

W **WORLD OF** *ork*

THE MAGAZINE OF THE ILO

HIV/AIDS **and the world of work**

A new ILO Code of Practice



INTERNATIONAL LABOUR OFFICE



The ILO: Then and Now

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THEN



ILO

Indigenous and tribal peoples and the ILO: Finding our own voices?

The long road of INDISCO

Since the 1950s, the ILO has sought to improve the lives of the world's indigenous peoples. The UN's Andean Indian Programme adopted in 1952 under the leadership of the ILO brought new support to communities on the high plateaux of Argentina, Bolivia, Chile, Colombia, Ecuador, Peru and Venezuela.

In 1957, ILO Convention No. 107 codified the rights of these people in international law for the first time. Today, Convention No. 169 has been underlining the unique ways of life of indigenous and tribal peoples for a decade. One example: the INDISCO programme in India and the Philippines that has given new force to their right to speak for themselves.

NOW



ILO/INDISCO

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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

"An instrument of accountability" ILO/AIDS: A global plan and a new Code of Practice

In a "moment of common purpose," the international community adopted a sweeping plan of action to fight the global epidemic of HIV/AIDS. At the UN Special Session on 25-27 June, the ILO launched a pioneering Code of Practice on HIV/AIDS and the World of Work¹. The new code provides workers, employers and governments with global guidelines - based on international labour standards - for addressing HIV/AIDS and its impact in the workplace. This report examines the new Code, and the historic UN Assembly

NEW YORK—When world leaders gathered at the United Nations General Assembly Special Session on HIV/AIDS, the mood was grim. Twenty years into the worst epidemic in modern times, 36 million people around the world were infected with HIV, and some 20 million had already died.

Of those now infected with the disease, some 23 million, or three-quarters, were working people aged 15-49 – often our most productive people, people in the prime of their lives.

Clearly, after two decades, it was time for a dramatic, even historic gesture. The UN's response was to adopt unanimously a "Declaration of Commitment on HIV/AIDS" that Dr. Peter Piot, Executive Director of the United Nations Joint Programme on HIV/AIDS (UNAIDS) called an "instrument of accountability."

"What is important is that, after today, we shall have a document setting out a clear 'battle plan' for the war against HIV/AIDS, with clear goals and a clear time line," said UN Secretary-General Kofi Annan. "It is a blueprint from which the whole of humanity can work, in building a global response to a truly global challenge.

"Never, since the nightmare began, has there been such a moment of common purpose," Mr. Annan said. "Never have we felt such a need to combine lead-

ership, partnership and solidarity. We must send the world a message of hope."

ILO participation

The ILO's role in this "battle plan" is embodied in a small, pocket-sized booklet that provides a large weapon in the war on HIV/AIDS in the world of work. The new *ILO Code of Practice on HIV/AIDS in the World of Work* is aimed at the enterprise and community where most people work and where most of the world's people with HIV/AIDS can be found.

"AIDS and HIV affect people at all levels of society, but have a profound impact on workers and their families, enterprises, employers, and national economies."

– Juan Somavia,
ILO Director-General

New ILO data prepared for the AIDS session show that of the estimated 23 million working people suffering from HIV/AIDS, about 17.5 million, or the vast majority, are in 43 African states, where Mr. Somavia said, the HIV epidemic has created "a state of emergency".

Data for other regions of the world show some 3.5 million people with HIV in Asia, 700,000 in North America, 226,000 in the Caribbean, 416,000 in Latin America and 543,000 in Europe.

The Code will help boost efforts to prevent the spread of HIV, manage its impact, provide care and support for those suffering from its effects and staunch stigma and discrimination which arise from it. It was adopted following intensive efforts by ILO staff and experts representing governments, employers and workers since being mandated by a Special High-level Meeting on HIV/AIDS and the World of Work during the 88th session of the International Labour Conference in June 2000.

ILO Director-General Juan Somavia, discussed the Code with Mr. Annan, representatives of member States and business leaders during the AIDS summit. "As it affects the most economically active members of society, it reduces earnings, productivity, skills and experience while imposing huge costs on enterprises, labour and governments. Thus, AIDS is not only a workplace issue, but a challenge to development worldwide."

The Code cites a number of key principles designed to promote prevention in countries where the epidemic already has a strong grip, and help prevent infection rates from increasing in relatively unaffected countries. What is more,

it also provides guidance on such issues as testing, screening and confidentiality, non-discrimination in employment, and gender issues (*see box, "Key Principles of the ILO Code on HIV/AIDS"*)

"The new Code is the most wide-ranging and comprehensive blueprint for workplace policy on HIV/AIDS ever developed and addresses this present situation as well as its future consequences for the world of work," Mr.

Somavia said. "The Code is not just about policy and guidelines. It is about respecting the dignity of others and learning to live with the reality of HIV/AIDS."

The Code at the UN

The ILO Code was well-received during the course of the UN Special Session.

"What is significant about the ILO Code is that it will enable the ILO to provide technical assistance to its social partners and assist unions especially in their fight against HIV/AIDS," said Cunningham Ngcukana, General Secretary of the NACTU, a national trade union federation in South Africa. "Only through the ILO can we ensure that we will have the capacity to deal with this disease."

Among employers, Dr. Lettie La Grange of the Chamber of Mines in South Africa, who was a key member of the expert panel that adopted the Code, said: "This is a very strong document and I cannot see how any employer cannot adopt it."

The Director-General said the ILO's commitment to be a partner in the challenge of HIV/AIDS stems from its social mandate in the field of rights at work, as well as the threat posed to its primary goal of providing men and women with decent work in conditions of freedom, equity, security and human dignity.

"Our initial response to the challenge



UN/DPI

is a Code of Practice on HIV/AIDS and the world of work," Mr. Somavia said. "It represents a balanced approach to the problems of discrimination, confidentiality, employee benefits, care and treatment and other AIDS-related workplace issues.

"These negotiations are not about mere statistics. You are talking about the lives of millions of women who are battling this virus."

*– Beatrice Were,
Community of Women
Living with HIV/AIDS*

"Through our programme on HIV/AIDS, we will work with our tripartite constituents at national and regional levels to promote prevention in the workplace, and mitigate the social and economic impact of the disease," he added. "We have become a co-sponsor of UNAIDS in order to put ILO's unique tripartite structure and doctrine of social dialogue at the service of this global struggle."

The Code of Practice is part of new ILO efforts to mitigate the impact of HIV/AIDS in the workplace. A technical cooperation programme on HIV/AIDS has been launched and projects

sub-regional project for the Caribbean.

These projects will be implemented by the ILO in collaboration with UNAIDS and bilateral donors. Joint projects are being developed in Ethiopia, Madagascar and Thailand. Plans call for a regional impact study to be carried out in the main ports of Anglophone African countries plus Mauritius, and joint activities with other organizations in Botswana, Brazil, Burkina Faso, Cambodia, Ghana, Nigeria, Republic of South Africa, Swaziland, Thailand and Uganda.

The new UN Declaration

The Declaration of Commitment adopted by the General Assembly contains sweeping language designed to focus the global campaign against HIV/AIDS and provides specific guidelines for addressing the disease in the workplace. Among its provisions are: establishment, on an urgent basis, of a Global HIV/AIDS and Health Fund of US\$7 billion to US\$10 billion to finance an urgent and expanded response to the epidemic based on an integrated approach to prevention, care, support and treatment.

In the world of work, the Declaration calls on nations to:

- strengthen the response to HIV/AIDS by establishing and implementing prevention and care programmes in public, private and informal work sectors and

take measures to provide a supportive workplace environment for people living with HIV/AIDS;

- develop and begin to implement national, regional and international strategies that facilitate access to HIV/AIDS prevention programmes for migrants and mobile workers, including the provision of information on health and social services;
- implement universal precautions in health-care settings to prevent transmission of HIV infection;

“If we are to have any effect on this pandemic at all, we cannot shy away from being very specific about the groups who are the most vulnerable to infection, who need to be educated about prevention, and who need care and treatment.”

– Richard Burzynski,
International Council of AIDS
Service Organizations

- evaluate the economic and social impact of the HIV/AIDS epidemic and develop multi-sectoral strategies to address the impact at the individual, family, community and national levels;
- address the impact of HIV/AIDS on household income, livelihoods, and access to basic social services, with special focus on individuals, families and communities severely affected by the epidemic;
- review the social and economic impact of HIV/AIDS at all levels of society especially on women and the elderly;
- adjust and adapt economic and social development policies, including social protection policies, to address the impact of HIV/AIDS on economic growth, provision of essential economic services, labour productivity, government revenues, and deficit-creating pressures on public resources; and
- develop a national legal and policy framework that protects in the workplace the rights and dignity of persons living with and affected by HIV/AIDS, and those at the greatest risk of HIV/AIDS in consultation with representatives of

employers and workers, taking account of established international guidelines on HIV/AIDS in the workplace.

“I think we should all recognize this as a truly historic event,” said Mr. Annan. “The world is at long last waking up to the gravity of the HIV/AIDS crisis. And

second, the Declaration ... provides us with a clear strategy for tackling it.” □

¹ An ILO Code of Practice on HIV/AIDS and the World of Work, *International Labour Organization, Global Programme on HIV/AIDS and the World of Work. International Labour Office, Geneva, 2001. ISBN:92-2-112561-0.*

KEY PRINCIPLES OF THE ILO CODE OF PRACTICE ON HIV/AIDS AND THE WORLD OF WORK

- HIV/AIDS should be treated like any other serious illness/condition. This is necessary because the workplace, as part of the local community, can play a vital role in the wider struggle to limit the spread and effects of the epidemic.

- Workers, employers and governments should collaborate to promote prevention, particularly in changing attitudes and behaviours through the information and education, and in addressing socio-economic factors.

- In the spirit of decent work and respect for the human rights and dignity of persons infected or affected by HIV/AIDS, there should be no discrimination and stigmatization against workers on the basis of real or perceived HIV status.

- The gender dimensions of HIV/AIDS should be recognized. More equal gender relations and the empowerment of women are vital to successfully preventing the spread of HIV infection and enabling women to cope with HIV/AIDS.

- HIV/AIDS screening should not be required of job applicants or persons in employment and testing for HIV should not be carried out at the workplace except as specified in this code. Even outside the

workplace, testing for HIV should involve voluntary informed consent and be performed by qualified personnel only, in conditions of strictest confidentiality.

- Asking job applicants, workers or co-workers to disclose HIV-related personal information is unjustified. Access to personal data relating to a worker's HIV status should be bound by the rules of confidentiality consistent with existing ILO codes of practice.

- HIV infection is not cause for termination for employment and persons with HIV-related illnesses should be able to work for as long as medically fit in available, appropriate work.

- There should be no discrimination against workers and their dependants living with HIV/AIDS in access to and receipt of benefits from statutory social security programmes and occupational schemes.

- Successful implementation of an HIV/AIDS policy and programme requires social dialogue between employers, workers and their representatives and government, where appropriate, with the active involvement of workers infected or affected by HIV/AIDS.

An information kit and pocket-sized copies of the code are available. For more information, see www.ilo.org/AIDS, or contact ILOAIDS@ilo.org

A new "post salaried class"? Self-employed workers in Quebec, 1990-2000: Lost illusions

Ten years ago, Quebec, one of the ten Provinces of Canada, was plunged into its most severe economic recession since the 1930s. In this panic situation, independent work (also called autonomous work) became common and at one point seemed to be the wave of the future. Though highly acclaimed for several years, today this type of work is less common than was once predicted. Journalist Jean-Sébastien Marsan reports.

QUEBEC, Canada – In the early 1990s it was predicted that the Province would have a million self-employed workers, or 25 per cent of the labour force, by the year 2000. And yet, the 1991 Canadian census counted only 290,000 self-employed in Quebec, outside of the agricultural sector, including private enterprises and employers; that is, 8 per cent of total non-agricultural employment. (The exclusion of farmers is important, because the new self-employed workers are concentrated in the services sector.)

By way of comparison, the labour force of the OECD countries counts approximately 11.2 per cent of self-employed workers in non-agricultural sectors. In 1997, this proportion remained stable at 11.9 per cent, but it concealed certain extremes: 27 per cent in Greece, 22.7 per cent in Italy, only 5.4 per cent in Norway and 7.2 per cent in the United States.

The Quebec of the 90s saw government initiatives multiply in the private sector and in civil society to increase the potential of self-employed workers. A common expression attempts to justify the rebirth of solo work: "We are at the edge of what one might call the age of the 'post-salaried class', an epoch in which the logic of traditional payment in wages will have given way to that of services provided," as stated in the introduction of Analysis of independent work, the

first exhaustive study on independent work in Quebec (see *World of Work*, No. 21, September/October 1997, pp. 13-14).

