accessible via the ACTRAV site. In addition to the network, ACTRAV has developed a Masters Programme on Labour Policies and Globalization, in cooperation with the University of Kassel and the Berlin School of Economics, the international labour movement and academic partner institutions throughout the world.

*For further information, please contact ACTRAV, phone: + 4122/799-7448, fax: +4122/799-6570, e-mail: [actrav@ilo.org](mailto:actrav@ilo.org)*

## Barcelona Forum 2004: One hundred and forty-one days for a better world

■ Cultural diversity, sustainable development and conditions for peace. These three topics will be leading the discussion in Barcelona from 9 May to 26 September – when some 1,500 speakers and almost 5 million visitors will try to find solutions to the burning issues facing our planet. Organized by the City of Barcelona, the Government of Catalonia and the Spanish Government, this initiative is supported by UNESCO and the ILO, which will be



© AFP

taking part in the dialogue on “working cultures” to be held from 28 June to 1 July, as part of Forum Barcelona. This four-day dialogue will be based around four themes: work between present and future; employment and globalization; employment for all is possible; and unions, challenges and changes. A series of two-hour workshops will allow people to familiarize themselves with the problems and questions surrounding the world of work. Representatives from across the ILO will also be participating in dialogues on international cooperation and conflict prevention, women and gender, migration, youth employment and child labour. ILO Director-General Juan Somavia will attend the closing stages of the forum, where the topic of discussion will be “Constructing the Global Agenda”.

*For further information, please visit [www.barcelona2004.org](http://www.barcelona2004.org)*

## Improving labour-management relations in Southern Africa

■ An ILO project in South Africa led to the establishment of a dispute resolution system which manages over 120,000 dispute referrals each year. Under the project, funded by the Swiss government, the ILO helped the Government, businesses, and unions to establish the Commission for Conciliation Mediation and Arbitration (CCMA), and trained the social partners to manage conflict more effectively. Since then, labour relations in the country have improved significantly and the country has experienced its lowest levels of labour unrest in three

decades. The ILO also helped to establish, and provides technical support to, a committee of senior business and labour leaders working to address South Africa’s deepening unemployment crisis. The Millennium Labour Council, launched by President Mbeki in July 2000, aims to boost economic recovery and job creation. Because of the success of the South African programme, the ILO extended similar technical assistance to Namibia, Lesotho, Botswana, Swaziland, Mozambique and Zimbabwe. Angola, too, will benefit from technical assistance in a new phase of this project. That work has registered major recognized successes, most notably in Lesotho, Swaziland and Botswana. In Lesotho, for example, several new institutions have been created under law, including a Directorate for Dispute Prevention and Resolution; an Industrial Relations Council with

representatives from the Government, business, and labour; and both a labour court and a labour appeals court. In Swaziland, a Conciliation, Mediation and Arbitration Commission was created to assist in settling disputes as rapidly and simply as possible, as well as a large number of conciliators and arbitrators trained in arbitration and dispute resolution techniques. It opened its doors in January 2001, and recently established two satellite offices to bring dispute prevention closer to the workplace.

*For further information, please contact the ILO InFocus Programme on Social Dialogue, Labour Law and Labour Administration, phone: +4122/799-7147, fax: +4122/799-8749, e-mail: ifpdialogue@ilo.org*

## ILO Tripartite Meeting of Experts on Youth Employment in the Arab States

■ An ILO meeting on youth employment held in Amman, Jordan from 5 to 9 April 2004, brought together tripartite delegations from 16 Middle East countries, representatives of international organizations (including the ICFTU and the IOE), regional and Jordanian organizations, young people from Jordan, as well as youth representing the Youth Employment Network, local academia and ILO consultants. The meeting discussed the most appropriate policies and programmes to address the youth employment question in the Arab States. Proposals included a national youth conference in Jordan (and similar con-



© ILO/Beirut

ferences in other countries), which could serve as a discussion forum on effective youth employment strategies; a national youth action plan for Jordan in cooperation with employers, workers, and youth organizations; an Arab labour market database; an action manual for decision makers; and a Youth Employment Network for the Arab region.

