

The WORLD OF

Work

THE MAGAZINE OF THE ILO



**Global labour agreements:
A framework for rights**

No. 45, December 2002



INTERNATIONAL LABOUR OFFICE

The ILO logo: A brief history

GENEVA – In 1967, then Director-General David A. Morse seemed frustrated over debate concerning the image of the International Labour Office as it approached its 50th anniversary. “The real problem is to find something that makes sense from every point of view. I am afraid that if I just keep sitting on this problem, nothing will happen”.¹ What happened, and how the ILO got its current logo makes for an interesting tale.

What Mr. Morse was talking about was the Office logo – then called an “emblem”. A triangle with the letters ILO inside had been the logo, or emblem, since 1938, but by the late 1960s, it appeared Mr. Morse and his colleagues figured it was time for a change.

The tripartite nature of the ILO had been depicted since 1938 by a triangle with the letters “ILO” (in various languages) inside. The triangle had been chosen from a number of designs, through what appears to have been an arduous process. At one point, an ILO official named Rex B. Hersey had proposed that the Office solicit the ILO staff for designs to be considered by two artists, a Miss Chadwick and a M. Perrin, with the winner receiving a bottle of champagne.²

This was rejected out of hand by Assistant-Director A. Tixier who replied on the same day, “I am not in favour of this idea of asking all staff to come up with a new seal for the office. I think that the study should be limited to the Editorial Section only”.

A word of explanation here. The seal was an entirely different matter. From 1921 to 1938, the ILO had only had a seal which depicted a globe emblazoned with the words “International Labour Office” and “Bureau International du Travail” surrounding the words “League of Nations.” But times had changed, and following the demise of the League and creation of the United Nations in 1946, the

ILO had redesigned the seal to replace “League of” with “United”, a design which is still in use on diplomatic correspondence and the pouch today.

But history hadn’t changed the name of the ILO, so the 1938 triangle remained as the ILO emblem. Then, with the 50th anniversary of the ILO looming, in 1966-67 the search for a new, more modern logo began.

“This is...important if we are to make proper plans for our 50th anniversary,” Mr. Morse wrote, adding that the triangle should be changed for the simple reason that a “lot of critics poke fun at the present emblem by saying that it is a triangle similar to that used by Swiss and other authorities on the Continent when a car is damaged and they want to make sure that traffic is diverted and slowed down. They consider it strange that we should have an emblem that says ‘Go Slow.’”³

A number of proposals were considered. Finding one simple logo representing the different faces of work around the world by the 1960s was, it seems, no easy matter. One idea, first floated in the 1940s, had involved “a wrench, a plough, a book and an anchor”;⁴ to show a range of professions. Another involved a motif which C.W. Jenks said showed “three clasped hands” to symbolize “human brotherhood, but also...the tripartite element”. Surrounding the clasped hands was a cog wheel, representing a “technological theme”.⁵ Eventually, the three hands gave way to three cogs embraced by the UN laurel leaves, and the current ILO logo design was formally announced to the staff in Director-General’s Instruction No. 325 of 1 September 1967.

Some 30 years on, the Office is now in the throes of another modernization of its logo, which will become only the fourth in the ILO’s 83-year history. A new logo, now in develop-



The original 1938 design, used for five years, was a black triangle with white letters. From 1943-44, this was reversed, with black letters on a white background.



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

EDITOR

Thomas Netter

GERMAN EDITION

Hans von Rohland

ARABIC EDITION

Khawla Mattar, ILO Office, Beirut

SPANISH EDITION

In collaboration with the ILO Office, Madrid

PRODUCTION MANAGER

Kiran Mehra-Kerpelman

PHOTO EDITOR

Marcel Crozet

ART DIRECTION

Paprika, Annecy, France

COVER DESIGN

Janusz Kaniewsky, ILO Turin

EDITORIAL ASSISTANT

Lucy Ahad

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

Tel. +4122/799-7912

Fax +4122/799-8577

www.ilo.org/communication

Readers in the US should send their correspondence to the International Labor Office, Washington Branch, 1828 L Street, NW, Suite 801, Washington, DC 20036.

Tel: +202/653-7652

Fax: +202/653-7687

Printed by SRO-Kundig SA, Geneva

ISSN 1020-0010



ment, is intended to be a sign of the times, and reflect graphically and simply the Office's tripartite organization as well as a new world of work – communicating across education levels and languages. The new concept departs from the earlier logos, in that it doesn't contain the ILO's initials (which, as Mr. Jenks had written already in 1967, were, in his view, "cluttering up the emblem with words or letters in several languages".⁶) Before entering into use, a new logo has to be checked to make sure it doesn't copy an existing logo, and assuming it doesn't, copyright protection then has to be sought. This is to be done through a Conference decision. Eventually, as in years past, the story of how the ILO got this logo may also make an "interesting tale".

¹ David A. Morse, *Minute (internal Memorandum)*, 1 February 1967

² Rex Hersey, *Minute*, 20 December 1938

³ David A. Morse, *op. cit.*

⁴ David A. Morse, *Minute*, 27 February 1967

⁵ C.W. Jenks, *Minute*, 24 February 1967

⁶ *ibid.*

A framework for rights



Framework agreements between multinational corporations and global unions are becoming more common. What can they achieve, and how do they relate to ILO standards? We examine the host of new global framework agreements which have been signed between enterprises and unions in the past 12 years, and how they are changing the face of the world at work. **Page 4**

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Insert: International Training Center of the ILO, Turin
Training calendar 2003

Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 175 member States in common action to improve social protection and conditions of life and work throughout the world. The International Labour Office, in Geneva, is the permanent Secretariat of the Organization.

FROM RHETORIC TO COMPETITIVENESS

Global labour agreement

A framework for rights



© Crozet / ILO

Framework agreements between multinational corporations and global unions are becoming more common. What can they achieve, and how do they relate to ILO standards? This article examines the host of new global framework agreements which have been signed between enterprises and unions in the past 12 years, and how they are changing the face of the world at work*.

GENEVA – When automobile giant Volkswagen signed a “global framework agreement” with its unions concerning minimum labour standards recently, a company spokesman made clear it would benefit both sides of the negotiating table.

Social responsibility is “not just rhetoric”, the spokesman said. Rather, it is “a real support for our competitiveness”.

In what is a growing trend, major global industrial enterprises are signing “framework” agreements with their employees which commit them to respecting minimum labour standards around the world. They recognize that for global corporations today, adhering to bedrock labour standards seems to be good business.

Most of the world’s biggest employers are now global. And most of the world’s unions are affiliated to the sector-by-sector Global Union Federations (GUFs). Companies and unions have started taking steps to sign such agreements.

And the pace is quickening. The first agreement dates back to 1988, but of the 20 such deals reached so far, no less than eight have been signed during 2002, and a number of others are on the way. These packages now apply to multinationals in a wide range of sectors from minerals and mining to telecoms, manufacturing and retailing..

RIGHTS AT WORK

Topics most frequently covered are trade union

rights, collective bargaining rights, information and consultation, equal opportunities, safety and health, minimum wage standards, and the banning of child labour and forced labour.

Not coincidentally, the agreements concentrate on many of the issues covered by the core ILO Conventions. The texts make prominent mention of those standards, often referencing them by number and name. Most cited are the two Conventions best known to trade unionists – Nos. 87 and 98 on freedom of association and collective bargaining. Several of the agreements cite specific ILO Conventions as the most important examples of those to be applied. In these cases, a more general commitment to ILO standards is implied.

Many multinationals already have their own codes of conduct. These often include labour relations and social issues. So why is there a need for framework agreements? The answer comes down to two words: monitoring and implementation.

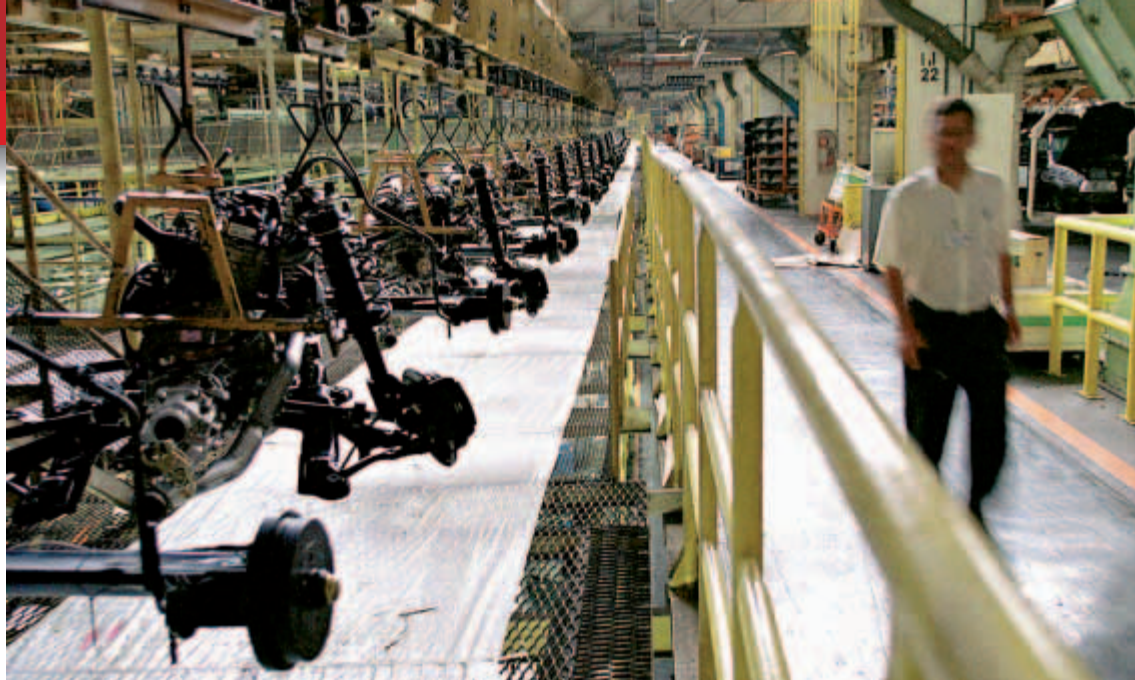
At the global level as at every other, there is a crucial difference between an internal company code of conduct and a union-management agreement.

An internal code has generally been written by the company itself for the company’s own purposes. Its implementation is monitored, if at all, by the company or the company’s paid consultants. Some of the global framework agreements, on the other hand, give the signatory GUFs the right to raise with corporate headquarters management any alleged breaches of the provisions which have been signed. Often, the agreements specify regular meetings for that purpose, and some also establish channels for more urgent communication when needed.

For the unions, the advantage is obvious; they can keep a check on how the company is living up to its commitments on the ground, and they can quickly bring any problems to the attention of the highest corporate decision-making level. The agreements “provide the basis for future global dialogue and a

* Written jointly by Ian Graham, a freelance journalist who has written widely on labour issues and Andrew Bibby, writer and journalist.

ents: ts



© AFP

framework for tackling individual problems as they crop up”, says Philip Jennings, General Secretary of Union Network International (UNI). “They are the way forward in democratizing the multinationals.”

But this process is also in the best interests of the companies and their stakeholders, as it gives substance and credibility to corporate ethics.

The agreement between construction multinational Ballast Nedam and the International Federation of Building and Wood Workers (IFBWW), “provides an added value for Ballast Nedam”, said IFBWW General Secretary Anita Normark at the signing in March 2002. “The verification of the efforts of the company to live up to international standards can be facilitated through the use of a global union network which IFBWW can provide with 289 affiliates in 125 countries!” But, she added, “it is also important for governments to provide a legal framework for the implementation of global ILO and OECD standards”.

All in all, the relationship between ILO standards and the GUFs is beginning to parallel that between national industrial legislation and national industrial unions. From the nineteenth century onwards, it was clear that even the best labour legislation needed to be backed by a strong union presence in the workplace. Conversely, the maintenance of that presence was helped by good industrial law. And many employers came to see that good law and good agreements with the workers’ representatives were in their own best interests. Today, those same lessons are being learned at the global level.

The automotive industry is one of the latest sectors to join this trend. In June 2002, Volkswagen (VW) signed its Declaration of Social Rights and Industrial Relations with the International Metalworkers’ Federation (IMF) and the VW Global Works Council. A few weeks later, DaimlerChrysler adopted a similar document, Social Responsibility Principles, in an agreement with its World Employee Committee,

signed in conjunction once again with the IMF.

The pioneers of framework agreements were the food and allied workers’ international, IUF, and the French-based multinational, Danone. Negotiations for their first agreement began in 1985. Since then, they have signed additional agreements on trade union rights, on skills training, and on the measures to be taken, “in the event that new techniques [or] organizational processes are implemented, or in the case of substantial changes in production volume, transfer of a substantial part of production, partial or full closings of facilities and, in general, in all situations whereby working conditions or the nature of employment contracts are significantly affected”.

Other landmark examples include the 1998 framework agreement between IKEA and the building and woodworkers’ IFBWW, and UNI’s agreements with Carrefour and Telefónica. Mining and energy workers are also well represented in agreements between their International Federation of Chemical, Energy, Mine and General Workers’ Unions (ICEM) and Statoil, Endesa and AngloGold.

The VW and DaimlerChrysler agreements each cover more than 300,000 employees, and with their adoption almost two million employees worldwide now work for companies which have signed framework agreements. Generally, companies headquartered in Western Europe have taken the lead, but there are also examples from New Zealand (Fonterra) and South Africa (AngloGold).

VW’s agreement, for instance, commits the company to seven major principles:

- “all employees” have the “basic right” to “establish and join unions and employee representations”
- the company chooses, hires and promotes employees only on the basis of their qualifications and abilities, “regardless of race, skin colour, sex, religion, citizenship, sexual orientation, social origin or political persuasion (as far as it is based on democratic principles and tolerance towards persons



FROM RHETORIC TO COMPETITIVENESS

- >> thinking differently)”
- no knowing use of forced labour or involuntary prison labour
 - no use of child labour
 - the “compensation and benefits” for a “normal work week” will correspond “at least to the respective national legal requirements or to the minimum standards of the respective economic sectors”
 - similarly, work hours will at least be in line with national or sectoral standards
 - VW “meets at least the respective national standards for a safe and hygienic working environment and in this context will undertake appropriate measures to assure health and safety in the workplace so that healthy employment conditions are ensured”

The agreement also states that “the future security of the Volkswagen Group and its employees ensues from the spirit of cooperative conflict management and social commitment, on the basis and with the goal of ensuring economic and technological competitiveness”.

For the company, this is a big advantage of the agreement. “We have enshrined our corporate attitude to conflict resolution,” a VW spokesman told World of Work. “That approach has been very successful in Germany, and this agreement is now helping us to transfer it to other parts of the world.” The company also sees the agreement as part of its follow-up to UN Secretary-General Kofi Annan’s Global Compact initiative, which incorporates the basic rights guaranteed by the core ILO Conventions.

The IMF’s Robert Steiert is just as happy with the outcome. As the Coordinator for the VW Global and European Works Councils, he thinks the agreement will set an important precedent: “With the big firms, there is always a locomotive effect. It is in the interests of companies to project a good public image, and others will not want to get left behind. In taking this step, VW is once again emphasizing its stance of corporate social responsibility and putting itself out front. We hope that others will follow suit.”

Certainly, when one or more companies in a sector sign up, there will be some pressure for agreements with the others. That pressure may also be felt by the unions. A company which has signed a framework agreement may feel exposed if its competitors fail to do likewise after a certain time – exposed, that is, to criticism both from the competitors and from the company’s own shareholders. So the GUFs will feel a particular need to keep up the momentum. Here,

another factor comes into play. In the nature of things, the first companies to sign the agreements have tended to be those which already have a good working relationship with the unions. Other negotiations may prove more difficult.

One way around this dilemma may be to reach sectoral-level global agreements on specific issues. This approach also has its pitfalls, however – not the least of them being a certain asymmetry in the mandates of the negotiating partners. While most industrial manufacturers are in sector-wide bodies at the global level, the relationship between these councils and their member companies is not the same as between the GUFs and their affiliated unions.

The potential difficulties are well illustrated by a chemical industry initiative which had its origins in an ILO sectoral conference. In February 1999, governments and chemical industry employers and unions met under ILO auspices. They agreed that negotiations should begin for greater participation of workers’ representatives in the chemical industry’s existing Responsible Care programme, which aims to ensure universally high health, safety and environmental standards wherever the industry operates.

Detailed negotiations were indeed launched between the ILO and the companies’ International Council of Chemical Associations (ICCA), and by the beginning of 2001, everything seemed set for a worldwide sectoral agreement. However, the deal fell through at the last minute, but there is still hope to reach agreement, possibly at the regional level.

