

The WORLD OF

Work

THE MAGAZINE OF THE ILO



ILO/Gianotti E.

HOPE FOR A BETTER LIFE

The world unites against the worst forms of child labour

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• Troubled Times for Tourism and Travel • What Now for ICT?

• Harming the Healers • etc . . .

No. 41, December 2001



INTERNATIONAL LABOUR OFFICE

The ILO: Then and Now

THEN

"...[T]he exploitation of childhood...constitutes the evil the most hideous, the most unbearable to the human heart..." (Albert Thomas, first Director of the ILO). Since its creation in 1919, the ILO has devoted a major part of its efforts to eliminating child labour. A few months after its founding, the ILO adopted its first Convention on child labour, prohibiting work by children under 14 years of age in industrial undertakings. But until recently, the problem was considered marginal.

NOW

In 1992, the ILO created the International Programme on the Elimination of Child Labour (IPEC), to mount a major global offensive against child labour. In 1999, the International Labour Conference adopted – unanimously – the Worst Forms of Child Labour Convention, 1999 (No. 182), outlawing the use of children in slavery, bonded labour, drug trafficking, prostitution, pornography, armed conflict, and hazardous work. With the 100th ratification of the Convention – by Estonia in September 2001 – the ILO has now passed a milestone. No other ILO Convention has ever been ratified by so many countries in so short a time.



ILO PHOTOS

THE WORLD OF
Work
THE MAGAZINE OF THE ILO

World of Work magazine is published five times per year by the Department of Communication of the ILO in Geneva. Also published in Chinese, Czech, Danish, Finnish, French, German, Hindi, Hungarian, Japanese, Norwegian, Russian, Slovak, Spanish and Swedish.

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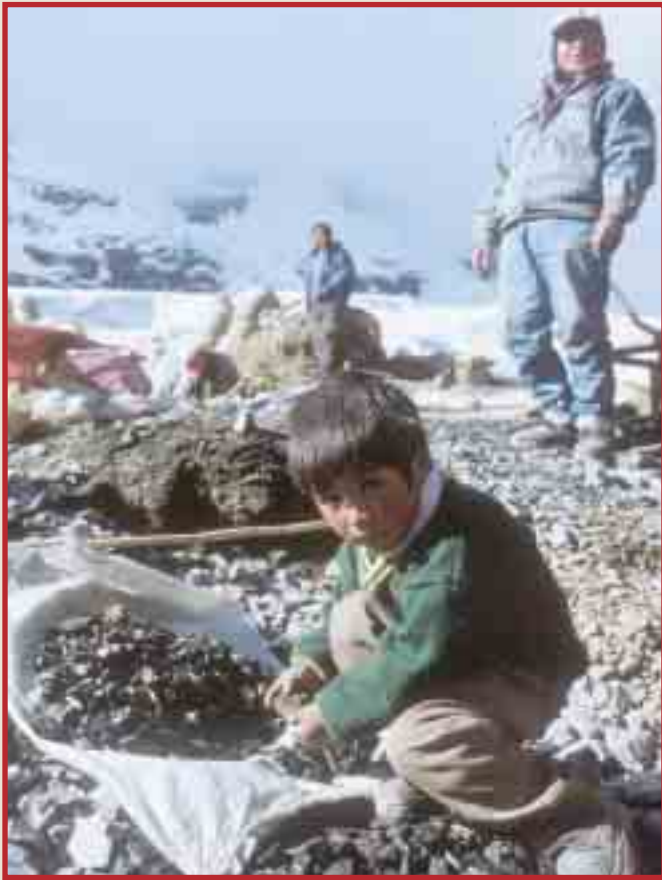
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Printed by SRO-Kundig SA, Geneva



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Focus: Child Labour

As the world unites against the worst forms of child labour, can ILO activities now suggest there is hope for a better life for the world's youngest workers? *World of Work* looks at where we stand in this international campaign, how it fights trafficking in children, and highlights issues at the 2nd World Congress against Commercial Sexual Exploitation of Children, in Yokohama. **Page 4**

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COVER STORY

Hope for a better life

The world unites against the worst forms of child labour

The prospects both for the ILO's International Programme on the Elimination of Child Labour (IPEC) and Convention No. 182 on eliminating the worst forms of child labour have taken on a distinct shine in 2001. During the year, IPEC expanded to include nearly 100 partner countries while ratifications of Convention No. 182 have passed the 100 mark. Where are we now in this global campaign?

GENEVA – In the campaign against the worst forms of child labour, the recent 100th ratification of C. 182 was a milestone. This, however, is only the beginning.

“The struggle against the evils of children being exploited in harmful work and the most debasing forms of slavery will not be won until Convention 182 is universally ratified,” says Frans Roselaers, IPEC Director. “It will only be when all governments act to abide by the provisions and recommendations of the new Convention, adopted in June 1999, that real progress will begin. And, universal ratification is a realizable goal, not a pipe dream.”

It is no coincidence that the Number One Good Practice advocated by IPEC in action against child labour is the forming of a national policy with clear objectives. No country can address the problem effectively until this – and overall support and protection for each child – are put in place.

So ratifying C. 182, which binds signatory governments to take immediate and effective action to prohibit and eliminate the

worst forms of child labour, obliges countries to enforce, sanction, monitor and cooperate internationally in order to deal with the problem.

A 100-COUNTRY ALLIANCE

IPEC now leads an almost 100-country alliance of 70 states and 25 donors, managing a portfolio of active and planned projects totalling nearly US\$200 million. This compares with one donor and six programmes when it was launched nine years ago in 1992. The projects operate in conjunction with major international organizations such as UNICEF, employers' and workers' organizations, and a large number of local NGOs. They embrace all five continents, including Europe.

By late October 2001, 104 nations had ratified Convention No. 182, with at least ten more signings expected within the next few months, including, significantly, those of several countries severely affected by child labour.

“The momentum is growing,” Mr. Roselaers declared. “The motivation for more countries to ratify is building up. We're very optimistic.”

In addition, the success of Convention 182 has led to a surge in ratifications of the Minimum Age Convention, No. 138 – 29 in the last two years, bringing the total to 113. The Director-General's efforts to have core Conventions ratified and his personal involvement in the fight against child labour plus the promotional efforts of the ILO InFocus Programme on the Declaration on Fundamental Principles and Rights at Work (IFP Declaration) have been key factors in this success.

These developments are mirrored by successes in the field.

In 2000, IPEC managed to boost delivery of operational programmes by 100 per cent, from US\$11.5 million to US\$22.8 million. More than US\$30 million is expected for 2001 – another impressive growth rate. Efforts have also been made to ensure quality delivery of technical cooperation programmes with a range of improved procedures and monitoring systems. IPEC now has a total of 250 staff, some 75 per cent of whom are active in the field.



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**CHILD LABOUR
2001**
Time to learn
something else?

THE WAY FORWARD FOR ACTION: TIME-BOUND PROGRAMMES (TBPs)

Getting countries to commit to preventing and eliminating child labour within a predetermined and mutually agreed period of time is a new and ambitious IPEC objective and priority. The approach needs to be comprehensive and involve all the key players in a country. It also requires anchoring the fight against child labour firmly to the national development effort and allow a country to address the problem within the framework of international and national cooperation.

International, national, provincial and community organizations all contribute and participate, as do families and the children themselves. The main aim is to get these so-called Time-Bound Programmes (TBPs) to address the root causes of child labour, especially with economic and social policies to combat poverty and promote universal basic education.

The ILO can guide governments and social partners in their policy-making, provide technical cooperation and assistance, channel donor funds to the projects and act as a reliable partner and advocate for local organizations and families.

The first TBPs were launched at the International Labour Conference in June 2001 and will be carried out in El Salvador, Nepal and the United Republic of Tanzania. The three countries had originally made their pledge in May 2000, and a

year of intensive planning and consultations followed.

Several more countries have expressed the wish to join the time-bound approach, among them Bangladesh, Chile, Dominican Republic, Ecuador, Madagascar, Mauritius, Mongolia, Philippines, Senegal and Thailand, demonstrating the level of trust that countries place in the ILO and its partners, and the validity of the approach.

Other countries asking to step up IPEC programmes are Egypt, India and Mexico. Egypt's commitment will be of significance to bringing in other Middle East countries, while India's long experience with child labour programmes will be invaluable for other IPEC undertakings around the world. Mexico is a completely new development in that there was virtually no IPEC activity there until recently.

SURVEYING THE SCENE

The fight against child labour would be a lot more difficult if statistics on its prevalence could not be provided. Given the often hidden nature of child exploitation, especially domestic slavery, trafficking, and prostitution, this can be a decidedly difficult and thankless task. Nevertheless, IPEC's SIMPOC (Statistical and Information Monitoring Programme on Child Labour) has completed 11 country surveys since 1998, with 26 more underway, and eight more at the design stage. A nation-

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FOCUS: CHILD LABOUR

HOPE

TRAFFICKING

ILO/Maillard J.



**CHILD
LABOUR 2001**
From rags to
reading



wide survey is currently being planned in India.

In addition, "Rapid Assessments" by SIMPOC have also made a major contribution to the knowledge base. A total of 38 have been carried out to date in 23 countries and will be published as part of the Global Report on Child Labour in 2002. Significantly, they will not only indicate the dimensions of the problem, but also the cost and benefits of eradicating it.

IPEC's knowledge base is now an unrivalled source of information and experience on the causes, prevalence and cures for child labour, making it not only a one-stop shop for child labour issues, but also an indispensable partner in the combat against this evil.

AND THE CHILDREN THEMSELVES?

So how many children directly benefit from IPEC action? After all, at the end of the day, this is what really counts.

In the two years to October 2001, services were provided to over 311,000 girls and boys around the world, more than doubling the numbers reached during the previous period. The services range from simple provision of legal aid to withdrawal from work, and mainstreaming into formal education. Given that there are estimated to be over 250 million children around the world between the ages of five and 14 who work for a living, this might seem like a drop in the ocean. But,

then, nobody ever said it was going to be easy. IPEC's challenge is to make a very big dent in that figure.

"The worldwide movement demonstrating indignation about the evils of child labour and the insistent requests of countries to receive assistance for their programmes to combat child labour indicate clearly that it must be done," says Frans Roselaers. "IPEC's experience so far and its methods and its tools and expertise prove that it can be done. It is a noble cause: to give a decent childhood to the young and vulnerable and to allow them to prepare for a decent adult working life."

Street children in St. Petersburg

This is a city of culture and museums, famous for its Picassos, Goyas and Leonardo da Vincis. Yet, its culture of street children might as well be painted by Hieronymus Bosch. They linger in the subways, the train stations, the central squares of St. Petersburg – places where begging or stealing is easiest. An estimated 6,000 have been sexually abused. Now, a new IPEC programme seeks to rehabilitate some of them.

ST. PETERSBURG, Russia – Dima and Rita, both aged 12, return to the manhole where they live and fill another bag full of glue. Breathing deeply from the bag, Rita doesn't really want to explain what some men hanging around the manhole want.

According to an ILO study, nearly all street girls are involved in prostitution, although three quarters have one or both parents and live at home. The average age level of those involved in prostitution is 12 years.

Economic reasons have driven many of the girls here. About 80 per cent said they need money and food to survive. Fifteen per cent of the girls work for organized structures that "supply" minors for sexual services.

The analysis also shows the alarming state of public awareness and the involvement of adults. Almost half of the children have been encouraged by an adult acquaintance and 4.3 per cent even by a family member.

Then there is Slava, a 13-year-old who doesn't look a day over ten. He ran away when he was eight, fleeing drunken parents, late night parties and regular police raids. Now, he lives rough in cellars and entry ways. His school is the Prospect Prosveshcheniya metro station where he sells hand-picked flowers, hustles garbage-toting gigs with local kiosks or simply pleads for money for milk and bread.

Understandably, Slava has acquired a swagger that makes him one of the gang. And he knows what he wants to be when he grows up – a bandit with girls, cars and lots of money. But it's mostly bravado because he also wants to return to the school which expelled him two years ago.

MOST CHILDREN WORK IN DANGEROUS AND EXPLOITATIVE JOBS

New research from St. Petersburg State University's Sociology Department puts the



number of street children in the city at 16,000. A full 77 per cent – some as young as nine – work in exploitative and dangerous jobs. Of course, this is in violation of Russian Labour Laws, which fix the minimum age for work at 15 – or 14 in special circumstances that require parental consent.

But working children rarely admit it for fear of losing their jobs, regardless of how miserable conditions might be. The study, which included interviews with 1,000 street children, also revealed that as many as 30 per cent are involved in illegal activities.

About 70 per cent of the child workforce are boys between 10 and 15, the survey says. They are mainly exploited as cargo handlers, scavengers, janitors, drug runners, and prostitutes. The rest are young girls, mostly forced to work as prostitutes or in black-market pornography.

Others find work in kiosks. Still others collect beer bottles for return or sell mushrooms and berries in the summer.

Many children work at night, and some are beaten by their employers and bullied by street gangs. For their labouring, they receive between 10 rubles (\$0.36) and 200 rubles a day. For those who work in child prostitution, congregating around metro stations, saunas and flop houses, pay ranges from \$1 to \$100, depending on the kind of sexual contact involved.

Each individual child has his or her individual history, but the pattern is the same: They are products of alcoholic homes, and most of them have been expelled from school, depriving them of that one last safety net.

ILO ACTION PROGRAMME SETS UP A MODEL FOR REHABILITATION

It's a tough, dangerous life. Street children freeze or starve to death. Others are beaten and killed. Though no official statistics are available on how many street children end up in this way, the problem has reached a point in St. Petersburg which attracted the attention of the ILO International Programme on the Elimination of Child Labour, (IPEC).

IPEC has set up an action programme designed to develop a rehabilitation model for 100 street girls at risk of sexual exploitation.

IPEC also plans to call upon the City Labour Committee to form a task force devoted to rooting out the most dangerous forms of child labour, which IPEC says have been all but ignored by local authorities. IPEC recently submitted blueprints for the task force to the Social Affairs Committee of the Legislative Assembly.

St. Petersburg's IPEC manager, Alexei Boukharov, says that the key to achieving this is by coordinating and channelling the work of organizations that touch on children's lives. "At the moment there is no coordination of schools, district governments, police and other organizations in charge of these kids," Boukharov says.

[Adapted from "Street Kids: A Growing Problem," by Irina Titova, The St. Petersburg Times, May 29, 2001.]

IPEC **action** against child trafficking



ILO/J. Maillard

IPEC's main programmes in trafficking are as follows:

WEST AND CENTRAL AFRICA

The numbers of children reported being trafficked across borders for labour exploitation has steadily increased in West and Central Africa, mainly for recruitment in domestic work. The ILO has played a key role in advising and facilitating the planning for an effort to identify and address child labour practices in West African cocoa growing, together with US Senator Tom Harkin and leading global chocolate manufacturers.

In the most important IPEC project to combat child trafficking, the countries involved are Benin, Burkina Faso, Cameroon, Côte d'Ivoire, Gabon, Ghana, Mali, Nigeria and Togo, and the launch took place in June this year. Niger has also formally requested to join. The first phase mapped the problem and suggested measures required to combat it.

Phase II aims to prevent, rescue, repatriate and restore victims' rights by strengthening the judiciary and police in the countries involved, and by dismantling trafficking networks.

Demonstration projects will carry out awareness raising, mobilize social partners, enhance knowledge of the issue through surveys, and provide preventive and rehabilitation programmes.

The programme will last some three years.

In addition, two major surveys are being carried out in the region, both funded by the US Department of Labor, on cocoa production and other tree crops.

SOUTHEAST ASIA

In the Greater Mekong Subregion (GMS), which consists of Thailand, Viet Nam, Cambodia, the Yunnan Province of China and Myanmar, children are trafficked mainly to Thailand (the economic magnet) for exploitation in a variety of jobs that include commercial sex. There is also internal trafficking within the countries mentioned. The overall strategy of the projects is to build up a process-based approach through three groups of interlinked interventions: capacity building, awareness raising and advocacy, and direct action.

Five major outputs are expected:

- Subregional and bilateral mechanisms for prevention and withdrawal purposes



ILO/IPEC



ILO/Giamotti E.

- Sustainable mechanisms at national and local levels for coordinated action
- Appropriate, replicable integrated training strategies at local and national level
- Advocacy programmes to promote attitude and behaviour change
- Pilot programmes of community-owned, context-driven prevention, withdrawal and reintegration.

The subregional programme to combat the trafficking of children for exploitative employment in Bangladesh, Nepal & Sri Lanka, which is the result of a Regional Plan of Action, drawn up in the late nineties, is made up of four components:

- Research, documentation and monitoring
- Institutional development and capacity building
- Demonstration programmes on Direct Action and Social Services
- Advocacy for subregional cooperation and action

Efforts are underway to involve India and Pakistan in the programme.

SOUTH & CENTRAL AMERICA

Commercial sexual exploitation of children is a serious problem on the border between Brazil

and Paraguay, near the tourist area of the Iguacu Falls.

The project aims, among others, to rescue 1,000 children and to provide credit to 400 families and will last until 2004.

The problem of sexual exploitation in Central America is acute, but has gone largely unaddressed by most governments. In Honduras and Panama, the problem is barely recognized; in El Salvador, the Government has expressed concern, but there is a lack of inter institutional coordination. The situation is similar in Guatemala. Costa Rica has also expressed concern, but there is no clear policy.