But observers of the scene saw warning signs. Sixty per cent of self-employed workers earned less than (CAN) \$20,000 in 1993, the Ministry of Labour revealed in a study made public in 1998 ("The evolution of atypical employment in Quebec", in *The Labour Market*, vol. 19, No. 5). The censuses of 1991 and 1996 showed that fewer independent workers were engaged in full-time work compared with salaried workers and employers. The only consolation was that they paid less taxes than wage earners.

With the Civil Code as their only legal protection, with no other strength in negotiations except for their scarcity in the labour market, these escapees from wage-earning give employers the opportunity to bypass labour laws and trade unionization. The Development of Human Resources of Canada (DRHC) ministry confirmed in 1998 "that employers' practices, especially the rationalization of their workforces and subcontracting, are the principal factors which explain the growth of autonomous work."

Certain company owners have required wage earners to become self-employed workers. For example, in 1994, Weston Bakeries, Quebec, urged their unionized route salesmen to exchange their status as employees for that of "independent entrepreneurs". Weston went as far as signing a model agreement with a finan-

cial institution in order to facilitate the purchase of a truck by its future "independent" subcontractors.

In one extreme case, "the owner of a bar tried (unsuccessfully) to define a waitress as an autonomous employee whose job was to deliver drinks, which had been



ILO/Jacques Maillard

Certain company owners have required wage earners to become self-employed workers.



ILO/Jacques Maillard

There are associations of self-employed workers affiliated with trade unions: dramatic arts professionals, freelance journalists, private duty nurses, truckers, taxi drivers, food distributors, as well as several alternative medicine professionals (acupuncturists, naturopaths, osteopaths, homeopaths).

subcontracted, in exchange for tips,” a 1997 DRHC report notes.

However, since 1997, the number of salaried employees has been on the rise again, thanks especially to the “new economy”. In December, 2000, the official unemployment rate in Quebec was very close to 8 per cent, a figure unseen since 1976, against 12 per cent in 1991. Self-employed workers are becoming rarer (forgotten, the prospect of a million in the year 2000), and those who extol its virtues are becoming more reserved.

After a decade of promoting independent work, the phenomenon is showing its true colours: a survival reaction in the face of a shortage of quality employment. In 1996, Quebec had only 5,000 more jobs than in 1990, while the working-age population grew by 200,000 during the same period.

What remains of this structuring is poverty, and above all the weak social protection of the autonomous worker. Not entitled to unemployment benefits and paid vacations, they can only subscribe to costly private insurance schemes. In case of bankruptcy, their only safety net is in government assistance of last resort, around CAN \$500 per month for

a person living alone (an amount which corresponds to one-third of the poverty level in a town of 500,000 or more inhabitants, as determined by Statistics Canada, a government agency).

In case of permanent disability not covered by social programmes such as automobile insurance, a self-employed worker will receive a maximum of CAN \$935 per month from the Quebec Compensation Authority – an amount well below the recognized poverty level.

The social protection picture for the independents is not all gloomy, however, because there are associations of self-employed workers affiliated with trade unions: dramatic arts professionals, freelance journalists, private duty nurses, truckers, taxi drivers, food distributors, as well as several alternative medicine professionals (acupuncturists, naturopaths, osteopaths, homeopaths).

The advantages of such trade union representation are many. The affiliated trade unions can mobilize significant human and financial resources for the legal recognition of a profession, to represent them with the government and in judicial proceedings, for setting up social services, and of course, in negotiations with

the principals. All of this while leaving the associations of self-employed workers the freedom to define more specific objectives.

Independent dramatic artists benefit from a privileged situation, thanks to Quebec laws on the professional status of artists, which specify minimal standards for hiring conditions by producers. The artists remain free to be represented by the recognized professional association of their choice and to negotiate their working conditions themselves, as long as these are not below the standards provided for by law.

But these independents, either “unionized” or with working conditions regulated by law, remain rare. Pawns of economic liberalism, many isolated self-employed workers constitute a reserve of cheap labour for employers. This then places their suppliers in a competitive situation and benefits, completely legally, from the advantages of moonlighting. And they said, “Become your own boss”!

– Jean-Sébastien Marsan

Jean-Sébastien Marsan (jsm@mink.net), is an independent journalist based in Montreal, Quebec.

Who's got mail? At work, e-mail and the Web become public

In a few short years, e-mail and the Internet have transformed business practice in many countries. Companies have found that they have powerful new tools available to them, both for communicating and for obtaining information. But what happens when being able to "surf while you work" becomes more interesting than the job at hand? Journalist Andrew Bibby examines the benefits - and drawbacks - of this workplace revolution

LONDON – In today's office, this sentence could have gone around the world faster than you could write it.

So-called "snail mail" – communications that used to move as fast as the planes, boats and trains could carry them – have been replaced by e-mail that can circle the globe in moments rather than days or weeks.

Faxes are becoming like postage – old, slow and virtually ignored.

And all employees are "on-line", that is, have a relatively high-speed Internet connection at their work stations.

Welcome to the electronic office. It's fast, it's efficient, and it's fraught with potential problems. Granted, it's made communications a breeze. Yet the implications are as vast as the area covered.

E-mail rules

The speed of change has left employers, workers' representatives and indeed individual workers struggling to know what sort of rules should govern the way these technologies are used at work. Is it acceptable, for example, for an employee to surf the internet at work for purposes which are not directly work-related? Is there a difference between visiting a Web site, say, on health and safety issues and simply catching up on the latest sports results?

And to what extent should employers be able to monitor their employees' use of e-mail and the Internet? Is it acceptable, for example, for an employer to trawl through the e-mails sent by an

individual worker to the trade union? Does it make a difference if employer monitoring is publicized rather than being covert?

In the early days of the Internet, a certain *laissez-faire* approach to questions like these may have sufficed. In fact, some employers actively encouraged workers to become familiar with the technology, taking the view that staff who surfed the Web for fun would end up better trained and more productive. Other companies adopted an informal approach simply because they hadn't worked out a coherent management stance.

This is increasingly less of an option. For example, it is becoming clear that, in some circumstances, companies can be called to account for e-mails sent by their employees. Perhaps the highest profile example of the use of company e-mails was the US anti-trust hearing against Microsoft, when the US Justice Department made use of private messages sent by Microsoft chairman Bill Gates, as part of its case against the company.

There have been other occasions when the texts of emails have become public knowledge – and companies have rued the fact that they were ever sent. One example was that of a US oil giant which lost a sexual harassment case and paid out \$2.2m in damages to four women workers when internal e-mails were shown to reveal an aggressively male work-culture. In the United Kingdom, a large insurance company was obliged to pay £450,000 (\$650,000) to a rival insurer after its staff were found to have sent libellous e-mail messages about the other company.

Another concern for companies is that e-mail addresses used at work usually include the company name, suggesting that email messages are in some sense official communications. This was a serious problem for one Swedish firm, when an employee used a work e-mail address to send messages of support to an extreme right-wing organization.

E-mails are also a conduit for importing computer viruses to internal corporate networks. The Melissa virus alone has been estimated to have cost North American businesses \$80m. The 'iloveyou' virus went around the world in hours, infecting many large and small companies' systems.

Monitoring mail and web

It is perhaps unsurprising, therefore, if employers are increasingly introducing policies on e-mail and internet use and are engaging in monitoring the use which employees make of these technologies. The best evidence of this trend comes from the US, where the American Management Association (AMA) has been surveying this issue each year for the past four years. The AMA reports that the percentage of major US companies who store and review employees' email messages increased from 27% in 1999 to 38% in 2000. As recently as 1997, only 15% of firms engaged in this practice.

It is a similar story with internet use. According to the AMA, an even larger number of US companies, about 54% in 2000, are now monitoring the Internet connections made by their employees.

Coupled with these developments has been an increase in disciplinary action taken against employees who are deemed to have breached the rules. For example, the New York Times sacked 23 of its staff in November 1999 for e-mailing jokes and pornographic pictures. The following summer, an international investment bank sacked fifteen of its London employees who were also alleged to have circulated offensive material by e-mail.

But moves like these can be controversial, particularly in the broader context of industrial relations in the workplace. The airline company Ansett sacked one of its employees for what it called an 'unacceptable use of technology'. The woman, a delegate of the Australian Services Union, had circulated to colleagues via email an update on the bargaining talks being carried on between the company and the union. The case was referred up to the Australian Federal Court, who found in April 2000 in the employee's favour. The airline, the court found, had contravened freedom of association provisions in the country's Workplace Relations Act.

A new workplace issue

Trade unions have been engaging in the issues raised by cases such as these for a number of years. One of the first initiatives was that taken by the international trade union federation FIET (now part of Union Network International, UNI), which launched a campaign for On-line rights for On-line workers early in 1998. UNI has taken over the running of the campaign, and co-hosted an international conference on the key themes in Brussels at the end of last year.

UNI's campaign identifies a number of separate, but interrelated, issues. Firstly it claims that there is an issue of freedom of association to be addressed. UNI argues that, in an increasingly electronic world of work, workers' organizations should have access as of right to electronic means of communication to reach members and potential members, to engage in the normal process of industrial relations. As UNI's

General Secretary Philip Jennings puts it, "Trade unions appreciate the advantages which new communication technologies can bring, and know that in the electronic workplace the old ways of communicating with employees may no longer be the most appropriate."

The provision of facilities to workers' representatives was an issue which the ILO addressed in 1971 in both Convention No. 135 and the accompanying Recommendation. The Recommendation talks of trade unions having the right, for example, to post notices and to distribute news-sheets and publications to workers. UNI argues that these rights should extend

Trade Unions.

But UNI has also raised a more fundamental issue, the extent to which electronic surveillance and monitoring ('snooping', according to its critics) represents an unacceptable invasion of an individual's right to privacy. Legal expert Professor Gillian Morris told a recent conference that whilst employers' legitimate interests might mean some encroachment, in her opinion there should remain an 'inviolable zone of privacy' for employees which employers should not intrude within.

Finding a solution

A number of countries are currently attempting to reconcile these issues, in the context of privacy laws. In the Netherlands, the Chamber of Registration (the Dutch body charged with privacy legislation) published advice in January which would allow employers the right to check employee e-mails and internet usage, provided that clear ground-rules have first been drawn

up and made public. The German Ministry of Labour has announced its intention to proceed with an 'employee data protection act'. In the UK, a draft Code of Practice being drawn up by the country's Information Commissioner has been criticized by employers for being too tightly drawn.

Issues of access to electronic facilities and of electronic monitoring are also being tackled within the context of normal industrial relations. A number of unions, including GPA in Austria, FNV in the Netherlands and MSF in the UK, have produced model agreements covering e-mail and Internet use. The FNV model, for example, proposes that employees should have the right to use e-mail and the internet for non-commercial purposes "provided that this does not interfere with their day-to-day work commitments" (the right to deliberately visit pornographic or racist websites is specifically excluded, however). In France the multimedia union Betor-Pub CFDT has negotiated a formal agreement with the Société OLSY, which

(continued on page 13 col. 3)



to electronic forms of communication, particularly as new working methods such as teleworking take an increasing number of people away from the centralized workplaces of the past. One of UNI's On-line rights campaign demands is for trade unions, works councils and individual workers to have access to corporate e-mail systems for industrial relations purposes. A second demand is for employees to have the right of free access to trade union Web sites, and other internet sites relevant to their rights at work.

These issues have been picked up by a number of trade union organizations in individual countries. In South Africa, for example, the trade union federation Cosatu adopted a declaration in August 1999 which committed the organization "to specifically launch a campaign to ensure dedicated access for each shop steward to a computer, internet and e-mail facilities at each workplace". A similar demand is now included in the Charter of Workplace Union Delegates Rights, adopted by the Australian Council of

New ILO study: Labour markets less volatile than generally assumed

Is a fair degree of stability in the labour markets the prescription for sustained development? The situation in the industrialized countries today might suggest that. Those countries labour markets are changing, from a high degree of flexibility, or movement, to stability and longer-term employment - a sharp contrast with less developed labour markets. In this analysis, Peter Auer and Sandrine Cazes of the ILO's Employment Strategy Department discuss whether development and longer term employment relationship go hand in hand

According to many observers, job stability has reportedly gone, never to return. Workers are told to prepare for a flexible labour market and frequent job changing. The labour market of the future is portrayed as offering mainly short-term and unstable jobs, of both high and low quality in terms of wages, skills and working conditions. A recent ILO study* is in stark contrast to this image

as it holds that job stability is surprisingly resistant to change: Over the last decade, average employment tenure has either increased or remained stable in major industrialized countries.

In 1998, on average, over 60 per cent of all employed persons in Europe remained in their jobs for more than 5 years. About 40 per cent held their jobs for more than 10 years.