More generally, the ILO may well help to promote framework agreements. After all, the precondition for any such deal is to get the unions and the companies together at the international level, and where better to do that than at the tripartite ILO?

The basis for this role has been laid out by the ILO’s *Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy* (see inset on page 7). As Director-General Juan Somavia points out, this Declaration is a universal basic reference point for social responsibility in the world of work. Its principles, he says, “foster mutual understanding, participation, transparency and social responsibility – all prerequisites to sustainable partnerships among global and local actors and markets”.

In a global workplace with global employers, that is a vital task.

RESPONSIBILITY AT WORK – A USER'S GUIDE

Important help for global negotiators is given by a major ILO Declaration, and by a new guide that explains how to use it to best effect.

The *Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy*, promotes cooperation between business, labour and governments. The aim is to maximize the positive contributions which investment by multinational enterprises can make to economic and social progress, while at the same time helping to resolve difficulties to which such investment may give rise.

Designed to encourage socially sustainable development and human rights in the workplace, the Declaration sets out principles for employment, training, conditions of work and life, and industrial relations. It calls on multinationals, governments and social partners to follow the ILO's lead in promoting decent work by contributing to the realization of the ILO Declaration on Fundamental Principles and Rights at Work. It also calls for endorsement of the ILO Conventions on child labour and the minimum working age.

The new ILO guide, subtitled *Knowing and Using Universal Guidelines for Social Responsibility*, provides a valuable tool for anyone wanting to use the Declaration. It gives practical information on corporate social responsibility in general, drawing on worldwide experience in tackling issues such as health, safety and child labour. The guide also stresses the value of informed social partnership arrangements at the local level, with multinationals sharing information with governments and workers' representatives. As it points out, keeping negotia-

tions free of threats of transfer of operations or transfer of workers, is critical to building confidence across the table.

The guide is available from the ILO Web site at:

www.ilo.org/public/english/employment/multi/download/guide.pdf or from multi@ilo.org

As to framework agreements, the guide analyses fifteen of them in some detail. It finds that nearly all the agreements incorporate the fundamental principles recognized in the Multinationals Declaration relating to the elimination of child and forced labour, discrimination in employment, and respect for freedom of association and collective bargaining. On the other hand some issues covered in the Multinationals Declaration feature less often; perhaps surprisingly, less than one in five includes reference to ILO standards for vocational guidance and training, for example.

This may well change as the number of global framework agreements increases. As the guide says, "The ongoing process of achieving decent work involves the building of sound relations within the workplace and community of operation based on closer commitments among business, unions and government to work together. Because of its global scope, the Declaration is well suited for use, directly or indirectly, in providing baseline content for framework agreements."



AREAS COVERED BY THE FRAMEWORK AGREEMENTS AS OF DECEMBER 2002

Total Number of Framework Agreements	20	100%
Freedom of association/collective bargaining	20	100%
Employment discrimination	18	90%
Forced labour	17	85%
Child labour	17	85%
Protection and facilities for workers' representatives	13	66%
Safety and health and the working environment	13	65%
Minimum wages	11	55%
Employment promotion and protection against unemployment	5	27%
Vocational guidance and training	4	16%

Source: ILO

SHIFT POLICY NOW...

As AIDS spreads, “human

A new study paints a bleak picture of the economic and social impact of HIV/AIDS in sub-Saharan Africa. Not only is the epidemic far more severe than previously thought, but it will seriously undermine the development prospects of affected countries. At risk is Africa’s “human capital”. This report examines the extent of the crisis, and what can be done about it.

GENEVA – If a cure for HIV/AIDS ever becomes widely available in sub-Saharan Africa, will anyone be there to administer it?

The impact of AIDS on “human capital” – the labour force which provides countries with services ranging from health care and education to administration and security – is the subject of a new study¹ prepared for the ILO Global Programme on HIV/AIDS and the World of Work.

The study says the epidemic, now entering its third decade, will affect social and economic life in ways never seen before.

Here are some of the areas most at risk:

Development: The epidemic is eroding the capacity for development through its effects on workers, savings rates, national security and social cohesion. Social and economic development will be most threatened in countries where high levels of HIV prevalence will cause huge losses in the workforce.

Health care: The public health sector will be affected in the same way by the loss of labour which provides care and treatment for people with HIV/AIDS.

Education, including prevention messages: Education and training systems in sub-Saharan Africa are failing to make provisions to replace the current and likely loss of skills in the workforce.

Savings: The epidemic will diminish, if not erase, the savings capacity of households, formal and informal enterprises, and governments, through its direct effects on flows of income and levels of expenditure. Over time this will lead to falling demand, reduced investment and output, and declining per capita income².

The full text of the study “Human capital and the HIV epidemic in sub-Saharan Africa”, is available on line at:

www.ilo.org/public/english/protection/trav/aids/publ/index.htm

“The main socio-economic impact of HIV/AIDS is its decimation of the labour force, and the level and allocation of savings and investment. This portends a huge humanitarian disaster with dire economic and social consequences,” says Franklyn Lisk, Director of the ILO/AIDS programme.

How huge? The study shows that across all occupational sectors in sub-Saharan Africa it is becoming increasingly difficult to replace skilled, as well as unskilled, labour lost to HIV/AIDS. What’s more, the study found that because AIDS affects public and private sector workers who provide essential services, many countries are increasingly unable to find the resources badly needed to sustain even current levels of economic development.

“Decades of gains in development, training, skills and education are being lost forever,” Mr. Lisk says. “The belief that these losses can be replenished from a vast pool of unemployed or underemployed labour is a fallacy.”

SCOPE OF THE EPIDEMIC

The epidemic is primarily concentrated in the working age population (15 to 49 years), placing a disproportionate burden on an age group with critical social and economic roles. In Africa, the epidemic places a greater burden on women, who experience more infections at an earlier age than men, with a consequent greater loss of healthy years of life and a greater share of the burden of care.

AIDS killed an estimated 2.3 million Africans in 2001, and has caused a cumulative total of about 20 million deaths since the start of the epidemic, according to the United Nations Joint Programme on HIV/AIDS. UNAIDS reported an estimated 3.4 million new infections in 2001, and estimates that some 28 million Africans are currently living with HIV.

Some 50 million people will have died of HIV/AIDS before the end of the present decade, the report says, adding that assuming about five people within each immediate family are affected for every

¹ Desmond Cohen, “Human capital and the HIV epidemic in sub-Saharan Africa”, ILO/AIDS Working Paper 2, Geneva, 2002, ISBN-92-2-113238-2.

² UNAIDS estimates that annual per capita income of half the countries of sub-Saharan Africa is falling by 0.5-1.2 per cent, and that GDP in the hardest hit countries may decline by 8 per cent by 2010.

capital" is at risk



© P. Williams/WCC photo

person who dies, some 250 million Africans will be closely affected by HIV/AIDS within ten years.

Efforts to address these onslaughts on African lives and economies will have long-term implications because of the difficulty in training new workers, the loss of opportunities for on-the-job learning due to the deaths of more experienced workers, and the increase in the number of children who must go to work, who will thus miss opportunities for education and skills training.

SECTORS AT RISK

One of the most worrying developments is the impact of the epidemic on education in sub-Saharan Africa, worsening the performance of an already underperforming sector, the report says. Among secondary school teachers in Malawi, for example, the rate of excess mortality due to AIDS is nearly double the expected mortality due to non-AIDS causes, while an additional 60 per cent of primary school teachers may die due to the epidemic.

"It is hard to see how the stock of human capital can be maintained, given the erosion of capacity in the education sector presently underway," the report says. "The implications of this for sustainable devel-

opment in the region cannot be assessed accurately, given our present knowledge of the complex interactions that are involved. However, even the most optimistic assessment is that indicators of social and economic development are significantly lower as a result of the epidemic."

In the public sector, overall mortality in some countries has risen by ten times over the past decade, largely due to AIDS, and will result in governments losing the ability to supply essential goods and services. In Botswana, for example, increased mortality of health care workers is reducing the capacity to meet higher demands for care for people with HIV and AIDS. Meanwhile, among police officers in Malawi, the epidemic is having a severe impact on junior officers aged 20 to 40 years, thus affecting the quality of service and the structure of security.

In the informal sector, which in most African societies accounts for the majority of workers, especially in agriculture, data on the impact of HIV/AIDS is limited due to lack of research. However, studies in Kenya and Côte d'Ivoire found that sickness and mortality due to AIDS resulted in the dramatic depletion of savings, the loss of key skills and organizational capacity, and a fall of up to 50 per cent in food



>> production in households where only one member was sick with AIDS.

RETHINKING POLICY

The report says a “rethinking of policies and programmes are needed to reconsider current policies and adapt those to the new reality of a world characterized by AIDS.” These include:

Redefining the objectives of the education system to be more inclusive and less hierarchical, and adaptable to the changing needs of economies. This may mean reallocating resources for higher education to primary and secondary schooling to create a new base of education and skills.

Redefining attainable tasks in the health sector and realigning health training to meet the new demands of HIV/AIDS, and providing new mechanisms of delivery for an increasing number of persons with HIV/AIDS.

Seeking alternative ways of ensuring that traditional skills are made available to children, especially in rural areas, to offset the loss of knowledge and learning which has been passed down through generations of adults now lost to HIV/AIDS.

Developing new technologies to substitute for the increasing scarcity of labour, both skilled, unskilled

and professional. This may require new ways of planning, rather than relying on endogenous forces of product and capital markets which are unable to adapt rapidly enough to the changing realities of the African labour market.

The ILO report also called for greater involvement of both employers and organized labour in efforts against HIV/AIDS, and for support to governments in assessing and mitigating the impact of the epidemic.

“There have been no consistent workplace programmes for AIDS,” Mr. Lisk said. “We must remedy this by providing advice and technical assistance for workers and employers, based on the ILO Code of Practice on HIV/AIDS and the World of Work, launched at the UN General Assembly Special Session on AIDS [in 2001]. So far, the resources allocated to this effort have been pitifully inadequate. The international community and African leaders must work together to find the resources and the will to establish workplace policy and programmes across the continent.”

AIDS in South Africa: Despite challenges, a glimmer of hope

In order to manage time off taken by employees, one company in KwaZulu-Natal, South Africa, has limited workers to attending a maximum of three funerals a week for people who have died of AIDS. But is the impact of AIDS really sinking in with company managers? In some cases, yes, but in many others, denial is still rife. South African journalist Alan Fine reports on how South Africa is handling the crisis.

JOHANNESBURG, South Africa – For Clem Sunter, a director of Anglo-American Corporation, the epidemic of HIV/AIDS in his country poses a stark choice: “There are two possible responses by business to HIV/AIDS, either denial or total onslaught,” he says. “Most of us – government, business and the general public – are still in denial.”

How can this be? Latest estimates show about 10 per cent of South Africa’s population infected with HIV.

Among the economically active population, the figure is higher, especially in the 25-35 year age group. So far, deaths from AIDS appear to be about half those due to other causes. But that may change. According to one Government study, by 2010, four out of five deaths of employees will be AIDS-related.

The mining industry is the hardest hit. Most of its workers are migrants, living away from their rural families much of the time. Gold Fields of South Africa estimates that 26 per cent of its workforce in South Africa is HIV-positive. The equivalent figure in white collar occupations is perhaps 5 per cent. And it is in the mining industry that companies are beginning to take action.

One of the first to announce plans was AngloGold, which employs about 70,000 people in South Africa. Though educational programmes aimed at preventing AIDS in the 1980s had limited success, the company has announced plans to use its extensive network of mine-based hospitals and clinics to treat opportunistic AIDS-related infections, primarily tuberculosis. The company is also establishing a network of clinics in rural areas for families of miners, and a more comprehensive "wellness programme" which includes voluntary HIV-testing and counselling.

AngloGold chief executive, Bobby Godsell, says his vision is for the company to become a leader in the evolving world response to HIV/AIDS. The economic purpose of the programme is to ensure that HIV-infected employees, trained at a cost to the company, are able to continue working for as long as possible. It is also necessary to assure shareholders that, while HIV/AIDS is a challenge for the company, it is being managed as effectively as possible.

Gold Fields, the second largest South Africa gold-mining group, employing 48,000 people in the country, also announced a major programme late last year to deal with HIV/AIDS. As with most corporate AIDS programmes, consultation and cooperation with the unions – in this case the National Union of Mineworkers – is a crucial part of the development of the programme.

The Gold Fields programme is, like AngloGold's, focused on prevention, voluntary testing and counselling, and a "wellness management programme for all employees living with chronic diseases, including HIV".

The obvious limit on these programmes is the absence of antiretroviral treatment for workers with AIDS. Triple therapy currently costs between 15,000 and 18,000 Rands a year in South Africa (the current exchange rate is about 11.50 Rands per US\$). Since this is more than half the annual income of the average semi-skilled mineworker, it is not considered econom-

ically feasible. For white collar and other skilled workers, the picture changes. Most private medical aid schemes and the schemes covering state employees, are finding it possible to finance triple therapy because its cost has declined in recent years.

Some industrial companies employing mostly skilled blue collar workers with different cost structures and lower HIV infection rates, have begun supplying those advanced forms of medication, along with the normal educative programmes aimed at prevention and treatment of opportunistic diseases. Daimler-Chrysler's South Africa operation, for example, announced such a programme in 2001, in conjunction with the technical cooperation agency of the German Ministry of Economic Cooperation and Development.

So while in most of South Africa business is still seen to be in a state of denial, there are signs that an increasing number are seeing the urgency of the situation, and are putting comprehensive strategies in place to deal with it.

PUTTING THE CODE INTO PRACTICE: NEW EDUCATION AND TRAINING MANUAL AVAILABLE

In order to succeed, the ILO Code of Practice on HIV/AIDS and the World of Work must be applied. Often, this must be done without the benefit of training or support from ILO offices. ILO/AIDS has now developed a comprehensive manual to encourage and facilitate the application of the Code in the diverse situations and environments occurring throughout the world of work.

"Implementing the ILO Code of Practice on HIV/AIDS and the World of Work: An education and training manual", is intended as an education and reference document, as well as a tool for training. It provides a guide for negotiators, and an aid for all those seeking to promote action to limit the spread and impact of HIV/AIDS in the world of work.

The manual is a comprehensive yet flexible guide to dealing with such issues as HIV/AIDS and human rights, workplace action through social dialogue; legal, policy and gender issues; workplace prevention programmes; care and support; and HIV/AIDS and the informal economy.

For more information, please contact ILO/AIDS, International Labour Office, 4, route des Morillons, CH-1211 Geneva 22, or e-mail: iloaids@ilo.org

BEEDI INDUSTRY ON A DOWNWARD ROLL...

In India, beedi rollers new ways of earning

Rolling beedis, an indigenous, hand-made cigarette, has provided employment for millions of Indians – most of them women – over the centuries. Now, the anti-tobacco movement is cutting demand – and in the process threatening their economic health. Kiran Mehra-Kerpelman visited two beedi-rolling villages in Mangalore, South India, where the ILO is offering these impoverished women new and better ways of earning a living.

MANGALORE, India – As the group of indigenous women rapidly and expertly roll the brown, tube-like indigenous cigarettes called “beedis”, their spokeswoman worries about the worldwide anti-tobacco movement and how it’s threatening their jobs.

“I’ve been rolling beedis for years, but now I have little work”, says Jalaja during the meeting of a beedi workers’ self-help group held recently in this south Indian village. “The government has banned tobacco smoking in public places and many people in other countries aren’t buying beedis anymore. I may soon have to find another way of earning a living.”

The women have gathered here to discuss the challenges posed by an increasingly anti-tobacco climate, and the prospects aren’t good. While declines in smoking are seen as a way to improve public health, the women rolling the little brown tendu leaves into slim cigarettes and tying them with filaments of bright red cotton thread, worry that an industry that once sustained them may soon – literally – go up in smoke.

Indeed, the fate of the beedi industry is no small thing. Once a livelihood for some 4.5 million rollers – 90 per cent of them women – the little cigarette’s decline is posing big problems for them. Most are illiterate, in poor health and socially marginalized.

They have no assets of any kind. And they worry that the loss of even the dollar-a-day income they now earn may mean economic hardship, or worse, like their underage children taking jobs to make ends meet.

“These women were working five to six days a week, but over the last two to three years their work has been reduced by half,” says Arun Kumar, the National Coordinator of a new ILO project established here to help beedi rollers find other jobs.

