

WORLD OF Work

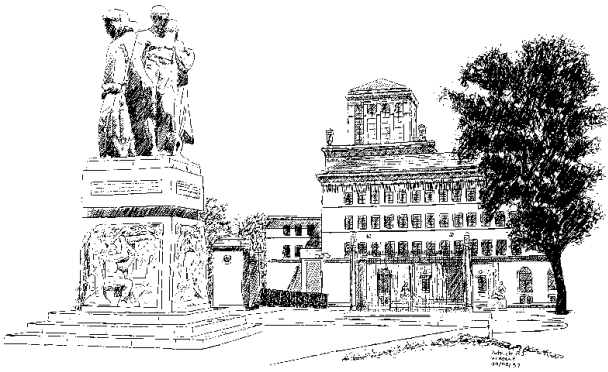
THE MAGAZINE OF THE ILO

*Women in management:
Lonely at the top*

No. 23, February 1998



INTERNATIONAL LABOUR OFFICE



The ILO in history

A new kind of

Ten years ago, the process of globalization of the economy was well under way along with what appeared to be its “social damage”: outdated industrial structures, a dramatic growth in unemployment, regional imbalances, the growing burden of debt facing many countries. In reality, however, it was less globalization and more the absence of regulatory mechanisms capable of channelling it in the right direction that was becoming obviously problematic.

“Adjustment policies” designed to provide the basis for future growth of employment and incomes was called for. “Joint action” by international organizations – within their own mandates and spheres of responsibility – was needed.

Enter the ILO. Conscious of its constitutional mandate, but aware of the scale and diversity of the factors contributing to these developments, the ILO decided for the first time in its history¹ to invite representatives from all the organizations of the United Nations system concerned with economic issues – the World Bank, the International Monetary Fund (IMF), the General Agreement on Tariffs and Trade (GATT, now WTO) and the Organization for Economic Cooperation and Development (OECD). Two representatives from each agency were to come to Geneva for discussions with the ILO’s traditional constituents – governments, employers and workers.

When the talks ended, the High-Level Meeting on Employment and Structural Adjustment had adopted an ambitious package of measures aimed at ensuring balanced and socially-oriented growth. In March 1988, the ILO’s Governing Body gave its unanimous support to this programme and asked the Director-General to ensure its implementation.

Outwardly, little may appear to have changed as a result. Social, political and economic leaders everywhere are trying to feel their way towards solutions which will bring the benefits of the enormous technological advances made in our time to the greatest possible number of people. But a movement was born. Consultation, joint surveys and meetings, are now more frequent. It was largely this effort of dialogue, understanding and coordinated action at international level that made the World Social Summit of Copenhagen (for example) possible.

First came globalization of trade and the economy. But as a result of a unique meeting held ten years ago, one can now also speak of globalization of the social conscience, a “new kind of globalization”.

¹ At this level; the ILO has a long history of cooperation with organizations such as WHO, UNESCO or UNICEF in specific technical areas, but a meeting of all the organizations concerned by so broad a topic as employment was a “first”.



Jacques Maillard

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“globalization”



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MEETING AMID ECONOMIC TURMOIL, REGION CALLS FOR "VIGOROUS" ILO ROLE IN ASIAN ECONOMIC AND SOCIAL DEVELOPMENT

The 12th Asian Regional Meeting (ARM) held in Bangkok in December came by chance during the worst of the recent Asian economic crisis. Following a warning of grave social consequences of the financial turmoil, delegates to the meeting urged the ILO to take a more vigorous role in the region.

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Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 174 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

Will the glass ceiling ever be broken?

Women in management: It's still lonely at the top

Women are better educated and hold more jobs worldwide than ever before. Yet most women continue to suffer from occupational segregation in the workplace and rarely break through the so-called "glass ceiling" separating them from top-level management and professional positions. A new ILO report says that while substantial progress has been made in closing the gender gap in managerial and professional jobs, for women in management it's still lonely at the top.

The term "glass ceiling" was coined in the 1970s in the United States to describe the invisible artificial barriers, created by attitudinal and organizational prejudices, barring women from top executive jobs. According to a new ILO report, "Breaking through the Glass Ceiling: Women in Management", it's an apt definition for an ongoing problem. And despite recent progress, the glass ceiling is still relatively intact.

The report says most female managers are still barred from the top levels of organizations worldwide, whether in the private, public or political sectors. Women hold less than 5 per cent of the top jobs in corporations. And even when they manage to rise to the top, female executives nearly always earn less than men.

"Almost universally, women have failed to reach leading positions in major

corporations and private sector organizations, irrespective of their abilities," says ILO labour expert and report author Linda Wirth. "Women represent more than 40 per cent of the world's labour force. Yet their share of management positions remains unacceptably low, with just a tiny proportion succeeding in breaking through the glass ceiling to obtain top jobs."

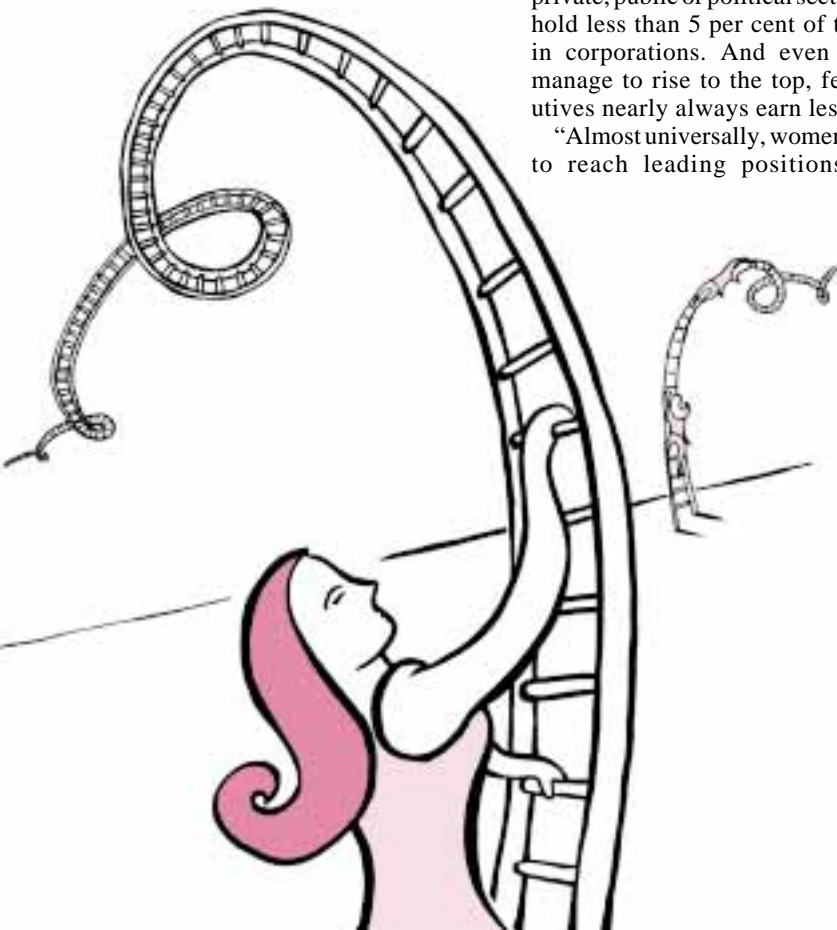
Women executives: Still a rare breed

According to national surveys, women's overall share of management jobs rarely exceeds 20 per cent. The higher the position, the more glaring the gender gap. In the largest and most powerful organizations the proportion of top positions going to women is generally 2 to 3 per cent.

For example, a 1995 survey of the 70,000 largest German companies found that only 1 to 3 per cent of top executives and board members are women. In Brazil, a 1991 survey of major corporations revealed that only around 3 per cent of top executives were women. In the United States women held only just over 2 per cent at the higher-ranking corporate positions of 500 the largest companies (Fortune 500) in 1996.

*The higher the position,
the more glaring the
gender gap.*

In terms of international comparisons of women in management, ILO data¹ constitutes the most complete data set. However, one drawback of this data is that it also includes administrative workers,



thus giving the impression that more women hold management jobs than is actually the case. Just the same, statistics show that over time women are increasing their share in administrative and managerial work.

The assertion that an insufficient number of qualified women exist to fill more top jobs is rapidly becoming outmoded. While gender differences still exist in professional study choices, women worldwide are demonstrating their intellectual ability and are approaching the levels of men in educational attainment. They are also gradually increasing their share in scientific and technological studies, although their representation in engineering remains low.

Why women are blocked

The fact remains that it is the nature of women's career paths that blocks their progress to top positions. At lower management levels women are typically placed in non-strategic sectors, and in personnel and administrative positions, rather than in professional and line management jobs leading to the top. Often these initial disadvantages are compounded by women being cut off from networks, both formal and informal, so essential for advancement within enterprises. It is notable that in large companies and organizations where women have achieved high-level managerial positions, these are usually restricted to those areas considered less vital and strategic to the organization such as human resources and administration.

For example, the increase in women's share of positions as personnel and labour-relations managers in the United States was higher than in other areas of management, advancing from 21 per cent in 1970 to 58 per cent in 1991. In Finland, the proportion of personnel managers who are women increased dramatically, from 17 per cent in 1970 to 70 per cent in 1990. Women's career trajectory does not often provide for women to move at an early stage into strategic areas, such as product development or corporate finance allowing an upward movement to key executive positions in the pyramidal structure characteristic of large corporations. Sometimes, these barriers are referred to as "glass walls".

For women with family responsibilities, their upward movement may be hampered as they juggle time to devote to both career and family. An important feature of professional and especially managerial work, are the long working hours that seem to be required to gain

recognition and eventual promotion. Part-time managers are a rare breed and yet it seems virtually impossible to reconcile long hours with the demands of running a home and caring for children. As a result, in certain countries there are indications that women, more than men, forgo marriage and children for the sake of their careers.

Maximizing human resources?

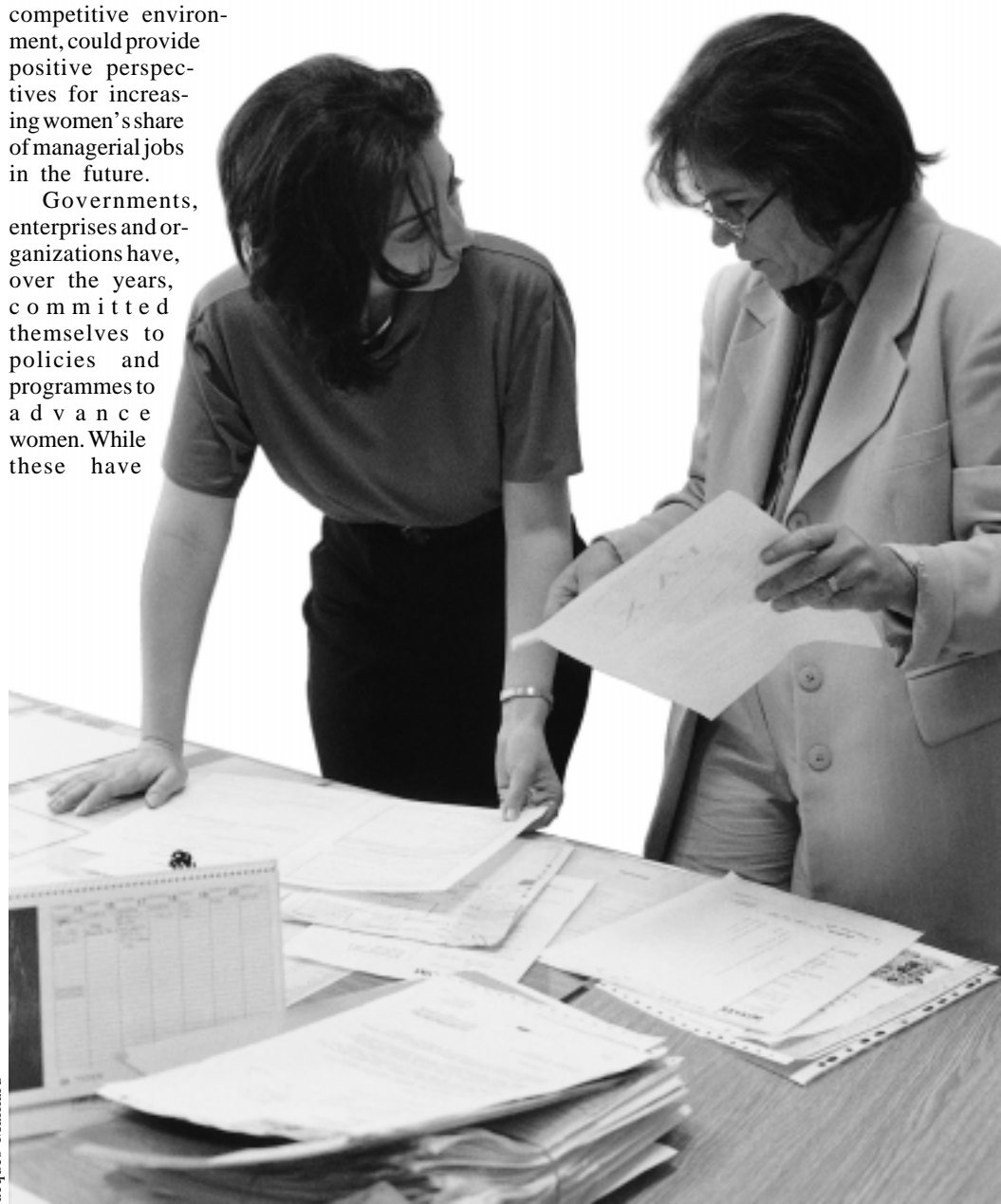
Current debates on more flexible managerial styles and approaches (with a view to maximizing human resource utilization), together with the interest of enterprises in attracting and retaining qualified and talented women in a

competitive environment, could provide positive perspectives for increasing women's share of managerial jobs in the future.

Governments, enterprises and organizations have, over the years, committed themselves to policies and programmes to advance women. While these have

met with varying degrees of success, they have undoubtedly had a positive effect, especially on younger generations of men and women. Given women's increasing level of qualification and work performance, it might have been expected that they would have moved more quickly up the career ladder in recent years. This has not been the case, and for many the pace of change is just too slow. Participation in decision-making is proving to be one of the most resistant areas yet for gender equality.

Nevertheless, in many instances, the development of detailed career plans within enterprises has been shown to be instrumental in promoting equal opportunities in career progression. Special support through networks, coaching, mentoring



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Women's share of administrative and managerial jobs* and share in total employment, 1994-95

Countries	Admin. and managerial jobs (%)	Total employment (%)
Australia ¹	43	42
Austria	22	43
Chile	20	32
Costa Rica	23	30
Ecuador	28	38
Egypt	12	20
Finland	25	47
Israel	19	42
Japan	9	41
Malaysia	19	34
Mexico	20	32
Norway	32	46
Paraguay	23	41
Philippines	33	37
Sri Lanka	17	48
Switzerland	28	40
Turkey	10	30
United Kingdom ¹	33	45
United States	43	46
Uruguay	28	41
Venezuela	23	33

*Administrative and managerial workers classified as Major Group 2 in the International Standard Classification of Occupations (ISCO-68). Includes legislative officials, administrators and managers.

¹ 1993.

and training has also been found to be effective in encouraging women and making them more visible. Not only is specific action required to ensure that women's careers are not stymied, but increasingly their opportunities will be enhanced by the creation of workplaces which are more dynamic, flexible, value-diverse, are more people-oriented and family-friendly.

One of the greatest challenges that remain is how to make the structures and dynamics within organizations more conducive and sensitive to gender equality concepts and practice. This is particularly crucial in environments where new management structures and work roles involve restruc-

turing, downsizing, decentralization and layering in the bid to be more globally competitive. Without such a watershed change from within firms and enterprises, women will, in the years to come, continue to experience "glass ceilings" and "glass walls" as invisible barriers to positions of management.