The IPEC programme is in two phases, the first to compile information in order to develop a strategy.

The second phase will comprise an Action Programme that includes a regional component and national pilot projects based on a comprehensive approach, featuring activities such as law enforcement strengthening, enhancing public institutions to protect children and sanction abusers, media campaigns, legal improvements and monitoring. The Programme will last at least three years.

**TRAFFICKING,
but for
domestic
work?**

Trafficking of children: a major topic at Yokohama Congress

GENEVA – The trafficking of children is perhaps the worst form of child labour and amounts to children being deprived of their childhood.

Action to combat trafficking in children is emerging as a global issue – it is practised in most countries, either within national borders or across them. Victims end up in prostitution and other exploitative forms of work, such as mining, manufacturing, fishing and domestic service. The children are separated from their families, defenceless, abused and traumatized.

The situation of child trafficking is, however, highly complex and there is a knowledge gap both in the analysis of the problem and in finding effective solutions.

Convention No. 182 is, without doubt, the major international instrument to combat this evil. It requires ratifying States to prohibit and eliminate trafficking of girls and boys under 18; to monitor child trafficking; to establish a programme of action to eliminate trafficking as a matter of priority; to enforce measures to combat trafficking; and to provide effective and time bound measures on identification, prevention, assistance, education, all with special regard to girls, as well as designating an authority responsible for coordinating action, while seeking international assistance on the issue.

An Optional Protocol to the United Nations Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography has also been adopted, as has a Protocol on Trafficking, which supplements the UN Convention against Transnational Organized Crime.

The second World Congress against Commercial Exploitation of Children in Yokohama, Japan, (17-20 December 2001) had the issue of trafficking high on its agenda. One of the main aims of the Yokohama meeting was to obtain political commitment for action against exploitation, including trafficking. The backing of governments participating in the congress will be a further boost to IPEC's activities.

A GROWING PROBLEM

Reports of children being trafficked across borders by organized networks are increasing. Children are typically recruited from poor, rural, male-dominated, patriarchal communities. Absence of or gaps in legislation combined with incapacity or even unwillingness to act on the part of the police and judiciary to prosecute offenders, allows intermediaries and employers to act with impunity. Vested interests, the hidden nature of the phenomenon, the power of crime syndicates and underdevelopment are obstacles to action against trafficking. Where the political will exists, governments often feel overwhelmed by the complexity of the problem and the fact that it extends beyond their borders.

The lessons learnt by IPEC to date in its

action programmes on trafficking and sexual exploitation include:

- The need for capacity building of local and national institutions
- The need for collaborative action at bilateral and subregional level among affected countries
- The importance of expanding and strengthening networks of partners and of creating a worldwide movement to help raise awareness and place the issue high on international and national agendas
- The value of comprehensive and integrated direct action programmes to prevent and withdraw children from work and prevent trafficking by addressing the root causes of poverty

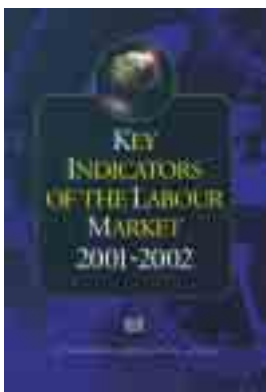


ILO/Maillard J.

KILM 2001

Aftershocks: ILO says despite being shaken, labour productivity growth can recover

Steady rates of growth in labour market productivity¹, one of the hallmarks of the 1990s economic expansion, were badly shaken by the events of September 11 and the resulting economic downturn. The 2001-2002 edition of the ILO's Key Indicators of the Labour Market (KILM²), a 900-page compilation of labour market information for over 200 economies, says the global economy can absorb the shocks.



GENEVA – In the United States, labour productivity rates increased from less than one per cent in the early part of the decade to more than 2.5 per cent by the year 2000. In most European countries, labour productivity also rose throughout the 1990s although growth rates

slowed in later years. In Germany the annual growth rate between 1995 and 2000 was 1.6 per cent compared to a rate of 2.4 per cent for the first half of the decade. Japan also showed lower growth in the later 1990s, less than one per cent annually between 1995 and 2000.

The question now is whether those rates can be sustained in the aftermath of September 11. According to the KILM, though it is still too early to predict the extent of any decline in productivity growth rates, a dip is probably inevitable because of transportation delays and increased costs, reluctance to travel and disruptions in workplace practices due to heightened security concerns.

Likewise, it is impossible to predict where these declines will be most pronounced. Many of the industries that powered the productivity surge in

the 1990s are among those most affected by the current downturn, including finance, travel and tourism and aviation. What's more, these industries are global and the impact of a downturn in any major market is likely to be felt worldwide.

While shocks will be felt in the short term, the ILO sees no reason why the global economy cannot absorb them and sustain productivity growth rates consistent with the trend prior to September 11.

Another factor that risks scrambling the current productivity outlook, though unrelated to the events of September 11, is the decline of the so-called "new economy" based on information and communications technology (ICT). This trend is thought to be temporary. A new generation of ICT-related economic growth is expected to follow the current downturn (See article "Troubles in the IT Sector", p. 22). Likewise, in spite of the current negative impact of economic and political events on productivity growth, the long-term outlook for growth for many countries remains optimistic.

WAGES AND EMPLOYMENT

Although female labour force participation rates continue to rise in most parts of the world, women's wages are almost invariably lower than men's, with women predominating in part-time and often low-paid jobs.

Manufacturing wage indices show that nominal wages rose faster for women than for men in many economies, and that where real wages have been falling the declines have been smaller for women than for men. While this indicates that women's purchasing power is catching up with men's, it does not tell the whole story.

To have a better sense of whether women and men are receiving equal pay for equal work or work of equal value, it is necessary to have information for specific occupations or occupational groups. According to an analysis of the real wage rates and earning indices of six selected occupations (labourer, welder, teacher, professional nurse, computer programmer and accountant) provided in the report, male wages generally exceed female wages. The occupation with consistently lower

¹ Labour productivity provides a key measure of economic performance. The driving forces behind it – in particular the accumulation of machinery and equipment, improvements in organization and transportation as well as physical and institutional infrastructures, improved health and skills of workers (human capital) and the generation of new technology – are important for formulating policies to support economic growth.



THE NEW WORLD OF WORK

KILM

GLOBAL FORUM

SECTOR

EVACUATION



ILO/Maillard J.

female wages rates was computer-programmer, while for welders and accountants the disparity by sex is less pronounced.

Work remains highly segregated by sex. In Major Europe the main source of employment for women is health and social work, whereas the most important sector for men remains manufacturing. In Latin America and the Caribbean, women in services are most likely to be domestic workers in private households whereas men in services are most likely to be in wholesale and retail trades.

In the 1990s, the share of part-time to total employment rose in most of the developed (industrialized) economies. As much as one-half to two-thirds of all part-time workers were women and part-time work is especially common for women in the industrialized economies, especially Major Europe.

Youth unemployment rates for both sexes are more than twice the corresponding rates for the economically active adult population in all regions of the world. But the unemployment rate is usually higher for young women than for young men.

Young women appear to have greater difficulty than men in gaining access to the labour market and retaining their jobs in periods of economic downturn, particularly in Latin America and the Caribbean and South Asia. In most Asian countries, the mid-90s financial crisis and economic downturns, especially in Indonesia, Mongolia, the Philippines, the Republic of Korea and Thailand, appear to have hit women harder and their labour force participation rates have fallen.

SERVICE SECTOR GROWTH

Another major trend outlined in the KILM 2001-2002 is that employment opportunities in the service sector of industrialized economies continue to outpace those in the manufacturing sector and the agricultural sector accounts for only a tiny fraction (less than 5 per cent) of overall employment.

Among the largest industrialized economies, the percentage of employment in the service sector exceeds 70 per cent in Canada, France, the US and UK. In Germany, Italy and Japan, services account for nearly 65 per cent of total employment.

In contrast, manufacturing employment declined in the last two decades, from approximately 34 per cent of German employment in 1980 to 24 per cent in 2000; for the US, the drop was from 22 to 15 per cent, in the UK from 28 to 17 per cent. In Japan, the decline was less pronounced, from 25 to 21 per cent.

Other European countries showing similarly high

concentrations (more than 70 per cent) of their employment engaged in the service sector include Netherlands, Norway, Sweden and Switzerland, all of which experienced net job losses in agriculture and manufacturing during recent years.

The KILM shows that the decline of employment in agriculture, and to a lesser extent the manufacturing industry, and the shift to service sector employment in industrialized economies correspond with the importance of such key inputs as finance, technology and a highly skilled labour force which have served as key factors of productivity growth in recent years.

TRENDS IN MANUFACTURING AND AGRICULTURAL EMPLOYMENT

Although the manufacturing industry stagnated as a source of job creation in industrialized economies, real manufacturing wages moved up gradually and steadily throughout the last decade for most Major European economies.

In Japan, real wages for the manufacturing industry rose by 34 per cent from 1980 to 2000. In Finland, Iceland and Spain real manufacturing wages increased by 30 per cent or more from 1980 to the late 1990s. Other countries registering increases of between 20-30 per cent include Denmark, Ireland, the Netherlands, Norway and the UK. France and Italy saw increases of approximately 15 per cent.

In Australia, Canada and the US real manufacturing wages have picked up in recent years after a period of decline.

Nearly all of the transition economies of Central and Eastern Europe experienced declines in wages and employment during the past decade. The level of real manufacturing wages remains below the early-90s in Belarus, Bulgaria, Estonia, Kazakhstan, Kyrgyzstan, Republic of Moldova, Romania, the Russian Federation, Tajikistan and the Ukraine. However, in Armenia, the Czech Republic, Croatia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia the trend has been reversed. In Poland real manufacturing wages rose by 36 per cent since 1990; likewise, real manufacturing wages in Armenia rose by an impressive 112 per cent since 1994.

This transition to service-sector employment from manufacturing and agricultural employment has largely bypassed the former communist countries. In spite of large job losses in the industrial sector, manufacturing represents the single most important sector of employment for both women and men in this region.

Transition economies where the service sector is



ILO/Deloché P.

becoming significant in terms of employment include Croatia (53 per cent), the Czech Republic (55 per cent), Hungary (59 per cent) and the Russian Federation (59 per cent).

For the Least Developed Economies, agriculture continues to predominate as a source of employment. In the world's poorest countries, agriculture accounts for as much as 80-90 per cent of the total employment, all-too-often at very low earnings on large commodity-producing plantations or in subsistence farming.

Asian economies experienced significant decreases in agricultural employment and large increases in employment in the services sector between 1980 and 1999. Employment in services, relative to total employment, increased by 75 per cent in Thailand, 65 per cent in the Republic of Korea, 62 per cent in Hong Kong, China, 38 per cent in the Philippines and approximately 30 per cent in Malaysia and Taiwan, China. The shift in sectoral employment in these countries appears to be largely due to services from agriculture. Thailand, for example, saw a decline of 31 per cent in agricultural employment during the last two decades.

In Latin America the trend is much the same, although in Brazil and Ecuador employment in agriculture appears to be increasing and industrial employment decreasing in the 1990s. The increase in employment in services is particularly notable in Honduras and Mexico where the numbers increased by more than 75 per cent in the 1980 to 1999 period. Bermuda and Nicaragua have actually seen decreases in services employment over the same period.

Economies in Latin America had substantially lower growth rates of labour productivity than the more developed economies and have shown very little improvement over the past two decades. On average, these economies even experienced a significant decline in productivity levels between 1980 and 1990 and a slow recovery during recent years.

During the last two decades, agricultural employment dwindled in all industrialized countries, accounting for just 5 per cent of the total workforce today in Canada, Italy and Japan; 3 per cent in Germany and less than 2 per cent for France, the UK and US.

The decline in agricultural jobs is so pronounced that even in EU countries with traditionally large agricultural sectors, total agricultural employment dropped sharply, falling, for

POVERTY

"Severe" poverty, where more than one-half of the population subsist on below US\$1 a day, was evident in eight countries:

Mali (72.8)
Nigeria (70.2)
Central African Republic (66.6)
Zambia (63.7)
Madagascar (63.4)
Niger (61.4)
Burkina Faso (61.2)
Gambia (53.7)

Severe-to-moderate poverty, utilizing the US\$2 a day poverty line afflicts more than three-quarters of the population in 14 countries:

Nigeria (90.8)
Mali (90.5)
Madagascar (89.0)
Zambia (87.4)
India (86.2)
Burkina Faso (85.8)
Niger (85.3)
Pakistan (84.7)
Gambia (84.0)
Central African Republic (84.0)
Nepal (82.5)
Mozambique (78.4)
Bangladesh (77.8)
Ethiopia (76.4)

example, from 30 to 18 per cent of total employment in Greece, 18 to 8 per cent in Ireland, 27 to 13 per cent in Portugal and from 19 to 7 per cent in Spain.

In Australia and New Zealand, both large agricultural exporters, employment in this sector dropped from, respectively 7 and 11 per cent in 1980 to 5 and 9 per cent for the latest available year (1999 for Australia and 2000 New Zealand).

² For additional information relating to the Key Indicators of the Labour Market, please visit the KILM Web site at: <http://www.ilo.org/kilm>, or contact Lawrence Jeff Johnson, Chief of the Key Indicators of the Labour Market Team, e-mail: johnsonl@ilo.org, tel: +4122/799-7012.

Global Employment Forum

Creating jobs amid global recession

As one participant said, the Global Employment Forum was held at the right time for all the wrong reasons. With a global recession and fallout from the September 11 attacks, the ILO Forum faced a daunting challenge: could it deal with the “tidal wave” of unemployment which could wash up on the world’s shores? This report assesses the prospects for a new global agenda for employment.

GENEVA – When the ILO planned its Global Employment Forum for November 1 to 3 in Geneva, there could have been little inkling about how timely the event would prove. With job losses being announced daily – if not hourly – following the September 11 terrorist attack on the US, and an economic downturn, the Forum’s theme of building a global agenda for decent work gained added urgency.

Suddenly, long-term needs became short-term necessities. Given the rapidly deteriorating economic outlook, much of the meeting focused on identifying policies to promote employment now. A number of suggestions emerged from the lively and informal sessions attended by more than 700 participants, who spanned the political, economic and academic world. Among these proposed remedies were: launching an economic stimulus package which cuts interest rates and increases government spending in both the developed and developing world; reducing trade barriers to exports from developing countries, especially agriculture and textiles; and establishing a “Marshall Plan” to bring the benefits of information and communications technology to developing countries.

“We are staring into the face of the first synchronized world recession of the globalization era,” ILO Director-General Juan Somavia told the Forum.

His comments echoed those of UN Secretary-

General Kofi Annan, who opened the meeting saying that while the economic and social consequences of the September 11 attacks weren’t yet fully clear, “we already know that poor economies will pay the highest price”.

A COSTLY SLUMP

The ILO estimates that 24 million people are at risk of job loss or declining incomes next year as a result of the slump in global growth, which began before September 11 and has accelerated since then. The World Bank, meanwhile, predicts an additional 15 million people could find themselves living in poverty next year.

In the longer term, the world’s workforce is expected to increase by 500 million people over the next ten years, with 97 per cent of these being young people in developing countries, according to the Global Agenda for Employment, a discussion paper presented at the conference. The document (see accompanying article) is part of a strategy being developed by the ILO which aims to promote decent work by putting employment at the heart of economic and social policymaking. In this vein, the ILO is seeking partnerships with other international agencies to develop the employment agenda. Some of the ideas to emerge at the Forum are likely to be incorporated into the Global Agenda for Employment, which is due to be submitted for approval to the ILO International Labour Conference next June.

There was no shortage of fodder during the three-day meeting, where prominent speakers engaged in a frank, free-flowing exchange of views with delegates. During lively debates over the benefits and drawbacks of globalization, delegates pressed for action to ensure that developing countries get more out of the process of economic integration.

Underlying many of the speeches and comments was the belief – central to the Global Agenda for Employment – that creating jobs is too often viewed as a residual of economic policy, rather than the central aim. By putting employment first, policymakers recognize the importance of people as the main engine of



ILO/Crozet M.

economic growth, many of the speakers said.

“In my little country we have a long experience which tells us that the forces which create richness are not what we found – of oil and gold and coal in the underground ... the fundamental value in our society is human beings,” Danish Prime Minister Poul Nyrup Rasmussen, told the forum’s opening session. This had led Denmark, which is one of the world’s wealthiest countries, to put great emphasis on education, training and job creation, he added.

Allan Larsson, a former Swedish finance minister and senior European Union official who presented the ILO Global Agenda for Employment to the conference, said creating employment and fighting poverty go hand-in-hand. The ILO doesn’t envisage a “one-size-fits-all” policy, but rather a series of measures which taken together could cut unemployment and world poverty in half.

Another theme expressed by Mr. Rasmussen and many other participants was the need for political and social governance to accompany market forces that have become increasingly global. “Open economies require common ground rules and strong ethical values,” said Francois Perigot, President of the International Organization of Employers.

BETTER INTERNATIONAL GOVERNANCE?

While Mr. Perigot was mainly referring to the situation in individual countries, others argued for better international economic governance. Among the ideas suggested was the creation of an economic “security council” which would improve cooperation among governments and international agencies and allow a concerted response to economic downturns.

