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A future
without
Child labour

WORLD DAY AGAINST
CHILD LABOUR
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INTERNATIONAL LABOUR OFFICE

Canada and the ILO

Preparations for an evacuation of the ILO from Europe began with the 1938 Munich crisis, and by the spring of 1940 it became clear that Switzerland could no longer be a base for the ILO. In the summer of that year, then Director-General John Winant, moved rapidly to get 50 or so core staff and a large number of tin boxes of papers to Montreal, where they would remain until 1948. (Winant was one of the last to go, slipping into Spain by a back road two days after Franco had closed the frontier to League of Nations and ILO staff at the request of Hitler.)

Following discussions with Prime Minister Mackenzie King, Winant accepted the offer of space at McGill University because, it seems, he thought the ILO would be most at home in bilingual, international Montreal. His deputy and successor in 1941, Edward Phelan, and his legal adviser (and subsequent ILO Director-General) Wilfred Jenks, arrived shortly after he and the staff were installed in a disused chapel.

Although a belligerent, Canada went to extraordinary lengths to ensure that the ILO could carry on the work of an independent multilateral organization. McGill spent \$25,000, a sum it could scarcely afford at the time, converting buildings for ILO use. When gradually the ILO's finances recovered later in the war, Phelan offered to

pay \$5,000 a year in rent by way of reimbursement.

McGill proved to be much more than a temporary hostel and warehouse for the ILO. Although contacts with governments, unions and employers were often difficult, the ILO continued to issue its quarterly journal and published several valuable pieces of research. It was also the hub of a remarkable whirl of diplomatic activity.

From the moment of their arrival in Canada, Winant, Phelan and Jenks worked closely with Allied leaders to position the ILO as a key player in post-war reconstruction. Their work resulted in the adoption of a Declaration at the International Labour Conference held in 1944 in Philadelphia, Pennsylvania, which established a new system for securing peace through economic and social development.

Today, the words of the Philadelphia Declaration are as relevant as they were then: "All human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity; the attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy."

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Message from Juan Somavia, ILO Director-General

This year, on June 12th, the International Labour Organization will observe the first World Day Against Child Labour.

Join us in working towards a world where no children will be deprived of a normal, healthy childhood, where parents can find decent jobs and children go to school. Help us to spread the message for a world free from child labour.

Families and communities, schools, workers, business, governments, the media – all can play a part in promoting the right of every child to be protected from hazardous, dangerous work and exploitation.

Let us look forward to the day when we will no longer need a World Day Against Child Labour.

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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.

COVER STORY

Child labour remains “ma



CHILD LABOUR continues to be a global phenomenon – no country or region is immune.

Ten years after launching a worldwide campaign against child labour, the International Labour Office (ILO) has launched a comprehensive new look at the problem. The findings are cause for concern; despite “significant progress” in efforts to abolish child labour, the report says an alarming number of children remain trapped in its worst forms. These and other issues will top the discussion at the International Labour Conference in June as well as the launch of the first World Day Against Child Labour

GENEVA – “A Future Without Child Labour”,¹ the ILO’s most comprehensive study on the subject to date, notes that there has been a worldwide response to calls for abolishing child labour, especially in its worst forms, through direct action at the local, national and international levels. However, child labour remains a

problem on a massive scale, according to Director-General Juan Somavia, who is calling for a redoubling of efforts to fight the practice.

Among the key findings:

- One in every six children aged 5 to 17 – or 246 million children – are involved in child labour.
- One in every eight children in the world – some 179 million children aged 5 to 17 – is still exposed to the worst forms of child labour, which endangers his physical, mental or moral well-being.
- About 111 million in hazardous work, are under 15, and should be “immediately withdrawn from this work”.
- An additional 59 million youths aged 15 to 17 should receive urgent and immediate protection from hazards at work, or be withdrawn from such work.
- Some 8.4 million children are caught in

ssive problem”

“unconditional” worst forms of child labour, including slavery, trafficking, debt bondage and other forms of forced labour, forced recruitment for armed conflict, prostitution, pornography, and other illicit activities.

- Child labour continues to be a global phenomenon – no country or region is immune, the report says. A wide range of crises – including natural disasters, sharp economic downturns, the HIV/AIDS pandemic, and armed conflicts – increasingly draw the young into debilitating child labour, including illegal and clandestine forms such as prostitution, drug trafficking, pornography, and other illicit activities.

The report was produced as part of the follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work. The Declaration reaffirmed the commitment of all ILO member States to respect, promote, and realize the rights of workers and employers to freedom of association and collective bargaining, and to be free from forced or compulsory labour, child labour, and discrimination.

Has the number of child labourers increased or decreased? The figures in the new report differ from the previously accepted estimate of some 250 million working children aged 5 to 14 in developing countries – the best estimate possible in 1996, when it was first produced. The report notes that the latest methods of gathering data provide a more precise picture of the problem of child labour, its distribution among regions and between age groups, and therefore provide figures that are not open to simple comparison with the original estimate.

THE SHAPE OF THE PROBLEM

The report describes child labour at the start of the twenty-first century as “endlessly varied and infinitely volatile”. Drawing on recent survey data, it says an estimated 352 million children aged 5 to 17 are currently engaged in economic activity of some kind.

Of these, some 106 million are engaged in types of work acceptable for children who have reached the minimum age for employment (usually 15 years) or in light work, such as household chores or work undertaken as part of a child’s education [see ILO Minimum Age Convention, 1973 (No. 138)].

The remaining 246 million children are involved in child labour which the ILO says should be abolished. These forms include:

- Work performed by a child under the minimum age specified for a particular kind of work by national legislation or international standards.
- Hazardous work which jeopardizes the physical, mental, or moral well-being of a child, either because of its nature or the conditions in which it is performed.
- “Unconditional” worst forms of child labour as defined in the ILO Worst Forms of Child Labour Convention, 1999 (No. 182)².

In terms of geographical distribution, the Asia-Pacific region harbours the largest absolute number of working children between the ages of 5 and 14, with some 127 million, or 60 per cent of the world total. Sub-Saharan Africa is second with 48 million, or 23 per cent of the total, followed by Latin America and the Caribbean with 17.4 million, or 8 per cent, and the Middle East and North Africa with 13.4 million, or 6 per cent.

The report says about 2.5 million, or 1 per cent of the world’s child labourers, are in the industrialized countries, while another 2.4 million are found in transition economies.

Surveys in developing countries indicate that the vast majority (70 per cent) of children who work are engaged in such primary sectors as agriculture, fishing, hunting and forestry. Some 8 per cent are involved in manufacturing, wholesale and retail trade, restaurants and hotels; 7 per cent in domestic work and services; 4 per cent in transport, storage, and communication; and 3



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¹ “A Future Without Child Labour: Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work”, International Labour Conference, 90th Session, 2002, Report I (B). International Labour Office, Geneva. ISBN 92-2-112416-9. Price: 20 Swiss Francs. (The report may also be consulted on the ILO Internet Site, www.ilo.org/declaration).

² See Art. 3 (a) to (c), ILO Worst Forms of Child Labour Convention, 1999 (No. 182).



COVER STORY

>> per cent in construction, mining, and quarrying. Child labour often assumes serious proportions in commercial agriculture associated with global markets for cocoa, coffee, cotton, rubber, sisal, tea, and other commodities. Studies in Brazil, Kenya, and Mexico have shown that children under 15 make up between 25 and 30 per cent of the total labour force in the production of various commodities. The report notes that “in many developed countries, agriculture is also the sector in which most children work”, and that “family farms are a common exemption from minimum age legislation”.

The informal economy, in which workers are not recognized or protected under the legal and regulatory frameworks of the labour market, is where the most child labourers are found by far.

“The preponderance of child labour in the informal economy, beyond the reach of most formal institutions in countries at all levels of income, represents one of the principal challenges to its effective abolition,” says the report.

Some work, such as mining and deep-sea fishing, is obviously dangerous, while other work, which at first sight may appear harmless, may be similarly hazardous, especially for young, undernourished, and otherwise vulnerable children.

CAUSES AND SOLUTIONS

The report lists the many causes of child labour, all of which must be addressed. While poverty is a major factor, there are many other related causes, such as economic and political instability, discrimination, migration, criminal exploitation, traditional cultural practices, a lack of decent work for adults, inadequate social protection, a lack of schools, and the desire for consumer goods.

On the demand side, factors include a lack of law enforcement, the desire on the part of some employers for a cheap and flexible workforce, and the low profitability and productivity of small-scale family enterprises which cannot afford adult paid labour.

In spite of the difficulty of addressing all of these causes, the ILO report insists that “the campaign for universal ratification of Convention No. 182 has given the general fight against child labour a new urgency and scope, by focusing world attention on its worst forms”. Since its unanimous adoption by the International Labour Conference in 1999, Convention No. 182

has been ratified by nearly 120 of the ILO’s 175 member States. In addition, the ILO Minimum Age Convention, 1973 (No. 138), has been ratified by 116 member States as of 25 April.

“The world is increasingly aware of child labour, and demanding action to stop it,” Mr. Somavia said. “A majority of governments across the world now acknowledge the existence of the problem – on greater or smaller scales and in different forms. Many have already set out to measure and understand it, and are taking action against it.”

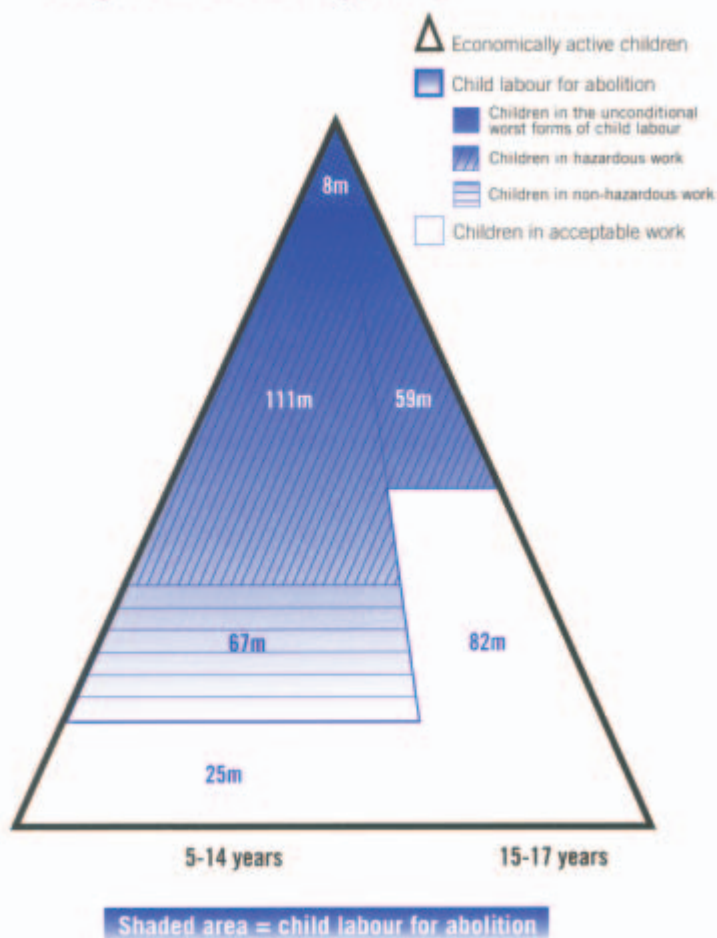
The report will be discussed at the ILO’s 90th International Labour Conference, on June 12 in Geneva by the organization’s tripartite partners. On that day, the ILO is also launching an International Day Against Child Labour. The purpose of this initiative is to strengthen the international momentum created in recent years to stop child labour, especially in its worst forms, to reflect on the progress made so far, and to pursue fresh efforts to achieve a future without child labour.

National and regional programmes have flourished under the ILO International Programme on the Elimination of Child Labour, which began with six participating countries in 1992 with a single donor government (Germany), and has expanded to include operations in 75 countries funded by 26 donors. In 2001, the ILO launched its first Time-Bound Programmes aimed at eliminating the worst forms of child labour in specific countries within 5 to 10 years. The first programmes are aimed at helping some 100,000 children in El Salvador, Nepal and Tanzania.

The report says partnerships between governments, employers’ and workers’ organizations, with other civil society organizations, and with the support of the international community, mean that real progress is being made in getting children out of work which is damaging them, and into school, in supporting them and their families to develop better, more secure livelihoods, and in preventing other children from being drawn into child labour.

“This foundation must be built upon, expanded and sustained,” Mr. Somavia said. “The effective abolition of child labour is one of the most urgent challenges of our time, and should be a universal goal.”

Figure 3. The pyramid of working children: children involved in the different categories of economic activity (millions)



(Source: A Future Without Child Labour, ILO 2002)

SCREAM AGAINST CHILD LABOUR

A new ILO initiative aims to use the arts and the media to educate young people about child labour and to help them to join the fight for its abolition. Titled SCREAM – Supporting Children’s Rights through Education, the Arts and the Media – the programme encourages children to speak out against child labour through the media, drama, or other art forms.

