

World of Work



International
Labour
Office
Geneva

THE MAGAZINE OF THE ILO

Full steam ahead!

New maritime Convention
makes labour history



No. 56, April 2006

Also in this issue • Helping Pakistan rebuild • The global jobs crisis •
Women and sport • Worker-owned businesses • Violence at work •
Employment opportunities for disabled people in Ethiopia

A global Convention for a global workforce



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From its first days, the member States of the ILO realized that in the world of work, seafarers and shipowners were different. Not land-based but working on the seas, they not only moved huge amounts of world trade even 86 years ago, but represented the most fluid and wide-ranging workforce on the planet.

So when the first International Labour Conference in June of 1919 began discussing working hours, the need for a special approach to working time and working conditions in the maritime sector became apparent. And a year later, the ILO held its 2nd International Labour Conference at Genoa, Italy devoted to seafarers. In all, ten Maritime Sessions of the International Labour Conference adopted 68 Maritime Conventions and Recommendations.

These instruments covered all aspects of working conditions at sea: minimum age of entry to employment, recruitment and placement, medical examination, articles of agreement, repatriation, holidays with pay,

social security, hours of work and rest periods, crew accommodation, identity documents, occupational safety and health, welfare at sea and in ports, continuity of employment, vocational training and certificates of competency.

But times changed, and so did the volume of trade hauled by sea. Eventually, it became clear that the seafarers working on the “supertankers” and other ships needed a “super Convention” that not only covered their needs, but addressed the need of the shipowners and governments for fair competition as well.

Thus, the most recent ILO Convention was born. The 94th ILC adopted the Maritime Labour Convention, 2006 in February, providing a comprehensive labour standard and setting the tone for future Conventions that will regulate not only a sector but address the issues posed by globalization. The new standard is not only a landmark on the seas but a pioneering contribution to making globalization fair.

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THE MAGAZINE OF THE ILO

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Maritime Labour Convention, 2006

Seafarers are the world's most global and globalized workforce. The importance of this sector – and the need to update and revitalize ILO standards, some of which were outdated – came together at the recent International Labour Conference on maritime matters. As a result, the Conference adopted a “super Convention” to provide a comprehensive charter for seafarers and shipowners alike.



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Jean-Marc Schindler, President of the Conference, and Director-General Juan Somavia

Page 4

COVER STORY

Full steam ahead!
ILO adopts “super Convention” for the maritime sector **4**

GENERAL ARTICLES

Real-time response:
The ILO's role in helping Pakistan rebuild
and get back to work **8**

The decent work deficit:
A new ILO report outlines the latest global
employment trends **12**

A personal stake:
Why employee-owned businesses return more than
a profit **16**

Disabled people in Ethiopia:
Making public services work for poor people **19**

FEATURED BOOK

Violence at work
• Taming the beast:
A look at the many forms and guises of workplace
violence **23**

FEATURES

Planet Work **27**
• Women in sports:
How level is the playing field?

News **33**
• Key Indicators of the Labour Market (KILM):
ILO report sees wide gaps in wages, productivity
gains
• International Women's Day 2006:
ILO activities organized around the world
• Women entrepreneurs in Africa:
ILO and AfDB strengthen support
• World AIDS Day 2005:
ILO organizes activities based on workplace efforts
to stop HIV/AIDS

Around the Continents **38**

Media Shelf **41**

Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 178 member States in common action to improve social protection and conditions of life and work throughout the world. The International Labour Office, in Geneva, is the permanent Secretariat of the Organization.

Full steam ahead!

ILO adopts “super Convention”



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Over 1.2 million seafarers represent the world’s most global and globalized workforce, and it is they and the shipowners for whom they work who move the bulk of world trade as well as serving on passenger ships. The importance of this sector – and the need to update and revitalize ILO standards, some of which were nearly as old as the Organization – came together at the recent International Labour Conference on maritime matters. As a result, the Conference adopted what has been called a “super Convention” for the world’s maritime sector, providing a comprehensive charter for seafarers and shipowners alike. Here – in question and answer format – *World of Work* discusses the new Maritime Labour Convention, 2006 and why it’s so important.

What is the Maritime Labour Convention, 2006 about?

The maritime industry is highly globalized. In fact, it is the first global workforce. No matter what flag they fly or port they call home, ships roam the world’s oceans, largely staffed by seafarers drawn

from many different countries, and, in particular, from less developed economies. The tremendous increase in the volume of world trade over the last 50 years has been largely due to a massive increase in productivity in the shipping sector – not just because of reduced import barriers or better telecommunications and infrastructure. Today, ships haul some 90 per cent of world trade. What’s more, the speed with which goods are moved around the world has increased dramatically and the cost has fallen exponentially. Without shipowners and seafarers there would be no globalization as we know it today.

What are the main features of the new Maritime Labour Convention, 2006?

The new Convention provides an innovative, integrated approach to ensuring decent work for all seafarers, wherever they come from and whatever the national flag of the ship on which they work. The ILO constituents have recognized that poor working conditions and quality shipping cannot go together. They have put a socio-economic floor to global competition in the maritime sector. This competition will continue, but it will be based on fair, well-conceived common rules for fair competition and on cooperation to ensure that they are followed.

What sorts of ships and seafarers are covered?

The Convention aims to achieve worldwide protection for all seafarers in several ways. It is estimated that there are over 1.2 million people working at sea, but up to now it was not clear who was to be considered a seafarer – for example, those who work on board ship but are not directly involved in navigating or operating the ship, such as the many personnel on passenger ships. The new Convention clearly defines a seafarer as any person who is employed or engaged or works in any capacity on board a ship that is covered by the Convention. Except for a few specific exclusions, the Convention applies to all ships ordinarily

for the maritime sector

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engaged in commercial activities, whether publicly or privately owned, and to the seafarers on those ships.

Flexibility is provided for national authorities to exempt from some aspects of the Convention smaller ships (200 gross tonnage and below) that do not go on international voyages. Also, the Convention does not apply to:

- ships which navigate exclusively in inland waters or waters within, or closely adjacent to, sheltered waters or areas where port regulations apply;
- ships engaged in fishing;
- ships of traditional build such as dhows and junks; and
- warships or naval auxiliaries.

Workers on board fishing vessels will be covered in a separate proposed Convention and Recommendation to be discussed at the International Labour Conference in 2007.

What is the significance of the tonnage of these ships?

The success of the Convention will largely depend on its wide acceptance. One indicator of wide acceptance will be when a substantial amount of the world's shipping is flying the flags of States that have ratified it. The amount of shipping is measured by gross tonnage, the internationally accepted measure of the capacity of ships. The Convention will only come into force 12 months after it has been ratified by at least 30 ILO member States with a total share of world gross tonnage of 33 per cent. In order to bring the Convention into force quickly, it is therefore not only important that a large number of States ratify it but also that States with significant shipping fleets ratify it.

What are some of the key elements of this Convention that will affect seafarers and shipowners?

The new Convention is set to achieve more compliance by operators and owners of ships and





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to strengthen enforcement of Convention requirements through mechanisms at all levels, including:

- provisions for complaint procedures available to seafarers;
- the shipowners' and shipmasters' supervision of conditions on their ships;
- the flag States' jurisdiction and control over their ships; and
- port State inspections of foreign ships.

The Convention sets minimum requirements for seafarers to work on a ship and contains provisions on conditions of employment, accommodation, recreational facilities, food and catering, health protection, medical care, welfare and social security protection.



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How do these new provisions differ from those contained in the scores of existing Conventions regarding the maritime sector?

There are several novel features as far as the ILO is concerned. The whole structure of the new Convention differs from that of traditional ILO Conventions. It consists of the basic provisions, i.e. the Articles and Regulations, followed by a two-part Code. The Regulations and the Code, the latter containing Standards and Guidelines, are organized under the following five Titles: 1: Minimum requirements for seafarers to work on a ship; 2: Conditions of employment; 3: Accommodation, recreational facilities, food and catering; 4: Health protection, medical care, welfare and social security protection; and 5: Compliance and enforcement. There is also an Explanatory Note to further assist member States in implementing the Convention. Other innovations are found in the accelerated amendment procedures and the system for the certification of ships.

How does the Convention balance the need for protection of seafarers and flexibility in the maritime labour market?

The Convention text establishes clear definitions of rights while at the same time allowing a necessary degree of national discretion in the delivery of those rights with transparency, consultation and accountability. The Convention will develop further with the evolving needs of the industry. It will provide an assurance of universal application and enforcement measures and will ensure a level playing field worldwide.

The adoption of the new Convention is the culmination of five years of international social dialogue.

Tripartism and social dialogue are key tools in getting beyond policy and ideological dead ends. They can reconcile the pressures for productivity and competitiveness with sustainable development and improvement in living conditions for all. In the maritime sector, the ILO has shown how this can be done. The Maritime Labour Convention, 2006 shows that tripartism can give constructive responses to the challenges of this globalized industry and to globalization more generally.

How does the new Convention provide a way forward for dealing with globalization?

Many of the challenges the maritime sector has to deal with – and the framework in which it oper-

ates – are also faced by other sectors. Governments everywhere are trying to manage and develop national economies and specific sectors while also dealing with the demands of adjustments to financial and trade liberalization. Enterprises are themselves struggling to succeed, grow and survive in the face of intensifying competition in domestic, regional and global markets. And workers often feel that they are at the receiving end of these tensions. In the search for solutions it has become more and more evident that there can be no lasting success through purely national solutions to global problems.

The Convention is also a good example of cooperation in the multilateral system.

The very first Article of the Convention requires member States to cooperate with each other for its effective implementation and enforcement. This means cooperation between countries and between international organizations and other intergovernmental organizations, as well as the many interested shipowners' and seafarers' organizations and other NGOs. The Convention connects with developments in the multilateral system and is consistent with the strong movement towards better integration of work among the organizations of the system. It has been designed so that relevant elements mesh well with the established systems of the International Maritime Organization (IMO). There has been long-standing cooperation between the ILO and the IMO, and this has continued in the development of the Maritime Labour Convention, 2006. Such collaboration also extends to very practical day-to-day problems of seafarers.

What are the next challenges?

Ratification and then implementation will be the next challenges. The prospects for ratification have been an integral part of the discussions, and the concerns expressed have been addressed in the development of the instrument. So, early ratification is a reasonable expectation. But we do not take this for granted. The ILO's constituents, in particular the social partners, and the International Labour Office itself must now become advocates for ratification with parliamentarians, with concerned ministries, with all who have a stake in the maritime sector. Solid partnerships will be needed as well as resourced programmes to provide technical cooperation where needed. To respond, the ILO plans to put together a significant technical cooperation programme.



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How will the new Convention affect ILO standard setting in general?

The Maritime Labour Convention, 2006 seeks to ensure the relevance of ILO standards in this era of the globalization of production and work. What has been done for the maritime sector may also provide the impetus and support for similar innovative and balanced approaches in other industries.

THIS IS ONLY THE BEGINNING

In his reply to the Delegates at the Maritime Labour Conference, Director-General Juan Somavia spoke of the widespread applicability of the new Convention, and noted that not only does it have enforcement mechanisms that will allow it to be more effective but it also sets a model for addressing workplace and globalization issues in other sectors. Plus, he pledged full support of the Office for the implementation of the Convention, adding that the ILO would begin examining the requirements of technical cooperation that this Convention implies and would "do what we can do in order to be able to push forward with the next steps".

"It does not mean that we do not have any problems ahead of us," said Mr. Somavia. "Of course, we do. But life is step-by-step. It will take us some years to have it ratified. But history will remind us of this great moment of the International Labour Conference at its Maritime Session, when we demonstrated that the challenges of globalization could be addressed through dialogue and tripartism."

Real-time response

The ILO's role in helping Pakistan

The ILO continues to play an important role in the earthquake recovery efforts in Pakistan. From establishing emergency employment centres and cash-for-work programmes to easing trauma through decent work, the ILO's multi-pronged approach capitalized on an existing infrastructure for technical cooperation to distribute resources quickly and efficiently.

ISLAMABAD – The October 2005 earthquake that shook Pakistan reduced whole cities to rubble, claimed more than 87,000 lives and affected more than 3 million people¹ – but it did not succeed in breaking the spirit of the men, women and children who survived the disaster. Hundreds of thousands of livelihoods were affected,² and six months on there is still much to be done. But thanks in part to the ILO's Rapid Income Support through Employment (RISE) initiative, designed to quickly inject money back into local economies, those worst affected are being given a chance to rebuild their own lives with dignity. The programme was launched soon after the earthquake in close collaboration with the Ministry of Labour, and employers' and workers' organizations. The ILO was the first international agency to launch the cash-for-work programme, and the progress is heartening.