Joseph Stiglitz, 2001 Nobel Laureate in economics, said there was a role for other views and institutions, including the ILO, in the macroeconomic surveillance currently being carried out mainly by the International Monetary Fund. And Robert Reich, former US Secretary of Labor, said fiscal and monetary policies should not be solely in the hands of finance ministers. “I can assert to you that it is the business of labour ministers ... who are concerned about employment, to talk about fiscal and monetary policy,” Mr. Reich said.

In the IMF surveillance process, “while some macroeconomic indicators get enormous attention, others, such as the level of employment, the level of wages and disparities in compensation, are virtually ignored,” Prof. Stiglitz argued. Economic adjustment programmes should include a

WELCOME
To a new world? Juan Somavia and UN Secretary-General Kofi Annan at the ILO, 1 November



WORK: "A key factor in social and political

"Work is central to people's lives. Not only do many of the world's citizens depend on it for their survival, but it is also a source of integration into society, self-fulfillment, and hope for future generations. This makes work a key factor in social and political stability."

These are the opening words of the International Labour Organization report "The Global Agenda for Employment", and there is little doubt that the thoughts expressed in it are critically relevant today, perhaps more so than in past centuries.

But, as the report, itself makes clear, the position of employment in the scheme of economic and social development has altered radically with time, the crucial inference being that a fresh approach is needed to view the entire subject of employment in the overall scheme of development.

As the Global Agenda for Employment points out, "Economic policies today . . . often appear to view employment as a residual outcome of other objectives," a result of which has been that these policies "aren't as effective as they would be if employment consequences and labour market needs were taken fully into account."

Indeed, what is urgently required today is the acknowledgement of the fact that the right sort of employment strategy should form

the heart of the development process itself.

As ILO Director-General, Mr. Juan Somavia, told the ILO Asian Regional Meeting held in Bangkok in August: "Decent work is a development strategy. It reflects a universal aspiration of women and men everywhere, and connects with their hopes to obtain productive work in conditions of freedom, equity, security and human dignity."

In the path-breaking report of the Director-General to the 87th Session of the International Labour Conference (1999), entitled "Decent Work", the point was made clearly that "Decent work is a global demand today, confronting political and business leadership worldwide," and that "Much of our common future depends on how we meet this challenge."

The Global Agenda for Employment provides a road map of how this can be done. But, first, what is the nature of the employment problem which is confronting the world today?

As the Global Agenda points out, it now seems clear that global growth in the short term is "likely to slow to an extent unexpected at the beginning of September". What this means is that the growth projections of developed economies like those of the United States, the European Union, and

Japan, will be revised downward even further with retrenchment in many industries becoming "severe".

For developing countries, which are already facing stiff hurdles in the way of notching up barely impressive growth figures, the immediate outlook has turned even bleaker with the prospect of foreign direct investment decreasing and export markets in the industrialized world contracting.

In terms of employment, the picture is discouraging. The Global Agenda says that most of the world's 1.2 billion poor people, or a fifth of the world's population, are supported by 530 million family members who are employed. "They are the working poor. They are engaged in low-productivity, low-pay work that is inadequate to raise them and their families out of poverty." Over the next ten years another 500 million will be added to this workforce, as much as 97 per cent of the new entrants living in developing countries.

Added to this are the 160 million unemployed at the beginning of this decade, 53 million of whom hail from industrialized and transition economies. A further 310 million people are underemployed. In other words, as the Global Agenda emphasizes, "a half-billion people, or one-sixth of the global labour force, either have no

work or not enough of it".

Behind the veil of the figures, which are bad in themselves, lies a reality which suggests that the solution will have to be qualitative as well as quantitative, if the creeping scourge of unemployment and underemployment is to be tackled effectively by the international community.

To quote the Global Agenda: "Precarious, insecure jobs, increasing levels of stress at work, stagnant, declining, or delayed wages, greater difficulties in balancing work and family commitments – these lie behind the numbers and are a hidden but very real dimension of the unemployment challenge."

The Global Agenda – which is an important element in the ILO's larger Decent Work programme – suggests that each one of these areas should be tackled in tandem with the others, which means that a sensible employment policy really "becomes a combination of economic and social policy".

The priorities set out in the Global Agenda amply indicate how complex and difficult attainment of the ILO's objective will be; namely, to ensure that "public policies adequately reflect the importance of work in people's lives and the aspiration for decent work in conditions of equity, security, and human dignity".

stability”

As the Global Agenda says, “A basic condition for the realization of this potential for economic growth and prosperity is that productive employment is placed at the centre stage of economic and social policies,” the policy aim being “to make full, productive and freely chosen employment an overall objective of macroeconomic strategies and national policies.”

The Agenda, however, makes it clear that since “economic and social conditions are extraordinary in their variety across different regions and countries in the world, the success of employment policies will critically depend on how well the regional specificities can be taken into account”.

The Global Agenda for Employment is only a first step. Once the ideas it sets out are accepted by the international community, a network of “alliances” – with regional political and economic organizations, including the development banks – will have to be formed for effective implementation of the project. The first such strategic alliance has already been launched successfully between the UN, the World Bank, and the ILO, on youth employment.

- *Ranabir Ray Choudhury*

>> “labour impact statement” to ensure that employment considerations are taken into account along with issues such as government debt, and interest and exchange rates, he said. Prof. Stiglitz also called for a new and more open framework for IMF consultations with member countries on their economic policies, so that a wider range of players is involved. “These consultations would serve not to impose conditions on countries, but rather to enhance the kinds of dialogue on economic policy that should be central to democracy,” he said.

Prof. Stiglitz’s criticism of the IMF and the World Bank jibed with the views of a number of delegates who spoke up during the Forum’s question and answer sessions. These were held during roundtable discussions on the first day of the conference as well as in the nine separate working groups on the second and third days. Adams Oshiomhole, President of the Nigerian Labour Congress, said African countries have suffered under internationally prescribed fiscal and monetary austerity policies. “We have lending rates in excess of 30 per cent, we are forced to devalue our currencies [and] we are net exporters of capital,” Mr. Oshiomhole said.

In addition to global economic governance and trade, the working sessions were devoted to technology, case studies from small, medium and large countries, education and training, entrepreneurship, regional groupings, and the informal economy.

While employers and trade unions didn’t always agree during these discussions, concern about the slumping world economy appeared to produce considerable common ground. For example, Thomas Niles, President of the United States International Business Council and member of the ILO Governing Body, said he agreed with much said by John Evans, General Secretary of the Trade Union Advisory Committee to the OECD, on the need for swift action to counter the economic downturn. Mr. Niles, however, pointedly didn’t back Mr. Evans’ call for labour standards and the environment to be included in a new round of world trade talks.

In summing up the conference, the rapporteur, Prof. Maria Joao Rodrigues listed ten points which could serve as a basis for a global employment strategy. These are: using trade to promote economic growth based on unhindered access of developing countries to markets in the developed world; turning the risk of a digital divide into an international digital opportunity; promoting environmentally sustainable development; using monetary and fiscal policy to stimulate the economy in the face of recession; accelerating debt relief and modifying stability and structural adjustment programmes in developing countries to allow greater spending, especially on education, health and social development; raising levels of education and training; improving health and safety at work; fostering employability and adaptability through active labour market policies; providing a social protection safety net; and underpinning all of these priorities through social dialogue and respect for core labour standards.

These conclusions drew praise from both Daniel Funes de Rioja, employers’ representative on the ILO Governing Body, and Lord Bill Brett, Chairman of the Workers’ Group. There is a “simple need for political will” to take these ideas forward, Lord Brett said.

Ambitious maybe, but given the potential for a rapid downward spiral in the world economy, the Forum’s messages are hard to ignore.

Tourism and Aviation in crisis



Keystone

Faced with the devastating impacts of the attacks of September 11, and the tourism and aviation industries were centre stage at two unprecedented back-to-back crisis meetings held at the ILO recently. While predicting dire consequences, participants also acknowledge that recovery might take years and there were no “quick fix” solutions. The ILO will continue its efforts to analyse and respond to the needs of these and other sectors in 2002.

GENEVA – Things were already getting bad when they got worse – much worse – for tourism and aviation in September – both sectors were already feeling the pinch of economic downturn when September 11 occurred. Since then, tourism and aviation have faced sudden and massive downturns which translate into job losses, current and potential.

In this atmosphere, the ILO called two crisis meetings in October to assess the impact of the attacks and make recommendations for future action. What was clear, though from the start, was that there would neither be a quick fix nor a “one-size-fits-all” solution. Clearly, the sectors were heading for troubled times.

“They have had a unique, unprecedented, devastating and immediate impact,” said Jean Jacques Elmiger, a top official at Switzerland’s State Secretariat for Economic Affairs who chaired both meetings.

TOURISM AND AVIATION ECONOMY SEES MAJOR JOBS LOSS

A report prepared for the meeting estimated that some 9 million workers in the global hotel and tourism economy, already reeling from the recession, may lose their jobs in the wake of the September 11 attacks. The report said an estimated 10 per cent reduction in tourism would mean 8.8 million jobs lost worldwide, including 1.1 million in the United States and 1.2 million in the European Union.

The survey suggested US job losses could reach up to 3.8 million, depending on how travellers reacted in the coming months. Some 207 million people worldwide work in the travel and tourism sector, equivalent to about 8 per cent of global

employment estimated at about 2.5 billion.

Jobs affected immediately, in both developed and poorer countries, include marginal, part-time or shift labour in hotels, ground tour and excursion companies, the catering trade, travel agents, tour operators, cruise ship operators and service industries such as specialized retailing, ancillary airport employment and taxi services. While the short-impact will be severe, the report said the long-term impact would depend on further events and whether the industry can recover quickly from the unprecedented fallout and worldwide impact of September 11.

Prior to September 11, economic recession was weakening travel demand, the report said. After growth of 7.4 per cent in 2000, the World Tourism Organization had predicted growth of 2.5 to 3 per cent in 2001, but had since reduced this estimate to 1.5 to 2 per cent. Added the report, the impact had worsened since September 11 because travel and tourism is “by common consent, the most vulnerable of all sectors to the threat of insecurity.”

“To this economic environment has been added uncertainty; travellers’ instinct is now to stay close to home,” the report said.

In the aviation sector, the news was equally grim. The air transport industry employs some four million people worldwide, of which more than 200,000 have lost their jobs or will in the immediate future. The ILO also said the post-September 11 crisis is expected to have a disruptive impact on all segments of the industry, from employment to incomes, technology to investment as well as restructuring including partnerships and global alliances.

WHAT TO DO?

In response, the ILO meetings urged a series of measures.

In the hotel and tourism sector, government, employer and worker experts called for operational measures that included underlining the need for cooperation, not confrontation; the need to recognize the importance of tourism for national and global economies; and to undertake additional measures to complement existing social safety nets.

They also called for action by employers and



Keystone

workers organizations including commitments by the social partners to seek mutually agreed ways to extend employment, avoid and limit employment losses and, wherever possible, to give priority to reintegrating workers facing short-term job losses as a result of the crisis.

The meeting called on the ILO to review and evaluate training programmes in view of present day needs and the crisis situation, specifically those aimed at the hotel and tourism sector, with particular regard for such activities within smaller and medium-sized enterprises.

In the aviation sector, the “think tank” group of independent and industry experts, as well as representatives of airlines and unions, called for measures including a review of the economic and regulatory framework for all segments of the industry; a new focus on safety and security to restore confidence; action by governments, employers and workers to mitigate the job and income losses and retain skills; and closer collaboration between

international organizations to deal with the mid- and long-term effects of the crisis, respecting the mandates of the various organizations.

How long for a recovery? In the aviation sector, at least, officials said “years.” In this light, the ILO planned to discuss the aviation sector further at a Tripartite Meeting on Civil Aviation: Social and Safety Consequences of the Crisis Subsequent to the 11 September Events, to be held in Geneva from 21-25 January 2002.

PRESCRIPTION FOR HOTEL TOURISM SECTOR

Recommendations put forward by the social partners at the meeting include action by governments to:

- Adopt policies aimed at enlarging the number of people for whom tourism opportunities are available, including special provisions aimed at encouraging those on lower incomes to engage in tourist activities;
- Respond to joint approaches by governments to employers’ and workers’ organizations in the sector to initiate temporary measures to reduce costs, including a review of all tourism related taxation during the crisis period;

- Agree that education and training programmes to retain employees within the industry should be at no cost to employees and are an alternative to unemployment benefits;
- Approach relevant international financial institutions (the World Bank and IMF) to provide the necessary resources on favourable terms to those countries which are unable to finance the emergency measures from their own national budgets.

PRESCRIPTION FOR AVIATION SECTOR

- A review of the economic and regulatory framework for all segments of the industry – civil aviation is still one of the most highly regulated industries – that might prevent flexible solutions to overcome the crisis. The crisis also calls for renewed reflection on the “public interest” function and the regulation of air transport, irrespective of the ownership model;
- Focusing on safety culture and the role of human factors to address safety and security issues, because highly trained and well-motivated staff leading to the professionalization of airport security can help to restore passenger confidence. Recurrent training and retraining will play a very important role in this respect, including consideration of questions

- related to competencies, licensing and certification;
- Technology and investment, notably in safety, can contribute to the improvement of safety and security and create new work opportunities;
- Immediate action by governments, employers and workers is needed to mitigate the job and income losses and retain skills. The employment impact disproportionately affects women and ethnic minorities. The parties can share best practices on innovative responses to the crisis;
- Closer collaboration between international organizations to deal in a coherent manner with the mid- and long-term effects of the crisis, respecting the mandates of the various organizations.

How an **evacuation** plan saved lives

In the wake of the devastation of the World Trade Center in New York, we must recognize that while some 4,000 lives were lost, over 25,000 lives were saved. Why? Because of an evacuation plan which worked.

According to Robert Solomon of the (US) National Fire Protection Association, tens of thousands of occupants successfully escaped the North and South Towers of the World Trade Center on 11 September. In addition, occupants in other World Trade Center facilities, including the Marriott Hotel, were successfully evacuated.

A number of circumstances led to the successful evacuation of people and the saving of thousands of human lives on that day. There will most certainly be new or additional ideas which will surface as information and reports are developed or digested, and which could be applied at other high-rise structures where thousands of people are employed.

The evacuation plan and its impact had its roots in an earlier attack on the World Trade Center, which was bombed in February 1993. The event caused enormous damage, but led to improvements in safety. These included:

- improved exit-stair lighting
- better communications
- a heightened level of awareness of emergency evacuation procedures
- procedures to assist disabled persons.

Clearly, the experience of the 1993 bombing created a heightened level of awareness about emergency procedures and evacuation among the buildings' workers. People spoke of calm and direct action which seemed to have emerged from a positive exposure to information and training on emergency procedures.

The fact that workers were receptive to evacu-

ation training was confirmed in interviews with people who evacuated the building. They spoke of a calm and orderly evacuation. People also witnessed an effective interface among the operators of the building and the emergency services (police, fire, and emergency medical services).

"The devastating attack on the World Trade Center has added whole new dimensions to our concept of safety," said Alan C. McMillan, President of the National Safety Council and former Deputy Assistant Secretary for Occupational Safety and Health, US Department of Labor. "This tragedy has also given new meaning to the work of the safety professional – we are now challenged to expect the unexpected, and think the unthinkable."

The fact that so many people were able to evacuate the building successfully attests to the importance of certain considerations relevant to any workplace:

- There needs to be emergency planning, in concert with the local emergency services, which addresses action that needs to be taken in an emergency.
- There needs to be, at a bare minimum, two well-lighted, clearly marked, unobstructed ways from the workstation to a safe area.
- Evacuation routes and alternative routes should be clearly posted at each workstation.
- There needs to be coordination among the employer, the in-house emergency service, and the local emergency services.
- Batteries and back-up generators need to be in place to assure adequate lighting to support evacuation.
- There needs to be a mechanism to account for workers, visitors and guests in a safe area.
- Procedures need to be developed for assisting the disabled in emergency evacuation.

The ILO Constitution calls for “adequate protection for the life and health of workers in all occupations”. The ILO Occupational Safety and Health Convention, 1981 (No. 155) states under Article 19, that employers shall be required to provide, where necessary, for measures to deal with emergencies and accidents, including adequate first-aid arrangements.

The newly published ILO Guidelines on Occupational Safety and Health Management Systems, calls for establishing and maintaining emergency prevention, preparedness and response arrangements. These arrangements should identify the potential for accidents and emergency situations, and address the prevention of occupational safety and health risks associated with them. The arrangements should be made according to the size and nature of activity of the organization. It states that these arrangements should be established in cooperation with external emergency services and other bodies, where applicable.

Says former Deputy Assistant Secretary McMillan, “The fact that 25,000 lives were saved at the World Trade Center underscores the importance of proper preparation for emergencies and disasters – including well thought-out and well-drilled evacuation procedures, facility readiness, training, education, and communication. Emergency planning can no longer be regarded as only theoretical; the threat of a disaster is real, and we must do everything we can to be prepared.”

– David Gold, ILO Safework Programme

Dr. Gold is Senior Occupational Safety and Health Education and Training Officer in the ILO Safework Programme. Prior to joining the ILO he worked in the field of fire protection, firefighter safety and emergency management. He published several articles on workplace fire protection and the (US) National Fire Protection Association’s Fire Brigade Training Manual. He also served as a volunteer fire fighter, a fire service instructor and an emergency medical services instructor.



