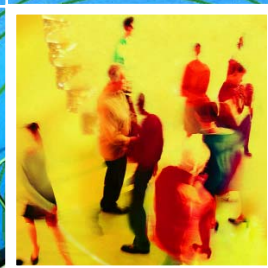




International
Labour
Office

SOCIAL PROTECTION MATTERS

JUNE 2003



PREVENTION
AND PROTECTION

PROMOTING
OPPORTUNITIES

ACCESS TO
ESSENTIAL GOODS
AND SERVICES

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Assane Diop
Executive Director
Social Protection Sector

Editorial

- 1 <http://www.ilo.org/public/english/about/iloconst.htm>
- 2 <http://www.un.org/Overview/rights.html>
- 3 <http://www.ilo.org/public/english/>
- 4 <http://www.coe.int/portalT.asp>
- 5 <http://europa.eu.int/scadplus/leg/en/cha/c10107.htm>
- 6 http://www.europarl.eu.int/charter/default_en.htm
- 7 http://www.discerningtoday.org/members/un_millennium_declaration.htm
- 8 <http://www.developmentgoals.org/>
- 9 http://www.coe.int/T/E/Communication_and_Research/Press/Events/6.-Other_events/2002/2002-11_Access_to_social_rights_-_Malta/
- 10 **The Nobel Peace Prize 1969. Presentation Speech by Mrs. Aase Lionaes, Chairwoman of the Nobel Committee, Norwegian Storting.**
<http://www.nobel.se/peace/laureates/1969/press.html>

Social protection is a long-standing concern of the International Labour Organization. The ideas it has expressed and defended since its creation in 1919 as part of the Treaty of Versailles remain globally valid and relevant. ILO's Constitution affirms "that universal and lasting peace can be established only if it is based upon social justice". The ILO was founded to promote the fundamental rights of workers and remunerative employment, provide social protection and improve conditions of work through social dialogue. Its aims and purposes, as adopted by the General Conference in May 1944, known as the Declaration of Philadelphia¹, placed social protection issues at the forefront of its mandate.

Social protection is not only a concern of the ILO. Over the past century, a strong national and international legal base has been developed and individual and collective rights or similar charters and bills of rights are included in many national Constitutions. The United Nations Universal Declaration of Human Rights² refers to social protection rights. International standards for social protection have been adopted by the International Labour Organization³ and by the Council of Europe⁴. In 1989 the European Union adopted the "Community Charter of Fundamental Social Rights of Workers"⁵. More recently "The Charter of Fundamental Rights"⁶, including social protection issues, was proclaimed by the European Union at its Nice summit (2000). In September 2000, world leaders brought together the goals and targets of the 1990s into the "UN Millennium Declaration"⁷. The goals, numerical targets and quantifiable indicators to assess progress based on this Declaration became known as the Millennium Development Goals⁸. All institutions, nations, communities and individuals have a role and a responsibility to achieve these goals. The enhancement and extension of social protection schemes are prerequisites to reaching and maintaining them. Effective access to social rights and to social protection are a concern of both developing and developed countries. Since 1999 the Council of Europe has been taking stock of the inadequacies of such rights and of the obstacles to their effective enjoyment. Its Conference on Access to Social Rights in 2002 culminated in the adoption of the Declaration of Malta, reaffirming the importance of effective access to social rights based on set principles and following effective policy guidelines⁹.

In 1969 the Nobel Peace Prize was awarded to the ILO. In her Presentation Speech Mrs. Aase Lionaes, Chairwoman of the Nobel Committee, referred to the Organization's success, "in translating into action the fundamental moral idea on which it is based"¹⁰. In his lecture delivered to the Institute, David A. Morse the Director at the time, said that "the ILO has provided the nations of the world with a meeting ground, an instrument for cooperation and for dialogue among very different interests, at times when men were disposed to settle their differences by force rather than by talk"¹¹.

Thirty years later, in line with its core principles and values, the ILO adopted the Decent Work Agenda proposed by the Director-General, Juan Somavia. It was characterized by enormous opportunities as well as by huge challenges, continuing and increasing change, anxiety, uncertainty and insecurity¹². The Decent Work Agenda constitutes a renewed conceptual and operational meeting ground for Member States, the ILO and the International Labour Office to focus on four strategic objectives: to promote and realize standards and fundamental principles and rights at work; to create greater opportunities for women and men to secure decent employment and income, to enhance the coverage and effectiveness of social protection for all men and women and to strengthen tripartism and social dialogue.

- 11 **The Nobel Peace Prize 1969. International Labour Organization – Nobel Lecture**
December 11, 1969
<http://www.nobel.se/peace/laureates/1969/labour-lecture.html>
- 12 **Report of the Director-General: Decent Work. 87th Session of the International Labour Conference**
Geneva, June 1999.

<http://www.ilo.org/public/english/standards/reim/ilc/ilc87/rep-i.htm>
- 13 <http://www.ilo.org/public/english/protection/socsec/download/aconsens.pdf>
- 14 <http://www.ilo.org/public/english/protection/socsec/pol/campagne/index.htm>
- 15 **Convention 184.**
<http://www.ilo.org/public/english/standards/reim/ilc/ilc89/pdf/c184.pdf>

Recommendation 192.
<http://www.ilo.org/public/english/standards/reim/ilc/ilc89/pdf/r192.pdf>
- 16 <http://www.ilo.org/public/english/standards/reim/ilc/ilc90/pdf/pr-25res.pdf>
- 17 <http://www.ilo.org/public/english/standards/reim/ilc/ilc91/reports.htm>
- 18 <http://www.ilo.org/public/english/protection/>

Within the ILO's agenda of enhancing coverage and the effectiveness of social protection for all men and women is the strategic objective assigned to the Social Protection Sector: a clear response to the recognition that effective access to social protection is a fundamental indicator of the success of national developmental policies. Social protection responds to crucial basic demands in an individual's life cycle: health, including prevention and protection against HIV/AIDS, safety and health at work, conditions of work including wage income security, care for the elderly, etc. In a global economy many men and women complete their life cycle abroad. Effective social protection must not only consider the native populations but also the growing international migrant population. Social protection constitutes not only a social contract between generations but also between countries. Worldwide improvement and extension of social protection schemes and effective access to them constitute a guarantee of stability and peace, which are in their turn prerequisites for sustainable development and social justice in the global village. Neglecting social protection weakens social cohesion by promoting exclusion, social fracture and egoism, thus opening the door to inequities, increased insecurity, violence, social unrest, trafficking, child labour, stress, drugs and prostitution. How the world decides to address social protection issues will indicate to future generations the chances of collective success in attaining peace, social justice and economic efficiency.

