

World of Work



International
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The end of child labour

Millions of voices,
one common hope



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Turin course
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2008

The 1919 Session of the ILO Governing Body



The Washington Navy Building, where the first meeting of the ILO Governing Body took place on 27 November 1919



Arthur Fontaine, first Chairman of the Governing Body

As this issue of *World of Work* goes to press, the 300th Session of ILO Governing Body is in progress. What was the first meeting like, in November 1919? When US President Franklin D. Roosevelt addressed the International Labour Conference in November 1941, in the middle of the Second World War, he recalled:

“Apparently someone had fallen down on the job of making the necessary physical arrangements...I had to find office space in the Navy Building, as well as supplies and typewriters...”

“In those days the ILO was still a dream. To many it was a wild dream. Who had ever heard of Governments getting together to raise the standards of labour on an international plane? Wilder still was the idea that the people themselves who were directly affected – the workers and the employers of the various countries – should have a hand with Government in determining these labour standards...now, twenty-two years have passed. The ILO has been tried and tested...”

A major task of that first meeting was to elect the first Director of the International Labour Office. It was thought that the Directorship would go either to Arthur Fontaine or to Harold Butler. Edward Phelan takes up the story:

“The meeting opened calmly and even casually, though it was soon to become dramatic. Only twenty-one members of the Governing Body were present, as no provision had as yet been made for deputies or substitutes, but they included practically all the outstanding members of the Conference – Fontaine, a little aloof, with the bearded dignity of a gentle and slightly fatigued Olympian; Delevingne, alert as a terrier; Mayor des Planches, gentler even than Fontaine, with a courtliness of another age; Car-

lier, with a long, square-cut, white beard and a royal appearance...; Jouhaux, who combined a thunderous voice and a buccaneer appearance with an acute political intelligence...”

It was suggested that a provisional Director might be appointed until the next meeting, but “Jouhaux was on his feet at once, and there was a note of menace and determination in his great thundering voice. Things were going too slowly. Were the promises to the workers not to be kept?...A *provisional* Director?...Let the Governing Body do its duty and make a definite appointment at once!”

After an adjournment, it was agreed that the Governing Body should immediately elect a Chairman and a Director. When Arthur Fontaine was elected permanent Chairman, “by that decision he was eliminated from the list of possible Directors. [His] tenure of the Chairmanship of the Governing Body lasted for ten years, and he filled that office with the highest ability and distinction.

“When Jouhaux demanded that they should now appoint the permanent Director, Delevingne made a further attempt to stem the tide: the matter was one of the most important decisions the Governing Body would have to take: they had had no time to consider it: they had no names before them.

“‘If you have no candidate, we have,’ interrupted the impulsive Mr. Guérin, and the atmosphere became immediately more electric.

It was thus that Albert Thomas made his first appearance in the International Labour Organization. No great man surely ever made such an unexpected and dramatic entry upon what was to prove so great a stage,” writes Phelan.

And the rest, as they say, is history.

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EDITOR

May Hofman Öjemark

SPANISH EDITION

In collaboration with the ILO Office, Madrid

PRODUCTION MANAGER

Kiran Mehra-Kerpelman

PRODUCTION ASSISTANT

Corine Luchini

PHOTO EDITOR

Marcel Crozet

ART DIRECTION

MDP, ILO Turin

COVER DESIGN

Gill Button

EDITORIAL BOARD

Thomas Netter (Chair), Charlotte Beauchamp, Lauren Elsaesser, May Hofman Öjemark, Kiran Mehra-Kerpelman, Corinne Perthuis, Hans von Rohland

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All correspondence should be addressed to the ILO Department of Communication and Public Information, CH-1211 Geneva 22, Switzerland.

Tel: +4122/799-7912

Fax: +4122/799-8577

Email: ilo_magazine@ilo.org

www.ilo.org/communication

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The end of child labour: Millions of voices, one common hope

In less than a decade, the ILO has achieved a remarkable goal. Since adopting the Worst Forms of Child Labour Convention in 1999, the world stands on the threshold of what was once inconceivable – the elimination of child labour in its worst forms. In a special series of articles, *World of Work* reviews the progress and processes that have brought us to this tipping point, and examines the challenges that remain.

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Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 181 member States in common action to improve social protection and conditions of life and work throughout the world. The International Labour Office, in Geneva, is the permanent Secretariat of the Organization.