These percentages are about the same

as those for the early 1990s, with one notable difference. The proportion of those with longer tenure (+10 and +20) has increased. It is true, however, that this proportion is much lower in the United States (with about 25 per cent of employed persons holding jobs for more than 10 years). Also average tenure is much lower in the United States than in Europe, it also proved to be relatively stable over time. (See table 1)

Table 1: Average tenure (years) and share of those with more than 10 years of tenure (1998)

Country	1992	1995	1998	1999	More than 10 years	
					1995	1998
Belgium	11.0	11.3	11.6	11.7	43,6	46,5
Denmark	8.8	8.5	8.5	n.a.	29,1	33,5
Finland	n.a.	10.7	10.6	10.0	39,6	42,5
France	10.4	10.7	11.3	11.3	42,0	45,0
Germany	10.7	10.0	10.4	n.a.	35,4	38,3
Greece	13.5	13.4	13.2	13.0	39,9	51,2
Ireland	11.1	10.8	10.1	9.6	33,1	37,7
Italy	11.9	12.1	12.1	12.2	45,6	49,2
Japan	10.9	11.3	11.6	n.a.	42,9	43,2
Luxembourg	10.1	10.6	11.2	11.3	37,8	44,2
Netherlands	8.9	9.1	9.4	9.5	31,7	36,5
Portugal	11.1	12.3	11.6	11.5	41,6	43,0
Spain	9.9	9.9	10.0	10.1	34,2	39,8
Sweden	n.a.	10.6	11.9	11.9	39,7	47,8
UK	8.1	8.2	8.2	8.3	26,7	32,3
USA	6.7	6.7*	6.6	n.a.	25,8	25,8
Average	10.2	10.4	10.5	10.6	36,8	41,0

* Data refer to 1996. n.a. = non available Source: Auer/Cazes, ILO

Gender gap in job stability

There has been little change for men and an increase for women, resulting in a general stability or slight increase of average tenure in almost all countries under review, except for Finland, Greece and Ireland. In Germany average tenure decreased, probably because of mass layoffs following reunification, but it has since increased.

Indeed, the patterns tend to differ between men and women. In almost all European countries, average tenure for women employees is shorter than for men (except Portugal, and also the Scandinavian countries, where it is about the same) but generally, female employment tenure has been increasing. This reflects the changing career patterns of women, notably women's increased participation rates and their increased access to more qualified jobs, which generates longer careers and a trend towards stabilization of jobs, even



ILO/P. Deloche

Female employment tenure has been increasing. This reflects the changing career patterns of women, notably women's increased participation rates and their increased access to more qualified jobs.

if they are sometimes part time.

The empirical analysis of the secular evolution of employment tenure has very often focused on male tenure, as it is likely to be less influenced by such changes. However, average tenure for men has remained broadly stable in most European countries, in some countries (e.g. France) it has even increased.

In Ireland, the fall in average job tenure for both sexes, but especially for men, is considerable: tenure has been decreasing since 1993. As this fall is in parallel with strong job creation, the fall is most probably due to the fact that if many newcomers with per definition low tenure join the labour market, average tenure is supposed to fall.

Young people markedly disadvantaged

Average tenure in any given economy is highly dependent on the demographic structure of the working population: young people have markedly lower tenure. Controlling for the age composition has revealed some changes in tenure for young workers, meaning that those who already had the most flexible employment relationships seem to have seen a further decrease in employment tenure.

The decrease in youth employment tenure points not so much to generally destabilized labour markets, but rather to segmented labour markets in which long-term and short-term jobs are concentrated among different groups. In order to assess the labour market vulnerability of young workers, one has to further analyse whether the transition phase to regular employment is only prolonged or whether young workers are trapped in temporary jobs with little chance of access to regular jobs.

Labour market stability and labour market institutions

The above indicates that labour markets of most industrialized countries are showing an unexpectedly large core of stable jobs, with different forms of flexible employment organized around this core.

In these countries, labour market stability seems to be supported by labour market institutions. Thus, workers' and employers' organizations and their ongoing dialogue, employment security regulation, social protection and the fundamental rights of workers all play a role in stabilizing the employment relationship. There is therefore also a positive relationship between decent work – which includes all of the above – and employment stability.

Job stability is not equivalent to job security

There was a much-publicized increase in the perception of job insecurity up to the mid-1990s because of recurrent mass lay-offs, which were widely reported in the media and which also affected those hitherto protected – the more qualified white-collar workers.

Other factors contributed to the heightened perception of job insecurity: the increasing flexibility for young workers and the rise in temporary jobs – which often are now the main entry-point into more stable employment. However, some of these more stable jobs (i.e. those with a tenure of at least 5 years) might also translate to undesired and effectively rather unstable jobs (e.g. long-term involuntary part-time jobs and recurrent temporary

Table 2: employment tenure by age and gender (16 country average in years) 1998

Age	Average tenure
15-24	1.9
25-44	7.9
45 or older	17.8
all	10.5
women	9.4
men	11.2

jobs). Nevertheless, claims that the longer-term employment relationship belongs to the past are contradicted by the apparent stability of labour markets in the industrialized world.

Stability is not equivalent to rigidity either. Stable employment relations in today's globally competitive business environment call for frequent changes in work organization, in working time schedules, in job assignments: thus there is some trade-off between internal and external flexibility. And even relatively stable labour markets show a degree of numerical flexibility because of attrition, lay-offs, retirements, temporary contracts,

Efficient firms – and an efficient public sector – operate in fact with all kinds of flexibility: external, numerical flexibility and internal, functional flexibility through changes in work organization. But in most among the efficient firms flexibility is marginal and core stability remains the dominant pattern.

Social protection and stable employment

These findings have at least two consequences for employment and social policy in industrialized countries and should also inform policy makers in the transition and developing countries. All attempts to radically change social protection in ways that suggest that the link between employment and social protection has to be loosened because the long-term employment relationship is vanishing, are premature.

Longer-term employment remains the basis for most people's income in the industrialized countries. It remains an important tax base for social protection and the basis for eligibility for most social

protection schemes, notably unemployment insurance. Also many of the other basic social protection rights, such as sickness insurance and retirement benefits, are usually based on stable employment.

Developed countries

This does not imply that the present systems in the industrialized countries should not be reformed. There should be improvements, for example:

- ensure the transition of those in unstable jobs into stable jobs
- protect those in unstable jobs better
- give access to active labour market policies for first-time entrants into the labour market.

- Shift part of taxes on labour to general taxes (still paid on labour – and capital-income but not directly impacting on non-wage labour costs)

- create several pillars in the retirement system and increase portability

But, if employment is to be at the centre of decent work – to the same extent as it is at the core of the EU's and the OECD's Employment Strategies – promotion of employment should stand in the forefront. This might also mean that rights to social protection that are *unconditional on – former or present – work* should be used cautiously and in any case not be generalized.

Instead, all policy alternatives that favour employment creation (with such employment giving access to social rights) should be used. Such welfare-to-work policies must be based on decent employment policies and should not lead to restrictive policies of workfare, that push people off welfare into undesired jobs.

Transition and developing countries

The second implication refers specifically to transition countries and developing countries. Leaving aside the special case of the United States – but to a smaller degree even there – labour markets in most highly developed countries are characterized by a large share of stable jobs and a smaller share of flexible jobs. That said, why then should the low road of maximal labour market flexibility be the only road out of underdevelopment,

unemployment and poverty?

The high road to development is far more likely to be a specific combination of stable jobs and flexible jobs. This calls up the next question, What are the appropriate institutions and regulations for stabilizing employment? All developed countries have – to different degrees – such stabilizing labour market institutions: employment protection rules such dismissal protection prescribing lay-off procedures (e.g. seniority rules), unemployment protection systems and labour exchanges, education and training, the social dialogue, etc.

Combining flexibility and stability

Various combinations of flexibility and stability are possible. No thorough analysis has yet been made to arrive at the most suitable combination, one reason being that countries (but also sectors and firms) differ. There is no one-size-fits-all solution.

However, good practice examples of how to provide flexibility and stability exist. Their combination depends largely on the interrelationship between employment and social protection: if there is easy access to income protection and employability measures such as training, then there is less need for employment protection at the enterprise level. In its absence, security is better provided by firms, which then need more employment stability *and* internal flexibility to cope with changes.

However, the principle which should guide both further research and policy advising is clear: there is much more employment stability than generally assumed in the industrialized countries and there are good reasons from both the supply and the demand side of the labour market that this is so. Workers' commitment to employers and employers' commitment to workers underpin high levels of development and are apparently still needed in a time of continuous change.

* Auer, Peter and Cazes, Sandrine (2000): *The resilience of the long-term employment relationship: Evidence from the industrialized countries*. In: *International Labour Review*, Vol. 139, No 4.

Auer, Peter, Cazes, Sandrine and Vicenzo Spiezia (forthcoming): *Has job stability decreased in industrialized countries? Employment paper, ILO*

Who's got mail?

(Continued from page 10)

gives the trade unions the right to use internal electronic means of communication to keep in touch with members.

A recent report from the French Commission nationale informatique et libertés (CNIL) suggests that a common-sense approach can help establish fair and effective email and internet usage policies in companies¹. CNIL proposes a relatively relaxed approach to employee use of e-mail and the web, for instance, with private use permitted within reasonable limits, provided that it does not prevent the normal work use of these channels of communication. Banning all private e-mails would be an unrealistic step, it suggests.

CNIL says that companies should develop clear and detailed policies on security and monitoring, which should be made public to employees. Analysis of internet usage specifically by individual workers should not normally take place, except in 'exceptional circumstances'. CNIL adds that employers might legitimately forbid visits to certain types of website, such as pornographic or Holocaust-denial sites.

Despite these developments, the next few years could see even greater difficulties in establishing good practice in this area of employment relations and employment law. Technology is changing: employees will increasingly be able to send e-mail and to search internet sites whilst away from their desks by using their mobile phones whilst at the same time their phones will potentially allow their employers at all times to monitor their exact geographical location. At the same time, new ways of working are developing, which are seeing the formerly rigid boundaries between work and personal life become more and more blurred. Fair and sensible procedures for employee use of electronic forms of communications seem likely to become even more essential in the years ahead.

– Andrew Bibby is a journalist specializing in on-line issues.

¹ The report can be found at www.cnil.fr/the-matic/docs/entrep/cybersurveillance.pdf



Focus:

Convention No. 169: 10 years after

Indigenous and Tribal Peoples and the ILO

This year marks the 10th anniversary of one of the most significant attempts ever made to come to grips with the problems and prospects of the world's estimated 300 million indigenous and tribal peoples. In 1991, the ILO's Indigenous and Tribal Peoples Convention, 1989 (No.169) came into force. This series of articles looks at selected groups of indigenous and tribal peoples on four continents, and considers how they have fared in the past decade

They are the peoples whose residence on the land dates back to time immemorial, or they are those whose cultures and lifestyles take them outside the mainstream of national development. From the Arctic Circle to Latin America, Africa and Asia, an estimated 300 million indigenous and tribal peoples today live in over 70 countries worldwide.

They are often among the most vulnerable and marginalized people in those countries. Economic and social exclusion have shunted them to the lowest rung of the health, work and societal ladder or exposed them to inordinate suffering in times of natural disaster and war. For them, development, when it is undertaken without consideration of their specific cultures, languages and traditions, is inappropriate to their needs and priorities, and in some cases constitutes a threat, displacing them from their traditional lands and cutting vital economic, spiritual and cultural links.

Within the United Nations system, the past two decades have seen an increasing interest in issues pertaining to indigenous and tribal peoples, as well as an increasing presence of their representatives at international fora

such as the United Nations Working Group on Indigenous Populations, a subsidiary

body of the Sub-Commission on the Promotion and Protection of Human Rights, and the Working Group on the Declaration on the Rights of Indigenous Peoples.

Within the past 12 months, one of the most significant developments has been the decision in July 2000 to establish a Permanent Forum on Indigenous Peoples in the United Nations system. This Forum, destined to be established as a body of the United Nations Economic and Social Council (ECOSOC), will constitute the highest level forum specifically aimed at addressing indigenous issues that has yet existed within the United Nations system.

In addition, in April this year, a decision was made by the UN Commission on Human Rights to appoint a Special Rapporteur on the situation of human rights and fundamental freedoms of indigenous peoples.

Issues pertaining to indigenous and tribal peoples have also been of particular concern within the context of the preparatory activities for the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance that is due to take



ILO Convention No. 169 moves towards an acknowledgement of indigenous and tribal peoples' cultures and ways of seeing the world, and an assertion of the importance of their full participation in the decision-making processes.