ILO discusses the issue

More than 100 participants, mainly women, attended a tripartite meeting on breaking through the glass ceiling, held at ILO headquarters on 15 to 19 December. Twenty countries were invited by the Governing Body to be represented by a tripartite national delegation. Observers from additional governments, as well as intergovernmental and non-governmental international organizations were also represented.

The discussion was wide-ranging, with a number of participants informing the meeting of various national initiatives to advance gender equality and promote women in management. The Meeting discussed obstacles to women's career development, underlining that social

attitudes and cultural biases were a major factor discriminating against women and holding them back from attaining higher-level jobs.

Such prejudices were often reflected in a subjective application of recruitment and promotion procedures and so there was a need to develop positive measures to counter the often invisible barriers blocking women's careers. The Meeting identified many complementary strategies to promote women in management, covering areas such as training, networking, mentoring, review of recruitment and promotion systems, family-friendly policies, awareness-raising, positive action, evolving enterprise culture, tripartite concentration, recognition of women's increasing economic role and contribution, entrepreneurship and improved data collection. Finally, the meeting discussed the role of governments, employers' and workers' organizations and women's organizations in promoting gender equality and women in management. Participants underlined the importance of a tripartite approach and the strategic issue of ensuring more women in decision-making positions in the structures of organizations.

CONCLUSIONS OF THE MEETING

Conclusions adopted by the participants at the Tripartite Meeting on Breaking through the Glass Ceiling: Women in Management recommended several strategies to promote women in management, including:

- regulatory mechanisms and legal frameworks to eliminate discrimination on grounds of sex;
- affirmative action and guidelines to genuinely change attitudes, while taking existing diversities into account;
- the adoption of appropriate steps by enterprises, institutions and governments to ensure that employees are aware of obligations and rights, including those stemming from equal employment laws where applicable;
- positive action and equal opportunities policies to level the playing field and ensure equal opportunities and treatment for women in recruitment and promotion;
- the development of ways, which can include more flexible

working hours, reduced hours of work and adequate child- and elder-care facilities, to enable both women and men to combine the building of a career and the raising of a family;

- mentoring for women to provide advice and develop their professional skills;
- the appointment of corporate officers in the personnel departments of enterprises with responsibility for monitoring and promoting equal opportunities throughout the enterprise; and
- access of women to business skills-training and entrepreneurship development to help them run their own businesses.

The participants also emphasized the importance of employers' and workers' organizations appointing women to top positions in their own structures and the significant role of national tripartite commissions, where they exist, in promoting equal opportunities for women and men.

From *ILO News*

The conclusions adopted by the Meeting emphasized the need for adequate tools and appropriate indicators for research on gender-equality issues and requested the ILO to collect data based on country definitions of women in management and to examine the feasibility of revising the International Standard Classification of Occupations so that comparative analysis can be conducted in this field.

The Meeting also urged the ILO to:

- Study the situation of men and women in senior decision-making positions, in both the private and public sectors;
- Organize a tripartite meeting with the aim of producing a manual of best practices on the promotion of women in management;
- Collect and disseminate information on tripartite approaches in addressing gender-equality issues;
- Ensure the presence of gender specialists in the multidisciplinary technical

advisory teams and monitor the integration of the principle of equal opportunities and treatment in all its activities; and

- Organize tripartite meetings in all regions, in particular in Africa and countries in transition, on issues concerning women in management. □

¹ Collected on the basis of the International Standard Classification of Occupations (ISCO-68)

Avoiding a new “tragedy”

Child labour is growing in Africa

An “invisible” army exists in Africa today, larger than any other force, and more pervasive. Instead of guns, it is armed with agricultural tools, shoe-shine brushes, mops, brooms and hoes. This force is the army of child labourers, and it is growing. According to a new report, its numbers are expected to soar over the coming decades if current economic conditions persist. A recent conference in Kampala, Uganda has called for its abolition.

A growing army of child labourers in Africa is expected to swell by at least one million new children per year if current economic and social trends persist, according to a new report prepared by the International Labour Office (ILO).

Prepared for a tripartite meeting of workers, employers and governments in Kampala, Uganda on 5 to 7 February, the report entitled “Child Labour in Africa – Targeting the Intolerable”¹ – warns that “the poverty, population and education indicators give a potentially bleak picture for the future of child labour in Africa.”

How bleak? The ILO report estimates that the number of child labourers in Africa could surge from today’s 80 million to more than 100 million by the year 2015, as a result of a demographic explosion of impoverished people and poor or inadequate levels of economic growth across much of the continent.

As part of a growing international effort to come to terms with the problem of child workers, the ILO organized the Kampala conference jointly with the Organisation of African Unity (OAU). The meeting was the latest in a series of international conferences held in the past year on child labour, and was hosted by the Ugandan Ministry of Labour and Social Affairs. It brought together representatives from employer and worker organizations and governments of 22 African countries² seeking to develop and implement national policies to reduce and eliminate child labour. (*For a report on the Conference, see box on p.11*).

The scope of the problem

While child labour is found in all regions of the world, it is overwhelmingly a developing country phenomenon. In percentage terms, Africa already has the



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The army of child labourers in Africa is growing.

highest incidence of child labour, with approximately 41 per cent of all children between the ages of five and 14 involved in economic activity (versus 21 per cent in Asia and 17 per cent in Latin America). The ILO report says that more than 250 million children are at work worldwide in countries at all levels of economic development, with the largest concentration in Asia.

An “invisible” army exists in Africa today, larger than any other force, and more pervasive. Instead of guns, it is armed with agricultural tools, shoe-shine brushes, mops, brooms and hoes. This force is the army of child labourers, and it is growing. According to the ILO report, its numbers are expected to soar over the coming decades if current economic conditions persist. The recent conference in Kampala has called for its abolition. Estimates suggest that in Benin, 27 per cent of children work, in Burkina Faso 51 per cent and in Burundi 49 per cent. In Kenya, Ethiopia, Niger and Uganda the estimated rates are between 40 and 46 per cent. In Mali 54 per cent of children

are estimated to be working. In Côte d’Ivoire, Nigeria and Zimbabwe the figures are between 20 and 30 per cent (*see Table on p.12*).

The major factors responsible for the growth in child labour are rapid population growth, deterioration in living standards and the incapacity of education systems to cater to all children of school age and provide them with a decent education.

Among developing regions, Africa has the highest participation rate of girls: approximately 37 per cent of girls work in Africa, versus 20 per cent in Asia and 11 per cent in Latin America. The ILO says that although boys account for roughly three out of every five child labourers, the proportion of girls may well be higher; activities carried out in and around the household are generally under-reported.

Household work is reported to be the main reason for about one-third of the youngsters who do not attend school. They were either never enrolled or obliged to drop out of school because of full-time housework. If such full-time house-

work were taken into account, the number of girls could even exceed that of boys.

Primary schooling, another major indicator of child labour levels, shows that while a growing proportion of African children are now enrolled in school, the actual number of children in the primary school range (6-11) years who are not enrolled in school also grew by some two million from 1990 to 1995, to reach nearly 40 million, of whom two-thirds are girls.

An overwhelmingly rural phenomenon

The ILO report says that despite a great deal of world attention focused on Third World children employed in predominantly export industries, such as textiles, clothing, carpets and footwear, child labour is not so widespread in the export sectors, except in the plantations of certain countries.

Child labour is an overwhelmingly rural phenomenon, with as many as 70 per cent

of all child labourers involved in agricultural production. Most African economies, particularly in Sub-Saharan Africa, remain predominantly rural.

"If present trends continue," says the ILO report, "at least a further 400,000 children per year in Sub-Saharan Africa aged 6 to 11 would remain out of school and would, in all likelihood, join the pool of child labourers." To this number must be added the increasing number of children who try to combine work and school, bringing a total of at least one million new child workers onto the labour market over the next 10-15 years.

The ILO report acknowledges that while perceptions differ worldwide over what constitutes appropriate work, a distinction needs to be made "between normal family obligations and work which gives rise to exploitation and abuse".

It warns that "an emphasis on traditional practices over the potential hazards of work for children can result in ignoring the extent of the child labour problem." It underscores the importance "of societies and families becoming educated on the dangers of child work and recognizing that what happens within the family context and training conditions cannot be excluded from the scope of legal instruments on child labour."

Despite international standards, child labour "rampant"

Under international labour standards, work which subjects children to exploitation and abuse is prohibited, and evidence of such work is rampant worldwide and in Africa.

For example, domestic service, a frequent occupation of child labourers, is rich in potential for exploitation. Although little comprehensive information is available about the living and working conditions of domestics, due to the clandestine nature of the work, the report cites disquieting evidence of widespread physical, mental and sexual abuse of young females working in households other than their own. The consequences of long hours, emotional deprivation and servitude on young girl workers include "withdrawal and

A conference urges abolition of child labour in Africa

KAMPALA, Uganda – Amsterdam, Cartagena, Oslo, Kampala. This African city is the latest in a string of high-level international meetings convened with the International Labour Organization to attack child labour.

When the three days of talks ended on 7 February, the message sent by participants from 22 African countries – along with officials of the ILO, the United Nations Children's Fund (UNICEF), the Organization of African Unity (OAU) and others was clear: commitment to the total abolition of child labour in Africa is essential, but can only be realized if poverty – its fundamental cause – is dealt with by an increased international effort.

"Child labour has become a reality in Africa and if the situation remains unchecked, Africa risks losing all her efforts towards lasting development," said the Right Honourable Kinto Musoke, Prime Minister of Uganda, in an address delivered on behalf of Ugandan President Yoweri Museveni on the opening day of the conference.

Added Ahmed Haggag, Assistant Secretary General of the OAU: "Africa's future will and must depend on the nature of the measures for survival, protection and development of African children in their formative years. Of the roughly 27 million refugees and displaced persons in Africa, the majority are women and children. We must unequivocally renounce armed conflicts as a means of solving economic and social problems and strengthen international standards protecting children."

ILO warns of "tragedy"

In his opening address, ILO Director-General Michel Hansenne said that while the current situation in which some 80 million African children are obliged to work was cause for serious concern, "the future is even more worrying".

"It would not only be a tragedy for the children concerned, but for Africa as a whole, which needs educated, productive and healthy citizens," Mr. Hansenne said.

Noting that "these children should be a priority for all of us," Mr. Hansenne added "all too often, practices that have been tolerated for decades make these children invisible to the general public and political decision-makers. The type of work they do should not be hidden if we want to fight it effectively."

Mr. Hansenne declared that the ILO intends to pursue the development of effective legal tools to fight against extreme forms of child labour and has embarked on the preparation of new international standards, including a proposed Convention and Recommendation, which are on the agenda of this year's International Labour Conference (June 2-18).

The new instruments will seek to prohibit extreme forms of child labour, including slavery and practices similar to slavery, such as trafficking, debt bondage and forced labour, the use of children in prostitution and pornography, dangerous work in mines, quarries and factories and any type of work that is likely to jeopardize a child's health, safety or morals.

Conference conclusions

In their concluding report, the delegates in Kampala urged African states to commit themselves to abolishing child labour as prescribed in the ILO Minimum Age Convention, 1973 (No. 138) and the Convention on the Rights of the Child, adopted by the UN General Assembly in 1989. Delegates also called on African states to ratify the African Charter on the Rights of the Child.

Acknowledging that in the short term, some children might be required to work due to prevailing social and economic conditions, the conference Final Report added that such work "should be regulated and should not endanger the health and safety of children", and be combined with "some kind of education and social services." Priority should be given, it said, to the "immediate suppression of extreme forms of child labour within time-bound programmes for action".

Other conclusions called for:

- Improved legislation "as a statement of political commitment" and conformity of national legislation to international labour standards;

- Participation of African countries in the development of proposed new international labour standards on extreme forms of child labour;

- ILO assistance to the OAU in strengthening its capacity to address labour issues and, along with UNICEF, examine "the question of international resources and the social impact of structural adjustment policies" to ameliorate or reduce the adverse impact of these policies on the poor.

regression, premature ageing, depression and low self-esteem”.

International action

Since the early 1990s a considerable number of countries have adopted comprehensive national policies and programmes on child labour and African countries have been particularly active participants in the debate. Several African countries (Benin, Egypt, Kenya, Senegal and Tanzania) were among the early participants in IPEC, the International Programme for the Elimination of Child Labour, a major technical cooperation programme begun by the ILO in 1992.

Nine other African countries are currently preparing to join IPEC: Burkina Faso, Ethiopia, Guinea, Madagascar, Mali, South Africa, Uganda, Zambia and Zimbabwe. Several other countries, among

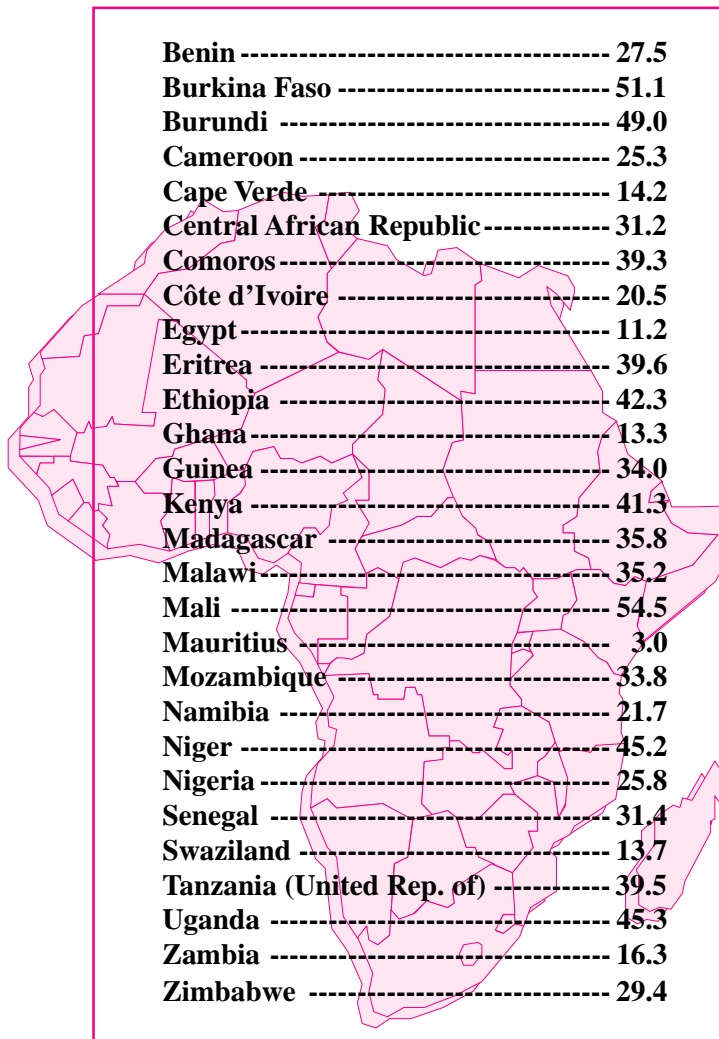
them Cameroon and Zimbabwe, are in the process of developing country-specific strategies to combat child labour.

The ILO report insists that in light of the magnitude of the child labour problem, concrete steps are more and more urgent. The scope and nature of the hazards facing working children in Africa remains poorly documented and further attention needs to be focused on areas requiring immediate action. Further preventive action is needed if the serious social consequences of the projected increase in the numbers of child workers are to be avoided. □

¹ Child Labour in Africa – Targeting the Intolerable. African Regional Tripartite Meeting on Child Labour. Kampala, Uganda, 5-7 February 1998. International Labour Office, Geneva.