According to the ILO's initial assessment of the earthquake's impact on livelihoods, in conjunction with the Pakistan Institute of Development Economics, the loss of jobs was far greater in the informal sector, representing close to 74 per cent, whereas the formal sector saw nearly 25 per cent job loss. There was a total of 62.1 per cent job loss across the affected population, the bulk of which took place in the agricultural sector.

The ILO's immediate response strategy was to redirect the activities of existing technical cooperation projects to distribute urgently needed aid and support to the greatest number of people, especially vulnerable groups such as children, women and the

disabled. With the assistance of the Regional Office and ILO Headquarters in Geneva, internal resources were quickly mobilized to start cash-for-work programmes and establish skills development projects and emergency employment services.

Rising above

The RISE pilot project was initially rolled out in Balakot, one of the worst-affected areas, to get people back to work quickly and help them come out of post-disaster trauma. Nearly 45,000 work-days were generated not only to give employment to affected women and men but also to help in the rebuilding and recovery efforts. The programme introduced jobs such as cleaning of the camps, removal of debris from critical buildings and streets, repairing drainage lanes, building temporary shelters for displaced people and restoring basic services.

A programme to identify and register those affected was designed as part of the RISE programme. A database was created to catalogue job-seekers based on their skills and then to link them with employment opportunities based on the specific needs of the area. Two Emergency Employment Information Centres (EEICs) were established as a result, in Balakot and in Muzaffarabad. To date, over 6,000 people have been registered in different occupations and more than 150 have been linked with employment opportunities.

Skills development is another important component of the RISE programme, and the ILO designed and offered short-cycle, tailor-made skills training programmes to ensure the employment of the local population and, particularly, to avoid skilled labourers coming in from elsewhere. Many of the existing training centres were badly damaged or had collapsed, and so makeshift training centres were established in tents throughout the affected areas. The ILO has established three vocational training centres in Balakot, Muzaffarabad and Bagh in collaboration with the Ministry of Labour,

¹ *Estimates from the Government of Pakistan on 11 November 2005.*

² *Provisional estimates by the ILO immediately after the earthquake indicated that up to 1.1 million people may have lost their livelihoods in the 13 districts around the earthquake epicentre.*

rebuild and get back to work



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local government departments, an international NGO and the National Rural Support Programme. Course offerings for men include masonry, carpentry, electrical construction work, plumbing and welding. There are also training courses on dress designing and sewing for women and repair of household appliances for disabled workers.

The RISE pilot programme was successful and received wide appreciation at both national and international levels. Most recently, in March, the ILO was recognized, among other UN agencies and NGOs, at

a ceremony in Mansehra by the Pakistan Army for its work in affected areas. Based on a high number of requests, the programme was expanded to the crisis areas of Batagram, Muzaffarabad and Bagh.

Of the total number of people who were hired to work in the RISE programmes of Muzaffarabad and Bagh, about 30 per cent were women. A culturally sensitive approach was taken in this situation by appointing women supervisors for women workers, and families expressed appreciation of the ILO's sensitivity to cultural norms.





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>> **Building back better**

The ILO has established strategic partnerships with several governments, constituents, UN agencies and NGOs. In particular, joint missions have been undertaken with the UN Development Programme (UNDP), the Department for International Development (DfID) and others to evaluate opportunities to help recover livelihoods in the affected areas of Azad Jammu and Kashmir

(AJK) and North West Frontier Province (NWFP). These missions have resulted in a proposal to formulate a joint UN agencies programme.

One of the most important lessons learned by the ILO during the early recovery stage is that decent jobs should be created as an immediate and central need to generate income – and to give dignity back to the disadvantaged and affected families. Also, crises offer a unique opportunity to “build back better”, laying a firm foundation for a more sustainable and crisis-resistant socio-economic community.

To that end, the ILO Islamabad office has compiled a specialized tool kit for use in disaster situations, highlighting the issue of creating sustainable livelihoods and employment in post-disaster affected areas, including cash-for-work and food-for-work programmes, public employment services, labour-based infrastructure projects, community contracting, vocational and skills training, women entrepreneurship and microfinance.

*For more information, please contact the ILO Islamabad office at
tel.: + 92 51 227 6456-7; fax: + 92 51 2279181-2;
or e-mail: islamabad@ilo.org.*

A summary of workers employed so far under RISE in various districts

Partnering Agencies Area	Total number of people employed
ILO Pilot Project Balakot	12,219
ILO-NRSP Muzaffarabad & Bagh	14,834
ILO-SRSP Balakot, Allai & Batagram	14,544
ILO-NCHD Mansehra	3,075
ILO-PWF Rural Balakot	163
Total	44,835



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33 TONS OF WARM CLOTHING COLLECTED BY ILO GENEVA STAFF FOR PAKISTAN QUAKE VICTIMS

Thirty-three tons of warm clothes, collected locally under an initiative launched by a group of staff of the International Labour Office in February 2006, were sent directly to Pakistan for victims of the October earthquake.

The ILO staff launched the initiative after seeing images of bare-foot children wandering in the snow four months after the earthquake. Other international agencies, the local Geneva population, schools and department stores joined in the initiative. Hundreds of cartons with shoes, anoraks, warm clothing and blankets were packed by volunteers in less than 48 hours.

The Swiss Development and Technical Cooperation Agency kindly arranged for the delivery of the clothing to the Chakala Air Base in Islamabad. The Director of the ILO Islamabad Office handed over the consignment to Pakistan's Federal Relief Commission in a simple ceremony. Officials of the Ministry of Labour were also present on this occasion. The Federal Relief Commission organized for the immediate distribution of the clothing via army helicopters to the worst-affected areas of North West Frontier Province and the Pakistan-Administered Kashmir. Colleagues at the ILO office in Islamabad and the Pakistani Office for Humanitarian Assistance also ensured distribution to those most in need.

"The success of this collection, which was meant to be a modest contribution to help Pakistanis suffering from the extreme winter in the Himalayas, went far beyond our expectations," said Zohreh Tabatabai, Director of the ILO Department of Communication and Public Information, which initiated the collection.



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The Decent Work Deficit

A new ILO report outlines the

The ILO's 2006 *Global Employment Trends Brief* paints a sombre picture not only of growing unemployment and poverty but of a significant lack of decent job opportunities, especially for young people. Despite the robust world economic growth of 2005, the global economy failed to deliver enough new jobs. But the ILO's stance is a strong one, involving a global strategy of communication, education, sound policy enforcement and the promotion of entrepreneurship to encourage the creation of more and better jobs.

GENEVA – A “perfect storm” is gathering force in the global jobs landscape, due to worsening unemployment, poverty and labour migration. Despite the strong GDP growth of 4.3 per cent in 2005, which increased world output by some US\$2.5 trillion, the global economy is failing to deliver enough new jobs for those entering job markets, according to the ILO's 2006 *Global Employment Trends Brief*.¹ Some 40 million jobs must be created each year over the next decade just to keep up with the number of people looking for work.

¹ *Global Employment Trends Brief*, January 2006, International Labour Office, Geneva.

Only 14.5 million of the world's more than 500 million extreme working poor were able to rise above the US\$1 per day, per person poverty line. In addition, in 2005, of the more than 2.8 billion workers in the world, 1.4 billion still did not earn enough to lift themselves and their families above the US\$2 a day poverty line – just as many as 10 years ago.

At the January 2006 World Economic Forum in Davos, Switzerland, where creating future jobs was a key item on the agenda, ILO Director-General Juan Somavia addressed the audience of world government and business leaders, saying this is an “unprecedented global jobs crisis of mammoth proportions”.

In addition to an overall lack of employment opportunities, the global jobs crisis is also creating a deficit of decent work. “This crisis isn't going unnoticed on the streets of rich and poor countries alike,” he said. “Increasingly, political leaders are hearing the voices of people demanding a fair chance at decent jobs and new opportunities to find and keep work. Yet, far too often those opportunities just aren't there.”

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latest global employment trends

The global jobs crisis is illustrated by a number of factors, which include:

- Half of the world's workers, some 1.4 billion working poor, live with their families on less than US\$2 per day, per person. These people largely work in the informal sector, both in rural and urban settings.
- Unemployment is at its highest point ever and continues to rise. In the last ten years, official unemployment has grown by more than 25 per cent and now stands at nearly 192 million worldwide, or about 6 per cent of the global work force.
- Of these unemployed, the ILO estimates that nearly 86 million, or about half the global total, are young people aged 15 to 24 (see sidebar on p. 14).
- When people cannot find work at home, in their communities and societies, they look elsewhere. In the present environment, labour migration easily becomes a source of tension, not to speak of trafficking and other similar activities.

Regional trends

According to the *Global Employment Trends Brief*, the largest increase in unemployment occurred in Latin America and the Caribbean,

where the number of unemployed rose by nearly 1.3 million and the unemployment rate increased by 0.3 percentage points between 2004 and 2005 to 7.7 per cent. Also the Central and Eastern Europe (non-EU) and CIS region witnessed a year-over-year increase in unemployment, which stood at 9.7 per cent, up from 9.5 per cent in 2004.

In developed economies and the European Union (EU), unemployment rates declined from 7.1 per cent in 2004 to 6.7 per cent in 2005.

Unemployment rates in Asian sub-regions did not change markedly. East Asia's unemployment rate was 3.8 per cent, thereby remaining the lowest in the world. South Asia's unemployment rate was 4.7 per cent and South-East Asia and the Pacific's was 6.1 per cent.

At 13.2 per cent in 2005, the Middle East and North Africa remained the region with the highest unemployment rate in the world. Sub-Saharan Africa's rate stood at 9.7 per cent, the second highest in the world. The region also had the highest share in working poverty, underscoring that tackling the decent work deficit is most urgently needed there.

Employment-to-population ratios, the share of people employed within the working age popula-



YOUTH EMPLOYMENT: A GLOBAL GOAL, A NATIONAL CHALLENGE

The world is facing a growing youth employment crisis. Latest ILO data indicate that of the world's estimated 191 million unemployed people in 2004, about half – or nearly 86 million – are aged between 15 and 24. In many economies, young people are more than three times as likely as adults to be out of work. Today, both industrialized and developing countries are failing to increase employment opportunities for young people.

"Creating jobs for youth is not enough. Across the planet, youth are not only finding it difficult if not impossible to find jobs, but also they cannot find decent jobs," says ILO Director-General Juan Somavia. "We are facing not only an economic challenge, but a security threat of monumental proportions."

More youth are poor or underemployed than ever before. Some 106 million youth work but live in households that earn less than the equivalent of US\$1 per day. And millions of young people are trapped in temporary, involuntary, part-time or casual work that offers few benefits and limited prospects for advancement. Clearly, something must be done.

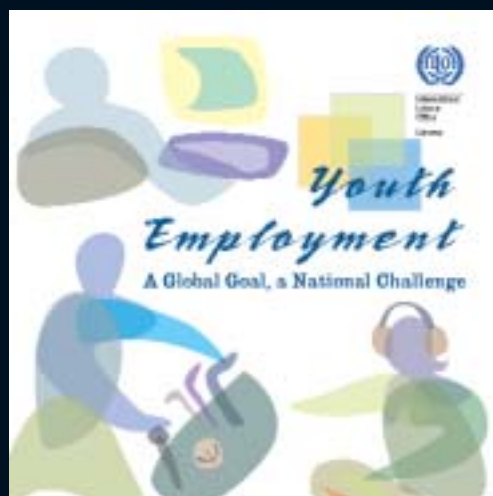
Young people bring energy, talent and creativity to economies that no one can afford to squander. Around the world, young women and men are making important contributions as productive workers, entrepreneurs, consumers – as members of civil society and agents of change. What our young people do today will create the foundations for what our economies will do tomorrow.

Youth employment at a glance

- Global youth unemployment rose from 70.8 million in 1994 to 85.7 million in 2004, accounting for 45 per cent of total unemployment.
- Youth accounted for about 20 per cent of the world's estimated 535 million working poor in 2004. Some 106 million youth worked but lived in households that earned less than the equivalent of US\$1 per day.

The ILO response

Decent and productive employment for youth is a major commitment of the Millennium Development Goals. The ILO has a special role to play in promoting policies and initiatives on youth employment as part of this commitment. The ILO's programme on youth employment operates through a global network of technical specialists at its headquarters in Geneva and in more than 60 offices around the world. It provides assistance to countries in developing coherent and coordinated interventions on youth employment.



