



International
Labour
Office

SOCIAL PROTECTION MATTERS

4

JUNE 2004



PREVENTION
AND PROTECTION

PROMOTING
OPPORTUNITIES

ACCESS TO
ESSENTIAL GOODS
AND SERVICES

ILO Publications

The Publications Bureau of the International Labour Office produces and distributes material on major social and economic trends. It publishes policy statements on issues affecting labour around the world, reference works, technical guides, research-based books and monographs, codes of practice prepared by experts and training and workers' education manuals. It also produces the International Labour Review in English, French and Spanish, which publishes the results of original research, perspectives on emerging issues, and book reviews.

Catalogues and lists of new publications are available free of charge from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. Please visit us at the World Wide Web at: www.ilo.org

ISBN 92-2-115928-0

Editorial



Assane Diop
Executive Director
Social Protection Sector
International Labour Office

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

- 3 Financial, Actuarial and Statistical Services Branch
- 5 News from the Regional office or Central America (Honduras)
- 7 ISSA International Social Security Association
- 9 InFocus Programme on Safety and Health at Work and the Environment
- 12 News from the Cairo office
- 13 Conditions of Work and Employment Programme
- 14 The Programme on HIV/AIDS and the World of Work
- 16 International Training Centre

Global Campaign on Social Security and Coverage for All: Our actions in the world.

When Juan Somavia officially launched the **Global Campaign on Social Security and Coverage for All** in June 2003, he declared that “our campaign is to raise awareness of social security as a route to inclusive societies and is an important tool in the eradication of poverty”. Since that time, many other important events have taken place. On 5 December 2003, the launch of the campaign for the whole African continent took place in Addis Ababa during the African Regional Conference. On 1 March 2004 a special launch was organized in Mozambique for Portuguese-speaking African countries in the presence of Mozambique President H.E. Joaquim Chissano.

African Heads of States show their involvement

In Mozambique, President Chissano declared that for his Government “social security does not represent a cost, but a gain, a means that contributes to create a more balanced society”.

In Senegal, President Wade announced the installation of a presidential council on social protection, including all key actors, to find solutions to the extension of social security and to strengthen the present system.

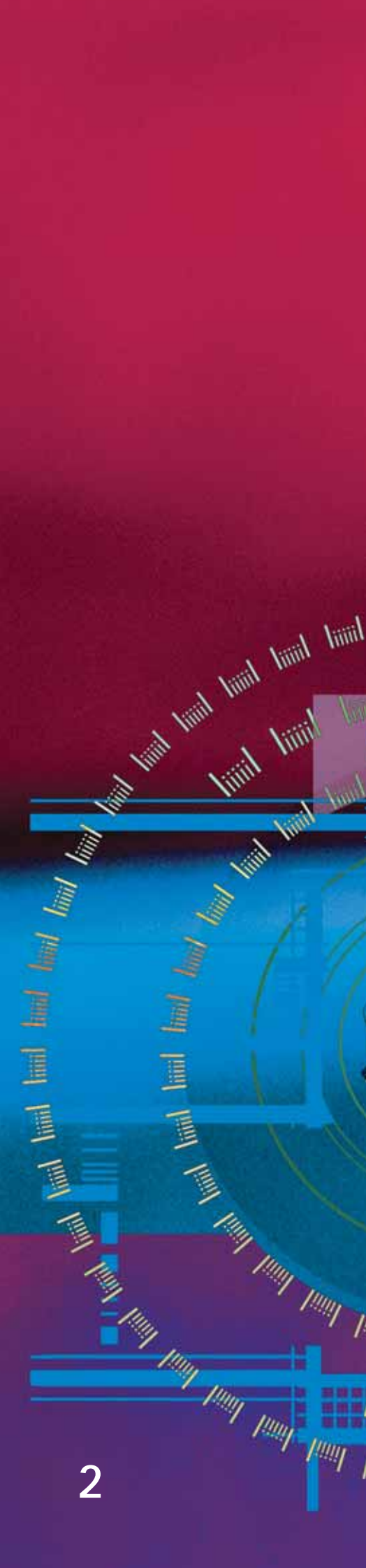


(Launch in Maputo: from left to right Mr. A. Diop, Executive Director of the Social Protection Sector, H.E. Mr. Chissano, President of Mozambique, and H.E. Antonio Bagão Felix, Minister of Social Security of the Government of Portugal)

On 14 April 2004 a national launch took place in Senegal, in the presence of its President Abdoulaye Wade. As a follow-up of the conclusions of the 10th Regional African Conference, a special initiative for the extension of social security in Africa will be formulated, to be presented by the ILO during a Special Extraordinary Summit of Heads of States and Governments of the African Union on Employment and Fight against poverty, which will take place next September in Burkina Faso. In Mr. Diop’s words, “this campaign in the different African sub-regions is of primary importance because social security and coverage for all are an essential component of the agenda for decent work, which is defined as productive employment in conditions of freedom, equity and dignity.”

Within the context of this Global Campaign, the ILO has recently initiated and implemented a wide range of technical cooperation activities.

The “Union nationale des coopératives agricoles” of Sénégal (UNCAS) is an organization which groups 4500 organizations of the rural world, thus bringing together about 800,000 members. Since 2003, with the support of the STEP programme, some of its members and their families benefit from a health insurance for a monthly contribution of 1000 FCFA. After a first launch which benefited 120 groups (i.e. 4000 members) of the “Union des groupements de coopératives maraîchères” of Mboro, this initiative is now taking place in the region of Diourbel. When the programme is completed, all the members and their families should be covered - about 4 million people.