² Benin, Burkina Faso, Cameroon, Côte d’Ivoire, Egypt, Ethiopia, Ghana, Guinea, Kenya, Madagascar, Mali, Mauritius, Mozambique, Niger, Nigeria, Senegal, South Africa, United Republic of Tanzania, Tunisia, Uganda, Zambia and Zimbabwe.

Economically active children in selected countries in Africa (1995, 10-14 age group)



Benin	27.5
Burkina Faso	51.1
Burundi	49.0
Cameroon	25.3
Cape Verde	14.2
Central African Republic	31.2
Comoros	39.3
Côte d’Ivoire	20.5
Egypt	11.2
Eritrea	39.6
Ethiopia	42.3
Ghana	13.3
Guinea	34.0
Kenya	41.3
Madagascar	35.8
Malawi	35.2
Mali	54.5
Mauritius	3.0
Mozambique	33.8
Namibia	21.7
Niger	45.2
Nigeria	25.8
Senegal	31.4
Swaziland	13.7
Tanzania (United Rep. of)	39.5
Uganda	45.3
Zambia	16.3
Zimbabwe	29.4

Source: Estimated percentages from Economically active population, 1950-2010, Fourth Edition. ILO, Geneva, December 1996.

After the war, Bosnia From war and Herzegovina

In the two years since the Dayton accords halted fighting in the former Yugoslavia, the international community has poured enormous resources into rebuilding Bosnia and Herzegovina (BiH), the country most ravaged by the 1992-1995 war. The ILO has played a part in this reconstruction, mobilizing some US\$ 6 million for projects designed to create jobs, provide new skills and promote new enterprises.

SARAJEVO, Bosnia and Herzegovina – From the moment of arrival at Sarajevo International Airport, the reminders of war are tempered by evidence of a tenuous peace.

Instead of donning flak jackets and helmets for a dash through dirt breams designed to protect them from snipers, arriving passengers can pass nonchalantly through customs like anywhere else in Europe and leave the airport in a taxi instead of an armoured vehicle.

Yet the bullet and shell scarred walls of the airport, the ruined edifice of the Bosnian newspaper “Oslobodenje” left as a monument to the destruction provide stark, visible testimony of the three-year conflict that cost an estimated 250,000 lives and destroyed the economy of what was once an industrial heartland of the former Yugoslavia.

“We have achieved progress at all levels,” said Mr. Edhem Bicakcic, Prime Minister of Bosnia and Herzegovina, in a recent interview with the ILO held in a new office replacing the gutted gov-

nia seeks work

to work: Bosnia Herzegovina rebuilds

ernment building destroyed during the shelling. "I deeply believe in the future of Bosnia-Herzegovina and that we will be able to satisfy all the needs of the inhabitants." (See box for full text of interview.)

Destruction that cost thousands of jobs

Although firm data is hard to come by in Bosnia and Herzegovina, much of the pre-war infrastructure and its employment no longer exists. The Bosnian war can be measured not only in its cost of lives, but in the post-war cost of livelihoods for tens of thousands of workers.

According to a recent assessment by the ILO's Enterprise Department, most State large and medium enterprises have been either destroyed or operate at a low capacity level, and are "not currently in a position to generate large numbers of jobs, especially since they are now in the process of being privatized, and require very large capital investments which will not be available in the near future".

At the same time, Bosnia and Herzegovina suffers from a range of war-related problems: the massive destruction of housing, schools, institutions and other facilities; a significant displacement of pre-war population, with Muslims, Serbs and Croats moving from one area to another, away from their former homes; the destruction or significant damage of communications, transport and other public utilities such as power lines, railways, water and sewage systems, and roads.

"There are lots of poor people in towns, many of them displaced refugees or rural people who can only be re-integrated with difficulty, if at all," says Aziz



The ruined offices of Oslobodenje (Liberation) still stand.

Vincent Anahy/AFP

Hadzimuratovic, head of the Department for Reconstruction and International Assistance at the Ministry of Foreign Affairs in Sarajevo. "Before the war, BiH was a heavily developed industrial part of the former Yugoslavia. We had really good skilled people and their products were exported all over the world. But we've lost six years."

Reconstruction, creating jobs

As a result of experience gained by the office of Assistant Director-General Heribert Scharrenbroich and the ILO office in Sarajevo in convincing potential donors

to fund ILO projects in the field, it was possible to launch a number of projects in collaboration with the United Nations Development Programme (UNDP) and with the assistance of Belgium, Italy, Japan and Luxembourg. The objectives of the programmes are to create new job opportunities, equip people with updated skills and establish strong institutions for improving future social dialogue, and to respect ILO standards.

One such example is the vocational training programme to support a national employment programme in the enclave of Gorazde, a Canton some 80 kilometres from Sarajevo and linked to BiH by a narrow "corridor". A thriving production centre before the war for metals-processing, machine tools, chemical production and other industries, a pre-war workforce of 11,000 has now fallen to 3,000, according to officials in Gorazde.

Although a large number of the Canton's pre-war population of 46,000 left during heavy fighting, "returnees" have resulted in a current population of 40,000. Local officials say this figure is expected to balloon by another 27,000 returnees this year.

The US\$ 2.4 million ILO/UNDP programme there is funded jointly by the government of Japan and UNDP. The ILO implements the project through the Cantonal Ministry of Education. It's goal is to provide training in mechanical occupations such as metal fabrication and welding, mechanical maintenance, pipe-fitting, plumbing, draining, and training of auto mechanics and machinists for milling, grinding and turning. Beneficiaries include unskilled and semi-skilled people including war victims, refugees, displaced persons and demobilized soldiers.

"Through educational and vocational training, we could create another 1,000 jobs before the end of 1998," said one local official.

Another ILO project underway involves vocational training and support in the town of Bihac, in the Unsko-Sanski Canton of northwest Bosnia. The US\$ 452,000 ILO/UNDP programme is designed to provide skills training for war victims, refugees, displaced persons and former soldiers in domestic building rehabilitation, construction and maintenance work (masons, carpenters, ceramists and reinforced-concrete workers).

Currently, the ILO's Enterprise De-



partment is implementing four micro-and small enterprise (MSE) development projects in Bosnia, and a fifth project has been recently approved. These are:

- US\$ 300,000 for the establishment of an Enterprise Development Agency (EDA) in the area of Brcko, funded by the Italian Government (Nov. 1997 to May 2000);

- US\$ 487,000 for the establishment of two EDAs in the canton of Bihac and the Region of Banja Luka, funded by UNDP (Jan. 1998 to June 2000);

- US\$ 85,000 for the establishment of a micro-credit revolving fund for Bosnian women, funded by the Ministry of Labour of Belgium (Jan. 1998 to June 2000);

- US\$ 200,000 for the establishment of an EDA in Sarajevo. This EDA will also play an additional role as a national enterprise development agency for the two entities of the country: the Federation of BiH and the Republika Srpska. This project is funded by the Italian Government and may be considered as a first phase of a larger project (*see below*) also funded by the Italian Government (Jan. 1998 to June 2000); and

- US\$ 1,200,000 for the establishment of EDA-Sarajevo as a national enterprise development agency (main project phase) which will act as an EDA for the Sarajevo area and as an umbrella organization for all the current and future cantonal and regional EDAs. This project has been unofficially approved by the Italian Government. Formal approval is expected by March/April 1998 (April 1998 to December 2000).

The above projects may be considered as the first long-term projects in Bosnia and Herzegovina, most previous projects being emergency-type projects organized to respond to the urgent employment and reconstruction needs of the country after the end of the war. They are also some of the few projects which have succeeded in getting the three population groups (Croats, Muslims and Serbs) to agree to work together.

The most encouraging experience was a workshop with officials from the two entities to prepare a new Labour Code. Mr. Scharrenbroich's office reported that at the outset, there was "tremendous tension between them. One wrong word from one side and the other would threaten to leave the room. But after they had spent some days together a more tolerant atmosphere made the success of the workshop possible".

Following the Italian-funded project to give advice in the formulation of a new Labour Code, Italy is now providing the ILO with the necessary funds to establish an organized social dialogue.

Interview with the Prime Minister of Bosnia-Herzegovina, Mr. Edhem Bicakcic

World of Work: It's been two years since the Dayton Accords were signed. How do you assess progress in Bosnia and Herzegovina since then?

Mr. Bicakcic: We have achieved progress at all levels. At the state level, the institutions mandated under the peace agreement have been established. The Council of Ministers adopted a package of laws providing for the functioning of the State of Bosnia-Herzegovina. I may also say that we have significant progress in the field of reconstruction which resulted in an increase in production of 30 per cent over the last year. And a large number of facilities have been renewed and repaired, including educational and health institutions. The assistance of the international institutions in establishing our institutions is becoming less and less necessary every day.

Q: What are some of the impediments to progress in reconstruction and normalization of the situation?

Mr. Bicakcic: As far as political impediments, I believe they practically don't exist anymore. The Federal Army exists, and is going through a unique system of training. Also, the establishment of the Federal Police is in the final stages. Some work still must be done in some of the Cantons to create the conditions for the massive re-entry of refugees and returnees. At the same time, laws on privatization are going to be adopted, and the transition to a market economy is taking place. And I believe that this year we are going to make progress

as far as concerns the privatization of enterprises, banks and the apartments.

Q: What sort of progress has there been concerning job creation?

Mr. Bicakcic: We have increased the number of employed significantly. Now, 340,000 people are employed but at the same time, unemployment has also increased. The Federal Army demobilized about 180,000 soldiers, but a huge number of them are employed. The big problem is also the reconstruction of housing ... This can also be considered as a factor limiting us. This is why a large number of people have not come back to the Federation. So, the people who want to come back are usually looking for the place where they are going to live and where they are going to work, but we are not always capable of providing all of them with everything.

Q: How do you see the situation in a year or two?

Mr. Bicakcic: I believe that by the year 2000, we will be able to reach the level of income and revenue we had before the war. I can see quite a bit of development and progress in Bosnia-Herzegovina and the Federation will have a higher rate of development or progress. Bosnia-Herzegovina is going to develop institutions with full respect for human rights. Also, the acceptance of Bosnia-Herzegovina into the Council of Europe should occur this year. I deeply believe in the future of Bosnia-Herzegovina that we will be able to satisfy all needs of the inhabitants.

Brcko: Impossible challenge or future example?

The Brcko (pronounced Bridge-ko) project provides what international officials in Bosnia widely agree is a hopeful indicator of how such projects may have a "follow-on" effect in terms of promoting social integration. The Brcko area includes a so-called "separation zone" administered by the Office of the High Representative (OHR) established following Dayton. The political situation in the area, involving people from the three ethnic identities (Muslim, Serb and

Croat) is particularly delicate in view of the conflicting demands for political recognition by the three communities.

Under these circumstances, the project has seen representatives of all three ethnic communities work together through a mixed Board of Directors and staff members representing all three.

Says Mr. Scharrenbroich at the end of his seventh visit to the area: "With the new Government in the Republika Srpska, I see good prospects now of giving support to the reconstruction process in the entire Bosnia and Herzegovina." □

Thomas Netter

Launching an anti-substance “ARMADA”

Fighting drugs and alcohol in the workplace: ILO reports success

The economic costs of drug and alcohol abuse in the workplace are hard to estimate, but are clearly enormous. Yet a new analysis of a five-year programme involving management and unions has shown positive results in terms of decreasing drug and alcohol-related problems.

The programme promotes new approaches to addressing drug and alcohol problems with greater involvement of managers in the workplace in cooperation with unions. This programme also draws on the support of social partners and the networks that employers' and workers' organizations provide in reaching enterprises and their workforce.

“Moving away from the traditional predominant use of experts in treatment and rehabilitation, this is a management-led programme geared primarily towards prevention”, says ILO Senior Advisor on Drug and Alcohol Prevention, Behrouz Shahandeh. “One cannot address alcohol and drug prevention in the workplace in isolation from corporate attitudes, values and behaviour, as well as the working environment and conditions.”

The programme was initiated prior to the adoption of the *Code of Practice on the Management of Alcohol and Drug-related Issues in the Workplace*¹ by a tripartite meeting of experts in January 1995, and its subsequent endorsement by the ILO Governing Body. The Code represents an international consensus on how to manage drug and alcohol problems in the workplace.



Jacques Maillard

brought together experts from the ILO, the World Health Organization (WHO) and the United Nations International Drug Control Programme, and public and private sector managers from the participating countries of the project³ – Egypt, Mexico, Namibia, Poland and Sri Lanka – to finalize a draft report on the results of the five-year programme.

Avoiding the “red” zone

The programme uses a “traffic light” system for classifying employees who need help: a green zone (staying free of substance-abuse problems), amber zone (those requiring early intervention such as counselling) and red zone (those requiring treatment and rehabilitation).

Enterprises which have confronted the issue traditionally focus on assisting workers who already have a problem, providing them with counselling services or referral to treatment and rehabilitation programmes with the aim of returning to work. Such programmes are only directed at employees who are considered alcoholic or drug-dependent, which may be around 3 per cent of the workforce (red zone), and those who are experiencing the early effects of alcohol and drug problems, another 8 to 10 per cent (amber zone).

“With this background”, noted Mr. Shahandeh, “the major thrust of the project has been to make a paradigm shift from a problem-oriented approach (red and amber zones) to a primary prevention approach concentrating on the green zone,” adding that the objective is to prevent workers from sliding into the amber and the red zones.

Cutting drug and alcohol-related problems

A review conducted five years after the project's inception revealed that more than half of the thirty-eight participating enterprises experienced a net decrease in alcohol and drug-related problems. Reduced absences from work, fewer discipline problems and less tardiness were the main improvements.

The enterprises² covered different sectors of economic activity: agriculture, manufacturing, trades, transport, government, banking and finance, and together employed about 125,000 workers (84% male). For most, participating in this project was important to “improve the quality of work, increase enterprise productivity and profits, improve the well-being of workers and their families, learn about effects of substance abuse in the workplace and reduce conflicts among workers and supervisors.”

These and other results of the study were discussed at an ILO meeting, in Geneva on 3 to 4 February. The meeting

The programme has led to the establishment of the Association of Resource Managers against Drug Abuse (ARMADA) in each country, the further development of which was the subject of a meeting on 5 February at the ILO. The mechanism calls for collaboration among senior-level managers from enterprises which are developing programmes of prevention. "This networking arrangement has proven to be extremely useful in sharing information and experiences, pooling resources and doing things together at the community level", Mr. Shahandeh concluded. ARMADA activities have also facilitated the involvement of family members in the programmes.

The meeting concluded that a solid basis has been established by the project for replication of similar prevention programmes in other enterprises around the world. The array of resource material, examples of programmes in different sectors and regions together with the pool of trained personnel constitute a strong force for further action. The meeting thus recommended the wide dissemination of the project outputs, organization of exchange programmes and training workshops, as well as promotion of greater awareness through media campaigns.

Participants also recommended that workplace substance-abuse prevention programmes be linked with total-quality management programmes. The strengthening of the ARMADA networking arrangement was regarded as fundamental to the continuing success of the programme."

Substance abuse in the workplace: The costs are enormous

A new report prepared for the International Labour Office notes that moderate drinkers who have had "one too many" actually cause more alcohol-related workplace problems than their less numerous, but heavier-drinking colleagues. Many heavy drinkers have developed "a physical tolerance and social mechanisms" which mask the impact of their drinking behaviour.

In addition, the report – entitled "Substance abuse and the workplace: Current state of research and future needs"⁴ – says the economic "costs of illness", including treatment, prevention, research, law enforcement and lost productivity caused not only by abuse of alcohol, but by use of other substances such as illicit drugs either alone or combined with alcohol, are high in a number of countries surveyed.