At the pilot event in Ireland in 2001, for example, a group of 16- and 17-year olds learned about child labour, and then developed their own play highlighting the plight of children who work. This was then performed to a wide range of the local community, including parents, teachers, and politicians.

Following the success of the pilot event, the SCREAM programme will be launched at the June 2002 International Labour Conference. Several countries have already expressed an interest, including Nepal, Jordan, Italy, Switzerland, Sweden, Turkey, Tanzania, El Salvador, France, Burkina Faso, Spain, and Portugal.

For further information, please contact the International Programme on the Elimination of Child Labour (IPEC) at phone: +4122/799-8181, fax: +4122/799-8771, or e-mail: ipec@ilo.org



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UN family unites to counter child trafficking

The ILO, UNICEF and UNHCR convened a joint event, highlighting child trafficking and how to counter it, on May 10, at the UN General Assembly Special Session on Children (UNGASS) in New York. Aimed at world leaders and policy-makers, the event showcased some of the work undertaken by the ILO and UNICEF to prevent trafficking and to rehabilitate those who have fallen victim to it.

GENEVA – The trafficking of children is on the increase, according to a new ILO report,³ with most children trafficked into commercial sexual exploitation. This is the worrying background to the meeting which took place at UNGASS; a meeting which aimed both to inform governments of the role of various agencies in dealing with trafficking, and to mobilize political will to combat the problem.

Yet, as the report concedes, the scale of trafficking is huge: “It is a growing problem that affects millions of children and families in many countries around the world. Unchecked,

trafficking will continue to grow.”

The report includes testimony from many involved in the problem, bringing home its human dimension. A border guard on the Hungarian/Romanian border, for instance, gives just one example of the many tactics used by traffickers: “...the smugglers split up families, exchange the children, and say that the child will be left here now, and will be sent with the next group, and if they catch you and you say anything about us, the child will be hurt ... They drug the children, the adults, and mix sleeping pills into their food so they don’t see which route they are taking.”

According to Frans Röselaers, Director of the International Programme on the Elimination of Child Labour (IPEC), the issue can only be fully tackled when, “countries are committed to addressing the problem as a matter of urgency, and when the international community is willing to join them and support them”. The hope is that, following the UNGASS meeting, this aspiration may move closer to realization.

³ “Unbearable to the Human Heart. Trafficking of children: Problems and responses worldwide”, the International Programme on the Elimination of Child Labour, ILO, 2002.

ILO AND INTER-PARLIAMENTARY UNION IN CAMPAIGN AGAINST WORST FORMS OF CHILD LABOUR

GENEVA – The Inter-Parliamentary Union (IPU) and the ILO launched a new guide on “Eliminating the Worst Forms of Child Labour: A practical guide to ILO Convention No. 182”, at a conference in Morocco early this year. Prepared jointly by the IPU and the ILO and presented to the International Labour Office Governing Body in March, the guide aims to provide policymakers with the tools to translate international child labour legislation into effective action in a range

of local contexts. India’s Najma Heptulla, President of the IPU Council, said, “Child labour is for many of our countries a major challenge. It’s not just by decree that we will be able to eradicate the worst forms of child labour, but by creating a real coalition of political and social forces, and by showcasing effective action.” (For more information, see www.ilo.org or www.ipu.ch)

ILO in Cambodia: Ten years after

Over the past decade, the ILO has improved the lives of tens of thousands of Cambodians. From the devastation of war, economic isolation, and central planning, Cambodia has emerged as a State with functioning roads and canals, an active tourism industry, and jobs which provide a decent existence for its inhabitants. This article reviews the evolution of the ILO programme in Cambodia, which can be described as “The Work of Giants”

Ten years ago, the ILO moved into Cambodia within months of the signing of a peace agreement and started offering what everyone wanted most: employment. Since then, the ILO Employment Generation Programme (EGP) has created millions of days of paid employment, provided training in a host of trades, setup a thriving microcredit sector, and built rural roads and bridges. More importantly, the ILO has found ways to generate sustainable development, while creating local ownership and exemplifying the ILO standards for which the Organization stands.

“The results achieved by this programme have been most impressive,” says Trevor Riordan, one of the earlier EGP programme coordinators. “The EGP has proved to be an excellent model for providing an emergency response to a country emerging from armed conflict. The ILO programme in Cambodia was one of its most successful technical cooperation programmes in the Asia and Pacific Region. The innovative approach of combining skills development, small business training and labour-based technology, in one programme, greatly contributed to its success.”

After 20 years of war, Cambodia was one of the world’s poorest countries with an estimated per capita income of US\$150. Poverty was widespread, particularly in the small towns and the rural areas where infrastructure had been destroyed, agricultural land lay fallow due to land mines, and economic activities were extremely limited.

While it was recognized that agriculture provided

the largest number of employment opportunities, it was also clear that many unemployed and underemployed members of vulnerable groups in Cambodia could not be absorbed by the agricultural sector alone. Employment and income-generation were seen as key issues in the rehabilitation and reconstruction of Cambodia.

In an effort to overcome these devastating effects, the ILO, in collaboration with the United Nations Development Programme (UNDP), formulated the EGP, which aimed at creating non-agricultural employment and income-generation opportunities for specific target groups. The EGP integrated three components, along with international labour standards: labour-based rehabilitation, vocational training, and small enterprise development.

The labour-based infrastructure rehabilitation and maintenance project established offices in provincial departments of public works and identified priorities in close collaboration with provincial authorities. Road construction was a top priority for local leaders. In 1992-93, the ILO turned to LBTs (labour-based technologies) to rehabilitate Cambodia’s secondary and rural roads. Work began in the northwest provinces in response to a request from UNHCR (the UN High Commissioner for Refugees), whose task was to resettle people and give them access to food distribution. Within eight years, ILO infrastructure projects in Cambodia gave local workers over 3 million workdays’ direct paid employment. More than 540 kilometres of rural roads and 80 bridges, 439 culvert rows, and 21 watergates were rehabilitated and maintained. A 1999 survey of the Puok market found an average fall in the price of goods by 16 per cent since the ILO completed rural roads to it.

At Angkor Wat, the ILO joined forces with the United Nations Educational, Scientific and Cultural Organization (UNESCO), to help restore its value as a tourism destination. Unskilled workers soon found



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>> work clearing vegetation from and around the monuments. They also revived the drainage system, recovered statues from insecure areas, ran a rubbish-collection service and put up scaffolding for restoration specialists.

Labour-based technology served to rehabilitate 44 kilometres of secondary canals in Siem Rep province. As with road work, the project injected much more into the local economy than direct wages: it enlisted haulers to transport materials, manufacturers to make hand tools and baskets, and contractors to prefabricate culverts and other concrete structures. It gave work to equipment repair shops and service suppliers. An estimated US\$4,000 entered the local economy for each kilometre of canal or road completed. By increasing water-storage capacity, the irrigation works gave agriculture a much-needed boost and helped stem the tide of rural-urban migration. Within eight years, ILO infrastructure projects also trained hundreds of managers, contractors and government staff in business, accounting, language and computer skills on top of labour-based construction and maintenance techniques.

To be able to sustain the growth made possible by better infrastructure, people needed business acumen and capital. Business and employment conditions in Cambodia were especially bleak on the signing of the peace accords in 1991. Most people in rural areas lacked employable skills. The labour market was largely unorganized and there was no reliable information system or investment programme to bolster it.

In a bid to help the thousands of returnees from the border camps, internally displaced people, demobilized military personnel, and vulnerable members of

the society, the ILO organized vocational training in several provinces by providing them with the skills to generate income. The vocational training project established a National Training Secretariat in Phnom Penh with the Ministry of Education, and established a decentralized network of seven provincial training centres and outreach training units providing skill-development programmes linked to self employment and small business opportunities. The training was delivered through a flexible approach of mobile training in the villages close to the participants' homes. This was critical for many of the women who were heads of households, as it allowed them to undertake training while still being able to maintain their household responsibilities. Previously many women had been forced to drop out of the training courses as they were unable to combine the training with their other responsibilities.

The first phase of the vocational training project (April 1993 to May 1996) was designed to provide skills training as quickly as possible for the large numbers of returnees and internally displaced persons. The vocational training project trained 4,900 people (42 per cent women) in a diverse range of skills ranging from two-week courses on mushroom growing to four-month courses on building construction. During the same period, 4,000 trainees received small business training; 3,000 trainees (67 per cent women) borrowed to start or expand a small business; 11,000 women in microenterprises received credit (average loan of US\$ 40 with a recovery rate of 97 per cent).

During the second phase of the project (July 1996 to October 1998), which concentrated on institutional capacity-building and policy issues, about 2,500 per-

sons were trained. The employment or self-employment success rate for participants attending the second phase of the project was 81 per cent, with higher rates for skill areas such as vegetable growing, shell craft, and television repair. The average monthly income earned by the participants after the completion of their training was US\$33, that is, at least twice as much as the salary of a teacher. One of the most successful courses was radio repair, with over 90 per cent of the trainees who completed training courses finding employment or self-employment, with an average income of US\$46 per month. Matching the training provided to the income-generation or self employment opportunities available was one of the main reasons for its success. Once sufficient people in one district were trained in a particular field, the training programme would move to another district. This prevented the market being saturated with too many of the same products.

For businesses of any size to develop they must have capital. In rural Cambodia, where income figures are among the world's lowest, savings (and banks) are often non-existent. But some 80 NGOs have taken the lead in supplying seed money for micro and small enterprises. The most important NGO involved in microfinancing is the Association of Cambodian Local Economic Development Agencies, better known as ACLEDA. ACLEDA opened its doors in 1993, with the support of the ILO and the United Nations Development Programme (UNDP). By October 2000, it had

become a licensed bank, with 49 branches and offices in 14 provinces, chiefly in rural areas. Its loan-repayment record is now greater than 95 per cent. ACLEDA offers three kinds of loans: microcredit loans, collateralized small-enterprise loans, and small-scale industry loans. ACLEDA has become the most active lender in Cambodia, with a loan portfolio of some US\$15.6 million.

Respect for the rights enshrined in international labour standards is a fixture of the ILO's work in Cambodia. The conditions of recruitment and employment embody the core principles in ILO Conventions against forced labour, child labour, and discrimination. They offer guidelines for good practice. Half of the workers of an ILO-sponsored construction site were women. Men and women were equally paid and remunerated fairly. Many of them received special training, and ACLEDA has given female entrepreneurs substantial management and business training. ACLEDA has built gender balance into its recruitment policy, and is committed to hiring women and men in equal numbers. The vocational training project developed a special entry level test to ensure that women, and other disadvantaged groups, were given priority access to all courses. The ILO also began addressing the needs of the disabled by identifying specially adapted, commercially available and affordable farming and road building tools, in order to integrate them into the labour market.

LOCAL OWNERSHIP WORKS

The ILO approach to poverty alleviation has proven sustainable thanks to the development of local ownership. At the community level, the structures and principles put in place under the project, in close collaboration with Khmer counterparts, are being protected and extended. To help the local population take charge of road maintenance, the ILO set up a system of "length persons". They set their own schedules, so that the ten days or so per month it usually takes do not interfere with the crop schedule. A number of road committees have also been established to look after lower-order rural roads. Both maintenance problems and water disputes within the Bovel and Baray irrigation systems in Siem Rep province, are handled by water-user groups.

As soon as the site of Angkor Wat had been cleared, the ILO set up a periodic-maintenance scheme to keep it looking trim. Cambodian counterparts were recruited, trained and put in charge. ACLEDA is another successful ILO-boostered entity now in local hands. The courses offered at the French-funded "Institut de Technologie du Cambodge", originally set up by the ILO in close collaboration with the Institute, are now given by Khmer lecturers. For new roads and development projects, the people must get into the planning process early on. Members of each community must be apprised of the options, given the means to reach decisions democratically, and empowered to see their decision through the integrated rural accessibility planning (IRAP).

Mobbing — New sco union members?

Are threats, insults, sabotage all in a day's work? Seemingly so, according to a recent outpouring of horror stories at a labour gathering in Montreal. Canadian journalist Jean-Sébastien Marsan reports on how mobbing is becoming the new bane among workers, and what worker and employer representatives can do about it

MONTREAL, Canada – A female employee receives daily rape threats via anonymous e-mails, driving her to a nervous breakdown. A manager removes doors from the toilets, accusing his employees of wasting time there. Day-shift miners, at odds with the night-shift, purposely neglect to mention which underground gallery walls are liable to collapse on them.

All in a day's work? Unfortunately, increasingly so. The above examples were cited last year at the XIVth Annual Conference of the Social Delegates of the Montreal Metropolitan Regional Council of the Federation of Quebec Workers (FTQ, in French), the most important central union of Quebec Province of Canada.

Each of the 252 social delegates of the Council, meeting in a Montreal hotel for a day of conferences and workshops, had a horror story to tell. This year, harassment and violence were the theme of nearly all of their regional meetings.