In fact, unions of beedi workers are eager to learn other ways of earning a living. And their employers also feel the future of the beedi industry is grim. In response, the ILO Area Office for India, together with the Organization’s Gender Promotion Programme and the Government of the Netherlands, has launched a new programme to promote decent work for women workers in the beedi industry.

“Given the global and national trends in the tobacco industry and the working conditions of the very large numbers of women and their families dependent on the industry, the aim of the programme is twofold,” says Lin Lim Lean, ILO expert on gender and employment issues. “For the home-based women beedi rollers, the objective is to improve conditions of work and extend basic labour standards, and health and social protection to these women and their families. For those who are losing work and incomes in the beedi industry, the aim is to help them find alternative means of livelihood, including ensuring that poverty is not pushing their children into hazardous labour.”

BEEDI HAZARDS, ILO SOLUTIONS

Still, loss of income isn’t the only problem faced by beedi rollers. Although most of the women don’t smoke, working conditions threaten both their physical and economic well-being.

Few of the illiterate women are aware of their legal rights as workers, for example, and unscrupulous contractors sometimes deny them access to identity cards needed to obtain benefits offered by a Beedi Workers Welfare Fund. As home-based workers, they are often short-changed by the arbitrary rejection of

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seek a living



© Crozet / ILO



finished beedis on the grounds of poor quality – sometimes due to contractors providing them with low-grade raw materials to begin with. Their health is also threatened: inhaling tobacco dust can cause as many problems as smoking the stuff. And differences in minimum wage across different states have resulted in a shift of the industry to low-wage areas.

So, it's an uphill battle for the mostly women workers who are either jobless or see a significant reduction in earnings. With no alternative employment or income opportunities and no access to credit for self-employment ventures, many communities fear their livelihood is at stake.

The ILO programme works in cooperation with trade unions, employers' organizations, the Labour Ministry, local authorities and community organizations, as well as with the women directly. One of the first activities of the programme was to organize self-help groups, allowing the women to meet to discuss problems and collectively seek solutions.

"We are organizing workshops in which they can assess their opportunities and resources at a local level, and explore possibilities of what they can do," says Mr. Kumar, the project coordinator. "Working from home isolates women from the rest of the working world. Through group meetings and activities, they are able to receive basic education, become aware of their legal rights and find out how to effectively claim these rights. They are also taught alternative skills, including entrepreneurship development, health, and family and child welfare."

To give the women ideas for self-employment, the ILO project supports so-called "exposure visits" to income-generating activities in other areas. Beedi group spokeswoman Jalaja overcame her shyness to become one of those who took part in a recent visit.

"Before, I was afraid of talking to people from outside, but now I feel more confident," she says. "Moreover, I had no savings earlier, but with the self-help group and our micro-credit arrangement, I have started to save. I have been able to take a loan from the group to repair my house and buy medicines for my sick son."

Thanks to an exposure visit, Jalaja is now thinking

of starting her own laundry business in an area where there is no facility for washing clothes. Aside from that, she may also find a patch of land using micro-credit facilitated by the ILO project and grow vegetables to sell in a nearby market.

The programme works with established local organizations to provide training and other support services to the women. To enhance the capacity of these organizations, the ILO is encouraging networking, helping them strengthen their institutional structures, and improve their training and awareness-raising materials.

"Providing technical assistance to local grassroots organizations means that the ILO builds capacity and leaves behind sustainable activities, even after the programme comes to an end," says the representative of Adarsha (Agency for Development Awakening and Rural Self-Help Associations), one of the local NGO partners involved in the programme.

With the cooperation of a local NGO, Deeds (Development Education Service), semi-literate women in Ulal Village have been trained in alternative trades, such as paper recycling and making paper products, farming of herbal and medicinal plants, bee-keeping, food processing, vegetable selling and the preparation of food snacks.

"There is more money in the new work than in beedi making," says Zojeth, one of two sisters who used to roll beedis but benefited from an ILO technical assistance project that taught them a new skill. "Now I can do both things."

Sustainable and socially empowering interventions need to focus not only on livelihoods but also on improving literacy and health levels, rights awareness, family and child welfare, group dynamics and capacity building. A related aim of the ILO is to assist the social partners to better prepare the labour force to face the growing crisis in the beedi sector.

"Before this programme started, I had no exposure to another life, even though I am educated," Zojeth adds. "Now I know how to live. I don't stay home and cook as before. Life now is good. I want to take life in my own hands, and the ILO has shown me the way and given me the means."

In today's mines, fatigue, AIDS are the new dangers



© AFP

Hard work in dark, noisy, hot and dusty conditions far underground has traditionally been seen as a risky existence. Today, however, the stereotype of young miners risking their lives and health in unsafe mine shafts is no longer accurate. In modern day mines, a dwindling, often aging workforce faces the new dangers of fatigue, stress and AIDS.

GENEVA – Mineral production is increasing as mining employment steadily declines. The once labour-intensive mining industry now employs well under one per cent of workers around the globe, but the demand for minerals is stronger than ever.

A new ILO report¹ prepared for the Tripartite Meeting on the Evolution of Employment, Working Time and Training in the Mining Industry, held in Geneva from 7 to 11 October, shows that the pressure on miners is increasing. It says that well over 3 million miners' jobs have been lost in the past five years alone, and that while employment in the sector has stabilized or even increased in some regions, the downward trend will continue.

Meanwhile, producers continue to satisfy a mineral-hungry market, by opening new and highly-efficient mines (mainly in developing countries), and by achieving extraordinary gains in productivity at existing sites through flexible and intensive shifts worked by teams of highly skilled workers.

In coal mining for example, the report shows that in recent years productivity in Canada, India, and the US increased by 100 per cent, and in Australia by more than 200 per cent. In Poland, where coal production fell by about 60 per cent over a five-year period, employment fell even more, by over 70 per cent. And in South Africa, the value of mine production increased by over 250 per cent between 1985 and 2000, whereas employment fell by a full 50 per cent.

THE DANGER OF FATIGUE

Such achievements can have a price. The report warns that current work patterns may have more debilitating effects on judgement and effectiveness than was previously thought. Work in mines is increasingly organized around continuous operations, with miners alternating long and numerous shifts with extended periods away from work. The health and safety consequences of these more flexible work patterns are not yet clear, according to the report. The link between longer work shifts and fatigue and human error has not been adequately examined. But fatigue can have as great an effect on work performance as drug or alcohol abuse.

"Employees who exceed alcohol limits are generally prohibited from working, whereas a worker who has been awake for 18 hours or more shows the same symptoms but faces no such barriers," the report says.

Fatigue and long hours can also have detrimental social consequences on miners' well-being and on that of their families.

"Studies dealing specifically with the effects of shift work on family show that, unless managed cautiously, shift work can cause heightened levels of stress and disruption for the partners and families of shift workers," the report cautions. Night shifts and sleep

¹ *The evolution of employment, working time and training in the mining industry, International Labour Organization, Geneva 2002, ISBN 92-2-113223-4*

human error,

deficit are pinpointed as specific problems which can disrupt workers' family and social lives.

Global competition is putting particular pressure on older mines in traditional mining centres, such as Central and Eastern Europe and the former Soviet Union, obliging them to rationalize or close down. The preoccupation with productivity and the struggle to survive has, in the opinion of certain miners' representatives (see box on the Ukraine), led to the neglect of safety in these regions.

AIDS AS A MINING ISSUE

In certain sectors of the mining industry, mainly southern Africa, the problem is further compounded by the alarming spread of HIV/AIDS among the workforce. "In some countries the proportion of the mining workforce that is HIV-positive is considerably above that of the population as a whole (for example, 20-30 per cent of the mining workforce versus 12 per cent of the general populations in South Africa)," says the report. It identifies the practice of accommodating migrant workers in single-sex hostels, with long periods of separation from their families, as a key factor in the high incidence of HIV infection among the mining population.

The report praises the companies and trade unions in southern Africa which have been at the forefront in recognizing and tackling HIV/AIDS, and in addressing the need to focus on schemes for the prevention and care of their employees. But current infection rates mean that the ability of more and more miners to work will be compromised, increasing the pressure on their colleagues when they are forced to take sick leave or while a new worker is recruited and trained. Beyond the economic impact of HIV/AIDS, the social and emotional consequences on the miners and their families are immeasurable.

Mining is an industry in mutation. Given its occupational hazards, the report warns that current intensive working practices "may turn out to be a poisoned chalice for workers, their families, the mining industry and society at large some years in the future".

CASE STUDY: COAL MINING IN UKRAINE

In the mineral-rich regions of Ukraine, some 500,000 miners leave for work every day. Since 1991, up to 300 have died at work every year, notwithstanding the dramatic decrease in both production and employment, which has seen their numbers diminished by half. Geological factors go some way towards explaining the high accident rate in Ukrainian mines, considered as some of the most dangerous in the world, since many of the seams are thin, steeply angled, and more than a kilometre deep. Many mines contain gas, increasing the risk of an underground explosion. But this is not the whole story. Archaic equipment and security procedures and an acute lack of investment, training, inspection and supervision are the major reasons for work accidents.

Together with these serious safety issues, the losing battle to keep up with global competition means that dozens of Ukrainian mines will close in the next few years. The World Bank estimates that 50 mines will have to shut down in the near future.

Ukrainian miners and their representatives hold asset-stripping, massive corruption, and sometimes outright control by mafia-like organizations, responsible for the appalling work practices and the high death rate. In such an environment oligarchic networks of coal-mine directors, new 'businessmen', state officials and in some cases criminal organizations are able to derive huge benefits from the largely state-owned

mines. Misappropriation of state subsidies, dubious barter operations or coal sales below market value from state-owned mines to privately owned intermediate companies are just a few examples of the situation which prevails today.

According to Ukrainian miner and MP, Mikhail Volynets, President of the Independent Union of Ukrainian Miners (NGPU), "these oligarches invest only the bare minimum in the mines to secure a maximum return from them". To keep their jobs, miners have to endure sub-standard working conditions and erratic payment of their salaries, which in any case do not exceed US\$100 a month on average. Starved of capital, some mines resort to bartering, paying employees with whatever they manage to exchange their coal for. Volynets reports that he, his family and his associates have received threats and even beatings. Despite such pressures, Ukrainian miners continue to stage large demonstrations, demanding payment of their salaries and an end to the cartels.

In such circumstances, few young people are attracted to the sector, and the average age of Ukrainian miners is progressively rising. Some of them are in poor health and beyond retirement age. And poverty in the Donbass region is such that clandestine mining galleries operate, where safety standards are appalling or non-existent, further adding to the problem.

Samuel Grumiau

MINING: WHAT THE ILO CAN DO

In its conclusions, the Tripartite Meeting called for more research into the issues at hand, to help governments, employers and workers address the challenges in the sector. The participants emphasized the importance of training in dealing with potential problems arising from an ageing workforce, and from structural change in the industry.

They reiterated that HIV/AIDS is a public health issue, in which employers' and workers' organizations should play a key role, both by advocacy and prevention among the workforce and their families, and by providing care. Together with governments, they should seek to eliminate discrimination and prejudice towards HIV/AIDS sufferers, and implement the provisions of the ILO Code of Practice on HIV/AIDS and the world of work.

The conclusions also singled out priority areas for ILO action, undertaken in concert with the tripartite partners, to:

Collect, analyse and disseminate data on working time arrangements in the mining industry.

Carry out or commission research into the relationship between working time and occupational safety and health.

Collect, analyse and disseminate information ... on the evolution of employment in the industry, including the impact of mine closures on workers and mining communities.

Continue to promote the implementation of the Code of Practice on HIV/AIDS and the world of work, and the principles and rights enshrined in the Declaration on Fundamental Principles and Rights at Work, and the Tripartite Declaration concerning Multinational Enterprises and Social Policy.

Fundamental rights Southern Africa

The ILO is launching a three-year project to help improve labour administration in Botswana, Lesotho, Malawi and Zambia. With US\$1.8 million in funding from the US Department of Labor (USDOL), the project, "Strengthening Labour Administration in Southern Africa" (SLASA), will provide technical assistance and promote the implementation of the ILO Conventions in the Declaration on the Fundamental Principles and Rights at Work.

Botswana, Lesotho, Malawi and Zambia share similar labour challenges, including an economy based on one main industry (diamond mining, manufacturing and textiles, tobacco and agriculture, respectively), high rates of unemployment, and gender inequality. Official unemployment ranges from about 15 per cent upwards, while women remain far below the glass ceiling. Now, the epidemic of HIV/AIDS is having a growing impact in all four countries. Although they have ratified most ILO core Conventions, implementing them has not been easy, mainly because of an under-developed legal structure and a severe lack of resources such as financial and technical support, materials and staffing. The new SLASA project is designed to address many of these concerns.

What are some of the daily issues that disrupt the system and how will SLASA address these?

One of the biggest problems is the huge backlog in the courts. The lack of effective structures to review cases, prevent disputes and resolve issues has virtually crippled the legal system. All four countries are severely short of modern structures and upgraded personnel skills. Registrars in some countries, for example, still enter cases in a log book using long-hand, a process that is time-consuming and error-

prone. In Malawi there is a backlog of 3,000 cases, and in Zambia they are only now attending to cases which arose between 1995 and 1998. And in Botswana, the latest figures show a six-fold increase in the number of new cases filed, from 40 in 1994, to 291 in 2001. SLASA will offer technical advisory services in order to reform these structures as well as the function and process in the courts. Judges, assessors and registrars will be trained on the revised legislation and international labour standards, as well as dispute resolution. The introduction of computers and training in the use of new technology will make the process more efficient, reduce errors and help track information and statistics for policy use. In Malawi, the Industrial Labour Court has already started a preliminary Web site:
<http://chambo.sdn.org.mw/~esaias/irc/irc-info.htm#comp>

What are the primary objectives of the SLASA project?

To improve the practical application of the fundamental Conventions, notably on freedom of association and the right to collective bargaining. SLASA will provide training and technical assistance to help build a structure which will revise, where necessary, and improve execution and enforcement of the appropriate laws. This is vital in Zambia, for example, where labour laws do not conform to the provisions of the Convention on freedom of association and the right to organize. Botswana, Lesotho, Malawi and Zambia have existing statutes; they need support and practical assistance to exercise them effectively.

What does this mean in practical terms?

SLASA aims to improve dialogue, mediation and bargaining practices between workers, employers and government representatives. In Lesotho, for

at work:

© Keystone



example, the trade union movement is currently split among three different federations. In Zambia there are four overlapping unions. Each of the tripartite groups has to be trained so that they are knowledgeable about ongoing labour issues, equipped to represent their members and able to play a role in policy-making. Employers will receive training on labour standards, collective bargaining and negotiation techniques. Trade union leaders will be trained in much-needed management and organizational skills. Through open discussions, these groups will also be able to address critical issues such as HIV and how to contribute effectively to the fight against AIDS in the face of decreasing life expectancy.

How will SLASA contribute to enhancing labour administration?

SLASA will start with the assessment of needs in each country. That is, it will evaluate current practices and legal processes and make recommendations, based on these results, on how to improve labour administration. None of these countries, for example, keeps record or tracks information regarding claims, cases, violations, industry sectors or labour trends. Labour market data and its analysis is an essential element in guiding not only labour issues but also economic and overall development policies. Senior management staff will be trained in strategic planning, monitoring and reporting so that they can share up-to-date information with key policy-makers. In terms of labour laws, freedom of association and the right to collective bargaining are the principal topics under discussion. With training in arbitration, bargaining and conciliation, SLASA hopes to cement good labour relations and to provide the parties with skills so they can prevent disputes or settle them before these reach the courts.

The gender issue is often ignored in labour relations. How is SLASA planning to sensitize the public and deal with gender equality?

SLASA recommendations will clearly be gender-sensitive and include both men's and women's concerns. For capacity-building activities, there are many ways to encourage more balanced participation among men and women. For one, using informal contacts with employers, unions and governments to stress the importance of women's participation, and selecting women as well as men experts to serve as panellists, authors of papers and trainers. Seemingly unimportant details can often hinder the participation of women in various activities. Examples include holding meetings in distant places or far from safe public transportation routes, scheduling events during meal times when women must tend to their families, and lack of child care or adequate sanitary facilities. Although it might take time to fully integrate women into the workplace and positions of leadership, there have already been positive results. Labour ministries in both Malawi and Zambia are led by women. In Lesotho the labour commissioner is a woman and in the industrial relations court of Malawi, one out of two judges is female.

CHILDREN AT A LUSAKA, ZAMBIA, elementary school do schoolwork in the absence of their teacher, Sept. 12, 2002. More than 1 million African children lost their teacher to AIDS last year, according to UNAIDS.