The programme has led to a networking arrangement that is useful in sharing information and experiences, pooling resources and doing things together at the community level. This has also facilitated the involvement of family members in the programmes. Here, Namibia Beverages organizes a family information evening.



ILO project photo

"The economic costs of lost productivity are difficult to gauge but they are clearly enormous," the report says, citing studies carried out in the United States, the United Kingdom, Japan, Australia, Germany and Canada. Other difficult-to-measure results of alcohol abuse include lowered educational levels, divorce, negative employee morale, poor performance, pilfering and vandalism.

Here, in capsule form, are some of the results:

- Seventy to eighty per cent of alcohol-related incidents (accidents, quarrels, absenteeism, crime) occur among moderate drinkers and low consumers, simply because their number is so much greater;

- Costs-of-illness studies conducted in some countries have shown the high cost of alcohol and drug abuse. In the United States, the economic costs of alcohol abuse were estimated at US\$ 70 billion (and costs of drug abuse \$44 billion) in 1985; in the United Kingdom, UK£ 1.6 billion (US\$ 2.6 billion) in 1987; in Japan, 664 billion yen (US\$ 5.7 billion) in 1987 (1.9% of GDP in that year); in Australia Aus\$ 4.5 billion (US\$ 3.38 billion) in 1988; in Germany nearly DM 6 billion (US\$ 3.3 billion) in 1990; and in Canada Can\$ 7.5 billion (US\$ 5.5 billion) for alcohol and Can\$ 1.37 billion (US\$ 941 million) for illicit drug abuse in 1992.⁵

- In all occupations, the highest rates of alcohol and drug use and misuse are among younger and male workers. Specific occupations at greater risk for the development of alcohol and drug problems include food and beverage service, transportation workers and maritime workers.

- Among men, the highest rates of alcohol, marijuana and cocaine use on the

job are in the recreation, entertainment and construction industries. Among women, the highest rates of alcohol use are in agriculture, forestry and fishery industries.

- The population at highest risk is the 20 to 30 year age bracket. Between the ages of 20 and 35, alcohol-related damage is mainly the result of intoxication resulting in accidents, disputes, absence from work. Between the ages of 35 and 55 alcohol-related damage includes health problems and psycho-neurological changes.

- Drug and alcohol abuse have a wide impact, spreading to families and co-workers who are affected in terms of lost earnings, stress, and low morale. □

^{1/} *Code of Practice on the Management of Alcohol and Drug-related Issues in the Workplace*, ILO 1996, ISBN 92-2-109455-3, 15 Swiss Francs.

^{2/} *Examples of some participating enterprises:*
– the Petroleum Cooperative Company, the Cairo Transport Company and the Arab Gelatine Pharmaceutical Products in **Egypt**;

– the Ford Motor Company, KALTEX (textiles) and CELANESE (chemicals) in **Mexico**;
– Namibia Beverages (Coca Cola), Telecom Namibia and Model Supermarket Ltd. in **Namibia**;

– Rokita Chemicals, Power Engineering Technical Services and the Rolling Stock Company in **Poland**;

– Ministry of Labour and Vocational Training, Sri Ceylon Ltd. and Ever-ready Battery Ltd. in **Sri Lanka**.

^{3/} The ILO, the World Health Organization (WHO) and the United Nations International Drug Control Programme (UNDCP) are the executing agencies for Model Programmes of Drug and Alcohol Abuse Prevention among Workers and their Families, with ILO as the lead agency.

^{4/} The report was prepared for the International Labour Office by the Canadian Centre on Substance Abuse, December 1997

^{5/} Exchange rates in January 1998. Not official and should be used as a reference only.

ECONOMICALLY ACTIVE POPULATION ESTIMATES AND PROJECTIONS: SOME RESULTS

The fourth round of the ILO programme on global estimates and projections of the economically active population was completed in December 1996. It provides estimates and projections of activity rates by sex and five-year age groups (from 10 to 64 years and 65 years and over) for the period 1950-2010 at ten year intervals plus 1995, and estimates of the labour force by sex and major sectors of economic activity i.e., agriculture, industry and services for the period 1950-90. Separate results are also presented for manufacturing for the years 1980 and 1990. The data cover all countries and territories of the world which had 200,000 inhabitants or more in 1990 (178 countries and territories), plus their aggregations into regions, major areas and the world, for a total of 207 geographical units.

Data on labour force are drawn from population censuses and especially from sample surveys of the economically active population. These data are adjusted, where necessary, to conform to a standard concept of economically active population which comprises all employed and unemployed persons, and refer to the same age distribution, reference period and date of census/surveys. The definition of the economically active population corresponds, in principle, to that adopted by the Thirteenth International Conference of Labour Statisticians held in Geneva in 1982.

The projections of the activity rates are essentially based on trends in activity rates by sex and age group observed in the countries and territories over the entire reference period i.e., 1950, 1960, 1970, 1980 and 1990, or over part of the period, usually the last two decades.

The results concerning the activity rates by sex and age group show that during the last decades activity patterns around the world have undergone important changes, which are projected to continue in the future. Activity rates by age group are the ratio expressed in per cent of the economically active population in a given age group to the total population in that age group.

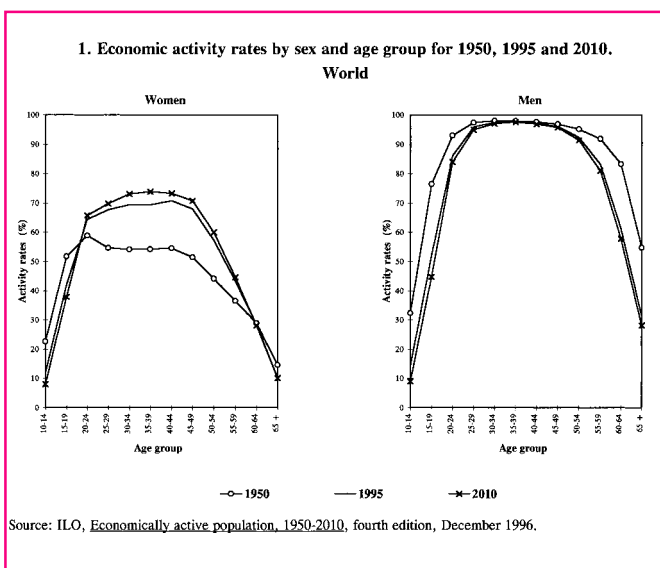
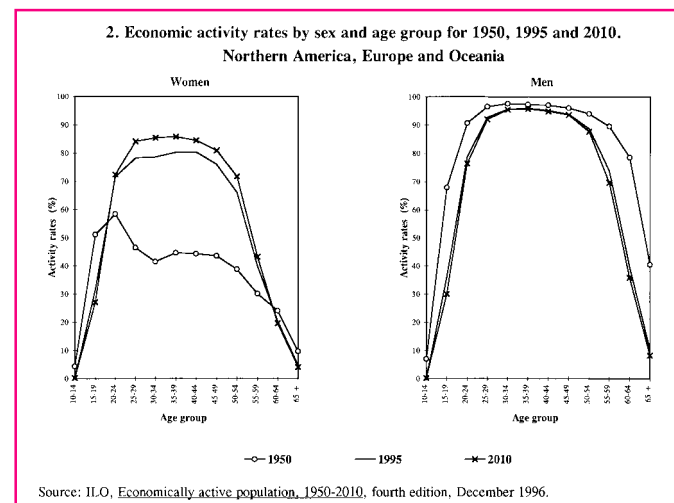


Figure 1: World indicates that the profile of women's activity rates is moving closer to that of men, although, female levels still remain, even in 2010, considerably lower than male levels. The activity rates of adult women (20-60 years) are increasing, while male activity rates (all age groups) are declining. Young

men and women are postponing their entry into the labour market and older workers are retiring earlier. These changes are the result, at least in part, of the following factors:

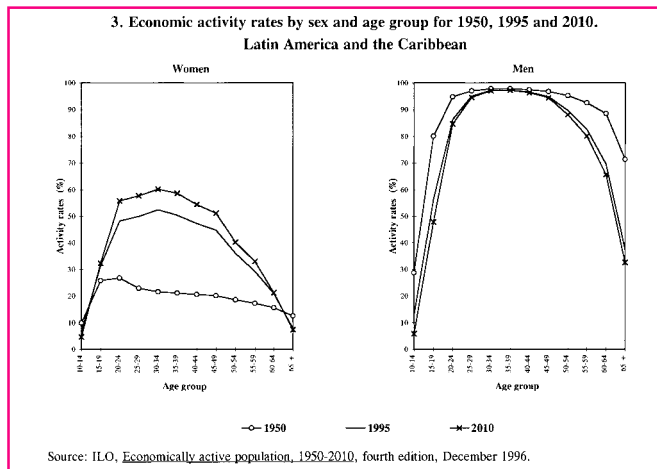
- Younger workers: declining activity rates due to remaining longer in the educational system and also due to young people being discouraged and not seeking work because they think no work is available for their skills;
- Older workers: declining activity rates due to earlier access to retirement benefits and unemployment at the end of their career combined with insufficient education/training for jobs available which makes them cease seeking work (discouraged workers). Concerning older women, the lower participation rates observed are partly due to cohort effects i.e., when these women were younger, they participated less than women in comparable age groups do at present and will do in the future;
- Adult women: increasing participation rates due to changes in the family pattern (decline of fertility, increase of single-parent families, increase of divorce), development of social infrastructure (child care, pre-school, elderly care), changes in work organization (development of part-time work), and also due to improved statistics which capture women's activities better (modern surveys enquiring what they did during the reference period, instead of asking what is their profession or occupation). The evolution in female participation rates is reinforced by a generation effect: the older generations are progressively replaced by younger ones characterized by higher labour force participation;
- Adult men: decreasing activity rates due to more workers being discouraged and due to better statistics (modern surveys).



In **Figure 2: Northern America, Europe and Oceania** it is important to notice that the profile of women's activity rates by age group has changed and should be similar to that of men in 2010. The increases in female participation rates have caused the gradual disappearance of the bimodal shape characteristic of the female life-cycle profile in the 1950s. This "M" shape was the result of women leaving the workforce around the age of 25 years to have children, and a proportion returning later, at around age 35. The moderate decline in male participation rates in all age groups is reflected in the relatively stable male life cycle profile.

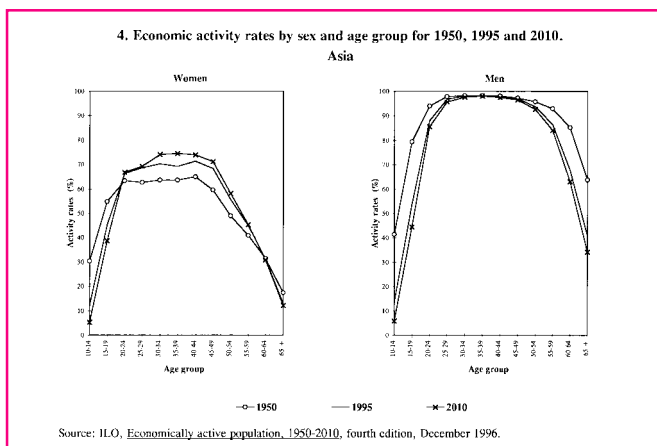
The bimodal shape of activity rates by age group used to be

current in the developed regions, but not in the developing regions where women who entered the work force had to stay for economic



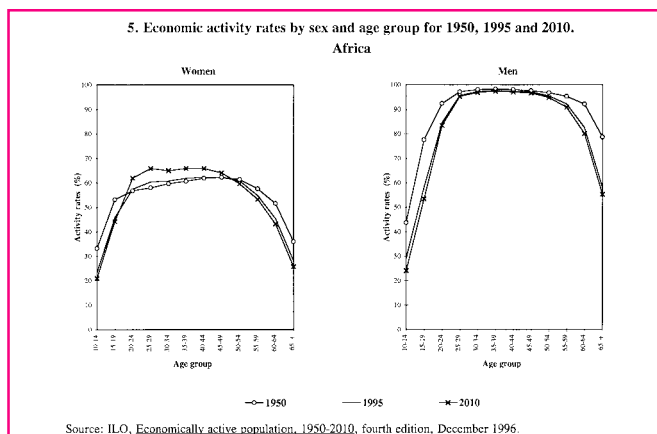
reasons (see figures 3-5 for Latin America and for the Caribbean and especially Asia and Africa).

What should be highlighted in **Figure 3: Latin America and the Caribbean** is the high increase in female activity rates between ages 20 and 60 and also a small growth in female participation rates for the age groups 15-19 and 60-64, because the levels



of female participation in the region used to be very low.

What catches one's attention in **Figure 4: Asia** are the high levels of female activity rates in 1950 when compared to the



other regions. As these levels were already relatively high, a small growth is foreseen for 2010.

In **Figure 5: Africa** it is important to point out the high participation

rates of older workers which reflect the predominance of the agricultural and informal sectors, where people retire later or never as they do not have access to retirement benefits. Only a small increase was perceived in adult female activity rates from 1950 to 2010.

Summarizing these estimates, in the next decades the global work force should be composed of a smaller proportion of both younger and older workers, a larger proportion of adult women and a slightly smaller proportion of adult men.

by Angela Martins-Oliveira

MEETINGS HELD AND FORTHCOMING

Meeting of Experts on Labour Statistics, Geneva, 14-23 October 1997. The subjects discussed were "Underemployment: Concept and Measurement" and "Income from Employment: Concept and Measurement. Reports I and II and the final report are available in English, French and Spanish from the ILO Bureau of Statistics and at our web site (*see box, p. 20*).

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16th International Conference of Labour Statisticians, Geneva, 6-15 October 1998.

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1988), E-F-S. The presentation of ISCO-88 in this publication had to be based on the version of ISCO-88 which came out of the 14th International Conference of Labour Statisticians (ICLS), whereas ISCO-88, as presented in the final publication, is the result of an authorized editorial processing of that outcome. This means that there are differences between the two sets in terminology and in a few minor structural features. Any use or presentation of ISCO-88 should therefore be based on the ISCO-88 publication or on a list of ISCO-88 groups which is available from STAT free of charge.

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DATABASES

LABORSTA: ILO database on labour statistics covering economically active population (data since 1945), employment, unemployment, hours of work, wages, labour cost, consumer prices, occupational injuries, and strikes and lockouts (data since 1969).

LABSSM: Textual database from the publication "Sources and Methods: Labour Statistics" (formerly Statistical Sources and Methods) in English, French and Spanish, containing methodological descriptions and sources of data collected by the ILO and which comprises Volumes 1 to 7.

LABPROJ: ILO database on estimates and projections of the economically active population (fourth round) for all countries and territories with a population of over 200,000 in 1990. Includes estimates and projections of activity rates by sex and age group, and estimates of the distribution of the economically active population by sex and major sectors of economic activity. Database covers time span 1950-2010, with annual estimates for the years 1995-2005 and every ten years for the period 1950-2010.

LABOCT: Database on ILO October Inquiry on wages and hours of work relating to 159 occupations, 49 industry groups and retail prices of 93 food items (wages and hours of work data since 1983, retail prices since 1985).

LABCOMP: Database on ILO-comparable annual average estimates for some 30 countries since 1981 on total and civilian labour force, total employment by age-group, by industry (ISIC-1968 major divisions), civilian employment, total unemployment by age group and unemployment rates. All estimates available by sex, except for the industry data.

LABISCO: Database for occupational distributions and for titles coded to ISCO-88 and ISCO-68, corresponding to the index as published in the ISCO-88 publication. Available in English, French and Spanish.

SEGREGAT: Database on employment (or labour force) by detailed occupational groups and sex, obtained from population censuses or labour force surveys for years near to 1970, 1980 and 1990. Over 40 countries covered.