Africa: During the launch of the Campaign in Mozambique, the Government of Portugal has committed itself to financing a project aimed at extending social security in the five Portuguese-speaking African countries by defining new strategies specially taking into account the potential of health micro-insurance. In addition, the Government of Belgium will finance the second phase of the Programme on Strategies and Tools against Social Exclusion and Poverty (STEP) for a period of four years. The Programme is strengthening its action in six countries, particularly in Senegal, Burkina Faso, Benin, the Democratic Republic of Congo, Rwanda and Morocco and will develop its actions on three levels. First of all, it will reinforce the technical capacities and the functioning of micro-insurances and to make their management more professional. The Programme will increase its assistance to associations such as the Union des Mutuelles de Santé of Dakar (UMSD), supporting structures and to organizations of the informal sector with a large potential for coverage extension, such as through UNCAS in Senegal (see box). Other initiatives will include the support of associating systems of micro-finance such as MECIB (PAMECAS network in Dakar) and AssEF (Cotonou, Benin). Secondly, STEP will work towards the creation of a favourable political and institutional environment for the insurance structures, mainly by helping their integration within the national policies and their linkages with other insurance regimes. This approach was carried out in Mali between 2002 and 2003 and, through a process of social dialogue, it resulted in the definition of a national action plan to extend social security, taking into account the potential of micro-insurance. Thirdly, STEP strengthens the role of workers' and employers' organizations through training and technical support, notably in the development of trade union and enterprise mutual benefit societies.

Asia: A two-year project financed by the Government of The Netherlands started in April 2004 and aims at improving coverage and effectiveness of social security systems in the various islands of the Pacific (Fiji, Samoa, Salomon, Tonga and Vanuatu). It will help the extension process, improve governance of social security systems, and strengthen the capacities of all partners involved. In Nepal, the national launch took place on 25 March 2004. As a follow-up, a new Committee on social protection has been created.

Latin America: In Honduras, the second phase of the project financed by the Government of The Netherlands also started in April 2004. On the basis of tripartite consensus obtained through social dialogue, this project aims to introduce the necessary reforms for the extension of social coverage. Its main lines of action include: improving the management of the Institute of Social Security of Honduras, reorganizing programmes managed by the Institute and putting in place a pilot project concerning zones or specific categories of the population, particularly in the region of Monjarás.

Europe: A three-year project financed by the Government of France has just started designed to reduce social exclusion in five countries of Central and Eastern Europe (Bulgaria, Czech Republic, Hungary, Romania and Slovenia) by strengthening institutional capacities, in particular those of governments and social partners. It is being organized around two additional operational objectives: to strengthen the capacity to fight social exclusion through training, the elaboration of didactical tools, technical assistance and through pilot activities; and to disseminate information on the problems of social exclusion so as to mobilize governments, social partners and the people themselves for their joint fight against this plague. The project will work in close collaboration with the Turin Centre and will forge partnerships mainly with the World Bank and the European Union.

More information is available on the Campaign website www.ilo.org/coverage4all. Campaign brochures are freely available to everyone in English, French, Spanish, Arabic, Portuguese, Nepalese and Russian. A Chinese brochure will soon be available.

ILO/ FACTS

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

LABOUR PROTECTION
Financial, Actuarial and Statistical
Services Branch

SOC/FAS and the economic crisis in Argentina

Argentina's economic crisis of December 2001 had severe repercussions on all sectors of the economy and society, not least the social security system. In March 2002 the ILO signed a technical cooperation agreement to assist and support the Government's efforts to manage the serious social and labour effects of the crisis. Advice and assistance was particularly requested in the field of social protection.

In 2002-2003 the International Financial and Actuarial Service (ILO-FACTS) undertook a short-term social budget modelling exercise focused on social sector income and expenditure, with an aim to evaluate total government liability with respect to the financing of social protection benefits (long-term pensions, unemployment, family benefits, health and social assistance) in the crisis conditions at the time. The results of this exercise were presented to the Government in 2003, and included in the Government's White Paper¹. ILO-FACTS also provided the Government with the quantitative tools it developed for this exercise and trained national staff in their use.

ILO_FACTS subsequently began work on the actuarial valuation of the Argentinean pension system – the SIJP (Sistema Integrado de Jubilaciones y Pensiones). The SIJP was created in 1994 as a result of major pension system reform in Argentina. This Integrated System introduced a two-pillar structure: a basic public defined-benefit system, and a second-pillar involving a choice between a defined-benefit system or defined-contribution (individual account) component. Inherent in the reform was tightening of the eligibility criteria and a decrease in benefit levels. Basic characteristics of the system included:

- mandatory coverage for dependent employees in the public sector (excl. military personnel), the private sector and the self-employed;
- provision of old-age, invalidity and survivors' benefits; - financing: employer contributions (10.5 per cent of earnings subject to contributions) to the basic first pillar system and employee contributions (11 per cent of earnings subject to contributions) to the second pillar system.

The ILO undertook an actuarial valuation of the public component of the SIJP and of the public pension system (based on the laws prior to the creation of the SIJP), in order to check its financial viability and to provide a benchmark for evaluating future reforms of the Ministry (of Labour, Employment and Social Security). To increase its usefulness for the Government, a Ministry actuary worked in Geneva alongside ILO-FACTS officials on this task. Other Ministry staff collaborated closely and were trained in the ILO quantitative models used in the valuation. The report on this valuation was presented to the Government in April 2004² although its results are confidential.