Women in the informal economy: Urgent need for maternity protection

For millions of women in the developing world, maternity health care is almost unavailable. For millions more, other maternity benefits are even harder to get.

Through an ILO research initiative, innovative ways of providing maternity protection to poor women in the informal economy are being promoted, Anne Sieger reports.

BUHWEJU, Uganda – For the women workers of this mountainous tea-growing area of southwest Uganda, the lack of adequate maternity care can be a matter of life and death.

There are many stories about the tenuous nature of maternity here. One concerns a woman and her child who may owe their lives to a solar-powered radio transmitter.

Buhweju is a small village. Taxis don't come around here often and the closest hospital is in Bushenyi, 52 kilometres away down a bumpy road.

Feeling that her baby was about to be born and worried that there might be complications, the woman rushed to the nearby satellite clinic. The clinic had been established by a local community health insurance scheme to which she belonged. The nurse on duty realized the woman needed hospital treatment, and used the solar-powered transmitter to contact a private taxi service.

The taxi arrived quickly and the woman was taken to a hospital, where she received help in time.

In this Ugandan case, a solar-powered radio transmitter has made all the difference. And it is these kinds of innovative examples which the ILO is using to promote ways to improve pregnant women's safety worldwide.

In many developing countries, women face a high risk of dying during pregnancy or childbirth. Poor hygiene and the lack of access to quality medical care are often to blame.

More and more developing countries have recognized the urgent need for maternity protection. In the Philippines, the Government is providing free prenatal checkups at public hospitals. For deliveries with complications, Bangladesh offers free treatment. Government hospitals in India provide vaccinations for newborns. And Tanzania has developed a "Safe Motherhood" programme.

Still, for many women, especially in rural areas, such vital public services are almost unavailable, either due to financial reasons such as transportation costs, or cultural traditions such as giving birth at home. For millions more, other maternity benefits are exclusively for wage earners.

Maternity protection has been a priority in the ILO since its founding in 1919, when the first Maternity Protection Convention was adopted. Its latest Maternity Protection Convention, adopted in 2000, reached a new level of quality. For the first time, the Convention also applies to women in "atypical" forms of employment, found mostly in the informal economy. This refers to women who often have no legal employer, regular income or little if any access to statutory health-care services. They may be street vendors, home workers or part-time labourers in the garment or agriculture sector. A vast majority suffer from social exclusion and poverty.

To extend maternity protection to women in the informal economy, the ILO Global Programme, STEP¹ – Strategies and Tools against Social Exclusion and Poverty – and the Conditions of Work Branch

¹ STEP is part of the social security and development branch in the social protection sector



© M. V. Appelghem/WCC Photo

(CONDIT) have started an initial research effort.

The current focus is on community-based health financing schemes which provide limited, demand-driven benefit packages of health services at affordable prices. Next to delivery with complications, normal delivery, pre- and postnatal care, many schemes also engage in preventive and maternity care training, recruit local traditional birth attendants, and organize awareness-raising activities including HIV/AIDS.

Including maternity protection in the benefit package meets an urgent need among poor women. One lesson learned so far is that schemes are most successful when they reflect specific maternity needs articulated by their members. Installing the radio transmitter is the solution which the scheme in Buhweju uses to cope with the transportation problem. In other communities, women may choose to receive benefits not in cash but in food, clothes or medicine, thus avoiding the risk of a family member spending the money. Some schemes also cover the health care needs of the woman's husband.

Still, to the ILO, the sheer existence of maternity protection within health micro- insurance schemes is not an end in itself. Rather, to effectively promote

maternity protection, the ILO wants to encourage links between schemes at the community level and national policies and programmes, especially with social security institutions.

With all the cultural and regional differences characterizing the schemes, there is no "one size fits all" solution. A set of provisional guidelines is currently being developed by the ILO, based on the information gathered in nine countries in Africa, Asia and Latin America. These guidelines can be used by the ILO's tripartite partners as well as by social organizations and other parties active in the health sector. The guidelines, as well as selected country working papers, will be published online and on paper in early 2003.

The provisional guidelines are just a first step in the promotion of maternity protection for women workers in the informal economy. Further research and analysis of existing and developing schemes is necessary. It can then be discussed whether a solar-powered radio transmitter could also make a difference in Asia or Latin America. To some families in Uganda it already has.

For further information contact:

*STEP Global Programme
Social Security and
Development Branch
Tel: +4122/799-6544
Email: CONDIT@ilo.org*

*Conditions of Work Branch
Tel: +4122/799-6754
Email: STEP@ilo.org*

A LONG WALK TO FREEDOM

Interview with Dr. Ta

On 10 May 2002, Dr. Taye Woldesmiate, President of the Ethiopian Teachers' Association, was finally freed after six years in an Ethiopian prison and a global campaign for his release. On his first visit to the International Labour Office in Geneva since his imprisonment, Dr. Woldesmiate spoke to World of Work about the international support he received, namely from the ILO, and of his hopes for the future.

GENEVA – When Dr. Taye Woldesmiate returned to Ethiopia in 1989 with a fistful of degrees from American institutions, he had little inkling of what awaited him. Instead of a teaching position, the former visiting professor at Michigan University wound up in prison in solitary confinement on the grounds of conspiring to overthrow the government, as a result of his trade union activities.

Within seven days of his arrest in May 1996, Education International (EI), a worldwide union of education personnel, and the Ethiopian Teachers' Association, submitted a formal complaint against Ethiopia to the ILO Committee on Freedom of Association. This was the beginning of an international campaign to free Dr. Woldesmiate, in which the ILO played a key role throughout, and which eventually secured his release last May.

Ethiopia has ratified both the Convention on Freedom of Association and the Right to Organize, 1948 (No. 87), and the Convention on the Right to Organize and Collective Bargaining, 1949 (No. 98). The ILO persisted in calling on the Government to guarantee the application of these Conventions to the letter as well as in practice, offering its technical assistance in amending the legislation to do so.

In our interview with Dr. Woldesmiate, we asked him about his experience and how his patience was finally rewarded.

World of Work: What drew you initially to trade union activism?

Dr. Taye Woldesmiate: Teachers are my favourite sort of people. I saw the teaching profession being abused. So I wanted to be part of the teachers' union, and to fight for teachers' rights, for quality education, and for democratic rights in the country.

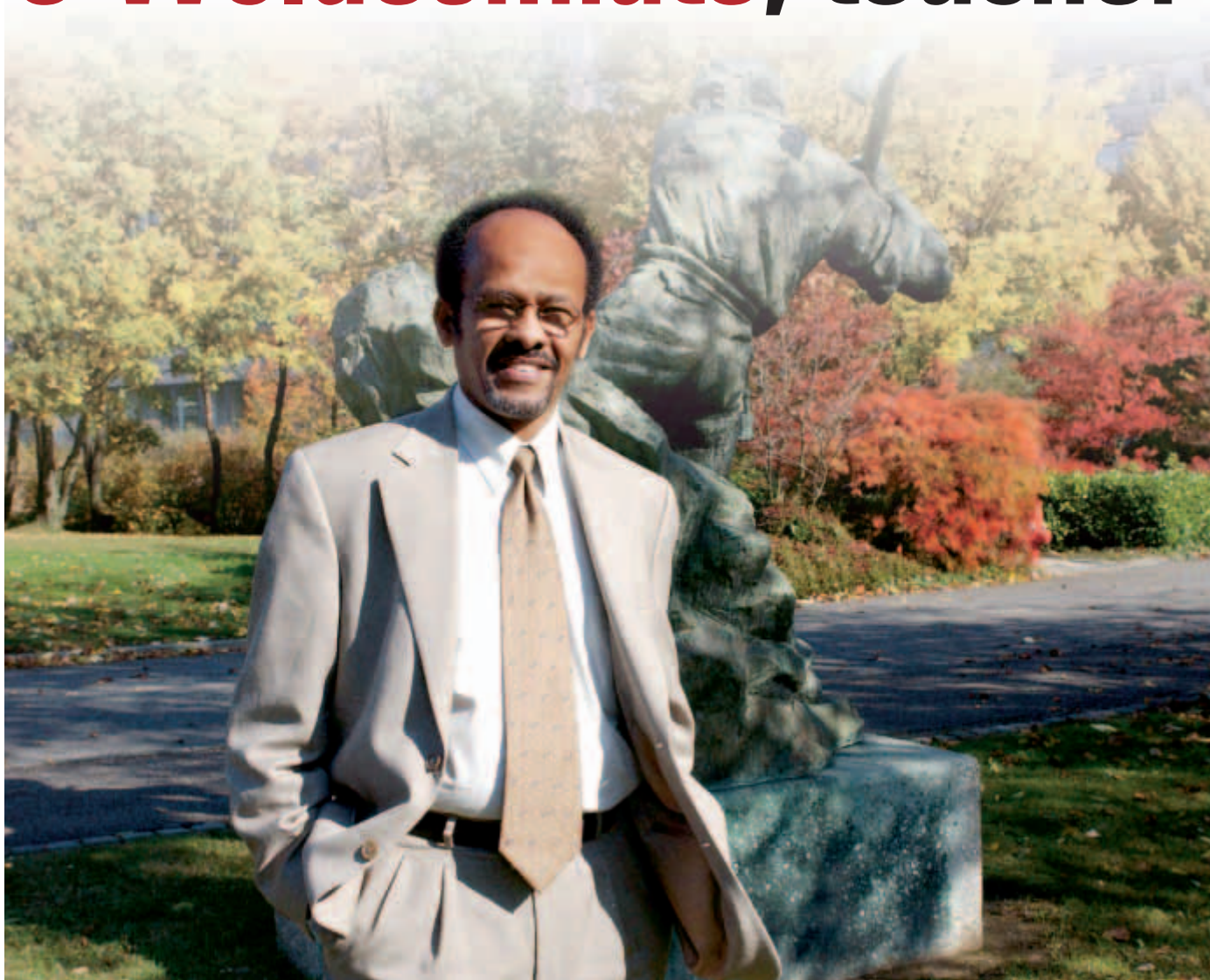
WoW: What were the conditions of your imprisonment?

Woldesmiate: The conditions of prisoners are just terrible, especially when you are considered an enemy trying to overthrow the government. They declared that the prison was a correction centre, but in fact it's the worst kind of political prison camp. So they put you in a different situation [from non-political prisoners]. I was put in a dark room and chained ... for 24 hours a day. No books, no library, even though the prison has a library. ... And I was in solitary confinement. It was horrible.

WoW: What did you know of international efforts on your behalf while you were in prison?

Woldesmiate: The first three years in prison I was in the dark and I couldn't hear anything from my colleagues. They had been fighting for my rights. ... I didn't have any access to communications or letters. Then the EU Parliament came to visit me, and they told me that EI was fighting, that there was a "Free Taye" movement in universities and colleges in the US. I learned that Amnesty International had declared me a prisoner of conscience. That was a bright light ... that kept me going. Letters started to come in – from teachers, from individuals ..., and from schoolchildren. I used to put them on the walls and look at them all night. The last Christmas I received 10,000 letters! ... I received lots of support from international organizations.

ye Woldesmiate, teacher



© Crozet / ILO

WoW: What did you realize about the role of the ILO in your release?

Woldesmiate: EI had informed me that the ILO was involved in my case, and I became aware of the activities that the ILO had conducted when I came to visit here. ... I am proud of the stand that the ILO took. And I'm calling on the ILO and on other international organizations to do more and to guarantee the freedom of association which our government is committed to by its signature of the Convention.

WoW: How do you see the future?

Woldesmiate: I am an optimist by nature. Though today is dark, teachers should be a torch showing the brightness of the light. We want to see change. We want to see civil society participate in government. ... In Ethiopia, freedom of association is in serious trouble. As a human being you have to be free. ... Teachers are leaving the profession which they love because they have lost their right to teach without interference. This is what we're calling on the international community to help with.

GETTING BACK TO WORK

At the Hotel Tritone, the “Wild Strawberries” run the place

Unemployment among the estimated 386 million people of working age across the globe who have disabilities is far higher than for other working-age individuals. In the United Kingdom, as in most other countries, the number of unemployed disabled persons is twice as high as for non-disabled persons. Disabled people have much to contribute to the work-force however, as seen every day at the Hotel Tritone in Trieste, Italy.

TRIESTE, Italy – The Hotel Tritone is owned and run by a social cooperative called *Il Posto delle Fragole* (“Wild Strawberries”). Members of the cooperative also own a bar and restaurant in what used to be a psychiatric hospital. What is unusual about this group is that most of its members are people with disabilities.

The psychiatric hospital in Trieste, built over 100 years ago, still had about 1,400 patients in 1972, when a psychiatrist, Franco Basaglia, decided to modernize the system by closing down the institution and setting up a social service system which would help people with mental health problems live meaningful lives outside the institution. By 1980, most of the patients were living in town.

Il Posto delle Fragole started with a group of young people, mostly unemployed and with drug addiction or mental health problems, who were nonetheless eager to get on with their lives. With help from nurses, doctors and people involved in the cooperative movement, they were able to form a cooperative.

First, they set up a bar/coffee shop on the grounds of the old hospital. This provided a social service to the patients still living there, and a place for young people to gather and to meet others. Concerts and disco nights generated funds which were put back into new initiatives to create more jobs for disadvantaged men and women. According to Renate Goergen, one of the founders, “Cooperatives are about people and promoting their capacities of self-help and autonomy.”

New ways of creating jobs for marginalized people, such as the “social firm”, are spreading across the globe. Social firms provide employment for many disadvantaged people who want to enjoy the same rights as other people, and not be perceived or treated as receivers of handouts and welfare benefits.

The structure of social firms depends on the vision of its founders, members and the legal environment in the country in question. While in Italy, social firms are all “social cooperatives”, in the UK only about 30 per cent of them are based on a cooperative model.

Social firms offer work in a disability-friendly environment, where a significant number of employees are people with some form of disability. All employees here have the same rights and obligations, are paid a market-rate wage or salary, and the work opportunities are equal between disadvantaged and non-disadvantaged employees.

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So far, Italy is the only country with a specific law on social cooperatives. There are about 2,300 of them operating there. All are required, by law, to employ at least 30 per cent disadvantaged workers and employ a total of 25,000 disabled people. But the social firm movement is growing worldwide and many more countries wish to replicate the successes of these organizations in creating decent employment, especially in the UK, Italy and Germany.

The ILO Cooperative Branch, in collaboration with the ILO InFocus Programme on Skills, Knowledge and Employability, is developing a training package, including a handbook and training materials, which promotes social cooperatives. The ILO also plans to develop a technical cooperation programme where social cooperatives will play a key role in promoting social inclusion.

Similar cooperatives exist in other parts of the world such as the Bigay-Buhay Multipurpose Cooperative (BBMC) in the Philippines. The BBMC is a workers' cooperative primarily among people with disabilities. Established in 1991, it aims to facilitate independent living for its members by taking them off welfare services and providing them with work.

BBMC's businesses are adapted to the disabilities of its members. Its carpentry workshop produces mainly desks, tables and chairs fabricated by its orthopedically impaired worker-members, while the polishing process is carried out by visually impaired persons. The cooperative also has a bag production unit in which its deaf-mute worker-members are in charge. For the mentally challenged worker-members, the cooperative runs a computer centre where basic computer services are provided to students and other people in the community.

By establishing workplaces/workshops suitably arranged to solve the mobility problems of their orthopedically and visually impaired members, the BBMC has been able to show that people with disabilities can be productive members of society.

The concept is being replicated in other areas of the Philippines to reach out to a greater number of people with disabilities. The estimate is that 10 per cent of the population – about 8 million – have some form of disability.



© Hotel Tritone (ILO compositions)



PLANET WORK

WORKPLACE ISSUES

■ A “winter of discontent”? Firefighters in the **United Kingdom** pressed their demands with on-off labour actions, getting support from teachers and municipal workers. In **Portugal** hundreds of thousands of public workers – or 15 per cent of the country’s workforce – held their first general strike in ten years, severely disrupting essential services and closing most public institutions for a day. Thousands of workers marched in **Italy** to protest restructuring at car maker Fiat. In **France**, air traffic controllers grounded thousands of flights, and State employees gathered in Paris. **New Zealand** hospitals braced for walkouts by hospital workers. And in **Turkey**, the Confederation of Public Sector Worker Unions has called on the Government to establish a timetable for introducing workplace reforms, including a minimum wage and workplace rights.

The issue? Most often voiced are fears of loss of job security, wages and pension rights. Words like modernization, restructuring and privatization make workers edgy amid economic downturns, according to the international trade unions federation, Public Services International (PSI). Says one PSI official, “there’s a wave of strikes and there will be more while insecurity is in the air”.