HIES: This database on household income and expenditure statistics provides the main results of the most recent household income and expenditure surveys or similar household surveys conducted in various countries, areas and territories. It contains five basic tables: (i) household income by source; (ii) characteristics of household by income or expenditure class; (iii) distribution of consumption expenditure by income or expenditure class; (iv) distribution of household by expenditure class and household size and (v) distribution of household by income class and household size.

UNION: A special database on trade union membership. Based on official figures mainly from national publications, it contains data for 36 countries from 1990 onwards.

REQUESTS FOR DATABASE EXTRACTS

All requests for statistical information from these databases should be addressed to Hazel Bennett, Publications Assistant. Requests for small volumes of data which can be extracted directly from our databases in printed form will normally be provided free-of-charge. Requests for data in machine-readable form or for data requiring additional statistical processing by us, regardless of quantity or form of dissemination, will be charged on a marginal cost-recovery basis.



ON-GOING TECHNICAL COOPERATION PROJECTS

ARMENIA: ARM/96/01. Informal Sector Survey. UNDP/ILO project. 1996-98.

GEORGIA: GEO/96/06. Technical assistance on labour statistics. 1996-98.

TURKEY: ILO/World Bank Project on Technical Assistance to Develop Labour Market Information, in the State Institute of Statistics, Ankara, 1994-1998.

UKRAINE: Labour Force Survey; Informal Sector Survey. Financed by Regular Budget Technical Cooperation Funds. Began in 1997 for one year.

WEST BANK AND GAZA STRIP: ILO-initiated project funded by the Swiss Government, to establish a labour force survey programme in the Palestinian Central Bureau of Statistics, September 1995.

TECHNICAL ASSISTANCE MISSIONS 1997

INFORMAL SECTOR: Ethiopia, Thailand, India.

LABOUR STATISTICS PROGRAMME: Turkey, West Bank and Gaza Strip, Egypt, Russia, Albania, Azerbaijan, Tajikistan.

CHILD LABOUR SURVEYS: China, India, Lebanon, Nepal, Pakistan, Sri Lanka, Syria, Thailand, Zimbabwe.

LABOUR FORCE SURVEYS: Latvia, Slovakia, Bahrain, Mauritius.

OCCUPATIONAL CLASSIFICATION: Croatia, Slovenia, Brazil, Argentina, Paraguay, Cuba, Thailand.

WAGES, LABOUR COST, OCCUPATIONAL INJURIES, LABOUR DISPUTES: Ghana, Barbados.

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● Underemployment: Ms. A. Mata (6040).

● International Standard Classification of Occupations: Mr. E. Hoffmann (8076).

● International Classification of Status in Employment: Mr. E. Hoffmann (8076).

● Wage statistics: Ms. M. T. Dupré (6077), Ms. L. A. Hua (6035), Mr. J. Johnson (7012).

● October Inquiry: Mr. J. Johnson (7012), Ms. L. Sediri (7330).

● Household Income and expenditure: Mr. S. Young (7152).

● Consumer prices: Ms. C. Gondrand (8268).

● Statistics on strikes and lockouts: Ms. C. Antiochus (6801), Ms. K. Taswell (6385).

● Statistics on occupational injuries: Ms. C. Antiochus (6801), Ms. K. Taswell (6385).

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News Section

Brazil works with IPEC to put child labourers back in school, and on playgrounds

Joãozinho is reeling from fatigue and itches from mosquito bites at the end of a long workday under the Brazilian sun stripping leaves from sugar cane stalks so they can be crushed at the sugar processing plant in Pernambuco State.

Like his two older brothers before him, he struggles alongside his father. The heat and the work leave little energy left for football or time for school: at ten

years of age, he is a dropout. For Joãozinho, a machete instead of study books. And later, when other children his age will be choosing college or an apprenticeship, Joãozinho will know, like his brothers and his father did earlier, that he has no alternative to a life in the sugar cane fields.

A long way to the south, in the State of Rio Grande do Sul, a girl of eleven, Luzia, is absent from school most of the day. For long hours she sits gluing pieces of leather, together with other boys, girls and women who staff the small shoe factory.

Joãozinho and Luzia are two of an estimated 3.2 million Brazilian children between 10 and 14 who may, if they are lucky, benefit from current action by the government to draw them away from an early life of exploitation and back where they belong, at school and play. Brazil was among the first countries to sign an agreement with the ILO, in 1992. This was followed by a national commitment, in 1996, to eradicate child labour in a number

of economic activities, and to protect adolescent labourers.

Child labour may, in many cases, seem an acceptable alternative to hunger for the families. Since 1992, the Brazilian government has had an international partner – the ILO's International Programme on the Elimination of Child Labour (IPEC) – in its campaign to hit the root causes of this social problem. Nearly US\$ 4 million were allocated under the Programme to Brazil over the 1992-96 period.

Of the 29 countries now part of IPEC, none is as large as Brazil although the basic problem for most of them is similar: doing away with a tradition that allows minors to work for a living, often in unsanitary or dangerous conditions. The need to translate this aim into national, state and local policies, and build up the institutional capacity for change, has led to the creation of a National Forum for the Prevention and Eradication of Child Labour, bringing together government, unions, employers and NGOs. Action programmes are implemented by participating agencies, with technical and financial backing from IPEC and UNICEF.

Several thousand children and their families are now feeling the results of this drive. Economic areas for priority action were targeted in sisal, sugar cane and fruit harvesting, in the informal sector, in the charcoal yards of Mato Grosso do Sul (where 2,000 children were withdrawn from work in charcoal and tea production), and the Pernambuco sugar cane plantations, where more than 13,000 children receive direct assistance. One hundred and twenty children were rescued from shoe production sweatshops in Rio Grande do Sul. A start has been made fighting and preventing child prostitution in the tourist areas of Bahia and Pernambuco.

A typical situation arose in a district of the State of Bahia where more than 1,200 boys and girls were found to be working in the harvesting and threshing of sisal fibre. The rural workers' union joined several NGO's, with IPEC support, in setting up a pilot project for the families, with the aim of getting children out of work. Some families received farm animals and others joined a vegetable gardening group. As a result, several dozen children went back to school and a start was made towards suppressing child labour in the stone quarries found in the same district.

The "Abrinq" foundation for children's rights, established by the Brazilian Toy Manufacturers Association, has sponsored agreements with the automobile, shoe, sugar cane and citrus fruit sectors. It



CIRIC



confers a “child friendly” label to enterprises certifying that they do not employ child labour, and has directly assisted nearly 300,000 children and their families.

An adequate research methodology is being developed, including data bases which will help pinpoint the critical areas. As a result of one of the action programmes, a computerized data bank on child labour was created, promoting exchanges among the Children and Ado-

lescent Rights Councils throughout Brazil. It can be accessed via Internet, in Portuguese, at www.ibam.org.br.

During the last five years, institutions have grown and dovetailed their efforts, and have incorporated the campaign against child labour into their programmes. IPEC/Brazil considers that it has served as a catalyst in placing child labour at the top of the national agenda and in mainstreaming child labour issues into

programmes, plans and budgets of IPEC partners in the country.

Brazil announced at the 1997 session of the International Labour Conference that it will ratify the ILO Minimum Age Convention, 1973 (No. 138), which establishes the minimum age for admission to employment or work in all sectors of economic activity. □

By Mario Trajtenberg, in Brazil

Labour, olympics working together

Two “old partners” renew their vows for social justice, fighting child labour

GENEVA – Two of the oldest international organizations – the International Olympic Committee (IOC) and the International Labour Organization (ILO) – formally agreed to renew efforts “in promoting social justice and human dignity” and in encouraging activities “which contribute to the elimination of poverty and child labour” around the world. A

“Cooperation Agreement” between the two was signed at the Lausanne, Switzerland headquarters of the IOC on 19 January by its President, Mr. Juan Antonio Samaranch and the Director-General of the ILO, Mr. Michel Hansenne.

Under the terms of the Agreement, a joint IOC/ILO working group will shortly be established to develop a programme

of mutual cooperation in both developed and developing countries.

“As a social force in the modern era, the Olympic Movement is deeply concerned by the issues related to youth, in particular with regard to their ability to pursue an education and to live in conditions of dignity,” Mr. Samaranch said on signing the accord. “The IOC’s relations with the International Labour Organization date back to the turn of the century and the social policy initiatives envisaged by Pierre de Coubertin, founder of the IOC, and Albert Thomas, first Director of the ILO. It is therefore with pleasure that we look forward to continued joint initiatives to promote, through sport, the development and welfare of disadvantaged children in the world.”

Said Mr. Hansenne: “We share with the IOC and with the Olympic Movement

Text of the Cooperation Agreement

Cooperation Agreement between the International Olympic Committee and the International Labour Organization

(represented by the International Labour Office)

The International Olympic Committee (IOC) and the International Labour Organization (ILO) share a common belief in the right of all human beings to pursue their spiritual and material development in conditions of freedom, dignity, and equal opportunity. Both entities work for the creation of a peaceful world founded on social justice, tolerance and understanding between individuals and cultures.

The IOC and the ILO place the utmost importance on international

solidarity, and make their special contribution to human development and the pursuit of excellence in accordance with their respective mandates and principles.

Sharing these common goals, the IOC and the ILO have therefore decided to cooperate in promoting social justice and human dignity worldwide through their respective fields of activity.

The IOC and the ILO undertake to encourage activities in pursuit of this objective, particularly those which contribute to the elimination of poverty

and child labour and the development of individual potential of creative talents and productive skills.

To this end, the Parties have agreed that a joint IOC/ILO working group will be established to develop a programme of mutual cooperation.

This agreement will become effective upon signature by both parties and shall remain in force till such time as one party informs the other in writing that it wishes to terminate the agreement.

Source: ILO Press Release ILO/98/1

ideals of peace and solidarity, together with the belief that all persons everywhere have a right to pursue their own potential for growth and fulfilment. As we all know however, hundreds of millions of our contemporaries, most of them young men and women, are engaged in a daily struggle simply to survive. It is incumbent on organizations such as ours to forge new alliances and to develop new strategies against the poverty and exploitation which rob so many of their youth and of their future.” □



Photo composition: Jacques Maillard

Attacking roots of “social and political turmoil,” hidden unemployment

ILO urges break for youth, older workers

KOBE – At the G-7* Jobs Conference in Kobe, Japan on 28 November 1997, the ILO Director-General warned that youth unemployment and other forms of social exclusion have reached “intolerably high” levels in several G-7 countries and called for urgent adoption of special policies targeting workers trapped in low-paid jobs or long-term unemployment.

Michel Hansenne underlined “the capital importance of the objective of full employment” and of public policies “that promote sustained economic growth and preserve clear incentives for enterprise growth and job-creation”. But, he added, these must “be complemented by social and labour policies that actively support the reintegration of the unemployed and increase the employability of the low-skilled”.

“If we fail to contain the social costs” of the economic transformations wrought by globalization and technological change,

*Actually G-8 following the invitation extended to Russia.

said Mr Hansenne, “we risk being swept into a perilous zone of social and political turmoil”.

With the notable exception of Germany, unemployment rates for workers between the ages of 16 and 24 in the G-7 countries are typically the highest among all demographic groups and twice as high as the overall average, according to an ILO background document¹. The situation is particularly dramatic in Italy, where the youth unemployment rate has surpassed 30 per cent since 1983 and in France, where it stood at 25 per cent in 1995.

Dramatic as they are, these figures do not take into consideration persons engaged in part-time work for want of a better alternative or those who have become so discouraged that they have given up the search for a job. Such “hidden unemployment”, suggests the ILO document, affects “a higher proportion of young people than prime-age workers in the United States, Japan, France and the United Kingdom”.

“Despite the general rise in school attendance, the proportion of 22-year-olds who were neither in school nor working increased between 1984 and 1994 in most of the G-7 countries ... Particularly sharp increases occurred in Italy and the United Kingdom, where 28.8 and 26.8 per cent, respectively, of 22-year-olds fell into this category in 1994.”

“The true exception to the general picture of youth unemployment is Germany”,

thanks to an apprenticeship system which “moves young people into stable employment quickly and smoothly”, notes the ILO document.

Youth unemployment represents an obvious waste of human capital with long-term negative consequences for the individuals concerned and for those around them. It is often associated with rising crime and the emergence of an underclass with its own subculture and rules. But, in spite of these widely shared concerns, “it is clear”, states the document, “that in all countries, proportionally more young people are without a job today than two decades ago”.

Older Workers

Similarly, at the other end of the spectrum, increasing numbers of older workers are being excluded from the labour market. In France and Germany, the employment rate for older workers declined as a result of enhanced incentives for early retirement introduced in the 1980s in an effort to reduce open unemployment rates.

But not all withdrawals from the labour market are voluntary. The wave of enterprise restructuring and downsizing which occurred in the late 1980s “is believed to have increased age-specific dismissals concentrated on older workers” whose wages are the highest wherever pay scales are based on seniority rather than productivity.

“Hidden unemployment” also affects a growing number of older workers, many of whom are simply dropping out of the labour market. Between 1970 and 1994, the non-employment rates of older workers in the G-7 countries showed the sharpest increase among all age groups. In Canada, France and Germany, the rates doubled over the period.

“The basic public policy dilemma”, says the document, “is the conflict between the use of early retirement as an instru-

ment for alleviating unemployment among younger workers and the longer term financial viability of pension systems in ageing societies.”

Concerns about the future financing of pension and health-care systems are not the only reason why attempts are being made to reverse the trend towards early retirement. Rising life expectancy and better health have lengthened the potential productive life of workers and a growing proportion among them choose,

where they can, to remain employed.

“Several policy responses need to be considered”, says the ILO. “The first is the removal or reduction of the incentives for voluntary early retirement and age-specific dismissals of older workers. This requires the phasing out of special state-funded early retirement schemes, adjustments to pension and tax systems to remove biases towards early retirement, and the reform of seniority-based wage systems.”

Long march against child labour begins in Manila, to culminate in Geneva in June



Photos: ILO/IPEC Manila



An estimated 15,000 children and child rights advocates kicked off the Global March Against Child Labour, a historic international campaign to focus public attention on the 250 million children worldwide who are forced to work for their survival. The Global March will travel from country to country until mid-year to bring the campaign against child labour to a new level. Ultimately, it will end up in Geneva during the International Labour Conference.

Marching to indigenous ethnic music, the participants began their long journey carrying placards and banners reading: “Children have rights, stop child labour”, “Eliminate all hazardous forms of child labour”, “Justice for all working children”; “Education for all”, “A child should be earning marks in school not wages in a plantation”. The group was led by Mr. Kailash Satyarthi, International Coordinator of the Global March, and representatives of working children from India, Pakistan, Bangladesh, Nepal, Turkey, Iran, Brazil, Cambodia, Thailand and Indonesia.

On the Global March

Backed by about 300 organizations spread across 70 countries worldwide, the Global March itself is a combined programme of long international marches and coordinated local events. From Manila, fifty core marchers fly to Vietnam before departing to Cambodia, Thailand, Malaysia, Singapore, Bangladesh, Nepal and India. Eventually their course will take them to Iran and Turkey after which they will begin their final stretch across Europe. The group is expected to reach Geneva, Switzerland, in June 1998, when the ILO meets to hold a first discussion on a new Convention banning extreme forms of child labour.

Social Exclusion

The increasingly precarious situation of many young and older workers has led to growing concern in industrialized countries over the rise of social exclusion. Certain categories, such as the long-term unemployed or unskilled and inexperienced youths now face difficulties in obtaining a job even in periods of economic recovery.

Analyses conducted by the ILO reveal marked differences, however, in the behaviour of labour markets in Europe and North America. While the link between growth and employment remains high for all G-7 countries, youth unemployment rates in the European countries in the group are the least likely to decline during economic upswings. This suggests that, in Europe, it is the young unemployed who face the highest risk of social exclusion.