With this diagnosis of the social protection system and the pension system by ILO-FACTS, the Government of Argentina has the analytical basis for social policy planning, and for medium- and long-term financial planning of major components of the social sector.

¹ Ministerio de Trabajo, Empleo y Seguridad Social. 2003. Libro blanco de la previsión social (Buenos Aires).

² OIT. 2004. Valuación actuarial del Sistema Integrado de Jubilaciones y Pensiones al 31 de diciembre 2001, (Ginebra).

Michael Cichon et al. *Financing social protection*,
in the Quantitative Methods in Social Protection series (ILO/ISSA)

This latest title in the Quantitative Methods series will help social protection planners, managers and analysts to design and operate social protection financing systems that are effective, equitable and fiscally, financially and economically efficient. Effective financing systems ensure that benefit promises are reasonable and can be kept. Aiming for equity means that the burden of financing social protection is shared fairly among population groups and generations. Aiming for financial, fiscal and economic efficiency means making sure that no societal resources are wasted – and thus no welfare losses incurred – when designing or operating financing systems.

This book will be of particular interest to financial analysts and provides practical answers to questions by policy makers such as:

- What level of expenditure must society expect in the short, medium and long- term if a certain benefit (or set of benefits) is introduced at a certain level?
- What would be the likely effect of the system (or a new scheme or benefit) on economic performance and on the government budget?
- How can we finance a certain overall level of social protection – that is, how do we make sure that resources are available when benefits fall due or when a certain new benefit is introduced? Do we finance transfers through taxes? Contributions? Private payments? Who should pay for what in the social protection system?
- How can we safeguard the value of money in reserve to finance future liabilities?
- How do we organize financial management and governance to make optimal and responsible use of scarce resources?

Financing social protection offers a wide range of choices for financing social transfers and criteria for selecting the right option in specific national circumstances. It does not advocate one-size-fits-all answers and discusses financing options in a neutral way. This unique work on the subject provides a comprehensive overview of the many options in financing and financial governance by analysing in detail their advantages and disadvantages. The text is complemented by an Exercise Annex containing case tasks and corresponding model solutions. This compendium enables the reader to rehearse the important concepts discussed in the book by applying them to a concrete country task using practical, analytical and quantitative skills.

Financing social protection enables readers to make decisive contributions to the good governance of national social protection systems.

Other titles in the ILO/ISSA Quantitative Methods in Social Protection Series are:

1. *Actuarial mathematics of social security pensions (1999)*
2. *Modelling in health care finance: A compendium of quantitative techniques for health care financing (1999)*
3. *Social budgeting (2000)*
4. *Actuarial practice in social security (2002)*

ILO SAN JOSE

<http://www.oit.or.cr/>

SOCIAL PROTECTION
News from the Regional office
for Central America (Honduras)

Extension of Coverage of Social Security in Honduras

Through its commitment and determination, a board made up of workers, employers, and government, has outlined a new initiative for the Honduran Social Security System. This tripartite group has been working for nearly two years and launched a jointly agreed National Action Plan (NAP) in February 2004. The focus is on extending social security to the excluded.

The International Labour Office supported and accompanied this process very closely through the project "Extension of Social Security Coverage to the Excluded and the Poor", which began in 2002 and was funded by Government of The Netherlands.

But what makes this process special and different from prior initiatives? And why is this effort considered to have better chances of success? The following reflections may help to answer these questions:

This initiative was very timely for Honduras. Both, the Secretary of Labour and Social Security and the Honduran Institute of Social Security (IHSS) fully supported the initiative from the beginning; social security was on the Government's agenda and was an important part of its Strategy against Poverty. Workers' and employers' organizations also had confidence in the new administration of the IHSS, headed by Mr. Richard Zablah, which encouraged them to support a dialogue process to improve the performance of the Honduran social security system.

Another crucial element in the implementation phase and essential to the methodology used, is that the NAP is a jointly agreed plan, developed by a tripartite dialogue board, committed to advancing and supporting this project in the face of changing governments and officials. This continuity constitutes a guarantee that gives sustainability and the necessary support to carry out this project.

The tripartite dialogue board is, in itself, a product of the first phase of the project. Participants, who were carefully selected, received a three-month training course in social security matters, as well as in dialogue techniques and negotiation. Some participants are Members of the Board of the Honduran Institute of Social Security; others participate in the Social and Economical Council of Honduras. All, without exception, have credibility and access to representatives at the highest level of their sectors.

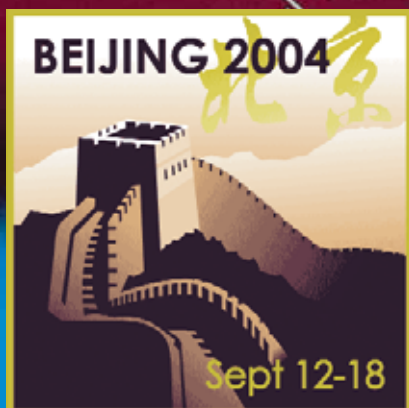
The innovative approach and the flexibility of the NAP will also facilitate this process. Extending social security coverage means not only affiliating more workers to the social security institutes. It also means real access to health services and income protection systems, not only for the newly affiliated workers, but also for those already "protected" by formal social security mechanisms. This is particularly evident in Honduras. Efforts will be necessary to extend the horizontal coverage (affiliated people), because it is too low, but at the same time, a special focus must be placed on present IHSS affiliates and pensioners. They are far from being well protected. Affiliates' wives do not have access to general medical attention (except in case of maternity); affiliates' children have access to medical attention up to the age of 11. Because pensions are not automatically adjusted, they have lost their purchase power to such an extent that pensioners say that in some cases the cost of transportation is greater than the amount they receive. These issues are taken into account in the NAP, and their solution will have a positive immediate impact on the vertical coverage of the system. It will also significantly improve the image of the Honduran Institute of Social Security.