For more information, please contact the Youth Employment Programme, at

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web site: www.ilo.org/youth*

>> tion, varied between regions. East Asia had the highest ratio with 71.1 per cent in 2005 but was also the region with the biggest change in its ratio over the last 10 years, with a drop of 3.5 percentage points. The Middle East and North Africa region had the lowest ratio, at 46.4 per cent in 2005.

The ILO report said the failure of most economies to turn GDP growth into job creation or wage increases, coupled with a spate of natural disasters and rising energy prices, hit the world's working poor especially hard.

In all regions, working poverty at the US\$1 level declined in 2005 except in sub-Saharan Africa where it increased by another 2.5 million and the Middle East and North Africa where it stayed more or less unchanged. The total number of US\$2 a day working poverty only declined in Central and Eastern Europe (non-EU) and CIS, Latin America and the Caribbean, and most considerably in East Asia. On the other hand, it increased in South-East Asia and the Pacific, South Asia, the Middle East, North Africa and especially sub-Saharan Africa.



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- Promoting employment-rich, sustainable economic growth as a means of global as well as local economic development to create lasting, decent jobs.
- Creating the right policy and regulatory environment to encourage competitiveness and enterprise development in every country. Promoting entrepreneurship, innovation and productivity and highlighting the role of small enterprise in job creation.
- Expanding training, lifelong learning, education and other means of enhancing human capacities, with a particular focus on young people. “If we can reduce the youth unemployment rate by just half, we will add at least US\$2.2 trillion to the global economy,” Mr. Somavia said.
- Promoting better international governance to integrate the efforts of governments, business, trade unions and other stakeholders in civil society with the purpose of reducing poverty and creating jobs.

“The global jobs crisis is one of the biggest security risks we face today,” said Mr. Somavia. “If we choose to continue along the present path, the world risks becoming more fragmented, protectionist and confrontational. A continued lack of decent work opportunities, insufficient investments and under-consumption lead to an erosion of the basic social contract underlying democratic societies: that all must share in progress. It is time to revisit the commitments made by the global community to promote social inclusion and jobs as the basis of poverty reduction, and respect for fundamental principles and rights at work – this is the foundation of decent work.”

The ILO approach

The ILO proposes five concrete steps to address the global jobs crisis. They include:

- Shifting economic and social policies to put decent work at the centre of national and international development efforts and creating a new balance between economic and social policies that stresses macroeconomic stability, adaptability and security.



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A personal stake

Why employee-owned businesses return more than a profit



© John Lewis Store

John Lewis store in 1899

Employee-owned businesses remain an overlooked option for companies as a means toward ramping up productivity, profit and morale. A new study shows that the overwhelming success of companies like UK-based John Lewis is due to innovative mechanisms to encourage employee participation and cultivate a culture of ownership. *Andrew Bibby* explores how the company model of a fully or majority employee-owned business is not only self-sustaining and successful, but is in fact widely applicable.

LONDON – Oxford Street is home to London’s premier shopping area, a magnet for locals and tourists alike, where British and international retailers have their flagship stores. Yet one store on Oxford Street distinguishes itself in a surprising way – it is owned by 63,000 people.

John Lewis, which has traded in the United Kingdom for almost 150 years, is the largest fully employee-owned company in the UK, with 27 department stores and almost 170 supermarkets. All 63,000 permanent staff are known as “partners”, and together they control the business. There are

no external shareholders; rather, all company shares are held in a specially created employee benefit trust.

John Lewis has operated as a fully worker co-ownership business since 1950, when the son of the founder transferred ownership of the firm to the employee trust at far below the market value. Today, John Lewis’ constitution states that the company’s ultimate purpose is “the happiness of all its members, through their worthwhile and satisfying employment in a successful business”. Partners “share the responsibilities of ownership as well as its rewards of profit, knowledge and power”.

The John Lewis Partnership, as the company is officially known, also has innovative mechanisms in place to encourage employee participation in the business. Parallel to normal management structures is a separate system of democratic partnership bodies, one for each main operating unit. All partners are represented through the group-wide Partnership Council which appoints five non-executive employee directors to the main board and has the power to dismiss the chairman. At the day-to-day level, staff can also demand responses

by management to anonymous criticisms and comments via the in-house magazine.

Giving employees a piece of the pie

Although the John Lewis Partnership is well known in the United Kingdom for its innovative structure, it has often been disregarded as a relevant model for other businesses because it was originally created as a philanthropic endeavour by its former owner. But a new report entitled *Shared Company*, issued by the UK association of employee-owned businesses Job Ownership Ltd (JOL), suggests that this form of company structure is both successful in business terms and more widely applicable than most suspect. The report quotes British, US and Japanese academic research which claims to demonstrate that employee ownership and participation improves productivity and company performance. What is needed to achieve this, the report says, is a “culture of ownership”.

JOL is particularly keen to encourage the idea of employee buy-outs for smaller, privately owned businesses whose owners are looking to withdraw, typically at the time when they come to retire. Philanthropy, JOL stresses, doesn't need to apply. In fact, selling a business to the current management and workforce may be the most advantageous way of extricating capital while ensuring that a business is able to continue trading. Patrick Burns, JOL's executive director, says a huge number of businesses fail because of botched succession when a former owner withdraws. He criticizes business advisors and accountants for not necessarily understanding that worker buy-outs are a potential alternative to management buy-outs or commercial sales.

For the claimed benefits of employee ownership to be applicable, however, a company must be genuinely in the hands of its workforce. JOL makes it clear that it is not talking of the common international practice of rewarding staff, especially senior staff, with company shares as a management or HR incentive. Rather, its focus is on employee-owned businesses, or in other words companies which are either wholly or majority-owned by their employees. Ownership may be through individual shareholdings, collectively held holdings (as used by John Lewis) or some combination of the two.

This is a crucial point, according to David Erdal, head of Baxi Partnership, a UK capital fund for employee co-ownerships. “Control is very important,” he said. “If it's less than 50 per cent, then it's not control.” He adds that, in his opinion, majority or fully employee-owned businesses tend to have

healthier corporate governance. “Compared with a shareholder-owned company where shareholders are sometimes ignorant of what's going on, employees know it backwards, who's good and who isn't. Directors have to play straight,” he said.

Employee-owned businesses such as John Lewis where the share capital is held for the benefit of the workforce are not synonymous with worker cooperatives, which tend to have more rigorous democratic structures and which commit themselves to following the seven agreed principles established by the International Co-operative Alliance. However, even when adding in cooperative businesses, the number of companies which are broadly employee-controlled remains relatively small. One difficulty is that these businesses cannot always access the full range of equity capital available to other businesses, and are therefore limited to using loan capital or retained profits for financing growth.

All for one, and one for all

The question of whether employees should be encouraged to become part-owners of their businesses, and particularly whether they should be encouraged to provide themselves some of the capital needs of a business, has been on the agenda recently at the European level, particularly in relation to the EU's declared Lisbon strategy for economic competitiveness. A European Commission communication three years ago called for financial participation by employees in their own companies to be encouraged as a political priority within EU Member States.



John Lewis store in 1960





© John Lewis

John Lewis store

The EU call is a broad one, covering a multitude of situations, from JOL-style employee co-ownerships to mainstream corporations with share-ownership schemes. Perhaps because of this, the issue of employee financial participation can be a controversial one. Observers point out that it can be highly imprudent to encourage employees to be reliant on a single business not only for their employment and pension but also as a place for their investment money.

As Dr Antonio Fici of the law faculty of the University of Rome points out, trade unions have also often been cautious of schemes to encourage workers to invest financially in their firms. "They fear that direct involvement of employees will change the system of industrial relations in terms of individualism and contrary to conflict, thereby diminishing the protective role they play," he says. But Dr Fici, who has studied employee participation particularly in relation to cooperatives and social enterprises, says that it is quite possible to develop forms of employee participation which the social partners can embrace. It helps, he says, to appreciate the distinction between profit-sharing and real forms of employee ownership. Certainly, JOL sees no difficulty here. As its *Shared Company* report puts it, "There's nothing about employee ownership that rules out a strong, positive role for unions."

EMPLOYEE-OWNED BUSINESSES: FAST FACTS

How to set up:

- By selling shares to employees
- Through schemes that allow employees to buy or own shares when key targets or a fixed date are reached
- Through governing rules, such as for companies limited by guarantee where all members have equal voting rights

Possible structures:

- Company limited by shares
- Industrial and provident society (IPS)
- Company limited by guarantee
- Partnership
- Cooperative
- Employee share ownership plan (ESOP)

Key advantages:

- Start-up businesses can raise cash by selling shares to employees
- Employee ownership helps a growing business recruit and retain key employees
- Improved employee motivation often leads to better performance

Disabled people in Ethiopia

Making public services work for poor people



Ethiopian President Girma Wolde-Giorgis at the opening ceremony of the Yenegew Sew Sanitary Service Cooperative.

© ILO PHOTO

Most of Addis Ababa's estimated three million population lives in slums and informal settlements. In June 2005 the President of Ethiopia officially opened the first of 30 modern public shower and toilet facilities run by a cooperative of disabled persons in Addis Ababa with the support of the ILO. This innovative proposal by the Ethiopian Federation of Persons with Disabilities (EFPD) to renovate existing sanitary facilities and unlock the economic potential of unemployed people with disabilities won a World Bank Development Marketplace Competition prize in the year 2003.

ADDIS ABABA, Ethiopia – Abaynesh Gebeyehu Damtew, a 20-year-old disabled woman from the north of Ethiopia, left her home town of Alamata eight years ago to get medical treatment in the capital. She has not seen her family since.

“My family did not need me because of my disability. In the place where I was born there was no disabled people's organization. There was no awareness about disability. You cannot find support and services,” she explains.

Having completed her medical treatment, Abaynesh became a member of the National Association of the Physically Handicapped. She wears a short brace, below her right knee, due to



>> her disability caused by polio. Despite her mobility difficulties Abaynesh attends late evening classes at Basilios Primary and Junior High School.

“I must learn today in order to change my life tomorrow,” she says. “Rather than sitting idle, working also gives a meaning to my life.” Before the classes, she attends a skills training course to become a tailor four days a week from 8 a.m. to 12.30 p.m. and works as a cleaner at one of the 30 public sanitary service blocs managed by the Yenegew Sew Sanitary Service Cooperative from 1 p.m. to 8 p.m.

The Cooperative was formed after the proposal by the Ethiopian Federation of Persons with Disabilities (EFPD) to renovate existing sanitary facilities and create jobs for unemployed people with disabilities had won a World Bank Development Marketplace Competition prize in 2003. The proposal was one of 186 chosen from over 2,700 proposals submitted.

When the project was designed, the Addis Ababa City Administration Sanitation, Beautification and Parks Development Agency was planning to build more than 200 new public toilets and to outsource the management of the existing facilities to private and community organizations interested in running them at affordable prices.

The City Administration and the ILO were both partners in the EFPD’s submission to renovate and manage 30 facilities.

The objective of the World Bank’s Development Marketplace (DM) Global Competition is to identify and fund the most innovative ideas in development from around the world. The theme for the 2003 DM Competition was “Making Public Services Work for Poor People”. In a city where 24 per cent of housing units have no bathrooms at all and 45 per cent share pit latrines, the EFPD initiative has made an important contribution to public health and hygiene.

Enabling disabled workers through cooperatives

In January 2004, EFPD officially started to implement the DM project, known as “Equal Opportunities for Persons with Disabilities”.

“Existing public toilets were inadequate, unevenly distributed and had design problems. Public toilet misuse and vandalism were common. Before the project started, only 28 of the 72 public toilets were operational,” explains Fisiha Belay, the General Manager of EFPD.

EFPD not only constructed two new blocs, installing 72 showers and a pilot laundry as well as renovating 30 existing toilets, but also established the Yenegew Sew Sanitary Service Cooper-



© ILO PHOTO

ative. The Cooperative provides jobs to 250 unemployed persons with visual, hearing and mobility impairments as well as ex-leprosy patients and mothers of children with mental retardation. The modern public shower and toilet facilities run by the Cooperative serve the main market area of Addis Ababa and fill a vacuum in public sanitation facilities in other areas of the city as well.