ILO



ILO/INDISCO

From the Arctic Circle to Latin America, Africa and Asia, an estimated 300 million indigenous and tribal peoples today live in over 70 countries worldwide.

place in August this year. Within this context, it has been recognized that indigenous peoples constitute some of the most vulnerable groups.

ILO activities

The ILO has been dealing with questions relating to indigenous and tribal peoples since the 1920s, adopting the only two international legal instruments that specifically address them. The Indigenous and Tribal Populations Convention, 1957 (No. 107) remains in force for 19 countries. More than 10 years have now passed since its successor, the Indigenous and Tribal Peoples Convention, 1989 (No. 169) was adopted.

Convention No. 169 came into force on 6 September 1991, and to date, has been ratified by 14 states. Convention No. 169 is a comprehensive instrument covering a range of issues pertaining to indigenous and tribal peoples, including land rights, access to natural resources, health, education, vocational training, conditions of employment and contacts across borders.

Of particular significance to the ILO's Decent Work agenda is Article 20 of the Convention, which contains provisions

that link to other core ILO instruments such as the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and ILO standards on forced labour and freedom of association, among others. This places the Convention directly within the ILO's mandate, emphasizing the fact that many ILO standards apply directly to indigenous and tribal peoples, despite the fact they may not be specifically mentioned.

Perhaps one of the most important and fundamental aspects of Convention No. 169, however, is its acknowledgement of the need to adopt special measures in order to address the cultural specificity of indigenous and tribal peoples and take account of their traditional practices and institutions, with particular reference to education, administration of justice, consultation with these peoples, and general development processes.

The transition from Convention No. 107 to Convention No. 169 marked a change in the orientation of the ILO's position as regards the protection and promotion of the rights of indigenous and tribal peoples. Convention No. 169 marks a move away from the integrationist and paternalistic approach of its predecessor, towards an acknowledgement of

indigenous and tribal peoples' cultures and ways of seeing the world, and an assertion of the importance of their full participation in the decision-making processes and other factors that affect them so that they shall have the right to decide their own priorities. This necessarily involves meaningful consultations with the peoples concerned.

The general orientation of Convention No. 169 is also reflected in the general move towards participatory development, as development discourse and practice are gradually acknowledging the potential advantages of genuine participation and the benefits and insight that the knowledge and perspectives of indigenous and tribal peoples can bring to development, policy-making and other processes.

It is in this respect that the following articles are important. Although very different in content, they all seek, in some way, to articulate various aspects of indigenous and tribal peoples' perspectives, cultures, and histories, as well as documenting the ways in which they have challenged prevailing discourses through their own representations, and begun to play a more active role in the determining of their own futures. □



Convention No. 169: 10 years after

The "Train from La Ciotat" arrives at the indigenous communities

Today, many cultures have arrived at the 21st Century with languages that have not developed a tradition of using the written form. For these cultures, which have developed fundamentally verbal forms of communication, the media of radio has served to enhance and bring closer together networks of communication. In this article, journalist Luis Bredow examines how modern technology is helping ancient cultures communicate

COCHABAMBA, Bolivia—In the past, radio has contributed considerably to the survival and growth of ancient indigenous languages, such as the *quechua* or *aymara*. *Quechua*, for example is currently spoken by a growing number of people in Bolivia, Peru and Ecuador and *aymara* is, also, widely spoken. These languages are flourishing while others languages are being forgotten.

This explains why access to mass media communications has always been one of the most important demands of ITPs. Organized indigenous communities have understood that the survival of their culture depends upon news, commentaries and music being broadcast in their ethnic language, and consider the radio as a lifeline.

It was, therefore, hardly surprising that the advent of the home video gave rise to great enthusiasm amongst some indigenous communities. This video was seen as a new form of media capable of recording day-to-day life that had been largely forgotten and, by so doing, restoring its dignity. The video, similarly to the radio, is able to broadcast political, social and economic news and opinions to the indigenous communities. Stories that had traditionally been handed down by word of mouth, committed to memory or even new stories can now be produced on video.

Some twenty years earlier, some individuals had envisaged that with the arrival of TV stations, indigenous peoples would be able to play a greater role in contributing to the intercultural dialogue of their country. It was also hoped that the numbers of TV stations would

be representative of the size of local indigenous populations. A number of these hopes have been realized. In South America, a radio station that broadcasts in the *quechua* language to Bolivia, Peru and Ecuador thanks to a satellite. In Northern Canada, a powerful indigenous TV station broadcasts in ethnic languages thanks to the most up-to-date state-of-the-art technology.

However, some of these expectations have not been met. National TV stations have been unable to respond to the call for programmes in ethnic languages and the number of programmes broadcast in these languages have fallen well below the expectations of the indigenous communities. While privately-owned TV stations cannot be reproached for not seeking to reach a public that has no interest in adverts, it is disappointing to observe the lack of interest from public broadcasting companies, whose role is not only informative but also social.

Indigenous video producers, nevertheless, did not lose heart but set up their own video production and distribution systems. Training institutions have also given momentum to video production by including video production in their educational programmes. A large number of video producers have obtained their qualifications from these institutions.

A number have joined forces and are trying to attract international cooperation to help them in their quest to strengthen indigenous cultures via the media of video. Two such important organizations are the *Centro de Formación y Realización Cinematográfica* (CEFREC) and the *Coordinadora Audiovisual Indígena de Bolivia* (CAIB), both of which are managed by the Bolivian video producer Iván Sanjinés.

Thanks to CEFREC's cultural animation programmes, during the past 4 years, over 60 videos have been produced by indigenous peoples from various ethnic groups in Bolivia. Similar results have been achieved by indigenous organizations in Mexico, Guatemala, EEUU, Canada, Ecuador, Peru, Venezuela, Colombia and Brazil.

Their objective is to bridge the geographic divide via the media of video and unite the indigenous peoples of different countries who face the same problems and have the same aspirations.

Enthusiasm for the video has given rise to a growing international movement, which gathers at important venues. One such venue is the New York Indigenous Film and Video Festival, which is organized by the Smithsonian Institute and has been held annually for the past 11 years. Another such venue is the Montreal Festival, which is organised by Land in Sight and is also celebrating its eleventh anniversary. The American Indigenous Peoples Film and Video Festival is yet another important venue, which was set up some six years ago for indigenous video-producers. Videos showing fiction and documentaries, video clips and news items are shown at these festivals.

Uniting indigenous peoples of different ethnic groups has been perhaps one of the most fundamental achievements of the global indigenous video movement. In Bolivia, for example, CEFREC has brought together dozens of people from a wide range of ethnic communities, who perhaps would otherwise not have had the opportunity to meet and share their experiences and their aspirations. While the world may have become a global village, it is still much easier



ILO/J. Maillard

for a Mongolian to meet a native of Tahiti in New York than for an indigenous Sirionó to meet an Aymara even though they both live in Bolivia.

The joint production and exchange of videos sponsored by CEFREC are the focal point of encounters between indigenous peoples. In the various gatherings that take place throughout the year, video producers are invited to be the guests of the various ethnic communities to which they belong. During these gatherings, which take place within the communities, the video producers show their videos, exchange copies of videos and discuss projects for new videos.

Behind the scenes, local food is discussed, production methods are compared, local politics analysed and old friends re-unite. Naturally, video producers immediately want to capture these moments on video. As regards documentaries, individuals from other cultures prepare appropriate topics and are able to highlight aspects that may have been forgotten by members of the community. However, frequently, they seek to convey fictional images on video and enthusiasm can lead to video-producers being cast in the role of a celebrity. Very interesting results can be obtained when the actor belongs to a different ethnic group to that of the celebrity. I am a *guaraní* but am playing an *aymara*. one of the video-producers said, extremely proud to have been caste in this role and to have successfully portrayed a person from another culture.

CEFREC not only has production teams

at its disposal but also video exhibition teams and has set up a National Communication and Interchange Network to show videos to the indigenous communities. Many of these videos are documentaries or educational programmes, which educate the communities about problems such as health, farming and forestry management. The growing trend amongst video-producers, however, is to produce fiction.

The showing of videos to communities that are geographically widespread is extremely problematic. CEFREC has distributed battery-driven projectors for communities that have no electricity. These events are a sensation in the communities and attract dozens of inhabitants who look on these events as festive occasions. The effects are particularly surprising when videos are shown to those who have never seen a moving image before. At such times, indigenous video-producers face the same phenomena as that of the Lumière brothers, when they presented their film "The train arriving at La Ciotat station".

One of the most debated topics in the workshops is how to put words to images. While some video producers say that one of the major problems is that indigenous audiences are unable to differentiate between fact and fiction, others say that this isn't a problem, the real problem lies in how to portray lengthy and subtle stories in a few minutes of video.

Indigenous producers, for example, are faced with the problem of finding a language

that will capt the essence of a story that has been handed down by

word-of-mouth, which is not an easy task. Video producers are also faced with the problem of putting time into perspective. Stories handed down by word-of-mouth only refer to an event as having occurred in a place and at an unspecified time, whereas image, by its very nature, must put time into a specific context.

These challenges have arisen because indigenous video-producers have chosen to produce videos from the myriad of indigenous stories that exist, differentiating their videos from the many anthropological videos that are produced elsewhere in the world. While anthropological videos talk about ethnic groups, the videos produced by CEFREC are videos made by indigenous producers specifically for their own communities.

The birth of a new style of language in film or video is one of the major contributions that indigenous video-producers have made to today's global culture, which once again, emphasizes the important efforts that have been undertaken to sustain this planet's cultural diversity. CEFREC and CAIB's efforts are financed by the Bilbao municipal council – *the Ayuntamiento de Bilbao* (Spain), the Spanish Agency for International Cooperation – *la Agencia Española de Cooperación Internacional (AECI)* and the Basque non-Governmental Organization, *Mugarik Gabe*.

— Luis Bredow is a freelance journalist based in Cochabamba, Bolivia who has worked with indigenous peoples throughout the past decade

A Song of Hope of the K

From one generation to the next, the indigenous Kankanaey and Bago folk of Bakun have transmitted oral history, knowledge, wisdom and information.

Bakun (current pop: 13,500), an upland town some 330 kilometers north of Manila, is part of the Cordilleras in northern Philippines, the mountain home region of indigenous peoples collectively called Igorots, to which the Kankanaey and Bago belong.

Common among the Igorots had been their oral tradition. Aside from story-telling, history and other knowledge and information were transmitted through what the Kankana-ey and the Bago call day-eng. The day-eng is an extemporaneous poetry chanted by elders usually during traditional feasts and religious rites.

The day-eng is unique because it is a collective and participatory poetry among a circle of elders seated around a bonfire sipping cups of tapuy or rice wine. One elder, for example, starts chanting the first stanza, and another elder would take off from where the first elder ended. Another elder would continue to contribute his or her piece until another elder would say his or her part and so on until all the gathered elders, who are as few as three or as many as 10 to 20, would have expressed himself or herself.

Topics for the day-eng include the community's saga, successes, lessons from failures, hardships, moral values and lessons, folk wisdom and philosophy, among many others.

Kankana-ey-Bago Song for their Domain

*Translated by Maurice Malanes**

Ila-ila-ilalay¹ indigenous peoples of this domain
Kabunyan² brought forth in Mount Kalawitan³
Then they multiplied, on yam and sweet potato they
survived
Nurtured by the forests, rivers, and the land's embrace.

In ancient Awa⁴ they spread out
Following the ranges in their exodus
Years passed as they journeyed southwest
And Bakun, that was to be their homeland, they found.

*Nabangon di kooperatiba say waday mangipika
Amin ay naidiblo sin ulnos ya manbunga
Din tulong di ILO-INDISCO tawid ay mai-igto
Saguday mi masgay downan gumabagabay.*

Kankanaey⁵ was the tongue their mothers taught
They multiplied, and with the Ilocanos⁶ they intermarried
Blood and culture mixed and the Bago⁷ was born
So here we are, Kankanaey and Bago both,
the proud indigenous peoples of this domain.

On this domain they held on to and settled
So rich was this promised land they abandoned not

Plentiful living and other blessings the land offered
the fowls of the air, the fish of the rivers,
the fruits of the land were always there for the
people to reap when in need.

*Kambaw wada di layad sinan lubong ay nabelyad
Ipugaw ya din ili sin layad badangan da
Tan sin bo-an di Abril sinlibo siyam as gasot
siyamapulo ya onom
Inmali day tutulo nalpu das ILO-INDISCO.*

Millenniums passed and time flew with the wind
The Kankanaey and Bago way of life lived
In their home lots, rice fields, swiddens, woodlots and gold
tunnels
And the forests and rivers they nurtured with love and care.

This community of life made sacred by the prayers and sweat
Of ancestors whose knowledge and wisdom they passed on
Peace and harmony they lived and practised
Bound by a culture so true and pure in its innocence.