In North America, by contrast, being young and unemployed does not appear to decrease the probability of finding a job once a recovery is confirmed. Those at highest risk of permanent social exclusion there are the long-term unemployed, independently of any other consideration.

It is important to note in this context that while the long-term unemployed represent less than 11 per cent of North American unemployment, youth unemployment accounts for about 25 per cent of total unemployment in the four European G-7 countries.

“Special policies towards youth and older workers are necessary to redress current imbalances, but we cannot overlook the dilemma that, without strong employment creation, they risk being zero-sum in nature”, acknowledged Mr. Hansenne. “In slack labour markets the disadvantages faced by youth and older workers in the competition for jobs are likely to persist even though they are mitigated by special policies. This is why”, he concluded, “promoting strong overall employment growth must remain the overriding goal.”

The participants also heard presentations by the International Confederation of Free Trade Unions (ICFTU) and by the International Organization of Employers (IOE), a first at a G-7 meeting.

□

Source: ILO Press Release ILO/97/31

¹ Youth, older workers and social exclusion: Some aspects of the problem in G-7 countries. G7/1997/1. International Labour Office, Geneva. October 1997.

12th Asian Regional Meeting

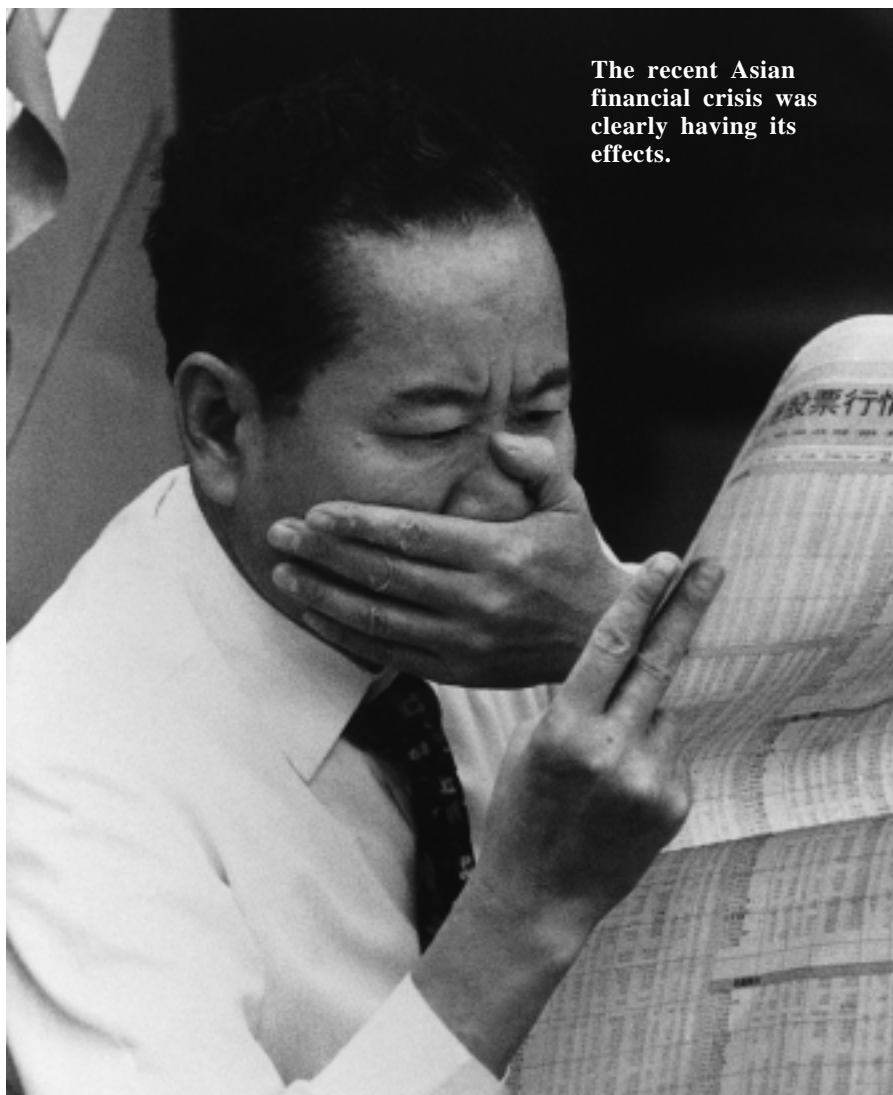
Meeting amid economic turmoil, region calls for “vigorous” ILO role in Asian economic and social development

BANGKOK, Thailand – As delegates gathered at the ILO’s Twelfth Asian Regional Meeting (ARM) here last December, the view from the glass-walled conference room illustrated first-hand the difficult economic conditions shadowing their discussions.

A year ago, they would have seen a

forest of cranes, an army of construction teams working far into the night and the other signs of a boom economy.

But times had changed, and as the meeting unfolded, delegates from 36 countries saw a skyline with a dwindling number of lights, and darkened condominiums and offices. While Bangkok’s streets were



The recent Asian financial crisis was clearly having its effects.

Keystone

bustling with traders and tourists benefiting from favourable exchange rates, above street level the recent Asian financial crisis was clearly having its effects.

Director-General warns of grave social consequences

Opening the meeting, ILO Director-General Michel Hansenne warned of the potentially grave social consequences of the financial turmoil in Asia. In a keynote address, he called on states to develop effective unemployment benefit systems, facilitate worker redeployment and expand opportunities for education and skills acquisition.

Noting that a prolonged period of exceptionally high rates of economic growth had resulted in a reduction in poverty, strong employment growth and increasing real wages, he cautioned that the sudden onset of the current economic crisis "if not quelled speedily, is likely to see a strong negative impact on the real economy and hence on employment and the welfare of workers".

"Starting as the South East and East Asian economies do from a prolonged period of high growth, even a deceleration of growth would generate social tensions," he warned. "The social consequences of a sharp increase in unemployment could, furthermore, be catastrophic because of the weakness of the existing system of social protection in most of Asia. There is typically no system of unemployment benefits or mechanism for facilitating retraining and redeployment. Consequently, retrenched workers will have to fend for themselves and rely on family and other traditional social support systems."

"There is typically no system of unemployment benefits or mechanism for facilitating retraining and redeployment."

ILO Director-General, Michel Hansenne

Still, he said, the current crisis might serve as a positive catalyst for change: "It will also be important to strengthen the observance of core labour standards," Mr. Hansenne said, referring to the rights of workers to organize and bargain collectively, abolition of forced and child labour, and equal remuneration for men and women for work of equal value.



Keystone

Devaluation of the Indonesian Rupiah has led to demonstrations.

Globalization and social justice

Freedom of association and collective bargaining were an important bulwark against an excessive rise in inequality and a deterioration in labour standards in the wake of globalization, he said, noting that globalization would not be politically viable if it led to a deterioration in social justice.

"But over and above these prudential considerations there is also an important issue of democratic values," Mr. Hansenne said. "Workers are important stakeholders in the process of globalization and also the group that is most likely to suffer from its negative effects. As such they have a right to be heard and to influence how the process of globalization is being managed both nationally and internationally."

"Workers are important stakeholders in the process of globalization."

M. Hansenne

Focusing on the ILO's role, Mr. Hansenne said the organization was reviewing and adapting its standard-setting activity in the context of a globalized economy. Noting the governments of the Asian, Pacific and Arab regions had contributed to an ILO global campaign launched in 1995 to ratify core labour standards, he said the mechanism for applying those rights remained problematic without universal ratification of the corresponding Conventions.

Among the options being explored by the ILO was the adoption by member States of a "solemn declaration" expressing commitment to certain fundamental values and principles underlying social progress. Discussion of this declaration is included on the agenda of the 1998 International Labor Conference.

ARM calls for "vigorous" ILO action

Following two days of discussion, the delegates adopted a series of wide-ranging conclusions urging the ILO to "vigorously pursue" its opportunities to make an "essential contribution" to the eco-

conomic and social development of Asia.

"The current financial crisis facing some countries in Asia has focused attention on problems of employment and poverty and has highlighted the importance of sound macroeconomic policies, good governance and transparency in financial markets," the conclusions stated.

"A strong ILO response is required to minimize the adverse effects of the crisis. Immediate steps should focus on training and redeployment of displaced workers and protection of women, migrants and other groups which may be especially adversely affected. Employment should be promoted through sound enterprise development strategies, investment in human resources and a business environment which is conducive to sustained enterprise competitiveness in a rapidly changing global economy."

"A strong ILO response is required to minimize the adverse effects of the crisis..."
ARM conclusions

The Meeting also underlined the importance of a strong ILO response to minimize the effects of the regional economic crisis. Stressing the need to take immediate steps towards the training and redeployment of displaced workers and protection of women, migrants and other vulnerable groups, it also recommended that the ILO organize a regional tripartite meeting on economic and social responses to the financial crisis, including analysis of the impact on the quantity and quality of employment, and the means of tripartite influence, to be carried out in cooperation with major international financial institutions. (See box for detailed list of conclusions).

Closing on a note of optimism, Ms. Michiko Horiuchi, Deputy Secretary-General of the Conference and Assistant Director-General responsible for ILO activities in Asia and the Pacific, noted that it would be necessary to ensure economic restructuring was aimed at employment-friendly growth.

"Many speakers recalled the economic dynamism of the Asian region which would permit countries to find ways and means to revitalize their economies," she said. "Such policies must target both the formal and informal sectors and respect the rights of workers, including women, young persons, migrant workers and others who are especially vulnerable." □

BANGKOK "ARM" CONCLUSIONS: HIGHLIGHTS

- Organizing, as a matter of priority, an ILO regional tripartite meeting on economic and social responses to the financial crisis, including analysis of the impact on the quantity and quality of employment, and the means of tripartite influence, carried out in cooperation with major international financial institutions.
- Including national anti-poverty strategies, established in consultation with the social partners, in overall economic policies.
- Ensuring adequate remuneration and appropriate social protection when additional employment is generated.
- Assisting entrepreneurs to meet the challenges of globalization and competition through encouraging productivity improvement and training programmes to enhance managerial effectiveness, as well as better access to technology, skills and infrastructure, and stronger linkages between informal and formal sectors.
- Policies to deal effectively with regulation of labour flows and protection of the rights of migrant workers.
- Close monitoring of the labour market to identify emerging skill requirements and assess education, training and retraining needs, with a focus on enhancing employability of workers taking account of industry and enterprise needs.
- Governments and organizations of workers and employers to work together to develop education and training policies and improve all forms of vocational training.
- Continuation of the campaign launched by the Director-General in 1995 for the ratification of the seven fundamental ILO Conventions, including encouraging governments, together with workers' and employers' organizations to consider further possibilities for ratification.
- Promotion of the ratification and application of the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87) and the Right to Organize and Collective Bargaining Convention, 1949 (No. 98).
- Steps by employers, in cooperation with workers and their organizations, to improve performance in relation to occupational safety and health, while governments should facilitate these efforts.
- Efforts to develop and wherever possible extend mechanisms for basic social protection to those sectors of the workforce that are currently unprotected.
- Effective ILO action to assist its constituents to formulate and implement policies for full, freely chosen and productive employment.
- Renewed efforts to expand the ILO's technical cooperation programme in Asia, with full tripartite participation in the design, implementation and evaluation of projects.
- Maintaining and intensifying ILO technical cooperation activities in favour of the Palestinian Authority and the Palestinian social partners so as to improve the conditions of Palestinian workers and employers.

The conclusions also stated that the decision of the ILO Governing Body to place on the agenda of the 1998 International Labour Conference an additional item relating to the consideration of a possible ILO Declaration of principles concerning fundamental rights and its appropriate follow-up should enable full discussion of this important issue.

Working World

WORKING CONDITIONS AND STRESS

● The European Foundation for the Improvement of Living and Working Conditions has just published a survey on time constraints and autonomy at work in the **European Union**. The survey shows that work intensity is increasing, as is workers' autonomy, although in the case of the latter, not sufficiently to compensate for the increased work intensity. As a result, some workers are facing severe strain at work. This applies above all to skilled workers, those employed in the transport sector, catering and metal manufacturing, and young workers, who frequently complain of stress and burn-out.

● The Eurocadres Symposium in December 1997 brought

together 150 representatives of professional and managerial staff from 20 European countries. Delegates demanded a reduction in professionals' and managers' working hours which have been on the increase since the mid-eighties, and criticized the fact that professional and managerial staff are excluded from the terms of the European Working Time Directive. (Source: *Fietnet News*, Geneva).

● Having introduced a minimum income for economic and social integration (RMI) on a trial basis in certain areas, the Government of **Portugal** has decided to expand the scheme, as originally envisaged by the Social Pact which it signed in 1996 with the social partners. The aim is to provide a minimum level of income for very poor families. In return for benefits, recipients undertake to follow a training course,

to appear at all interviews arranged by the employment agency and to ensure that their children attend school. (Source: *Social international*, Paris).

PENSION/RETIREMENT ISSUES

● In **Italy**, the Government and the three major trade union federations have signed an agreement raising the retirement age of employees with 35 years of pensionable service from its current limit of 53-54 years of age, to 57 years of age. In addition, privileges enjoyed by certain professions (airline pilots, judges, university teachers or Bank of Italy staff) will be abolished. (Source: *FEB*, Brussels).

● In **Germany**, a reform in the pension system will result in a reduction in retirement

A regular review of trends and developments in the world of work

● The German Economics Institute has published a survey on the so-called "black economy", according to which its turnover has risen five-fold over a period of 20 years or, as a percentage of GDP, from 6% to 15%. Half of all jobs in the black, or unofficial, economy are in the construction industry. Germany is not the only country affected by this trend, as is shown by the figures (% of GDP) produced by the Institute (see table).

(Source: *Social international*, Paris)



Jacques Maillard

"Black economy": An international phenomenon (As percentage of GDP)

Italy	25.8
Belgium	21.4
Sweden	18.3
Norway	17.9
Denmark	17.6
Ireland	15.3
Germany	15.0
Canada	14.6
France	14.3
The Netherlands	13.6
Australia	13.0
United States	9.4
Austria	8.3
Switzerland	7.5

Situation in 1994

and invalidity pensions. The introduction of a demographic factor into the calculation of retirement pensions means that pensions should fall from 70% to 64% of average net salaries over 45 years. The reform has attracted sharp criticism from the trade unions, especially IG Metall (Source: *Social international*, Paris).