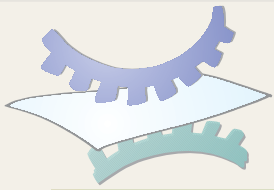
*For further information, please contact Regina Monticone, phone: +4122/799-6819, e-mail: monticone@ilo.org*

## ILO expert honoured for work on safety and health in Vietnam

■ The Vietnamese Ministry of Labour, Invalids and Social Affairs (MOLISA) has awarded its Certificate of Merit to an ILO expert – the first time a foreigner has been recognized in this manner. Dr Tsuyoshi Kawakami, an expert in occupation-

al safety and health, was honoured for 13 years of work on improving living and working conditions for people in the Mekong Delta region of Vietnam. In that time he has organized many training programs and research projects for local farmers, small business owners, workers and employers, helping them to improve the quality of life of themselves and their families. Dr Kawakami, who comes from Tokyo, was presented with the award during Vietnam's 6th National Safety Week, held earlier this month, by the Vice Minister of MOLISA, Mr. Le Duy Dong. Dr Kawakami has worked for the ILO for four years. Prior to that, he was with the Institute for Science of Labour, in Kawasaki, Japan.

*For further information, please contact Sophy Fisher, Regional Information Officer, ILO Bangkok, phone: +662/288-2482, e-mail: fisher@ilo.org*



## ILO IN THE PRESS

## The Straits Times

### More die in workplace mishaps than in war

GENEVA - Workplace accidents and illnesses kill more people a year than war, says a United Nations labour agency report.

## LE MATIN.ma

### Bureau international du travail : réguler les migrations internationales

Le Bureau international du travail (BIT) est favorable à une meilleure gestion des flux migratoires afin de tirer le plus grand bénéfice économique possible des 86 millions de travailleurs immigrés que compte la planète, selon un rapport publié vendredi.

## HindustanTimes.com

### Workers' rights continue to be violated in India: ILO



### Le BIT appelle à mieux réguler les migrations internationales.

Le Bureau international du travail (BIT) estime qu'une meilleure gestion des flux migratoires permettrait de tirer un meilleur parti des 86 millions de travailleurs immigrés que compte la planète, selon un rapport publié vendredi.

## Le Monde.fr

### La menace persiste sur les libertés syndicales dans le monde.

Aujourd'hui encore, des personnes paient de leur vie et de leur liberté le fait d'avoir essayé de s'organiser et défendre collectivement leurs droits fondamentaux", constate

l'Organisation internationale du travail (OIT), dans son rapport "S'organiser pour plus de justice sociale", rendu public, jeudi 20 mai.

## The Guardian

### ILO decries denial of workers' rights

TANZANIA WEDNESDAY, MAY 26, 2004

The just released International Labour Organization (ILO) Global Report has highlighted murder, violence and detention as among key forms of violation of workers' and employers' freedom of association that have persisted in the last four years.

## KYODO NEWS

on the web

### ILO annual meeting to focus on migrant workers.

## ZENIT

### Ratification of Child-Labor Pact Proceeds Apace

## The Washington Times

washingtontimes.com

### ILO: Labor rights better, but woes remain

Bangkok, May 20 (UPI) Workers' rights are improving across the world but there are still abuses in many places, a report Thursday by the International Labor Organization said.

## Bangkok Post

www.bangkokpost.com

### Work safe; A reminder to take precautions at work and at home

Every day an average of 5,000 people die worldwide as a result of workplace accidents or health-related diseases, according to the International Labour Organisation (ILO) There are approximately 270 million workplace accidents a year.

## South China Morning Post

### Discussion, not suppression, seen as way to resolve workers' disputes

Head of UN's labour group calls for a constructive approach

## GAZETA MERCANTIL

### Imigrantes remetem US\$ 100 bilhões.

Genebra (Suíça), 24 de Maio de 2004 - As remessas de divisas por imigrantes a seus países de origem superam a US\$ 100 bilhões anuais, tendo-se convertido na segunda fonte de recursos externos para o

mundo em desenvolvimento, segundo revela um estudo sobre imigração divulgado sexta-feira em Genebra pela Organização Internacional do Trabalho (OIT).

## EL PAIS

### La OIT prevé un alza de emigrantes por los fallos de la globalización.

La Organización Internacional del Trabajo (OIT) augura que "el número de emigrantes que cruzan las fronteras en busca de empleo y seguridad humana aumentará rápidamente en las próximas décadas, debido a que la globalización no ha generado puestos de trabajo y oportunidades económicas en sus países de origen".



## UN official tells China to improve workers' rights

The United Nations' top labour official warned China this week that improving workers' rights and fundamentally addressing social inequalities brought on by development were key to its sustainable development.