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EXCERPTED FROM THE ILO FIRE PROTECTION CHECKLIST

Preparing for fire emergencies

25. Assure that there are at least two exit ways to a safe area outside of the building from every workstation.
26. Clearly mark each exit way and provide functional lighting so that exit ways are well lighted for both day and night use.
27. Provide an adequate number of exit stairways (at least two), of adequate construction and width to support the rapid evacuation of all workers from floors above or below ground level.
28. Post a warning sign at each lift station (on each floor) indicating DO NOT USE THE LIFT FOR EVACUATION DURING A FIRE.
29. Post at every workstation instructions and a diagram detailing both primary and secondary exit ways.
30. Keep exit ways clear of obstructing objects and assure that the exit way is continually unlocked and make sure that all doors in exit ways open in the direction of the flow of workers during an evacuation. Doors that are not exits but may be confused as exits should be clearly marked NOT AN EXIT.

Training for emergencies

37. Assure that every new worker has a briefing on worker action in the event of a fire.
38. At least annually, provide refresher training on emergency evacuation for each worker.
39. Assign a specific individual to accompany and assist each handicapped worker to evacuate the workplace to an area of safety.
40. Assign a specific individual or group of individuals on each shift to notify the fire brigade as a backup to the alarm system.
41. Train workers on when and how to use fire extinguishers.
42. Carry out at least one fire drill per year evacuating all workers to areas of safety outside of the workplace. (Evaluate the results of this evacuation drill to improve evacuation performance.)

The whole checklist is available at www.ilo.org/public/english/protection/safework/hazardwk/fire/fir02.htm

Troubles in the IT Sector

As job cuts mount, so do expectations of recovery



Keystone

IT GIANT
New product,
more jobs?

The proposed high-profile marriage of Hewlett-Packard and Compaq made headlines. Coming at a time when the information technology (IT) sector is reeling from daily closings and job cuts, consolidation and merger is in the air. What, however, is the impact of the IT jobs shakeout on future labour markets? IT expert Andrew Bibby examines the implications of such mergers.

LONDON – It's been a gloomy year in the IT sector. Just one year ago, this sector and its job-creating magic seemed like an unstoppable juggernaut. But these days, the news is anything but good as one company after another announces mounting jobs losses.

In the United States, major personal computer (PC) manufacturers are announcing thousands of layoffs. It is the same story in Japan, among manufacturers, telecoms and suppliers of hardware and other equipment. The *Financial Times* has reported nearly a quarter of a million job cuts in IT in little more than a year, with 15 firms each shedding more than 5,000 staff. And the lights seem to be going out all along Silicon Valley, which is suffering its highest job losses since 1994.

So what happened?

FIRST THE DOWNTURN, THEN THE RECESSION

The downturn was already well underway before the events of September 11 accelerated the slide of the US economy – and much of the rest of the industrialized world – further towards recession. Despite recent events, it still seems both strange and ironic that, at a time when the talk is of the transition from the industrial to the information age, both major and small companies in the IT sector appear to be encountering such difficulties. Is this not after all the sector which should be booming?

The answer to this apparent riddle is to analyse rather more deeply what is currently going on.

One issue is that many companies with a strong

presence in the hardware market have been under heavy commercial attack this year from competitors adopting an aggressive price-cutting strategy. For example, one company, Dell, has increased its market share at others' expense in recent months with deep price cuts.

One problem facing all hardware firms is selling into an increasingly mature and saturated market. According to research analysts Gartner, the number of PCs sold in the second quarter of this year was 30.4 million, representing a 1.9 per cent decline over the same period in 2000. Sales in the US declined by over 6 per cent. As Gartner points out, these figures bring to an end 15 years of unbroken sales growth in PCs.

Other countries report mixed results. In Malaysia, Penang, an important centre of the IT industry, has already suffered several thousand job losses. In Taiwan, some companies are actually recording sales increases but the IT industry anticipates an overall 18 per cent fall in output for 2001.

However, a fall in both profitability and employment in the IT hardware sector is hardly news, since there has been a clear historical shift in importance from hardware manufacture towards software development and, more recently, a further shift from software towards IT-enabled business service provision.

The ILO World Employment Report 2001, which focused on work and employment issues in the information economy, made this point clearly earlier this year when it commented that while "jobs are being eliminated in IT manufacturing, they are clearly being created in IT services".

The Report, written at a time when the United States economy was rather stronger than it is today, was nevertheless upbeat about the overall positive employment effect of these changes, saying: "The initial employment trends indicate that IT does not create unemployment." And according to manufacturers, this may in the end – and despite recent trends that suggest otherwise – prove to be absolutely true.

WILL NEW PRODUCTS EQUAL MORE JOBS?

If anything, IT has been flexible and adaptable,



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IT JOBS Less now, more later?

expanding as new technology develops or comes online. No industry has developed faster over time. And current trends suggest that profits – as well as jobs – will increasingly be found in companies that evolve into areas such as IT-based business services. Interestingly, Hewlett-Packard itself seemed to think so too when it tried last year to acquire Price-WaterhouseCooper's consulting business. Though the move ultimately fell through, the point was made. Service is a new product, and new products have in the past meant new jobs.

Recently, hardware companies' hopes for a better start to 2002 have been focused to a considerable extent on Microsoft's new operating system, Windows XP, launched in October and backed by a huge marketing campaign. Previous Windows launches, particularly the Windows 95 launch, have kick-started a renewed rush of hardware purchases by customers, stimulating PC sales and new manufacturing positions.

Whether Windows XP, which is targeted at both business and home users, can have the same impact now is, at present, less clear. Microsoft itself has predicted a 2 per cent fall in PC sales during the last quarter of 2001, though it expects the market to pick up during the middle of 2002. Still, some influential software critics are already arguing that the Windows product is an incentive to go out and purchase new PCs.

DEBATE ON THE SHOP FLOOR

Nevertheless, trade unions see the current flurry of job cuts as unhappily reminiscent of the last

industry recession in the early 1990s. Union Network International (UNI), which represents unions organizing in the IT and telecoms sectors, has criticized the strategy of mass redundancies which companies adopted at that time, claiming it directly contributed to the IT skills shortages of the late 1990s and held back sector growth potential in both the United States and Europe.

"Innovation and service are the keys to survival in the new economy, not bloodletting," said UNI's Gerhard Rohde.

But employers see things otherwise. They say current industry problems are being exaggerated and that software and IT service companies see strong future growth on the horizon.

For example, even though the Indian national association of software companies NASSCOM recently revised down its forecast for software exports for next year, it is only the rate of growth which is slowing down; the graph itself is still moving healthily upwards.

"It's not all doom and gloom in the sector," says John Higgins, Secretary-General of the European IT Services Association, calling the current jobs crisis in IT a mere "blip" and pointing out that a recent survey of IT service companies in the UK found less than one third were pessimistic about future prospects.

"It's unfortunate that the downturn is causing companies to shed staff," he says, "but first and foremost companies have to remain profitable or even more jobs will be at risk."

Health Services: Where

Medical and health services, normally respected and spared from outside violence, are today becoming an arena for threats and even violent attacks. Nurses and paramedical personnel are not at all happy to find themselves in the line-of-fire. In many countries, these professionals are questioning this situation and expressing growing concerns.

A patient becomes violent and coldly stabs an emergency room doctor while discussing the patient's injuries. A visiting nurse is mugged by a group of drug addicts undergoing withdrawal. Ambulance personnel are violently ganged up on by members of the same family.

What did they do wrong? In all three cases, they had arrived several minutes late.

Such incidents, which regularly make newspaper headlines, illustrate a persistent worry within the health professions and are prompting a growing sense of insecurity among healthcare professionals.

Violence in hospitals, and in the health care services in general, is not a new phenomenon. Certain health care environments had already been singled out as high-risk areas. This is the case especially of emergency services, and psychiatric and geriatric units, where the patients show significant behavioural problems because of particular pathologies or addictive behaviour, which very often cause sporadic attacks of nerves or characteristic symptoms of aggressiveness.

What is new and becoming worrying is the frequency of recorded attacks. General medicine, maternity, pediatrics, and reception areas are no longer spared. This trend toward increased acts

of violence, signals a disintegration of social ties, and concerns nearly all health establishments, whether in city centres, or urban or rural areas.

The targets: medical or nursing students, nurses, nurses' aides, and ambulance personnel who are "easy prey". The most common forms of aggression are verbal, and include offensive or racist remarks and rudeness. Intimidation and assault (grabbing, hitting, jostling, throwing things, etc.) also occur frequently. Unfortunately, these events can sometimes take a tragic turn; cases of homicide are not unusual.

A SECTOR PRONE TO VIOLENCE

This type of violence can also take on other aspects depending on local conditions. In Northern Ireland, for example, hospitals are sometimes targeted by paramilitary groups. In India, Africa and Asia, provincial hospitals have been regularly attacked by political, religious, or ethnic groups. In the suburbs of Paris, the number of incidents recorded over the last two years has increased sharply. For the most part, they come from delinquency, especially in its new forms of depredation.

"It's the street outside which comes directly into the hospital," says one hospital director.

A hospital complex south of Paris provides an example. A study found that "the waiting room floors are regularly tagged to mark the territory of each gang from the nearby neighbourhoods... Dealers come to sell their drugs directly in the rooms of patients being treated for drug addiction. Gangs come to settle their disputes in the hallways...Visitors stroll around the floors with pit bulls or in the cafeteria, which has become the headquarters of the gangs..."

Another almost daily preoccupation is the theft of medicines, or blackmail, especially involving narcotics. Even more serious, youth gangs no longer hesitate to pursue their victims into the wards or even into recovery rooms.

These gangs, who reign within the hospital compound, plague the daily lives of the staff and leave even security personnel – who also receive threats – powerless, in a place which should, on

danger lurks

the contrary, bring calm and comfort.

Besides this external violence, health professionals must also face the hostility of certain patients and their families. Faced with an institution often perceived as strict and sometimes authoritarian in its operation, the virus of violence finds it a natural ground for spontaneous growth. The staff, whatever their competence and good will, find themselves caught between "a rock and a hard place".

Not making things any simpler, female personnel are also confronted by sexual harassment. According to the International Council of Nurses in Geneva, the phenomenon has reached an alarming level. Sixty-nine per cent of nurses

queried in the United Kingdom suffered sexual harassment, 48 per cent in Ireland, and 76 per cent in the United States. Also pervasive is so-called "horizontal violence", that is, abusive acts perpetrated by colleagues or by doctors.

Seen from inside, several factors make the health care milieu especially vulnerable. In particular, the free movement of the public within hospitals and clinics, which is conducive to the presence of groups of organized gangs, attracted by the availability of drugs, money and valuable objects; the violence in neighbouring communities with the resulting increase in the carrying of arms; the obligation to accept more and more people, very often in a context of budget restric-

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ARE THE HEALTH SERVICES ON THE WAY TO BEING PERMEATED BY VIOLENCE, JUST LIKE CERTAIN SCHOOLS? IN VARIOUS COUNTRIES, SEVERAL STUDIES CARRIED OUT ON THIS PROBLEM MIGHT LEAD ONE TO BELIEVE THIS TO BE THE CASE.

- IN THE UNITED STATES, more than half the claims of aggression in the workplace come from the health sector. According to the Bureau of Justice Statistics, in every year from 1992 to 1996, more than 160,000 health professionals were victims of violence in the course of their duties. Another report, by the Bureau of Labour Statistics, says suppliers of medical services run 16 times more risk of violence than do other professions.

- IN CANADA, a survey carried out by l'*Association des Infirmières et Infirmiers d'Urgence du Québec (AIUQ)* in April 2000 showed that of 3,400 professionals in 11 hospital centres, 81 per cent of those queried reported acts of aggression (of all types) at one time or another in the emergency room.

- IN AUSTRALIA, the Royal College of Nursing (RCNA) indicates that at least 85 per cent of nurses have suffered either verbal or physical aggression in the exercise of their profession. The latest report of the Australian Institute of Criminology on violence in the workplace, designates the health sector as registering the highest rate of violence.

- IN THE UNITED KINGDOM, according to a survey carried out by the National Health Service in 402 establishments, 65,000 violent acts are perpetrated

yearly against nursing and paramedical personnel. Other studies underline the endemic character of violence in the health system as a whole.

- IN SWEDEN, a national survey of health and social services reveals that 67 per cent of respondents indicate having been the victims of violence or threats once or twice a month over the last twelve months. Among them, more than 9 per cent declared having suffered threats, or even aggression, almost daily.

- IN FRANCE, surveys on working conditions carried out in 1994 and 1998 by the *Ministère de l'Emploi et de la Solidarité*, showed that the health and social welfare sector exposes the largest number of workers to risk of aggression by the public. 45.8 per cent of the employees of the sector said they had strained relations with the public in 1998. Nearly 50 per cent of nurses and paramedical personnel feel very much exposed to dangerous situations. In 1998, the management of l'*Assistance Publique des Hôpitaux de Paris*, counted 2,000 thefts, 333 cases of attempted damage to property, and 109 incidents of violence, in 27 of its 51 establishments. Other recent studies confirm the emergence of the phenomenon in all French hospitals.

GENERAL ARTICLES

IT SECTOR HEALTH SERVICES BRETTON WOODS



ILO/Gbéro E.

CONTROL VIOLENCE
A safe work environment free from danger is a basic element for providing quality health care.

>> tions and staff reductions; schedules and working conditions leading to the isolation of staff; the deterioration of access to health care, as well as the sometimes difficult relations between the medical team and the patients or their families; personnel little prepared to deal with crisis situations or violence.

In short, dysfunctions (unsuitable premises, weak internal organization, long waiting lines, ineffective alarm and transmission systems, abusive or oppressive medical power...) which causes discomfort, insecurity, stress, and even aggression.

Under such conditions, employees feel increasingly severely the stress introduced in their functions, with the distinct impression of no longer being respected by their clients. They also deplore the absence of support from the institutions which they serve.

Moreover, numerous studies have revealed that many cases of aggression suffered by health care workers are concealed out of fear of reprisals, tarnishing their professional image or harming the reputation of the establishment. In addition, there still exists in this sector a tendency to play down these incidents because the idea that "violence is part of the risks of the profession." Thus, for example, the statistics on reports of work accidents involving acts of violence in certain hospitals do not always reflect the reality of the dangers incurred.

ANTICIPATE AND CONTROL VIOLENCE: A DOUBLE CHALLENGE

The ongoing awareness-raising campaigns initiated by professional organizations and unions have now led authorities and employers concerned to respond. This takes different forms in different countries.

Equality of access to health care and well-being could be seriously compromised if working conditions or workplaces continue to elicit disillusionment among the professionals. Therefore, it is clear that the public authorities and the employers have a key role to play to guarantee a decent and safe working environment.

In spite of everything, health services constitute a sector of the future, called upon to develop continually over the following years. In fact, several ILO studies (*see World of Work, No. 5, 1993*) pointed out the sector's good employment prospects, because of demographic growth and the ageing of the population, in the industrialized countries as well as in low-income countries.

To this end, a safe work environment free from danger is a basic element for providing quality health care. To reach that point, an innovative and effective strategy of prevention remains a priority. In this regard, a 1998 ILO report on violence at work gives precise instructions which can serve as a framework for establishing a prevention policy based on a participative procedure and the commitment of all the professionals and authorities concerned.

Still, it is not always possible to prevent all violent incidents. Nevertheless several types of action at least allow the risks and their consequences to be minimized. Most recommended prevention strategies underline the importance for each organization to adopt a prevention plan, which must include the following elements:

- A clear institutional policy regarding unacceptable behaviour and the appropriate measures to take if the need arises.
- Improvement in the quality of service and relations with users of the facilities.
- Establishment of incentives in the workplace for the systematic reporting of every violent incident or questionable behaviour.
- Implementation of programmes of assistance to personnel in order to ensure effective action on behalf of the victims.
- Introduction of appropriate organizational measures and techniques to reduce the risks of aggression or malicious acts.

- Close collaboration with the police and judicial authorities.

THE ROLE OF UNIONS, PROFESSIONAL ORGANIZATIONS AND THE ILO

To maintain their values, unions and professional organizations must promote better awareness of the phenomenon as well as responses which are best suited to the working environment and the concerns of workers.

Concretely, they can help to collect testimony from victims, employees or users of the facilities, and take a more active role in the implementation of various prevention, control, and training measures. The various initiatives and positions taken here and there show that the profession intends from now on to strive to restore a culture of non-violence in the health care environment:

- In Australia, the Australian Nursing Federation, is mobilizing for “zero tolerance” of violence against nurses, and is leading a vast sensitization campaign for the public by means of public service announcements on television.
- In Canada, the *Fédération Canadienne des Syndicats d’Infirmières et d’Infirmiers*, contributes to improving working methods and strategies likely to significantly reduce the risk of violence.
- In the United States, the American Nurses Association, with its 53 member associations puts pressure on the federal authorities to adopt legislation promoting the safety of nurses and the quality of nursing services.
- In France, the *Fédération CFDT Santé*, has drawn up a model protocol agreement to prevent violence in the hospital, and to deal with it when it does occur.
- In the United Kingdom, the Royal College of Nursing, one of the most important professional nurses’ associations, actively participates in the national campaign called “For an End to Violence”, and works closely with public authorities to safeguard the right of nurses to safety in the workplace.