In the opinion of the Montreal social delegates, moral (or psychological) harassment has recently been added to "traditional" violence (fighting, sexual aggression, racism, sabotage, etc.). The cause? "All of the pressures related to the reorganization of work and the lack of staff," says Denise Gagnon, coordinator of the network of social delegates of the FTQ, without hesitation. "People become physically or mentally ill. Or else, to relieve the stress, they will actually attack each other."

THE ROLE OF "SOCIAL DELEGATES"

Unknown to the general public of Quebec, social delegates are trained by the unions to form a self-help network. In the 1980s, they targeted primarily personal problems: drug addiction, family breakups, debts, compulsive gambling, depression, suicidal tendencies, etc. Since the 1990s, they are concerned far more with interpersonal conflicts related to the organization (or disorganization!) of work.

"The social delegate is a natural assistant in one's work environment," explains Jean-Luc Pagé, social delegate of Local 301 of the SCFP (a blue-collar workers' union of the city of Montreal). "He plays the concurrent role of listener, mediator and, in extreme cases, of supplying resources. That's done on a person-to-person basis; they aren't therapists, priests or members of Alcoholics Anonymous. Their primary role is to take people under their wings and refer them to professionals (psychologists, doctors, etc.)."

The programme of the social delegates of the Regional Council of the FTQ was launched in 1984. The FTQ counts some 1,200 social delegates in Montreal and nearly 2,300 in the whole of the Province of Quebec. A network of "social workers" who have no equivalent in the other central unions of Quebec.

François Courcy is the author of a study of 600 workers (including 318 FTQ members), concerning violence in the workplace. An industrial psychologist, he was invited to the Conference, where he painted a portrait of vicious hostility, more verbal and psychological than physical.

The violence of the twenty-first century is indirect (for example, by not contradicting a false rumour rather than insulting someone in person) and passive – not notifying a worker of a risk of accident rather than provoking the accident oneself, or psychologically destroying an employee simply by ostracizing him, by ignoring or isolating

urge among

him from his colleagues. The victim's co-workers will close their eyes to the situation, out of fear or cowardice. The aggressor gets off free.

"The problem is the competition among workers for the job, especially for overtime work," maintains Francine Burnonville, coordinator of the network of social delegates of the Metropolitan Montreal Regional Council.

To keep a job or to get overtime work, "the violence won't be racist or sexual, which is no longer acceptable, and there won't be a punch in the face", Francine Burnonville explains. "The behaviour will be on another level, passive violence: accusations of incompetence, manipulating things so that an employee seems insane, so he doesn't have his tools, in other words petty, mean things."

THE EMPLOYER'S RESPONSIBILITY

Between 1990 and 1999, the number of com-

plaints before the Quebec Commission of Health and Security in the Workplace (CSST, in French) for "psychological injury" doubled. François Courcy pointed out that five to six Quebec workers commit suicide every week for a work-related reason. Every week!

Rather than changing the organization of work, which is often based on performance at any price, employers prefer to attribute the violence to what François Courcy calls the "myth of the profile of the aggressor".

A small, practical book published recently by Les Editions Transcontinental, "Un collègue veut votre peau" [A Colleague Wants Your Scalp] (Montreal, "S.O.S. boulot" collection), describes three archetypes of the aggressor:

1. The "brute", a brutal person beyond redemption, who since childhood has enjoyed destroying the dignity of others.

>>



Illustration Barbieri F.

- >> 2. The “politician”, an ambitious employee who harasses a colleague and takes the colleague’s ideas for his own, to get a promotion or to curry favour with management.
3. The “imposter”, an incompetent employee who hides his mistakes by maligning others.

Three types of victims correspond to these three types of aggressors:

1. The “brute” chooses easy targets, who are emotionally fragile or who cannot afford to quit their jobs.
2. The “politician” goes after employees considered competition which has to be eliminated.
3. The “imposter”, to protect himself, discredits his former colleagues.

These types of behaviour, no doubt useful, have the shortcoming of not questioning the employer’s responsibility. The author of “Un collègue veut votre peau”, limits the problem to relationships between employees, as though it is entirely up to the workers to warn of and treat this aggression. This doesn’t help at all, since workers are often being individualists and insensitive, and each one is looking to keep his job at all costs.

In his famous “Le harcèlement moral: La violence perverse au quotidien” [Moral Harassment: Vicious Daily Violence] (Syros, Paris, 1998), a book which has had a significant impact in France and elsewhere, the psychiatrist and psychoanalyst Marie-France Hirigoyen writes, “One must not trivialize harassment by making it a fatalistic characteristic of our society.

This is not the result of the current economic crisis; it only stems from an organizational permissiveness.”

In 2001, the author continued her thought in “Malaise dans le travail: Le harcèlement moral, démêler le vrai du faux” [“Unease at Work: Moral harassment; separating truth from fiction”], in which she hoped governments would require enterprises to provide prevention programmes against what is not a personal weakness, but is in fact a collective disease. In France, the idea of moral harassment has very recently appeared in the Labour Code.

“This means that there is some violence in a certain milieu; it is the way in which the people are managed,” says François Courcy. “And who manages at the end of the day? The employer.” The

social delegate Jean-Luc Pagé goes even further: “Work organization is violent. People become intolerant, impatient, tired, worn out, aggressive, and nobody listens to them.”

François Courcy, during his field investigations, noted that the majority of employers close their eyes to violence. This has important repercussions on the enterprises: increase in absenteeism, drastic reduction in productivity, loss of customers, increase in the number of grievances, costs of replacement of employees who resign or are on sick leave, increase in contributions to CSST. End result: lower profits.

UNION VIOLENCE?

The trade unions are not immune. Despite vigilance by union officials, members may use violence or harassment to pursue their ends. This was “the” question of the annual Conference of the Montreal social delegates last November: what to do with violent unions?

Jean-Luc Pagé of the very militant blue-collar union of the city of Montreal, confesses: “We are considered a union which is rather violent, but everything is being done to counter violence. There may be dysfunctional individuals in a union; I’ve known some of them. The unions must raise awareness among their members and their organizations to combat this scourge more effectively, but I don’t think our union organizations are inherently violent.”

“Labour relations are power struggles; this is not an area without violence,” according to Denise Gagnon. “I’ve been campaigning for 25 years. At first, collective bargaining was a policy of table-thumping rather than argumentation,” says the unionist. “Today, one collects information and is better prepared before the negotiations begin, in order not to run into a blank wall. Twenty years ago ten per cent of [labour] contracts ended in conflict; today one speaks of 3 to 5 per cent.”

In a case of violence in the workplace, a union has the duty to represent equitably the aggressor and the presumed victim before the CSST or the tribunals. Caught between a rock and a hard place, the social delegates of the FTQ prove that labour relations go well beyond banners and collective agreements.

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In India, an industry works to retain its shine



CONDITIONS OF WORK
are harsh and accidents can
cause frequent burns

A centuries-old traditional and skill-intensive industry in Moradabad, India, brass/metalware production is suffering the effects of stiff competition from abroad. Kiran Mehra-Kerpelman of *World of Work*, who recently visited the area, explains how the ILO helps small and household production units and manufacturers to face the challenges of improved working conditions and improved productivity

MORADABAD, India. – For 50-year old Mohammad Shafiq, a retired master artisan in this city in the Indian State of Uttar Pradesh, installing a new chimney in his brass works was a source of great pride.

“I was inhaling so much smoke from the furnace every day, it was bad for my health,” says Mr. Shafiq, whose two sons have now taken over

his work here melting brass and pouring it into moulds to make small parts. “Conditions of work are very harsh, and if we don’t make the deadlines or meet the quality requirements, we lose the order. We are also facing the challenge of better and cheaper products from other countries.”

As a result of a new ILO programme, however, many of his problems literally went up in smoke. Next to the first chimney providing for proper exhaust ventilation, Mr. Shafiq has installed a second to prevent the spreading of chemical gas.

And as part of the programme, he has also learned about health and safety precautions which can prevent the frequent injuries, especially burns which he has suffered over the years. Such better management of the workplace has increased the productivity of his sons by 25 per cent.





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>> SMALL ENTERPRISE, BIG BUSINESS

Brassware is a shining example of a small business with a global lustre. There are more than 1,000 organized units and over 25,000 artisanal units in Moradabad producing items which will eventually end up in larger workshops, or be sold to manufacturers and exporters. “You name it, we make it,” says Rajan Sawhney, Merchandising Manager of Salar Overseas, which exports some US\$4 million annually to such outlets as Body Shop, the Bombay Company, Spiegel Catalogue Services, Federated Brook, Macy’s, Bloomingdale’s, Ikea and Harrods. “People are willing to work, and the ILO has brought us this new way of working together with all partners to reach a common goal.”

(See box)

Yet, as competition intensifies, the livelihoods of these artisans are increasingly threatened. More than US\$400 million worth of exports are now in danger because of global competition from China, Taiwan, and other countries in the region. Despite increases in production and exports, productivity remains low, often the result of a poor working environment.

“If the government does not increase its support and we do not improve our infrastructure, we are not going to be able to compete with other countries where the government is providing important incentives and facilities,” says Parveen Garg, General Secretary of the Brass Art Ware Manufacturers’ (Exporters’) Association, and an exporter himself. “Through an ILO-sponsored study tour, we visited factories in China where the working conditions are better,

there is less red tape, but the wages are lower,” he continues. “They also have a better market share in North America.”

Through its InFocus Programme on Small Enterprise Development, and the South Asia Multidisciplinary Advisory Team, the ILO has launched a pilot programme to show that improved quality of working conditions and busi-

ness practices can have a very positive effect on productivity and competitiveness.

Improvements also provide the opportunity for equitable profit-sharing across the industry and the community. Working together with government agencies, workers’ and employers’ organizations, brass trade and export associations, and local partner organizations, the ILO has helped to train artisans in better business practices, in improving working conditions, and has also provided the opportunity for a few to visit other countries to observe manufacturing practices.

The chain of work starts at the level of small and household units which are subcontracted for specific jobs by larger workshops, which in turn receive their contracts from manufacturers/exporters. The latter receive their orders from multinational companies, through buying agencies in New Delhi, which also provide product design. “The ILO is helping to improve the supply chain by adding value through improved productivity, product quality and overall competitiveness,” says Chaman Dhanda, ILO Programme Coordinator for this programme. “It is enabling the household units to improve market accessibility and provide opportunities to upgrade technologically. It is promoting better links between the various business actors and encouraging better local infrastructure.”

WHO BENEFITS AND HOW?

- Large manufacturers/exporters benefit from the enhancement of product quality, timeliness of delivery, and price competitiveness,

SALAR OVERSEAS

In cooperation with the ILO, Salar Overseas has implemented many improvements to its modern work space. There is no lack of water. An air suction system has been installed to rid the air of dust from polishing material and to remove noxious fumes. "The workers do not have to leave the workshop as frequently to get fresh air, and they have fewer respiratory problems," says J.C. Sharma, Management Representative. "This, in turn, leads to less absenteeism and has improved productivity by more than 20 per cent." Work capacity has increased and workers are less tired. "We should be able to recover the cost of new equipment within the next three years," he adds. The unit has also implemented other ILO recommendations: proper light, heat protection, and methods to improve work posture. "The workers are happy and more productive than before. This company is still receiving orders for the current year, despite the general slowdown in the business activities in this town," says Rajan Sawhney.

Mohamed Muslim, the owner of Salar, was himself an artisan who started working very young, and had great dreams. His father was also an artisan. Mohamed Muslim had a vision, and he worked towards achieving a goal. He still believes in morality and high principles. Not having received schooling himself, he believes strongly in the power of education. "Education is a must to find the real path," he says. "Our objective can only be obtained

by mapping our route with the help of education." Salar Overseas has sponsored two schools. He would also like to build a model factory with the best facilities. He was one of the first to embrace the ILO programme, and sent his General Manager to the ILO workshop.

His 20-year old daughter, Saira, has recently finished university and now works beside her father. She is the eldest of four sisters and a three-year old brother. While waiting for her brother to grow up, she wants to learn all the different facets of the business and help her father fulfill his dreams. She will soon be taking her first business trip abroad. Her father says that his daughters are his inspiration. Will she leave to get married as tradition requires? "My father will never force me to marry," she says, "and for the moment that is far from my mind." So what does her father say to that? "I'm OK with whatever she wants, but I would like it if she seeks my permission. Live and let live." Modern ideas which are helping him to head a modern and successful venture.



© Salar Photos

through improved productivity, market linkages, and access to better technology.

- Smaller workshops benefit from an increase in added value and the resulting higher return on their work, while benefiting at the same time from an improved working environment.
- Local institutions and partner organizations have benefited from capacity-building for providing business advisory services.
- Local service providers in the town have witnessed an increase in the provision of business development and training inputs.

While the ILO continues in its endeavour to help the artisans modernize and the manufacturers to become more competitive in the global

market, people like Mohammad Shafiq's sons continue to hope for a better future within this industry. For them, there is no other future. "Our father is a master artisan, and we will carry on this trade which we have learned from him." They will continue to make brass parts for the rest of their lives, on the condition, of course, that the industry can withstand the erosion in demand and that they can continue to attract customers.