Then the foreigners⁸ came, saw and ruled the islands
Roads they built, not for the people, but for timber
Bakun's forests they felled, leaving the mountains nude
And they set their eyes on the gold beneath.

Once fertile and so rich, emaciated the mountains became
With the rains, rich top soil would go down the drain

Explanatory Endnotes

1 Ila-ila-ilalay is just like tra-la-la-la used in any English songs.

2 Kabunyan means God, the Supreme Being

3 After a great deluge, Mount Kalawitan was believed to be the first home of the first parents of northern Philippines' mountain people now collectively called Igorots. This legendary mountain can be found in the border of the neighbouring provinces of Ifugao and Mountain Province, northeast of Bakun town in Benguet Province.

4 This was an old village some mountains away from Mt. Kalawitan.

5 Kankanaey refers to the indigenous group's collective identity and to the language members of the ethnic group speaks.

6 These are the lowland folk on the western coastal area of Luzon island.

Kankanaey and Bago of Bakun

Elders would often advise younger people to listen to and learn from the day-eng, if they are to learn the wisdom and knowledge of elders. True to the Kankana-ey and Bago tradition, the BITO* project staff carefully listened to the papangoan or council of leaders, who decided to report in day-eng form the domain's history, the BITO's reason for being, and the ILO-INDISCO's support.

The BITO staff put to heart the papangoan's day-eng and compiled a 15-stanza poetic piece. This piece is thus a poetic collective labour of love of the BITO's papangoan or council of leaders.

We attempted to translate into English this piece. We would like to point that we were not able to capture the metre and rhyme of the original piece. Similarly, some of the stanzas were translated in a contextualized way to enable the international reader to better appreciate and relate to the piece. The translation also includes explanatory endnotes to help the reader. (Maurice Malanes)

** BITO is the acronym of the Bakun Indigenous Tribes Organization, the overall organization of the Kankanaey-Bago people in Bakun, Benguet. The Kankanaey-Bago people constitute the ILO-INDISCO's partner community. BITO staff is composed of members of the Kankanaey-Bago tribe who were selected by the leaders of the BITO papangan.*

Turning the rivers black with silt, but in the summer
the rivers run dry
Poor kingking⁹, once vibrant, would sing the blues.

Came the 90s and on the gold beneath prospectors' eyes were laid
Villagers they sweet-talked with sugar-coated but forked tongues
But outsiders bearing gifts the villagers were wary of
The papangoan¹⁰ prevailed, and the gold hunters away they drove.

*Badang enda inbaga mo man-ili ya layden da
Papangoan nasinup tulagan enda nan pirma
Pangsetan sin saguday dalon ta say maisaysay
Nailiked din damag 'baseline survey' yan naamag.*

Thanks to a new law called the IPRA¹¹
Our community's hope sprang back to life
Our ancestral domain, our Eden, our breath, our culture seat
Almost a Paradise Lost; now a Paradise Regained.

From the international community, a helping hand reached out
And embrace we did for the help that came at the right time
In April 1996 came three persons from ILO-INDISCO.

Help they offered if we in the community agree
leaders council gathered, discoursed, signed an MOA¹²
The ultimate goal was set – ancestral domain management
And so it was spread around: a baseline survey would be done.

Baseline data gathered, villagers validated
An ancestral management plan the papangoan ironed out
In the Plan every sector, every village leader took part
And the local government adopted the Plan of the papangoan.

Elders, women and men both, and the out-of-school youth
Not too late for their learning were the three R's, book-keeping
and accounting

*Nabangon di gobierno innetdon di Pulao
Nan-amag das kalsada pangidanan das tabla
Ka-iw enda pinokipok duntog duwan umasok
Ginapoan dayman-usok pangaan das balitok.*

And so it was with operating and maintaining machines and
warehouses
On these skills and knowledge the Revolving Loan Fund they
would use.

Now in bloom is a cooperative to help give flesh
To all the dreams and aspirations etched in the Plan
And the help from ILO-INDISCO, even if weaned from us
sooner or later, will remain
To help sustain our domain as we dare to dream and continue
to grow.

** Maurice Malanes is a Filipino journalist and is himself an indigenous Kankanaey from Bakun's neighbouring town of Kibungan, also in Benguet Province.*

7 The offspring of intermarriages between the mountain folk and the lowland Ilocano folk became the Bago.
8 By 'foreigners' the Papangan refers to the Americans who came to the Philippines in 1898. Under the Treaty of Paris, the Spanish colonizers sold the Philippines to the Americans for US\$20 million. The Americans ruled the country until the end of World War II.
9 This is a small local bird species which lives only in clean rivers. Once a river is polluted the kingking disappears.
10 This is the community's council of leaders and elders.
11 The Indigenous Peoples Rights Act (IPRA) is a law enacted in 1997 finally recognizing the rights of the indigenous peoples to their ancestral domains.
12 Memorandum of Agreement

Convention No. 169: 10 years after A pastoralist paradigm

According to Maasai legend, in times past, an elder instructed his two sons to choose two things they wished to inherit. The elder son chose a few sheep and agricultural foods : he became the father of the ilmeeki – the farmers. The second son chose only the father’s fly-whisk and he went on to become the father of the Maasai – the people of the cattle.

Pastoral peoples, which include the Maasai, represent the largest remaining group of peoples still practising indigenous livelihoods in the world. They live scattered in the vast swath of land bordering the Sahara desert from the Atlantic Ocean in West Africa, all the way across to the horn of Africa through Eritrea and Somalia down to the highlands of Kenya. Pastoralism is essentially a livestock economy on range lands. The importance of livestock however, lies not only in the provision of food, but also in its social and ritual functions. Elabo-

rate rituals, customs and beliefs have supported communal control over access to resources. Common property regimes have enabled the maximum use of range lands. This way, the conservation of pastures and sustenance of relatively large human populations have become possible in these dry marginal areas.

Loss of land and its consequences

Increasingly, however, pastoral people find their way of life is coming under threat by loss of land. In Kenya alone, more than two-thirds of traditional land has been lost since colonialism.

“It is a question of modern land tenure favouring individual titling and ownership over communal ownership: this has facilitated alienation of Maasai land,” says Johnson Ole Kaunga, a Maasai who recently joined the ILO as a Regional Project Coordinator. “In addition, industrialization and urbanization are

marginalizing many communities even further.”

With more and more livestock having to survive in smaller and smaller land areas, the Maasai have sought alternative income sources. Selling hides, skins and milk to the urban populations and artefacts and traditional crafts to tourists are common coping mechanisms.

“Another problem,” according to Johnson Ole Kaunga, “is that the law does not recognize the spiritual and cultural significance of the land, giving priority to economic value. For instance, the *Endoyo o Muruak* (the Hill of Elders) in Tanzania is a very important ritual site and unifier for the entire Maasai communities in both Kenya and Tanzania. However, this important shrine has already been cultivated by other people and charcoal burning is practised using trees that are needed for various ceremonies.”

Pastoralism, an environmental hazard?

For decades, pastoralism was held responsible for the decline and deg-



ILO/Jacques Maillard

radation of range-lands. An international conference on desertification held by UNESCO and UNEP in 1967 considered pastoralism to be irrational and wasteful. Grazing restrictions, the creation of bounded ranches and concentrations of populations around mechanized water-holes were the follow-up. Ironically, these measures actually encouraged over-grazing. Many donor-funded projects have since attempted to offer alternatives to pastoralism. Yet, twenty years of irrigation and fisheries projects have left people hungrier than before. The most valuable lesson for the future seems to be that the only economically viable land management approach in arid areas is traditional pastoralism.

The irony of the matter remains the unrecognized dependence of many African economies on the fruits of pastoralist labour. Kenya's economy for instance, benefits significantly from the agricultural sector with livestock alone constituting 12% of GDP. Pastoralist communities now provide the bulk of all red meat consumed in Kenya. Annually, two-hundred thousand head of cattle cross the Kenyan borders from Somalia and Ethiopia and still the market is clamouring for more.

A key role is also being played by pastoralism in helping wildlife survive and in the promotion of tourism. In some areas, a system of revenue sharing has been pioneered, creating community-controlled wildlife reserve areas. With over 800,000 visitors coming to Kenya annually, this can be a promising development.

"The challenge," says Ole Kaunga, "is for the Maasai and other traditional communities to strike a balance between their traditional lifestyles and 'modern' development."

Linking employment to culture and social organization

These, and other case studies of indigenous and tribal peoples from around the world show remarkably similar experiences. Loss of control over the natural resource base leads to loss of traditional governance systems and customary laws for managing these resource bases.

It then triggers a chain of other activities affecting their lives: loss of participation in decision-making, loss of cultural heritage, and loss of traditional knowledge of the environment. Through an acknowledgment of the insight and benefits that indigenous knowledge and methodologies can bring to the effective and sustainable management of land and natural resource bases, one can begin to address some of these issues.

The recently published ILO study

"Traditional Occupations of Indigenous and Tribal Peoples: Emerging trends" (ILO Geneva, 2001) concludes: "What appears most clearly when these case studies are taken together, is that cultural values, social organization and economic activity cannot be treated as separate issues....". This offers valuable insights to future ILO activities.

A. van der Goes, ILO

A Snapshot of the Mara

(Living among indigenous peoples provides a perspective different from that of the international aid worker or the tourist. In this snapshot, educator and writer Gillian Piper provides a brief view of life among the Maasai, gleaned from three years of working with adults and children at a local school.)

ON THE MAASAI MARA, Kenya - From the snippets of bar conversation among some tourists, one couldn't help but have an uncomfortable feeling that the Maasai living around the national park here were viewed rather like museum pieces.

It was quite a shock to see the stark difference between the national park, a haven for tourists, and the surrounding community struggling to survive, even though ironically because of tourism they inhabit one of the financially richer regions of Kenya.

Here, it is clear that tourists are attracted to Kenya not only to experience wildlife game drives but also to see for themselves one of the world's famous ethnic tribes. Although the Maasai contribute towards attracting tourists to Kenya, the majority of communities surrounding the parks do not benefit from the industry.

This even includes employment in the lodges and camps. Tourist companies employ staff from other parts of the country where greater access to education is available. The only way in which the Maasai profit from the presence of these visiting foreigners is by selling

trinkets, performing toned down versions of their famous jumping dance and creating exhibition manyattas (village compounds). The large curio shops in Nairobi and the nearest town that is over 100km away more often than not deprive the villagers of even making a little money from their handicrafts.

The community understands the need for tourism but they have also had to face the problems it brings. The irony is that before the British created the National Park the Maasai Mara and Transmara were sparsely inhabited by the Maasai. Fevers and sickness infested the area, and although the land was rich for grazing, it was known to be dangerous to human population.

The British tried to restrict habitation within a 50-kilometre boundary of the reserve, but Maasai leaders rejected this proposal. They believed that the colonialists must have had found a cure for the sickness otherwise they would not jeopardise their lives by moving there, let alone bring tourists into the area. Moving on more than 70 years since the creation of the game park, tourists and wealthier nationals understand the health hazards and have at their disposal the financial resources to provide for themselves anti-malaria drugs and medicine for a host of other illnesses. The majority of Maasai like millions of ethnic people around the world do not, and the tragedy is on a yearly basis many fall victim to these preventable diseases.