## majira

Gazeti huru la kila siku

Vyama vya waajiri, wafanyakazi vyashauriwa kukuza uchumi

Na Mwandishi Wetu

Freedom of Association Report



AÑO VI - NUMERO 2026 LUNES 29, MARZO 2004

Informe de la Comisión Mundial sobre la Dimensión Social de la Globalización, creada por iniciativa del director general de la OIT, Juan Somavía

## “La globalización puede y debe cambiar”



## Moçambique: Ministro português Bagão Félix em iniciativa da OIT, em Maputo

## VANGUARD

### 92nd ILO conference opens in Geneva

LAGOS — THE 92ND conference of the International Labour Organization, opens in Geneva, Switzerland today. The conference is among other topics expected to discuss, the ILO's role for fair globalization, freedom of association, migration and an update on labour standards.

## OneWorld UK

### ILO reports greater respect for workers' rights

## Daily Times

### Globalisation has failed to create jobs: ILO

GENEVA: About 86 million people are working outside their native countries and the number of economic migrants will increase rapidly as globalisation has failed to create more jobs in their home nations, the International Labour Organisation has said.

## günlük EVRENSEL

4 Mayıs 2004  
Sali  
Yil: 4  
Sayı: 995

### Dünya her gün 5 bin kişi ölüyor

Uluslararası Çalışma Örgütü'nün (ILO) verilerine göre dünyada her gün 5 bin kişi kazalarında yaşamını yitiyor. Her yıl meydana gelen 270 milyon iş kazasında 22 bin çocuk ölüyor. Ayrıca her yıl 160 milyon kişi meslek hastalığı geçiriyor. İş kazaları ve meslek hastalıkları, by hafta boyunca gündemde olacak. Her yıl 4-10 Mayıs tarihleri arasında düzenlenen İş Kazaları Haftası dolayısıyla, çeşitli etkinlikler düzenlenecek. İlk etkinlik bugün bakanlıkta yapılıyor.

World Day for Safety and Health at Work

## 与国际社会一道努力

国家与全球世界安全生产健康促进委员会

知识介绍(三)

(北京第二版)

本报讯 记者韩博报道 4月28日下午,国家安全生产监督管理局召开世界安全生产健康促进委员会会议。会上,有关政府官员、专家和学者就如何进一步加强对安全生产工作的科技、经济手段应用,安全管理实践以及安全文化创新和宣传等方面交换了意见,国家副总理华建刚在会上讲话。



## The Observer

### Two million employees die at work every year!

## FINANCIAL TIMES

INDUSTRY

Work kills 5000 people per day, much could be saved thru prevention – ILO Effective prevention measures can stop 4% world GDP loss due to 270 million Occupational Accidents annually

## IL TEMPO

### Con un progetto che unisce aziende pubbliche a private il Belpaese risponde all'appello dell'ONU L'Italia scommette sul lavoro dal volto umano Frattini: basta con lo sfruttamento nel Terzo Mondo, si al rispetto della dignità

All'iniziativa di Annan, che si basa sul rispetto di nove principi fondamentali relativi ai diritti umani, al lavoro e all'ambiente, hanno già aderito oltre 1.200 aziende di 70 Paesi. Capofila in Europa nel sostenere il piano per un'etica dell'impresa è l'Italia, che si è impegnata in un'importante azione di supporto

realizzando, in collaborazione con l'Ilo (Organizzazione internazionale del lavoro), il progetto Global Compact Italia.

## The Washington Times

### ILO: Labour rights better, but woes remain

Bangkok, May 20 (UPI) – Workers' rights are improving across the world but there are still abuses in many places, a report Thursday by the International Labour Organization said.

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

## FEATURES

PLANET WORK

NEWS

AROUND THE CONTINENTS

ILO IN THE PRESS

## MEDIA SHELF



■ **The "Portal of Living Cultures": Rural community-based tourism in Latin America.** [www.redturs.org](http://www.redturs.org)

Tourism today is spreading beyond traditional tourist destinations. A number of small communities in Latin America are developing sustainable tourism projects which not only help to create decent jobs and healthy economies, but also protect their cultural heritage and natural resources.

The ILO-run Sustainable Tourism Network, REDTURS: (Red de Turismo Sostenible), is providing development services to these communities, facilitating their access to new markets and improving their competitiveness. The virtual headquarters at [www.redturs.com](http://www.redturs.com), dubbed the "Portal of Living Cultures", supplies travellers with up-to-date information about the sustainable tourist destinations on offer, and helps communities to promote, market and commercialize their services.