East Timor: A New labour code



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East Timor has come a long way since the establishment of the United Nations Transitional Administration in the country, in 1999. The world's newest State has emerged, and in May of this year, a new labour code was signed into force. The new code, developed in consultation with the ILO InFocus Programme on Dialogue (IFP Dialogue) and the Regional Office for Asia and the Pacific, provides for a comprehensive and fair labour relations system based on fundamental ILO principles. The goal: to help create jobs and to provide basic standards – from sick leave to equality among men and women.

DILI, East Timor – In a country recently emerging from devastating political strife, how do you create labour standards? That is the work of the ILO, and in East Timor, new rules on hours of work, sick leave, maternity benefits, child labour, dispute settlement, and equal treatment of women, are now enshrined in law.

The development of the new labour code for East Timor is part of the ILO project on strengthening and improving labour relations in East Timor (SIMPLAR), funded by the US Department of Labor. The project aims to contribute to East Timor's social and economic

progress through the establishment and operation of an effective labour relations system. In the future, the ILO, mainly through SIMPLAR, will continue working with government, workers' and employers' organizations – building capacity to use social dialogue to achieve results which benefit all three.

Another project focuses on skills and employability, and creating employment opportunities through vocational training. Funded by the Portuguese Government and implemented by the ILO InFocus Programme on Crisis Response and Reconstruction, the project began in October 2001.

"The labour code must be used, and used well," said ILO Regional Director for Asia and the Pacific, Yasuyuki Nodera at a May Day ceremony here launching the code. "If any one of the tripartite partners is not able to use the code properly, then it is quite possible that the principles it upholds won't flow through into the day-to-day practice of labour relations."

Gagan Rajbhandari, the ILO representative in Dili, spoke to *World of Work* about the employment situation in East Timor and the ILO's work there.

How would you characterize the employment situation in East Timor?

East Timor is an agrarian society with a largely subsistence economy in which much of the production is consumed by the producers (home consumption). About 76 per cent of the people live in rural areas, and the poor among them account for 85 per cent of the nation's poor. East Timor has a young population, with about 48 per cent below the age of 17. The labour force participa-

THE LONG ROAD TO INDEPENDENCE

1975 - Portugal withdraws from Timor

1976 - Indonesia annexes Timor

1998 - Timor votes independence

1999 - UN Transitional Administration (UNTAET) established

2002: 1 May - East Timor adopts new labour code

20 May - East Timor becomes independent nation



for the world's newest country

tion rate is about 74 per cent overall, and a little over 50 per cent for women. About three-quarters of those employed are in agriculture. Open unemployment, a recent phenomenon, especially among youth, is in excess of 16 per cent. Entrepreneurial, technical, and vocational skills are lacking in every sector of the East Timorese economy. The proposed national development plan stresses that one of the most important challenges for East Timor, both currently and in the foreseeable future, is to create jobs – both in the formal and the informal sectors – to meet the needs of the country's youth. Some 15,000 to 20,000 young East Timorese enter the working-age population each year, far more than the anticipated number of jobs in the public sector.

What are the most urgent labour issues to be dealt with by the Government of East Timor? Is child labour one of them?

Lack of productive skills and lack of remunerative employment opportunities are urgent issues. The Government is also keen to develop legislative provisions for social security, and occupational safety and health. It faces another challenge in terms of bringing ex-combatants back into the main stream of the national development process. Until recently, the absence of a formal labour law framework made dealing with labour disputes difficult. However, the new labour code was promulgated on 1 May 2002. The Government of East Timor has also indicated its interest in becoming an ILO member State, and is keen to ratify the ILO's eight fundamental Conventions.

Children help adults with household work and on farms. More recently we have begun to see children working on the streets – particularly in the capital city Dili. About 200 to 300 children sell VCDs in the streets and wash cars. A UNICEF study has found that most of these children are trying to escape domestic violence and/or poverty at home. In many cases their parents (or care providers) have sent them there to generate extra income for the family.

What are the main obstacles encountered by the Government in terms of labour and employment?

The Government lacks technical expertise and resources to respond to issues related to labour and employment. To help address the need for employment,

the East Timorese National Development Plan argues for an extension of the current on-the-job training undertaken in informal economy workshops throughout the country. It also calls for employers in the formal sector to design and implement basic training programmes, and to further the development of existing donor and church programmes in vocational training. The plan also proposes that the Government establish a unit responsible for technical and vocational education and training. In fact, the new labour code requires the Department of Labour and Solidarity to establish a Division of Vocational Training and Employment, with three units, covering skills development and upgrading, employment services, and labour market assessment. Community-based training centres will also be set up in the countryside, to train people in the skills needed in the local informal economy and to provide advice on employment. These centres will also provide basic services to match people, skills, and jobs.

What are the most promising development sectors for job creation in East Timor? Is tourism one of them and why?

The areas most likely to grow include the informal economy, micro- and small enterprises, and the service sector. Tourism is one of the target industries, but it is a challenge. Both infrastructure and training are needed.

How is the ILO assisting the Government of East Timor regarding employment and labour-related issues? Can you briefly mention the main areas of focus of the ILO programme in East Timor?

All of the ILO activities in East Timor are designed to make sure that decent and productive work is part of life for the citizens of this new nation. One of the first steps was, of course, to provide a legal framework for better labour relations, in the form of a labour code. We now have a technical cooperation project focusing on helping the Government of East Timor, and employers and workers to implement this code. Another project will work with employers and workers, encouraging them to use social dialogue to improve labour relations. Cost-effective training is the key aim of another project, working to make sure that the unemployed and other vulnerable groups can develop the skills they need to find decent, sustainable employment.



PLANET WORK

WORKPLACE SECURITY

■ How has September 11 affected workers in the **United States**? According to a study of some 140 companies by the Bureau of National Affairs in Washington, DC, employee anxiety increased in three out of four firms after the attacks. Their emotional state, however, has had no discernible impact on productivity, absenteeism, tardiness, or quality of work. The study said what did change was the attitude towards security at work; employers pay closer attention to their employees' safety and security, in order to ensure that the workplace is free of recognized hazards. Employees, on their side have to comply with security checks, such as e-mail or voice monitoring which they would have previously found intrusive.

– Source, *Workforce*, 1 March 2002

■ In New York, target of the biggest attack, large enterprises are feeling

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

more vulnerable than small ones. According to a survey by the National Federation of Independent Businesses, only 25 per cent of 300 small businesses in New York increased, or plan to reinforce, security since September 11. The survey said some small enterprises felt less likely to be targeted. Others apparently thought that taking new security measures was just too expensive.

– Source, *Wall Street Journal*, 11 March 2002

■ They may have a point. Security consultants are seeing major increases in business. One security firm with 2,500 employees has seen its company assessment business skyrocket by 1,000 per cent since September 11. Companies which host security workshops are also paying hefty fees. One group charges US\$20,000 for a half-day seminar for three to four senior level-executives.

– Source, *Wall Street Journal*, 11 March 2002

features, such as the shape of the retinae or fingerprints. Prior to the terrorist attacks on the US, such recognition devices were only used in restricted areas. Now, an increasing number and diversity of companies are using biometrics to ensure their security, despite the fact that it is not always reliable.

– Source, *Newcastle Herald*, 25 March 2002

■ In the **US**, background checks are being conducted in a wider range of companies and on different types of employees, since last September. Automatic Data Processing, a human resource services company, saw its number of new customers per month jump from an average of 200 to 500, to 10,000 since then. In addition to background checks for top executive posts and new hires, firms are now conducting searches for all levels of employees, as well as current staff who had never been screened.

– Source, *Kiplinger Business Forecasts*, 4 February 2002

BACKGROUND CHECKS

■ Worldwide, the demand of “biometric” security identification devices is rising fast, as governments and businesses seek to enhance security and identification methods. One **South Korean** firm sold 3,000 iris-recognition devices last year, and are in talks with three international airports to supply such machines. Says one company official, “the technology is still in its infancy, but the potential is huge”.

– Source, *Financial Times*, 8 February 2002

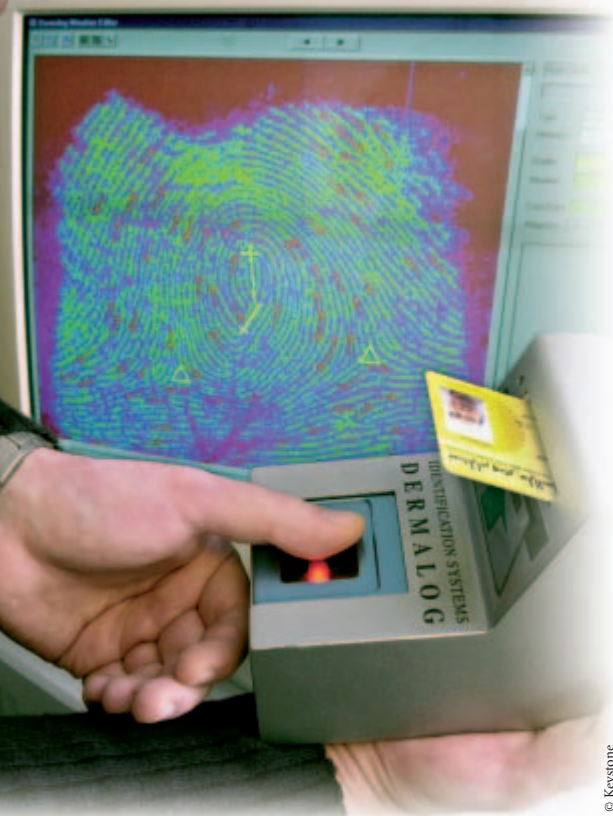
■ Are biometric devices the answer? In the aftermath of September 11, great attention is being given to devices which claim to recognize an individual by identifying physiological

■ Meanwhile, a survey by TMP Worldwide, of 5,000 **Australians** revealed that 85 per cent of employers do background checks on potential employees, in order to provide a more secure workplace to employees and to avoid hiring “dangerous” persons.

– Source, *Gold Coast Bulletin*, 4 April 2002

■ And what about security guards? One **US** security firm which hires 16,000 guards a year, found through advance screening that 20 per cent had criminal records. Although not all security providers perform background checks on their guards, the practice has become more common since September 11.

– Source, *Wall Street Journal*, 11 March 2002



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FEAR OF TRANSFERRING? WORKING ABROAD MAY BE GETTING SCARY

■ For many workers, being posted abroad nowadays is causing increasing anxiety. According to a recent survey, expatriates often feel their companies aren't doing enough to help them deal with the difficulties of being on mission in a foreign country.

Conducted by CIGN International Expatriate Benefits, the US National Foreign Trade Council, and World at Work, the study found that more than half of expatriates lacked information on security and health issues, negatively affecting their peace of mind and prospects for success. About 40 per cent of respondents said their companies failed to prepare them adequately for their international assignments.

Coordination between the local country and the home office Human Resources Department was rated negatively by 56 per cent of those surveyed. Partly as a result, 35 per cent expected to leave their current employer within the

next five years.

The survey results may be worrying for many companies, given the expense associated with sending people abroad – the cost of such an employee on a three-year mission is on average one million US dollars. For many of the companies involved, staff retention is said to be a major financial concern.

The study says companies should consider a range of policies to make the move abroad go smoothly: cross-cultural and language training, providing health and safety information, ensuring expatriate benefits are sufficiently generous, providing cultural adjustment assistance for families of expatriates, and helping executives balance both personal and professional needs. Given the cost of sending people abroad and then having to replace them, for many companies such measures may represent an overall saving.

– Source, *PR Newswire US*, 14 May 2002

■ Who goes there? Who knows? An independent national workplace survey sponsored by the Hartford Financial Services Group – providers of workers' compensation insurance – reveals that one-third of the employers surveyed still allow unauthorized persons to enter their buildings without performing any screening.

– Source, *PR Newswire*, 2 May 2002

■ In **Australia**, some companies are trying to keep a lower profile, having their names taken off buildings and thus avoiding calling attention to themselves. The use of retinal or fingerprint scanning has also become a common measure.

– Source, *Sunday Age*, 3 February 2002

■ And otherwise...

Will the World Cup score points in labour talks? As part of a labour settlement in **Germany**, some employees may enjoy "football breaks" during the global tournament, allowing them to root for the home team during working hours. The proposal was discussed during an IG Metall Union strike as a



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possible incentive to keep football-crazy workers on the job instead of at home in front of the TV set. A spokesman for IG Metall said the strike was fundamentally "about pay and equality", not football, but conceded that "watching our team wouldn't be something we would say "no" to".

– Source: *London Evening Standard*, 13 May 2002

■ Cutting staff may actually cost employers. It's well known that globalization, mergers and acquisitions, and company restructuring, often lead to serious problems for employees, yet they may cause difficulties for companies too. A recent survey by Watson Wyatt revealed that 30 per cent of companies cutting staff numbers actually ended with increased costs. Over a fifth also said that, after a large number of redundancies, they realized they had eliminated the wrong people. In addition 80 per cent of companies surveyed admitted that after the job cuts staff morale had "collapsed".