— Gillian Piper

Planet Work Online



A review of trends and developments in labour issues collected from the Internet

EMPLOYMENT

- The see-sawing job market in the dot.com sector continues to tilt unabated. While layoffs in the sector are the highest ever, there seems to be a massive increase in overall IT jobs. According to several reports on the Internet; in April of this year, dot.coms in the **United States** laid off 17,554 workers, the largest total in 17 months. Meanwhile, another recent survey showed that 900,000 IT jobs were available this year, about half of which will remain vacant due to a lack of skilled workers. (Source, *ecommercetimes.com*, 27 April 2001), *zdnet.com*, 18 June 2001)

- The **French** telecoms equipment giant Alcatel plans to close 50 plants worldwide, putting some 13,500 jobs at risk. Labour unions say they are outraged that they learned about it in the Wall Street Journal. (*thestandard.com*, 29 June 2001)

FORCED LABOUR/ SLAVERY

- The **German** Industry Foundation Initiative has urged German subsidiaries of U.S. conglomerates to join in compensation for Nazi-era slave labourers. In an interview with the *Berliner Zeitung* on 18 June, an industry spokesman said the companies would be expected to pay "several hundred million marks" to a \$10 billion fund for the former slave workers. The newspaper said that 74 of the 135 US com-

panies with subsidiaries in Germany have already joined the Industry Foundation Initiative to help cover the payments. (Source, *Berliner Zeitung/DDP news agency*, Berlin, 18 June)

- The **United States** Congress has taken the first step toward legislation that would allow "no child slave labour" labels on foods containing cocoa or chocolate. Terms of the bill would involve a voluntary label that food makers could put on their products to show no child "slaves" were employed in the growing or harvesting of cocoa beans. West African officials have countered that reports of child slaves harvesting cocoa are exaggerated and that many children freely work on family-owned farms to assure survival. The Congress will send the bill to the U.S. Senate for further consideration. (Source, *Reuters*, 11 July)

GENDER ISSUES

- **Switzerland** has taken a major step toward promoting

women in public administration with two new laws. The first establishes a legal basis for the general principle of equality and non-discrimination between men and women. The second involves improvements in parental leave, paternal birth leave, maternity leave, and paid leave for children's illnesses, etc. The cost of these measures is estimated at 11 million Swiss francs. (*geneve.ch*, 15 June 2001)

- According to a survey of 1,000 women and 500 men employed in the IT industry, 62 per cent of women said a glass ceiling exists in the IT industry, while 62 per cent of men said there is no glass ceiling. When asked if too few women have IT leadership positions, 84 per cent of women said yes, and 57 per cent of men agreed. Far more men than women felt that there is both gender and financial equality in the IT industry. Despite a lack of female CEOs, 43 per cent of respondents said "a fair amount" of women have management positions, while

14 per cent said "many women" have such positions. (*iwsun4.infoworld.com*)

- A male doctor in the state of New Jersey who lost his job for dressing like a woman has won a landmark discrimination ruling in the **United States**. The court ruled in favour of a transsexual fired in 1997 after he shaved off his beard, trimmed his eyebrows, and began wearing earrings and dresses. Although the decision only affects state law, gay and lesbian rights advocates say it could set a precedent for broader discrimination rulings concerning persons struggling with "gender identification." (Source, *The Associated Press*, 4 July)

IT ENTERPRISES

- Foreign countries are stepping up efforts to attract investment from Silicon Valley and to persuade US firms to locate new facilities abroad. In the last 12 months, Silicon Valley has greeted 100 foreign trade delegations, including Indian tech officials from Bangalore (India's Silicon Valley, home to some 1,000 foreign tech firms), Mexico (for its "Silicon Sur" region, where IBM and Hewlett-Packard have already opened facilities), and Hong Kong (for the Hong Kong Science and Technology Park, due to open next year). (*usatoday.com*, 26 June 2001).

- "Made in Taiwan" = "Made in China". Some Taiwanese computer and hardware mak-

ers are moving their factory operations to China, attracted by a rich talent pool and other inexpensive resources. Despite relations with Beijing and much to the dismay of the local government, Taiwanese officials say the move is necessary because of economic pressures. American companies worry that the eruption of political tensions could threaten products that are heavily reliant on Taiwanese suppliers.

(*nytimes.com*, 29 May 2001)

WORKING CONDITIONS

● Severance pay? Well... As tech firms continue to lose revenues and lay off workers, a marked difference is emerging in how companies handle severance pay for their laid-off employees. Most notable is the difference between Fortune 500 firms, 64 per cent of which have written policies regulating severance packages, and failed dot-coms, many of which did not have enough money to pay layoff victims anything. (*the standard.com*, 25 June, 2001)

● IT Workers of the World, Unite"? The labour movement is struggling to win followers among tech employees, even though 45 per cent of IT workers say they would consider joining a tech union, according to a TechRepublic.com poll. For IT company executives, the tech labour movement is unnecessary, but those who support the movement say several issues are spurring their actions, including mandatory overtime, benefits and training, and the overriding concern that tech workers are considered dispensable. (*cio.com*, 1 May 2001)

● Sears **Canada** workers went on the offensive against

their employer with an April 17 challenge to the company to adopt the ILO Fundamental Principles and Rights at Work. The challenge was to be launched at the Sears Canada shareholders meeting in Toronto. The union was certified in March 2000 and has been on strike since January 2001. (*bcfed.com*, 12 April 2001)

● Telecommuting seems to be stuck in the slow lane. It has not fulfilled its promise, industry observers say, with fewer employees interested in working at home, and fewer employers wanting to offer the opportunity. The US Department of Labor says there were roughly 21 million telecommuters as of 1997, an increase of only 1.5 million from 1991. (*usatoday.com*, 25 June 2001)

● Recent concessions won by **Caribbean** workers under-

score the growing role of labour rights in international and human-rights agreements. The agreement involved plantation workers in **Haiti** would win a 55 per cent increase in wages and better working conditions following international pressure on a large, European-based company. Observers said the agreement shows a growing sense that companies that refuse to improve working conditions are "swimming against the tide". (*Source, The Observer, UK*, 8 July)

HIV/AIDS IN THE WORKPLACE

● Recent studies in Thailand find that clients of sex workers, rather than the sex workers themselves, play a greater role in spreading HIV/AIDS. A national AIDS conference heard evidence that sex workers increasingly demanded use of condoms and "safe sex" while their clients

thought otherwise. Said one sex worker: "It's a matter of responsibility to ourselves and society." Surveys of sex workers in at least one Thai province appear to bear this out, indicating that the HIV infection rate there had declined from 21 percent in 1999 to 15 percent in 2000. (*Source, Bangkok Post*, 12 July)

● Managing AIDS issues has become a prime, if not the prime, concern of many companies in **South Africa**. Experts say the growing number of people with HIV/AIDS is overwhelming some employers. Studies show the cost of addressing a case of AIDS doubling or tripling as people become more ill. Helping employees at an early stage rather than imposing testing or treatment when it's too late is the key. Says one health care consultant: "To wait for the employee to demonstrate he can no longer do the work is inhumane. It is not well perceived and exposes the company to risk." (*Source, Business Day, Johannesburg*, 11 July).

● HIV/AIDS issues are placing a worsening burden on child labourers in some **African countries**. According to a new study, AIDS threatens most child rights violated by the worst forms of child labour, creates new child labourers when children lose their parents to AIDS and increases conditions of poverty that spawn child labour. Countries worst affected by AIDS also face an educational crisis in terms of deaths of teachers. The report estimated there are now some 700,000 HIV-infected children in East and Southern Africa alone. (*Source, African Church Information Service*, 9 July)

From friendly skies to air "strikes"

● For travellers who already suffer from fear of flying, airborne labour disputes are posing a new worry. Add to flight delays, long check-in lines and crowded skies a new factor: disgruntled airline pilots working to rule, slowing down or refusing to take off at all.

Job actions by the flyers have hit major carriers throughout Asia, Europe and the Americas during the busiest vacation months, slowing down travellers keen to start their holidays and causing concern in the cabin. The pilots are demanding extra pay and benefits—concessions the airlines say they can

ill afford amidst rising debt and plunging profits caused by fuel prices and general economic weakness. But passengers are starting to get jittery, saying the prospect of flying with an unhappy pilot adds to their general stress over air travel.

No area seems to be immune: more and more European pilots are demanding higher pay too—often spurred on by concessions granted their fellow pilots by other carriers. But the airlines aren't just facing slowdown and stoppages in the cockpit. At some, flight attendants are now striking for higher pay and more benefits. (*Source, AP, CNN* 12 July)



Youth employment:

As world economy shudders, Youth Employment Network meets in Geneva

As the world's major economies slow down, the unemployment of youth is becoming a matter of increasing concern. On 16 July, UN Secretary-General Kofi Annan along with James D. Wolfenshon, President of the World Bank, and ILO Director General Juan Somavia met with a High-Level Panel of the Youth Employment Network convened after the Millennium Summit to discuss concerted action

GENEVA – The continuing decline in the world economy is having a major impact on youth unemployment and under-employment and must be addressed urgently. That was the message of UN Secretary-General Kofi Annan following a meeting with a High-Level Panel of 12 eminent persons gathered at ILO headquarters in Geneva to discuss youth unemployment with him and heads of the World Bank and the ILO.

“In today’s world, there are many young people who are victims,” Mr. Annan said, “who are in great despair and live in a state of desperation and believe that help is not coming from anywhere.”

That help is now on the way following a meeting of a Youth Employment Network, created by the Secretary-General in recognition of the urgent need to address youth unemployment, particularly in developing countries.

The Network will present a set of recommendations to the Secretary-General shortly, calling for a global alliance for youth employment, emphasizing the need for urgency, long-term commitment and partnership. These recommendations will stress the priority to be given to employability, equal opportunities and entrepreneurship and job creation in national strategies.

They will also call on countries to take advantage of the welfare enhancement and employment generation potential of information and communications technologies for the benefit of young people, urging them to close the digital divide within and between countries.

The Network will also establish mechanisms for raising awareness, facilitating dialogue, providing policy tools, and sharing good practice in promoting productive and rewarding work for young

people, as well as launch concrete youth initiatives on a pilot basis.

Youth: 40 percent of world’s jobless

The Network had its roots in the Secretary-General’s Millennium Summit Report, in which he stated that: “Together with the heads of the World Bank and the International Labour Organization, I am convening a high-level policy network on youth employment - drawing on the most creative leaders in private industry, civil society and economic policy to explore imaginative approaches to this difficult challenge.”

The Millennium Summit (New York, 6-8 September 2000) reaffirmed the emphasis the Secretary-General placed on the employment of young people. There, Heads of State and Government resolved to “develop and implement strategies that give young people everywhere a real chance to find decent and productive work.”

“Why focus on youth employment?” the Secretary-General asked. “The facts and figures should speak for themselves. Youth make up more than 40 per cent of the world’s total unemployed. There are an estimated 66 million unemployed young people in the world today -- an increase of nearly 10 million since 1965.”

Youth unemployment rates are typically two or three times higher than rates for adults, and are at alarmingly high levels in some countries. Out of 98 economies surveyed recently, some 51 had youth unemployment rates above 15 per cent. ILO figures show youth unemployment rates at or above 30 percent in some European countries, with percentages climbing to between 40 and 50 percent in some developing countries.

Mr. Annan said youth *under*-employment was another growing concern, noting that the majority of new jobs are “low paid and insecure”. He said that young people were increasingly turning to the informal sector for their livelihood, with little or not job protection, benefits or prospects for the future.

“We cannot afford to let this vicious circle continue any longer,” he said. “Youth is our most valuable asset – they are the leaders of the future, they are the future.”

Mr. Annan said that during its meeting the panel discussed a number of issues, including:

- Education of the young and their mentoring by more experienced people.
- Encouraging governments and employers to consider hiring more young people.
- Creating pathways out of the informal economy into the mainstream economy.
- Making it easier for young people to become entrepreneurs.
- Seeing youth as a creative force.

“I think if the will is there and with the right determination and right policy decisions, we should be able to help the youth much more than we are doing now,” he said. “I think the first responsibility is for the leaders of countries around the world to take this issue seriously and look for partners to work with them.”

Mr. Somavia said the Network intended to create a broad constituency working together to create jobs for youth and provide opportunities. It involves international organizations as well as governments, employers’ and trade union organizations, foundations and other civil society groups, including youth groups. A youth focus group was engaged in consultations in the two days prior to the High-Level meeting on 16 July, and had an opportunity to interact with the Panel. These young people were also present at the meeting of the panel and the three heads.

“They are definitely going to be part of the process,” Mr. Somavia said of youth involvement. “The linkage with youth organizations is there from the beginning.”

New recommendations

A total of twelve recommendations will be presented to Mr. Annan, identifying actions that can be taken in the following areas:

- Incorporating youth employment into comprehensive employment policies and stimulating broad-based employment-intensive growth as the best means to create employment for young people.
- Backing up youth employment initiatives with strong institutions.

Photo: ILO/M. Crozet

ILO, China agree on jobs, dialogue and rights at work



Li Xinlin

Mr. Zhang Zuoji, Minister of Labour and Social Security of China, and Mr. Juan Somavia, signed a Memorandum of Understanding of Cooperation on 17 May, 2001.

BEIJING – Director-General Juan Somavia concluded a major agreement between the ILO and the Government of China for a programme to strengthen national reform in China in the areas of employment, social dialogue and social protection, in line with internationally recognized principles and rights at work.

The agreement targets many key problems of reform in China today, including

building a structure of law for the world of work; ensure social protection for people at a time of major structural adjustment; address the increasing demand for employment; and strengthen industrial dispute settlement mechanisms to ensure orderly and stable change.

Speaking at a signing ceremony in Beijing on May 17, Somavia recalled the comments made by the ILO Committee on Freedom of Association regarding complaints related to China. The Committee had called for changes to Chinese labour law which establishes a system of trade union monopoly, outside which unions may not organize legally. Somavia also handed over to representatives of the Chinese Government a list of detained workers whom the Committee had asked to be released.