– Sources, *BBC News reports, TRT 2 Turkish television, November, VOA News, The New Zealand Herald, PSI, November 2002*

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A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

DISCRIMINATION

■ Age discrimination may soon become the most common form of discrimination claim in the workplace. According to the Equal Employment Opportunity Commission (EEOC) in the **US**, 17,405 claims were filed in 2001, the highest number of claims since 1995. Legal advisers are telling employers to avoid asking potential employees their age or making “sweeping comments such as ‘our company is looking for young, aggressive people’”.

– Source, *Business Wire, October 2002*

■ A new poll by the charity, Age Concern, says nearly two million **UK** workers are “in the dark” about a new EU “ageism” law. The poll says 1.8 million people between the ages of 55 and 64 have suffered age discrimination at work. According to the survey, this workplace “ageism” costs the UK economy about 31 billion pounds a year. European Union legislation to protect the rights of older workers is to come into effect in 2006, but Age Concern says employers should begin changing attitudes now.

– Source, *BusinessEurope.com, 8 November 2002*

■ Employers in **Ireland** are facing higher costs as a deadline approaches for adapting their workplaces for the disabled. Government acceptance of the European Union’s employment discrimination law calling for such adaptations by December 2003, means employers must help disabled persons gain access to facilities, participate in all work-related events, and have equal opportunities for advancement and training – unless such measures would impose a disproportionate burden on the employer.

– Source, *Irish Times, November 2002*

■ Miners in **Poland** are back on the barricades. Workers in the coal pits near the southern city of Katowice have resorted to demonstrations and even hunger strikes to protest a new coal restructuring programme. They also formed a trade union called “August80”, in a reference to the strikes by miners and other workers over 20 years ago which gave birth to the Solidarity trade union, and a new government and political system. This time, however, it’s different. Workers say the new programme will cost thousands of jobs in coal processing plants cooperating with the mines, and the government is listening.

– Source, *PAP News Agency, November 2002*

■ What price labour strife? Calculating the cost of a recently resolved labour dispute at West Coast **US** ports may prove impossible in the long run, analysts say. Apparently, the dispute involving dockworkers and shippers affected not only the 29 West Coast ports, but had an impact on truckers, US and Asian companies and other sectors. Still, while the ports handle an estimated US\$300 billion in cargo per year, or 40 per cent of all US waterborne trade, experts believe the net cost to the economy may, in the end, be “relatively small”.

– Source, *Los Angeles Times, November 2002*

■ Less work down under? A new survey indicates that one in four **Australian** workers wants shorter working hours. The study of 8,000 workers by the Australian Council of Trade Unions (ACTU) found that 28 per cent wanted to work fewer hours, while another 10 per cent were unhappy with their roster patterns. Just over half wanted to keep working the same hours, while only 9 per cent wanted to work more. ACTU officials say the survey reflects difficulties in balancing working hours with personal and family time.

– Source, *The Age, Melbourne, November 2002*

HEALTH AT WORK



■ A **South African** insurance firm is giving new meaning to the word “downsizing”. Old Mutual is helping its heavier employees get medical and dietary advice, counselling and exercise as part of what the company called “weight management”. The assistance is a response to growing awareness that obesity-related problems such as hypertension, heart disease and diabetes are bad for productivity. The company says it’s the first in the country to offer such services.

– Source, *Business Day, South Africa, November 2002*

■ Meanwhile, employers in other parts of the world are also giving new focus to the value of “sweat equity”. New studies indicate that 70 per cent of an organization’s benefit costs are incurred through injuries which could be prevented through physical activity. In **Canada**, many companies are trying to reduce absenteeism by offering work-site wellness programmes. Reports have shown that performance is 70 per cent greater among exercisers than non-exercisers and there is a significant decrease in turnover among employees who participate in fitness programs.

– Source, *Canberra Times, November 2002*

■ According to the National Sleep Foundation in **Nigeria**, only 30 per cent of adults are getting the requisite eight

hours of sleep each night and 40 per cent claim that lack of sleep interrupts their work. The Foundation said too little sleep can cause sadness, stress, anger and poor performance, leading to accidents on the job. One sign of not enough sleep, according to the study: needing an alarm clock to get out of bed.

– *The News (Lagos), April 2002*

MANAGEMENT

■ In an attempt to raise morale amid a wave of redundancies and pay cuts, companies in the **US** are improving programmes to recognize outstanding employees. According to a survey of 391 firms conducted by the National Association for Employee Recognition and the World at Work, more than four out of 10 employers said that they were stepping up efforts to commend top performers.

– Source, *The Wall Street Journal, November 2002*

■ Information or knowledge? According to a report by a **UK**-based business study, there’s a difference. Employees who refer to knowledge during interviews are more likely to share it with their colleagues and hence be more successful. Meanwhile, employees who refer to information appear less likely to share and thus post lower performance at work. The study estimated that a tendency toward “knowledge-sharing” has become a basis for hiring decisions which boost productivity.

– Source, *Computing magazine, UK, November 2002*

■ What is the cost of grief? A new study by the Grief Recovery Institute (GRI) in the US indicates that **American** businesses incurred more than US\$75 billion in costs last year because of lost productivity, accidents and impaired decision-making brought on by personal grief. Among the core findings of the “2003 Grief Index” were that

death of a loved one costs US business some \$37.6 billion annually; divorce, \$11 billion; family crises such as illness, addiction and adolescent misbehaviour, \$9 billion; financial woes including bankruptcy and debt, \$4.6 billion; and pet loss, \$2.4 billion.

– Source, *Grief Recovery Institute, Sherman Oaks, California, USA, November 2002*

■ This year’s newest endangered species in the **world** of work? Consultants. Corridors that once reverberated with keen young MBAs are increasingly silent as industry cuts the ranks of consultants by up to a third. And according to industry analysts, more cuts – and less consultants – may be on the way in a sector glutted with overcapacity due to the worldwide economic downturn. The main culprits of the consultant cuts? Crashing dot.coms and a “crisis of confidence” that has heavily reduced business opportunities for management consultant firms.

– Source, *The Economist, October, 2002*

MEANWHILE

■ Will **East Timor** be the next Brunei? While more a trickle than a flood, expat workers ranging from engineers to hairstylists are heading for the capital, Dili, lured by the possibility of making money on eco-tourism and other industries, including oil and gas. Businesses are also moving over to the world’s newest State, opening restaurants, cake shops, construction offices, beauty salons and vehicle spare-parts shops. East Timor’s 800,000 people now depend on subsistence farming and fishing for a living, but that could change. Foreign investment is expected – especially in the oil and gas sectors.

– Source, *Borneo Bulletin, November 2002*

■ Ready for the EU? In **Poland**, 95 per cent of all small and medium-sized enterprises say they are, according to



>> the Polish Confederation of Private Employers. What's more, 83 per cent are confident they can overcome obstacles to success in the EU market after entry. How confident? Only 25 per cent claim to be "definitely ready" or "ready" for the challenge, with 80 per cent listing EU competition as a major risk.
 – Source, *Polish News Bulletin*, 14 November 2002

■ Erotic dancers from Club Creme in Bristol, **England**, have turned to the General, Municipal and Boilermakers' Union (GMB) in a bid to improve working conditions. The trade union accepted the "International Union of Sex Workers" last March, saying that so-called "sex workers" hadn't in the past been represented among its ranks. The dancers, who must avoid physical contact with customers, say they have no local grievances, but fear for the safety of women in some clubs who work in private booths without security. The Netherlands is the only other European country where sex workers enjoy mainstream union support.
 – Source, *BBC NEWS*, November 2002

STOP SMOKING: IS IT GOOD FOR YOUR JOB?

Nearly five years after California's groundbreaking anti-smoking law took effect, two new polls for the State's Department of Health Services show overwhelming support for smoke-free bars and restaurants. The poll says 75 per cent of bar owners and employees now prefer to work in smoke-free environments, while nearly 80 per cent of bar patrons reportedly agreed that smoke-free dining and drinking establishments are important to their health.

Surprisingly, even smokers seem to agree.

Some key findings of the "bar establishment" survey:

- 77 per cent of bar managers and employees surveyed said a smoke-free environment in their bar is "very" or "somewhat" important to them, compared to 53 per cent of those surveyed in 1998.
- The majority of bar managers and employees said complying with the law has been "very" or "fairly" easy.
- More than eight in ten bar managers and employees said they think the smoke-free workplace law protects their health and the health of other bar employees, while only 15 per cent think it does not.
- The majority of bar patrons (87 per cent) – including smokers (71 per cent)

– said they are more likely to visit bars, or haven't changed their bar-going behaviour, as a result of the law.

■ California's Law for a Smoke-free Workplace (AB 13) has required nearly all workplaces to be smoke-free since January 1, 1995. The smoke-free bar provision went into effect on January 1, 1998.
 – Source, *Business Wire*, November 2002

■ Meanwhile, some 800 employees at a cigarette-producing plant in **Australia** have kicked the habit – with some help – after 50 years of smoking on the job. Company officials banned smoking, shunting diehards into ventilated indoor "smoking rooms" and offering workers a one-time payment of Aus \$7,800 to replace a monthly allowance of up to four cartons of cigarettes. Apparently, officials grew concerned about non-smoking employees' exposure to second-hand smoke – and worried that some were giving cigarettes to children. "This is not about litigation," one official said, "it's about responsibility. We wanted to do the right thing."
 – Source, *Australian Herald Sun*, November 2002

WANT TO DE-MOTIVATE WORKERS? HERE'S HOW

A Bangkok training and consultancy firm has prepared a tongue-in-cheek guide on how to de-motivate Thai workers. Among the points:

- Create a mai sanook (not fun) work environment
- Make people sia nah (lose face) as much as possible
- Create fewer kan eng (valued) relationships

- Implement a matrix organizational structure without clear lines of communication
- Give unclear instructions
- Hold training on weekends as often as possible
- Use yourself as the standard
- Be punctual every time (in other words, embarrass staff for being late or lock them out).

"If you have any tips for de-motivating Thais, please do not hesitate to contact me and we can share your ideas with other readers," concludes Mr. Kriengsak Niratpattanasai, founder of the consultancy. Point made.

– Source, *Bangkok Post*, November 2002

Violence in the public health workplace: New guidelines launched



Violence at work afflicts on average half the world's 40 million health workers. Now, a joint programme of labour, health, and public service organizations has launched a new initiative aimed at helping health professionals fight fear, assault, humiliation and even homicide where they work.

GENEVA – The joint task force – comprising the International Labour Office (ILO), the World Health Organization (WHO), Public Services International (PSI) and the International Council of Nurses (ICN) – launched a set of “Framework guidelines for addressing workplace violence in the health sector”, at the ILO in October.

The initiative comes in the face of a mounting problem in hospitals and other health workplaces worldwide, both in developed and developing countries. Research* shows that nearly 25 per cent of all violent incidents at work occur in the health sector, and that more than 50 per cent of health care workers have experienced such incidents.

“Our current knowledge is only the tip of the iceberg,” adds international safety and health specialist Vittorio di Martino, who has studied violence in the workplace for the task force. “The enormous cost of violence at work for the individual, the workplace and the community at large is becoming increasingly apparent.”

The study notes that violence in the health sector goes well beyond assaults or affronts to the individuals, threatening the quality of health care as well as productivity and development. Says di Martino: “The consequences of violence >>

>> at work in the health sector have a significant impact on the effectiveness of health systems, especially in developing countries.”

In accordance with the European Commission, the guidelines define workplace violence as “incidents where staff are abused, threatened or assaulted in circumstances related to their work, including commuting to and from work, involving an explicit or implicit challenge to their safety, well-being or health”. Although workplace violence has become a serious problem in all service sectors, reports* show that health workers are among those particularly at risk:

- In the United States, health care workers face a 16-times greater risk of violence than other service workers. More than half of the claims of aggression in the workplace in the US come from the health sector.
- In the United Kingdom, nearly 40 per cent of the National Health Service (NHS) staff reported being bullied in 1998.
- In Australia, 67.2 per cent of health workers experienced physical or psychological violence in 2001.
- Widespread violence at work against health personnel is not limited to the industrialized world. More than half of the health personnel in Bulgaria (75.8 per cent), South Africa (61 per cent) and Thailand (54 per cent), and 46.7 per cent of health workers in Brazil, experienced at least one incident of physical or psychological violence in 2001.

- Research also shows that psychological violence in the health sector – including verbal abuse, bullying and mobbing – is more frequent than physical violence, and between 40 and 70 per cent of the victims report significant stress symptoms.
- Workplace violence affects all professional groups, genders and work settings in the health sector. The highest rates of offences, however, were reported by ambulance staff, nurses and doctors. Large hospitals in suburban, densely populated or high-crime areas, as well as those located in isolated areas, are particularly at risk.
- In many countries, reporting procedures are lacking and perpetrators are not prosecuted. Strategies to combat workplace violence in the health sector still have a long way to go, starting with raising awareness and building understanding among health personnel and other parties concerned at all levels.

The guidelines are intended to support all those responsible for safety in the workplace, be they governments, employers, workers, trade unions, professional bodies or the general public. In particular, the guidelines show how health workers can approach the problem of violence in the sector, while considering all types of intervention and involving all parties concerned in a coherent, non-discriminatory, culturally and gender sensitive manner. They show how to identify, assess and reduce the risks through preventive action, minimize the impact of violence and prevent its recurrence.

The guidelines prioritize the development of a human-centred workplace culture based on dignity, non-discrimination, equal opportunity and cooperation, including a clear policy statement on violence at work from the top management, and awareness raising initiatives at all levels. The ILO is expected to adopt a Code of Practice on Violence and Stress at Work in Services – A Threat to Productivity and Decent Work, in October 2003.

* Cary L. Cooper and Naomi Swanson, *Workplace violence in the health sector – State of the Art*, ILO, WHO, ICN and PSI 2002. ISBN 92-2-113237-4.

Vittorio di Martino, *Workplace violence in the health sector – Country case studies (Brazil, Bulgaria, Lebanon, Portugal, South Africa, Thailand, and an additional Australian study)*, *Synthesis report*, ILO, WHO, ICN and PSI 2002. ISBN 92-2-113441-5.

QUEEN RANIA VISITS THE ILO



THE VISIT OF HER MAJESTY, QUEEN RANIA AL ABDULLAH OF JORDAN, to the international Labour Office on Thursday 3 October 2002. The Queen met with the Director-General, Juan Somavia, and other senior officials of the ILO. Her Majesty has a special interest in children's issues, and her visit focused on the launching of an expanded programme against child labour in Jordan initiated by the ILO International Programme for the Elimination of Child Labour.

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World Commission on the Social Dimension of Globalization holds third meeting

At its third meeting, from 12 to 15 October, the Commission moved towards general agreement on a framework of issues which it will address in its final report, and heard statements by the chiefs of IMF and WTO. The Commission, which is co-chaired by President Tarja Halonen of Finland and President Benjamin Mkapa of Tanzania, has embarked on a process of identifying and assessing various policy proposals in certain major areas before its next meeting in February 2003.

The major areas to be considered include globalization and political processes; new production systems and technology; international economic and financial policies and institutions; responses to globalization in strategies for growth, development and employment; and cross-border movement of people. Gender, employment, culture, voice and representation are major themes which have emerged across the board. In all these areas, the Commission will be looking both to assess the situation and to make practical proposals for implementation.

The objectives of the Commission are to help move the debate on globalization from confrontation to dialogue, and to articulate a realizable vision for a fair and sustainable model of globalization to meet the needs of people, around which consensus can be built. The aim is to look at globalization through the eyes of people. More specifically, it aims at policy recom-

mendations to make globalization a more inclusive process, and a resource to foster growth and development, reduce poverty, and to promote employment and decent work. The Commission will identify policies, processes and institutional changes necessary to realize this vision.

The Commission met separately with Hörst Kohler, Managing Director of the International Monetary Fund (IMF), and Dr. Supachai Panitchpakdi, Director-General of the World Trade Organization (WTO). The discussions reflected an active interest to find pragmatic and sustainable ways of making globalization more inclusive.

The Commission is expected to complete its work in the second half of 2003 and issue a report by the end of the year. Additional information about the work of the Commission can be found on its Web site, at <http://www.ilo.org/wcsdg>

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ILO, ADB join forces to improve labour standards, promote development

The International Labour Office (ILO) and the Asian Development Bank (ADB) have joined forces to improve labour standards as a means of promoting development and reducing poverty in the Asia-Pacific region.