All of these initiatives cannot truly be sustained unless the public authorities supply legislative mechanisms and adequate resources. During the last five years several countries have adopted legislative mechanisms and innovative regulations to combat aggressiveness and violence in the workplace. They also cover certain categories of workers, including those of the social and health services. In the United Kingdom, for example, the Minister of Health has

devised a plan of action for reducing the risk of violence against the staff of the National Health Service. The objective is a reduction in violence of 20 per cent in 2001, and 30 per cent by the year 2002. Moreover, additional budgetary funds are allocated for the support of training activities.

– Bernard E. Gbézo, Consultant, *Mobilization of human resources in the hospital environment*

A Joint Programme on Workplace Violence in the Health Sector

By its extensive experience the ILO can be the driving force in the development of effective responses to the challenges posed by the problem of violence in the workplace in general, and in the health sector in particular. The project, run jointly with the World Health Organization (WHO), the International Council of Nurses (ICN), and Public Services International (PSI), falls within this category.

The Joint Programme was initiated in 2000 following studies and a meeting on the workforce in health sector reforms. It involves country studies (since there is mainly evidence from industrialized countries) in South Africa, Mozambique, Lebanon, Bulgaria, Portugal, Brazil and Thailand and some cross-cutting themes: stress and workplace violence in the health sector, a comparison of various national guidelines and victim management and rehabilitation. Among the elements to be examined will be the role of unions and professional organizations representing health care workers in organizing their members to face the challenge.

The goal is to develop anti-violence guidelines for the health sector and subsequently the possible adoption of an ILO Code of Practice for service sectors.

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PLANET WORK

A REGULAR REVIEW OF TRENDS AND DEVELOPMENTS IN THE WORLD OF WORK

JOB SCENE

■ In the wake of September 11, a new survey has found that employees in the US are seeking a novel source of support and security at work – their bosses. The survey carried out by the CIGNA HealthCare said 54 per cent of those queried said their lives at home and at work had changed since the attacks, while 62 per cent said their employers had been helping them cope. Of these, 28 per cent said their employers had made counselling available while 27 per cent said their employers had offered time off or flextime in response to personal needs and concerns. Another survey, carried out by MarketFacts TeleNations of Chicago said, that despite conventional wisdom that workers were reassessing their working lives, careers and priorities in the wake of September 11, most people aren't yet ready to re-adjust their work goals. Of 600 people surveyed, 92 per cent said they had no plans for career changes.

– Source, CIGNA HealthCare, USA 15 November and the Business Wire (www.businesswire.com)

■ The global news and financial information powerhouse Reuters is shedding jobs in the wake of recession and the attacks of September 11. Reuters announced some 500 additional jobs would be lost, on top of 1,100 announced in July as part of a cost savings move. The announcement came despite announced increases in revenue of 4 per cent for the third quarter of 2001. However, Reuters said revenue from some business was expected to slowdown due to economic conditions.

– Source, The Associated Press, 16 October

■ The Japanese motor industry is expected to see a major drop in employment, with some 143,000 job losses expected by 2005. The Confederation of Japan Automobile Workers' Unions and the Mitsubishi Research Institute blame



ILO/Matthard J.

the decline on foreign competition, a shift of production overseas and more foreign ownership of Japanese car companies. Among the expected layoffs, 116,000 may be borne by the auto-parts manufacturing sector. Suppliers are under pressure to consolidate, cut costs and improve efficiency.

– Source, The Financial Times, London, 5 September

■ In Peru, police have arrested a 50-year-old woman on suspicion of illegally helping some 1,000 Peruvians of Japanese descent find work at a bakery. The woman lacked a license for job placements, police said, and was suspected of taking a commission of about 10 per cent of the workers' salaries. The scheme was no small business: police said they believe the woman received some 150 million Japanese yen in commissions over the past five years – or about 2.5 million Yen per month.

– Source, Yomiuri Shimbun, Japan, 5 September

■ In Belgium, unions representing banking staff have gone on strike to protest their bank's merger. Union members say they want to be consulted before the merger takes place and are insisting on prior guarantees of jobs and working conditions. The unions have

also urged other firms to delay mergers, saying they want to see how plans will effect job security and status.

– Source, Echo, Brussels, November

UNION ISSUES

■ In Turkey, laid off shoe factory workers are taking matters into their own hands. Some 76 workers – part of a group of 245 who were furloughed in May – have been protesting in shifts outside a shoe factory in Istanbul. Their demands: whether the factory will re-open and if so, that they are reinstated in their jobs. The workers are members of the Deri-is trade unions and their long-term aims are receiving recognition for trade unions and negotiating rights. Observers say the protest seems to be part of a more militant stance being taken by workers who lose their jobs. In France, for example, workers blockading a factory site voted recently to accept improved redundancy terms. The vote came after sometimes intense pressure from workers to improve their severance packages.

– Sources, Irish Times, 4 September, Le Monde, Paris, 18 November

■ In the US, more Americans are supporting unions. So says the polling firm ICR which said a survey done for the US

labour day holiday in September found general approval of unions runs nearly 75 per cent, higher than 20 years ago when union approval was favoured by less than 66 per cent of those queried. Meanwhile, the survey said that while public support for unions was rising, union membership was on the decline. The percentage of US workers belonging to unions fell to 13.5 per cent, the lowest in 60 years. Government officials blame the drop on a decline in heavily unionized industries and job growth in non-unionized sectors of the economy.

– Source, *The Associated Press*, 30 August

WORKPLACE HEALTH

■ A social worker in the **UK** who said her life was ruined by stress at work has received 140,000 pounds in compensation. The woman received the payout after her employer, a local county council, admitted it was negligent in asking her to run a home for the elderly without proper training. The case is the fourth to be brought against the same county council in 18 months and appears to stem from a management problem that left a succession of temporary managers in charge before the woman was appointed. The woman said she developed acute depression, stress and phobias during her four years work at the home.

– Source, *The Independent, United Kingdom*, 5 September

■ Smoking may be bad for your job. So it seems in Swindon, **England** where a salesman was sacked just two days after starting work for smoking off the job. The employee said he never smoked at work, and only smoked 10 cigarettes a day but that it was too much for his employer. Observers say the incident was a sign of growing anti-smoking sentiment at the workplace in some areas. An anti-tobacco group responded by saying a company has the right not to employ smokers and some already do.

Companies that ban smokers say their work performance can suffer from withdrawal, lack of concentration and sick leave.

– Source, *The Financial Times*, November

MIGRATION AND MOVEMENT

■ The September 11 attacks plus the economic downturn in the United States appear to be reversing migration between the **US** and **Mexico**. According to recent reports, some 350,000 Mexicans fled the US in the two months since the attacks, up 9 per cent from the previous year. The tide of returning migrants will not only put new pressure on Mexico to provide social support on jobs, but is also having repercussions for the US as migrants empty their bank accounts there.

– *The Wall Street Journal*, 15 November

■ **Indonesia** is considering amending its immigration law to ease foreigners' permit requirements. Officials say a new draft bill will provide visa-free travel to residents of certain countries still to be named under a decree on reciprocal rights. Countries offering the same migration privileges to Indonesian workers are expected to be on the list.

– Source, *Jakarta Post*, November

■ The transient population of Shanghai, **China** is set to reach nearly 4 million, five times the figure in 1984 with the first statistics were gathered. Shanghai officials say some 80 per cent of the transients spend more than six months in the city, and 85 per cent come from rural areas of neighbouring provinces in China and are of working age. Most work in building, manufacturing and catering sectors.

– Source, *Xinhua News Agency*, 12 November

■ The number of **Filipino** seafarers is expected to reach over 200,000 by the end of 2001. According to the Govern-

ment's Labour and Employment Department, said the number of seafarers being deployed averaged about 17,000 per month. While providing work, officials said the rising numbers also pose new demands on authorities to provide services and support.

– Source, *BusinessWorld, Manila* 15 November

HIV / AIDS

■ **Kenya** is seeing more private sector initiatives to fight AIDS at the workplace. The Maisha Campaign aims to pool resources from the private sector and focus then on the fight against AIDS. The campaign is a joint effort of the National AIDS Control Council, the Federation of Kenya Employers (FKE) and the Kenya Association of Private Companies. Faced with losing manpower to AIDS, employers have called for a series of national measures to promote safe sex and provide more information via the media.

– Source, *The Nation, Kenya*, 17 November

MISCELLANEOUS

■ The Baltic and International maritime council (BIMCO) has strongly urged the United Nations to take action against worsening incidents of piracy, either in port or on the high seas. BIMCO said the threat of piracy was increasing, and that its members were reporting increasingly violent armed attacks in which seafarers were killed. The Council called for support of law-enforcement against piracy, promotion of national legislation, establishment of partnerships and cooperation between coastal states and the shipping industry and promotion of more robust security measures around shipping terminals and in ports.

– *Gulf News*, 21 October

New international union body tackles globalization



The first World Congress of Union Network International (UNI), held in Berlin in September, marked the arrival on the international stage of a potentially powerful new voice in the trade union world.

UNI was established last year with the merger of four smaller union federations, Fiet, Communications International, the International Graphical Federation and MEI (Media and Entertainment International). According to Philip Jennings, UNI's General Secretary, the merger was a conscious response to the process of convergence between the IT, telecoms, and print and media sectors, and to the growth of a knowledge-based service economy. UNI claims 800 affiliated unions in 140 countries, which in turn represent workers in – among other sectors – commerce, banking, IT, telecoms, the graphics industry, the media, tourism and the postal services.

UNI's creation is part of a wider process of strategic reform being undertaken by trade union bodies, as a response to global economic developments. The Brussels-based International Confederation of Free Trade Unions (ICFTU) is currently engaged in a Millennium Review, one result of which is expected to be closer structural links with UNI and the other sectoral trade union bodies, collectively known as international trade secretariats (ITSs). The ICFTU brings together national federations of trade unions, whilst individual trade unions affiliate to their appropriate ITS. Saddled with an unprepossessing name, the international trade union groups have recently announced their intention to rebrand themselves as 'Global Unions', an alliance which includes the 10 sector-based ITS, the Trade Union Advisory Committee to the OECD (TUAC) and the ICFTU. UNI's founding Congress was careful to acknowledge ICFTU's overall coordinating role in relation to world labour policy issues. Nevertheless Bill Jordan, ICFTU's current General Secretary, himself

described UNI's creation as the "most significant development in international trade unionism for decades".

Appropriately, UNI was meeting in Germany, which itself has seen a transformation of the familiar union landscape in recent months, with the merger of five unions into the new three-million strong services union.

The German Federal President Johannes Rau, one of the guest speakers at the Congress, told trade unions of the importance for them to act at the international level. "I do not see that it is the mission of an international trade union network to block the globalization process. Rather I see the mission to be to give economic globalization a direction, which leads to more prosperity for all, more justice, more solidarity and more cooperation," he said.

His call was echoed in the subsequent debate on the issue, where UNI committed itself to a position arguing for "a social dimension to globalization". This included calls for the implementation of basic labour standards in future WTO trade agreements, the strengthening of the work of the ILO, the democratization of the IMF, the World Bank, and other international bodies, and measures (such as the so-called Tobin tax) to control short-term international capital flows. As one French trade union delegate put it, "It's not globalization we're against, but a particular idea of globalization – that of an international financial system out of control of governments and people."

UNI's Philip Jennings warned that the globalization process might not survive if it was not linked to greater international equality. He argued that UNI had a role to play in extending social dialogue and partnership from the national to the international level. "We have already signed three global agreements with multinationals – Telefónica, Carrefour, and OTE – and plan many more. The aim is to build effective dialogue with these enterprises," he said. "And if things go wrong we want to be able to help members in trouble, with effective global solidarity," he added.

UNI's Congress delegates had to tackle the

uncomfortable fact that trade union membership is falling in many parts of the world. Even in a strongly unionized country such as Sweden, they were told, the percentage of young people who were union members had fallen sharply, down from 62 per cent to 47 per cent in just six years. UNI claimed a role for itself in coordinating international organizing campaigns, with two recent examples having focused on call centre staff and on the mobile phone sector. UNI has also stressed the value of e-mail and the Internet, as international organizing tools.

There was also evidence from Berlin of a growing awareness that trade unions will need to reach out to people engaged in new ways of working.

UNI called for rights for what it called “new workers”, drawing attention to the particular needs of teleworkers, part-time and casual workers, creative workers, the self-employed, and IT “techies”. UNI Congress delegates heard of initiatives taken in several countries, including Spain, the Netherlands, Germany, and the USA, for unions to make themselves relevant to workers not engaged in traditional employee/employer relationships. “Our members increasingly will be working as freelancers, teleworkers, agency staff, subcontractors and pan-continental work travellers,” Philip Jennings said. “The bargaining agenda needs to change to deliver family friendly policies that support an increasingly flexible work pattern.”

Director-General posts “Decent Work” agenda in Canada

In order to promote a “Decent Work” agenda in the face of growing insecurity in the North and South American workplaces, ILO Director-General, Juan Somavia met with Canadian officials in the capital city of Ottawa. He also addressed the XII Interamerican Conference of Ministers of Labour, held in the wake of the 11 September attacks in the United States.

OTTAWA – After arriving in Ottawa on 14 October, Mr. Somavia discussed the “Decent Work” approach as a productive factor for enterprises and overall economic stability, with several Canadian officials including the Prime Minister, Jean Chrétien, the Minister of Labour, Claudette Bradshaw, the Deputy Minister of Human Resources, Claire Morris, and the Minister of Finance, Paul Martin.

Mr. Somavia also participated in a roundtable meeting with the Canadian Employers’ Council and met with the Canadian Labour Congress in Toronto before the 18 October opening of the Interamerican Conference in Ottawa.

Throughout these meetings, Mr. Somavia

emphasized the ILO’s “Decent Work” agenda, which calls for men and women to have productive work in conditions of freedom, security, equity, and human dignity. He urged countries to take the preventive measures of establishing social protection programmes, encouraging social dialogue, and giving priority to job creation, rather than being taken by surprise as in the Asian crisis.

The Director-General also noted that job insecurity had intensified sharply throughout the Americas following 11 September, but added that workers in Latin America were already facing a crisis situation long before, with 45 per cent living in poverty and 35 per cent living without social protection.

“There are 160 million people unemployed in the world and another one billion underemployed,” the Director-General said. “We need to work with governments everywhere to make sure that job creation remains a priority. It has to be the issue at the top of every agenda.”

“Unemployment, layoffs, and lack of social protection has underpinned a deep human insecurity about the future,” the Director-General said. He challenged Canada to take the lead in implementing agreements of the Conference, and committed the ILO to working closely with the countries of the region in this endeavour.



ILO/Delacôte P.



ILO/Delacôte P.



ILO/Delacôte P.

ILO adopts new Code of Practice on disability in the workplace

The ILO has adopted a comprehensive Code of Practice on disabilities in the workplace. The new Code is designed to enable people with disabilities to integrate into the workplace, and provides guidance on issues such as recruitment, employment, advancement, job retention, and return to work after taking leave.

GENEVA – Unemployment among the world's 386 million disabled people of working age is far higher than for other working age individuals, with rates of up to 80 per cent in some countries.

Lack of access to education and training, assumptions that people with disabilities are unable to work, unavailable support services, and lack of supportive legislation, contribute to these high unemployment rates. For a worker in a wheelchair, for example, transportation issues and simple lack of accessibility into the workplace building can preclude being considered for a position or returning to a job after becoming disabled.

"Many people with disabilities can and want to work, yet they are frequently excluded," says IFP/SKILLS Director Pekka Aro about the new ILO Code of Practice on the Management of Disability at the Workplace.

These and other obstacles stand in the way of disabled people earning their own living, supporting their families and contributing to the national economy. The resulting loss is felt at every level, not only by disabled people themselves and their families, but also by employers and wider society.

The main points underlying the Code are the following:

- The social partners ought to promote the "social" model of disability and challenge the "medical" model – the "social" model focusing on removing barriers to disabled persons arising from social factors, and the "medical" model emphasizing the individual's impairment and inability to perform certain everyday activities.
- With the right skills, in the right job, with the

appropriate support, employees with disabilities are capable and reliable, and furthermore, an asset to their employers.

- Managing disability issues can be in the business interest of employers, saving them not only time but also money in insurance payments and replacement staff on-boarding costs.
- Employers can benefit from recruiting people with disabilities directly, and also by retaining people who acquire a disability while in employment.
- Organizations of people with disabilities can play an invaluable advisory role in developing disability management strategies.

Despite the efforts of many governments over the last 20 years to introduce and enforce employment equity laws and implement programmes to promote the rights of people with disabilities, the question of disability and the workplace is likely to increase in scope in the future, with the growing incidence of disability arising from such factors as armed conflicts and land mines, the persistence of malnutrition and disease in developing countries, and the spread of HIV/AIDS.

The active participation of the social partners is needed, and along with the adoption of this new ILO Code of Practice, both employers' and workers' organizations are mobilizing to inform and advise their members on disability and labour, and many groups are playing a promotional role at the national level for the development of good practices, making disability an issue of enlightened human resources development/management rather than social welfare.



ILO/Maillard J.

Forest work and sustainability: New test case

Can globalization work for both people and the environment? This is the question the ILO is asking in the forestry and wood industry, where the momentum of globalization and unsustainable practices have resulted in significant job losses and increased insecurity for forest-based livelihoods.

GENEVA – Do jobs grow on trees? Not for some 47 million workers in the forestry, wood, furniture, pulp and paper industries, as well as the more than 400 million people living in or next to forest areas worldwide.