Enhancing the effectiveness and coverage of social protection for all requires not only a set of sound policies and strategies but most of all, a clear vision, relentless will, sustained effort and constant change to meet evolving circumstances and new challenges. Since its adoption, and while maintaining and reaffirming its strategic objectives, the Decent Work Agenda has evolved and adapted its operational objectives to strengthen its impact and improve its efficiency so as to better contribute to the international agenda, particularly in its fight against poverty in dealing with the informal economy, ensuring sustainable development and achieving the Millennium Development Goals.

Social protection issues have been particularly at the centre of the ILO's agenda over the past three years. The International Labour Conference in 2001 focused on social security schemes, reaching what has been called the "New Consensus"¹³ including the launching of a global campaign on the extension of social security amongst other instruments¹⁴, including those for social protection of workers in agriculture¹⁵. The International Labour Conference of 2002 focused on the informal economy. It recognized the key contribution of social protection in breaking vicious circles and providing access to more efficient and effective stages¹⁶ of protection. Social protection will continue to be at the centre of the discussions in 2003 when for the first time in ILO history a set of standards will be analysed and discussed within an integrated approach, namely occupational safety and health standards¹⁷. Consistent with the purpose of providing all individuals with the benefits of the Decent Work Agenda and recognizing the growing importance of international migration, in June 2004 the International Labour Conference will discuss migrant workers' issues. These are also the competency of the Social Protection Sector¹⁸.

Considering the experience of the last three years, as well as the renewed and constantly evolving Decent Work Agenda, I have adapted the structure of the Social Protection Sector by reintroducing two departments and a unit reporting directly to me: the Social Security Department, the Labour Protection Department and The ILO programme on HIV/AIDS and the World of Work (ILO/AIDS). This proposal is supported by the Director-general and was approved by the Governing Body of the ILO in March 2003.

The world is changing and social protection issues are becoming increasingly relevant. As Executive Director of the Social Protection Sector I have encouraged my team of collaborators to be innovative and cooperative, to lead processes but also to contribute where a different unit assures the lead and to promote economies and efficiency in all our activities. We have made progress but further improvement can still be achieved. Enhancing our performance, information and communication, in particular with our tripartite constituents, are key issues.

The needs of our constituents through the competent bodies of the ILO make up the road map of the Social Protection Sector. To enhance information and to communicate with them and the wider public, to share our successes and failures in the field of social protection, we have created this newsletter "Social Protection Matters". It will be distributed, mainly electronically one month before each session of ILO's Governing Body (March, June and November). "Social Protection Matters" will include relevant information on the activities of the different units of the Social Protection Sector, enriched with contributions from colleagues in the field, and will discuss crosscutting issues such as gender, poverty reduction, sustainable development and the informal economy.

This first issue highlights two of our key units: SAFEWORK and MIGRANT. Future issues will highlight our other units, special projects, significant meetings, publications and training sessions around the world. As this newsletter evolves we hope to enrich its content and presentation further. Feedback from you, our readers, will be an invaluable means of ensuring that it fulfils its informational and communications functions. I sincerely hope you will find it interesting and I look forward to your comments and reactions.

The International Migration Programme

The InFocus Programme on SafeWork

The CIS Centres Network

The Programme on HIV/AIDS and the World of Work

The Financial, Actuarial and Statistical Services Branch

The Social Security Policy and Development Branch

The Conditions of Work Branch

The regions: social protection in South-East Asia and the Pacific

[http://www.ilo.org/
public/english/
protection](http://www.ilo.org/public/english/protection)



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Migrant

<http://www.ilo.org/public/english/protection/migrant/index.htm>

LABOUR PROTECTION
The International
Migration Programme

“Migrant workers are an asset to every country where they bring their labour.

Let us give them the dignity they deserve as human beings and the respect they deserve as workers”

Juan Somavia
Director General of the ILO

Migration issues at the forefront of ILC 2004 discussions

In 2002, the ILO Governing Body placed migrant workers on the agenda of the 92nd Session (2004) of the International Labour Conference. Its three main themes – international labour migration in the era of globalization, policies and structures for more orderly migration for employment and improving migrant workers’ protection will aim at increasing the coherence, relevance and impact of ILO standards-related activities. It will be based on an integrated approach, define needs of Member States and will consider a plan of action and the instruments available.

A key element in the plan of action is consensus and consultations between governments and representative employers’ and workers’ organizations. The ILO will conduct a survey among Member States and workers’ and employers’ organizations. This will update and complement existing information on policies, national law and practice regarding international labour migration and the conditions of migrant workers and provide an overview of migration trends, policies and practices, and current issues.

ILO/DFID research project on skilled labour migration

A recent ILO/DFID research project on the analysis of skilled migration (2001-04) reviews the experience of Argentina, Bulgaria, the Caribbean region, India, Jamaica, Philippines, South and Southern Africa, Sri Lanka, the UK, Uruguay and the USA. While some skilled emigration from developing countries stimulates economic growth, significant outflows create concern about a “brain drain”. The net impact is a balance of direct and indirect effects. The most direct effect is a reduction of human capital stock, critical to productivity and economic growth. However, it can also promote economic growth through major feedback effects. Return migrants bring back their skills and work experience from abroad, thus boosting productivity. Expatriates remaining abroad send home remittances. They transfer knowledge, technology, and investments to countries of origin, boosting productivity and economic development. A central challenge for developing countries is to engage actively in the exchange of skills taking place in the global labour market.

Two recent ILO reports on trafficking in migrants

Getting at the Roots: Stopping Exploitation of Migrant Workers by Organized Crime gives the ILO perspective and its experience in combating exploitation of migrant workers by organized crime. In a broader labour migration and regulatory context, it outlines labour migration demand and push factors, describes incentives for trafficking due to the absence of regular migration channels, describes migrant abuse and proposes comprehensive migration measures to combat trafficking and reduce underlying pressures. The study outlines an integrated national legal and labour market policy package to combat trafficking and organized criminal involvement.

Legislative Aspects of Smuggling and Trafficking of Migrant Workers identifies the conceptual differences between three phenomena that have an adverse affect on the administration of regular migration: irregular migration, smuggling, and trafficking of migrant workers. The report analyses the international standards-based response of the

Palermo Protocols (Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children and Protocol Against the Smuggling of Migrants by Land, Sea and Air) and pertinent ILO and UN Conventions and Recommendations.