EMPLOYMENT/ UNEMPLOYMENT

● New figures published by the National Statistics Institute of **Belgium** show an increase of 2.8% in private sector jobs in 1997. Part-time work saw the biggest increase (16.8%), affecting 3.6% of the men and 35.2% of women. Part-time workers spent an average of 21.5 hours per week on the job, compared with 37.4 hours for full-time workers. The figures show that 49% of part-time workers are on three-quarters time and 11% on four-fifths time. Twelve per cent of part-time employees have a fixed-term contract, the figure for their full-time counterparts being 5%. (Source: *FEB*, Brussels)

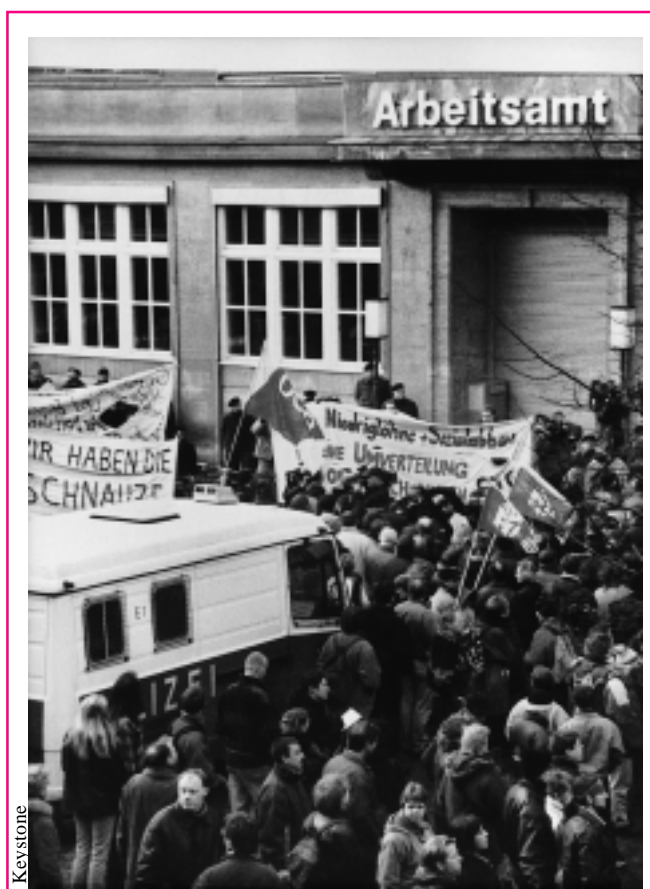
● Telephone call centres are a major growth area. These centres, which bring the telephone operations (ordering, assistance, reservations, banking transactions, and so on) of a number of companies under one roof, employ 123,000 people in the **United Kingdom**, and that number is set to triple in the next few years (Source: *Argus*, Geneva).

● In **Italy** over the last three years, the number of teleworkers has gone up by 50% and will probably reach one million in 1998. The biggest users of this form of work are government services and municipal authorities faced with the problem of traffic congestion. In Rome, for example, 400 of the 30,000 workers on the city payroll

will go over to teleworking during the early part of this year. The European Commission predicts that there will be 10 million teleworkers in Europe by the year 2000, a figure equivalent to 20% of the world total. (Source: *Argus*, Geneva).

● In **France**, December and January saw a wave of protests organized by associations of unemployed people who

occupied a number of public establishments, notably the *Assedic* offices responsible for paying out unemployment benefits. The associations were demanding increases in unemployment benefits and guaranteed minimum social standards. The Government has promised to revise the levels of payments made to unemployed people who have exhausted their statutory benefit entitlements and to reform minimum benefits.



Hundreds of jobless people protest outside the employment office in Berlin after official figures confirmed German unemployment has surged to a new post-war record.

● In **Germany**, the unemployed, who now number around 4.8 million, have organized a series of demonstrations starting in February 1998. This action should culminate in September with a big demonstration in Berlin. At the same time, the Government has decided that unemployed Germans will henceforth be required to take jobs which were once done by seasonal workers from abroad. The number of work permits given to foreign workers will accordingly be reduced by 10%. (Source: *Le Monde, Espace social européen*, Paris).

COLLECTIVE BARGAINING, LABOUR ACTIONS

● In the **Netherlands**, employers' and workers' organizations have agreed on collective bargaining guidelines for the next four years. The emphasis will be on training and wage restraint (increases may not be more than a little above inflation), while in return, workers' incentive bonuses will be introduced. (Source: *FEB*, Brussels).

● The **British** multinational insurance company GRE has started talks with representatives of its employees in its various subsidiaries around the world and with the International Federation of Commercial, Clerical, Professional and Technical Employees (FIET) with a view to establishing a global works council. (Source: *Fietnet News*, Geneva).

● Public servants in **Niger** went on strike for two days at the beginning of January to demand improved living and working conditions and, specifically, to press their claim for arrears of wages. Talks have begun between the Government and the Confederation of Workers' Trade Unions of Niger. (Source: *MTM*, Paris)

HUMAN RIGHTS

● In **Mauritania** on 17 January 1998, three human rights activists were arrested and brought before the public prosecutor after taking part in a documentary. The programme, which was broadcast on two French TV channels, condemned what it called the persistence of slavery in the country, where it was officially abolished in 1980. (Sources: *MTM, Le Monde*, Paris). □

AROUND THE CONTINENTS

TRADE UNIONS AGAINST CHILD LABOUR

The ILO has been cooperating with the trade union movement in Asia, Africa and Latin America in the area of child labour, particularly since the launch of the ILO's International Program on the Elimination of Child Labour (IPEC) in 1992. Two recently published booklets give an overview of union activities in this field in India and Brazil.

The titles of the two booklets are: *Showing the way: Trade unions against child labour in India*; and *Trade union action against child labour: The Brazilian experience*. For more information contact Mr. Tabusa, ILO Bureau for Workers' Activities (ACTRAV), phone: +4122/799.6929; fax: +4122/799.6570; e-mail: tabusa@ilo.org

MAKING GLOBALIZATION WORK

"The employment contract is not just an exchange of work for pay but a human relationship which should incorporate basic principles of respect and dignity", concluded Bill Jordan, General Secretary of the International Confederation of Free Trade Unions (ICFTU) in a public lecture organized by the ILO's International Institute for Labour Studies. The union representative made a number of proposals in his lecture on "Unions, Markets and Democracy" on how to make "globalization work by giving it a human face".

For further information please contact Ms. Greve, International Institute for Labour Studies, phone: +4122/799.6114; fax: +4122/799.8542; e-mail: greve@ilo.org

ELIMINATION OF SILICOSIS

A special issue of the ILO's Asian-Pacific Newsletter deals with mineral dusts and the prevention of silicosis, a common occupational lung disease caused by exposure to silica-containing dusts. Experts in the fields of safety and health report experiences from China, Singa-

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

pore, Thailand and Vietnam, and present a global overview of the problem. The World Health Organization (WHO) and the ILO formed an International Programme on Global Elimination of Silicosis in, 1995. The objective of the programme is to eliminate silicosis worldwide as an occupational health problem by the year 2030.

For further information please contact Dr. Fedotov, Occupational Safety and Health Branch (SECHYG), phone: +4122/799.7079; fax: +4122/799.8516; e-mail: fedotov@ilo.org.

ASIAN EMPLOYERS' CONFERENCE

The Fourth Asian-Pacific High-Level Employers' Conference gathered some 40 top representatives from employers' organizations in the region from 4 to 6 September 1997, in Seoul (Korea). Participants agreed that employers' organizations should move beyond traditional roles and enter other areas which affect enterprise performance, particularly in the field of education and training. The Conference discussions also

WORK IMPROVEMENTS FOR SMALL ENTERPRISES

The ILO project "Higher productivity and a better place to work in small and medium-sized enterprises of Argentina, Chile, Paraguay and Uruguay" has led to a major publication based on 12 case studies from these countries. The project was funded by the Government of Spain and implemented in the Southern Cone of Latin America in 1992-93. Its training activities focus on immediate, low-cost improvements in conditions of work which benefit both enterprises and workers.

The title of the publication, which is only available in Spanish, is: *Cuando la pequeña empresa quiere: Doce estudios de caso de mejoras en condiciones de trabajo y productividad*. For further information please contact Mrs. Dy-Hammar, Conditions of Work Branch (CONDI/T), phone: 4122/799.7955; fax: +4122/799.8451; e-mail: dy@ilo.org



Jacques Maillard

addressed such issues as the role of the State and the private sector, the minimization of industrial conflict, international labour standards and human rights, social responsibility of enterprises and future cooperation among employers at the regional and international level.

For further information, please contact Mr. Chacko, Bureau for Employers' Activities (ACTEMP), phone +4122/799.7704; fax: +4122/799-8948; e-mail: chacko@ilo.org

WEST AFRICAN EMPLOYERS WANT TO BE MORE COMPETITIVE

The construction of a common juridical and economical framework would have a stimulating effect on the economy of the countries of the West African Economic and Monetary Union. A Subregional Employers' Conference on Strategies of Competitiveness and Productivity organized by the National Council of Employers in Senegal and the ILO addressed this issue in Dakar (Senegal) from 2 to 4 February. Participants also discussed the role of employers' organizations in the 21st century and new perspectives of social dialogue in the enterprise.

For further information, please contact Mr. Dan (ACTEMP), phone: +4122/799.7293; fax: +4122/799-8948; e-mail: dan@ilo.org

ACTION PROGRAMME ON YOUTH UNEMPLOYMENT

With a few notable exceptions, youth unemployment is much higher than that of adults throughout the world. In the OECD countries, the average unemployment rate of the 15-24 age group in 1995 was 14 per cent, more than double the corresponding figure of 6.3% for the adult (25-54) age-group. The ILO's Action Programme on Youth Unemployment tries to determine its causes and to enhance the capacity of ILO member States to design and implement policies and programmes for promoting youth employment. The principal output of the programme will be a comparative report on youth unemployment employment policy in industrialised, transition and developing countries which will be available soon.

For further information please contact Mr O'Higgins, Employment and Labour



Jacques Maillard

IMPROVING SEAFARERS' WORKING AND LIVING CONDITIONS

A number of activities have been undertaken in recent months on promoting and implementing ILO maritime labour standards. An ILO/WHO Consultation on Guidelines for conducting Pre-sea and Periodic Medical Fitness Examinations for Seafarers, held in Geneva from 25 to 27 November 1997, produced guidelines which will have a direct impact on how these examinations should be undertaken worldwide. The Guidelines will be submitted to the Governing Body of the ILO in March 1998. A joint ILO/IMO Working Group on Seafarers' Hours of Work and Rest held from 19 to 23 January 1998 agreed on guidelines for the development of tables of seafarers' shipboard working arrange-

ments and formats of records of seafarers' hours of work or hours of rest. Another ILO/IMO Working Group on Investigation of Human Factors in Maritime Casualties agreed on guidelines that should help accident investigators to determine the underlying causes of maritime accidents and take adequate measures for prevention. Both guidelines will be submitted to the Maritime Safety Committee of the IMO in May 1998, and to the Governing Body of the ILO in November 1998.

For further information please contact Mr. Nilssen, Maritime Industries Branch (MARIT), phone: +4122/799.7466; fax: +4122/799.7050; e-mail: nilssen@ilo.org

Market Policies Branch (POLEMP), phone: +4122/799.6145; fax: +4122/799.7678; e-mail: ohiggins@ilo.org.

REINTEGRATION OF EX-COMBATANTS

The successful reintegration of ex-combatants is a key factor for the stability of countries emerging from conflict and civil war. Summarizing its experience with the implementation of national programmes for reintegration, the ILO has now published a "Manual on Training and Employment Options for Ex-combatants" to facilitate the timely launching of such programmes for the reintegration of former combatants into civilian life. The manual will be of use to a wide range of organizations and individuals involved in planning, developing, financing and implementing such programmes.

For further information please contact Mr. Gozo, Technical Cooperation Team (COTEF), phone: +4122/799.6744; fax: +4122/799-8573; e-mail: gozo@ilo.org

ECONOMIC GROWTH AND THE SOCIAL AGENDA

The Third ILO Social Policy Lectures were delivered by Dr. Fun-Koo Park, President of the Korea Labour Institute, on the theme "Managing Economic success: The social agenda". The Lectures held in Kuala Lumpur from 15 to 18 December 1997, addressed issues such as the role of labour in Asian growth, the future of labour institutions, human resource development, labour-market flexibility, labour relations and social dialogue. They evoked considerable interest in view of the economic crisis in the region and the ASEAN meeting in Kuala Lumpur. In his opening statement, the Director of the ILO's International Institute for Labour Studies, Mr. Gopinath, pointed to new priorities for action which included a better balance between demand-led and supply-side policies, and the need for institutional reform through social dialogue in the capital, product and labour markets.

For more information please contact Ms. Greve, International Institute for Labour Studies, phone: +41-22-799.6114; fax: +41-22-799.8542; e-mail: greve@ilo.org

Asian Regional Meeting, Women in Management, draw press coverage



ILO Meeting to address concerns of workers, employers and governments over globalization, economic uncertainty
 Press Release No. ILO/97/33

Newsweek

DON'T FORGET THE WORKERS

Michel Hansenne, Director-general of the International Labor Organization (ILO) ... presided over the ILO's Asian Regional Meeting in Bangkok...[He] spoke with NEWSWEEK'S Ron Moreau. Excerpts:

Moreau: What can be done to reduce the pain felt by Asian workers who will either lose their jobs or have their salaries cut?

Hansenne: We are trying to convince our member states that they have to take into consideration the important social dimensions of the economic crisis. We are pushing the most developed of these countries to construct safety nets (for dismissed workers) such as unemployment benefits because it's important to create some confidence where there's only despair. At the same time countries must streamline policies in vocational training to teach new skills for new jobs.

Moreau: But in tough times isn't it unlikely that affected countries will

create new systems of social benefits?

Hansenne: Obviously as economies falter and enterprises worry about their survival, there will be strong opposition to anything that would directly increase social charges and labor costs. But I also think key government officials and employers are very conscious of the need to continue the social consensus and harmony which has contributed enormously to economic growth in Asia. They are aware that this social stability may be even more fragile than their economies. Asia's success is built less on "Asian values" and more on the fact that real incomes have been increasing rapidly every year. A halt to those increases could seriously disrupt social harmony.

MANILA BULLETIN

THE NATION'S LEADING NEWSPAPER
 10 December 1997

(Bangkok) ... In a keynote address opening a three-day ILO Asian regional meeting here, Michel Hansenne noted that a prolonged period of exceptionally high rates of economic growth had resulted in a reduction in poverty, strong employment growth, and increasing real wages.

But, he emphasized, the sudden onset of the current economic crisis "if not quelled speedily, is likely to see strong negative impact on the real economy and hence on employment and the welfare of workers."

Bangkok Post

11 December 1997

ILO devising strategies for coping with economic crisis.

In the face of economic turmoil and the prospect of increasing unemployment in

Asia and the Pacific, the International Labour Organisation is devising long-term strategies for workers, employers and governments struggling with the impact of globalisation and economic uncertainty...

The meeting is the first international forum – since the current economic crisis began in Asia and the Pacific – at which governments, employers and workers are meeting to discuss a wide range of issues, among them employment, poverty and human resource development, industrial relations and protection of workers, women and child labourers, in the broad perspective of globalisation of economies and trade liberalisation.

THE HINDU Business Line

(India) December 1997

ILO chief focuses on labour-globalisation link

The 12th Asian Regional Meeting of the International Labour Office, held recently in Bangkok, could not have been held at a more opportune moment in view of the financial crisis currently affecting the South-East Asian region. Admittedly, as of now, production activity in the region has not been affected. But employment has already been hit owing to the closure of financial institutions. It is against this background that the opening remarks made by the ILO Director-General, Mr. Michel Hansenne, at the three-day Bangkok meeting should be seen in order to be properly appreciated.

He said that the issue of democratic values was involved since workers were "important stakeholders in the process of globalisation and are also the group that is most likely to suffer from its negative effects". In this context, the ILO chief referred to the "unfolding developments in Asia and other regions" which only

Newsweek Japanese Version, 12 December 1997



Front Line (Thailand) 10 December 1997

ไอแอลโอระบุนักสถิติที่เอเชีย คนไทยเป็นล้านตกงานแน่นอน

ILO pointed out that the economic crisis in Asia will leave millions of Thais unemployed.

highlighted the ILO's role in reviewing and adapting "its standard-setting activity to the new context of a globalised economy".

✓ **Women's progress in workforce improving worldwide, but occupational segregation still rife: "Glass Ceiling" separates women from top jobs**
 Press Release No. ILO/97/35

TRIBUNE DE GENÈVE

12 décembre 1997

Marché du travail: les femmes toujours derrière les hommes

Victimes de ségrégation professionnelle, elles ont du mal à accéder à des postes de direction.