Yenegew Sew charges Birr 0.25 (US\$ 0.03) per visit per user for toilet service and Birr 1.00 (US\$0.12) for shower service. “In Addis Ababa city, paying for public toilet services is relatively new, but the responsiveness of the inhabitants is encouraging and expected to increase,” says Belay.

“We are only worried about the relatively long lead time required to get a vacuum truck from the city administration to empty the septic tanks, and the interruption of services whenever the tanks are full . . . together with EFPD, the disabled persons’ Cooperative has prepared a proposal for the purchase of a vacuum truck,” he continues.

Cooperative leaders received management training and went on a study tour to the United Republic of Tanzania where they learned how to run sanitary facilities as a public utility service from an ILO-supported urban sanitation project in Dar es Salaam. Cooperative members were trained in customer handling and marketing, maintenance and plumbing. The ILO and Development Cooperation Ireland (DCI), the official international aid programme of the Irish Government, provided training through an existing ILO-DCI project, “Developing Entrepreneurship among Women with Disabilities” in Addis Ababa and in the Amhara and Tigray regions of Ethiopia.

Key ILO instruments in practice

The ILO promotes equal employment opportunities for persons with disabilities through its research, advocacy and service activities. Key ILO instruments include the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), and the ILO Code of Practice on Managing Disability in the Workplace adopted in 2001.

Support is provided to policy makers, social partners and disabled persons’ organizations in the design and implementation of vocational training and rehabilitation programmes, as well



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as the formulation and implementation of policy and legislation to ensure equality of opportunity and treatment of persons with disabilities in training and employment. Technical cooperation projects are an important means of demonstrating how these principles can be implemented in practice.

“People with disabilities are frequently trapped in a vicious circle of marginalization, poverty and social exclusion, and positive action is needed to assist them in breaking out of it,” says Barbara Murray, ILO Senior Specialist on Disability. “The public shower and toilet project in Addis Ababa not only helps to overcome barriers which disabled people face in getting jobs and taking their place in society, it also makes public services work for the rest of the poor.”



THE IMPORTANCE OF VOCATIONAL TRAINING FOR DISABLED WORKERS



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“Disabled people want what we all want: the chance to get educated, find rewarding work, lead worthwhile lives and be valued members of their community and in the world at large.”

James Wolfensohn and Amartya Sen, “Helping disabled people out of the shadows”, in Global Viewpoint, November 2004

Of the 610 million people with disabilities on the planet, more than half are of working age and want to work. But discrimination still abounds, even for those with qualifications and skills. And the standards and relevance of vocational training for those with disabilities are still a challenge in many countries.

For the 400 million disabled people in developing countries, these problems are compounded by the fact that the majority live in rural areas, often quite remote from the residential training programmes held in the cities and towns. This factor alone acts to exclude many disabled people, who rely on family support and do not wish to leave their homes.

ILO Convention 159 on Vocational Rehabilitation and Employment (Disabled Persons), 1983, calls on member States to develop a national disability pol-

icy based on the principles of equality of opportunity, equality of treatment, non-discrimination and mainstreaming of training and employment opportunities. In promoting vocational training and employment opportunities for disabled persons, the ILO works with governments and employers’ and workers’ organizations, civil society organizations and the private sector.

For many disabled persons in developing countries, self-employment in some form is the most likely option when they complete training. The ILO project in Ethiopia featured in this article is an example of how the ILO works in partnership with disabled persons organizations (DPOs) to promote opportunities in a sustainable way, developing the capacity of these DPOs to continue playing this role once the project is completed.

RECOMMENDED READING

Managing disability in the workplace.
ILO code of practice
ISBN 92-2-111639-5

Placement of job-seekers with disabilities:
Elements of an effective service
ISBN 92-2-115114-X

Assisting disabled persons in finding employment:
A practical guide
ISBN 92-2-115116-6

Job and work analysis: Guidelines on identifying jobs
for persons with disabilities
ISBN 92-2-117864-1

Trade unions and workers with disabilities: Promoting
decent work, combating discrimination
Labour Education, vol. XXX.
ISSN 0378-5467

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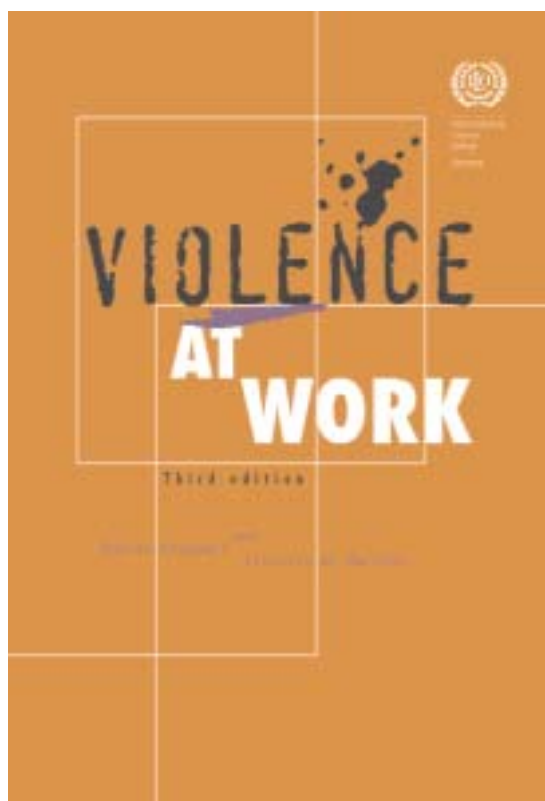
Taming the beast

A look at the many forms and guises of workplace violence

When it comes to violence in the workplace, such as sexual harassment, bullying and threats, abuse of power and even murder, people are asking why it happens, and who can stop it. But violence is a ubiquitous shape shifter, lurking in formal and informal workplaces alike, and it is often hard to pinpoint its occurrence and its instigators. Today, workplace violence is receiving more exposure, and organizations like the ILO are taking a steadfast stance against it by developing standards, codes of practice and community awareness. Based on the ILO's newly released *Violence at work*,¹ in its third edition, Alicia Priest explores who's at risk, what's at stake and what's being done to stop it.

We live in a cruel and violent world. Recent media focus on terrorist attacks has added a chilling aspect to the public image of violence. Few people realize, however, that violent incidents occur in a setting where they spend a huge chunk of their lives – the workplace. Violence happens in factories, hospitals, schools, restaurants, stores, offices, taxis and private homes – everywhere that people work. And in the vast majority of cases, it happens out of sight.

In the recently updated and highly informative ILO publication, *Violence at work*, authors Duncan Chappell and Vittorio Di Martino fling the doors wide open. They reveal a grim panorama of millions of workers all over the world suffering a variety of physical, mental and emotional harms. All too often those harms result in despair, illness, injury and death. The full range of aggressive workplace acts is staggering. They include murder, rape, robbery, beating, stalking, swearing, sexual harassment, name-calling and sabotage of tools and equipment. There are more. One form of violence not often viewed as such even though it can cause great distress is mobbing, the collective bullying of a worker by his or her workmates and/or supervisors.



The authors tell of Leif, a skilled repairman in a large Norwegian factory who was repeatedly ridiculed by his co-workers because of his Danish accent. When he demanded that the joking stop, the taunts only worsened and he became increasingly isolated and anxious. A workplace outcast, Leif eventually developed serious psychosomatic disorders, lost his job and became totally unemployable. In Sweden, authorities estimate that mobbing plays a role in about 10-15 per cent of all suicides each year.

Another near invisible yet devastating form of workplace violence occurs in domestic service worldwide. For example, women migrants in Saudi Arabia frequently jump from upper floors of their places of employment in an attempt to escape from abusive employers, Chappell and Di Martino explain. In fact, in 2002 a large Saudi hospital reported that two to three foreign female



¹ Duncan Chappell and Vittorio di Martino. *Violence at work*. Third edition, Geneva, International Labour Office, 2006. ISBN 978-92-2-117948-1.

CLOSE UP: OCCUPATIONS AT RISK

Violence has always come with the territory of certain occupations such as law enforcement and journalism in war zones. But as the book *Violence at work* shows, traditionally benign jobs are becoming increasingly hazardous. Attending school as a teacher or student, for instance, was seen as safe and secure. But that was before the 1996 Dunblane school shootings in Scotland, the 1998 Thurston school shootings in Oregon, the 1999 Columbine school shootings in Colorado and the 2004 school stabbings in Japan. Today, education ministries around the world report rising incidences of bullying, harassment and other violent acts in schools.

Other occupational groups considered to be high risk are health care, medical and dental practitioners; bus, train and subway workers; taxi drivers; postal workers and flight attendants. Even public librarians are more likely than others to experience aggressive acts, as their open-door policy allows anyone to use the building, and this can sometimes invite trouble. "Some librarians have even been killed," *Violence at work* authors

Duncan Chappell and Vittorio Di Martino write.

Why would workers in such dissimilar roles share similar chances of experiencing violence? The authors explain that workers' risk of violence depends not only on what they do but on the conditions under which they perform those tasks. For instance, as automation spreads, more people find themselves running a one-person shop. Working in retail is not inherently dangerous but working with cash transactions alone at night is. Other potentially dangerous situations include: working with the public; working with valuables such as cash or pharmaceuticals; working with people in distress; and working in military and paramilitary organizations.

In the military, the authors note, the greatest risks do not always come from an enemy. For instance, in several countries there is a long-standing tradition of torturing new recruits, and some women soldiers in industrialized and developing countries alike are raped or sexually assaulted by fellow soldiers.

>> domestic workers were admitted per week with serious bone fractures after leaping from locked rooms and houses.

Why does it happen?

Violence at work is more than a litany of workplace wrongdoings. The book is an ambitious and courageous attempt to understand the multifaceted nature and global extent of workplace violence in order to spur its eradication. Ironically, as awareness of aggressive workplace acts swells – largely due to horrific events such as school shootings and post office murders – so does the incidence of violence at work itself.

Data collection, the authors confess, is often difficult, especially in the developing world where "widespread under-reporting of incidents of workplace violence seems to be the norm rather than the exception". The situation is further complicated by varying cultural definitions of what constitutes violence and the role it plays in a society. In Bulgaria, for instance, violence is seen as a normal part of everyday life and a way to "regulate family, social, interpersonal and institutional relations". South Africa's high level of workplace violence is symptomatic of wider, long-standing problems grounded in the country's harsh socio-economic realities. Despite these particulars, Chappell and Di Martino present ample evidence that violence at work is on the rise. This, they

argue, is a "worrying trend", one that reflects widespread growth in community unrest and the collapse of societal values.

The authors assert that myriad external symptoms can contribute to both the existence and the increase of violence in the workplace. Risk factors such as an abusive childhood could lead to a person becoming a violent offender. Testosterone or other gender-specific factors may play a part, with men being at least ten times more likely than women to be charged with violent offences. Also, the physical composition of the work environment could help set the stage; a degraded setting can invite violence.

Who's at risk?

The authors also cast light on who is most likely to be victimized by violence. Although certain occupations are inherently riskier than others (see sidebar), victims generally share one fundamental characteristic – powerlessness. That places women, children and youth, lone workers, immigrant workers and the "precariously employed" in greater danger of abuse.

Furthermore, the authors identify several modern stressors such as layoffs, heavy workloads, faster pace of work, cuts in salaries and increasing reliance on short-term contracts and casual work that, they say, could lead to "a climate of violence driven by uncertainty, growing exas-



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peration and vulnerability”. And vulnerability, they conclude, “lies at the root of a great deal of violence at work”.

Although the media tend to blame violent acts at work on “disgruntled employees who go berserk”, the authors show that violence is far more pervasive and seldom so simple. Rather than being sporadic, senseless and unpredictable, workplace violence is highly complex and intri-

cately woven into the specific social, organizational and economic fabric of workplace culture. “The causes and consequences of workplace violence”, they write, “cannot be analysed independently of employment relationships”.

Where to turn?

But therein lies the hope for change. In *Violence at work*, Chappell and Di Martino



REMEDY AT WHAT COST?

Curiously, with increased recognition of psychological aggression such as harassment and bullying in the workplace, there has been a decrease in attention paid to physical assaults. This is a disturbing development to say the least, considering the book’s extensive data showing the persistence of physical brutality in both the developing and industrialized worlds.

And access to remedies can often be difficult. Despite advances on the legislative and regulatory fronts, responses to workplace violence remain fragmented, and plaintiffs can be drawn into costly and stressful litigation.