With unprecedented demand for nature tourism and encounters with local cultures, REDTURS argues that tourism must be sustainable, economically viable, environmentally responsible and based on social solidarity. One of the project's fundamental objectives is to create opportunities for decent employment for women and men in local communities, which are often located in remote areas where development opportunities are few.

To take a look at the trips on offer, including piranha fishing, and healing rites, visit the site's "For the Tourist" section.



■ **Brazil issues commemorative stamp.**

The ILO was set up in 1919, "with Brazil as one of the founding member States", recalled Ricardo Berzoini, Brazilian Minister of State for Labour and Employment. Eighty-five years later, the Brazilian Post and Telegraph Company is issuing a commemorative postage stamp to coincide with this year's 92nd International Labour Conference.



■ **Young soldiers: Why they choose to fight.**

Rachel Brett and Irma Specht, ILO, 2004

Young soldiers are part of rebel factions, national armies, paramilitaries and other armed groups, in some of the most violent conflicts around the globe. They are in some ways still children en yet, from Afghanistan to Sierra Leone to Northern Ireland, you can find them among the fighters. Why? This book explores the reasons why adolescents who are neither physically forced nor abducted, choose to join armed groups. Drawing on in-depth interviews with the soldiers themselves, the authors challenge conventional wisdom to offer a thought-provoking account of the role which war, poverty, education, politics, identity, family and friends all play in driving young men and women to join military life.



■ **Healthy beginnings: Guidance on safe maternity at work.**

ILO, 2004, ISBN: 92-2-115238-3, 20 Swiss francs, US\$14.95, UK£8.95, 16 euros

This guide examines maternity protection in the workplace and focuses on measures which can be taken to ensure a healthy beginning for both the mother and her child. As its starting point, this guide uses the ILO Maternity

Protection Convention, 2000 (No. 183), and in particular, the health protection measures which are foreseen in this Convention and its accompanying Recommendation (No. 191). Providing a wide range of information on reproductive hazards and how to prevent them, the guide also considers the various occupational risks in different sectors, such as agriculture and the health care industries, and offers numerous checklists and sample forms to help identify and assess risks.



■ **Financing social protection.**

Michael Cichon, Wolfgang Scholz, Arthur van de Meerendonk, Krzysztof Hagemeyer, Fabio Bertranou and Pierre Plamondon, ILO, 2004, ISBN 92-2-115122-0,

100 Swiss francs, US\$60, UK£39.95, 54 euros (hardcover)

Designing social protection systems which are effective and equitable, as well as being fiscally, financially and economically efficient, is a challenge and source of debate in many countries worldwide. This book offers a comprehensive overview of the many financing options available, while also providing a thorough analysis of their advantages and disadvantages, and their financial and economic implications. With the task of poverty alleviation and prevention in mind, the book presents a "methodological toolbox" from which social protection planners, managers and social policy analysts can work. Written by practitioners for practitioners, the book discusses the design and maintenance of national social protection systems which ensure an effective and efficient use of available resources at the community, national and international levels, while supporting long-term economic development.



■ **The global seafarer: Living and working conditions in a globalized industry.** ILO, 2004, ISBN 92-2-112713-3, 30 Swiss francs,

US\$19.95, UK£14.95, 22 euros

This volume offers a systematic account of the effects of globalization on the shipping industry and seafarers' lives. The seafarers' labour market is changing rapidly, and this study discusses the challenges encountered in recruitment practices, trade unions and collective

bargaining, as well as training, certification and fraudulent certification. The book also investigates wages, contracts, and tours of duty, and includes an in-depth discussion of seafarer safety and hazard exposure.



■ **Consumer Price Index manual: Theory and practice.** ILO 2004, ISBN 92-2-113699-X, 200 Swiss francs, US\$125, UK£79.95 130 Euros

The Consumer Price Index (CPI) measures the rate at which the prices of consumer goods and services change over time. It is a key statistic for purposes of economic and social policymaking, especially monetary policy and social policy, and has substantial and wide-ranging implications for governments, businesses and workers, as well as for households.

This important and comprehensive manual provides guidelines for statistical offices and other agencies responsible for constructing CPIs and explains, in-depth, the methods which are used to calculate a CPI. It also examines the underlying economic and statistical concepts and principles needed for making choices in efficient and cost effective ways, and for appreciating the full implications of those choices.