Productive use of remittances in Mexico: study and training in 5 Mexican states (2002-2003)

This study to encourage Mexicans in high-migration regions to strengthen their entrepreneurial capacity with the support of remittances included a pilot project proposal on how savings of Mexican migrant workers abroad can support the financing of productive projects in their communities of origin. It describes how hometown associations and community-based organisations can attract, transfer, and/or administer remittances and proposed products, services and programmes that migrants and their families at the receiving end can fund through remittances. Mexican migrant workers can thus collaborate directly in the commercialization of export goods produced in the communities benefiting from such supported projects. The pilot project identified the role of state governments; bi-national pilot projects will now be launched in five states of the Mexican Republic: Puebla, Jalisco, Michoacán, Zacatecas and Guanajuato (2003).

Working conditions of migrant workers in Central America and Andean countries

A series of reports have provided the basis for ILO's policy advisory services and technical cooperation in South America's Andean region and in Central America. They aim at sensitizing ILO's constituents to the need for addressing problems on working and employment conditions and preventing and eliminating sub-standard treatment of migrants in this region of the world.

Combating discrimination against (im)migrants and ethnic minorities at work in Italy (2002-2003)

This major national survey (funded by Italy's Ministry of Welfare) on the incidence of discrimination against regular migrant workers and discrimination in access to employment in Italy includes "practice-testing" in Turin, Naples and Rome. Similar to widely acclaimed ILO studies conducted in nine European countries, Canada, the United Kingdom and United States in 1995-98, this research measures actual discrimination in access to employment. Average net rates of 32-35% discrimination were found in these countries.

Report on migration from the sub-Saharan region to Western Europe

Irregular migration from the sub-Saharan region towards Morocco and, through Morocco, to Spain, France, Italy and other Western European countries (2002) provides researchers and decision-makers with information on an issue of major discussion and negotiation between the European Union and the Maghreb countries. The report surveys 65 sub-Saharan immigrants in Morocco and provides information on legislation and policy in France, Italy, Morocco, Spain, and the European Union.

Belgian seminar on migration of the highly-skilled (2002)

This Brussels symposium, entitled "Brain drain, brain gain or brain transfer?" in May 2002, organized by the Centre for Equal Opportunities and Opposition to Racism, the Catholic University of Leuven and the Flemish Inter-university Council (VLIR) investigated whether the brain drain was a significant problem, how are sending countries are coping with their brain drain, how countries of destination can help countries of origin who are losing their skills and how receiving countries can make the best use of incoming talent.

Improving migration policy management with special focus on irregular labour migration (2002) – Thailand

The Government of Thailand, the ILO and the IOM jointly provided advisory services on migration policy. This included a major advisory report on migration management based on international practice, analysis of the Thai labour market and migrant workers and detailed case studies of industrial sectors dependent on migrant workers. The report recommended a long-term policy on labour migration, equality of treatment of migrant workers and respect for their rights, cooperation with social partners and countries of origin, as well as measures for reducing dependence on migrant workers in the long-run, including industrial restructuring.

Advisory services on overseas employment (2002) – Nepal

The ILO and DFID advised Nepal on services to migration in September 2002 as a direct follow up to the PRSP exercise undertaken by the ILO earlier¹. It was preceded by an overview of the foreign employment situation in Nepal, included consultations with all major stakeholders, and a report which suggested improvements in migration policies and procedures.

Tripartite Workshop on Overseas Employment (2002) – Mongolia

This workshop, held in November 2002, reflected the growing importance of overseas migration in the economy and concerns about protection of national workers abroad. It aimed to build capacity of local constituents in management of overseas migration policies and overseas employment promotion by providing information and training on international and regional migration issues, as well as protection of migrant workers. The workshop provided recommendations on overseas employment policy formulation and decision making and developing overseas employment management, including licensing.

Advisory services on localization of the workforce (2002) – Bahrain

MIGRANT contributed to the advisory report “Employment, Social Protection and Social Dialogue: An Integrated Policy Framework for Promoting Decent Work in Bahrain” and “Integration of national workers in the labour market of Bahrain” at the ILO/MOL Joint Forum held in March 2003 on “*Strategies for Development of Labour Markets in Bahrain - A Vision for a Better Future*”, as well as participating in the Decent Work/Pilot Programme of the ILO.

Women migrant domestic workers in Bahrain and Lebanon

Two reports identify practices and patterns that are the key causes of vulnerability of women domestic migrant workers in Bahrain and Lebanon and provide alternative approaches for action. They aim at bringing policy makers and other actors together to find practical solutions to improve protection and working conditions of women migrant domestic workers.

ILO's “African Labour Migration Policy Initiative”

Labour migration is a growing central issue to advancing regional integration and development in all African (sub)regional integration projects (CEMAC, COMESA, EAC, ECOWAS, and SADC) and has become a high profile political, social and human rights issue in the region. Thus, in 2002 ILO launched the Africa Labour Migration Policy Initiative to build capacity and technical cooperation with African governments and social partner organizations. It will also facilitate the coherent development of national and regional policy, legislation and practice to regulate labour migration as a factor in development and integration.

Comprehensive labour migration policy frameworks have been defined by tripartite partners for Central and Southern Africa, in the form of training seminars, campaigns for ratification of ILO and international norms on migrant workers and cooperation between ILO, CEMAC and SADC. Successful sub-regional tripartite capacity building and policy development events were organized for Southern Africa (Pretoria 2002) and Central Africa (Douala 2003), have contributed to inter-governmental capacity building conferences in Eastern and Western Africa and have initiated a research and policy development programme with several West African countries.

Labour migration and development in West Africa (2002-2003)

This project aims to contribute to sustained development and productive employment in West Africa through orderly and mutually beneficial forms of labour migration. Migration challenges to be addressed are a high prevalence of irregular migration including trafficking and smuggling of human beings, lack of protection and exploitation of migrant workers, barriers to free movement of labour, inadequate administrative and institutional migration management, loss of human capital through emigration of highly skilled workers and the poor quality of migration statistics.

1 ILO (2002). Decent Work for Poverty Reduction: An ILO Contribution to the PRSP in Nepal, Geneva, International Labour Office.

SafeWork

<http://www.ilo.org/public/english/protection/safework/index.htm>

LABOUR PROTECTION

The InFocus Programme on SafeWork
(Programme on Safety and Health at Work and the Environment)

for all

Every year more than two million people die of work-related accidents and diseases, many of which can be avoided, often by low-cost but highly effective prevention measures. The InFocus Programme on Safety and Health at Work and the Environment (SafeWork) aims to ensure that work is safe for everybody. Whilst there is a strong focus on developing preventive policies and programmes that protect workers in hazardous occupations and sectors and the most vulnerable workers, SafeWork wants to place health and safety of all workers on the international agenda. Raising awareness of the preventability of many occupational deaths and diseases is a high priority, as is adopting an integrated approach including non-traditional aspects of workers' health and safety. This includes drugs and alcohol, stress and HIV/AIDS.