Making benefits schemes of the IHSS more flexible is part of the strategy to extend social security protection. The NAP will use innovative methods to incorporate the traditionally excluded. These new schemes will set special access requirements, benefits, mechanisms of affiliation and contributions for the system and will be better suited to the needs and capacities of the different groups of workers. This will make it possible to gradually extend coverage to the excluded geographic areas, including not only workers in the formal sector, but also temporary and self-employed (organized) workers. Women are over-represented in these last two groups.

The dialogue board has a great challenge ahead: implementing and putting the NAP into action requires the effort, support and joint will of the institutions and sectors that contributed to its development. Members of the board are convinced that a determined and continued action will give positive results.

It is necessary to take advantage of this experience and capitalize on lessons learned. The goal should be to find the best route to better social protection for everybody, by avoiding the mistakes made by other initiatives while building on their successes.

SOCIAL SECURITY AND SOCIAL PROTECTION FOR RURAL POPULATIONS



International Social Security Association

As on previous occasions, the Social Protection Sector of the ILO will play an active role during the forthcoming XXVIIIth General Assembly of the International Social Security Association (ISSA)¹, to be held in Beijing from 12 to 18 September 2004. The theme is "Social Security: Securing Social Justice"².

On 15 September 2001, a Plenary Session of the ISSA General Assembly will be devoted to Social Protection of the Rural Population, for which the ISSA Secretariat and the Organizing Committee has asked the Social Protection Branch of the ILO to take the lead. The Executive Director Assane Diop will chair the session and prepare the introductory report.

As the brochure on the session emphasizes, "Only one person in five of the world's population has adequate social security protection, while less than half has any kind of social protection at all". This is the challenge which governments face, especially those in developing countries. Extending social security protection has been a major component of the ISSA Initiative Project "Assessing the coverage gap". It was at the core of the conclusions reached by the International Labour Conference in 2001, when the ILO reached a new consensus on the major social security issues, challenges and prospects at the dawn of the century. The resulting extension of social protection has led to a world campaign launched by the Social Protection Sector of the ILO which includes research and pilot projects.

Rural populations will be the special focus of the Social Protection Branch at the Beijing meeting.

Rural populations include employees who are not protected by general public schemes, such as agricultural small holders, and self-employed foresters and fishermen and their families. The social security needs of employees in rural industrial and service enterprises may be the same as those in urban enterprises, but what are those of persons working directly in agriculture, forestry and fishing? Clearly, access to adequate health care is a priority. Is the additional protection they need against the various social risks different from traditional social security benefits designed for the employed? What is the capacity of the rural population to finance their protection? How can contributions be assessed and collected and how can compliance with contribution conditions be achieved? How can infrastructure and other constraints to establishing an administrative structure be overcome?"

In its report for the session, *Social Protection of the Rural Population: Needs, constraints, and opportunities*, the ILO will therefore address the following main topics:

- **Extending social protection:** what for? Solidarity is not a purely humanitarian concern but globalization must be viable to contribute to development through improvements in productivity and more rational use of available resources; to counteract rural-urban migrations and resulting negative consequences for society as a whole; to consolidate national consciousness, etc.

¹ Historically, the ILO has had very close relations with the ISSA since its foundation in 1927. The ISSA brings together some 400 member associations in 148 countries, and its triennial General Assemblies gather thousands of delegates from all parts of the world. The conclusions on social security drawn by the International Labour Conference in 2001 called upon the ILO to "continue to develop interagency cooperation in the social security field, including with the International Social Security Association."

² <http://www.issa.int/engl/homef.htm>

- **Gaps in existing social protection coverage for rural populations** in terms of persons covered (categories) and risks covered (social needs). Why bother and not just let things go (neo-liberalism and neo-Malthusianism)?
- **Main areas for achieving better and wider protection:** among them are access to health care; prevention of and compensation for occupational risks; income security (including protection against major hazards and pandemics); family welfare; employability and access to employment. Social protection policy must be linked to the Millennium Development Goals).
- **Crucial importance of political commitment** to proceed further: previous good intentions, the primary responsibility of the State, the role of decentralized authorities and traditional structures, the prerequisites for social protection coverage and risks of discriminatory approaches (gender, migration, ethnicity).
- **Social and societal concerns do not necessarily coincide.** Helping the poor is not the same as protecting a group or groups of the active population. Priority concerns differ according to level geographic region or category. The potential for self-help and awareness of need for protection is unequal. Gender considerations, traditions and the overall environment must play a key role when considering social protection adapted to the characteristics of any rural population.
- **Administrative difficulties should not be underestimated** (organizational issues): how to reach contributors and beneficiaries, governance problems, access to facilities, keeping track of records, combining central monitoring and proximity, building trust and confidence.
- **Financial sustainability requires multiple sources of financing.** Merely raising contribution levels may not be enough for sustainability; reducing benefits to a minimum is not appealing for adequacy or political concerns; advance funding or privatization is not a solution; mobilization and earmarking of public funds should be part of the overall strategy; coordination and collaboration with existing tax collection or income distribution systems.
- **Key role for existing social security schemes in extending social protection:** managerial know-how; the administrative network; adapting existing benefit formulae; a mandate; involvement of social partners; rules and monitoring for compliance; good examples.