Current threats to jobs and livelihoods include raw material shortages in several developing countries, partly amplified by restrictions on forest harvesting and illegal logging. In China alone, such restrictions will affect more than 1.2 million forest workers. In almost all countries, the use of advanced equipment, structural changes, and mergers and acquisitions as a result of globalization have led to a steady decline in the workforce.

In a meeting held from 17 to 21 September, on the Social and Labour Dimensions of Forestry and Wood Industries on the Move, employers, workers, and governments came together to discuss current concerns and to agree on a way forward in the globalizing industry.

Understandably, environmentalists, loggers, and indigenous people living in forest areas have historically clashed in their approaches to the forest industry. Nevertheless, the tripartite participants at the ILO reached a consensus and concluded that globalization and sustainable development of forest resources, the forestry industry, and the people involved, can indeed be compatible and harmonious interests.

It is clear that the forestry industry will be a “test case” in the globalization debate. To rise to the challenge, the industry has pioneered a series of new tools to put the concept of sustainability into practice. The meeting recognized, for example, the value of voluntary, third party certification of



Keystone

good forest management, including “a minimum coverage of social aspects”, based on core ILO Conventions and the ILO Code of Practice on Safety and Health in Forestry Work, in promoting sustainable forest management by employers and in communicating the industry’s social achievements to stakeholders.

Other measures called for the application of the ILO Declaration of Fundamental Principles and Rights at Work throughout the industry, particularly in the case of contract forest workers. The meeting also acknowledged that training programmes, reforestation, and promotion of small and medium-sized enterprises will help to reduce uncertainty for forestry industry workers.

Social dialogue at all levels will be essential to developing and spreading good practices, allowing them to become the norm instead of the encouraging exception.

The ILO will have a pivotal role in realizing the goal of sustainable development in a globalizing forestry industry. Specifically, the Organization will establish linkages with relevant United Nations organizations, promote social dialogue in the sector, and conduct research on key indicators in the industry, to ensure that the social and labour concerns, addressed in the ILO Declaration are taken into account in international policy discussions affecting the forestry and wood industries.

SEARCH
Plenty of
trees, but
where are the
jobs?

World Conference Against Racism: ILO attacks discrimination

The Director-General led a tripartite delegation to the Conference, in Durban, where the ILO participated in three roundtables dedicated to issues of discrimination in the workplace. These roundtables included one high-level panel on the UN Global Compact Initiative.

DURBAN, South Africa – “Racism is a workplace issue. Where racism and discrimination exist, workers are faced with them constantly, day-by-day, as they try to earn a living. And if you are unemployed, they are formidable obstacles to getting a job.”

With these words, the Director-General defined ILO input to the World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance, held here in September. For the Organization, participation at the Conference was symbolic of its continuing role in the fight against discrimination. Eleven years earlier, Nelson Mandela had come to the ILO to acknowledge the Organization’s prominent role in ending apartheid.

UN Secretary-General Kofi Annan, Chairman of the ILO Governing Body, Alain Ludovic Tou, and ILO Employer Vice-Chairman Daniel Funes de Rioja, were among the panellists at the high-level meeting. The second roundtable session was a multi-stakeholder workshop, and was attended by representatives of trade unions, NGOs, private business, and UN organizations. Lord Brett, ILO Worker Vice-Chairman, appeared as a speaker at the third and final roundtable session on implementing policies of diversity and equality.

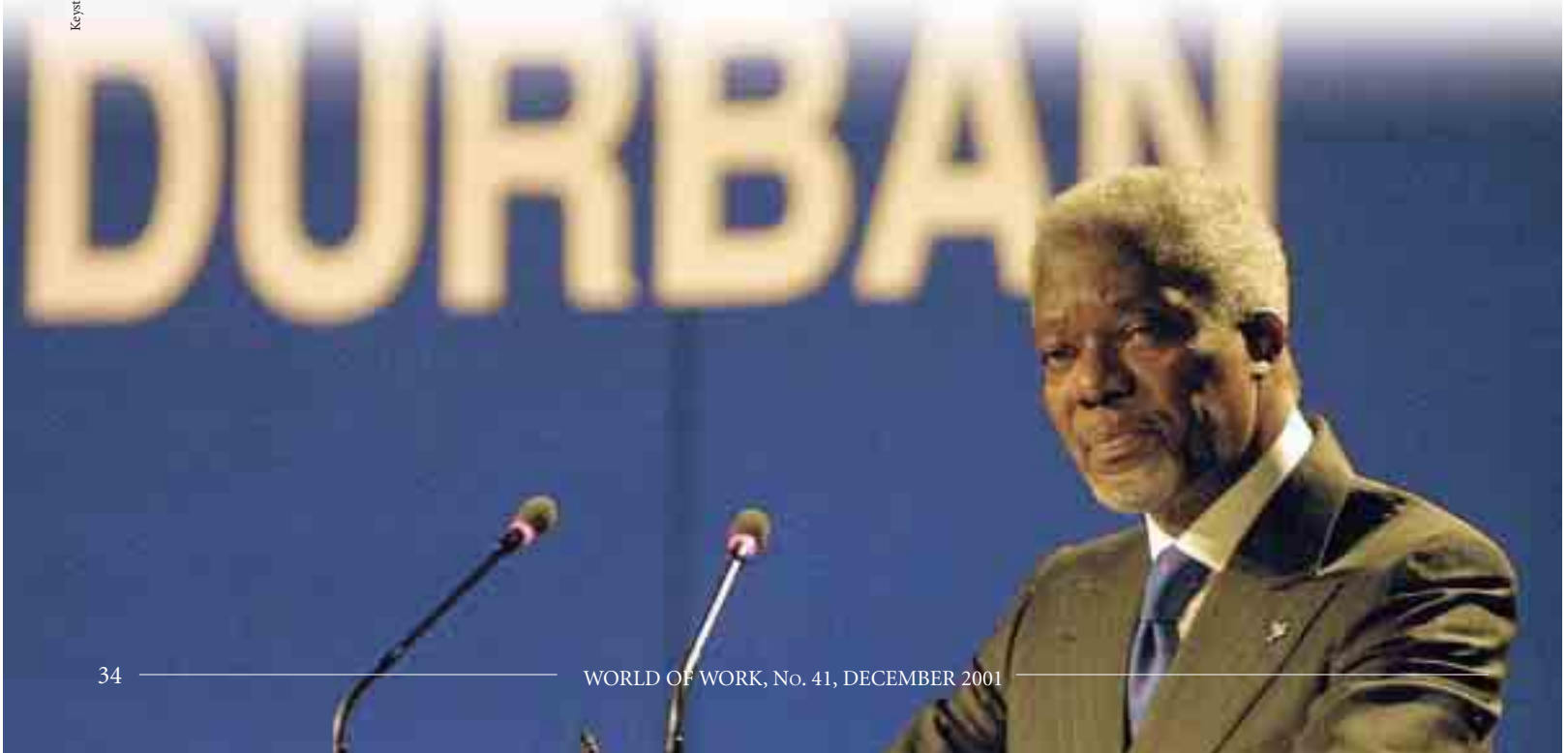
Although there were two controversial issues – regarding the Middle East, and another about whether there ought to be formal apologies and recompense from former colonizing countries to the countries they colonized – which dominated much of the discussion at the Conference and parallel roundtable discussions, the question of discrimination and labour was not ignored.

“The workplace is surely one of the front lines,” the Secretary-General said, adding that discrimination was bad for business.

“Discrimination on the basis of gender, race, age, disability, sexual orientation, background, and other qualities, is all too common,” the Secretary-General continued. “Statistics have amply documented phenomena such as unequal pay for equal

DURBAN
Kofi Annan
addresses
racism summit

Keystone



work, “the glass ceiling” that bars women from executive power, and the lack of access to opportunities and services experienced by some groups, but not others... Upholding the universal ideals of equality and human dignity is a virtue in and of itself. But doing the right thing is also good for business.”

Mr. Somavia noted the susceptibility of certain social and economic sectors to discrimination, among them children, migrants, minorities, indigenous and tribal peoples, and highlighted the ILO Conventions as tools to protect these populations.

At its conclusion, the Conference adopted a Programme of Action, urging states which have not yet done so to fully apply the ILO Declaration on Fundamental Principles and Rights at Work, and to ratify and implement the following ILO Con-

ventions: Migration for Employment (Revised), 1949 (No. 97), Discrimination (Employment and Occupation), 1958 (No. 111), Minimum Age, 1973 (No. 138), Worst Forms of Child Labour, 1999 (No. 182), Migrant Workers (Supplementary Provisions), 1975 (No. 143), and Indigenous and Tribal Peoples, 1989 (No. 169).

The Programme of Action emphasized application and implementation of the agreed voluntary measures, and reflected, in the words of Mr. Somavia, an aim of “moving beyond lip-service”.

The ILO also secured the inclusion of several measures to advance non-discriminatory practices in the workplace, such as formal encouragement of States to collaborate with the private business sector to develop voluntary codes of conduct designed to prevent, address, and eradicate racism.

**“Discrimination
is everybody’s
business”**

ILO joins UNAIDS

The ILO has formally signed on as Co-sponsor of the United Nations Programme on HIV/AIDS (UNAIDS). The ceremony on 25 October culminated two years of intense efforts by the Office to launch an AIDS programme and bring its efforts to the forefront of the international campaign against the disease.

GENEVA – The ILO joins the seven existing UNAIDS Co-sponsors – UNICEF, UNDP, UNFPA, UNDCP, UNESCO, WHO and the World Bank – in the joint mission of preventing the spread of HIV, providing care and support for people infected and affected by the disease, reducing individual and collective vulnerability to the virus, and easing the socioeconomic and emotional difficulties caused by the epidemic.

The agreement to join UNAIDS came shortly after the ILO launched a pioneering Code of Practice on HIV/AIDS and the World of Work, at this year’s UN General Assembly Special Session in New York.

“HIV/AIDS affects everyone today but has an especially profound impact on workers and their

families, enterprises and employers, and national economies,” the Director-General said on signing the agreement. “With the accession of the ILO to UNAIDS, we now add the historic force of tripartism – governments, workers, and employers – to the international efforts being undertaken to meet the challenge of HIV/AIDS and its impact on the world of work.”

The ILO is currently expanding its Programme on HIV/AIDS and the World of Work with activities in Africa, Asia, Eastern Europe, and Latin America and the Caribbean. The programme aims to support the efforts of governments and their social partners at national, sectoral and enterprise levels to combat the epidemic. As a Co-sponsor of UNAIDS, the ILO will be collaborating with UNAIDS partners directly at the country level.

The Organization offers other Co-sponsors direct access to workers and employers as part of its tripartite constituency, and will pool its funds, resources, knowledge, and expertise in the field, to improve upon existing HIV/AIDS programmes.

“The ILO brings to UNAIDS its understanding and expertise in the world of work. We know the workplace is a key location for HIV/AIDS prevention and care programmes,” said Dr. Peter Piot, Executive Director of UNAIDS. “The ILO’s Co-sponsorship will considerably strengthen UNAIDS.”

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NEWS

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ILO IN THE PRESS

New safety and health guidelines for the non-ferrous metals industries



ILO/Maillard J.

The ILO has adopted a first ever **Code of Practice on Safety and Health in the Non-ferrous Metals Industries**, which provides specific guidelines for workers, employers and governments, on safe work in the sector, addressing specific occupational hazards, particularly regarding production of primary non-ferrous metals in bulk.

GENEVA – Production of the major non-ferrous metals – aluminium, copper, lead, manganese and zinc – totals about 45 million

tons per year. The sector employs almost two million workers.

Workers commonly face physical hazards including noise, vibration, heat stress, radiation, confined spaces, dust, and dangerous chemicals, on a daily basis. The Code covers a range of practices to address these widespread working conditions, such as risk assessment, risk management, training, emergency and first-aid procedures, personal protection, and workplace surveillance.

There are also measures specific to individual metals for dealing with furnaces, molten metal, waste material, alloys, and recycling.

While enterprises in the industry vary considerably in terms of type of metal produced, size, technology, economic stability and culture, it is clear that the non-ferrous metals industries are diverse and expanding.

Increasingly sophisticated products are being produced using an array of chemicals and treatment processes in the smelting, refining and finishing stages of production. Recycling of non-ferrous metals, including the separation of complex compound materials, is also growing in importance on environmental and sustainable development agendas.

In light of the growth in the industry, the new Code of Practice provides practical ways of ensuring that the safety and health of all those involved in non-ferrous metals production worldwide, in enterprises large and small, are afforded the highest priority.

GOVERNING BODY

Myanmar, globalization, workers rights top agenda

GENEVA – The International Labour Office (ILO) Governing Body's 282nd session has renewed a commitment to eradicating forced labour in Myanmar, established a World Commission of 18 eminent persons to examine the social impact of globalization and called for a halt to violations of freedom of association in Belarus and Venezuela.

The ILO Committee on Freedom of Association marked its 50th year in defence of the principal of workers to organize and engage in collective bargaining.

The Governing Body also agreed on the broad outline of a technical cooperation programme for Colombia with the goal of creating mechanisms to safeguard the lives of trade union and

business leaders in that country while strengthening compliance with freedom of association, as well as improving social protection, working conditions and freedom of enterprise in Colombia.

MYANMAR

The Governing Body expressed profound concern over the limited impact

of Government measures to end forced labour in Myanmar, and called for a permanent ILO presence in the country to monitor continued efforts to eradicate the practice.

The decision followed a debate on the report of an ILO High Level Team which visited the country in September this year. The Team found that despite legislation introduced one year ago, the practice of forced labour persisted in many parts of Myanmar, especially where the military presence was significant.

During the debate, it was noted that the perpetrators of forced labour, largely the military authorities, could not be allowed to act with impunity from criminal prosecution. The Governing Body called upon the Director-General to provide technical assistance with the implementation of new legislation, including the eventual establishment of an ombudsman.

The Governing Body acknowledged that Myanmar had made efforts to remedy the problem of forced labour and had extended cooperation to an unprecedented investigation conducted by the High Level Team of ILO experts.

The report of the High Level Team said that long-term representation of the ILO in Myanmar “would strengthen the confidence of victims in seeking redress.” It could also provide assistance to the authorities responding to the international community regarding allegations made with respect to the continuing practice of forced labour.

WORLD COMMISSION ON GLOBALIZATION

The Working Party on Social Dimensions of Globalization proposed a World Commission of 18 eminent persons. The Commission members, who are expected to be named early next year, will participate in the formulation of a “major, authoritative report on the social dimensions of globalization, including the interaction between



Paprika

Globalization: In the “real world” many developing countries lose out

GENEVA – A new study* prepared for the Governing Body says many developing countries remain marginalized from the world economy and are missing any significant benefits from the globalization of trade.

“In contrast to the comfortable predictions of smooth and costless adjustment in standard theory, trade liberalization can impose heavy adjustment costs in the form of a contraction in output, high unemployment and wide trade deficits,” the paper says.

While trade growth had a generally favourable effect on employment and wages in the manufacturing industries of some countries, the study found that many countries in the developing world “saw their collective share of world merchandise trade decline from four per cent during 1980-82 to three per cent in 1996-98.”

At the same time, trade in primary commodities, a major component of developing country exports, shrank as a percentage of international trade from 43 per cent in 1980 to less than 20 per cent in 2000, due to lower consumption resulting from technical progress and the continued development of synthetic substitutes for many raw materials.

This combination of factors has left many developing countries – particularly the least developed countries – “unable to benefit because they have been unable to shift their export base away from primary commodities to exploit the rapidly growing demand for manufactured exports,” the report says. In addition “many failed to develop the physical infrastructure and the skills base necessary for the development of manufacturing.”

* “Trade liberalization and employment”, Working Party on the Social Dimension of Globalization, GB.282/WP/SDG/2, Geneva, November 2001.



ILO

the global economy and the world of work.”

The choice of members, to be appointed by the Director-General, will include “eminent individuals with outstanding personal achievements and vision, participating in their individual capacity.” The Commission report is scheduled to be submitted to the Governing Body at the March 2003 session.

According to the GB decision, the composition of the Commission, should “encompass in a balanced manner the principal views and policy perspectives in globalization debates, thereby offering prospects for the development of consensual solutions with broad-based support.”

FREEDOM OF ASSOCIATION

The Governing Body’s Committee on Freedom of Association issued urgent calls to Belarus and Venezuela to modify legislation and practices which severely limit trade union freedoms. The Committee also celebrated its 50th year of work defending rights of workers to establish representative

trade unions. Currently there are 76 cases pending before the Committee. At its present meeting, the Committee examined 16 cases, reaching definitive conclusions in seven cases and interim conclusions in nine cases.

The Committee issued a request to the Government of Belarus to “institute truly independent investigations into a series of allegations concerning pressure and intimidation of trade unionists and interference in trade union activities through management efforts to establish new union structures.” In the case of Venezuela, the Committee noted with regret that the Government had failed to end the functions of Venezuela’s National Electoral Council (CNE) in respect of trade union elections and that the CNE decided to enact a Special Statute for the renewal of trade union leadership, “which regulates excessively the electoral process of trade unions.” The Committee “reiterated its call to put an end to the functions of the CNE and to repeal the Special Statute.”