OSH management systems

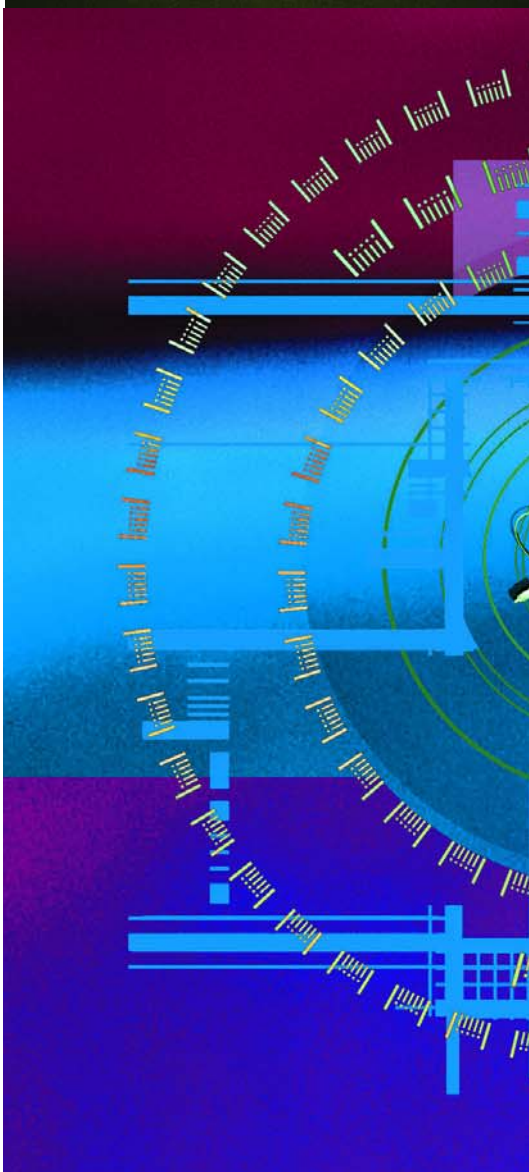
To improve safety and health in enterprises world-wide, SafeWork has produced the ILO Guidelines on Occupational Safety and Health Management Systems (ILO-OSH 2001). ILO-OSH 2001 provides guidance at the enterprise level for a systematic approach to improving safety and health. Management system approaches encourage collaboration of employers and workers in developing activities that are both practical and ongoing improvements in the enterprise. As of January 2003, these guidelines have been translated into Chinese, Czech, German, Hebrew, Hindi, Japanese, Korean, Malay, Russian, Thai and Vietnamese. Translation into Bulgarian, Finnish and Portuguese is underway. The Guidelines also call for the establishment of a national framework for the promotion of OSH Management Systems. Such frameworks have already been developed in China and Germany and many other countries are in the process of developing them or reviewing their existing guides and systems in the light of ILO-OSH 2001. Thus OSH Management Systems will continue to be integrated into national systems for occupational safety and health as a powerful and practical tool. SafeWork and its specialists in the ILO multidisciplinary advisory teams (MDTs) continue to collaborate with ILO constituents on the effective use of the Guidelines at national and enterprise levels.

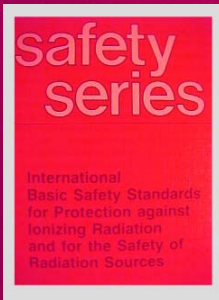
The integrated approach

One of SafeWork's major standards-related activities is creating and promoting an integrated approach to international standards in the form of Conventions and Recommendations. These are produced by the ILO in the fields of occupational safety and health in line with the decision made by the Governing Body at its 279th Session (November 2000). The integrated approach is intended to increase the coherence, relevance and impact of international labour standards. It seeks consensus among the ILO's constituents on a plan of action in specific subject areas which will address not only standards – Conventions and Recommendations – but also other types of instruments such as Codes of Practice, promotional activities, technical cooperation and dissemination of information. The Governing Body selected occupational safety and health (OSH) as the first item for this approach and included it on the agenda of the 91st Session (2003) of the International Labour Conference. The general discussion will be based on a review of current OSH issues, including the results of a survey of national law and practice in Member States and on the impact and



ILO Guidelines on Occupational Safety and Health Management Systems in various languages





Guidelines issued jointly by the ILO and the International Atomic Energy Agency



A melted, inexpensive kettle, caused by a "pirated" switch



The results of the Berlin conference are available on CD ROM from SafeWork



Selected SOLVE course materials



Group discussion in a SOLVE directors' course in Cape Town

relevance of ILO standards and standards-related activities. The 103 responses from Member States have provided valuable information in this area. The expected outcome of the general discussion will be an action plan for future ILO action in the area of OSH.

Occupational health

The costs of inadequate safety and health management are largely health-related. Some of SafeWork's most important work on health concerns respiratory diseases, ship-breaking and radiation.

Combating highly disabling diseases such as silicosis, asbestosis and coal workers' pneumoconiosis is a spectacular example of preventive efforts by SafeWork to protect workers in the most dangerous occupations. The joint ILO/WHO Global Programme on Elimination of Silicosis assists countries in setting up national action programmes. These have been successfully developed in India, Brazil, China, Russia, Thailand and Vietnam. The new ILO International Classification of Radiographs of Pneumoconioses (2000) will strengthen national systems of health surveillance. Training events by SafeWork will upgrade skills of occupational physicians in early detection of the disease. The 10th ILO International Conference on Occupational Respiratory Diseases (May 2005, Beijing) will strengthen partnerships and intensify actions in this domain.

The dismantling of old ships is a major negative aspect of globalization. Its accompanying hazards for health and the environment are exacerbated by the absence of international or national guidelines. Workers in the ship-breaking industry are exposed to extremely dangerous work with a high rate of accident, injury and fatality. The ILO, together with IMO and the Basel Convention (UNEP) has initiated a worldwide campaign to remedy this situation. The draft *Guidelines on Safety and Health in Shipbreaking* will be revised for adoption by the ILO tripartite meeting of experts in May 2003 and technical cooperation projects will provide direct assistance to countries. The UNDP is financing a related project in Bangladesh. **More information is available at www.ilo.org/safework/shipbreaking.**

An estimated 11 million workers worldwide are monitored for exposure to ionizing radiation, according to a report by The United Nations Scientific Committee on the Effects of Atomic Radiation (UNSCEAR) in 2000. The International Basic Safety Standards for Protection against Ionizing Radiation and for the Safety of Radiation Sources (BSS), co-sponsored by the ILO, has established a system of radiation protection and its provisions for occupational exposure are a substantial component.