The ISSA General Assembly and the Special Session will also provide an opportunity for units in the Social Protection Sector to provide the social security world with an update on some of its main achievements, notably the extension of social security coverage via the **Global Campaign on Social Security and Coverage for All**, its **STEP Programme** (Strategies and Tools against Social Exclusion and Poverty) and the **Global Social Trust**.

SafeWork for all

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

LABOUR PROTECTION
InFocus Programme on Safety and Health at Work and the Environment



ILO calls for new “safety culture”

Work kills more people than wars – some 6,000 a day. And of almost 270 million accidents recorded each year, 350,000 are fatal. Marking this year’s World Day for Safety and Health at Work on 28 April, the ILO called for a new “safety culture” to prevent the workplace accidents and diseases that take this huge human toll.

Around the world, workers and employers, union and government officials remembered their co-workers killed or injured on the job. There was much to consider – according to the latest ILO report*, published for the World Day for Safety and Health at Work, some 6,000 workers a day, or one every 15 seconds, die from occupational accidents and disease.

Solemn events marked the death and illness that occurs daily in the world of work. In Waterloo, Iowa, dozens of workers met in the Black Hawk Union Council to remember those killed on the job and read aloud the names of each of 31 fallen Iowa workers as a bugler played taps. Meanwhile, across the globe in Wellington, New Zealand, the New Zealand Council of Trade Unions organized a rally outside the city’s main train station, distributing flyers urging “commitment to everyone’s health and safety.”

Every April 28, the world’s trade union movement commemorates the victims of occupational accidents and diseases. In 2003, the ILO adopted April 28 as World Day for Safety and Health at Work, focusing on the promotion of a safety and health culture at workplaces throughout the world and capitalizing on the organization’s traditional strengths of tripartism and social dialogue.

Major events were held in Finland, where President Tarja Halonen told a conference of workers, employers, sports activists, actors and others: “Governments, employers and workers all have an interest in safe and healthy workplaces. It offers a sound basis for successful social dialogue and consensus building.” In Russia, occupational safety and health centres organized safety competitions. Ethiopian government ministers, workers and employers came together in Addis Ababa to light candles commemorating fallen workers. In Thailand, ILO experts gave live interviews on television and radio about occupational safety and health.

The “Bhopal” factor

This year’s commemoration coincides with the 20th anniversary of one of the worst chemical disasters on record, the 1984 gas leak from a pesticides factory in Bhopal, India that killed 2,500 people and injured over 200,000, eventually causing an additional 20,000 deaths. *Safe Work and Safety Culture*¹, a special ILO report prepared for the day by the ILO’s InFocus Programme on Safety and Health at Work and the Environment (SafeWork), emphasizes that despite the outcry that followed the Bhopal disaster and increased attention to the dangers of industrial accidents, the potential for major disasters and accidents remains real and requires a wide-ranging response.

¹ Safe Work and Safety Culture, the ILO Report for World Day for Safety and Health at Work, 2004: see www.ilo.org/safework

Some 2.2 million work-related fatalities and 60 million work-related illnesses occur annually, 400,000 of which can be attributed to hazardous substances. This grim toll requires more effective hazard control in line with ILO conventions and the implementation of practical safety measures as the first steps towards creating a global "safety culture". "I strongly believe that this is one of the most fertile areas for reaching consensus in the world of work", said ILO Director General Juan Somavia in his message for the day.

SafeWork Labour Inspection Development: Social Partnerships in Diverse Frontiers

SafeWork has recently taken the lead in safeguarding vital bonds between social actors in diverse settings. In a Memorandum of Understanding on 27 February 2004 Hauptverband der gewerblichen Berufsgenossenschaften (HVBG), Germany's federal umbrella organisation in charge of industrial accident insurance associations, pledged to maintain social development efforts with the ILO. HVBG covers individual German mutual accident insurance firms, "Berufsgenossenschaften," or BG's. ILO and HVBG work towards the implementation of occupational health and safety (OSH) activities and the improvement of technical inspection services at both state and enterprise level. Furthermore, information on disability management, construction, social security, corporate social responsibility, and risk assessment is shared. The relationship confirms the collaboration of the inter-organizational exchange of experts and the provision of support for Social Protection and SafeWork projects.



From Left to Right:

Mr. Klaus Hinne, Alternating Chairman of the Board, Workers - HVBG; Mr. Herbert Kleinherne, Alternating Chairman of the Board, Employers - HVBG; Mr. Juan Somavia, Director-General ILO; Mr. Assane Diop, Executive Director Social Protection; Dr. Joachim Breuer, Managing Director - HVBG; Dr. Walter Eichendorf, Deputy Managing Director - HVBG

Ireland: Tobacco Free Workplaces

Dublin, Ireland was the site of the Senior Labour Inspectors' Committee (SLIC) of Europe meeting on 20 May 2004. SafeWork Senior Specialist Gerd Albracht made an introductory presentation on "Tobacco Free Workplaces," which included survey results from 72 labour inspectorates and trade unions regarding national tobacco legislation, workplace programmes, and attitudes towards smoking at work. Regional differences as barriers to the effective promotion of practical smoking regulations were discussed among European social partners. In March 2004, Ireland became the first nation to ban smoking in all work environments, including the hospitality sector.