In a joint workshop recently, the ILO and the ADB concluded that government commitment to improving labour standards is crucial to ensuring broad-based and sustainable development in the Asia-Pacific region. The meeting recommended that governments, the ADB and the ILO highlight labour standards in policy dialogue with governments, promote improved labour standards by designing projects (e.g., to address child labour, improve occupational safety, reduce discrimination at the workplace or eliminate bonded labour), strengthen monitoring of working conditions in the region, and, develop capacity-building and awareness-raising activities to improve labour standards.

The two organizations agreed to strengthen cooperation in order to promote decent working conditions which would reduce poverty, raise living standards and enhance the quality of growth by increasing productivity, according to Akira Seki, Director-General of the ADB's Regional Sustainable Development Department.

"Failing to take account of labour standards harms development in definite and measurable ways," said Lee Swepston, Chief of the Equality and Employment Branch of the ILO. "Respect for basic human rights at work, and for the legal and regulatory structures necessary to give effect to them, helps workers, employers, and economies as a whole. It is also an essential measure for poverty reduction. The ILO calls this process 'Decent Work'."

Of the estimated 1.2 billion people living in poverty around the world, some two-thirds live in the Asia-Pacific region. According to ILO figures, some 127 million of the world's 246 million child labourers aged 5 to 14 live in the region. In addition, many of the world's 20 million bonded labourers live in the area, while many countries report discrimination in the workplace on the grounds of gender, race, caste, age, religious belief and political opinion. The ILO estimates that more than 350 million decent jobs will be

needed in the region over the next decade.

The ILO and the Bank also discussed labour standards for public and private sectors as part of social corporate responsibility. Details on how to conduct social audits, as currently performed by Social Accountability International or private audit firms were discussed by high level representatives from employers, unions and other organizations.

The drive to improve labour standards is gaining support from many countries, development agencies, companies and civil society organizations.

"This does not mean that developing countries should be pushed into adopting regulations and protections that stifle flexibility, competitiveness and growth", Mr. Swepston said. "The difficulty in practice will be to find the appropriate level of regulation and protection in each case. This will require a new approach to viewing situations and finding solutions to problems of poverty, exclusion and development."

For a report, statement and further details, see: www.adb.org/Documents/Events/2002/Core_Labor_Standards/default.asp

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ILO hosts Congress on a basic income

A basic income for all... the solution to world poverty? According to the Basic Income European Network (BIEN), which recently held its 9th Congress at the ILO, one solution would be to provide a daily allowance to cover the basic needs of the impoverished around the world.

GENEVA – How do you save 1.2 billion people from dire poverty? There is an obvious answer – give them a job. But creating 1.2 billion decent jobs is no easy matter. BIEN's idea is to give those who live on less than a dollar a day a guaranteed basic income of one extra dollar, every day. This, they say, would prevent starvation while laying the foundation for a more permanent solution.

Countries as diverse as Brazil and the US have successfully experimented with basic income schemes. In welfare states, replacing unemployment handouts with a basic income could eliminate "unemployment traps", whereby those on low incomes lose benefits if they take jobs. Guy Standing, co-Chair of the Congress and Director of the

ILO socio-economic security programme, said that the issue was moving up the political agenda. "When we first introduced this, we were regarded as mad, bad and dangerous to know. But we are now welcomed by many policymakers," Standing told reporters. In his address to the Congress, ILO Director-General Juan Somavia welcomed the debate on the issue, and pinpointed income insecurity as one of the most pernicious consequences of global inequality. "To escape this global poverty trap, people need security. The security that comes from going to bed at night, knowing that you and your family are not going to wake up hungry and humiliated the next day," he stated.

A basic income could also be justified otherwise than on grounds of social justice. Mr. Somavia noted that, "We have all seen how the absence of economic and social security leads to desperation and the temptation to act destructively." A divided, unequal world where anger against a wealthy, ageing population in the North runs high, is an attractive prospect for no one.

BIEN's challenge is now to convince the international community that the scheme is feasible. Their 10th Congress is scheduled to take place in Barcelona in 2004.

For more information see www.basicincome.org

Governing Body 285: Focus on tripartism, situation of workers in occupied territories, Myanmar, Colombia

The ILO Governing Body (GB) concluded its 285th Session in November following discussions on tripartism, the situation of workers in the occupied Arab territories and Myanmar, and a "Global Social Trust" which could ultimately help to provide basic social security for up to 100 million people in the least developed and low-income countries.

Regarding the appointment of the Director-General, GB delegates confirmed that the election

should take place at its 286th Session in March 2003. The five-year-mandate of the Director-General will take effect on 4 March 2004. The current Director-General Juan Somavia of Chile was elected to his position in March 1999, and his first term will be completed by March 2004. During the discussion several speakers expressed their support for a second term for Mr. Somavia.

The GB also followed up on a resolution adopted by the International Labour Conference in June

designed to strengthen the tripartite structure of the 83-year-old Organization and enhance the role of its employer and worker representatives. Under the resolution on tripartism, delegates approved proposals for concrete action, including “social dialogue audits” or reviews of key ILO activities within the four ILO technical sectors, directly involving the unique expertise and specific man-

dates of the ILO Social Dialogue Sector and its units. The Governing Body requested the Director-General to put in place a comprehensive cross-cutting plan of action for strengthening tripartism and social dialogue throughout the office.

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COUNTRY ISSUES

Delegates examined reports on developments since June of this year concerning the observance by the Government of Myanmar of the ILO Forced Labour Convention, 1930 (No. 29). Delegates discussed the possibility of the ILO sending a mission to Myanmar to conclude a plan of action for the elimination of forced labour in the country, provided that such a plan of action between the Liaison Officer and the authorities in Yangon advanced in a satisfactory manner. The sending of a mission was left to the consideration of the Director-General.

The GB also gave strong support for the creation of a Palestinian Fund for Employment and Social Protection, which had been proposed by the Director-General in a report on the situation in the occupied Arab territories issued during the International Labour Conference in June. The ILO has called for capacity-building of social partners, creation of an employment and

social protection fund and the establishment of a platform for Palestinian and Israeli constituents for social dialogue. Having noted the practical approach by the ILO, the Governing Body members encouraged the Office to assist in the establishment of the Fund, and appealed to the donor community to support it. They requested a progress report for the March 2003 session of the Governing Body.

The Governing Body also considered developments in Colombia and the special cooperation programme called “Project Colombia”, which has been established to secure the rights of Colombian trade unionists, promote freedom of association and the right to organize in the country, and further social dialogue as a means of stopping violence. The Vice-President of Colombia, Francisco Santos Calderon addressed the Governing Body saying that the new Government would do everything in its power to stop violence in the country.



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GLOBAL SOCIAL TRUST

The Governing Body authorized the Office to initiate a project to test the idea of addressing the challenge of alleviating poverty through an internationally financed social protection mechanism known as a Global Social Trust. With 1.3 billion people living on less than US\$1 a day – and with the world community resolved in the Millennium

Development Goals to halve that number of people by 2015 – the Global Social Trust concept is to raise family income in the poorest countries through the provision of basic social security. Financing would come from networks of individuals in developed countries who would systematically make regular, voluntary donations of a few

dollars a month to create basic social protection systems in developing countries and support benefit payments until those systems become self-supporting.

The core benefits would consist of basic income security benefits, education and health services. Following up on a study authorized last year by the ILO Director-General and presented this week, the Governing Body authorized that the test will include one donor country and one developing country together in setting up a concrete anti-poverty social protection benefit in the latter. The pilot project would last several years and the Governing Body and the public will be informed about the progress at regular intervals. The project will be accompanied by an advisory board which will monitor the progress of the pilot project and the Global Social Trust concept in general.

Make tripartism happen: ILO Governing Body gives the Organization new direction



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The Governing Body followed up on a Resolution adopted by the International Labour Conference in June designed to strengthen the tripartite structure of the 83-year-old Organization and enhance the role of its employer and worker representatives. The Social Dialogue and Tripartism Resolution reaffirms the importance of the tripartite nature of the ILO, which makes the ILO unique among world organizations in that employers' and workers' organizations have an equal voice with governments in shaping its policies and programmes.

The spokesperson of the workers' group in the Governing Body, Leroy Trotman, referred to the Resolution as a means to "bridge the gap between the commitment to ILO standards and their practical application. The Resolution will make tripartism happen at the national level." On behalf of the employers' group, Mr. Funes de Rioja insisted on "the need to strengthen the tripartite structures of the ILO and to ensure that the ILO works with and for the constituents of the Organization."

The Resolution invites the governments of member States to ensure that the necessary preconditions exist for social dialogue, including respect for the right to freedom of association and collective bargaining, sound industrial relations, and respect for the role of the social partners. It further asks governments as well as workers' and employers' organizations to promote and enhance tripartism and social dialogue, especially in sectors where these principles are absent or hardly exist.

In particular, the social partners should be involved in "a meaningful consultative process in labour reforms". In order to enhance the capacity of labour administrations and workers' and employers' organizations to participate in social dialogue, the Resolution instructs the ILO to carry out in-depth studies of social dialogue in collaboration with the Organization's constituents.

The Resolution also aims to improve the way the ILO operates. It calls for a strengthening of the Office's tripartite structures and for appropriate tripartite consultation when selecting civil society organizations with which to work.

Under the Resolution on tripartism, delegates approved proposals for concrete action, including "social dialogue audits" or reviews of key ILO activities within the four ILO technical sectors, directly involving the unique expertise and specific mandates of the ILO Social Dialogue Sector and its units. Social dialogue audits are meant to mainstream best social dialogue practices into ILO activities aimed at implementing the Decent Work Agenda for the benefit of tripartite constituents. The Governing Body requested the Director-General to put in place a comprehensive cross-cutting plan of action for strengthening tripartism and social dialogue throughout the office.

In 1941, US President Franklin D. Roosevelt recalled the founding of the ILO with the following words: "To many it was a wild dream. Who had ever heard of governments getting together to raise the standards of labour on an international plane? Wilder still was the idea that the people themselves who were directly affected – the workers and the employers of the various countries – should have a hand with the governments in determining these labour standards."

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

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

Latest report of ILO Committee on Freedom of Association cites Belarus, Colombia, Zimbabwe, others

GENEVA – Belarus, Colombia, Ecuador, Venezuela and Zimbabwe are among the serious and urgent cases cited by the ILO Committee on Freedom of Association in its latest report, adopted by the 285th Session of the ILO Governing Body, for serious infringements of the principle of freedom of association and violations of trade union rights.

In its thrice-yearly report* to the Governing Body, the Committee drew special attention to the case of Belarus, where the Committee noted with deep alarm the absence of progress towards implementation of previous recommendations and a serious deterioration in respect for trade union rights in the country.

The Committee repeated recommendations for information on the need to amend a Presidential Decree (No. 8) “so that workers’ and employers’ organizations may benefit freely, and without previous authorization, from the assistance which might be provided by international organizations for activities compatible with freedom of association”.

The Committee also expressed concern over measures which appeared to be a manipulation of the trade union movement, and could lead to financial difficulties for trade union organizations while further undermining the right of workers to elect their own representatives freely. It said that it regrets certain declarations in a speech made in September this year by the President of Belarus to the Federation of Trade Unions of Belarus (FPB) which “represent a clear attempt to transform the trade union movement into an instrument for the pursuance of political aims”.

Regarding the recent elections of the President of the Federation of Trade Unions of Belarus, former Deputy Head of the Presidential Administration, as well as some other branch and regional trade unions, the Committee urged the Government to institute an independent investigation immediately

into the allegations relating to government interference, with the aim of rectifying any effects of this interference, including, if necessary, the holding of new elections.

Finally, the Committee requested that its Chairperson make special contacts with the Government representatives of Belarus in order to express the Committee’s serious concern over the issues in this case.

In the case of Colombia, the Committee noted that while violence affects all sectors of the population, it was obliged to express its “deep concern once again at the situation of violence against trade union officials and members”. It reiterated that “freedom of association can only be exercised in conditions in which fundamental human rights, and in particular those relating to human life and personal safety, are fully respected and guaranteed”.

The report lists allegations of attempted murders, abductions and threats, showing that the situation of violence in Colombia continues to be extremely serious. Even the Government, in its reply, had indicated that the situation is deteriorating rather than improving.

Since the last examination of the case in June 2002, 45 murders, 37 abductions and nine attempted murders have been reported to the Committee. The Committee observed that the facts suggest that the measures adopted are insufficient to put an end to or reduce the violence directed against trade union officials. It deplored that, despite numerous requests, the Government has thus far not reported any convictions of individuals for the murder of trade unionists.

The Committee urged the Government to do everything in its power to achieve verifiable results in dismantling paramilitary groups, and other violent revolutionary groups and to take the necessary measures to put an end to the intolerable situation of impunity and to punish all those responsible for the innumerable acts of violence.

* *Report of the Committee on Freedom of Association, Governing Body, ILO, November 2002, GB285.9*

In the aftermath of serious allegations of violations of the right to strike in Ecuador, including the invasion of plantations by hundreds of armed and hooded men who wounded 12 workers and harassed female workers, the Committee decided to place this case among those it considers to be of an especially serious and urgent nature.

The Committee further noted the complainants' emphasis that the employers were responsible for these actions. While noting certain steps already taken by the Government, the Committee urged the Government to ensure that an investigation and legal proceedings are commenced immediately to find out what happened, define responsibilities, punish the guilty parties, award compensation and prevent such incidents from happening again.

The case of Venezuela concerned allegations of unfair dismissal of 3,500 workers in the regional government of the State of Trujillo within the framework of reorganization. While orders for reinstatement were made in respect of some of these workers, the regional entity failed to comply. The Committee therefore urged the Government to ensure that these rulings were implemented, and requested the Government to carry out an urgent independent inquiry into the reasons for this mass dismissal and to ensure that, if it is established that these dismissals were made on anti-union grounds, the workers are reinstated with back pay.

In the case of Zimbabwe, the Committee examined a raid on the headquarters of the Zimbabwean Confederation of Trade Unions (ZCTU) by plainclothes representatives of the Zimbabwean Republic Police, who threatened to use force to disband the meeting unless they were allowed on the premises. The ZCTU was finally prevented from proceeding with the scheduled meeting.

Noting that the High Court in Zimbabwe found that the police did not have a right to monitor the meeting and that it issued an order prohibiting the police from attending meetings of the ZCTU General Council, the Committee requested the Government to ensure in the future that the principles of non-interference by the authorities in the meetings and internal affairs of trade unions are respected, and to ensure implementation of the High Court order as concerns police intervention. The Committee further noted with grave concern, the allegations concerning the intention of the authorities to deregister the ZCTU, and the anti-union attitude before and during the electoral campaign, and

strongly urged the Government to refrain from any action in this respect.

In the case of Japan, the allegations concerned the current and upcoming reform of the country's public service. The Committee recalled that the right to organize was distinct from the right to strike, and urged the Government to amend its legislation so that fire-defence personnel and prison staff may set up organizations of their own choosing. As concerns the general prohibition of the right to strike for public employees, the Committee recommended that the Government reconsider its intention to maintain this blanket strike interdiction and requested it to amend its legislation to bring it into conformity with freedom of association principles in this respect.

As concerns collective bargaining, the Committee recalled that public servants should enjoy such rights, with the possible exception of the armed forces, the police and public servants directly engaged in the administration of the State, and requested the Government to bring its legislation into conformity with these principles. Finally, the Committee strongly recommended that full, frank and meaningful consultations be held soon with all parties concerned, on the rationale and substance of the public service reform, to obtain a wider consensus on the subject and to bring the legislation into conformity with freedom of association principles.

"For a detailed story on the history of the CFA, see World of Work No. 44, September-October 2002, cover story "Freedom, Security and Voice at Work: 50 years of action by the ILO Committee on Freedom of Association". In print or at: www.ilo.org

TRIP REPORT

In the line of fire: Waiting for peace, in the south of Sudan

“We are all for Peace,” says a poster common in Sudan, showing northern and southern Sudanese converging idyllically in a peaceful march, embraced by the wings of a dove. But peace is proving hard to find, as Donato Kiniger-Passigli of the ILO InFocus Crisis Programme discovered during a recent visit to the region.

SOUTH SUDAN – The mission was organized to assess the recovery needs of the thousands of people displaced by war in the south of Sudan.

Ongoing negotiations between the Government of Sudan and the Sudan Peoples Liberation Movement (SPLM) have raised hopes that a peace agreement will soon be reached. In the meantime, the violence of the factions which control the country’s most desolate lands, and carry out wanton shootings and killings among a desperate population, continues.