By any estimate, workplace violence is enormously expensive. From an individual perspective, the cost of personal pain and suffering resulting from a serious violent incident is incalculable. But like a pebble thrown in a pond, the costs of violence spread out to affect a worker’s family, other workers, employers, the community and society as a

whole. Experts who try to tally this toll consider a range of negative effects such as declining morale, increased absenteeism, increased turnover, health care and rehabilitation costs, reduced efficiency and performance and ultimately declining productivity. In the United States, the total cost to American employees per year for workplace violence is estimated to be US\$4.2 billion.

Eliminating workplace violence entirely is arguably unachievable. What is not in doubt, however, is people’s ability to greatly diminish its occurrence, especially now when so much is known about its causes and conditions. But what would it take?

Thirty-five years ago, American sociologist Amitai Etzioni answered: “Only a just and cohesive society, responsive to new demands, satisfying old ones, providing a meaningful life for its members, would sharply reduce violence, and even such a society would not eliminate it.”

>> evaluate the benefits of different types of responses to workplace violence such as collective and industry-sector agreements, policy interventions, safer workplace designs and “best practices”.

Three common themes in the many guidelines on preventing violence at work particularly stand out:

- Work organization and the working environment hold significant keys to the causes and solutions of the problem.
- The participation of workers and their representatives is crucial both in identifying the problem and in implementing solutions.
- Interpersonal skills of managers and workers alike are key.

A wide range of government legislation and recommendations for action is beginning to take effect. For instance, the European Union Directive 2002/73/EC on equal treatment for men and women has affected the implementation of national legislation on sexual harassment in EU countries, while many developing countries and countries in transition have adopted specific legislation prohibiting sexual harassment and providing protection from it. These include Argentina, Bangladesh, Belize, Costa Rica, Croatia, Dominican Republic, Fiji, Guyana, Honduras, the Republic of Korea, Lesotho, Mauritius,

Namibia, Panama, Paraguay, the Philippines, Romania, South Africa, Sri Lanka, Thailand, the United Republic of Tanzania, Uruguay and Venezuela.

At the international level, action to combat workplace violence has included important initiatives ever since the Universal Declaration of Human Rights in 1949. Among the most recent are a major survey in 2003 on violence against women by the Special Rapporteur to the UN Commission on Human Rights; the entry into force in 2003 of another UN instrument, the International Convention on the Protection of the Rights of all Migrant Workers and Members of their Families; a special study in 2003 of the inter-relationship between violence at work and occupational stress carried out by the ILO, the International Council of Nurses, the World Health Organization and Public Services International.

The ILO has a long-standing and continuing commitment, expressed through a series of fundamental Conventions, to worker protection and dignity at work. The 2004 ILO code of practice *Workplace violence in services sectors and measures to combat this phenomenon* was based on an examination of the extent and severity of workplace violence in various service industry sectors including the postal sector, the performing arts and journalism, transport, education, financial services and hotels, catering and tourism.



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PLANET WORK

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

Women in sports: How level is the playing field?

On the courts and in the courtrooms, the subject of a woman's role in professional sports – and the huge gap between opportunities, funding and media exposure given to males and females in the sporting world – is emblematic of the larger question on gender equality today: is equal really equal? The issue of women and their role in the sporting world includes all the issues currently being debated in the wider world – such as women in decision-making roles, women in management, women in a wide range of professions. Planet Work examines how the role of women in the world of sports illustrates the gender state of play in the wider world, and how women are helping to promote gender equality in a wider professional context through sports.

■ In the world of sports, gender has become one of the main events. Women are taking an increasingly active role in sports the world over, becoming more visible, assertive and active in a way that goes beyond the arena. Winning in sports not only provides a momentary rush of accomplishment – it also involves a race toward combating social stereotyping and reaching the goal of gender equality. To say the hurdles that once appeared insurmountable to women in sports are not only falling but being overcome is not only an apt analogy but symbolic of the advancement women have made both on and off an increasingly level playing field. Women athletes, trainers, promoters and others who make their living in the sports sector are today going the extra mile to change cultural norms – and finding that sports can provide a springboard for further advancement in societies. Be it for work or pleasure, women athletes and their supporters have literally made enormous strides, aiming their ambition, vision and enthusiasm at the target of attaining a universal, equal status in the world of work.



Nawal El Moutawakel poses in front of the photograph showing her winning the 400 meter hurdles at the 1984 Olympics. El Moutawakel was a featured speaker at the ILO's International Women's Day event in Geneva. (See report on page 34)

■ The visibility of women athletes, trainers and promoters in today's sports world is a far cry from their status just slightly more than a century ago. When the first Olympic Games of the modern era took place in 1896, the idea of women taking part was thought to be "unfeminine". Since then, it is easy to see the progress that has since been made in many parts of the world. By 1900, societal views had modern-

ized enough to allow 11 women to stand beside the 1,319 men at the opening ceremony at the Paris Olympics, although their participation was restricted to sports regarded as "suitable" for women – tennis and golf.

■ By the 2004 Olympic Games in Athens, a new world record was set – just over 40 per cent of participants were female. Leading up to this has





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>> been a decreasing trend in the number of countries sending all-male teams – there were 35 all-male national teams at the 1992 Barcelona Olympics, 26 at Atlanta in 1996 and 12 at Sydney in 2000 (*South China Morning Post*, December 2005).

■ During the Fourth Women’s Islamic Games held in Tehran in 2005, 1,300 female athletes represented 43 nations, and the **Iranian** government provided US\$1.4 million to support the Games (*Business Recorder*, September 2005).

■ Major inroads have also been made in access to participation in and pay equity for other international sporting competitions. The 250-year-old Royal & Ancient Club in **Scotland**, considered the world’s leading authority on golf, lifted a long-standing ban on women playing in the Open Championship in 2005 (*The Guardian*, February 2005). In tennis, the **French** Open recently joined ranks with the **Australian** and **US** Opens by offering both men and women competitors equal prize money, leaving Wimbledon as the only major tournament with prize money inequity (*Sports Business*, September 2005). Also, the 2005 Standard Chartered **Singapore** Marathon paid winners of men’s and women’s categories equal prize money (*The Straits Times*, June 2005).

TRADITIONAL SPORTS, NEW HURDLES

■ Of course, these hard-won victories are not the norm, and women starting out in the sports world have an uphill battle to wage, due to limited opportunities for competition, support and money. “People tend to believe that women have the same opportunities as men, but the infrastructures available to women are very precarious, and the schedules are not conducive to the practice of sport,” said Alfredina Silva, a former professional football player from **Portugal**, in an ILO interview aired on International Women’s Day (IWD) this year.

■ Family obligations can also keep women from pursuing sporting activities in some parts of the world. “In Africa, young women and men are not given the same attention,” said Tirunesh Dibaba, a long-distance runner from **Ethiopia**, in an IWD interview with the ILO. “For women, what makes it difficult to go running is the family. The family does not allow you to run, but they also don’t want you to go to school. A girl works at home, always at home.”

■ Once a woman’s athletic career is underway, the most apparent inequalities between male and female profes-

sional athletes can be measured in pay and media coverage. For instance, according to the **US** National Committee on Pay Equity, the average salary in the Women’s National Basketball Association (WNBA) is only 2 per cent of the all-male National Basketball Association’s (NBA) average (www.pay-equity.org). Media coverage of sports is similarly lopsided: the coverage ratio as of 2004 between male and female professional sports was 9 to 1 in US television and 20 to 1 in US print media (*Ms.*, Summer 2004).

■ So, who’s setting the agenda in the media? The editors who assign stories and coverage, or the readership? How can such a huge gap exist today? A survey of sports editors and deputy editors from 285 newspapers in the south-eastern **United States** in 2003 found that 25 per cent of the editors still believe women are naturally less athletic than men. Nearly half of those surveyed said that men’s sports suffered as a result of Title IX, the 1972 ruling that bars gender discrimination in any educational programme that accepts federal funding. Nearly 90 per cent were confident that the gender balance in their newspapers’ sports sections reflected reader interests in male over female sports and roughly 45 per cent said they believed women have little or no interest in sports. Only the younger editors were less inclined to view Title IX as a problem for male sports (*Associated Press*, 2005).

■ Similar views were expressed in a European study in 2005. The study was conducted of the newspaper coverage



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of women's sports in **Belgium, Denmark, France** and **Italy** during the 2000 Sydney Olympic Games. It evaluated the number of articles, size, page placement, accompanying photographs and photograph size in all major newspapers in the four European countries. The survey found the rate of newspaper coverage was similar to the rate of female participation in the Games, with only 29.3 per cent of the articles and 38 per cent of photos dedicated to women's sports. However, no significant gender differences were found with respect to article size, page placement, accompanying photographs or photograph size (*Research Quarterly for Exercise and Sport*, June 2005).

■ "Women's sport is much less visible than men's sport," said Silva. "Women could play a key part in decision-making and ensure that more women participate in sports by improving their conditions."

TAKING THE LEAD

■ One area directly linked with advancing the cause of gender equality in sports is leadership. Worldwide, the number of women in decision-making and leadership positions is still relatively small. Some attribute their lack of presence at the executive level to "glass-ceiling" effects, social and culture barriers, a lack of female candi-

dates and a less than supportive professional environment.

■ Working to kick down these barriers are strong female role models like Pat Summitt, considered one of the greatest college basketball coaches of all time. A former basketball player, she took over coaching the women's team at the University of Tennessee in the US in 1974 at the age of 22, and last year became the most successful US college basketball coach in history, racking up over 880 wins. She also coached the US women's basketball team to its first gold medal at the 1984 Olympics in Los Angeles. (*The Sunday Times*, March 2006).

■ Sports journalism is another sector that has a thick glass ceiling. But the women who have broken through have emerged as legends. Melissa Ludtke, a reporter for the **US** magazine *Sports Illustrated*, changed history when she filed a lawsuit after being banned from the locker room during the 1977 World Series between the New York Yankees and the Los Angeles Dodgers. The suit resulted in a ground-breaking federal court ruling in 1978 granting women journalists equal access rights to locker rooms and other sports venues (*American Journalism Review*, January 2005).

■ Still, change resulting in equality and balance at the executive level is slow in coming. As of 2005 only 12 out of the International Olympic Committee's (IOC) 116 members were women. Out of 202 National Olympic Committees (NOC), only nine have women presidents, five of them in Africa. As part of its Women and Sport policy, the IOC established targets in 1997 to increase the number of women in executive roles to 10 per cent by 2001 and 20 per cent by 2005. For comparison, the percentage of women participants at the International Labour Conference, by region, including ministers during the period of 2001 and 2005 >>



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that they can be great educators and trainers who have a huge responsibility to the next generation to help them follow their footsteps.”

■ Cecilia Tait has done just that. A former professional volleyball player from **Peru**, her efforts to promote equal sporting opportunities for women helped her get elected to the country’s Congress. “We should keep trying to emulate our role models, and to create new role models, to show that through sports you can do it, you can improve quality of life,” she said in an ILO interview for IWD. “Why do you think they have voted for me to be in Congress? Because I am a woman and an athlete, and because if I hadn’t been an athlete you and others wouldn’t have ever known about me. We are public figures, and a country without history and without examples does not move ahead.”

The importance of role models for women in sports is undeniable. In fact, one could assert that it is a virtuous circle. The more women take positive, leading roles as athletes, trainers, journalists and decision-makers, the more women will see that gender inequalities can be overcome – not only in sports but in all professions.

>> was 22 per cent (*Gender Balance in the International Labour Conference*, ILO 2005).

■ According to “Women, Leadership and the Olympic Movement” in the 2006 ILO publication, *Beyond the Scoreboard*, authors Ian Henry and Anita White surveyed the Secretary-General of each NOC and its current female members to evaluate the process of recruitment, career paths, overall impact on the organizations and level of support required to ensure the realization of wider involvement of women in decision-making roles. The results indicated that since introducing the targets, the proportion of women at the NOC executive level has indeed risen. Furthermore, the exercise helped to raise awareness of gender inequalities, bring talented women into the Olympic family and improve Olympic governance by setting an example and providing moral leadership to the world of sports in terms of equity representation.