Bulgaria: Effectiveness and Training for Modern Labour Inspection

In Bulgaria a conference on "Integrating Labour Inspection: Functions, Effectiveness, and Training" in September 2003 reflected project results of a German funded ILO project on inspection systems development. Eleven TV and Radio stations reported on the event. The project was designed to implement the integrated labour inspection approach and encourage other countries to follow the Bulgarian example.

Following the conference, Serbia has engaged in an ILO driven integrated inspectorate programme financed by the US Department of Labor. Information for obtaining a report on this conference can be found below.

Iraq: Plans for Postwar OSH and Labour Inspection Enforcement

Within the context of postwar Iraqi plans for the creation of labour inspection and social dialogue structures, SafeWork has produced a strategy framework for preventing unsafe and unhealthy conditions while a physical infrastructure in the country begins to emerge. Among the priorities of the new occupational safety and health structure are forming risk assessment goals, "design-it-in" construction safety tactics, and an inspectors' training needs analysis. Early steps toward prevention are key even before war tensions die down in order to promote a viable OSH culture and ensure the enforcement of future health and safety standards as decided by social actors.

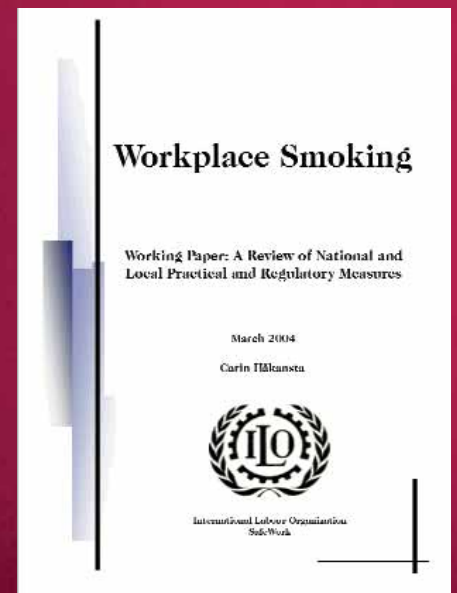
The documents mentioned above can be accessed at www.ilo.org/safework under Labour Inspection, or by e-mail at safework@ilo.org.

- HVBG and ILO Memorandum of Understanding, February 27, 2004
- SLIC Europe: Dublin, Ireland Thematic Day on "Tobacco Free Workplaces" PowerPoint Presentation, May 20, 2004
- Conference Report on Functions, Effectiveness and Training, Borovetz, Bulgaria, 21-23 September 2003

Safety and Health at Work and the Environment (SafeWork), emphasizes that despite the outcry that followed the Bhopal disaster and increased attention to the dangers of industrial accidents, the potential for major disasters and accidents remains real and requires a wide-ranging response.

Some 2.2 million work-related fatalities and 60 million work-related illnesses occur annually, 400,000 of which can be attributed to hazardous substances. This grim toll requires more effective hazard control in line with ILO conventions and the implementation of practical safety measures as the first steps towards creating a global "safety culture". "I strongly believe that this is one of the most fertile areas for reaching consensus in the world of work", said ILO Director General Juan Somavia in his message for the day.

* Strategy Paper: Establishing Effective OSH Labour Inspection Development in Postwar Iraq 2004, by Mark Eskenazi



Occupational safety at work for all

Cairo office

Occupational safety and health at work managing systems at work

The Sub-regional Office of the ILO in Cairo published in December 2003 the Arabic version of the ILO guidelines for managing occupational safety and health at work. This issue was the object, during the whole year 2003, of numerous training workshops, addressed mainly to labour inspectors and large enterprises in Cairo. Management of security has also been retained as the central theme of the celebration of the World Day of Occupational Safety and Health, celebration that attracted a great deal of attention and triggered numerous requests to the Office.

Policies and strategies of occupational safety and health.

The establishment of national profiles or exhaustive assessments of the occupational safety and health situation, required for the design of such programmes and national prevention policies, are under preparation for Algeria, Egypt, and Sudan. This activity is accompanied in Algeria by a technical cooperation activity for the creation of a national institute for the prevention of occupation risks. In Egypt, this is being done in collaboration with the World Health Organization in the framework of joint action programme for Africa.

Safety when handling dangerous substances is also high in ILO Cairo's activities, in particular the translation into Arabic of data files including information of the International Programme for Safety in Chemical Products (IPCS). The focus has been placed on agro-chemical products. The files will be tested in a training activity for trainers in Sudan and applied to the agricultural sector which represents a significant proportion of the informal economy.

Together with the issue of safety in chemicals, the issue of safety in the construction sector will also be discussed in different meetings in the framework of the commemoration of the World Day of Occupational Safety and Health organized by the Sub-regional Office of the ILO in Cairo in collaboration with the Egyptian Federation of Employers.

Being access to information one of the most powerful and less expensive tools to improve occupational safety and health, the Sub-regional Office is reinforcing the staff capacity of the existing occupational safety and health institutes. In Egypt, the CIS national centre will benefit from reinforced training; also a training centre and the launching of a similar training programme will be launched in collaboration with the National Institute of Prevention of Libya in June 2004.