While noting that China had assumed no formal obligations under the ILO Conventions on Forced Labour, he recalled that the elimination of forced or compulsory labour is a major principle



Li Xinlin

Mr. Juan Somavia during a visit to the China Technical Guiding Centre for Employment and Training

of the ILO, and said that the ILO Declaration on Fundamental Principles and Rights at Work should be fully taken into account in reviewing China's legislation relating to the system of "re-education through labour".

¹"Reducing the Decent Work Deficit: A Global Challenge", *Report of the Director-General of the International Labour Office, International Labour Conference, 89th Session, Geneva, 2001. ISBN 92-2-111949-1; price: 15 Swiss Francs.*

After Gujarat

Earthquake survivors demand jobs, not handouts

A recent conference jointly organized by the Government of Gujarat in India and United Nations agencies heard mixed reactions in the aftermath of the earthquake there. While several speakers at the Conference focussed more on the loss of lives than livelihoods, one victim summed up the need succinctly with the cry "We want work. Give us work." Today, the ILO is heeding this appeal

AHMEDABAD, India—Amidst the rubble left from the Gujarat earthquake, the survivors are seeking to rebuild their lives. Since the earth buckled and broke on 26 January killing some 30,000 people and injuring 166,000 others, many UN agencies have rushed to the scene with impressive data on the financial losses

and plans for earthquake "relief."

Yet what is clear from a recent visit to the region is that if "relief" is in the cards, it should be of the working kind. While the financial impact can be assessed, what many agencies left out is the cost of lost jobs.

This was summed up one woman speaking in a video presentation who said simply "We want work. Give us work." A visit involving representatives of various ILO departments and a colleague from the Self-Employed Women's Association (SEWA) bore this out.¹

Work, not handouts

Work is now the central issue for the victims in Gujarat, particularly for those

lacking productive assets and suffering from unemployment, underemployment and poverty.

"How can we look after our families and our belongings without a proper roof over our heads?" asked one man in the Kutch district of Gujarat. Added a village-level women organizer: "We need credit and raw materials so that the women can resume production."

The Industrial Training Institute of Gandhidham lies between Ahmedabad and Bhuj in Kutch district. The Institute and another like it in Bhuj had been destroyed when the earthquake reduced the workshop and several classrooms to rubble. Most of the staff survived because they were outside the building celebrating India's Republic Day when the quake hit.

In spite of massive destruction to premises and equipment, some vocational training activities continued in hired premises. Training is a key element in the reconstruction process and yet, as in many other countries reeling from the impact of natural disasters and conflicts,



**A regular review of the
International Labour Organization and ILO-related
activities and events taking place around the world.**

**AFL-CIO LAUNCHES WORKERS' RIGHTS
CAMPAIGN**

▲ The AFL-CIO has joined with the International Confederation of Free Trade Unions to launch an international effort to post the ILO's *You Have Rights* poster in workplaces, union halls and government offices in 148 nations and territories. The campaign includes a new AFL-CIO Web site on the ILO with information about the ILO and its labour rights campaign, and a poster kit for labour activists. In addition, visitors can download the ILO poster in seven languages, including Tagalog and Thai, and an ILO poster screen saver.

**GUATEMALAN ACTION ON VIOLENCE
AGAINST WORKERS**

▲ Guatemala's Congress enacted a series of labour law reforms, May 14, designed to move the country into better compliance with its obligations under ILO Conventions. The government has also taken additional steps to improve worker



ILO/Didier Bregnard

rights and security. Shortly thereafter, the U.S. Government announced that Guatemala would continue to be eligible for trade preferences under both the Generalized System of Preferences program and the Caribbean Basin Trade Partnership Act. The review of Guatemala's eligibility had been prompted by serious and long-standing concerns about violence against workers. An ILO Direct Contacts Mission to the country also focussed on the problem, as well as the systematic failure to punish those engaged in violence against workers.

For further information, please contact the Freedom of Association

Branch, phone +41-22-799.7122; fax: +41-22-799.7670, e-mail: libsynd@ilo.org

HELPING COMPANIES "DO THE RIGHT THING"

▲ Leading policy makers from government, business, labour, NGOs, and multilateral organizations gathered in Washington, June 11-12, to examine the role of governments in promoting corporate responsibility in the global economy. Janelle Diller, head of the ILO's Multinational Enterprises Department, presented the ILO's *Tripartite Declaration on Multinational Enterprises and Social Policy*, the only set of global guidelines addressing the corporate social responsibility of multinationals agreed by governments, labour and business. The National Policy Association was the organizer and principal sponsor of the Conference. Co-organizers were the embassies of Great Britain, the Netherlands and Canada; the Ford Foundation; Hans-Boeckler Foundation; AFL-CIO; Merck and Company; and Friends of the Earth.

For further information, please contact the Multinational Enterprises Department, phone: +41-22-799.6481; fax: +41-22-799.6354; e-mail: multi@ilo.org

EQUAL EMPLOYMENT OPPORTUNITIES

▲ Gender equality is a fundamental human right and an essential condition for achieving effective democracy. Countries are increasingly committed to the promotion of equality of opportunity and treatment for women and men in the world of work. But governments and the social partners face difficulties in making the principles and provisions of international instruments effective in national law and practice. They often seek advice from the ILO on the different approaches taken in different parts of the world to give practical effect to gender equality principles. To meet this demand, ILO's Gender Promotion Programme has developed e.quality@work: An Information Base on Equal Opportunities for Women and Men, which sets out international policy instruments including international labour standards as well as national legislation, policies, practices and institutional arrangements. Also covered are policies of public and private sector enterprises and trade unions.

For further information, please contact the Gender Promotion Department (GENPROM), phone: +41-22-799.6090; fax: +41-22-799.7657; e-mail: genprom@ilo.org



FORESTRY IS ABOUT PEOPLE

▲ Life is often not easy for the tens of millions of people who work in forests or depend on them for a livelihood. The current debate about sustainable forest management and certification and labelling of forest products may be an opportunity to improve their situation. A new ILO/GTZ publication, “Social Criteria and Indicators for Sustainable Forest Management – a guide to ILO texts,” makes suggestions on how to assure that sustainable forest management is ultimately about people and not only about trees. It will bring social and labour aspects into focus to balance the current bias towards ecological and economic functions. The publication is available in English and Spanish at the respective ILO and GTZ websites: <http://www.ilo.org/public/english/dialogue/sector/sectors/forest.htm#Heading5>; www.gtz.de/forest_certification/english/aktuelles.html

For further information and copies of the newsletter please contact the Sectoral Activities Department, phone: +41-22-799.6188; fax: +41-22-799.7967; e-mail: poschen@ilo.org



ILO/J. Maillard

VOCATIONAL REHABILITATION FOR EU ACCESSION COUNTRIES

▲ ILO, EU and the German Rehabilitation and Training Centre of the SRH-Group jointly organized a Seminar on Vocational Rehabilitation and Training for EU accession countries in Heidelberg, Germany, from 26 to 29 May 2001. Participants discussed issues relating to vocational rehabilitation, training and employment of people with disabilities. The seminar was designed for vocational rehabilitation specialists and decision-makers from the governments of Bulgaria, Cyprus, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovakia, Slovenia and Turkey, with the participation of a panel of speakers from the organizing agencies. The number of disabled people in some of these countries is over the European average of 10 per cent. The seminar helped to enhance a new commitment in the accession countries towards social integration of disabled people.

For further information, please contact the InFocus Programme on Skills, Knowledge and Employability, phone: +41-22-799.7512; fax: +41-22-799.6310; email: ifpskills@ilo.org

FREEDOM OF ASSOCIATION IN CIS COUNTRIES

▲ A major International Forum on Freedom of Association in countries of the former Soviet Union (CIS) took place in Moscow on May 26-27 2001. The meeting was co-sponsored by the ILO, the International Confederation of Free Trade Unions (ICFTU) and the International Trade Secretariats (ITSs), with affiliates in the region, the AFL-CIO Solidarity Center and the German Friedrich Ebert Foundation. The Forum launched the ICFTU-EU funded project “Trade Union Rights Monitoring Network and Cooperation Building between CEEC and CIS Trade Unions”. The ILO delegation was led by Executive Director Kari Tapiola.

REVIVING SECURITY IN INDONESIA

▲ The political uncertainty in Indonesia is compounding the insecurities of ordinary living, with almost daily marches in the streets of Jakarta and other cities, and threats of violence almost everywhere. The ILO has started a comprehensive review to produce recommendations for policy and institutional reform to provide a strategy for “decent work” based on stronger socio-economic security. The programme is committed to assisting the United Nations Structural Facility for Indonesian Recovery (UNSFIR) and UNDP in developing a white paper for the Government on social policy reform. The project should result in the most comprehensive assessment of poverty and economic insecurity in the country, and should assist donors and the international community in their work with Indonesian government counterparts. As part of the project, two major surveys have been conducted – the *Indonesia Labour Flexibility and Security Survey*, covering 1,915 industrial enterprises, and the *Indonesia People’s Security Survey*, covering 3,300 households.

For further information, please contact the InFocus Programme on Socio-Economic Security, phone: +41-22-799.6455, fax: +41-22-799.7123; e-mail: ses@ilo.org

ENHANCED ILO-EU COOPERATION

▲ On 14 May 2001, the ILO and the European Union signed letters to be at the heart of closer cooperation. In the context of widespread international concern about the social impact of globalization, the letters emphasize the scope for cooperation on issues such as labour standards, employment, social protection and social dialogue. The social dimension of EU-enlargement is also identified as a priority area of cooperation. Cooperation between the EU-Commission and the ILO is already well-established across a wide spectrum of areas, including regular technical contacts and exchanges on employment and social policy. The Commission has supported a number of ILO’s technical cooperation projects and ILO core labour standards, notably in the context of the ILO’s 1998 Declaration on Fundamental Principles and Rights at Work.

For further information, please contact the ILO Liaison Office in Brussels, phone: +32-02-736 5942; fax: +32-02-735 4825; e-mail: brussels@ilo.org



in the press...in the press...in the press...in the press...in the press

Breaking through the “glass ceiling”, Myanmar, decent work deficit, trade and labour, and child labour make the headlines

LA GACETA

COMERCIO Y EMPLEO

El 16% de los trabajadores sigue siendo pobre

La OIT analiza desde hoy en Ginebra la falta de trabajo en condiciones dignas

Ginebra. La Conferencia Internacional del Trabajo indica hoy, martes, en 88 período de sesiones, en el que uno de los temas principales será la falta de empleos en el mundo en condiciones dignas.

El 16% de los trabajadores del mundo no gana el dinero suficiente para que sus familias puedan superar al umbral de la pobreza, dijo en un día por persona y día, según la Organización Mundial del Trabajo (OIT).

El director general de la OIT, Juan Somavía, muestra en su Memoria Anual, que será presentada en la conferencia, su “bando proclama” por la ausencia de posibilidades de empleo en “condiciones decentes”.

La Croix

06/06/2001

Une conférence internationale sur le travail des enfants

Le travail des enfants dans le monde, tel est l'un des thèmes de la conférence internationale du travail qui a commencé hier à Genève

... Selon le directeur général du Bureau international du travail, il y aurait 250 millions d'enfants astreints au travail à travers le monde. Les organisations non gouvernementales se mobilisent pour faire entendre leurs voix sur un sujet délicat, source de conflit entre pays du Nord et du Sud.

L'Organisation internationale du Travail (OIT) a annoncé hier (mardi 5 juin) qu'elle organisera une conférence internationale sur le travail des enfants à Genève, du 6 au 10 juin.

L'OIT a annoncé hier (mardi 5 juin) qu'elle organisera une conférence internationale sur le travail des enfants à Genève, du 6 au 10 juin.

Work is made to be done by 25 percent and 40 percent of the world's workers still face managerial practices that hurt their health, says a new report from the International Labour Organization (ILO).

The report by the director general of the International Labour Office (ILO) in Geneva, Juan Somavía, said that workers in more than 100 countries were still being treated in the biggest violation of the ILO's

... (text partially obscured)

Global news

EDGAR OPPENHEIM

Women still blocked from top jobs and board seats

BY PAUL NELSON

For almost a century, the world's top jobs and board seats have been dominated by men. It is a pattern that persists in many countries, and it is a trend that is not likely to change in the near future.

... (text partially obscured)

FINANCIAL TIMES

WEDNESDAY JUNE 6 2001

ILO delegation to visit Burma

Burma has agreed to a visit by a high-level International Labour Organisation team in September to conduct "an objective assessment" of the impact of measures taken by the military junta to end forced labour.

The move, announced in a report to the ILO's annual conference yesterday, is expected to dampen calls for tougher action against Burma, which has repeatedly flouted ILO and human rights conventions banning the practice.

Last November, the ILO urged its 174 members, including trade union and employer representatives and other international bodies, to "review their relations" with Burma to ensure they were not abetting forced labour.