– Source, *Business World Philippines*, 15 May 2002

■ In hospitals, staff are suffering from high "bariatric" pressure. Handling patients considered "bariatric" – a new term for people who are extremely obese – may be hazardous to the health of hospital workers. One hospital reported that it had to obtain special lifting equipment to train staff to handle overweight patients without injuring themselves. One male nurse who weighed in at over 100 kilograms, was injured helping a patient who was double his weight. "Lift teams" are being formed in other hospitals.

– Source, *Wall Street Journal*, 1 May 2002

World Commission on the Social Dimension of Globalization meets



MEMBERS
of the World
Commission

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GENEVA – The ILO added a new voice to the public debate on globalization in February, with the launch of the World Commission on the Social Dimension of Globalization. The Commission aims to build a consensus on a model of globalization which reduces poverty and insecurity, and increases opportunities for all.

The decision to establish the independent Commission was taken in November 2001 by the Governing Body of the ILO, at a critical moment in the public debate on globalization.

As the Commission's Co-chair, Finland's President Tarja Halonen, told the first meeting of the body in March, "There is neither time nor use to invent the wheel anew. I think our task is to find out, and speak out, on what has to be done in order to make globalization work for people and the environment."

Declared Co-chair, Tanzanian President Benjamin Mkapa, "It is true that globalization did not invent mass unemployment or inequalities, but it is not without reason that in many minds – in rich and poor countries – the word "globalization" conjures up ugly images of job losses on a large scale and of losses of income that

threaten people's welfare and accustomed ways of life."

MANDATE OF THE COMMISSION

The World Commission on the Social Dimension of Globalization will prepare an authoritative report which will include an in-depth analysis of the social dimension of globalization and the implications of this analysis on decent work, poverty reduction, and development. A major objective of the Commission is to respond to the need for an integrated policy framework which advances both economic and social goals in the global economy.

The Commission held its second meeting in May, and is expected to submit its final report to the Director-General late in 2003.

There are 21 appointed members of the World Commission, of recognized eminence and authority who reflect the principal views and policy perspectives in globalization debates, as well as the experiences of various regions of the world. Additionally, the Chair and two Vice-Chairs of the ILO Governing Body, as well as the ILO Director-General, serve as ex officio mem-

bers. All members of the Commission participate in their personal capacity.

The Commission is co-chaired by President Tarja Halonen of Finland and President Benjamin Mkapa of Tanzania. The other Commission members are: Valentina Matvienka, Deputy Prime Minister of Russia; Eveline Herfkens, Minister for Development Co-operation of the Netherlands; Taizo Nishimuro, President and CEO of the Toshiba Corporation; Giuliano Amato, former Italian Premier; Joseph Stiglitz, winner of the 2001 Nobel Prize for Economics; Julio Maria Sanguinetti, former President of Uruguay; Ruth C.L. Cardoso, first Lady of Brazil and President of that country's Community Solidarity Council; Ann McLaughlin Korologos, Vice-Chair of the Rand Corporation and former US Secretary of Labor; Surin Pitsuwan, former Minister of Foreign Affairs of Thailand; Deepak Nayar, Vice-Chancellor of the University

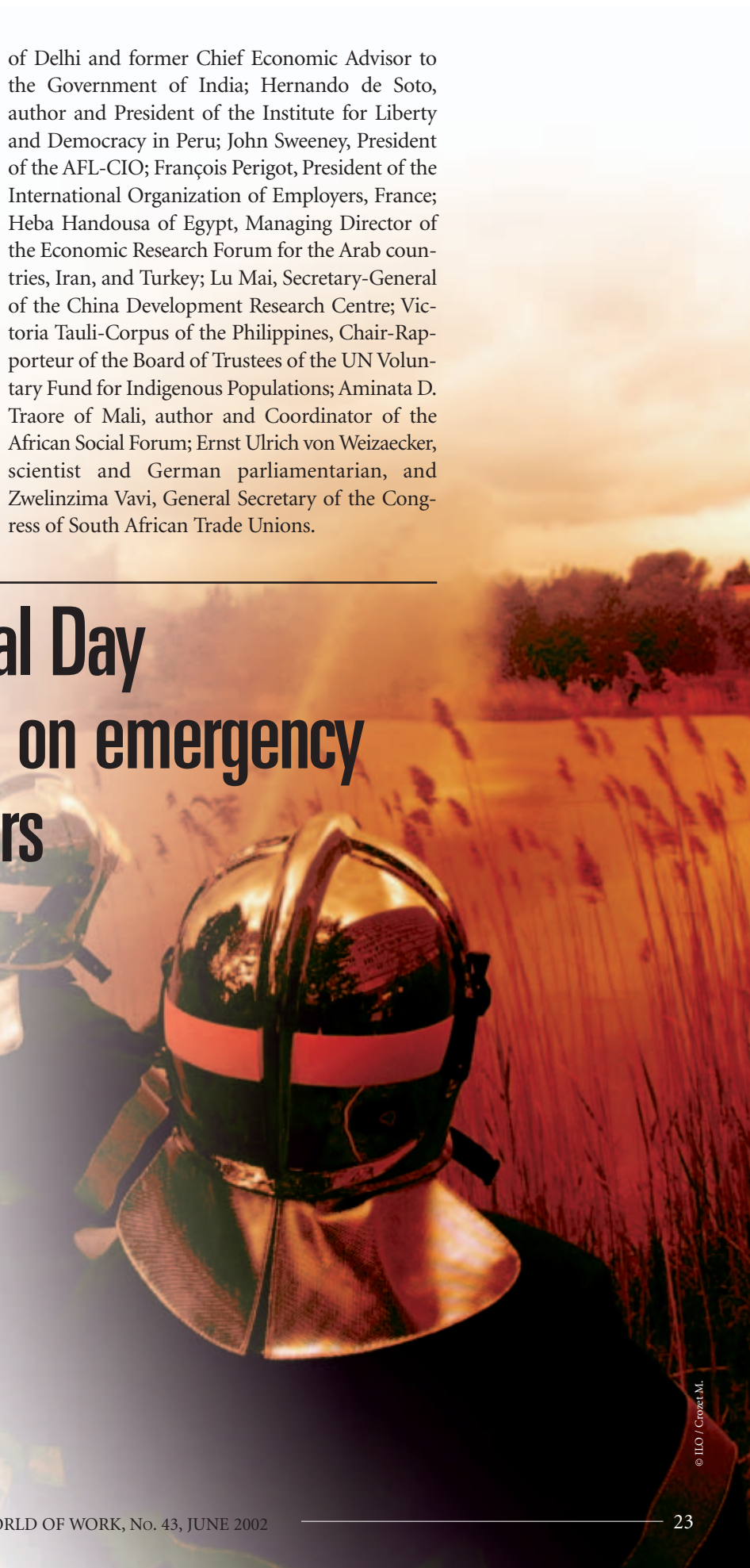
of Delhi and former Chief Economic Advisor to the Government of India; Hernando de Soto, author and President of the Institute for Liberty and Democracy in Peru; John Sweeney, President of the AFL-CIO; François Perigot, President of the International Organization of Employers, France; Heba Handousa of Egypt, Managing Director of the Economic Research Forum for the Arab countries, Iran, and Turkey; Lu Mai, Secretary-General of the China Development Research Centre; Victoria Tauli-Corpus of the Philippines, Chair-Rapporteur of the Board of Trustees of the UN Voluntary Fund for Indigenous Populations; Aminata D. Traore of Mali, author and Coordinator of the African Social Forum; Ernst Ulrich von Weizaecker, scientist and German parliamentarian, and Zwelinzima Vavi, General Secretary of the Congress of South African Trade Unions.

Workers' Memorial Day ceremony focuses on emergency workers, firefighters

GENEVA – The millions of workers who die each year from work-related accidents or diseases, or are injured, were remembered at a special ceremony to mark Workers' Memorial Day on 29 April at the ILO, which brought its tripartite strength to a campaign initiated in 1995 by the International Confederation of Free Trade Unions (ICFTU).

The purpose of Workers' Memorial Day is to call attention to the extent of workplace accidents and illness, and to promote awareness of health and safety issues in general. This year's meeting focused on the dangers faced by a particularly vulnerable category of workers, those in emergency services, including firefighters, ambulance drivers, doctors and nurses, and policemen and policewomen.

Among the special invited guests were two representatives of the New York City Fire Department, Brian Cleary and Keith Ruby, who spoke on behalf of the International Association of Firefighters, AFL-CIO, about the hazardous rescue operations



© ILO / Christ M.

undertaken in the aftermath of the September 11 bombing at the World Trade Center in New York City.

Noting that 343 New York firefighters and 50 police officers were killed that day, Cleary said, "History tells us that emergency workers have always confronted danger. Some injured, many killed, but all of us pay a price."

"The death, injury, disability, and illness suffered by emergency workers while carrying out their job, has a dramatic impact on individuals, co-workers, families and friends," he said. "We need our employers, our Municipalities to share in our commitment, not only after a tragedy, but before a tragedy has occurred."

GLOBAL ESTIMATES

The ILO estimates that approximately two million workers lose their lives annually due to occupational injuries and illnesses, with accidents causing at least 350,000 deaths a year. For every fatal accident, there are an estimated 1,000 non-fatal injuries, many of which result in lost earnings, per-

manent disability, and poverty. The death toll at work, much of which is attributable to unsafe working practices, is the equivalent of 5,000 workers dying each day, three persons every minute.

This is more than double the figure for deaths from warfare (650,000 deaths per year). According to the ILO SafeWork programme, work kills more people than alcohol and drugs together, and the resulting loss in gross domestic product is 20 times greater than all official development assistance to developing countries. Hazardous substances kill 340,000 per year, with a single substance, asbestos, accounting for 100,000 of those. Exposure to daily occupational hazards such as dust, chemicals, noise, and radiation cause untold suffering and illness, including cancers, heart disease, and strokes.

According to the ILO, at least half of the deaths from accidents could be prevented by safe working practices, and all accidents are avoidable and preventable. Agriculture, construction, and mining are the three most hazardous occupations in both developing and industrialized countries.

NEW HEALTH AND SAFETY GUIDELINES APPROVED

Efforts to improve safety and health at work have been given a major boost by new ILO Guidelines on Occupational Safety and Health Management Systems. Several years in the making, the new standards aim to make health and safety part of mainstream line management

In many developing countries, the number of occupational accidents and diseases are increasing, with standards and policies for dealing with the problem varying greatly between countries. As well as the obvious human toll, there is a large economic cost; such accidents and diseases are estimated to amount to 4 per cent of the world's gross national product.

The new ILO Guidelines on Occupational Safety and Health Management Systems aim to do something about this. The Guidelines were organized by the ILO SafeWork Programme and, following a long period of consultation and discussion, were approved by a tripartite meeting of experts and the ILO Governing Body.

The Guidelines aim to encourage good practice at two distinct levels:

Firstly, at a national level, they seek to ensure

that there are competent bodies to formulate national policy, and that the latter can also be tailored to organizations based on their size and the nature of their activities.

Secondly, at the level of the organization, the Guidelines try to ensure that occupational health and safety are integrated into the regular management structure, rather than being relegated to a separate department or specialist.

The emphasis is on avoiding a one-size-fits-all model, but instead on making sure the more general themes – policy, organizing, planning and implementation, evaluation, and action for improvement – are made appropriate for each individual organization. The aim is to avoid burdensome bureaucracy, but at the same time to have the policies and practices in place to ensure that workers' health and safety are properly protected.

For further information on ILO-OSH, please contact: SafeWork, ILO, 4, route des Morillons CH-1211 Geneva 22, Switzerland

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E-mail: safework@ilo.org

Web site: www.ilo.org/safework

New research shows workplace violence threatens health services worldwide

New research indicates that violence in the health care workplace is actually a global phenomenon. According to the new data, such violence occurs across borders, cultures, work settings, and occupational groups, and represents “an epidemic” in all societies. More than half of the health sector personnel surveyed for the new study had experienced at least one incident of physical or psychological violence in the previous year.

The research was commissioned by a joint programme on workplace violence in the health sector, organized by the International Labour Office (ILO), the International Council of Nurses (ICN), the World Health Organization (WHO), and Public Services International (PSI). The results, presented to an informal technical consultation held in Geneva from 23 to 26 April 2002, revealed a problem affecting significant proportions of the workforce.

In Thailand, for example, the percentage of staff experiencing violence was 54 per cent, in Lebanon 47 per cent. Such high levels were just not restricted to developing countries; in Portugal the incidence was found to reach 60 per cent, and in South Africa 61 per cent. Many health workers reported that violence in the streets is “spilling over” into the hospitals.

WHO IS AFFECTED, AND WHAT IS BEING DONE ABOUT IT?