– Source, Press release ILO/01/49, 20 November 2001

The Bretton Woods Institutions and trade unions: Building a dialogue

For several years international financial institutions have been under fire from unions and civil society. Thus as the WTO (World Trade Organization) and the Bretton Woods Institutions (the International Monetary Fund and the World Bank) shape the world economy, they are reproached for imposing hard-line free enterprise on countries which are not necessarily prepared to face its social consequences. Here, labour journalist Samuel Grumiau explains how an international seminar organized by ACTRAV (the ILO Bureau for Workers' Activities) in Geneva from 24 to 28 September of this year made it possible to discuss the various points-of-view on this subject and to refine union strategies on globalization.

Seated around the same table, representatives of trade unions and international financial institutions were at least in agreement on one point: for several years, these institutions endeavoured to discuss their policies openly and to attempt to review them. However, the workers were sceptical about the good will of the financiers when it came to their commitment to consult civil society. The World Bank and the International Monetary Fund (IMF) decided that all loans accorded under preferential conditions and all measures for debt relief had to be based on a strategy of poverty reduction, a process which should provide for more systematic consultation with civil society, including trade unions. However, according to labour leaders, there is still a long way to go. "One day I was called to meet a representative of the Bretton Woods Institutions", says François Murangira, Secretary-General of the Rwanda union CES-TRAR, "but only during breakfast in a big hotel in Kigali! I would have preferred to have him meet the inhabitants too. He would have seen homeless people, sick people, starving people. He would have seen that while the financial institutions produce tons of pages of reports, poor people continue to die by the thousands." Too often, consultation with the

unions turns into a monologue by the representatives of the international financial institutions, who explain strategies to the unionists without asking for their opinions.

If the international financial institutions recognize that their communication strategy hasn't been a great success until now, the unions also need to sharpen their arguments. "Unions must show that the justice they demand for workers produces results, that it improves the performance of the economy and the enterprise. That would highlight the idea that the union is something normal and respectable," notes an ILO official. But do unions in developing countries have the means to keep themselves informed on the discussions taking place? In this regard, several participants at the seminar complained that a good number of documents published by the World Bank and the IMF were only available on the Bank's Internet site, but that network connections are extremely difficult in many countries of the South.

The unions complain that too often the assistance of the Bretton Woods Institutions is tied to a reduction in public spending and on privatization. "When one knows that in Africa an employee feeds five or six people, how can the Bretton Woods Institutions speak of a reduction of

"Reducing salaries doesn't diminish poverty"

Keystone



TRADE
Can we work
together
please?

poverty by requiring the layoff of 25 per cent of civil servants?”, asks Tandiwé Munyani, union official of ZCTU (Zimbabwe). “And when the IMF demands that Bulgaria reduce salaries even more, when they are already so low, one cannot speak of a measure aiming to reduce poverty”, adds Peter Bakvis, representative of the International Confederation of Free Trade Unions (ICFTU) in Washington. Luis Anderson, Secretary-General of the Inter American Regional Organization of the ICFTU, cites the example of Colombia. “In this country at war, where unionists are being assassinated, where workers live in fear for their lives, the IMF has just requested the government to show more flexibility on the labour market! Where will that lead?”

A background document¹ prepared by ACTRAV for the Symposium, points to a number of instances where IFIs policies actually run contrary to ILO core Conventions, namely on the right to bargain collectively, and to universally accepted provisions for social protection.

Representatives of the international financial institutions stress that their policies derive from decisions by member Governments. And trade unionists pointed to discrepancies between what governments seem to decide at meetings of the WTO, the Bank and the Fund and what they commit themselves to do in the framework of the ILO, referring to the ILO Declaration on Fundamental Principles and Rights at Work adopted in 1998.

They stressed the role which must be played by the ILO in the globalization process, even if, as one delegate put it, the ILO has less possibility of

action. “The WTO can directly impose sanctions, require compensation, etc., while in the ILO everything rests on long negotiations,” he said. WTO Director-General Mike Moore addressed the Symposium and answered questions from union delegates about making the WTO work for workers and about the possibility of a labour input in the organization. The union representatives made clear their demand for concrete cooperation between the ILO and the WTO. A demand that was repeated during a week of action coinciding with the WTO ministerial conference this November in Qatar.

At the end of the seminar, it appeared clearly that the globalization of the economy has so far failed to deliver improvements in living and working conditions and that a new approach was needed. Perhaps the creation of the Global Commission on the social dimensions of globalization, which would be discussed at the next meeting of the ILO Governing Body in November, would provide a new forum to devise such an approach and bring the different points-of-view more closely together. “The failure of neoliberal policies has left an intellectual vacuum in the direction of global economic policy. We have to occupy this vacuum. We need to change the policy and to change the policy we need dialogue”, Juan Somavia, Director-General of the ILO, told union representatives at the Symposium. At least that dialogue seems to have started.

Samuel Grumiau

¹ “Trade unions and the global economy: an unfinished story”. (http://www.ilo.org/public/english/dialogue/actrav/papers/swpbw_01.htm).



AROUND THE CONTINENTS

The greying of the world's most populous nation



WHO PHOTO

■ The country most affected by ageing in the Asian region is China. This is largely a result of the one-child-policy. Over the coming 30 years the ratio of active workers to senior citizens will follow a similar pattern as in Japan over the past three decades. Aware of the complications faced by Japanese society to cater to the needs of its large proportion of elderly, China has undertaken a radical serious reform of its pension system so as to be best prepared to face this serious situation. Various forums, in which the ILO has been an important participant, have been convened to receive the views of international experts. China is due to implement reforms gradually by first piloting its planned modifications to shift the burden of social security away from state-owned enterprises towards the state. Due to China's massive size, solidarity pooling is mainly focussed on municipal and provincial levels. This poses nonetheless serious constraints for the national authorities facing demands for resources from poor provinces and makes it necessary to set up new mechanisms between the richer coastal provinces and the poorer central and western regions.

For further information please contact the Social Security Policy and Development department, phone: +4122/799-6635; fax: +4122/799-7962; e-mail: secsoc@ilo.org

Foreign labour in Kuwait

■ There is growing concern over the existence of surplus foreign labour in Kuwait. At the request of the Kuwaiti Government, the ILO has launched a study and survey which is designed to find viable alternatives to the current recruitment system (kafeel, or sponsor system), which was established as the main mechanism for bringing in and supervising the employment and stay of foreign workers.

For further information, please contact the International Migration Branch, phone: +4122/799-6667; fax: +4122/799-8836; e-mail: migrant@ilo.org

G-8 pledge support for ILO efforts to fight child labour

■ Leaders of the Group of Eight industrialized nations pledged July 22 to "work with the International Labour Organization to support efforts to fight child labour." In their final declaration, G-8 leaders said that "open trade and investment drive global growth and poverty reduction" and promised to support "an ambitious new round of global trade negotiations with a balanced agenda." The communiqué also refers to education as "a central building block for growth and employment."

Radio programmes for small enterprises

■ The InFocus Programme on Boosting Employment through Small Enterprise Development is steadily expanding its work in collaborating with commercial media in Africa to establish programmes and publications for small enterprises. The Programme reaches the smallest businesses in Africa, including market traders, fishermen, street hawkers, bicycle taxi drivers and shopkeepers in the formal and informal sectors. A suc-

cessful radio programme for micro and small businesses has been running in central Uganda for 21 months and resulted in July in the signing of a network agreement among four stations which will broadcast small business radio programmes in six languages across the country. A training course in the Uganda's capital Kampala was attended by 17 radio professionals from Uganda, Ghana and Nigeria and will be followed by another course from 29 October to 2 November in Accra, Ghana.

For further information, please contact the InFocus Programme on Boosting Employment through Small Enterprise Development, phone: +4122/799-6862; fax: +4122/799-7878; e-mail: ifp-seed@ilo.org



COE PHOTO

Promoting freedom of association in Indonesia

■ The ILO launched a new programme on May 1 to promote the principle of freedom of association and the right to collective bargaining in Indonesia. The project is designed to strengthen labour law, labour administration and dispute settlement procedures, such as labour courts and mediation and conciliation bodies, and to build stronger independent institutions, including activities of workers' and employers' organizations, such as membership services and collective bargaining techniques. The two-year-project is being funded under a grant from the United States, as part of its contribution of US\$ 20 million to the ILO in the year 2000 to establish a technical aid programme under the ILO Declaration on Fundamental Principles and Rights at Work. In addition to



ILO/Maillard J.

the Indonesian assistance, the funds are being used to develop about a dozen projects in Asia, Africa and Latin America.

For further information, please contact the ILO InFocus Programme on Promoting the Declaration, phone: +4122/799-6329; fax: +4122/799-6561; e-mail: declaration@ilo.org

Business training for Vietnamese entrepreneurs

ILO/DeLoche P.



■ The ILO will extend its Start and Improve Your Business (SIYB) project in Vietnam for another two years in order to reach new and more remote provinces. SIYB gives devel-

oping countries relevant, low-cost business start-up and management skills training. It is designed to help improve the efficiency of existing businesses and to foster job creation. 89 per cent of Vietnam's workers are employed in small business in the informal sector. The project, which was launched in November 1998 and is financed by the Swedish International Development Agency, is being implemented in partnership with the Vietnam Chamber of Commerce and Industry.

For further information, please contact the National SIYB Unit, phone: +84-4-5742107; fax: +84-4-5742015; e-mail: rylander@siyb.org.vn

European Commission calls for strengthened ILO

■ The European Commission has issued a proposal to promote core labour rights that includes a central role for the ILO. The July 18 Commission proposal includes strengthening ILO supervisory mechanisms, increasing funding for technical assistance programmes to promote the Declaration on Fundamental Principles and Rights at Work, and establishing "a system whereby states could enter into voluntary reciprocal commitments to respect the core ILO standards." There are also calls for a high-level international dialogue "on trade and social development, including core labour standards."

Romanian labour inspectors learn from Turkey's child labour experience

ILO/Maillard J.



■ Despite the establishment of a Child Labour Unit within the Romanian Labour Inspectorate, there was still limited capacity to fight the worst forms of child labour in that country. In the capital of Romania, Bucharest alone, the number of working street children is being estimated at some 5,000. Most of them are involved in activities such as scavenging, car washing, begging but also in prostitution that clearly belongs to the worst forms of child labour. Experts from the ILO's International Programme on the Elimination of Child Labour (IPEC) have now trained 25 labour inspectors and 5 members of the Child Labour Unit as trainers reaching some 680 labour inspectors all over the country but also representa-

tives of local authorities, workers' and employers' organizations, the general public and media and the working children themselves. The project is based on the Turkish experience for investigating and monitoring child labour and an international exchange of expertise with the ILO-IPEC programme in Turkey that already started in 1993. The project is a forerunner in establishing a network among IPEC partners from different countries, sharing good practices and reproducing successful IPEC projects worldwide.

For further information, please contact the ILO InFocus Programme on Child Labour (IPEC), phone: +4122/799-8181; fax: +4122/799-8771; e-mail: ipecc@ilo.org

Combatting sexual harassment at work in Asia

■ Women in Asia are moving into the labour force in record numbers, but increasingly they occupy the bottom rungs of the employment ladder. According to a new ILO report, this combination increases the risk and scale of sexual harassment at work. Among the studies and surveys cited in the report was one in Japan, in which almost two-thirds of respondents said they had been sexually harassed at least once. In another study, in the Republic of Korea, a survey of public officers found that almost 70 per cent of women had experienced sexual harassment. Surveys of two government departments in Penang and Perlis in Malaysia also found that 83 per cent and 88 per cent of women respectively had experienced some form of sexual harassment. The report and its conclusions were considered by representatives of government, employers' and workers' organizations from 15

Asian countries at the ILO/Japan Regional Tripartite Seminar on Action Against Sexual Harassment at Work in Asia and the Pacific. The three-day meeting, with financial support from the Government of Japan, opened in Penang, Malaysia, on Tuesday 2 October 2001.

For further information, please contact Ian Chambers, Nelien Haspels or Penny Ferguson in Bangkok, phone: +66-2-288 1726; e-mail: ferguson@ilo.org



ILO/Maillard J.

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ILO IN THE PRESS



ILO IN THE PRESS

01Nov2001 UK: UK cocoa sector tackles Africa child labour abuse.

LONDON, Nov. 1 (Reuters) - Britain's chocolate and cocoa industry said on Thursday it would cooperate with the government and voluntary groups to stamp out the worst forms of child labour in West Africa's cocoa plantations.

The Cocoa, Cacao, Chocolate and Confectionery Alliance (COCOA) made the statement after industry representatives met government officials and anti-slavery campaigners to discuss the use of children in cocoa production.

"We look forward to working with relevant groups and the government to eradicate the worst forms of child labour in West African cocoa farms," Eagle, the COCOA's chairman of external relations, said in a statement.

The worst forms of child labour, set out by the International Labour Organisation in a 1999 convention, include slavery such as slavery, debt bondage and trafficking.

Parliamentary Clerk Ward, chairwoman of the All Party Chocolate and Confectionery Industry Group, which met on Tuesday, said the UK government would also play a full and active part in helping to fight such child labour.

The UK chocolate industry, with major organisations at a European and global level, is developing an industry-wide programme to address the issue.

It is already supporting the Harbin-Beijing Process, a UN-sponsored initiative, which will carry out a survey of labour practices on 3,000 West African farms during this year's 2001/02 (October-September) cocoa harvest.

The U.K. plan also calls for the development of a system of independent monitoring and a method to publicly certify that cocoa used in chocolate or related products has been grown under appropriate labour conditions.

Anti-Slavery Commissioner's David Oxlid, also present at Tuesday's meeting, welcomed the chocolate industry initiative.

"The time is now to be done in dealing with the wider issue of working practices as a whole," he said.

News media reports in September 2000 and earlier this year, alleging the use of child slaves in West African cocoa production, have prompted the global chocolate and cocoa industry to reassess its stance on the issue of human rights.

July 2000, the world's biggest cocoa producer, has since implemented measures to stop child trafficking from neighbouring countries.

But human rights activists, global cocoa operators and chocolate trade organisations say the reports of slavery have been exaggerated and are a representation of most cocoa plantations.

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Source: REUTERS NEWS SERVICE. REUTERS NEWS SERVICE. UNITED KINGDOM. REUTERS NEWS SERVICE 01/11/2001

REUTERS Bureau Berlin, 2-11-2001

POLITIKEN 02/11/2001

DANMARK: 24 millioner job i fare.

FN's generalsekretær, Kofi Annan, advarede ved åbningen af en konference i FN's Arbejdsorganisation ILO om, at arbejdsløsheden i USA i september kan bli endnu en alvorlig konsekvens for verdens fattige. Annan, der er leder ILO fra et år næste sommer, 24 millioner arbejdsløse vil bli uden arbejdspladser i 2002, oplyndte til, at jobskaberne bliver sat helt normalt i globaliseringens skub. "Hvis vi ved allerede nu, at der er en alvorlig økonomisk krise, som kan påvirke den økonomiske og sociale udvikling i mange lande, så er det vigtigt, at vi tager fat på det nu. Vi skal, så millioner af mennesker vil blive mere udsatte for fattigdom og mangel på mad og medicin," sagde Annan ved åbningen af ILO's konference om fremtidens arbejdsløshed.

Annan advarede om, at den begyndte økonomiske krise vil have store konsekvenser for verdens fattige (WTO) oplyndte, der blev ledet af Kofi Annan, (Bureau AFP), 01/11/2001

SUNDAY OBSERVER

NOVEMBER 11, 2001

The world of work; women moving into men's jobs

A recent International Labour Organisation (ILO) report says that the continuing decline in the world economy is having a major impact on youth unemployment and under-employment and must be addressed urgently.



Young people are increasingly turning to the informal sector for their livelihood, with little or no job protection, benefits or prospects for the future.

However, there is hope that a Youth Employment Network created by the UN Secretary-General, Kofi Annan, in recognition of the urgent need to address youth unemployment, particularly in developing countries, will diminish the problem.

The New York Times

September 1, 2001

Report Shows Americans Have More 'Labor Days'

By STEVEN GREENHOUSE

A United Nations agency provided some discouraging news yesterday to Americans who believe they are overworked, finding that American workers have increased their substantial lead over Japan and all other industrial nations in the number of hours worked each year.

The report, issued by the International Labor Organization, found that Americans added nearly 4 full weeks to their work year during the 1990s, climbing to 1,979 hours on average last year, up 26 hours from 1990. That means Americans who are employed are putting in nearly 45 1/2 weeks a year on the job.

03Dec2001 ESPAÑA: La OIT avanza en la gestión de la discapacidad.

Por Javier Lopez Resto
 Avanza la integración en puestos competitivos.