WHAT SPORTS CAN DO FOR WOMEN

■ Involvement in sports for women and men teaches critical lessons on discipline, goal setting, communication and work ethics that are widely transferable and often translate into

successful careers down the line. For instance, Marjo Matikaninen, the World Champion and Olympic Gold Medallist in cross-country skiing in 1988 from **Finland**, went on to a Masters degree in Engineering and is today a member of the European Parliament. “What I find interesting here is that those women who have been successful in sports have also applied the goal-oriented learning to their lives studying at university or establishing their own businesses,” said sports psychologist and former Olympic athlete from **Finland** Laura Jansson, in an ILO interview. “Elite athletes reach their peak between the ages of 20 and 30, depending on the discipline. After



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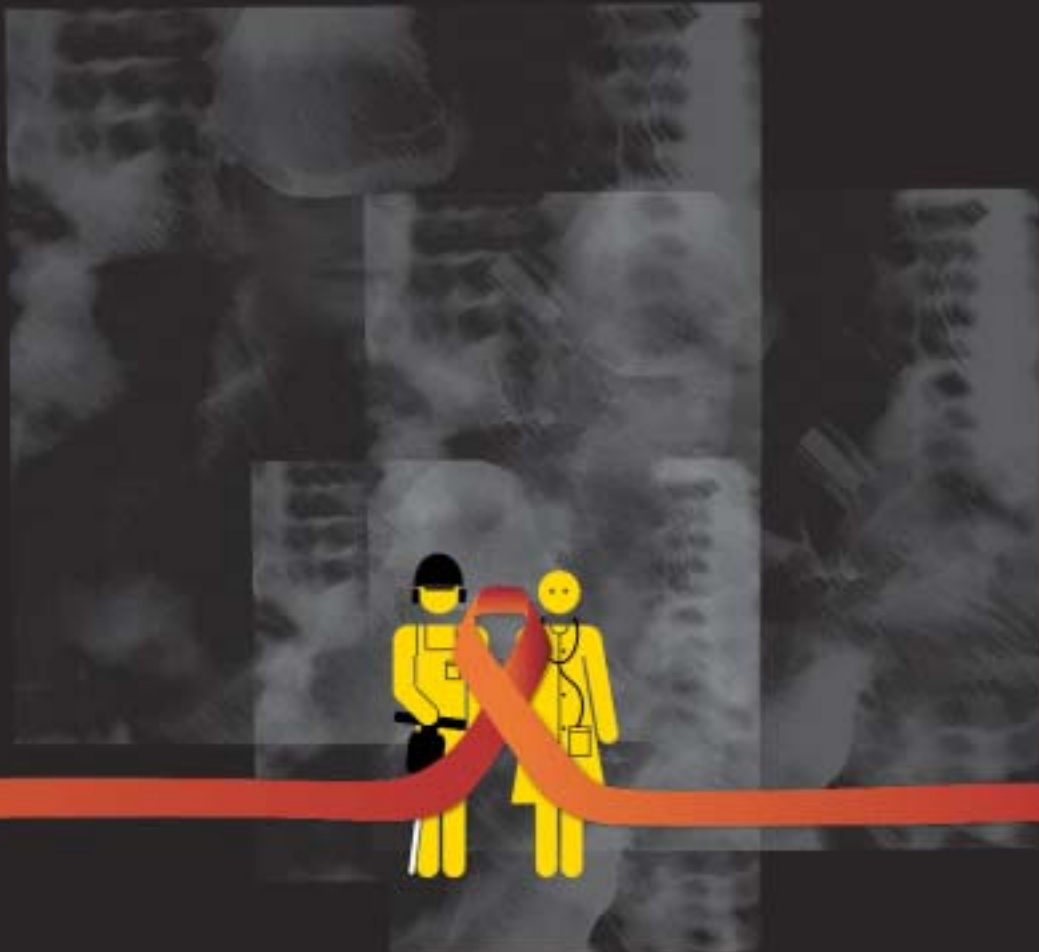
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HIV/AIDS : Preventing risks and promoting health at work



www.ilo.org/safework/safeday

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Key Indicators of the Labour Market (KILM)

ILO report sees wide gaps in wages, productivity gains

Global economic growth is increasingly failing to translate into new and better jobs that lead to a reduction in poverty, according to the latest *Key Indicators of the Labour Market*. The KILM¹ 2005 illustrates that within this global trend, different regions show mixed results in terms of job creation, productivity results, wage improvements and poverty reduction.

GENEVA – Taking a global view, the 4th edition of the KILM says that currently half the world's workers still do not earn enough to lift themselves and their families above the US\$2 a day poverty line.

“The key message is that up to now better jobs and income for the world's workers has not been a priority in policy-making,” said ILO Director-General Juan Somavia at the time of the release. “Globalization has so far not led to the creation of sufficient and sustainable decent work opportunities around the world. That has to change, and as many leaders have already said we must make decent work a central objective of all economic and social policies. This report can be a useful tool for promoting that objective.”

The study found that while in some areas of Asia economic expansion is fostering solid growth in jobs and improvements in living conditions, other areas such as Africa and parts of Latin America are seeing increasing numbers of people working in less favourable conditions, especially in the agricultural sector. The KILM also said that for millions of workers, new jobs often provide barely enough income to lift them above the poverty line, or are far below any adequate measure of satisfying and productive work. The total number of working women and men living on less than US\$2 a day has not fallen



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over the past decade, although at 1.38 billion it is a smaller share of global employment at just below 50 per cent, a decline from 57 per cent in 1994.

The report emphasized that in many developing economies the problem is mainly a lack of decent and productive work opportunities rather than outright unemployment. Women and men are working long and hard for very little because their only alternative is to have no income at all.

The new KILM painted an in-depth picture of both the quantity and quality of jobs around the world by examining 20 key indicators of the labour market. The KILM covers quantitative topics such as labour force participation; employment; inactivity; employment elasticities; sectoral employment; labour productivity and unemployment; and qualitative issues such as hours worked, wages, employment status, unemployment duration and others.

For additional information, please visit <http://kilm.ilo.org/2005/press>

¹ *Key Indicators of the Labour Market*, 4th edition, CD-ROM version, ILO, Geneva, 2005; ISBN 92-2-017568-1. Print version: ISBN 92-1-113381-8.

International Women's Day 2006

ILO activities organized around the world



Gabriela Sabatini, Myriam Lamare and Charmaine Crooks at the joint ILO/IOC event on International Women's Day in Geneva.

© M. Crozet/ILO

For the sixth straight year, the ILO organized activities to mark 8 March, International Women's Day, around the world. This year's theme was "Women in Sports", but ILO offices also marked the day with discussions on women in the workplace, developments in the labour market and moves by member States to improve working conditions and legislation relating to women in the world of work.

GENEVA – In Geneva, top female athletes in boxing, track and tennis addressed the Women's Day event on the role of women in the world of sports, and the larger context of what sport means to women in civil society. In recognition of this year's theme, the International Olympic Committee (IOC), which is headquartered in

nearby Lausanne, Switzerland, joined the event and awarded its "Women and Sport" annual prize to Gabriela Sabatini, the Argentine tennis star.

The opening event featured a panel discussion with Nawal El Moutawakel, the first female Olympic gold medallist from Morocco and a Member of the IOC, and Myriam Lamare, the World Boxing Association's current light welter-weight champion from Marseille, France.

Following the ILO panel, the IOC held its annual awards ceremony to recognize international sports personalities who have made significant contributions to the development of women's sports in their countries.

In addition to Ms. Sabatini, who was recognized for her work to promote and develop tennis in her country, especially among young women, the IOC awarded trophies to Albertine Barbosa Andrade of Senegal, Charmaine Crooks of Canada, Elisa Lee of the Republic of Korea, Dominique Petit of France and Lorraine Mar of Fiji for their work in promoting women's sports.

Global ILO events

In Europe, the ILO participated in a discussion by the Russian State Duma (Parliament) Committee on Women, Family and Children in Moscow on a draft law on the State Guarantees of Equal Rights and Equal Opportunities for Men and Women in the Russian Federation. In Lisbon, the ILO joined other national entities in signing a Declaration on women and equality.

In Asia, the ILO Office in New Delhi hosted a discussion on “Women as change agents – Emerging out of crisis situations,” presided over by the Minister of State for Labour and Employment. During the discussion, women from the region shared their experiences of emerging from crisis situations of different kinds. A rock concert, co-hosted by the ILO and other UN agencies, also took place. Marches through rural and tsunami-affected areas were organized to raise awareness of the minimum wage and other labour laws for workers in the informal economy. Women form a large number of the workers in this sector.

In Tokyo, the ILO and other UN agencies held a public forum on “Women in Decision-Making” featuring distinguished speakers from the region. In Banda Aceh, the ILO announced the winners of the Best Women Entrepreneurs of Aceh Awards who were honoured for founding or owning businesses (see p. 38). In Manila, the ILO and national sports institutions sponsored sports demonstrations, lectures and 5km and 10km races. Seminars and book launches also took place in Bangkok and Colombo.

In Washington D.C., the ILO co-sponsored a round-table discussion with several other UN agencies and a number of key speakers. The ILO office for Arab States organized a series of activities on women migrant domestic workers as well as breaking the glass ceiling, and providing a guide for trade unions and employers on promoting gender equality in the region. In Africa, events ranged from seminars on women and decision-making to women entrepreneurs and the working conditions of women on the continent.

In a statement issued to mark the day, ILO Director-General Juan Somavia said, “There is no doubt that women continue to transform the workplaces of the world – a critical arena for the advancement of women in society. Over the past decade, the number of working women has increased by 200 million. Today, women repre-



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sent more than 40 per cent of working people worldwide. Women are also continuing to make inroads in the world of professional sports.

“Despite the advances”, Mr. Somavia continued, “glaring inequalities persist in workplaces throughout the world. The pay gap is still a reality. The ‘jobs gap’ between men and women – especially in terms of quality – remains wide. We estimate that women represent 60 per cent of the world’s working poor.”

The ILO chose the theme of women in sports and the world of work to draw attention to gender inequalities and barriers that exist across all professions, including sports.

In professional sports, for instance, women earn far less money than men, with the rationale that women’s sports do not attract the audiences or draw an equal level of media coverage, advertising revenue or endorsements.

For more information, please see the Planet Work section of this issue, pp 27-30.



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Nawal El Moutawakel at ILO’s Geneva event.

Women entrepreneurs in Africa

ILO and AfDB strengthen support



© A. Florente/ILO

¹ *Support for growth-oriented women entrepreneurs in Ethiopia, Kenya and Tanzania: An overview report*, International Labour Office, Geneva, and African Development Bank, Tunis, 2005. ISBN 92-2-117005-5.

African women entrepreneurs are playing an ever-increasing role in African economies. The ILO and the African Development Bank (AfDB) have jointly launched a series of reports¹ providing concrete recommendations for action to support growth-oriented women entrepreneurs in Ethiopia, Kenya, the United Republic of Tanzania and Uganda.

ADDIS ABABA, Ethiopia – African women entrepreneurs are becoming more prominent in many African economies despite several specific constraints: limited access to land, credit, education and training. Against this background, ILO and AfDB intend to boost their cooperation in developing an integrated solution to support financing for growth-oriented micro and small and medium-sized enterprises owned by women in those countries.

A new ILO-AfDB report examines “good practices” and challenges in policy and programme support. It adopts an integrated approach to helping women entrepreneurs, including coordination, leadership, financing, training, business support, information sharing, networks and women entrepreneurs’ associations and the legal environment.

According to the report, the ongoing sub-regional discussions on women entrepreneurs not only affect Ethiopia, Kenya, the United Republic of Tanzania and Uganda, but also the rest of the continent. It recommends linking access to finance to business support services. Based on the findings of the report for Kenya, the AfDB has approved a new project to provide loan guarantees, business training and strengthening of associations of women entrepreneurs. As a further response to the reports in the four countries, the ILO will give greater priority to women’s entrepreneurship in Africa over the next two years.

The report also calls for special efforts at the national and regional levels to challenge existing cultural and social practices and to allow women entrepreneurs to participate in private sector development and employment creation activities by reviewing the legal frameworks.

The AfDB, which advocates small and medium-sized enterprise development and women’s access to finance, and the ILO, which provides technical expertise through its Women’s Entrepreneurship Development and Gender Equality (WEDGE) technical cooperation project, launched the report during an interactive workshop in Nairobi in November 2005.

World AIDS Day 2005

ILO organizes activities based on workplace efforts to stop HIV/AIDS

Workers and employers, in collaboration with the International Labour Organization's HIV/AIDS programme, organized a wide range of activities in Geneva and around the world to commemorate World AIDS Day on 1 December 2005.

GENEVA – “The workplace must play a strategic role in the fight against HIV/AIDS,” said ILO Director-General Juan Somavia, in a statement on HIV/AIDS in the world of work issued for the day. “It is a fight not only against the ravages of a disease but also against discrimination, intolerance, misconceptions and fear.”