According to the research, workplace violence affects all health workers, both women and men, though some are more at risk than others. Ambulance staff was cited as having to deal with “very

high” levels of exposure to violence, with nurses and physicians also reporting high exposure.

The research also highlighted the key interrelationship between stress and violence. In some cases, after experiencing a violent incident, approximately two-thirds of victims suffered from symptoms of post-traumatic stress disorder (PTSD).

In addition, stress resulting from health systems being restructured was seen as a major contributing factor to workplace violence.

Despite the scale of the problem, in most of the countries studied there were no specific workplace policies to prevent or respond to workplace violence. This resulted in under-reporting of incidents, poor follow-up of reported incidents, no sanctions taken against the perpetrators, and dissatisfied victims.

To try to improve the situation the ILO/ICN/WHO/PSI joint programme has drafted guidelines taking a “preventive, remedial, participative, and systematic approach”. Strategies include workplace violence recognition, risk assessment, intervention, monitoring, and evaluation.

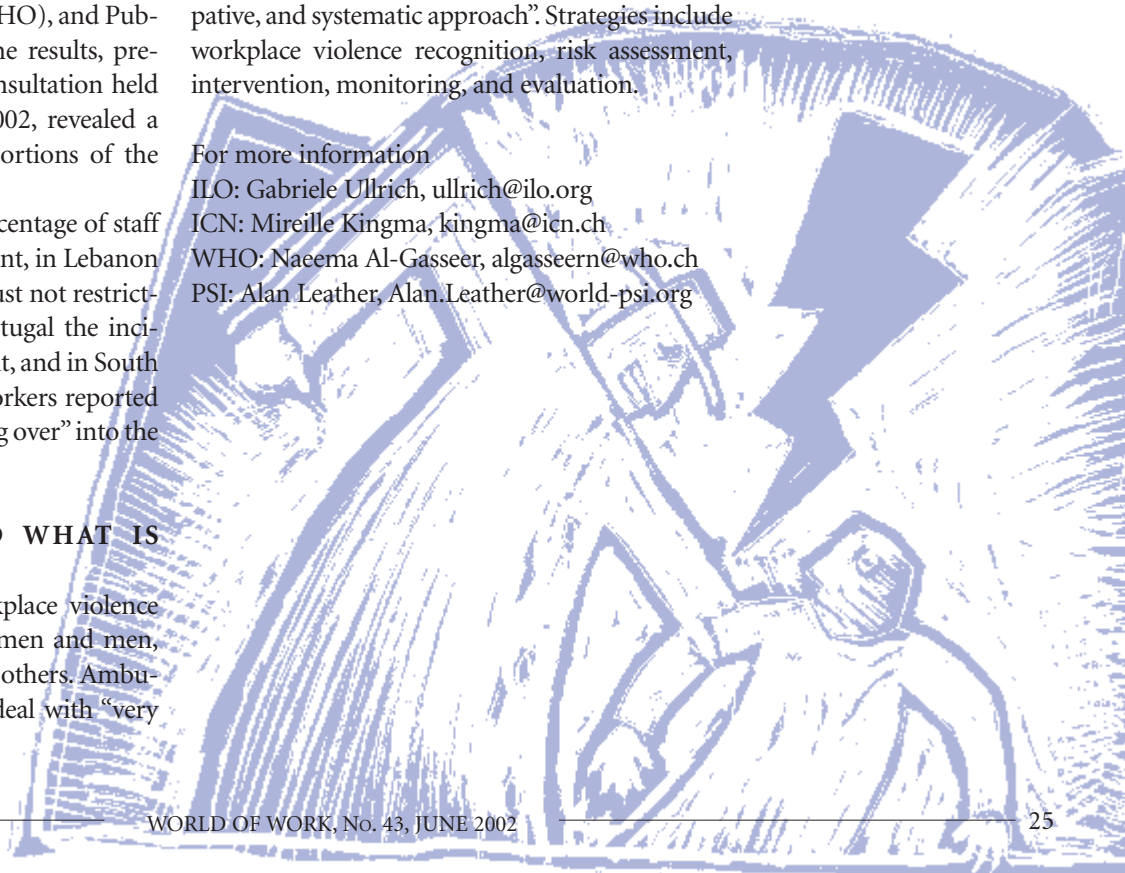
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ILO gives mixed verdict on working conditions in the Cambodian garment industry

GENEVA – ILO monitors working in Cambodian garment factories have announced that they have found no evidence of forced labour or discrimination, but have uncovered problems involving sexual harassment, freedom of association, and the payment of wages and overtime hours.

The findings are set out in a recently published ILO report – the *Second Synthesis Report on the Working Conditions Situation in Cambodia's Garment Sector* – which contains an overview of the monitoring of 34 factories under a technical cooperation project set up following an agreement between the Governments of Cambodia and the United States.

The First Synthesis Report¹ by ILO monitors, released in November 2001, produced similar “good news and bad news” on working conditions in the initial 30 factories investigated.

On the good-news front, the latest report found that there is no evidence of forced labour or discrimination, and no

evidence of child labour, with the exception of one minor instance.

However, it also highlighted that incorrect payment of wages occurs frequently and that overtime work is not, or not always, undertaken voluntarily at a substantial number of factories. In addition, strikes are not always organized in conformity with legally required procedures, and there has been sexual harassment reported in three workplaces.

The report argues that the monitoring of factories “is not an objective in itself but part of a process aimed at improving working conditions in Cambodia's garment sector as a whole.”

The latest three-year Trade Agreement on Textiles and Apparel offers a possible 18 per cent annual increase in Cambodia's export entitlements to the United States, provided the government of Cambodia supports the “implementation of a programme to improve working conditions in the textile and apparel sector, including internationally recog-

nized core labour standards, through the application of Cambodian labour law”.

The Project Advisory Committee (PAC) – comprising representatives from the Cambodian government, the Garment Manufacturers' Association, and trade unions – endorsed the second report and said it was pleased that forced labour and discrimination, with the exception of a limited number of cases of sexual harassment, were not matters of concern in the factories surveyed.

The Committee noted, “with satisfaction”, that “with the exception of one minor incident, there was no evidence of child labour”, but also acknowledged, “with concern”, the violation of trade union rights in a number of factories.

The factories monitored did not include any of the 30 factories covered in the first report; information on the progress made in implementing the project's suggestions for these factories is expected to be published before the end of June.

¹ *First Synthesis Report on the Working Conditions Situation in Cambodia's Garment Sector*, can be found at: www.ilo.org/public/english/dia-logue/govlab/cambodia/cambodia.htm.

Monterrey: Developing a wealth of ideas to tackle the poverty of nations

The International Conference on Financing for Development took place in Monterrey, Mexico, 18-22 March 2002. Behind the plethora of acronyms (ODA, FDI, NEPAD) lay a truly global challenge –

how to ensure that a greater proportion of the world's population shares in its prosperity – a debate on which the ILO is seeking a significant input. And while the outcome and value of Monterrey are hotly contested, few doubt the importance of the issues at stake.

GENEVA - One in four children in the world today lives in abject poverty; that is, in families surviving on an income of less than US\$1 a day. Of the 130 million children born this year, 23 million will never go to school, and 10 million will die before they reach the age

of five, most from preventable causes.

These are some of the stark statistics of poverty which formed a backdrop to the International Conference on Financing for Development – the first United Nations-hosted Conference to specifically address key financial and development issues.

The Conference was huge; in attendance were 50 Heads of State or Government and over 200 ministers, as well as leaders from the private sector and civil society, and senior officials of all the major intergovernmental financial,

trade, economic, and monetary organizations.

It marked the first quadripartite exchange of views between governments, civil society, the business community, and the institutional stakeholders, on global economic issues. These discussions involved over 800 participants in 12 separate roundtables, with a further 55 side events taking place during the Conference week.

For the ILO, Monterrey represented an opportunity to ensure that the social dimension of finance is duly acknowl-

edged, and that decent work appears on the agenda of international financial institutions. The “Monterrey Consensus” document which was endorsed by the governments included text proposed by the ILO.

The Conference also represented a chance to hear the views of a wide range of groups on the social aspects of globalization, a topic currently being examined by the ILO special Commission set up earlier this year. Its conclusions will no doubt help inform such events in the future.

WORKERS GET NEW TOOLS TO INVESTIGATE HEALTH FEARS

Conventional wisdom says occupational health research should only be conducted on behalf of the employer by health professionals. A new guide published by the ILO InFocus Programme on Socio-Economic Security, is challenging this by showing workers how they themselves can identify, investigate, and act on health and safety problems in the workplace, and increase their basic socioeconomic security.

GENEVA – Titled *Barefoot Research: A workers' manual for organizing on work security*, the guide sets out to demonstrate the techniques workers can use in order to conduct their own health and security related research, collect and analyse the information gained, and transform the results into action to improve their health. Equally important, it also aims to raise awareness of workers' basic security, and how this can be investigated and improved.

An abstract book this is not. Page after page contains specific and practical measures which can be taken on a whole host of security concerns, whether conducting health-related surveys at shop-floor level, checking hazard data sheets, negotiating with employers, or organizing

for workplace improvements. The measures are designed so they can be carried out with limited financial and technical resources.

While a health research guide specifically focusing on workers may be novel, the actual techniques used have been successfully implemented across the world, in both developed and developing countries. Part of the reason for this is the growing realization that it is workers themselves who often spot problems first. According to Ellen Roskam, the ILO Senior Work Security Specialist, “the majority of work-related diseases have been identified first by workers, often using any number of these ‘barefoot’, or alternative research techniques.”

Well-known diseases, such as asbestosis (caused by asbestos, which is common in insulation products), silicosis (silica is common in mining and sand blasting), and lead poisoning (lead is common in battery plants and paint factories), were first recognized and highlighted by workers, with employers and the medical establishment lagging behind.

According to conservative estimates, there are 250 million work-related accidents and 160 million work-related diseases each year, with such accidents and

diseases claiming the lives of approximately 2 million workers worldwide.

The manual thus argues that employee participation in protecting workers' security is essential: “It would take years for an army of scientists to evaluate every possible workplace health hazard. There are, for example, over 50,000 chemicals in common industrial use, and only a small percentage have been fully studied for their human health impact.”

According to Guy Standing, Director of the ILO Socioeconomic Security Programme, there is also an important political reason for workers and unions to conduct their own research. “Information is rarely neutral, and it is rarely appropriate to rely on others to collect, analyse and disseminate information on which practices and policies should be based.”

For a copy of the manual, or for more information, contact the InFocus Programme on Socioeconomic Security; phone: +4122/799-8893, fax: +4122/799-7123, e-mail SES@ilo.org or see www.ilo.org/ses

Governing Body hold 283rd Session



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ILO APPOINTS INTERIM LIAISON OFFICER IN MYANMAR

The Governing Body concluded its 283rd Session in March, following two weeks of discussions over issues including forced labour in Myanmar, the impact of globalization, and the employment situation in Afghanistan. The Governing Body welcomed an understanding reached between the International Labour Office and Myanmar to appoint a liaison officer in the country by June of this year.

The issue of the ILO presence in Myanmar has been considered as key for assisting the Government in its efforts towards eliminating forced labour and assessing progress in this regard. The establishment of a liaison officer represents a first step towards full ILO representation, which can make an effective contribution to eliminating forced labour. *(For a full copy of the understanding, see GB.283/5/3 at www.ilo.org.)*

GLOBALIZATION ISSUES

In an address to the Working Party on the Social Dimension of Globalization, Minister of Labour, Employment and Social Security of Argentina, Alfredo Atanasof, said the pressing social issues in his country had resulted from “policies which considered that the economy should prevail over social concerns.” The Government of Argentina signed a Memorandum of Understanding with the ILO focused on poverty alleviation, the strengthening of social security networks, and employment-creation programmes.

In an address to the Working Party, Mike Moore, Director-General of the World Trade Organization (WTO), spoke on the theme of “How trade liberalization impacts employment” (see text on www.ilo.org). Mr. Moore welcomed the ILO initiative to establish a World Commission on the Social Dimension of Globalization, and the scope it offered to the WTO and ILO secretariats to continue their existing collaboration on trade liberalization and employment. He also reiterated the WTO commitment to the observance of internationally recognized labour standards, and its belief that the ILO was a competent body to deal with these issues. The World Commission held its first meeting in Geneva on 25-26 March.

(For more information on the Commission, see document GB.283/WP/SDG/3/1 at www.ilo.org)

OTHER MATTERS

The Governing Body also reviewed the annual reports required under the ILO Declaration on Fundamental Principles and Rights at Work. The reports provide a review of the situation in countries which have not ratified one or more of the ILO fundamental Conventions. The Chairman of the Governing Body, Mr. Alain Ludovic Tou, noted that the number of countries failing to file reports under the Declaration had dropped from 50 in 2000, to 11 this year. In the meantime, several countries from the Gulf region, including Saudi Arabia, Bahrain, the United Arab Emirates, Oman, and Qatar, have engaged in a dialogue with the ILO, which led to a plan of activities to assure the respect of the principles of freedom of association and the right to collective bargaining.