Incolor

Le nouveau rapport du Bureau International du Travail (BIT) sur la promotion des femmes aux postes de direction est éloquent. Alors que leur niveau d'instruction et que leur taux de participation sur le marché du travail augmentent rapidement, les femmes continuent d'être victimes de ségrégation professionnelle... Linda Wirth, l'auteur du rapport, souligne qu'un «plafond de verre» les en empêche, sorte de barrière invisible créée par des préjugés comportementaux et organisationnels.

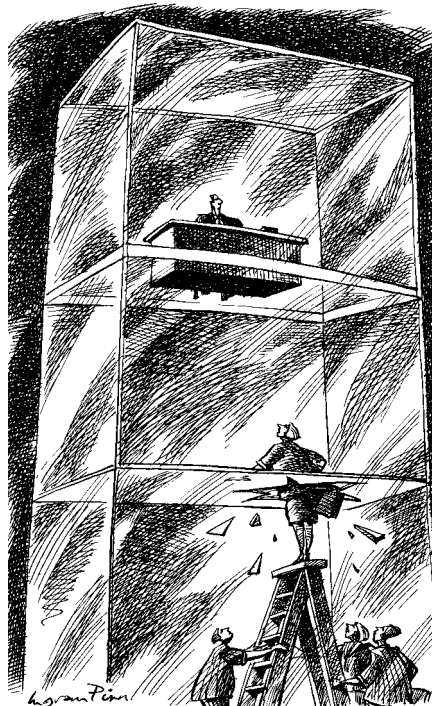
FINANCIAL TIMES

11 December 1997

Women all over the world are still excluded from the top jobs

Segregated by sex

In spite of the overall progress of women in middle management, Linda Wirth,



author of the ILO report, concludes: "almost universally, women have failed to reach leading positions in major corporations and private sector organisations, irrespective of their abilities..."

Ms Wirth says: "Women are increasingly a key resource in the race to create new products and services and they are consumers as well. Competitive companies cannot afford to lose out on women's talent."

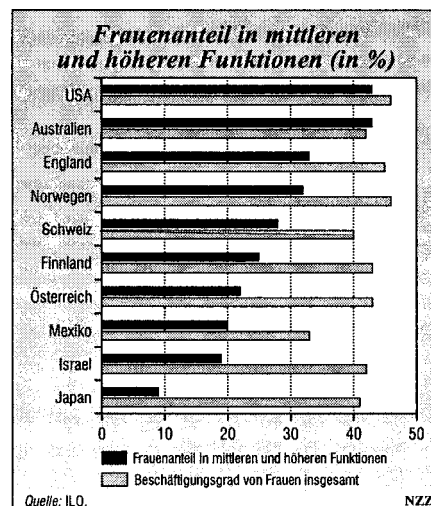
Neue Zürcher Zeitung

(Switzerland) 12.12.97

Frauen stossen an die «gläserne Decke»

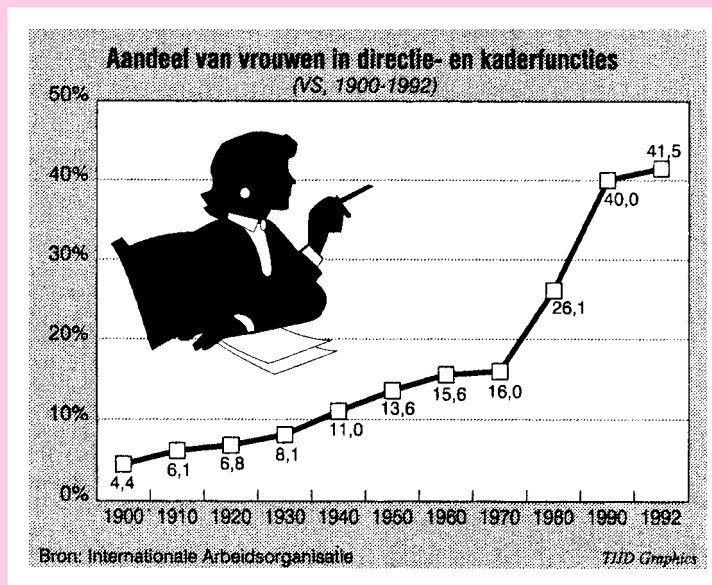
ILO-Studie zu weiblicher Erwerbstätigkeit

Mt. An den weltweit unterschiedlichen Positionen von Frauen und Männern im Erwerbsleben ändert sich gemäss einer Studie des Internationalen Arbeitsamtes (ILO) zwar einiges, aber es gelingt Frauen weiterhin kaum, in Spitzenpositionen vorzudringen. Eine unsichtbare Barriere («glass ceiling») scheint Frauen von diesen obersten Stellen auszuschliessen, an denen sie je nach Land einen Anteil von höchstens 3% innehaben...



DE FINANCIËEL EKONOMISCHE TIJD

(Belgium) 11.12.97



Rapport Internationale Arbeidsorganisatie: Erg weinig vrouwen in hoogste bedrijfsfuncties

In print

■ **Breaking through the glass ceiling: Women in management.** Sectoral Activities Programme, ILO. ISBN 92-2-110642-X. 1997. Swiss francs 17.50.

This report was prepared as the basis for discussions at an ILO tripartite meeting, "Breaking through the glass ceiling: Women in management", Geneva, 1997. It reviews the changing position of women in the labour market and in professional and managerial work. It examines obstacles to women's career development and action taken to improve their opportunities and promote gender equality.

In five chapters, the report reviews

the labour market context in which professional and managerial women participate, trends in the situation of women in professional and managerial jobs, the role of education in qualifying women for careers in management, obstacles hindering women's career development and strategies to overcome them at enterprise level, national policies and programmes and initiatives of the social partners to promote women in management, and international action to promote equal employment opportunities. The report concludes with a brief summary and a list of suggested points for discussion.

■ **Employment and Industrial Relations Issues in Oil Refining.** Sectoral Activities Programme, ILO. ISBN 92-2-110769-8. 1998. Swiss francs 17.50.

This report was prepared by the ILO as a basis for discussions at the Tripartite Meeting on Employment and

Media shelf

Industrial Relations Issues in Oil Refining, Geneva, 1998.

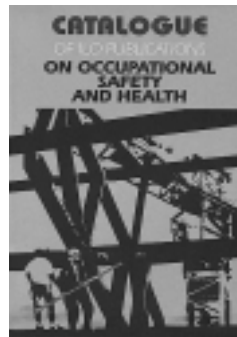
It is based on information from a number of sources, including published literature (especially the "trade press"); information gathered by ILO field offices on the countries that they cover; information supplied directly by employers' and workers' organizations active in this field; material provided by other experts in the sector; and reports commissioned by the ILO and prepared by external authors on refining issues in selected countries.



It does not purport to be an exhaustive treatment of any of the subjects examined. It nevertheless seeks to provide information and analysis that are sufficient in scope and quality to provide a satisfactory basis for the meeting's deliberations.

■ **Catalogue of ILO publications on occupational safety and health.**

ISBN 92-2-109552-5. 1998. This catalogue, issued by the Occupational Safety and Health Branch of the ILO,

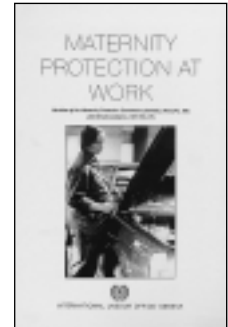


includes publications and documents on safety and health prepared by other ILO departments and branches, field offices and technical cooperation projects. These comprise subject- or sector-specific areas which address one or more of the ILO's tripartite constituents. The Occupational Safety and Health Branch acknowledges the contribution made by these other ILO organisms in the field of occupational safety and health.

■ **Maternity protection at work.** ILO. ISBN 92-2-110336-6. 1997. Swiss francs 15.

A universal consensus has emerged on the need to eliminate discrimination between the sexes. Countries around the world are adapting their legislation and social practice to encourage equal treatment in employment in terms of recruitment, retention and promotion. As women's participation in the labour market continues to rise and women return to work after childbirth in ever greater numbers, the need for measures which enable them to reconcile their specific role in childbearing with

their professional activities has become more evident. How can maternity protection enable women to build their careers while building their families? What basic protection most adequately safeguards the

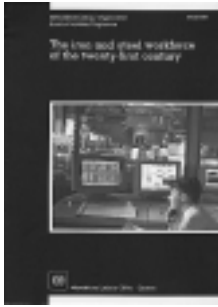


health of mother and child? What can be done to ensure that such measures do not impair women's employment opportunities and thus undermine the goal of equality in the workplace? These and other issues will be discussed by the ILO's tripartite constituents as they consider the revision of the Maternity Protection Convention (Revised), 1952 (No. 103) and Recommendation, 1952 (No. 95).

■ **The iron and steel workforce of the twenty-first century.** Sectoral Activities Programme, ILO. ISBN 92-2-110507-5. 1997. Swiss francs 20.

This report was prepared by the ILO as the basis for discussions at the Tripartite Meeting on the Iron and Steel Workforce of the Twenty-first Century: What it will be like and how it will work. It examines recent and projected developments in the iron and steel industry with a view towards illustrating their impact on the current and future workforce, and exploring the action which is being and should be undertaken to ensure that this industry continues to be a dynamic and successful supplier of materials in a changing world.

The report is in three main parts. It begins with an overview of recent developments in the iron and steel sector, including steel consumption and production trends, privatization and employment. It



then addresses factors affecting competitiveness and productivity, human resource management, labour-management relations and environmental management. The final part is a summary and a list of suggested points for discussion.

The report draws heavily on recent experience in nine countries as illustrated in case-studies which were carried out for the Office: Australia, China, India, Republic of Korea, Mexico, Russian Federation, South Africa, United Kingdom, United States.

■ **Successes in anti-poverty**, by Michael Lipton. ISBN 92-2-110848-1. Swiss francs 27.50.

This book explores successful efforts to alleviate poverty, and inquires whether any of the features of these policies or projects can be imported into environments where poverty has not yet declined significantly.

Using cross-national data the book demonstrates that there is substantial scope for policies to reduce poverty – some countries have much lower poverty incidence than would be expected from their per capita GNP.

Through detailed research of cases and experiences, this study identifies rules which appear to underlie success in programmes to bring credit to the poor, and thereby help them to escape poverty by building up income-yielding physical capital.

Michael Lipton is Research Professor of the Poverty Research Unit at the University of Sussex, and author of many books on poverty and developing countries.

■ **Maritime Labour Conventions and Recommendations – 4th edition**. ISBN 92-2-110332-3. Swiss francs 30.

This book contains the substantive provisions of 30 Conventions and 23 Recommendations dealing with the conditions of employment of seafarers adopted by the International Labour Conference over three-quarters of a century, as well as the provisions of instruments applicable to all workers including seafarers, referred to in Convention No. 147. The substantive provisions of seven Conventions and five Recommendations relating to fishing, dock work and inland navigation are also included for the first time.

■ **Work organization and ergonomics**, edited by Vittorio Di Martino and Nigel Corlett. ISBN 92-2-109518-5. Swiss francs 25.

This book shows how to use ergonomics to improve working conditions, increase productivity and enhance quality and performance. It draws together some of the basic changes being applied by enterprises worldwide, and explains briefly what they are and how others can benefit from them. It looks at practical aspects, where knowledge from research and applications of ergonomics has been used to match the work environment to the needs and characteristics of workers and processes, removing obstacles to the workers' ability to work effectively and efficiently to produce high-quality output, and create human-oriented and ergonomically sound environments. This will lead to major gains for workers and employers.

It is aimed at managers, supervisors, workers' representatives, engineers, trainers and consultants, particularly those engaged in processes of transformation and innovation. The authors are international experts in engineering, ergonomics, social sciences and work organization.

■ **La participation aux décisions dans les entreprises – Cinq cours pour les travailleurs** (Geneva, ILO, 1998)

This series of courses deals with the various forms of participation from shop floor (semi-autonomous groups, project groups, etc.) to board levels, in public and, in some countries or cases, private enterprises, in general on a minority basis, through works councils (including European Works Councils), safety and health committees and other specialized bodies, employee share-ownership and buyouts, etc.

In addition to substantive information of a comparative nature and the relationship with collective bargaining, a large part is devoted to the factors which may facilitate or hamper the actual functioning of the different types of participation. The module "participation in action" deals with highly topical issues such as:

- the introduction of new technologies and changing work organization;
- restructuring and priva-

tization (in particular in Central and Eastern Europe as well as under structural adjustment in developing countries), and their impact on employment.

A number of training programmes and documents, sometimes containing large extracts, are provided, with examples of questions (e.g., for study groups) and exercises.

Prepared on the basis of numerous research findings, training sessions and contacts with trade union leaders and worker representatives, this series of courses aims to be of interest not only to trainers but also to trade union officials at various levels, rank and file workers who might consequently be more willing to be candidates for representative functions, researchers, consultants, etc.

(At present, available in French only. Please contact the International Labour Office, ACTRAV, 4 route des Morillons, CH-1211 Geneva 22, Switzerland.)



International Labour Review

■ Vol. 136 (1997), No. 4. ISSN 0020-7780. Swiss francs 90, US\$ 72, UK£ 44 for a one-year subscription.

This is a special issue of the *International Labour Review* which focuses on unions, globalization and the law. The articles take up aspects of union strategy in the present competitive environment and help to explain the role of law in affecting union strength.

One article provides an overview of unions' innovative strategies in confronting recent changes in work organization, employment contracts and female labour force participation. Many examples (from the industrialized countries) and a substantial literature review reinforce that story.

Another article pro-

vides a survey of the right to strike in Southern Africa.

The next one reviews the particular case of the recent US Teamsters' strike against the United Parcel Service in the United States, which focused on issues of part-time work and pensions, but there are lessons too concerning law on the right to organize.

The dramatic effects of legislative change on union strength in New Zealand are explained in another article.

The theme then turns to how unions can attempt to deal with the strength of global capital and multinational enterprise. Perspectives and book reviews complete this issue of the *Review*.

Promoting gender equality in the world of work

Fighting against inequality in employment and, in particular, against discrimination on the basis of sex, has been an integral part of the core mandate of the ILO since its inception in 1919. For the ILO, these issues are a matter of human rights, social justice and sustainable development.

Of the 181 ILO Conventions adopted over the past 79 years, several* have special relevance to women workers, covering maternity protection, equal pay for work of equal value, equality of opportunity and treatment in employment, equal access to vocational training, family responsibilities, part-time and home work.

Policy advice and coordination on gender issues in the ILO is provided by the Office of the Special Adviser on

Women Workers' Questions (FEMMES) which was established in January 1989.

To promote equality between men and women in the workplace, the ILO incorporates a gender perspective into all its policies, programmes and activities. ILO gender-related programmes cover a wide range of areas within its mandate. For example, as a major follow-up to the Fourth World Conference on Women, the ILO has launched an international programme, More and Better Jobs for Women, in six countries in different regions.

For further information, please contact the Office of the Special Adviser on Women Workers' Questions (FEMMES) at : Tel: +41.22.799.6930; Fax: +41.22.799.6388; E-Mail: femmes@ilo.org

* Convention No. 100: Equal Remuneration Convention, 1951. Convention No. 111: Discrimination (Employment and Occupation) Convention, 1958. Convention No. 156: Workers with Family Responsibilities Convention, 1981. Convention No. 122: Employment Policy Convention, 1964. No. 142: Human Resources Development Convention, 1975. Convention No. 3: Maternity Protection Convention, 1919. Convention No. 103: Maternity Protection Convention (Revised), 1952. Convention No. 89: Night Work (women) Convention (Revised), 1948 (and Protocol of 1990). Convention No. 171: Night Work Convention, 1990. Convention No. 175: Part-Time Work Convention, 1994. No. 177: Homework Convention, 1996.