Events ranged from a series of public events designed to mobilize support for workplace activities against HIV/AIDS, to the launch of a number of new products aimed at providing the best examples of ways to prevent or manage the disease and its impact. Mr. Somavia said the workplace is a vital platform for reaching communities attempting to deal with the epidemic.

“Through the workplace we can protect people's lives and livelihoods by providing information and education, care and support,” Mr. Somavia said. “The workplace is also key in protecting the rights of those infected or affected. And equally importantly, through workplace action we can send a strong message of hope: that women and men with HIV/AIDS can continue to live actively and work productively for many years, especially with care, support and treatment.”

The ILO has played a significant role in the global campaign against HIV/AIDS through its expertise on issues in the world of work. The *ILO Code of Practice on HIV/AIDS in the World of Work*, adopted in 2001, has become the global standard for dealing with HIV/AIDS in the workplace. From July 2005 to July 2006, the ILO is chairing the highest decision-making body of UNAIDS, the Committee of Co-sponsoring Organizations (CCO).

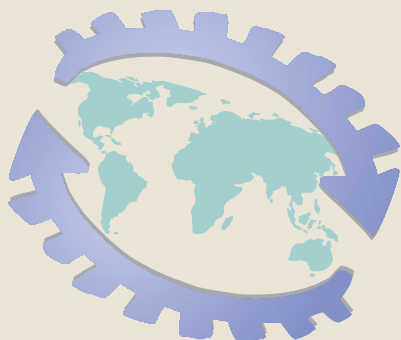
“Social protection can be seen as the other side of the coin of employment,” said Mr. Assane Diop, Executive Director of the ILO's Social Protection Sector. “In close relation with our constituents, we need to encourage a culture of protection among workers through programmes of prevention and care in the workplace. One working man, or one working woman, with awareness and motivation to act on HIV/AIDS means a whole family protected, and through it the community.”



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AROUND THE CONTINENTS

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



Women entrepreneurs honoured in Banda Aceh, Indonesia

■ More than a year after the tsunami, women-owned businesses in the hard-hit Banda Aceh area are reopening and starting anew, thanks to an ILO initiative to promote women in local area business. To mark the progress, the ILO office in Banda Aceh held a competition for “Best Women Entrepreneurs of Aceh 2006”. One winner was chosen from each of the following categories: Best Woman Entrepreneur (non-services), Best Woman Entrepreneur (services), Best Disabled Woman Entrepreneur, Best Young Woman Entrepreneur (15-24 years) and Best Business Plan. Each winner received a prize of IDR 5,000,000 (US\$540) and was honoured at an awards ceremony on International Women’s Day on 8 March.

Contestants were judged according to their strong entrepreneurial attributes, original vision and business strategy, use of creativity to overcome obstacles, excellence in area of work and how their business benefits Acehnese society. To be considered, these women must be the founder/owner of the busi-



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ness, be the key decision-maker and be responsible for the day-to-day management. Judges included a panel of representatives from different organizations, associations and micro-finance institutions.

For more information, please contact the ILO Jakarta office at tel. +62.21.314.13.08; fax +62.21.310.07.66; e-mail: jakarta@ilo.org.

ILO/IPEC Red Card to Child Labour campaign moves on

■ Under the auspices of the Egyptian First Lady, Mrs. Suzanne Mubarak, a new edition of ILO/IPEC’s Red Card to Child Labour campaign is scheduled for the Africa Cup of Nations 2006.

The campaign was organized by the ILO in partnership with Egypt’s National Council for Childhood and Motherhood (NCCM). The FIFA and the African Football Confederation have enlisted the ILO’s Red Card campaign as a solidarity partner since its inception in 2002 in Bamako. The ILO and NCCM will be hosting several activities during the Africa Cup of Nations 2006 both in and out of the stadiums, in coop-



© ILO/PHOTO

Egyptian First Lady, Mrs. Suzanne Mubarak

eration with the CAE, the local organizing committee of the Cup, and a variety of national and international agencies and NGOs. The campaign has proved to be an invaluable tool for raising awareness in the ILO/IPEC fight against child labour, which provides viable alternatives for children and their families. It has been held successfully on all continents, reached a great number of people, and been supported by many leading personalities in politics, sports and the arts.

For more information, please contact the "Red Card to Child Labour" campaign, IPEC, tel.: +41.22.799.7568; e-mail: g11ipec@ilo.org

Nairobi hosts conference on Labour and the Environment

■ In January, Nairobi hosted the global Trade Union Assembly on Labour and the Environment, an event organized by the United Nations Environment Programme (UNEP), in conjunction with the ILO, Sustainlabour and the United Nations Global Compact Office. The conference brought together trade union leaders from around the globe to promote trade union activities in favour of the environment and sustainable workplaces; the social and labour dimension of sustainable development; and strengthening the relationship between trade unions, industry, UNEP and other UN bodies to advance the environment and sustainability agenda. The meeting also provided an



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opportunity to map the trade union movement's objectives on environmental issues such as climate change, energy, chemicals, health, water and corporate social responsibility.

For more information, please contact the ILO Bureau for Workers' Activities, at tel.: +41.22.799.6328; e-mail: actrav@ilo.org

Inauguration of new ILO premises in Santiago

■ On 14 December 2005, the President of the Republic of Chile, Ricardo Lagos (*left in photo*), and ILO Director-General Juan Somavia (*right*) inaugurated the new premises



© ILO Santiago

es of the ILO Subregional Office for the Southern Cone in Santiago de Chile. In his speech, the President remembered his professional career in the ILO and expressed his personal attachment to the values and the work of the Organization.

For more information, please visit: www.oitchile.cl

Preventing AIDS in the workplace

■ The number of HIV-infected persons in the Russian Federation in 2005 was more than 45 times higher than in 1997 – one of the fastest growth rates of the pandemic worldwide. The ILO estimates that, if such growth continues, the country's working population may decrease by 1.1 million in 2015 and by 2.1 million in 2050.

In January, the Russian Ministry of Health and Social Development, the Coordinating Council of Employers' Associations and the Russian Federation of Independent Trade Unions, which are parties to the Tripartite Commission on the Regulation of Social and Labour Relations, spoke of joining efforts in the fight against HIV/AIDS and collaborating in the prevention of HIV/AIDS in the workplace.

In a joint declaration on HIV/AIDS and the world of work signed by Minister Mikhail Zourabov, the Coordinating Council's President Oleg Eremeev and the Trade Union Federation Chairman Mikhail Shmakov, the tripartite partners called HIV/AIDS "a potential threat to workers, enterprises and the national economy".

For more information, please contact the ILO Moscow office at tel.: +70.95.933.0810; e-mail: moscow@ilo.org



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Training and employment for disabled persons in Asia

■ Improving legislation to promote training and employment opportunities for disabled persons in Asia was the focus of a six-country meeting held in Bangkok, Thailand from 18 to 20 January. Government, representatives for workers and employers, parliamentarians, disabled persons and legal experts from China, Mongolia, Pakistan, Sri Lanka, Thailand and Viet Nam discussed how to promote training and employment opportunities for women and men with disabilities through legislation and adequate policies.

For more information, please contact the ILO Regional office for Asia and the Pacific in Bangkok at tel.: +66.2.288.1234; fax: +66.2.288.1735; e-mail: bangkok@ilo.org

Five years after: Social Protection Financing Master Programme

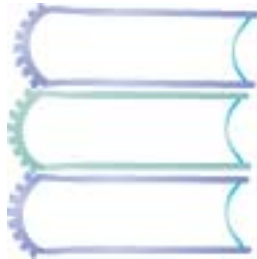
■ In 2000, the ILO's Social Security Department and the University of Maastricht in the Netherlands launched a joint initiative, the Social Protection Financing (SPF) Master Programme. The one-year programme assists member States in enhancing the effectiveness of social protection systems, extending the coverage of social protection schemes and giving students a solid theoretical background in social protection.

The SPF Master Programme fills the gaps in standard academic teaching and goes beyond. At its core are the demographic, actuarial and economic techniques required for a 360° analysis of the finances of social protection systems. The programme addresses, among others, the management of social risks; economics, statistics and mathematics required for demographic and social protection analysis; the different concepts of financing social protection; national accounting and social budgeting; actuarial mathematics; and quantitative techniques in health care financing.

Based on a thorough understanding of these topics, students learn how, and to which extent, the application of different techniques, parameter estimates or scenario formulation contribute to any biases in public discussions and political decisions relating to social protection.

For more information, please visit: www.governance.unimaas.nl

MEDIA SHELF



■ **Competing for global talent**



Christiane Kuptsch and Eng Fong Pang. International Institute for Labour Studies. ISBN 92-9014-776-8. Geneva, 2006. US\$30; £16.95; €26; 40 Swiss francs.

Global talent has never been more mobile or in demand. In the past decade, many countries have welcomed foreign professionals to redress domestic skill shortages and quicken economic growth. Competing for global talent includes general and theoretical papers on skilled migration, in addition to the country experiences of Australia, India, Japan, Singapore, the United Kingdom and the United States. It addresses the socio-economic and cultural challenges created by increased mobility in a world where globalizing and localizing forces are at work simultaneously. It aims to develop a deeper understanding of the factors that contribute to the effective design and implementation of policies and programmes to attract global talent.

■ **The effective employers' organization: A series of "hands-on" guides: (1) Governance (2) Strategy (3) Advocacy (4) Revenue building**



ISBN 92-2-117403-4. Geneva, 2005. US\$45; £27; €40; 60 Swiss francs. Includes CD-ROM.

These four guides, aimed primarily at those setting up, building and managing national-level organizations in developing countries and economies in transition, will also provide a wealth of useful advice to employers' organizations in industrialized countries, in particular to those undertaking a strategic review of the way they operate.



■ **Guidelines for labour inspection in forestry**

ISBN 92-2-118081-6. Geneva, 2006. US\$22.95; £13.95; €22; 30 Swiss francs. Also available in French and Spanish

Forestry provides an important contribution to the economic development of many countries, generating foreign exchange and employment. Proper management, with an emphasis on labour standards, is essential for the development of this important sector and one in which the ILO is actively involved. These guidelines provide an important overview of forestry and its labour issues and discuss implementation and the vital role of evaluation and labour inspection in assessing compliance.

■ **Health micro-insurance schemes: Feasibility study guide Volume 1: Procedure**



ISBN 92-2-116571-X. Geneva, 2005. US\$14.95; £8.95; €13; 20 Swiss francs.

Volume 2: Tools

ISBN 92-2-116572-8. Geneva, 2005. US\$19.95; £11.95; €16; 25 Swiss francs.

Two-volume set:

ISBN 92-2-116573-6. US\$30; £16.95; €26; 40 Swiss francs. Also available in French.

For many countries in the process of development, the number of health micro-insurance schemes is rapidly increasing due to a need for improved access to social protection and health-care. But it is essential for the success of these schemes to conduct a systematic feasibility study prior to their establishment or further development. This two-volume guide is designed to help promoters of health micro-insurance schemes to analyse the necessary prerequisites for the creation of such a scheme, as well as to identify the organizations, services and other important characteristics for its viability and effectiveness. The first volume outlines the step-by-step procedures to fully implement the study, while the second provides methods, tools and concrete support to put the procedures into practice.



■ **Key Indicators of the Labour Market (KILM). Fourth edition (CD-ROM)**

ISBN 92-2-017568-1. Geneva, 2005. US\$55; £30; €45; 70 Swiss francs.

Now in its 4th edition, the KILM

CD-ROM offers the general user instant and uncomplicated access to data on the world's labour markets. Harvesting vast information from international data repositories and regional and national statistical sources, this important reference tool offers data for over 200 countries for the years 1980 through the latest available subsequent year. Using market indicators such as statistical data on the labour force, employment, unemployment, underemployment, educational attainment of the workforce and others, the software provides users with access to the most current information available.

■ **Labour and social trends in Asia and the Pacific 2005**



ISBN 92-2-117711-4. Bangkok, 2005. US\$19.95; £10.95; €17; 25 Swiss francs.

The first issue of a new report to be published every second year, this book presents major trends in employment and social conditions in the world's most populous and dynamic region. Drawing attention to key policy challenges posed by identified trends, it contributes to the development of internationally comparable, gender-sensitive indicators to measure progress in decent work.

■ **Labour-management cooperation in SMEs: Forms and factors**



Tayo Fashoyin, Emily Sims and Arturo Tolentino. ISBN 978-92-2-117413-4. Geneva, 2006. US\$26.95; £15.95; €24; 35 Swiss francs.