The Governing Body also agreed to fast-track efforts aimed at forging an agreement on a Protocol concerning improved security for seafarers' identification. This instrument will be submitted

to the International Labour Conference next year. The new instrument will address the question of positive verifiable identification of seafarers, set out the purpose for which the document is issued and the procedures for its issuance, regulate the requirements concerning physical characteristics and measures to ensure the unfalsifiable nature of the document, as well as procedures for monitoring and control. It will provide for the inclusion of additional information, such as information on certification of seafarers. The adoption of a Code of Practice on Security, Safety and Health in Ports, will also be pursued within the next year, subject to resources being made available.

The Governing Body is the executive body of the International Labour Office (the Office is the secretariat of the Organization). It meets three times a year, in March, June, and November. 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. They are currently: Algeria, Burkina Faso, Canada, Chad, Croatia, Ethiopia, Ghana, Guatemala, the Islamic Republic of Iran, the Republic of Korea, Malaysia, Namibia, Peru, Saudi Arabia, Slovakia, Switzerland, Trinidad and Tobago, and Venezuela.



AROUND THE CONTINENTS

Re-launch of economic and social council in the Republic of Serbia

■ Since May 2001, the ILO has been involved in the Republic of Serbia helping the tripartite constituents to reactivate national social dialogue, which had come to a standstill. This work is supported by an Italian-funded project aimed at strengthening social dialogue and tripartism. A first workshop held in Belgrade in May 2001, brought together for the first time the government and representatives of workers' and employers' organizations. It was a unique opportunity to discuss the fundamental role of social dialogue in building consensus on economic and social policies in this crucial period of transition towards democracy and a market economy. This was followed by a high-level tripartite conference in February 2002, where the tripartite constituents identified the obstacles to effective tripartite social dialogue in the Republic of Serbia, and agreed on proposals on how to address them. Experts from the ILO and the Economic and Social Councils of Ireland, Italy, and Portugal took part in this conference, and shared their experiences of tripartite social dialogue with the constituents of the Republic of Serbia. These efforts culminated in the official launch in Belgrade on 15 April 2002, of the *Agreement on the Improvement of the Economic and Social Council*, which was formally signed by the tripartite partners in the presence of the Prime Minister of the Republic of Serbia, Dr. Zoran Djindjic.

For further information, please contact the InFocus Programme on Strengthening Social Dialogue, phone: +4122/799-7035 fax: +4122/799-8749 e-mail: ifpdialogue@ilo.org

Bleak future for Asian youth?

■ Jobless youth in Asia and the Pacific make up over 50 per cent, or 33 million people, of the global figure of 66 million young men and women who are unemployed worldwide. Governments in the region may face waves of unrest, crime and vandalism if they fail to reduce youth unemployment, which has reached "unprecedented" levels, the ILO warned at a tripartite meeting held in Bangkok on 27 February – 1 March. High and rising youth unemployment is particularly alarming in Sri Lanka (29 per cent), the Philippines (25 per cent), the Republic of Korea (15 per cent), and recession-plagued Japan (10 per cent). The meeting was jointly sponsored by the ILO and the Government of Japan and was a follow-up to the recommendations made recently by the High-Level Panel on Youth Employment Network composed of the United Nations, the World Bank, and the ILO.

For further information, please contact the ILO Regional Office for Asia and the Pacific, in Bangkok, phone: +662/288-1710 fax: +662/280-1735 e-mail: bangkok@ilo.org

Improved rights for Gulf States workers

■ Several Gulf States, including Saudi Arabia, Bahrain, the United Arab Emirates, Oman, and Qatar,

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

have agreed with the ILO to start projects to improve respect for freedom of association and the right to collective bargaining. Workers in Saudi Arabia are now able to defend their rights through committees at the workplace. After a visit to Saudi Arabia earlier this year by a team of ILO experts, the Saudi Minister of Labour, Dr. Ali Al-Namlah, signed into law new labour rules which allow workers in Saudi Arabia – both national and foreign – to establish committees to guard their interests at workplaces where 100 or more persons are employed. In Bahrain, the ILO has provided similar technical assistance in helping workers' committees move to full trade union status. ILO Director-General Juan Somavia visited Bahrain and Saudi Arabia in October 2001, and signed a cooperation agreement with the labour Ministers of the Gulf States, under which these countries will benefit from ILO technical programmes to promote core ILO standards in the fields of trade union rights, forced labour, child labour, and equal opportunities. Noting these agreements during its review of annual reports under the Declaration on Fundamental Principles and Rights at Work, the ILO Governing Body observed at its March 2002 Session that only 11 countries failed to file reports this year, compared with 50 in 2001.



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New protection for ship workers



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■ Seafarers will gain new protection when two ILO instruments take effect in the next few months. The 1996 Protocol to the Merchant Shipping (Minimum Standards) Convention, (No.147), 1976 will, for the first time, allow countries to inspect ships solely because of concerns over hours of work based on an international Convention. Inspections for hours of work and other issues covered in the Appendices to the Protocol, will be legal even on ships which are sailing under the flag of a country that has not ratified the Convention or the Protocol. The ILO Seafarers' Hours of Work and the Manning of Ships Convention, (No.180), 1996 sets maximum work hours and minimum rest time on board vessels.

For further information, please contact the ILO Maritime Activities Team, phone: +4122/799-7501, fax: +4122/799-7050, e-mail: marit@ilo.org

Appeals to Colombia, Zimbabwe, Republic of Korea

■ The ILO Committee on Freedom of Association noted no progress in Colombia with respect to violence against trade unionists,

and urged the Government to investigate the incidents and take steps to end the violence. Regarding Zimbabwe, the panel urged the Government to start an independent investigation into the assault on a trade union leader and acts of arson involving union offices. The supervisory body urged the Korean Government to improve workers' rights and amend legislation to align it with the principles of freedom of association. The Committee also urged the Government to drop charges and release detainees arrested for trade union activities. Committee members examined a total of 33 cases at their meeting on 7 to 9 March 2002.

For further information, please contact the ILO Freedom of Association Branch, phone: +4122/799-7122, fax: +4122/799-7670, e-mail: libsynd@ilo.org

Jobs needed in Afghanistan

■ Afghanistan's political stability depends on the interim Government's ability to create jobs for former fighters, returning refugees, and the poor. During his visit to Geneva in March 2002, Mir Wais Sadeq, the country's Minister of Labour and Social Affairs, appealed to donors for funds to provide jobs and training in the devastated country, where one in four workers is unemployed. The ILO is seeking US\$19 million to finance initial training and income-generating projects in Afghanistan. Mr Sadeq also discussed the opening of an ILO office in Kabul, and future ILO collaboration with the interim Government, including a number of employment programmes developed by the ILO. Projects aimed at retraining women for the labour market are

an essential component of the ILO "Jobs for Peace" strategy. The ILO office in Kabul has opened recently within the UNDP compound.

For further information, please contact the InFocus Programme on Crisis and Reconstruction, phone: +4122/799-7069, fax: +4122/799-6189, e-mail: boiron@ilo.org

Training for factory managers



© ILO / Maillard J.

■ The ILO has begun a project in Sri Lanka to improve apparel factory management practices in support of core labour standards. Starting with ten factories in the Colombo area, the programme will eventually be carried out in five countries, stretching from Asia to Latin America and focusing on management/worker relations, working conditions, and human resources techniques and their linkages to productivity. Called the Local Management Development/Factory Improvement Project, the programme is designed to help local managers balance core business objectives with corporate social responsibilities. The project is part of a major technical cooperation effort to promote core labour rights under the 1998 ILO Declaration on Fundamental Principles and Rights at Work. It will also serve as a pilot project for the ILO Management and Corporate Citizenship Programme

on the effectiveness of low-cost, high-impact training on working conditions in individual factories.

For further information, please contact the Management and Corporate Citizenship Branch, phone: +4122/799-6512, fax: +4122/799-7050, e-mail: mandev@ilo.org

Sport for development and peace

■ In 2001, UN Secretary-General Kofi Annan appointed Adolf Ogi, former President of Switzerland, as Special Adviser on Sport for Development and Peace, to create partnerships between sports organizations and the UN. A first meeting convened by the Special Adviser in November 2001, allowed the nine attending UN agencies, including the ILO, to take stock of existing initiatives and move towards a coherent approach to sports initiatives across the UN system.

In accordance with Mr. Ogi, the ILO programme for decent work through training and innovation, more commonly known as Universitas, set up a mission in Mozambique in April 2002. The ILO mission was meant to define how sport could be used in support of social and economic integration programmes, and its possible use in educational, vocational, and productive/income generating dimension.

The mission followed a request to the UN system from Mozambique's Minister of Youth and Sport, made in October 2001, for advisory services towards the drafting of a national plan of action on access to sports facilities and services, and expertise on sports-related small and microenterprises development.

Types of joint activities with UN and non-UN organizations, bilateral

donors, universities and other training institutions, civil society and representatives from the corporate world involved in sports industries and management, had to be defined as well.

An important role can be played by nationally based programmes, particularly with respect to Local Economic Development (LED) and the UNDP Anti-Poverty Partnership Initiatives (APPI) programme. Interaction between different inter-agency programmes, could be inspired by the initiatives of the UN Secretary-General on Youth Employment, involving the World Bank, the ILO and other UN agencies.

An international partnership has been established with non-governmental organizations and entities intervening in the field of sports, such as the International Olympic Committee (IOC), Olympic Aid, the World Federation of the Sporting Goods Industry (WFSGI), and the International Volley-Ball Federation (FIVB), as well as universities.

The University of Grenoble will contribute by studying the links between economic activities at the macro level and socioeconomic effects at the local level. Olympic Aid will provide coaching for education, sports and health for youth for a period of 3 years, while WFSGI and FIVB have proposed to provide sports equipment.

Universitas will ensure training for local and national development leaders, and help to set up a comprehensive national awareness-raising campaign on the use of sports for social and economic integration.

The ILO and sports



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In recent years, the ILO has launched a number of initiatives using sports to promote its goals. Following the launch of the "Red Card to Child Labour" campaign at the African Cup of Nations, on 18 January 2002 (see *World of Work*, No. 42), the ILO plans to pursue the initiative in Latin America, Asia, and Europe.

SOLVE, a programme developed by the ILO Safework Programme to tackle psychological problems at work arising from alcohol and drugs, violence, stress, tobacco, and HIV/AIDS, was designed to allow an organization or an enterprise to integrate psychosocial issues into overall corporate policy, and establish a framework for preventive action. In January 2002, a meeting of the 2004 Organizing Committee of the 2004 Athens Olympic Games (ATOC) with representatives from the ILO Safe Work and Universitas programmes, discussed the eventual use of the SOLVE methodology in preparation for the 2004 Olympic Games.

The ILO has also established a solid partnership with the World Federation of the Sporting Goods Industry (WFSGI), in Verbier, Switzerland. This cooperation emerged out of the ILO International Programme on the Elimination of Child Labour (IPEC) action to remove children from the production of soccer balls in Sialkot, Pakistan. WFSGI played a key role in creating support for this initiative among multinational companies involved in the production of sporting goods.

Another ILO project to promote cooperatives in sports in Guinea Bissau in cooperation with the International Olympic Committee (IOC), has been proposed to the donor community recently.

THE MONITOR

Kampala, Wednesday, May 06, 2002

Child labour gets worse

GENEVA - Nearly 180 million children worldwide are exposed to the worst forms of child labour, suggesting the problem is more widespread than previously thought, the International Labour Organisation warned Monday.

In its report *A Future Without Child Labour*, the Geneva-based ILO released new figures showing that one child in every six aged 5-17, or 286 million children, can be classed as a child worker. "Child labour persists on a very large scale," the report said.

"The extent of the worst forms of child labour, particularly hazardous work, appears to be more serious than we had previously thought," the

The Asia-Pacific region has the largest absolute number of working children between 5-14 years with about 60 percent of the world total, or 127 million.

Sub-Saharan Africa is in second place, followed by Latin America and the Caribbean, and the Middle East and North Africa.

But the report also said about 2.5 million, or one percent of the world's child labourers were in industrialised countries, and another 2.4 million were found in transition economies.

In developing countries, the vast majority of children who work are involved in primary sectors such as fishing or agriculture. "We are concerned



ILO said poverty was a major cause for child labour, but also listed other factors including economic and political instability, discrimination, migration and lack of schools.

But the organisation said the world was becoming more aware of the problem and there had been progress towards the abolition of child labour.

Nearly 120 of the ILO's 178 member states have ratified the 1999 Worst Forms of Child Labour Convention.

An ILO programme for the elimination of child labour which began with six countries in 1993 has expanded to include operations in 16 countries.

Frankfurter Allgemeine

ALLEMANNEN

Jedes sechste Kind muß arbeiten

Immer Konventionen viele gefährliche Jobs

Die ILO (ILO) hat ein neues Bericht über die schlimmsten Formen der Kinderarbeit veröffentlicht. In dem Bericht wird festgestellt, dass weltweit fast 180 Millionen Kinder in den schlimmsten Formen der Kinderarbeit eingesetzt sind.