VIH/AIDS

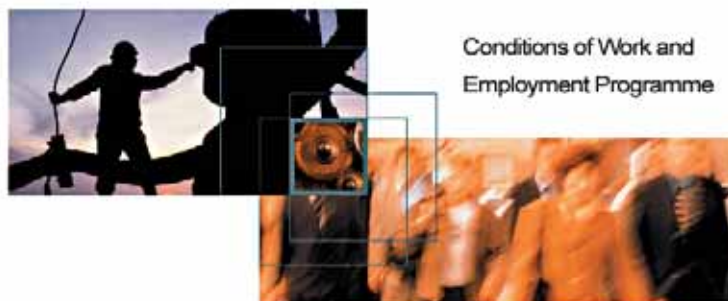
After having launched in the hotel industry an extensive sensitization campaign on the impact of HIV/AIDS in the world of work in 2003 and this, in collaboration with the Egyptian programme against HIV/AIDS in three highly important tourist sites, the Sub-regional Office of the ILO in Cairo is preparing new activities in Sudan and Libya. The first sensitization workshops will take place this year and will allow the identification of current needs and programmes.

As regards Morocco, a tripartite seminar was organized in December 2003 concluding that VIH/AIDS should be considered by the High Council for Professional Risks as a labour risk. The conclusions of this seminar will positively impact the integration of the Labour Ministry in the national strategies for the fight against AIDS, which benefit from UNAIDS financing.

New publications

The Conditions of Work and Employment Programme has completely changed and updated its website.

Please visit TRAVAIL's new and improved web site at <http://www.ilo.org/travail>.



- D. McCann: *Sexual harassment at work: A review of preventive measures*, Conditions of Work and Employment Series No. 2.
- T-H. Kim and H-K. Kim: *Reconciling work and family: Issues and policies in the Republic of Korea*, Conditions of Work and Employment Series No. 6.

These publications are available in electronic .pdf format from our web site. A limited stock of printed copies is available from the Conditions of Work and Employment Programme, ILO, CH-1211 Geneva 22, Switzerland.

HIV/AIDS and the world of work: Global estimates, impact and response

This report from ILO/AIDS presents an overview of the impact of HIV/AIDS on the world of work – on persons of working age, the labour force, enterprises and the public sector – and on the response from governments and social partners. It discusses underlying issues such as the impact of HIV/AIDS on human capital, key economic sectors and economic growth. The impact on the workforce will be assessed for the first time on the basis of global estimates and projections of the effects of HIV/AIDS in 53 countries over a period of 20 years (1995-2015). Measures were developed at the ILO to provide a database to document the impact of HIV/AIDS on economically active persons and working-age men and women, as well as its cumulative effects on the male and female labour force. Additional measures quantify the increase in the economic burden caused by labour force losses as a result of AIDS, and in the social burden of care and dependency as working persons living with HIV/AIDS become unfit to work. ILO's constituents and other stakeholders respond to what has been achieved so far, and discuss what remains to be done. The report is being prepared for the XVth International Conference on AIDS to be held in Bangkok in July 2004. An advance presentation is planned for the International Labour Conference in June.

Russian Model to Assess Socio-economic Consequences of the Spread of HIV/AIDS

The Russian Federation's steep rise in reported HIV infections has led, in the last eight years, to reports of the epidemic in more than 30 cities and 86 of the country's 88 regions. By mid-2002 the total number of infections in Russia had climbed to over 200,000 – a huge increase over the 10,993 cases reported in 1998. According to various authoritative sources, the actual HIV incidence in the country is 2.5 to 4 times that of official records.¹ Even though the absolute number of those infected with HIV is still relatively small, the growth rate of identifiable HIV cases is now one of the world's fastest.

A model of socio-economic consequences of HIV/AIDS in the Russian Federation, developed by the ILO Programme on HIV/AIDS and the World of Work and the ILO Moscow office, found that HIV/AIDS could reduce Russia's population by two to five percent by the year 2050. Since three quarters of those infected are between the ages of 15 and 29, most of the decrease in population will be the young in their prime productive and reproductive age. HIV/AIDS may lead to a decrease of the working population by 1.1 million by 2015 and by 2.1 million in 2050 if the spread of infection continues at this pace.

Results of the modelling show that, parallel to reducing the country's workforce and productivity, by 2015, the spread of HIV/AIDS may increase the number of disability pensioners

By 344,000 and survivors on pensions by 141,000. In the face of increasing pension expenditures, the study also found a probability that GDP would fall by two to five per cent, with an accompanying rise in the cost of health expenditures for people living with HIV/AIDS (about 0.5 per cent of GDP) reaching its peak in 2010-2015, putting additional strain on government spending on HIV/AIDS. As far back as the early 1990s, the WHO estimated that to successfully counter the HIV epidemic Russia would require a single investment of approximately USD 90 million with

¹ See, for example: Christof Ruhl, Vadim Pokrovsky and Viatcheslav Vinogradov. *The Economic Consequences of HIV in Russia*, World Bank (2002).

subsequent annual investments of USD 9-10 million. International experience shows that success of preventive measures very much depends on a society's ability and readiness to allocate adequate funds.

The ILO study is an attempt to establish the socio-economic cost of the epidemic. The data for the model, provided by the Russian Federal AIDS Centre (Moscow), is based on detailed data on newly diagnosed cases of HIV infection from 1996 and disaggregated by sex and age groups.

The model calculates the possible impact of different scenarios of the epidemic on the epidemiological situation to 2050, including the labour market, health expenditures, pensions systems and disability benefits. The existing database scenarios do not represent all possible directions of analysis, and the model can be developed further by adding new modules.

The model can be applied to individual regions of Russia, other CIS states and can be used as a budgeting and analytical tool for decision makers, experts, trade unions, employers' associations and NGOs.