ASAKIM (Business)

(Israel)

נשים עובדות/עובדות נשים

... (text partially obscured)

... (text partially obscured)

Lost working women. Despite having closed the education gap, women are still discriminated against in top jobs and most CEO and Director/Board seats are filled by men. (By Gilli Dinstein)

LE FIGARO économie

(France, 8.6.01)

MONDIALISATION

Juan Somavía: un retour

le débat sur

les normes du travail

Le BIT tente de dépasser

l'attachement Nord-Sud

Genève: Laurent Moseu

Le Bureau international du travail veut reprendre la main dans le débat sur la mondialisation. Son directeur général Juan Somavía a proposé de donner un nouveau pouce aux discussions visant à établir un lien entre commerce et normes du travail.

Voilà deux ans l'OIT avait mis sur pied une commission ad hoc laissée depuis en sommeil en raison des profondes divergences existant entre pays industrialisés et en voie de développement. Le patron de l'OIT qui avait jusqu'ici fait preuve d'une extrême prudence se - en fin de compte - en laisse l'OIT à prendre à bras armés ce dossier controversé.

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



in the press...in the press...in the press...in the press...in the

TRIBUNE DE GENÈVE
(Switzerland)

TRIBUNE DE GENÈVE
MERCREDI
6 JUIN 2001

Un milliard de «sous-employés»

BIT La conférence annuelle du travail s'ouvre sur un bilan alarmant.

La conférence annuelle des 175 Etats membres du BIT s'est ouverte hier à Genève. Le directeur général du Bureau international du travail (BIT), Juan Somavia a dénoncé à cette occasion le sous-emploi d'un milliard de personnes dans le monde. Deux semaines après le 21 juin, la 89e conférence internationale du travail doit faire le point sur le respect des droits sociaux. Dans son rapport «Réduire le déficit de travail décent» le Chilien s'inquiète de l'insuffisance des possibilités

d'emploi et de protection sociale. Selon le BIT, le monde compte 160 millions de chômeurs déclarés. Si l'on leur compte des travailleurs sous-employés, un milliard de personnes n'ont pas de travail suffisant. Sur 100 travailleurs dans le monde, 6 sont des chômeurs complets. Seize autres ne gagnent pas assez pour soutenir leur famille au-dessus du seuil absolu de pauvreté, soit un dollar par personne et par jour, affirme le BIT.

DAILY LABOR REPORT

13 JUN 2001

U.S. Official Draws Distinction Between Trade, Labor Objectives

GENEVA—A U.S. official June 12 affirmed the Bush administration's support for addressing labor and environmental problems arising from trade liberalization but drew back from linking the two issues.

Speaking at the International Labor Organization's biennial governing body meeting in Geneva June 12, Deputy Secretary of Labor Cameron Finlay said the Bush administration "is committed both to free trade and improved labor and environmental conditions throughout the world."

Finlay, speaking on behalf of Labor Secretary Elaine Chao, who was unable to attend the meeting because of illness, nevertheless said each issue should be addressed by their respective experts.

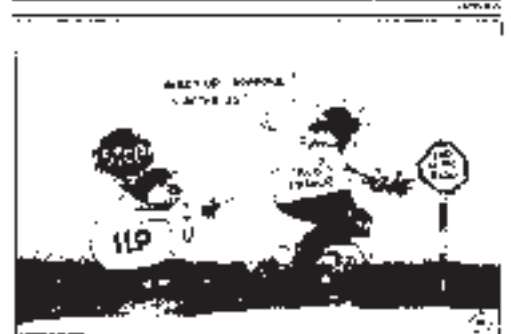
"It's the responsibility of trade negotiators to open up trade among nations," Finlay said in a plenary address to the ILO gathering. "But it is our responsibility to meet the challenges of free trade and secure the benefits that a globalized economy can provide."

Guardian

12Jun2001 BRAZIL: Trabalho infantil irregular atinge 3,6 milhões.

De acordo com dados do ILO, em 2000 havia 3,6 milhões de crianças em situação de trabalho irregular no Brasil. O ILO estima que 10 milhões de crianças em situação de trabalho irregular vivem no Brasil, em 2000. Hoje mais de 11 milhões de crianças vivem em situação de trabalho irregular para complementar a renda de suas famílias, segundo o Mapa de Indicadores do Trabalho da Organização do Trabalho (OIT) divulgado no âmbito da Conferência de Adesão do Brasil ao Tratado da Organização do Trabalho (OIT) de 1999. A OIT afirma que a situação de trabalho irregular no Brasil é de 3,6 milhões de crianças em situação de trabalho irregular em 2000. Segundo o Mapa de Indicadores do Trabalho, há cerca de 3,6 milhões de crianças em situação de trabalho irregular no Brasil em 2000. Segundo o Mapa de Indicadores do Trabalho, há cerca de 3,6 milhões de crianças em situação de trabalho irregular no Brasil em 2000.

1. ATRIBUNAÇÃO DE TRABALHOS IRREGULARES A CRIANÇAS E ADOLESCENTES NO BRASIL. O ILO, em Geneve (Suíça), documentou sua análise sobre o trabalho infantil.



AAAB@TIMES

INTERNATIONAL TRADE UNION
KULBACT

3 countries pave the way

New plan to eradicate 'child' labour, says ILO

GENEVA, June 12 (AFP) - More than 80 countries in 1998 (ILO) set a new goal to eradicate the worst forms of child labour within a decade. The International Labour Organization (ILO) said here Tuesday. Other countries are expected to join the initiative over the next five years, ILO said. "The fight against child labour now commands global attention and urgency," ILO Director-General Juan Somavia said in a written statement. The programme focuses on eradicating the worst forms of child labour, such as

subverting all rubbish dumps, poisoning, domestic work and commercial sexual exploitation. The Geneva-based ILO will help the three countries through its International Programme on the Elimination of Child Labour. The three-year programme started during the ILO's annual conference here Tuesday, will cost up to \$20 million to launch. It is a major step towards implementing an ILO convention adopted unanimously by the International Labour Conference of 1999 to ban the worst forms of child labour.



Industrialized Countries Urged to Help Africa Eliminate Child Labor

Stephan Tschudi, June 12, 2001 07:44:20

PARIS (AP) — June 12, 2001 (AP) — Industrialized nations should help Africa eliminate child labor, including to educate or to free the child from the street.

The president made the remarks when addressing a group of representatives of the International Labour Organization (ILO) on the launch of the "Time for Progress in the Worst Forms of Child Labour" in Geneva, Switzerland.

The ILO is the largest international labor organization and has the highest membership and 100 countries. It is the only organization that has the authority to set international labor standards.

The report was prepared by the ILO.

Am Dienstag ist in Genf die 89. Jahreskonferenz des Internationalen Arbeitsamtes (ILO) eröffnet worden. Diese bis zum 21. Juni laufende Tagung steht unter dem Motto «Decent Work Debate», was besagen will, dass auf dem Weg zu einer menschenwürdigen Arbeit weltweit noch viele Hindernisse bestehen. Wie die ILO unterstreicht, sind diese Defizite nicht nur in den südlichen Gefilden anzutreffen, sondern auch in der nördlichen Hemisphäre, und zwar in Form von Job-Unsicherheit, hohem Stress und psychologischem Terror am Arbeitsplatz.

Stur Ständert Zeitung, Mittwoch, 6. Juni 2001

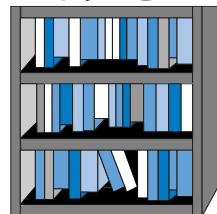
Unzulänglichkeiten am Arbeitsplatz

89. Jahreskonferenz des Internationalen Arbeitsamtes

St. Genf, 5. Juni



Media shelf



In print

■ **Breaking Through the Glass Ceiling: Women in Management.** By Linda Wirth ISBN: 92-2-110845-7. Price: Swiss francs 25. ISBN: 92-2-111389-2

Women around the world have achieved higher levels of education than ever before and today represent more than 40 per cent of the global workforce. Yet their share of management positions remains unacceptably low, with just a tiny proportion succeeding in breaking through the glass ceiling. This timely study reviews the changing position of women in the labour market and in professional and managerial work. It examines the obstacles to women's career development and the action taken to improve their opportunities and promote gender equality.

AUDIENCE: Policy-makers; labour ministries; government officials; employers' and workers' organizations; women's studies; academics.

■ **Towards the Goal of Full Employment. Trends, obstacles and policies.** By Peter Richards

This insightful study provides an excellent overview of the current global employment situation, and examines the effectiveness of existing policies and how many of them fall short in today's economic climate. It presents employment realistically as a complex issue, and helps readers to see it not just in terms of income and economic growth, but also as highly dependent

on national circumstances and institutions.

Throughout the volume, special emphasis is placed on issues of employment equality – such as freedom of association and workers' participation, and non-discrimination and equal opportunity. In particular, the study demonstrates how ILO standards and recommendations, which effectively set the parameters for national employment strategies, can help improve the world employment situation by encouraging a comprehensive approach to policy issues.

In a section concentrating on developing countries, Towards the Goal of Full Employment reviews determinants of growth, labour demand and poverty alleviation. It also includes critiques of certain policies and discusses the ILO's contribution to ensuring socially acceptable outcomes of the economic growth process. AUDIENCE: Policy-makers; labour ministries; academics

■ **The World Employment Report 2001: Life at work in the information economy** June 2001.

Report: ISBN 92-2-111630-1 Price Swiss francs 45; US\$ 34.95; £ 24.95 CD-ROM: ISBN 92-2-011373-2, Price: Swiss francs 45s; US\$ 34.95; £ 24.95

Report and CD-ROM (combined price) ISBN 92-2-012500-5. Swiss francs 60; US\$ 49.95; £ 39.95

The report, available in book and CD-ROM versions, examines the employment challenges and opportunities emerging from the rapid growth of information and communica-

tion technologies (ICT) around the world. Recognized as among the major drivers of economic growth and wealth creation, ICT are raising productivity, reducing costs and increasing the speed of communications to help shape the new global economy.

While analyzing how new technologies influence the quantity, quality and location of work, the book also looks at where jobs will be lost and created in industrialized and developing countries. In particular, the Report emphasizes the importance of education, learning and training, and shows how these factors can help developing countries succeed in the information economy. It also reveals how the digital economy is transforming the way workers' and employers' organizations function, relate to their members and bargain collectively.

Up to now, access to ICT remains exclusive. The Report focuses on the growing fear that, if current trends persist, the new technologies will worsen national and global inequalities, especially the wealth gap between the world's rich and poor countries. The Report addresses these concerns and offers important strategies for development and poverty alleviation, and identifies critical policy measures that can be taken to help improve the lives of people and provide decent work all over the world.

■ **Cooperatives in Asia: From reform to reconstruc-**

tion. By Krishan K. Taimni. ISBN: 92-2-11400-7. Approximate Price: Swiss francs 25, US\$19.95, £12.95

This important collection of 16 papers, by the late Krishan K. Taimni, provides a complete picture of the current status of cooperatives in Asia, and of the challenges they face in a rapidly changing environment.

The articles are divided into four parts, covering the response of the Asian cooperatives to external threats such as globalization and the Asian financial crisis; public policies on cooperative development; the relationships between primary cooperatives and the federal structure; and cooperative support services.

The author strongly believed that independent, member-based and financially viable cooperatives have much to contribute to the social and economic environment in Asia. Every article in this compendium urges governments and cooperative leaders to carry out comprehensive reforms of the legal, institutional and administrative environment of cooperatives in this continent. The lessons learned are relevant to cooperatives in other parts of the world as well.

■ **Decent Work: A Common Goal of Youth and Trade Unions.**

Booklet prepared by the ILO Bureau for Workers' Activities and the InFocus Programme on Skills, Knowledge and Employability. To obtain copies or further information, please contact via fax +4122/799-6570 or Email: to atrav@ilo.org



Forced to labour

No. 40, August 2001

A new ILO video documentary

They are the enslaved and the enchained, the coerced and the abused. Every day, millions of men, women and children around the world are forced to labour. They work under inhumane conditions. They suffer constant fear and threats. They work for little or no pay. Who are these people and who will hear their voices?

Forced to Labour, a new video documentary from the ILO, now gives a voice to the voiceless. A unique series of true stories about real people, *Forced to Labour* illuminates a global phenomenon that should have disappeared long ago, but lives on in a nether world of chattel slavery, debt bondage, prostituted and trafficked women and abused children.

The ILO's *InFocus Programme on the Declaration on Fundamental Principles and Rights at Work* has produced this documentary as part of its global campaign to stop forced labour. In the words of today's enslaved, *Forced to Labour* exposes the truth about this hidden practice and what we can do to stop it.

Forced to Labour

An ILO video documentary production is accompanied by the new global report "Stopping Forced Labour".

For more information, please contact:

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