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Neue Zürcher Zeitung

Inakzeptable Kinderarbeit

Bericht der ILO

Genf, 6. Mai 2002. 246 Millionen Kinder sind weltweit zu inakzeptabler Arbeit gezwungen. Das entspricht einem von sechs Kindern im Alter zwischen 5 und 17 Jahren, schreibt die Internationale Arbeitsorganisation (ILO) in einem Bericht, der am Montag in Genf veröffentlicht wurde. Zu dieser inakzeptablen Kinderarbeit zählt die ILO Tätigkeiten, die von Kindern unter dem Mindestalter von 15 Jahren ausgeführt werden sowie solche, welche die Gesundheit eines Kindes gefährden. Ebenfalls dazu gehören die sogenannten schlimmsten Formen von Kinderarbeit wie Prostitution, Drogenhandel, Leiharbeit oder Zwangsrekrutierung. 8,4 Millionen Kinder werden zu solcher Arbeit gezwungen.

352 Millionen Kinder arbeiten

Weitere 106 Millionen Kinder führen akzeptable oder leichte Arbeiten aus, insgesamt arbeiten demnach weltweit 352 Millionen Kinder. Mit 127 Millionen oder 60 Prozent des Welt-Totals arbeiten am meisten Kinder in Asien, heißt es in dem Bericht. Eine Zehntel ohne Kinderarbeit weiter. An zweiter Stelle steht Afrika mit 48 Millionen beziehungsweise 23 Prozent. Die Intensität der Kinderarbeit ist in Afrika jedoch höher. Dort arbeiten 29 Prozent aller Kinder unter 15 Jahren, während es in Asien nur 19 Prozent sind.

In Lateinamerika arbeiten 13,4 Millionen Kinder und in arabischen Ländern 13,9 Millionen. In den westlichen Industrieländern arbeiten rund 2,5 Millionen Kinder und in den Ländern des früheren Ostblocks 2,4 Millionen. 70 Prozent der Kinder sind in der Landwirtschaft, Verarbeitung oder Jagd tätig und 5 Prozent in der verarbeitenden Industrie, im Handel und in der Hotellerie. 7 Pro-

EL MUNDO

Madrid, 7 de mayo de 2002

SOCIEDAD

Un informe asegura que muchos de los niños españoles están empleados en pequeñas empresas «en condiciones de subcontratación». En el mundo trabajan más de 246 millones de menores de 14 años

200.000 menores de 14 años trabajan en España, según denuncia la OIT

MARIA TERESA RENTIER DE LUGO. Especial para EL MUNDO GINEBRA. La Organización Internacional del Trabajo (OIT) denunció ayer que en España se estima que hay 200.000 trabajadores menores de 14 años, «muchos de los cuales trabajan en pequeñas empresas en condiciones de subcontratación, especialmente en la industria del calzado».

LE FIGARO

« Sans la liberté de l'école, il n'est point d'école efficace » - Bismarck

Genève : Laurent Mussy

Les enfants au travail sont encore plus nombreux qu'on ne le pensait. L'Organisation internationale du travail en a recensé 100 millions de plus qu'il y a quelques années. Elle estime à 352 millions le nombre d'enfants de 5 à 14 ans qui exercent une activité économique d'un type ou d'un autre. Cette progression n'est, semble-t-il, pas due à une aggravation subite de la situation mais davantage à une meilleure collecte des informations concernant ce phénomène « colossal et répandu des jeunes plus divers ».



La région Asie-Pacifique est la plus touchée par le phénomène : 127 millions d'enfants, 60 % du total mondial, y sont répertoriés. (Photo Karol Kishar / Reuters)

Quelques 100 millions d'adolescents sont affectés à des tâches acceptables. Paro qu'ils ont presque atteint l'âge minimum d'admission à l'école, ou qu'ils sont occupés à des travaux légers tels que les occupations ménagères ou entrant dans le

de l'OIT, près de 2,5 millions d'enfants sont astreints au travail dans les pays industrialisés. La Russie est particulièrement touchée, de même que le Turquie et l'Ukraine. En Occident, les études montrent que les travailleurs de moins de 18 ans sont particulièrement exposés

non créée. L'OIT met en évidence le rôle non négligeable joué par les petits dans les secteurs du café, du cacao, du coton et du thé. Des enfants travaillent au Brésil, au Kenya et au Mexique montrant que souvent 25 à 30 % de la main-d'œuvre est infantile.

The Japan Times

ILO pushes JK on labor talks

Report calls for end to 15-year run over compensation

The International Labour Organization approved Friday a report recommending that the Japanese government and other parties push to settle a 15-year dispute between six Japan Railway group firms and members of two labor unions.

The recommendation was made by the executive council of the ILO in Geneva.

A similar move was made by the ILO in November 2000 after it review a complaint filed by the National Railway Workers Union (Kokuro) and Zen-Kokuteisu Doryokusha Rodokumiai (Zendos) against allegedly unfair labor practices by the JR companies against its members.

The Daily Star

International labour standards Experts meet to formulate action plan

BSS, Dhaka

International and national labour experts and officials concerned yesterday met at a workshop in Dhaka to formulate the regional framework and action plan to strengthen the role of international labour standards in selected developing countries under a joint project.

The joint project, sponsored by International Labour Organisation (ILO) and the Asian Development Bank (ADB), covers Bangladesh and Nepal in South Asia, and Thailand and the Philippines in the South East Asia.



ILO Director-General, Juan Somavia speaking on Child Labour on CNN

VOA NEWS ENGLISH HOME LANGUAGES SPECIAL ENGLISH

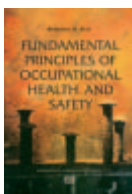
Burma Allows Labor Rights Group To Station Officer in Rangoon
Dan Robinson
Washington
20 May 2002 20:14 UTC

Burma's military government has agreed to allow an official of the International Labor Organization, or ILO, to be stationed in Rangoon to oversee efforts to eliminate forced labor in the country. The agreement between Burma and the ILO was reached after months of negotiations.

The memorandum of understanding was signed after several days of talks ending this past Tuesday between a Burmese delegation and the ILO in Geneva. It comes about one month after a high-level ILO delegation visited Rangoon and held intensive negotiations on the wording of the agreement.

Burma has been under pressure from the ILO, which represents the international community in promoting labor rights, to put an end to the practice of forced labor. Human rights groups say the use of forced labor in Burma is still pervasive.

MEDIA SHELF



■ **Fundamental Principles of Occupational Health and Safety.** Benjamin O. Alli, ILO, Geneva, 2001. ISBN 92-2-110869-4. Price: 20

Swiss Francs.

At a time of increased awareness of the need to combat occupational accidents and diseases, this topical book provides vital information on national laws, labour codes and regulations governing workers' health and safety.

It also explores the main concepts in occupational health and demonstrates how relevant ILO Conventions and Recommendations define workers' rights and allocate duties and responsibilities to competent authorities, employers and workers. It considers the respective roles of employers and workers in the management of occupational health and safety, and gives examples of good practice on such pivotal issues as surveillance of workers' health and of the working environment, the functions of occupational health services, and ways of reducing the incidence of work-related injuries and diseases.

The volume provides a wealth of practical advice for authorities, employers and workers alike, along with a glossary, a list of related publications and an example of a health and safety policy.



■ **A future without child labour.** Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work 2002. ILO, Geneva, 2002. ISBN 92-2-

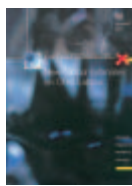
112416-9. Price: 20 Swiss Francs.

112416-9. Price: 20 Swiss Francs.

A future without child labour, the third Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, shows how the abolition of child labour has become a global cause for the new millennium. It explores the ever-changing manifestations of child labour throughout the world, and how girls and boys are affected differently; it presents new data on the scale of this stubborn problem; and it sheds new light on its complex, interlinked causes. It charts the growth of a global movement against child labour, reviewing the various types of action being taken by the ILO, its tripartite constituents (governments, employers' and workers' organizations), and other actors at international, national, and local levels.

The report concludes with proposals for a three-pillar approach to strengthen the action of the ILO in this field, building upon the wealth of experience gained by the International Programme on the Elimination of Child Labour (IPEC) in the decade since its establishment.

A future without child labour demonstrates that many of the building blocks to achieve the goal of the effective abolition of child labour are in place and that progress is being made. However, much remains to be done.



■ **Every Child Counts. New Global Estimates on Child Labour.** ILO, Geneva, 2002. ISBN 92-2-113113-0.

Every Child Counts sets out the full statistical methodologies and prac-

tices used to produce the global child labour estimates and other figures contained in the Global Report on Child Labour. It contains detailed explanations of the methodology used in producing the estimates, and sets out the definitions and distinctions that underpin the data.

It is intended to serve both the interested public and professionals in the field of child labour studies.



■ **The Committee on Freedom of Association: Its impact over 50 years.** ILO, Geneva, 2001. ISBN 92-2-112667-6.

The Committee on Freedom of Association (CFA) of the Governing Body of the ILO recently celebrated its 50th anniversary. To mark the occasion, this book focuses on the Committee's impact over the period – the manner in which it has carried out its supervisory role, and its influence on the implementation of ILO standards and principles in the field of freedom of association.

The first section is devoted to the historical background and functions of the CFA while the second and more empirical section endeavours to assess its impact by examining the cases of progress from the past quarter of a century. The book also seeks to identify, where possible, lessons for the future.

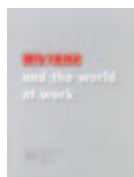


■ **"Our Project"** Participatory Project Planning and Evaluation for and by Indigenous and Tribal Peoples. ILO, 2001, Geneva. ISBN 92-2-112540-8.

The estimated 300 million indigenous

and tribal peoples (ITPs) belong to the most marginalized and impoverished communities of the world. The INDISCO programme is designed to support ITPs and their organizations in implementing their own development plans and initiatives.

Our Project is the fifth in a series of guidelines and deals with procedures of participatory project planning, implementation, evaluation and phasing-out from programmes assisting indigenous and tribal peoples' organizations. The last two parts on participatory self-evaluation and end-of-project procedures have been tested separately several times since 1996 by INDISCO projects in India, the Philippines, Thailand and Vietnam.



■ **HIV/AIDS and the world of work. ILO code of practice.** ILO, Geneva, 2002. ISBN 92-2-111633-6. Price: 20 Swiss francs.

The code is aimed at preventing the spread and mitigating the impact of HIV/AIDS in the world of work. It is built on and around two pillars, the first – which is at the heart of all the ILO's work – is the protection of workers against discrimination. The second is prevention: the workplace is not only an appropriate but an essential place for HIV/AIDS information, education and behavioural change. The code provides invaluable guidance to policy-makers, organizations and the social partners for forming effective and appropriate workplace and national policy that respects the dignity of all workers.

The code covers the key principles surrounding HIV/AIDS, such as the recognition of HIV/AIDS as a workplace issue, the role of social dialogue, the gender dimension, confidentiality, screening and testing, and adapting jobs and workplaces to the capacities of workers with HIV related sickness. It looks at the specific responsibilities of governments and workers' and employers' organizations, and includes measures for education, care and support, and training for all those with workplace responsibilities.

With the objective of promoting decent work in the face of the HIV/AIDS epidemic, this code applies to all working men and women and to all types of work, paid or unpaid, in the formal and informal sectors.



■ **International Labour Standards. A global approach.** 75th anniversary of the Committee of Experts on the Application of Conventions and Recommendations.

ILO, 2001. ISBN 92-2-112668-4. The purpose of this publication by the International Labour Standards Department of the ILO is both modest and ambitious. Since they are at the service of constituents, namely governments, employers and workers, it is the wish of the authors to present the ILO's standards to constituents in an accessible, but technically sound manner.

Accordingly, an analysis is provided in the publication, firstly, of the main content of all the ILO Conven-

tions and Recommendations which respond to current needs, in accordance with the successive decisions taken in the context of the Organization's new standards policy. Secondly, reference is made to the content of instruments which are to be revised. It should be added that instruments deemed to be outdated are not directly analysed.

A presentation of standards alone would not suffice for a proper understanding of international labour law. It therefore appeared indispensable to indicate the results of the Committee of Experts' work, which identifies essential criteria and principles for assessing enumerate briefly the problems in the application of Conventions which are encountered most frequently in national law.

There is a similar presentation for each chapter. It starts with a table presenting the relevant Conventions and Recommendations in the context of the Organization's new standards policy. The content of the standards is then described, together with the principles identified by the Committee of Experts (derived in the main from General Surveys). A final section indicates, where appropriate, the most frequent problems encountered in the application of these standards in the various countries.

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>.



International
Labour
Office

No. 43, June 2002

A future

without

child
~~labour~~

Global Report
under the Follow-up
to the ILO Declaration
on Fundamental
Principles
and Rights at Work
2002

See p. 34, Media Shelf