At the launch of the model in February 2004, Alexander Pochinok, Russian Minister of Labour and Social Development welcomed the ILO's initiative and, while noting the role of prevention and treatment, stressed that within the context of the Decent Work Agenda it was important not to allow any form of discrimination in the workplace of people living with HIV/AIDS. "HIV/AIDS prevention is one of the six priorities in our cooperation with the ILO for this biennium", said the Minister.

ILO Subregional Office for Eastern Europe and Central Asia, Moscow - www.ilo.ru

THE IMPACT OF HIV/AIDS ON SOCIO-ECONOMIC DEVELOPMENT IN AFRICA

The Commission on Labour and Social Affairs of the African Union (AU), in collaboration with the ILO, organized a seminar on the impact of HIV/AIDS on socio-economic development in Africa on 26 April 2004 in Cotonou, Benin. The seminar was a side event the second Session of the AU Labour and Social Affairs Commission.

The seminar aimed to provide guidance in the development of strategies for HIV/AIDS for the AU Commission. Several delegations of Member States, trade unions and employers' organizations and pan-African organizations representing youth, women, orphans and vulnerable groups participated.

To guide the discussion, the ILO prepared a working document with a focus on HIV/AIDS and human capital, HIV/AIDS and human rights; and HIV/AIDS, gender and poverty.

The topics were introduced by three panellists. The discussion that followed demonstrated general agreement that HIV/AIDS is a human and development issue, which threatens efforts to reduce poverty and promote sustainable livelihoods on the continent. At the centre of the epidemic is the issue of people; the epidemic is not about statistics and data. The AU has an important role to play providing the leadership and advocacy essential to strengthening policy and action at the national level.

The issue of capacity is crucial, and many delegations supported the active role of the ILO, with its tripartite constituents, in promoting comprehensive workplace programmes.

Trade union participants strongly urged that they be considered as important partners in the formulation of national policies and be represented in the country coordinating mechanism (CCM) to participate in the development of proposals for the Global Fund. They also emphasized that access to care and treatment, including anti-retroviral treatment should be strengthened and be made part of collective bargaining.

Participants expressed general concern about the impact of HIV on children and the need to strengthen the protection for those who represent the future of Africa.

In discussing gender sensitive policies and programmes to address the differential impact of HIV/AIDS on men and women, there was a consensus on the need to apply commitments made in Abuja and Maputo regarding the 15% allocation of the total budget to health, including HIV. Strengthening rights and laws was essential in reducing stigma and discrimination of people living with HIV/AIDS.

In concluding, the Commissioner committed the AU Commission to supporting national initiatives and stressed that participants should pursue general objectives of reducing any social impacts of the HIV/AIDS epidemic.

The Social Protection Programm of the ILO training Centre in Turin

For more information
Please contact:

Ms. Lynn Villacorta
Manager, Social Protection
Programme
International Training Centre
of the ILO

Viale Maestri del Lavoro 10
10127 Turin, Italy

Tel: +39-011-6936-790

Fax: + 39-011-6936-548

Email: L.Villacorta@itcilo.it

Two new training initiatives in social protection have recently been implemented at the Turin Centre. The first incorporates new technologies for delivering training through distance learning and the second links training activities to the ILO's Global Campaign on Social Security and Coverage for All.

Social Security in the Southern Cone

The Social Protection Programme, with the support of the Italian Ministry of Foreign Affairs, is implementing a distance-learning course on the governance of social security institutions. The 38 participants are tripartite representatives from Argentina, Brazil, Chile, Paraguay and Uruguay and include managers and high-level technical staff of social security schemes as well as representatives of the social partners.

The training will develop the competencies of the participants to analyse policy issues, improve decision-making and function effectively as managers in order to insure the efficient administration and sustainability of the schemes.

The course began in November 2003 with a one-week preparatory residential seminar and will conclude in August 2004 with a second residential seminar. The eight-month distance-learning phase in between is based on the Internet with a specific virtual platform and training materials. For more information, see the course web site: <http://learning.itcilo.it/segsocial/>

Strategies for the Extension of Social Security

At the end of 2003, the ILO launched the Global Campaign on Social Security and Coverage for All. At the same time, the Social Protection Programme developed a pilot training activity to promote the objectives of the Campaign: "Strategies for the Extension of Social Security", held in Turin from 17 to 28 November 2003.

The pilot course included participants from Africa, Asia and the Pacific, Europe and the Caribbean. Technical inputs were provided by the Campaign secretariat in Geneva. Following this course, follow-up activities have already been organized by the participants in Kosovo (January 2004) and Sudan (March 2004).

After the successful conclusion of this first pilot course, in 2004 the Programme will be offering the same course in both English and French. The French version will be held from 30 August to 10 September, while the English version will take place from 22 November to 3 December, both in Turin.

"To come together to learn about new dimensions in social security coverage and to pool ideas on how to provide coverage for all the people of our countries, despite sex, social status, educational background or religious beliefs... may seem to be an impossible dream, but this course has given us options that, if successfully applied, could hopefully make this dream a reality" says Denzil Thorpe, Acting Director of National Insurance, Ministry of Labour and Social Security, Jamaica, a participant in the November 2003 course.

Interested?

Send the Social Protection Programme an e-mail: socpro@itcilo.org

International Labour Office

MANAGEMENT SUPPORT UNIT
SOCIAL PROTECTION SECTOR
4, route des Morillons
CH-1211 Geneva 22
Switzerland

Edprotect@ilo.org

Tel: (+ 41 22) 799 69 60

Fax: (+ 41 22) 799 63 18

Web site: <http://www.ilo.org/public/english/protection>



ISBN 92-2-115928-0