Guidance in supporting the requirements of the BSS for occupational protection is provided in three interrelated Safety Guides, jointly developed by the International Atomic Energy Agency and the ILO. These Guides describe the implications for both employers in discharging their main responsibilities (for example, setting up appropriate radiation protection programmes) and workers (for example, properly using the radiation monitoring devices provided to them).

ILO Convention 115 plays an additional and important role in radiation protection, but further efforts are needed for more widespread ratification and implementation.

Labour inspection

Ensuring that the working conditions prescribed by the ILO's regulatory activities (and national regulations) are implemented depends on efficient labour inspection services. In Europe, specifically, ILO is working on market surveillance, which prevents dangerous and harmful products from coming onto the market, weeding them out at source. Market surveillance contributes directly to the prevention of accidents and illness and the associated losses of both worker and machine time and is an important preventive measure to protect health and safety, the environment and consumers.

Until now, there has been little communication and no harmonization between often decentralised market surveillance authorities. At an ILO/EU conference in Berlin in 2002, 450 participants from 30 countries, including all EU accession states, China and Russia, discussed how best to ensure European and worldwide high-level market surveillance for safe products in the context of increasing globalization and liberalization of world trade. A new internet-based communication platform (ICSMS) was presented which will ensure that market surveillance authorities can intervene against unsafe products simultaneously and area-wide. If the database is properly maintained, product safety without bureaucracy will become a reality for authorities, enterprises, workers and consumers – at the click of a mouse button.

Psychosocial problems

SafeWork's Health Promotion Cluster covers non-traditional aspects of occupational safety and health. An educational programme, Addressing Psychosocial Problems at Work (SOLVE), provides senior managers with a cyclical means of management and which allows them to develop or adapt a work place policy looks at the organization's or enterprise's objectives and incorporates important occupational safety and health issues. These include but are not limited to psychosocial issues. All SOLVE courses demonstrate how stress, violence, tobacco, alcohol and drugs and HIV/AIDS are interrelated and taken together have a negative synergistic impact on the health and well being of the worker, the family, the community and the work place.

SOLVE has been taught in France, India, Italy, Malaysia, Namibia, South Africa and the United States. Its courses are now being introduced into French-speaking Africa, the Philippines, Thailand and Greece and it has been translated into French and Thai, with Italian currently underway.

For more information: www.ilo.org/safework/solve.

The CIS Centres Network

CIS is the Social Protection Sector's International Occupational Safety and Health Information Centre (*Centre international d'informations de sécurité et d'hygiène du travail*).

Today, there are 129 institutions around the world working to provide information on making workplaces safer and healthier. They constitute the network of CIS National and Collaborating Centres. They not only provide occupational safety and health (OSH) information to the workforces of their own countries, but they share their national information with the other members of the network and with the broader international community.

The CIS and the Centres network were originally established in the late 1950s to help OSH specialists find relevant information. Research in the literature was so time-consuming that people were willing to pay for a database of informative references and thus help cover some of the CIS's costs. The original Centres supplied material for the CIS bibliographic database, which served as a catalogue of national OSH information resources. As libraries and information services themselves, the Centres were also enquiry points for questions that did not require a bibliographical search. Information specialists at the national level were and still are the best placed to identify and forward the most important texts. Today, the wide accessibility of free information on the Internet may be perceived as threatening the CIS funding model, but the volume and poor organization of that information give renewed relevance to CIS's skills at extracting essential information and to the Centres' familiarity with their national resources.

Originating in Europe, the Centres network expanded to the Americas, Asia and Australia in the early 1960s, and began adding Centres in Africa in 1972. The full 129-member team is listed on the CIS Web site at

<http://www.ilo.org/public/english/protection/safework/cis/about/centres/index.htm>.

Because every country deals differently with occupational safety and health at the national level, there is great variety of institutions that have been identified as CIS Centres. A high proportion of these Centres are associated with national governments, with their most common location within a Ministry of Labour. However, they can also be found in a library serving the whole ministry, or in a specific subdivision such as the factories inspectorate or a research institute. It is not uncommon for occupational safety and health to be dealt with by Ministries of Health and this is also reflected in the network. The non-governmental centres include academic institutions, national safety councils, employers' or workers' organizations and mutual insurance associations.

A great source of the network's strength is the support that longer established Centres offer to their newer members. Several European Centres welcome colleagues from other countries for periods of a few days to a few weeks, helping them keep up to date on information resources and their management. CIS does not itself have a budget for helping support study tours for staff members from Centres with severely limited resources, but until recently it has been able to mobilize technical cooperation resources for this purpose. The Centres network has developed its own identity and an independent momentum. The most obvious sign of this independence is the CIS Centres newsletter. Edited at the UK National Centre, it is widely distributed by electronic mail and a paper edition is produced and disseminated by Prevent, the Belgian National Centre. The CIS Centres portal on the World Wide Web is hosted and technical back-up is provided by the Canadian Centre for Occupational Health and Safety. Where a country's information is already accessible on the Web, the portal (<http://www.ciscentres.org>) provides a convenient entry point, ideally via the National Centre's own home page. If little is available about a country on national sites, the [ciscentres.org](http://www.ciscentres.org) site provides a place where the information can be presented to the world. The portal is only a few months old, so there is only summary information for many countries. However, the search engine on the site can take users to a great many pages on national sites even if they are not directly linked to a portal page.

This independence implies a commitment by the Centres and a sustainability of the network that are a source of pride and satisfaction to the Sector and the ILO.

As the ILO Programme on HIV/AIDS celebrates its second anniversary, it is focusing on the increasing needs of its constituents, promoting an effective response to AIDS in the world of work, and identifying and sharing examples of workplace action.

Challenges for the ILO include reaching:

- national AIDS councils without representatives from the world of work
- national AIDS strategies without a section on workplace action
- Ministries of Labour who forward AIDS-related issues to the Ministry of Health
- employers who say an AIDS programme is too expensive
- trade unions who don't see AIDS as a labour issue...

But we have learnt that:

- the workplace is one of the most positive venues for HIV awareness-raising and prevention, including peer education
- workplace policies are powerful tools to combat denial and discrimination
- leadership on the part of social partners can move AIDS issues rapidly up the agenda for governments, community organizations and the general public
- simple measures can mitigate the impact and reduce the costs of AIDS at the workplace
- care and support can be effectively delivered at the workplace.