Enterprises that place a high priority on the safety and well-being of workers, respect their rights and engage them fully in the production process are much better positioned to take on the challenges of global markets, increasing competition, and ever more demanding customers. This comprehensive study examines how the labour-management partnership can contribute to increased productivity and competitiveness in small and medium-sized enterprises in developing countries. Using case studies from Botswana, Kenya, Nepal and the Philippines as a basis, the book fleshes out the existing knowledge with regard to recruitment, staffing, wages and compensation, appraisals, occupational safety and health, grievance procedures and other human resource management practices.



■ **Yearbook of Labour Statistics 2005, 64th edition**

ISBN 92-2-017247-X. Geneva, 2005. US\$220; £135; €180; 275 Swiss francs. Trilingual: English, French and Spanish.

Since its first edition in 1935-36, the Yearbook of Labour Statistics has established itself as the world's foremost work of statistical reference on labour questions, bringing together in systematic form a mass of data from a vast network of authoritative sources of information in some 190 countries. This new edition contains 31 tables corresponding to nine major substantive chapters on economically active population, employment, unemployment, hours of work, wages, labour cost, consumer prices, occupational injuries and strikes and lockouts.

■ **Yearbook of Labour Statistics 2005, 64th edition (CD-ROM)**

ISBN 92-2-117246-5. Geneva, 2005. US\$220; £135; €180; 275 Swiss francs.

The CD-ROM version provides access to the full range of data and metadata including statistics for previous years not contained in the printed edition. It includes the series Sources and Methods: Labour Statistics, in ten volumes, which complements the brief explanations given in the tables in the print edition.



■ **Occupational wages and hours of work and retail food prices: Statistics from the ILO October 2005 Inquiry**

ISBN 92-2-016580-5. Geneva, 2005. US\$60; £40; €60; 75 Swiss francs. Trilingual: English, French and Spanish.

This volume presents the latest results of the ILO October Inquiry, a world-wide survey (conducted regularly since 1924) of wages and hours of work relating to 159 occupations in 49 industry groups and of retail prices of 93 food items. The occupations and industry groups covered comprise those which are important in terms of the number of persons employed in them, those which fall within the scope of ILO industrial committees and similar bodies and those which are important in terms of certain types of workers such as women and salaried employees. The food items covered are, to the extent possible, representative of the dietary habits in countries throughout the world.

■ **Occupational wages and hours of work and retail food prices: Statistics from the ILO October Inquiry (CD-ROM)**

ISBN 92-2-116269-9. Geneva, 2005. US\$75; £45; €65; 100 Swiss francs. Trilingual: English, French and Spanish.

The CD-ROM version includes information from the last 20 years, rather than the two years included in the printed version.



■ **2005 Labour Overview**

ISBN 92-2-117569-3. Lima, 2005. US\$10; £6.95; €10; 15 Swiss francs. Also available in Spanish.

A valuable assessment of the current economic and labour market situation in Latin America and the Caribbean, this book examines how, overall, healthy economic performance has led to improvements in the regional labour market, while unemployment in the region still remains high. This edition includes feature articles on voluntary migration trends both within and outside the region as well as economic and labour

progress since the application of economic stabilization policies in the 1990s. It also provides a statistical annex and an explanatory note with concepts, definitions and a list of other information resources.



■ **Merchants of labour**

Christiane Kuptsch. International Institute for Labour Studies. ISBN 92-9014-780-6. Geneva, 2006. US\$26.95; £15.95; €25; 35 Swiss francs.

More workers are crossing national borders to

look for jobs than ever before. The agents and intermediaries who recruit and deploy migrant workers are at the heart of the evolving migration infrastructure. These "merchants of labour" include relatives who finance and coordinate a migrant's trip abroad, public employment services and private recruitment agencies. They also comprise an insalubrious underworld of smugglers and traffickers. This book highlights innovative strategies to protect migrant workers, underlining the contribution of ILO standards. Geared towards governments, international institutions and researchers worldwide, it covers a broad range of national and regional experiences and puts the merchants of labour in the wider context of changing employment relationships in globalizing labour markets.



■ **Reaching out to SMEs: An electronic toolkit for employers' organizations (CD-ROM)**

Geneva, 2005. US\$31.95; £17.95; €28; 40 Swiss francs.

Although small and medium-sized enterprises (SMEs) make up more than 90 per cent of enterprises in most countries around the world, they often are not fully represented by employers' organizations. Providing services to SMEs poses certain challenges: this CD-ROM offers practical case studies demonstrating ways employers' organizations can reach out to SMEs, as well as detailed guidance on providing services, seeking board approval and strengthening representation for SMEs.



■ **Safety and health in the iron and steel industry: ILO code of practice (2nd edition)**

ISBN 92-2-117535-9. Geneva, 2005. US\$30; £16.95; €26; 40 Swiss francs.

This completely revised second edition offers insight into the many changes that have occurred in the iron and steel industry and among its workforce. It reviews the specific roles to be played by competent authorities, employers, workers and their respective organizations in establishing and maintaining safety and health guidelines in the industry. It focuses particularly on the production of iron and steel products and the different operations commonly used - from coke ovens to steel furnaces and foundries. Transport, competence and training, personal protective equipment, emergency preparedness and hygiene issues are also discussed.



■ **Support for growth-oriented women entrepreneurs in Uganda**

Lois Stevenson and Annette St-Onge. ISBN 92-2-117819-6. Geneva, 2005. US\$19.95; £10.95; €18; 25 Swiss francs.

The African Development Bank's (AfDB) Addis Ababa Forum in June 2003 focused on the role of women entrepreneurs in private sector development, poverty reduction and sustainable growth and development. It provided an opportunity for the AfDB and the ILO to join forces in support of women-owned businesses in various African countries. This report is based on the country assessment for Uganda. Examining economic context, micro-finance, women entrepreneurs' associations, capacity-building and other issues, this report indicates the next steps the AfDB and the ILO can take.



■ **Trade union strategies in Central and Eastern Europe: Towards decent work**

ISBN 92-2-117852-8. Budapest, 2005. US\$22.95; £13.95; €22; 30 Swiss francs

This volume highlights some of the major factors influencing trade unions' strategic choices over the 15 years when they functioned not only as labour movements but also as agents of socio-economic and political change. It explores what strategies and policies unions in this region need to curb negative trends and strengthen their capacities and functions within the new industrial relations systems. Case studies from Hungary, Bulgaria, Serbia and Slovenia reveal some of the differences and commonalities in trade union choices, processes and outcomes of action. The book also looks at major issues stemming from the European Union integration process for labour movements in Central and Eastern Europe.



■ **Vocational education and training institutions: A management handbook and CD-ROM**

Vladimir Gasskov. ISBN 92-2-117104-3. Geneva, 2006. US\$34.95; £19.95; €30; 45 Swiss francs.

Most countries operate large numbers of VET institutions, which face an increasing demand for education and training services and absorb a large share of government budgets. This handbook and CD-ROM are intended as self-learning materials for VET managers, resource material for management development programmes in the VET sector and an outline for performance reviews of VET institutions. The handbook consists of 11 modules with 43 learning units, while the CD-ROM provides access to more than 400 documents, giving summaries of national management practices in the VET sector and of national policies, reports and legal documents, as well as real-life management instruments applied by VET institutions.



■ **International Labour Review Vol. 144 (2005), No. 4**

Women's labour force participation is the focus of this special issue of the ILR, which contains articles, book reviews and the index for 2005.

In the first article, Laís Abramo and María Elena Valenzuela examine the progress achieved in female rates of labour force participation, as well as the continuing gap between men and women in access to quality jobs, unemployment, remuneration and social protection. With 33 million women joining the labour market between 1990 and 2004, women now represent 40 per cent of the economically active population in urban areas in Latin America.

In January 2005, the Agreement on Textiles and Clothing terminated the decades-old quota regime that regulated international trade in textiles and clothing. Karin Astrid Siegmann outlines how this industry in Pakistan has been restructuring to cope with the consequences of increased competition

on the newly liberalized global market, focusing particularly on its potential effects on gendered employment. If the author's forecast proves correct, Pakistani women could suffer disproportionate job losses with scant prospects for alternative employment.

The impact of economic crisis on female labour force participation in Argentina and the Republic of Korea in the 1990s is explored by Kye Woo Lee and Kisuk Cho. Two hypotheses are tested: the "added workers hypothesis" that more women are likely to enter the labour force to compensate for household income lost because of the crisis; and the "discouraged workers hypothesis" that poor macroeconomic conditions and scarcity of jobs lead women to leave the labour force altogether. Neither hypothesis is entirely supported here: most of the country differences are attributed to differences in employers' risk-aversion/discrimination in employment and compensation, and to supportive public policies.

Women in the Japanese labour market from 1947 to 2003 are the subject of the fourth article, by

Junko Kumamoto-Healy. Despite major legislative reforms in the late 1990s, in practice, women are still overwhelmingly confined to "mommy-track" jobs. The author puts this tradition into historical perspective in an overview of economic development and changes in the legal framework and societal attitudes. A 2002 judicial decision marked a turning point in the enforcement of equal opportunity legislation and there are signs of a trend towards improvement.

Finally, in an innovative application of classification trees of significant methodological interest, Fabio B. Losa and Pau Orioni investigate the choices women in Switzerland make about whether to participate in the labour force and, if so, whether to do so full- or part-time. Asking whether the trade-off women make between work and family is socio-culturally conditioned, the authors focus on the three distinct language regions in Switzerland bridging southern and northern Europe, whose patterns of female labour force participation are known to differ.

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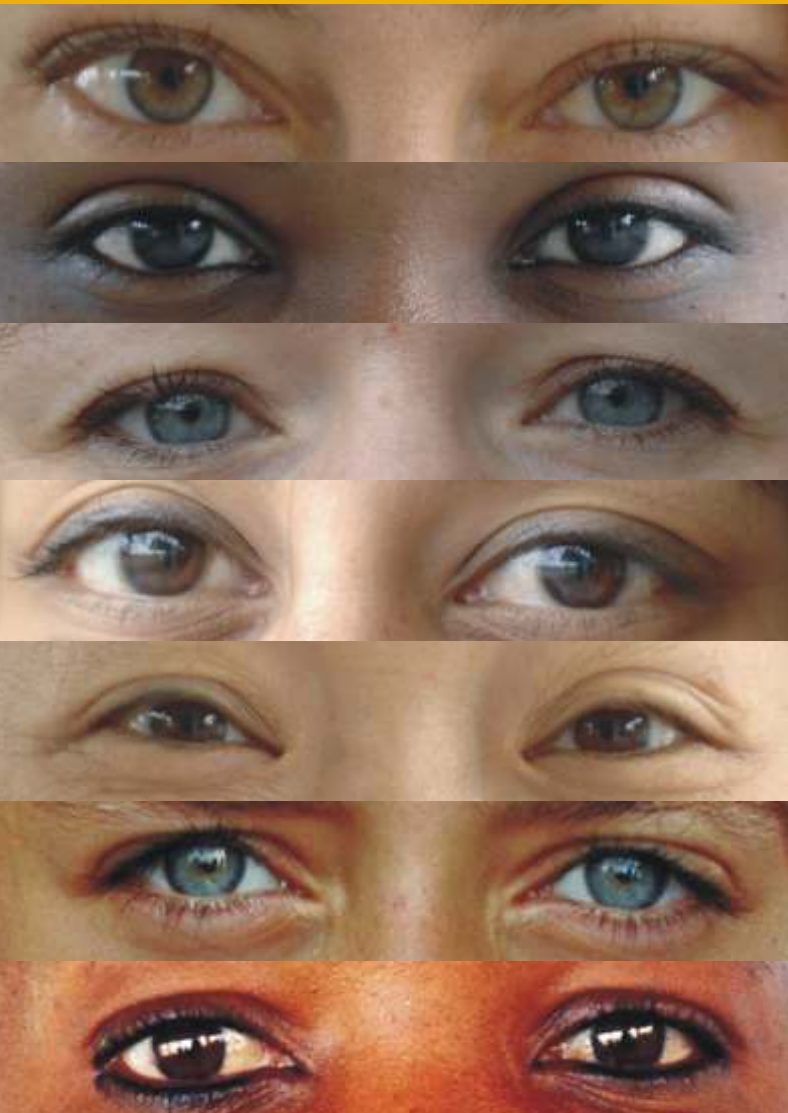


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