© D. Kiniger-Passigli / ILO



In the south, most people have fled to the relative safety of garrison towns, little enclaves where the Sudanese Government forces defend invisible boundaries never longer than a few miles. All are surrounded by minefields and territory where unruly militias hold sway in a whirlwind of violence and constantly shifting alliances.

The garrison town of Wau is a kind of ghost town. It still appears on the map, but has been largely destroyed. Three Russian-built Antonov planes lie in pieces on the airstrip. There are few other signs of a once bustling community: the daily newspaper is gone and the fruit-processing plant that used to can dried mangoes and pineapples for export is long closed. Those buildings that are still standing have been converted into military barracks. The only sign of commerce are a few shops – a carpenter and a bicycle repairman are busy until dusk, when their daily work is halted by evening prayers and the curfew.

At the Marial Ajiith displaced people camp, villagers are pessimistic about their future. Ownership issues may trigger new clashes in the absence of a well-established administration and judiciary system. Most are simple farmers who say they want to go home, but first need tools to resume their work: farm implements, fishing nets. Many show symptoms of what NGO representatives called “relief syndrome”: not wanting to give up such basic services as clean water, sanitation, and education, which they received in the camps for the first time.

The East Bank camp hosts 12,000 internally displaced persons, mostly from the Dinka and Jur ethnicities. Well built tuculs (huts) are surrounded by mango trees. The people say they needed grinding mills, cattle, and shelters in order to restart their lives.

Monica, a determined young woman, learned how to make clothes while in the camp. She said she and some 250 other women could even start a business and sell the clothes at the market, if they could obtain sewing machines.



© D. Kiniger-Passigli / ILO

Donato Kiniger-Passigli, ILO IFP/CRISIS, and Abdel-Aziz Boutaleb, Sub-Regional Office for North Africa, Cairo, represented the ILO in a United Nations inter-agency mission to Sudan from the 3rd to the 17th of November. They respectively visited the regions of Bahr el Gazhal and Unity State in south Sudan, and Darfour in western Sudan. The mission formulated a strategy for supporting federal and regional authorities in accommodating internally displaced persons and

returning refugees.

The ILO component of the inter-agency mission identified some crucial activities that could be undertaken to support the peace process. They include skills surveys, rehabilitation and labour intensive projects, development of vocational training centers, capacity building for civil servants, microcredit and revolving loan schemes to assist returning displaced and other vulnerable groups.

DEARTH OF SERVICES

A lack of services is, in fact, the problem. "Long past are the days when we could make a spear and go fishing," recalled an old woman, adding "Now we can only wait for the food rations of the UN and hope that the flies sticking on our skin won't bring us diseases". Peter Baptist Abakar, Director-General of the Welfare Department of Wau, said there is an urgent need for vocational centres, like the ones that ran 10 years ago. Most of these centres were turned into military garrisons, but they are important, he said, to teach essential skills in masonry, carpentry, electricity, mechanics, and others.

At the end of the mission, after visiting the oil-rich Western-Upper Nile region, the inter-agency group was caught in the middle of a battle between two militias, and left the site by emergency evacuation, together with

the rest of the UN contingent and NGOs. Such violence is part of everyday life for displaced people in the South of Sudan. They lack access to clean water, education, health and sanitation. They have no fishing nets, or cattle to herd. Caught in the midst of inter-ethnic and inter-factional conflict, in regions still lengths away from peace talks, they are deprived of every kind of security.

The failure of the international community to support local authorities in addressing the needs of the estimated four million internally-displaced people of Sudan could undermine the fragile reconciliation process, just started after 19 years of war. Launching programmes that could help give these people a livelihood is an imperative with which the ILO can assist.



AROUND THE CONTINENTS

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

Domestic child labour in the spotlight

■ Child domestic workers are particularly vulnerable to exploitation and abuse, and like the adults in the sector they are frequently ignored by policymakers and excluded from legislation. The plight of child domestic workers was at the heart of the ILO-Japan-Korea Asian Tripartite Meeting in Bangkok from 2 to 4 October. Government, employers' and workers' representatives from 16 countries in the region discussed the nature of the problem and possible solutions to it. Participants also drafted a framework for national plans of action, the prevention of child domestic labour, and support mechanisms for the rehabilitation of child domestic workers engaged in hazardous work.

For further information on the agreement reached by delegates, visit <http://www.ilo.org/public/english/region/asro/bangkok/newsroom/pr0212.htm> or contact Stephen Thompson, the ILO Public Information Officer in Bangkok, phone: +662/288-2482; fax: +662/288-3062; email: thompsons@ilobkk.or.th

Social dimension of globalization in Russia

■ The First National Round Table on the Social Dimensions of Globalization for the Russian Federation, took place in Moscow on 25 September 2002. Russia was chosen as one of the first countries to pilot a series of roundtables on the impact of globalization on people's work and lives currently being promoted by the ILO World Commission on Globalization. Upcoming roundtables

will discuss other critical issues, such as the advantages and disadvantages of being more integrated in the global system, and the Russian Federation's accession to the World Trade Organization (WTO). Following the ILO Director-General's visit to Moscow, the Russian Government had requested the Organization to help in assessing the social consequences of its accession.

For further information, please contact the ILO office in Moscow, phone: +7095/933-0810; fax: +7095/933-0820; email: ovchinnikova@ilo.org

WTO chief calls for closer ties to ILO

■ Supachai Panitchpakdi, the new Director-General of the World Trade Organization (WTO), said that a major focus of his tenure would be better "coherence of policies" between the WTO and other international organizations, including the ILO. "In order to be able to make real use of trade for sustainable development, the WTO would need to be working in tandem with other responsible organizations like the World Bank, UNCTAD, IMF, UNDP, ILO, WHO ... to be always in touch with one another, to be jointly developing certain programmes [so] that we could enhance the instruments of trade for sustainable development," said Supachai, on 2 September.

Mining company pledges respect for ILO standards

■ AngloGold, the world's leading gold producer, signed an agreement on 13 September with the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM),

which commits the parties to promote ILO core labour standards. The pact calls for sustainable practices in gold-mining operations, including safety standards and the best practices in industrial relations. ICEM General Secretary, Fred Higgs, called the agreement "a major breakthrough for Africa and a giant step forward for the global mining industry. It acknowledges the importance of social dimensions of sustainable development." AngloGold CEO, Bobby Godsell, said his company was "pleased to be part of a process whose intention is ... to promote dialogue and sound labour relations."

For further information on the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, please visit www.ilo.org/multi or contact the Multinational Enterprises Programme, phone: +4122/799-6481; fax: +4122/799-6354; email: multi@ilo.org

Women of Kerala demand security

■ In a remarkable demonstration of solidarity and determination, 32,000 women in the rural state of Kerala, India, turned up for a rally preceding an ILO seminar on "Decentralization and Socio-Economic Security". The meeting explored the linkages between globalization and social policy decentralization, pointing out the potential pitfalls and the conditions which have to be met in order to strengthen women's security and welfare in local communities.

For further information, please contact the InFocus Programme on Socio-Economic Security, phone: +4122/799-8893; fax: +4122/799-7978; email: ses@ilo.org

Moldovans face labour market insecurity

■ The ILO InFocus Programme on Socio-Economic Security, and the Department for Statistics and Sociology in the Republic of Moldova, conducted an Enterprise Labour Market Flexibility Survey to assist in the development of policies which alleviate social and economic insecurities, and improve productivity and working conditions in Moldovan enterprises. The survey points to an economy in which workers suffer from economic insecurity, and unemployment runs rampant. The country needs to establish an efficient manufacturing capacity which will absorb more people in productive employment. According to present developments however, this will not occur in the foreseeable future. The survey also points to pervasive problems of disguised unemployment (estimated at almost 40 per cent), wage arrears (reported by 79.9 per cent of surveyed firms), and declining wages and benefits. The breakdown of social welfare has led to untold misery for the majority of the population.

For further information, please contact the InFocus Programme on Socio-Economic Security, phone: +4122/799-8893; fax: +4122/799-7978; email: ses@ilo.org

More women enter Jordan's labour market

■ Employment trends in Jordan are slowly changing in favour of women, according to the ILO Regional Office for Arab States, in Beirut. Despite low

official rates of economic activity, women's employment in the country almost doubled between 1980 and 2000, from 14.7 per cent to 24.6 per cent, exceeding the rate of growth of male employment in the same period. "Within these changes", said Mary Kawar, ILO Senior Gender Specialist, "one overlying factor seems to be an increasing visibility of women workers in the manufacturing sector, particularly in textiles and garment making. This is due to the economic reform process, the new and evolving role of the private sector, and the expansion of export-led industries."

For further information, please contact the ILO Regional Office for the Arab States in Beirut, phone: +9611/752-400; fax: +9611/752-405; email: beirut@ilo.org.lb; Web site: www.ilo.org/beirut



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Trade unions and the informal economy

■ As a follow-up to the general discussion which took place at this year's International Labour Conference, the next issue of Labour Education will be devoted to the informal economy. In addition to an interview with Christine Nathan (India) who chaired the workers' group and served as its spokesperson at the Conference, contributions to this issue tackle regional perspectives as well as topics such as microcredit, the

social costs of the informal economy, and the role of trade unions and NGOs.

For further information, please contact the ILO Bureau for Workers' Activities, phone: +4122/799-7021; fax: +4122/799-6570; email: actrav@ilo.org

Breaking the waves for decent work



© M. Crozet / ILO

■ On the occasion of the second meeting of the High-Level Tripartite Working Group on Maritime Labour Standards (ILO, Geneva, 14-18 October 2002), the Spanish Government presented a model of its hospital boat, "Esperanza del Mar", as a gift to the ILO. Because the ship was constructed to abide by ILO maritime labour standards, it is a symbol for decent work onboard ships. The Working Group examined the components for a new consolidated maritime labour Convention to be submitted for adoption to the International Labour Conference in 2005. Particular attention was paid to the provisions for inspection and control onboard ships. Another topical issue discussed at the meeting was improved security of seafarers' identification. A new instrument on this question is to be adopted by the International Labour Conference in June 2003.

For further information, please contact the ILO Maritime Activities Team, phone: +4122/799-6512; fax: +4122/799-7050; email: marit@ilo.org



ILO IN THE PRESS

NATIONAL HERALD

Child labour remains a harsh reality

By Rabin Sharma
Herald News Service

NEW DELHI: It will be a decade since India became the first country to sign a Memorandum of Understanding with the International Labour Organisation (ILO) in 1992, to implement the International Programme on Elimination of Child Labour (IPEC) as a supplement to its national efforts and constitutional and legal provisions to eradicate child labour. But it still remains a "harsh reality." More importantly the enactment of the 93rd Constitutional Amendment Bill for compulsory education for children which can prove to be the nemesis for child labour continues to elude.

The Labour Ministry has yet to declare the incidence of child labour as per the 2001 census which according to the ILO stands at 40-100 million.

The range in itself is indicative of the statistical invisibility due to lack of reliable data. Encouraging results are not expected from the governmental quarters either, according to ILO sources. The last cause-specific survey was undertaken in 1983 by the Operation Research Group, Baroda which estimated that 44 million children in 5-15 age group were in the labour force.

Apathy of the governmental machinery, coupled with the loopholes in law and the rise of child labour in the domestic arena has made the problem perpetual. Until recently, domestic child labour was the least understood but is the most exploitative form in India today. Therefore gathering informations with regard to it could become the first important step towards developing the best means of addressing the issue.

The Guardian

www.ippmedia.com

ILO names ways to end unemployment

Thursday, October 17, 2002 .

By Correspondent Michael Haonga

The International Labour Organization (ILO) unveiled yesterday eight initiatives aimed at curbing unemployment in the African continent. The initiatives were revealed by the ILO Area Director for East Africa, Ali Ibrahim, at the on-going Sub-Regional Workshop on Comparative Experiences in Entrepreneurship Education in the East African Community member countries of Uganda, Kenya and Tanzania.

The eight initiatives include integration of employment issues into economic policies directed at achieving sustained growth favourable to employment promotion.

He said in addition to the ILO employment initiative networks, "investment for Poverty Reducing Employment (IPRE) studies have been commissioned to provide employment effect of part and prevent public and private investments with a view to proposing new directions for raising "quantum of investment and improving its allocation."

The ILO Area Director mentioned the networks to include "Jobs for Africa Programme aimed at building national and regional capacity to design and adopt poverty reduction employment strategies based on investment-led macro-economic policies targeted towards the poorest people in the African continent.

Jamaica Gleaner

Established 1834

JEF wants child labour pact ratified

published: Friday | November 22, 2002

MORE CALLS have come for the Government to ratify the International Labour Organisation (ILO) Convention 182 (C182), which calls for immediate and effective measures to eliminate the worst forms of child labour in Jamaica, this time from the Jamaica Employers' Federation (JEF).

The JEF also wants Government to put in the necessary legislative framework to support the Convention, a position reiterated at a recent ILO seminar on child labour.

According to JEF, Jamaica is one of only a few countries that have not yet ratified the Convention, which asks governments to ban the worst forms of child labour, to remove those children involved and to prevent such child labour in the future, through legislation. The Convention should be ratified by no later than the end of March 2003.

TRIBUNE DE GENÈVE

Somavia part favori à sa propre succession

Le BIT connaîtra en mars le nom de celui qui le dirigera jusqu'en 2009.

ANDRÉ ALLEMAND

Le prochain directeur général de l'Organisation internationale du travail (OIT), sera élu en mars 2003, c'est-à-dire un an exactement avant sa prise de fonctions. Ainsi en a décidé hier le Conseil d'administration, réuni depuis le 7 novembre à Genève, où l'agence onusienne a ses bureaux (BIT). Mieux:

on a déjà une petite idée sur son nom. Diplomates, patrons et syndicalistes de plusieurs pays n'en font pas un mystère: ils verraient d'un bon œil le renouvellement du contrat de Juan Somavia, en poste depuis 1999. Si ce large soutien se confirme, le Chilien restera aux commandes jusqu'en 2009. Il n'a cependant pas encore annoncé formellement sa candidature.

Somaliland Times

A weekly independent English Newspaper published by Haalif Media Network, Hargeisa, Somaliland

Promotion Of Economic Recovery Project By ILO Launched

Hargeisa (SL Times) Somaliland Ministry of Health & Labour announced yesterday the launching of the Promotion of Economic Recovery Project, to be implemented by the ILO. The Project mainly geared

towards creating jobs and developing capacity to implement Employment intensive Infrastructure Projects. There are as follows

- Support to Somaliland Roads Authority (SRA)

The objective is to develop

Mtanzania

Penye nia pana njia



Wanawake wasaidiwa kiuchumi kutokomeza ajira ya watoto

Ajira ya watoto ni jambo liliitofaa kwa kuwa linaawaweka watoto katika mazingira magumu. Lakini pia mazingira magumu ya wazazi, hasa akinamama yanachangia kwa kiasi kikubwa ajira ya watoto. Katika makala hii, mwaandishi wetu, SAMSON KAMALAMO, anaelezea mradi wa kuwaendeleza wanawake huko Tanga unaofadhiliwa na ILO ili kuweza kuwakomboza watoto kutoka katika ajira na mazingira duni.

NIPO kwenye gari na waandishi wenzangu tukielekea katika Kata ya Mtakuja iliyoko nje kidogo ya Manispaa ya Tanga. Ziara hiyo ya kutembelea kati ya Mtakuja ni mahususi kwa ajili ya ukaguzi wa mradi wa kuboresha ajira kwa wanawake na kuondoa ajira ya watoto unaoendeshwa na Shirika la Kazi Duniani (ILO) katika Manispaa ya Tanga.

The Egyptian Gazette

Established 1880

Oct. 16, 2002

Employment policy for review

THE Ministry of Industry is to review employment policies at all levels and sectors, Minister Ali al-Saidi said. The Ministry will then submit recommendations for policy amendments, al-Saidi said, following a meeting with a delegation from the International Labour Organisation (ILO) which is currently on a visit to Egypt. During the meeting, al-Saidi discussed assistance offered by the ILO in employment policies in Egypt, and stressed the government's encouragement of the private sector, especially in small- and medium-scale enterprises (SMEs) with regard to job creation.

The New York Times

War Inflates Cocoa Prices but Leaves Africans Poor

By ALAN COWELL

LONDON, Oct. 30 — As civil war raged in Ivory Coast, the world's biggest cocoa producer, speculative traders here and in New York sent prices this month to 17-year highs. Investors cashed in, as did middlemen along the global food chain. Candy makers like Hershey and Nestlé are thought to have secured their Halloween profits by carefully hedging their exposure.