The ILO *Code of Practice on HIV/AIDS and the world of work* set a standard – it established key principles for workplace and national policy, and included practical guidance for workplace programmes of prevention, care and support. Now it must be implemented. ILO/AIDS is rapidly expanding its technical cooperation and advisory services to build the capacity of the tripartite partners to take action within the framework of the Code and to effectively support national efforts to combat AIDS.

The Code has been translated into over 20 languages and is being applied in 42 countries. To complement and guide its application, the ILO has produced a training manual: *Implementing the ILO code of practice on HIV/AIDS and the world of work: an education and training manual*. Together they will empower constituents, strengthen their contribution to national efforts against the epidemic, and promote the development of focused and effective policies at enterprise level. The manual emphasises practical activities to help users apply the Code to national strategic plans and workplace policies and programmes.

ILO/AIDS has extended its technical cooperation partnerships to include projects to tackle the consequences of AIDS for labour and socio-economic development, addressing the transport sector and informal economy of selected African countries, a workplace education programme in six countries and promoting workplace policies and programmes on HIV/AIDS.

ILO's field offices and multidisciplinary advisory teams also promote and support action by the tripartite partners at country level in all regions – from advice on the reform of laws, insurance and social security, to training for labour inspectors and sub-regional projects for migrant and mobile workers.

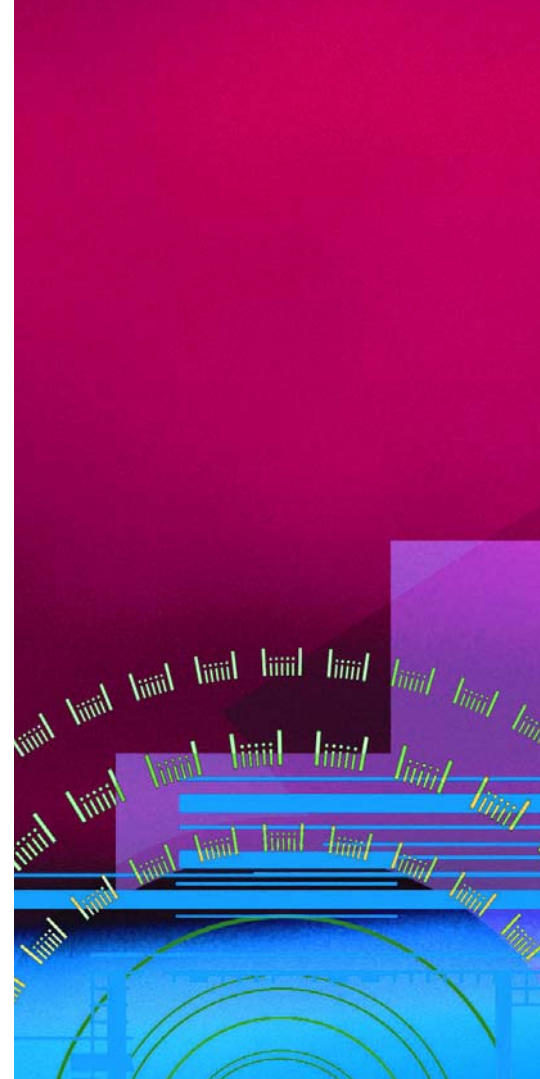
The ILO has also strengthened links with the World Economic Forum's Global Health Initiative, the Global Compact, the Global Business Coalition on HIV/AIDS, and Harvard University's 'AIDS in the workplace' initiative – plus various regional and national employers' and workers' organizations – to place AIDS higher on the business and labour agenda and to promote and support workplace action. The ILO Director General took part in key consultations on HIV/AIDS during the Davos Forum this year, and ILO/AIDS is producing materials for the regional summits of the World Economic Forum.

Treatment is a growing concern for employers and workers as well as governments. Decisions about the provision of care, including anti-retroviral treatment, are made in the context of growing concern about the human and socio-economic consequences of the epidemic on the one hand, and new opportunities created by the lowering of drug prices and increased resources on the other. Concerted efforts are being made to increase funding through financing mechanisms such as the World Bank's Multi-country AIDS Programs (MAP) and the Global Fund to Fight AIDS, TB and Malaria. The ILO will shortly formalise its collaboration with the Global Fund.

To strengthen understanding of the epidemic's impact and to ensure ILO's policy advisory services are focused and relevant, policy-oriented research on the labour and employment implications of HIV/AIDS and the consequences for policy formulation at enterprise and macroeconomic level is currently underway.

Analysing what constitutes good practice, sharing lessons learned, and distilling experience into guidelines for action are among the core functions of ILO/AIDS. This is what our constituents are asking for, want to contribute to, and what we can offer: in December 2003 an inter-regional tripartite meeting will take place at the ILO on *Best practices in workplace policies and programmes*. Its findings will be published as a major report in 2004.

The Director General has expressed his satisfaction with the achievements of ILO/AIDS and, to extend the capacity of the Programme, has announced provision of additional resources, specifically for HIV/AIDS focal points and full-time specialists.



The Global Compact network, a UN/ILO initiative, aims to empower all actors to contribute to prevention, raising awareness, care, support and treatment of HIV/AIDS. It encourages the use of the *ILO Code of Practice on HIV/AIDS and the World of Work* and the accompanying implementation manual, as well as exchange of information on good practice and partnership projects in this area. A Global Compact Policy Dialogue on HIV/AIDS was held on 12-13 May 2003 in Geneva. This significant, completely ILO/AIDS event, benefited from the participation of many of its major tri-partite players and constitutes a further step in involving all relevant actors in combating HIV/AIDS: governments, companies and civil society, with the UN as facilitator.

SOC/FAS

<http://www.ilo.org/public/english/protection/socfas/index.htm>

SOCIAL SECURITY
The Financial, Actuarial and
Statistical Services Branch

The Global Social Trust

The Global Social Trust, developed by ILO's International Financial and Actuarial Service (ILO-FACTS) is interconnecting the global, national and community levels of financing for social security. It is inspired by the conclusions and recommendations of the 89th International Labour Conference which renewed the Organization's commitment to extending social security coverage and improving the governance, financing and administration of social security programmes. It called for innovative approaches in the area of social security to help informal sector workers integrate into the formal economy. In November 2002, the ILO's Governing Body authorised a pilot study linking a donor and a recipient country.

The Luxemburg-Namibia Pilot

The GST will be put to the test in a pilot "twinning" project linking donors and recipients in Luxemburg and Namibia. The tripartite socio-economic council of Luxemburg has officially indicated its readiness to proceed; the first step will be the founding of an NGO to cover the collection of voluntary contributions. In Namibia the project will test supplementing of the existing universal state grant system by a Family Income Maintenance Grant. This will provide a basic cash benefit to children and survivors whose parents/spouses are disabled or deceased. The project thus aims to reach a hard-core poverty group and to address the negative economic effects on families affected by HIV/AIDS. The project envisages that voluntary contributors in Luxemburg will finance benefit payments to 4000 individuals for a period of 5 years. Monitoring of the project will be separately financed.