Una discapacidad es una pena de ser reconocido ese derecho en la práctica. La Organización Internacional del Trabajo ha hecho varios de estos documentos sobre Gestión de las discapacidades en el lugar de trabajo, un documento de gran relevancia para la adopción y aplicación internacional de medidas que regulan y protegen a los discapacitados en el campo laboral. Aunque no tiene carácter normativo, sino que se define como un documento público, es fundamental lo que supone un programa de trabajo internacional que se basa en la colaboración, asistencia hasta ahora, en un espíritu y una metodología que se reflejan en GACETA ANTONIO BESERES LARA, conector de la OIT para temas de rehabilitación profesional, según estimaciones de la Organización Mundial de la Salud, el 10 por ciento de la población mundial (815 millones de personas) padecen una discapacidad y otros otros 286 millones tienen entre 17 y 64 años. Esas cifras dan idea de la importancia del problema de discapacitados a nivel global. Pero las discapacidades no sólo afectan a personas con poca capacidad intelectual, sino que afectan también a quienes se han lesionado. De hecho, según la OIT en la década de los 80 los gastos en prestaciones de discapacidad representaron el 6 por ciento del Producto Nacional Bruto en los Países Bajos, el 3,3 por ciento en Alemania y el 2,5 en Francia. Y así como en 1988 los países con mayor PIB debido a discapacitados de larga o de corta duración fueron en Canadá de 45 000 millones de dólares estadounidenses, el 5,7 por ciento de su PIB y según el Banco Mundial las pérdidas anuales de PIB en todo el mundo oscilan entre 2,37 billones y 1,94 billones de dólares estadounidenses. Las cifras se transforman en personas en el documento de la OIT, que profundiza en los problemas con los que se encuentran los discapacitados en el mundo del trabajo, sus problemas en la formación profesional y en el acceso a los puestos de trabajo de calidad.

MEDIA SHELF

FINANCIAL TIMES

26 October 2001

TRAVEL AND TOURISM INDUSTRY

Job losses could hit 9m

By Frances Williams in Geneva

Newly hit workers in the global travel and tourism industry could lose their jobs as a direct result of the September 11 attacks in the US, according to a report prepared for the International Labour Organisation...

to die has had to respond to the crisis. The report draws on estimates by the World Travel and Tourism Council that the events of September 11 may reduce the volume of business by 10 per cent. This would produce up to 8.5m job cuts of which 1.1m would be in the US and 1.2m in the European Union.

in many of them jobs. By contrast, European demand appears rather more robust. And while the economic impact of September 11 will be greatest in the industrialised world, "vulnerable groups of workers in poor countries' tourism sectors are also at risk," the report says.

THE TIMES OF INDIA 15 November 2001

'Human security is under threat with so many being rendered jobless'

By Vidyasagar Das Times News Network

MUMBAI: The terrorist attacks on the World Trade Center on September 11 have had an unexpected effect on Americans. All of a sudden, the term 'working class' is not a slur. This turnaround, according to social experts, has come about with the realisation that the fire fighters who perished in the WTC inferno belonged to the working class...

But this all-round here worship has not translated into job security in times of recession. Joblessness continues to be the biggest social problem facing Americans. In fact, United Nations secretary-general Kofi Annan pointed out in expatiating comments over the issue last week at a conference organised by the International Labour Organisation (ILO) in Geneva.

"Human security is being threatened with so many people being rendered unemployed," he said while supporting ILO's global agenda for employment. The events of September 11, he said, would have a severe and multiple impact on human security.

ARAB TIMES KUWAIT

ILO meet aims to combat affliction of job losses

Over 1b people live on less than \$1 a day

GENEVA, Oct 31. (AFP) Two days later, over 100 labour and human rights activists at an ILO conference in Geneva met to work on devising measures to combat the scourge of job losses worldwide.

The three-day Global Employment Forum convened by the International Labour Organisation (ILO) opens Thursday with the participation of United Nations Secretary General Kofi Annan, this year's Nobel peace prize winner, and 2001 Nobel co-winner laureate Joseph Stiglitz.

Among the other participants are Chinese Minister of Labour Zhang Zhen and Deputy Prime Minister Paul Ngwenye, as well as ministers and labour leaders. The ILO estimates 14 million employment opportunities could be lost by the end of 2001 because of slower economic growth.

The forum includes special sessions on the increasing ability of governments to control jobs, and the ILO was the only one to examine the trend in to revive economic growth especially in Africa and developing countries.

By contrast, the ILO predicts that the labour force in industrialised countries will shrink, with population growth only expected in the US.

"If economic and productivity growth were up to 2001 or even higher in some of the 1990s, an unacceptable number of jobs would be lost," the ILO warned.

It believes that although unemployment rates might rise...

BBC HOMEPAGE

Burmese forced labour in the spotlight



United Nations officials have gone to Burma to assess efforts by the military government to end the use of forced labour.

The UN's International Labour Organisation said its team had been guaranteed freedom of access during its three-week stay, and that witnesses who gave evidence would be protected.

Burma was strongly criticised by the ILO last year for its continued use of forced labour, and members were urged to consider an economic boycott.

CNN.com

Study: U.S. employees work longest hours

By Peter Anderson

CMN Career

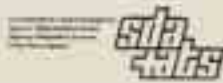
(CNN) - You've not imagined it: The United Nations' International Labor Organization (ILO) has the proof.

"Workers in the United States are getting in more hours than anyone else in the industrialized world."

Leanne Jell Johnson - the chief labor market economist who has led the ILO team in producing its new "Key Indicators of the Labor Market 2001-2002" study - also says America's workers are, per person, more productive than their counterparts in other countries.

"But we're not the most efficient, when you compare it per hour, looking at the Belgians and the French."

It seems almost odd to compare this to our British readers on Labor Day weekend, but Johnson says the European country's high success - due to six weeks per worker - may have something to do with it. "Maybe they're not as stressed" as American workers, who on the average work just two weeks' vacation.



Industrie de l'habillement au Cambodge.

Heures supplémentaires imposées, temps de travail trop long

Genève (su) Il n'y a pas de preuves concernant la pratique du travail des enfants, du travail forcé ou du harcèlement sexuel dans l'industrie de l'habillement au Cambodge. Par contre, les heures supplémentaires sont souvent imposées, les horaires trop longs et les syndicalistes discriminés.

L'Organisation internationale du travail (OIT) est arrivée à ces conclusions à la suite d'une enquête effectuée dans le cadre d'un accord commercial signé en 1999 entre les Etats-Unis et le Cambodge. L'accord traitait une augmentation des exportations de Cambodge vers les Etats-Unis au respect des normes de POET. Une première.

الوطنية AL WATAN

KUWAIT

منظمة العمل تتوقع نمو انتاجية العمال

منظمة العمل الدولية تتوقع نمو انتاجية العمال في الكويت... منظمة العمل الدولية تتوقع نمو انتاجية العمال في الكويت...

ILO Expects Growth of Labourers' Productivity


FEATURES

PLANET WORK

NEWS


AROUND THE CONTINENTS

ILO IN THE PRESS


MEDIA SHELF

■ Key Indicators of the Labour Market (KILM), ILO, Geneva. 2001. *See back cover.*
■ Crises and Decent Work: A Collection of Essays. Eugenia Date-Bah, InFocus Programme on Crisis Response and Reconstruction, Recovery and Reconstruction Department, ILO 2001. ISBN 92-2-112638-2.

Crises constitute a major and alarming feature of the world today. They aggravate existing societal problems and also create new ones. Responding effectively to the complex socioeconomic dimensions of crises is a major challenge for all development institutions including the ILO.


This volume analyses diverse aspects of this challenge: the employment and other socioeconomic aspects of post-conflict reconstruction; recovery and reconstruction in crisis caused by natural disasters; crisis prevention; as well as the importance of tackling decent work concerns as an integral component of the strategies for promoting a culture of peace. The publication also covers specific and critical concerns like gender and crisis, demobilization, disarmament and reintegration of ex-combatants, and the importance of capacity building and research for crisis response and reconstruction work.


■ Crises-Affected Peoples and Countries. InFocus Programme on Crisis Response and Reconstruction, Recovery and Reconstruction Department. ILO 2001. ISBN 92-2-112276-X

This report provides a synopsis of ILO's technical assistance programmes and projects in a sample of countries in different parts of the world. The programmes cover the period from mid-1997 to March 2001.

Providing a description of a sample of these technical assistance programmes and other initiatives within one volume makes it possible to appreciate the work done within the ILO in the recent past and to draw lessons from it. This can enhance ILO's future response and strengthen the work of the current ILO InFocus Programme on Crisis Response and Reconstruction (IFP/CRISES) in making ILO's

response more comprehensive, better integrated, more timely and effective.


■ Mutual health organizations and microentrepreneurs' associations. Guide. Strategies and tools against social exclusion and poverty (STEP), ILO 2001. ISBN: 92-2-112398-7. Price: 10 Swiss francs.

The objective of this guide is to enable readers to appreciate the benefits and constraints involved in the creation of mutual health organizations by association of microentrepreneurs. It provides the basic information necessary to achieve this objective by presenting the elements that need to be taken into consideration.

In this guide are described: the situation of microenterprises, the working conditions and social protection in microenterprises, the role of trade association in health protection, the services provided by mutual health organization, the organization and operation of mutual health organizations, and the setting-up of a mutual health organization by an association of microentrepreneurs.

■ Social funds revisited: Employment and gender dimensions. InFocus Programme on Skills, Knowledge and Employability, ILO 2001. ISBN: 92-2-112625-0.

The Social Funds emerged in the 1980s and 1990s and it remains today an important institutional instrument for the delivery of social assistance. The Action Programme, "Economic reform and structural change: promoting women's employment and participation in Social Funds", implemented in 1996-1997 by the former Women in Development and Social Groups Unit, Development Policies Department (POLDEV) of ILO, examined the gender and employment dimensions of Social Funds.

The issues and lessons that were drawn by the ILO from the experiences of several Social Funds in the nineties are still highly relevant and valuable today. This publication puts together five of the most informative and interesting case studies which

cover the Social Funds in Bolivia, Egypt, Honduras, Mexico, Madagascar and Zambia.

■ Guidelines on Occupational Safety and Health Management Systems.

ILO/OSH 2001. ISBN:92-2-11634-4. Price: 20 Swiss francs.

At the onset of the twenty-first century, a heavy human and economic toll is still exacted by work-related injuries, ill health, diseases, incidents and deaths. These Guidelines call for coherent policies to protect workers from occupational hazards and risks while improving productivity. They present practical approaches and tools for assisting organizations, competent national institutions, employers, workers and other social partners in establishing, implementing and improving occupational safety and health management systems, with the aim of reducing work-related injuries, ill health, diseases, incidents and deaths.

■ Yearbook of Labour Statistics, 2001. 60th issue. ILO 2001. ISBN: 92-2-011375-9. Price: 230 Swiss francs, \$184, £ 110.

The world's foremost statistical reference on labour questions, this annual resource provides the principal labour statistics for over 190 countries, areas and territories, with tables providing detailed data from the last ten years. Drawing mainly from national statistical services or official national publications, the data comprising this volume are published whenever possible, according to the latest versions of the international standard classifications. It provides nine comprehensive chapters focusing on economically active population, employment, unemployment, hours of work, wages, labour costs, consumer prices, occupational injuries, and strikes and lockouts.


■ Job creation in urban informal sector in India: Issues and policy options.

Edited by A.S. Oberai and G.K. Chadha. South Asia Multidisciplinary Advisory

Team (SAAT), ILO 2001. New Delhi.
ISBN: 92-2-111904-1.

The ILO has all along been concerned about the working and living conditions of people engaged in the informal sector of the developing economies. Expressly in the Indian context, soon after the Director-General's 1999 declaration on "Decent Work", the ILO commissioned a number of studies on the urban informal sector. These studies were discussed, at great length, in February 2000, in a national workshop.

The present volume puts together the thoroughly revised and edited version of the 15 papers presented at the national workshop. It also includes an overview, proceedings of the inaugural session of the workshop.



■ **Women organizing for social protection.** The Self-Employed Women's Association's Integrated Insurance Scheme, India. Strategies and tools against social exclusion and poverty (STEP), ILO 2001. ISBN 92-2-112627-7.

Today, the majority of the world's population has no access to social protection. In a great number of cases, insufficient financial resources and institutional capacities considerably limit the possibilities of extending social protection through the effort of the State alone. To complement the State's effort, new local initiatives, creating insurance schemes adapted to the poorer population, are appearing in many countries.

The Self-Employed Women's Association's (SEWA) insurance scheme is one of the oldest schemes of this type. SEWA, one of the few registered trade unions for self-employed women workers in India, has set up in 1992 an insurance scheme to address the need of social protection. This study has been undertaken to understand better and to share the lessons of this experience.

■ **The International Labour Review** (Vol. 140 (2001), No. 3) contains two articles that look at different aspects of employment and poverty, one on labour market trends in the transition countries and a fourth on job creation in the voluntary sector.

The impact of minimum wages on employment and poverty is a subject of enduring controversy. Catherine Saget's contribution, entitled "Poverty reduction and decent work in developing countries: Do minimum wages help?", opens with a literature review that contrasts the ambivalence of theoretical predictions with empirical findings that suggest a negative correlation between minimum wages and poverty, and little – if any – disemployment effect. Drawing on minimum wage data compiled in 2000, her own empirical analysis explores minimum wage effects on poverty and employment in developing economies, including the informal sector. The effect of the minimum wage level on the level of employment appears to be insignificant, but she finds that a decent minimum wage may help to alleviate poverty.

In advanced societies with social insurance systems, the "unemployment rate" rightly captures employment problems. In poor, developing countries lacking social insurance, many people "work" to survive and support their families, while the "unemployed" are able to survive while seeking work hence the typically low unemployment rates recorded alongside high poverty rates. In "The working poor in developing countries", Nomaan Majid proposes a methodology to estimate the number of working - poor those who work and belong to poor households. Results suggest that the working poor population declined in many middle-income countries between 1986 and 1997, but that both declines and increases occurred in a significant number of low-income countries.

In "Labour market flexibility in the transition countries: How much is too much?", Sandrine Cazes and Alena Nesperova analyse data on job turnover, labour turnover and job tenure in nine countries of central and eastern Europe over the 1990s. They show how labour markets have been adjusting since the demise of central planning and the introduction of legislative and institutional reforms influenced by western European models. Unlike the industrialized countries, where job tenure follows a counter-cyclical pattern determined by supply-side behaviour, most transition countries still display demand-driven, pro-cyclical patterns of tenure, suggesting a heightened perception of job insecurity. This is confirmed by counter-cyclical patterns of labour turnover and analysis of the ratio of job to labour turnover.

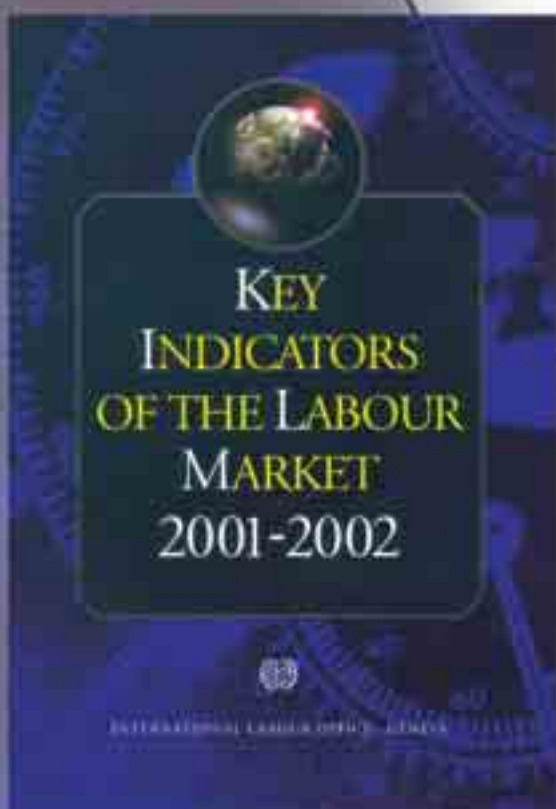
The recent surge of interest in the voluntary sector has inspired suggestions that unemployment could be significantly reduced by creating jobs in non-profit organizations, notably those active in social and community services. In "The voluntary sector, job creation and social policy: Illusions and opportunities", Virginie Pérotin outlines the debate, examining recent trends in the sector's employment and resources, and the conditions in which non-profit organizations provide social services more efficiently than public sector or commercial enterprises. Some promising innovative initiatives are reviewed. However, though the sector is potentially a source of renewed inspiration for the public sector, it should not be viewed as the panacea for employment and social policy problems.

ILO publications for sale can be obtained through major booksellers or ILO local offices in many countries, or directly from ILO Publications, International Labour Office, 4 route des Morillons, CH-1211 Geneva 22, Switzerland. Tel: +4122/799-7828; fax: +4122/799-6938; e-mail: pubvente@ilo.org; Web site: <http://www.ilo.org/publns>. Catalogues or lists of new publications are available free of charge from the above address. The ILO Publications Center in the US can be contacted at tel: +301/638-3152; fax: +301/843-0159; e-mail: ILOPubs@Tasco.com; Web site: <http://www.un.org/depts/ilowbo>.

Key Indicators of the Labour Market (KILM) 2001-2002

No. 41, December 2001

Available in book, CD-ROM and now on the Internet via subscription



The new, revised edition of KILM offers users a comprehensive collection of 20 “key” indicators of the labour market, with easy-to-understand explanations of what the indicators represent and how they can assist researchers and others concerned with labour market issues. It offers current and accessible statistical information on labour force participation, employment, unemployment, educational attainment, hours of work, wages and earnings, productivity and labour costs, as well as poverty and income distribution.

In this edition, KILM presents new indicators while expanding on many others to reflect global shifts in employment and highlight policy concerns. It incorporates a new occupational wages and earnings indicator, an expanded productivity measure to reflect research into the services sector and a new measurement of labour market flows. Information on employment (by detailed industry level) within the employment by sector indicator is also included. Likewise, KILM offers additional background indicators specific to macroeconomics, human development, population, education, social security coverage and information technology.

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