■ **Social dialogue in the health services: A tool for practical guidance** Sectoral Activities Department, ILO, 2004, ISBN 92-2-115240-5

Tripartism and social dialogue are integral components of the Decent Work Agenda of the ILO, and essential channels for achieving it. A joint meeting on Social Dialogue in the Health Services: Institutions, Capacity and Effectiveness, held in Geneva from 21 to 25 October 2002, agreed to develop a framework for practical guidance on strengthening social dialogue in the sector. This tool is a direct result of that meeting, and is intended to reach policy-makers and those who plan and organize processes of social dialogue in the health services. It sets out the context of social dialogue in the health services, as well as describing the process of social dialogue in the sector. The structure of the

tool and its conclusions are designed to guide the reader step by step from preparatory analysis and

action to the implementation and evaluation of the social dialogue process.

■ **International Labour Review, Vol. 143, No. 1-2**

This special double issue contains six articles based on a selection of background papers prepared for the World Commission on the Social Dimension of Globalization. These papers were selected to provide readers with a wide range of original perspectives and insights into the macro- and micro-level workings of globalization and their consequences for different categories of vulnerable workers around the world.

As a stage-setter, the opening article, co-authored by Bernhard G. Gunter and Rolph van der Hoeven, offers an extensive review of literature, identifying areas of consensus and controversy in recent and current research. As such, it also provides a useful starting point for in-depth further reading on the much-debated subject of globalization.

The second article, by William Milberg, highlights the fact that, in addition to increasing the volume of international trade and investment flows, globalization has caused a shift in the structure of trade towards an increased proportion of intermediate goods – the direct result of the externalization of production in highly competitive global markets for low-value-added manufacturing. Based on a detailed analysis of trade data and trends, Milberg argues for the refocusing of international trade and investment theories away from the mutually beneficial world of comparative advantage and internalization, towards a theory of the competitive struggle of absolute advantage and externalization.

In the third article of this special issue, Malte Lübker explores how people around the world perceive inequality in their own countries, inequality between rich and poor countries and the issue of income redistribution. Using data collected by the International Social Survey Programme, his study produces valuable results for policy-makers grappling with the social effects of globalization.

Co-authored by Marilyn Carr and Martha Chen, the fourth article takes a gender perspective on the outcomes of globalization for workers in export-processing zones and those informally employed or self-employed in global value chains, with a special focus on processes and factors of exclusion/inclusion. Since globalization affects people differently, depending on what they do for a living, the authors conclude with a set of specific recommendations for international, national and local institutional and regulatory reform aimed at providing different categories of vulnerable workers with more secure and empowering opportunities.

Along somewhat different lines, the fifth article by Ignacy Sachs argues that globalization reproduces between central and peripheral countries the same perverse “concentrating and excluding” pattern of growth as that observed within countries. His case for “inclusiveness” is a plea for correcting this asymmetrical process by striking a better balance between economic efficiency, decent work and environmental protection, with primary reliance on national-level policies for bringing the excluded into the economic mainstream.

Closing the issue, Jean-Michel Servais takes a legal approach to the social and labour issues raised by globalization. Labour law, he argues, needs to be adjusted in order to cope with the growing organizational complexity of production, intensifying labour-market competition and the diversification of forms of work. Based on a classification of international labour standards into three categories – those laying down fundamental rights, those governing technical aspects of work and employment, and those setting guidelines for social policy – Servais examines innovative approaches that could help to bring about the necessary adjustments to labour law.

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](mailto:pubvente@ilo.org); Web site: <http://www.ilo.org/publns>. Catalogues or lists of new publications are available free of charge from the above address. The ILO Publications Center in the US can be contacted by phone: +301/638-3152, fax: +301/843-0159, e-mail: [ILOPubs@Tasco.com](mailto:ILOPubs@Tasco.com), or on the Web site: <http://www.un.org/depts/ilowbo>.

WE SHOULD BE FREE TO ORGANIZE



No. 51, June 2004

TO HELP BUILD A FAIR AND JUST SOCIETY

Right now, millions of people are being deprived of freedom of association and the ability to collectively bargain.

*This must change.*

The nations of the world are working together with the International Labour Organization under the **Declaration on Fundamental Principles and Rights at Work** to foster freedom of association and collective bargaining so that people everywhere can help build a fair and just society.

GIVE EVERY PERSON A VOICE - A VOICE TOGETHER - AND CHANGE THE FUTURE OF THE WORLD



International Labour Organization

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