ILO-FACTS ...

ILO's Financial and Actuarial Service intervenes internationally to evaluate and advise on the financial well-being of social security systems and schemes. It provides advice and assistance on the reform, planning and analysis of social security systems and aims to strengthen the financial governance and management of social protection schemes, improve capacity to provide protection to more people, and to improve and diversify benefits. Through its 'Social Budgeting' exercises, ILO-FACTS offers quantitative advice on the integration of adequate or improved social protection in national social and economic development policies.

Argentina, is just one of 25 countries working with ILO-FACTS. Under this project, priority was given to helping the government develop a tool to manage the effects of its major economic crisis in 2001 – by modelling the financial development of social income and expenditure. This urgent social budgeting exercise, undertaken in collaboration with the Ministry of Labour, Employment and Social Security, evaluated for central government the costs and liabilities of financing existing and emergency social protection benefits through the crisis and beyond (2001-2007).

Cost of social security

The ILO's regular international inquiries into the cost of social security from 1949 to 1993 constitute a unique source of comparative data in the field. Data on social security receipts and expenditures have been collected within the framework of ILO Convention No. 102 (1952) concerning Minimum Standards of Social Security, and ILO Recommendations Nos. 67 (1944) and 69 (1944). SOC/FAS is considering reviving this series.

Recent collaboration between the ILO and the EURODATA Research Archive of the Mannheim Centre for European Social Research (MZES) shows the results of these inquiries, containing aggregate data on social protection schemes in 25 Western and Central European countries and covering almost half a century of social protection history. Viewing on line is by a link from the ILO site:

<http://mirror/public/english/protection/socfas/research/intros.htm>

or directly at:

<http://www.mzes.uni-mannheim.de/eurodata/coss19491993/>

Training experts in financial governance

As part of its QUA TRAIN (or quantitative training) initiative, in 2001 SOCFAS joined forces with the University of Maastricht to provide a Masters programme in Social Protection Financing.

The curriculum has been developed and is taught jointly by the Faculty of Economics and Business Administration and ILO's Financial and Actuarial specialists. The programme is endorsed and supported by the World Bank and the IMF, while UNDP, WHO and OECD have seats on the Advisory Board.

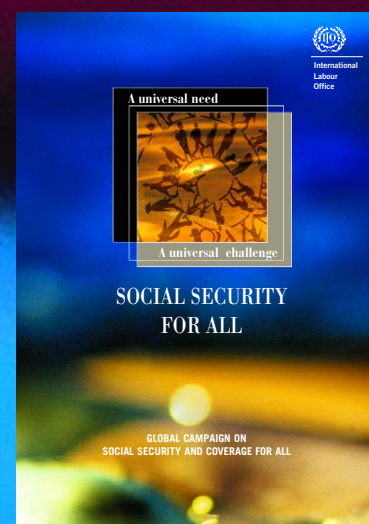
This one-year programme, unique in the world, teaches social protection and social protection financing to experts from social security institutions, insurance companies, governments, research institutions and consultancies. It trains national professionals who will assume positions of responsibility in national social protection systems and who will ultimately contribute to sound financial governance of national social transfer systems in their own countries. These professionals are crucial to keeping national social protection systems in financial equilibrium – the only way they can provide adequate social security to alleviate and avert poverty.

After a first year with 12 students graduating in 2002, twenty students from different continents are now following the programme in its 2nd year. Inscriptions are open for 2003/2004 and in March 2003 already 120 applicants had signed up for 25 places.

Global Campaign on Social Security and Coverage for All

One of the main challenges for the Social Protection Sector and the ILO in 2003 is the successful start of the Global Campaign on Social Security and Coverage for All. At present, only one in five people in the world has adequate social security coverage, and about half of the world population has no social security protection at all.

In June 2001, at the 89th session of the International Labour Conference, governments, employers and workers reached a new consensus on social security. They agreed that the highest priority should be given to “policies and initiatives which can bring social security to those who are not covered by existing systems.” The Conference therefore proposed that “a major campaign should be launched in order to promote the extension of coverage of social security.” This demand has been reiterated and reinforced at the 90th session in June 2002.



The global campaign is also a direct response to the demand by the regions for concrete and practical instruments to extend social security. It is an essential component of the Decent Work Strategy and of efforts to strengthen the social dimension of globalization. It is closely coordinated with the promotion of workers' rights, the creation of productive and quality employment and strengthening tripartism and social dialogue. With its emphasis on workers in the informal economy and on vulnerable groups, the campaign makes a significant contribution to the reduction of poverty and social exclusion as well as to the promotion of gender equality.

In response, the International Labour Office designed a global campaign with the overall objective of extending social security to those not covered and of ensuring access to health care and income security for all. The campaign strategy will consist of three complementary components:

Improving overall understanding of social security...

- Conduct research on the extension of social security
- Document best practices worldwide
- Increase understanding of unfulfilled social security needs
- Develop new mechanisms to reach out to workers in the informal economy
- Create guidelines for extending social security

Achieving concrete improvements in social security coverage...

The ILO has launched social security technical assistance projects in more than 30 countries. These activities focus on:

- Diagnosis of unfulfilled social security needs and development of ways to meet them
- Training and policy discussion with stakeholders
- Strengthening institutions and social dialogue
- Formulation and implementation of action plans
- Establishing networks of supportive individuals and institutions
- Monitoring and evaluating results

Raising awareness among key actors and mobilizing...

- Governments, employers' and workers' organizations
- Social security institutions and civil society organizations
- International organizations and donor governments

The Global Campaign on Social Security and Coverage for All provides an overall framework for all the activities of the Office related to social security. It will focus more effectively the work in this field and will provide more coherence and efficiency. Regional or sub-regional initiatives will be developed according to specific demands and resources and mobilization capacities (such as the joint initiative with the Pan American Health Organization on the extension of social protection in health in Latin America and the Caribbean).

The new tripartite consensus reached in June 2001 gives the ILO an exceptional opportunity to promote social security at the international level and to achieve concrete results in terms of extension of coverage. The global campaign is an innovative instrument to develop partnerships and to provide Member States and constituents with the assistance they need to significantly improve the application of social security coverage to groups which are currently excluded.