But in Africa, war and economics are imposing a harsher tariff. The fighting has killed hundreds of people in cocoa-growing regions, destroyed crops and kept farmers from harvesting what remains — and sharing in the higher prices. The fighting has also shut down a project to eradicate what international aid workers consider the farmers' abusive child labor practices.

The Guardian

ILO sponsors 200 Tanga children

By David Mbulumi, Tanga

THE International Labour Organization has sponsored 200 children in Tanga Municipality to pursue primary education and vocational training.

This is part of ILO's "Promoting the Linkages Between Women's Empowerment and Reduction of Child Labour" project, which has withdrawn several hundred children countrywide from child labour by trying to create more and better jobs for their mothers.

The Independent

BANGLADESH

Thursday 5 September 2002

Proshanti rehabilitates trauma victims

Enamul Haq

Seventeen year old Bikis, a rape victim from Gabarndha district, felt helpless following the traumatic incident on her about three years back but she not only got a shelter in the Proshanti Safe Home at Agartta but has also learnt skills including computer education.

Bikis who has already learnt the programmes MS Word, Excel and PowerPoint now plans to build her future as a computer operator in the capital city.

Not only Bikis but 160 other different trauma victims have been rescued by the International Labour Organisation (ILO) in cooperation with the Bangladesh National Women Lawyers Association (BNWLA) are staying in two rehabilitation centers - Proshanti 1 and Proshanti 2 - run by the BNWLA.

ILO started the project "Prevention and elimination of the worst forms of child labor in the informal economy in Dhaka" in March 2001 and it would run till February 2004. The Royal Kingdom of Netherlands is providing fund to the 4,773,814 US dollars project.

Chief Technical Adviser of the project Ronak Berghuis told a group of journalists yesterday that the project was designed and formulated with the objective to significantly reduce the worst forms of child labour (WFCL) in the informal economy in Dhaka. It also aims at strengthening the capacity of national partners to prevent and progressively eliminate the WFCL.

It is implementing the project in cooperation with its partners Dhaka Ahimsa Mission, Thegamarra Mohila Sabuj Sangha, Underprivileged Children's Education Programme (UCEP) and Resource Integration Centre (RIC). She said they have a target to rescue 250 children.

GULF NEWS

online edition

Gulf News - Poverty snatches childhood from millions.

20 November 2002

Gulf News By Azza Munif.

According to a recent report of the International Labour Organisation (ILO), about 246 million children between the ages of five and 14 worldwide are involved in child labour.

Some 160 million children under the age of five are still malnourished, 110 million will never have the opportunity to attend school, and more than 600 million live in families earning less than \$1 a day.

These overwhelming figures are just a small representation of the state of children worldwide. The list can be extended even further by stating figures of the number of children who are victims of trafficking and those killed or mutilated in civil wars.

Al-Safir (Beirut)

السفير السبت 9 تشرين الثاني 2002

إدارة منظمة العمل الدولية تبدأ اجتماعاتها

بدأت مختلف إدارة منظمة العمل الدولية اجتماعات دورته الـ 288، وعلى جدول أعماله عدة من المواضيع، منها العمل الجبري في سياحة، وضع صندوق خاص بالعمل في الأراضى العربية المحتلة. وستناقش المجلس التوصية حول تعزيز البيئة الثلاثية للمنظمة، وستناقش أعمال اللجنة الدولية حول البعد الإجتماعي للعولمة، وستعقد في متابعة توصيات اللجنة العالمية حول التخمية المستدامة. كما سيتناول الأعضاء التطورات منذ حزيران الماضي حول الخزام حكومة سياتمار بالتنسيق مع المنظمة الخاصة بالعمل الجبري، والتطورات في كولومبيا من حيث اغتيال حوالي مئة نسائيين، وناقشة تقديم الدعم لبرنامج مشروع كولومبيا. ويتناول المجلس الأنشطة التي دعا اليها بما يخص العمال في الأراضى المحتلة، إضافة إلى مناقشة 30 حالة تخمين حق حرية تعاقب. هذا وستشارك لجنة الاستخدام والسياسة الاجتماعية مناقشة أجندة الاستخدام العالمي، والتي تشجع الاستخدام المنتج ضمن السياسات المعينة للقرار.

ILO starts its 285th Session of the Governing Body

Sunday

OBSERVER

Kiwohede gets cash boost to help girls

By Correspondent Gasmir Ndambafilo

THE United States government, through the International Labour Organisation (ILO), has granted to Women Health Development, Kiwohede, a total of US Dollars 183,548 to assist 5,000 young girls in Tanzania. Kiwohede Executive Director, Justa Mwañika, said in the city yesterday that, the funds will be used to prevent

children aged between 9 to 18 years from pursuing prostitution as a career and rehabilitate.

She said the arrangement to be carried under the Time Bound Programme (TBP) for the elimination of the Worst Forms of Child Labour (WFCL) will be conducted in seven districts of Arusha, Tembeke, Ila, Kinondoi, Iringa Rural, Kondoa and Ilmba.

Mwañika emphasized that following her experience in working with the same group through ILO's International Programme on the Elimination of Child Labour (IPEC), Kiwohede will replicate strategy and scale up activities aimed at preventing children from getting into prostitution, rehabilitate them and avail education and training opportunities to them.


MEDIA SHELF
■ The evolution of employment, working time and training in the mining industry

ILO, Geneva, 2002
ISBN 92-2-113223-4
Price: 17.50 Swiss francs

Although employment in the formal part of the mining industry has fallen, productivity has risen across the board in recent years. This report surveys the state of the mining industry, recent changes to it, and the various issues affecting the formal sector. Modernized mines are capital-intensive, requiring fewer workers per unit of production, yet necessitating several crews to enable continuous operation. New mines are likely to be in remote locations, often in developing countries, where attracting and retaining competent, diligent, and motivated workers requires special and sustained effort. As mines close and employment drops dramatically, restructuring programmes are needed to address mine workers' concerns, such as training, use of equipment, safety, female employment, stress, fatigue due to extended working time, and AIDS, as well as the welfare of miners' families and communities. The report also discusses how the ILO can contribute to the mining industry's continued operation in a context of sustainable development, while ensuring decent work for all.


■ The promotion of good industrial relations in oil and gas production and oil refining

ILO, Geneva, 2002
ISBN 92-2-112812-1
Price: 15 Swiss francs

The oil and gas industries, on which the economic health of many countries depends, rely on the quality of the workforce and good industrial relations to maintain a healthy production and a stable supply of petroleum products. This report examines developments in the rapidly changing world of the oil and gas industries focusing on recent changes in industrial relations and social dialogue, as well as the impact of these changes on employment. The report also addresses the issues of welfare, industrial relations, freedom of association and collective bargaining.


■ Social dialogue in the health services: Institutions, capacity and effectiveness

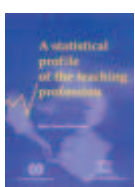
ILO, Geneva, 2002
ISBN 92-2-113232-3
Price: 15 Swiss francs

Concern about public health and the increasing cost of health care, have made this sector one of the most debated political issues in many countries. The vital role of the social partners (governments, employers' and workers' organizations) and of social dialogue among them has been recognized, so that there is an acknowledged need to implement dialogue in order to advance and sustain reform processes in many areas of the health sector. However, the institutions and the capacity for social dialogue still need to be strengthened. This report gives an overview of the issues, and details changes in institutions, new reforms in management, and national and international trends of employment in the health services, as well as financing of health-care delivery. Approaches which facilitate social dialogue, the role of the social partners and the challenges to a working relationship are also discussed. The report introduces the ILO's approach to building a framework which will bolster the role of social dialogue in general, and particularly in the health services.


■ A Statistical Profile of the Teaching Profession

Maria Teresa Siniscalco
ILO, Geneva, 2002, and
UNESCO, Paris
ISBN 92-2-113115-7
Price: 15 Swiss francs

This text assembles much of the most reliable data on the teaching profession produced in the last few years. It focuses on the main points, including the conditions under which teachers work and the policy trade-offs governments face while trying to meet the expectations of citizens for universally accessible and high quality education. The publication outlines different teaching contexts by contrasting demand and supply between developed and developing countries. It examines the composition of the teaching force in various regions and countries, and offers a comparative analysis of the qualifications of the teaching force. It also addresses the conditions of service, including working and teaching time, class size and salary, and analyzes the changes in the structural characteristics of education systems and how they affect teaching and learning conditions, translating these into cost per student.


■ LABORDOC

Available online at:
www.ilo.org/labordoc

ILO, Geneva, 2002

LABORDOC is the International Labour Office (ILO) Central Library catalogue of books, reports, journals, and documents. It contains over 320,000 references to the world's most significant literature on labour, including international coverage of major topics, such as employment, labour relations, labour law, working conditions, vocational training, social security, occupational safety and health, women workers, child labour, migrant workers, economic and social rights, and all labour-related aspects of economic and social development. LABORDOC provides multilingual access (English, French, German and Spanish) to specialized documents indexed and classified using the ILO Thesaurus. This catalogue is an invaluable tool for policymakers, entrepreneurs, business managers, and employers' and workers' representatives dealing with problems of unemployment, job creation, poverty alleviation, and industrial restructuring, or those facing such complex issues as stress, AIDS, violence, sexual harassment, and productivity and compensation in the workplace. To researchers, students and others interested in the social sciences, economics, and development studies in relation to work and employment, it offers non-English literature, including original and translated versions of inter-governmental and nongovernmental publications.


■ Statistics on occupational wages and hours of work and on food prices

October Inquiry results,
2000 and 2001
ILO, Geneva, 2002
ISBN 92-2-011379-1

Price: 35 Swiss francs

This is an annual publication by the International Labour Office, prepared by the Bureau of Statistics. It presents the results of the two most recent rounds of the ILO October Inquiry on occupations and industry groups which fall within the scope of the ILO Industrial Committees. This publication is a reference source for all who are interested in conditions of work and life, including professional labour statisticians, governments, employers, labour organizations, investors, lawyers, the media and consumers. For viewing and downloading data, please go to: <http://laborsta.ilo.org>

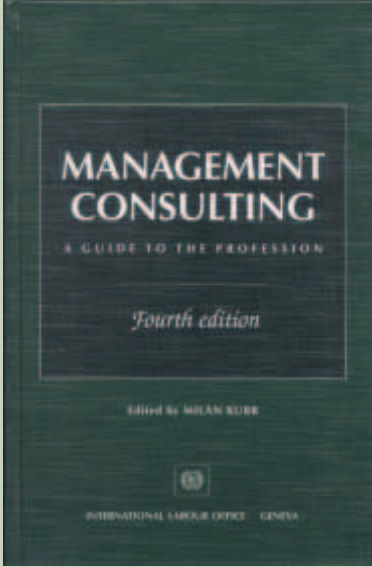


■ **International Labour Review**,
vol. 141, No. 3
ILO, Geneva, 2002
ISSN 0020-7780
30 Swiss francs

This issue of the Review offers an eclectic mix of articles on: how to maximize benefit transfer to the poor; how migration might benefit everyone (migrants and host country nationals); the rights of senior citizens to freedom of organization; and highlights from a symposium on the protection of workers in times of uncertainty and change.

Targeted public works programmes (PWWPs) seek to create physical assets at wages not exceeding market wages for comparable work. In "Maximizing benefit transfers to the poor: Evidence from South African employment programmes", Lawrence Haddad and Michelle Adato examine how successful PWWPs are at poverty reduction, genuine job creation and their performance relative to that of untargeted benefit transfer programmes. Using new data from South Africa, they focus on 101 projects in seven PWWPs in Western Cape Province, in the mid-1990s. They estimate the Rands of public expenditure needed to transfer one Rand to the poor, then compare this ratio with that generated by a hypothetical, untargeted transfer programme. They find that most of the PWWPs considerably outperform the benchmark.

Eric Weinstein explores the idea of "Migration for the benefit of all" proposing a new paradigm for economic immigration. Stating that migrant worker programmes (MWWPs) offer the promise of increased productivity, lower consumer prices, cultural interchange and higher living standards for workers coming from poorer countries, he points out that they are regularly bedevilled by various abuses and unintended consequences. Such failures have tended to mitigate popular support among native workers and citizens and this, in turn, has kept MWWPs below the levels wanted by employers for maximal productivity. In this article, the author makes an argument for new, market-based MWWPs that seek to align the support and interests of native workers,



This ILO guide offers an extensive introduction to consulting: its nature, professional standards, current developments and future perspectives. Today, the information and knowledge-based economy is constantly creating new opportunities and challenges for consultants, provided they are able to cope with complex and

rapidly changing conditions and meet the demands of increasingly sophisticated clients.

Wide-ranging and highly practical, this new edition:

- offers relevant, up-to-date guidance on e-business consulting
- provides a timely discussion on the social role and responsibility of business
- presents useful recommendations on company transformation and renewal
- highlights valuable approaches to total quality management
- explores consulting in knowledge management and the use of knowledge management by consultants themselves
- includes essential information on public administration
- covers key aspects of intellectual property
- contains numerous checklists, diagrams and examples to illustrate key concepts

employers, consumers, governments, and the interests of migrants.

In "Senior citizens: Social dignity, status and the right to representative freedom of organization", authors Gideon Ben-Israel and Ruth Ben-Israel argue that senior citizens' interests and rights are not adequately provided for in existing legal frameworks, which mostly predate the full-scale emergence of this new population group. Taking a rights-based approach centring on the concepts of "social solidarity" and "social dignity", they propose to broaden the operational scope of this "human right framework". Their suggestions include a legally recognized status conferring a range of socio-economic rights to senior citizens; non-discrimination on grounds of age; greater flexibility in pension and retirement systems; and organized representation modelled on trade unionism and collective bargaining.

Finally, this issue of the ILR contains a "perspective" on "The dynamics of change and the protection of workers", in which are summarized two leading topics discussed at the second ILO/France Symposium on: "The search for new securities in a world of growing uncertainties", held in Lyons, in January 2002. The first topic relates to the implications for statistics, public policy, collective bargaining and labour law of the increasing frequency and diversity of transitions between employment and/or non-employment situations. The second is the question of reconciling career and family life. Job creation, training and social protection are closely linked to security, but Europe is divided between the necessity of protection and the fashionable appeal of tax cuts.

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

Real Madrid football club teams up with ILO to fight child labour



MADRID (ILO News) - The Real Madrid football club and the International Labour Organization (ILO) are teaming up to raise a "Red card" to child labour in its worst forms – a practice that traps one of every eight children - or some 180 million worldwide – in exploitative, often dangerous work.



Real Madrid and the ILO will bring the "Red Card to Child Labour" campaign to Madrid's Santiago Bernabéu Stadium on 18 December – World Football Day – when the football team marks its centennial anniversary with a match against a world selection team.



In a pre-game ceremony at 9.30 p.m, football players will enter the stadium accompanied by 22 children wearing T shirts with the logo of the Campaign and raise special red cards to demonstrate support for the campaign to end child labour.



A 30-second ILO video on child labour will be shown on the stadium's giant television screen at the beginning of the ceremony. Antena 3 TV will broadcast the campaign spot at half time of the match. As the only official match to be played in the world on that day, the match is expected to receive a large television viewership and extensive media coverage worldwide.



At a public ceremony in the Santiago Bernabéu Stadium at 12.30 a.m. on the eve of the match, Kari Tapiola, ILO Executive Director and Florentino Pérez Rodríguez, the President of Real Madrid, will sign an agreement of mutual collaboration on the Red Card campaign. The agreement has been facilitated by the International Organisation of Employers (IOE) and the Spanish Employers' Confederation (CEOE).

Representatives of the Spanish government and the social partners, including Eduardo Zaplana, Minister of Labour and Social Affairs, Miguel Angel Cortés, Secretary of State for International Cooperation and Latin America, José María Cuevas, President of CEOE, Cándido Méndez, secretary general of the trade union confederation UGT, José María Fidalgo, secretary general of the trade union confederation CC.OO., Antonio Peñalosa, General Secretary of IOE and Joseph S. Blatter, President of FIFA, will witness the ceremony.

ABOUT THE CAMPAIGN

The Red Card to Child Labour campaign was launched on 18th January 2002 in Bamako, Mali, at a ceremony chaired by Mali's Prime Minister and Minister of Integration. During the ceremony, ILO and the African Confederation of Football (CAF) signed a Cooperation agreement.

The next important phases of the campaign will be the FIFA World Youth Championship (U-20) in the United Arab Emirates (March/April 2003), the FIFA Women's World Cup in China (September/October 2003), the 2004 Copa America in Peru and the 2006 FIFA World Cup in Germany.

For more information:
www.ilo.org/ipecc; e-mail: ipecc@ilo.org