FOR MORE INFORMATION

E-mail: socpol@ilo.org

<http://www.ilo.org/coverage4al>

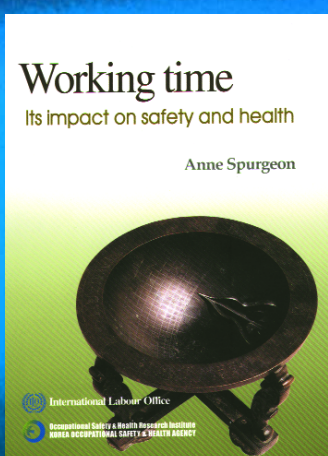
CONDIT

<http://www.ilo.org/public/english/protection/condtrav/index.htm>

LABOUR PROTECTION
The Conditions of Work Branch



New publication on working time



1 A circular (Series 2, No. 235) informing officials of the change was issued on 20 January 2003.

to TRAVAIL...

From CONDIT to TRAVAIL: new mission, new acronym

The former Conditions of Work Branch (CONDIT) has been reorganized to include issues related to wages and incomes. It will ensure that the different aspects of decent work in the enterprise (working conditions, working time, work and family, wages and other aspects of conditions of employment) are dealt with coherently. The new acronym of the new Conditions of Work and Employment Programme is TRAVAIL¹.

Technical cooperation

TRAVAIL is implementing a two-year, \$1 million project in Haiti to improve working conditions in the garment assembly sector. It is funded by the US Department of Labor (USDOL).

Allegations of sub-standard working conditions, amongst other factors, are dissuading potential investors and buyers of Haitian goods from doing business with Haiti, the poorest country in the Western hemisphere. The garment assembly sector, which at its peak in the 1980s employed nearly 100,000 workers, may be down to 10,000 at present. The logic of the project is that if allegations of poor working conditions in the assembly sector are hampering further investment in Haiti, then by helping to upgrade conditions, foreign investors might again be attracted there and new jobs would be created, while at the same time conditions for workers would be improved.

The premises of Haitian garment factories — like those in many other countries — are often hot, dusty, poorly ventilated and with inadequate lighting. Other areas also need improvement, including welfare facilities such as toilets, changing and eating areas, as well as materials handling, storage, layout, fire safety and other concerns. With technical assistance and training from this ILO project, some factories are already planning and implementing such improvements.

Technical assistance and training have been based around ILO's well-tested "WISE" (Work Improvements in Small Enterprises) approach, which provides simple, low-cost, practical ideas for improvement of working conditions that can help businesses to improve their productivity at the same time. The project has helped each participating enterprise to evaluate its working conditions, conduct a detailed training needs analysis and develop an improvement plan. Training to improve working conditions has been given to owners, managers and supervisors in the enterprises and will also be provided to the on-site nurses. To complement the assistance provided to the garment factories, some training will also be provided to Haitian trade union representatives and to the Ministry of Labor and Social Affairs (MAS). The chief Haitian counterparts are the Association of Haitian Industries (ADIH), with supportive roles being played by MAS and trade unions.

The project, which will finish in June 2003 with a final workshop examining the improvements that have been achieved in Haiti's garment assembly sector and discussing how the improvement process can best be sustained.

Wages

TRAVAIL has launched comparative studies on minimum wages in the Maghreb countries, which will be discussed at a subregional conference on minimum wages in Morocco at the end of 2003. Egypt, the Libyan Arab Jamahiriya and Mauritania will be invited as observers.

As working time patterns have become diverse, there are increasing concerns surrounding their effects on workers. To better assess these effects, a comprehensive report, *Working Time: Its Impact on Safety and Health*, was published in March 2003 in collaboration with the Occupational Safety and Health Research Institute in Korea. Prepared by Dr. Anne Spurgeon (University of Birmingham), this report provides a systematic and concise summary of empirical findings on how different working time patterns affect workers' physical and mental health, as well as their effects on accidents and injuries. Intervention strategies aimed at enhancing workers' safety and health are also outlined in the report; these will enable enterprises to identify work place hazards, assess the associated risks, and develop appropriate, customized solutions.

Copies of the report are available from the Conditions of Work and Employment Programme (Tel: +41-22-799-6754 or e-mail travail@ilo.org).

The regions: social protection in South-East Asia and the Pacific

Social protection is a basic need and is recognised as a basic human right. Yet only a limited number of workers have access to social protection benefits. Countries in South-East Asia and the Pacific are not an exception. The labour force covered by the national social security scheme is only 19% in Indonesia, 28% in the Philippines, and 65% in Fiji. Extension of social security for the unprotected workers, particularly those working in the informal economy, is the most important challenge in this sub-region.

A significant characteristic of the sub-region is its dispersed setting – not only geographically but also politically. In the absence of universal coverage by the government, a number of communities and organised groups have voluntarily established mutual aid schemes to provide various forms of assistance according to the need of its members. In this context, the key question to achieve universal coverage is how to harmonise the national approach to increase participation in national social security schemes with the bottom-up approach that supports initiatives of local communities and organised groups. In other words, how should we define the responsibility of the state and the roles of local communities or organised groups in supplementing the state. These issues are, implicitly or explicitly, a leitmotif in the following specific activities:

■ In Indonesia, a technical assistance project “Restructuring the social security system in Indonesia” has completed its first policy development phase. Ten project reports have been summarised in a comprehensive publication “Social security and coverage for all – issues and options” (ILO, Jakarta publication). As an initial step to full-scale implementation of these policy recommendations, the ILO provides technical assistance to the Presidential Task Force in developing a concept paper and preparing a draft bill on the introduction of the National social security system.

■ In the Philippines, a pilot project, “Extending social protection for workers in the informal economy”, has been implemented by the Department of Labor and Employment (DOLE) in collaboration with the Social Security System (SSS) and the Philippine Savings (PS) Bank. In five pilot cities, 1,700 workers in the informal economy are registered as SSS members under the “easy payment scheme”. A second project is ILO/STEP on “Extending social protection through health micro-insurance schemes for women workers in the informal economy”. The project has completed a case study of community-based health insurance schemes and research on how these schemes can improve the access of women by responding to the needs of maternity care or reproductive health concerns. The project conducted a national workshop on “A gendered approach for the extension of social protection in the Philippines” (see photo).

■ In the countries of the South Pacific, several major activities are ongoing such as the feasibility study on the introduction of health insurance and the revision of workmens' compensation scheme in Fiji. Tonga is also implementing a new national retirement benefit scheme.

These activities have been (and will continue to be) integrated into the National Action Programme for Decent Work of the countries in the sub-region. They form an essential component of ILO's work towards fulfilment of the Decent Work Agenda.

International Labour Office

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