The end of child labour

Millions of voices, one common hope



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The past decade has seen an unprecedented convergence of thought and action within the worldwide movement against child labour. In the 15th year of the ILO's International Programme for the Elimination of Child Labour (IPEC), *World of Work* looks at its achievements and its vision for future action. Alec Fyfe, IPEC Senior Child Labour Specialist, contributed to this article.

GENEVA – When hundreds of children taking part in the Global March against child labour mounted the stage at the International Labour Conference on 2 June 1998 after an arduous journey that had crossed more than 100 countries, little did they know that within less than a decade the sounds of their voices would be heard around the world.

Less than ten years on, more than 90 per cent of the ILO's 181 member States have ratified Convention No. 82 against the worst forms of child labour

– the fastest ratification rate in the ILO's 88-year history. What is more, the International Programme on the Elimination of Child Labour (IPEC) is today the ILO's largest technical cooperation programme, working in 88 countries, with 190 active field projects in 55 of them, an annual expenditure of US\$60 million and 450 staff, 90 per cent of them in the field.

"The voices of those children echoed throughout the debate that began in 1998 and resulted in Convention No. 182 in 1999," says Michele Jankanish, IPEC Director and one of the key actors in the development of Convention No. 182 back then. "Those children also set a tremendous precedent, speaking to delegates who would decide on a standard that would alter not only their lives, but those of millions of their peers."

"'We're hurting and you can help us' was their message," she said in a recent interview for this special issue of *World of Work*. "It made us all realize who we were working for and what we had to do."

The standing ovation afforded the marchers that day by thousands of tripartite delegates has had its own echoes in the years since then. Acting to eliminate what Global March organizer Kailash Satyarthi called a “black spot on the face of humanity, one that must be removed”, governments, workers and employers have united to fight the worst forms of child labour worldwide.

Since 1999, the ILO has seen:

- More than 160 of its member States ratify Convention No. 182;
- The emergence of a worldwide movement against child labour that has achieved an unprecedented consensus that globalization should not be fuelled by children making cheap goods that find their way into the retail stores of rich countries;
- The near universal acknowledgement that the existence of child labour – especially in its worst forms – is not an economic advantage but a waste of precious human resources and a dam blocking the realization of the Millennium Development Goals (MDGs);
- The launch of Time Bound Programmes for the Elimination of the Worst Forms of Child labour in 23 countries with the goal of eliminating the worst forms of child labour by the year 2016.

One million voices, one common concern

How did this remarkable movement come into being? Twenty years ago these developments would have been unimaginable. At the end of the 1980s, the ILO had only one dedicated official and one field project dealing with child labour. The International Year of the Child (IYC) in 1979 stimulated interest in the child labour problem; the take-up of the Convention on the Rights of the Child (1989) injected a new perspective into international debates, and by the late 1990s the tide had turned. At conferences in the Netherlands, Colombia and Norway in 1997, government, labour, employer and civil society leaders raised the volume of calls for an end to child labour, and other UN agencies, UNICEF and the World Bank embraced this consensus.

Those voices – and the chants and slogans of the children at the International Labour Conference in 1998 – began to be heard worldwide. More than a million children have been removed from child labour, either by their families, their governments, or the agreement of trade unions and employers and found a new life going to school.

But according to ILO estimates published in 2006, more than 200 million child labourers aged 5-17 years are still working. The number in haz-

ardous work, which accounts for the bulk of the worst forms of child labour, is estimated at 126 million. Most working children (69 per cent) are involved in agriculture, compared with only 9 per cent in industry. Globally, the Asian-Pacific region accounts for the largest number of child workers – 122 million in total, followed by sub-Saharan Africa (49.3 million) and Latin America and the Caribbean (5.7 million).

However, for the first time the ILO has also noted a positive trend with 20 million fewer working children in the 5-14 year core age group from 2000 to 2004 and a particular reduction of children’s involvement in hazardous work. Overall, Latin America and the Caribbean saw the greatest decline in children’s work. Though child labour persists on a very large scale, this is welcome news.

A convergence of thought and strategic action

Indeed, the past decade has seen an unprecedented convergence of thought and action within the worldwide movement against child labour. In the new millennium, the elimination of child labour is increasingly being viewed as one of the more fundamental global commitments to tackling poverty and promoting universal human rights.

Convention No. 182 on the Worst Forms of Child Labour has catalysed much needed focus and strategic action. It pulled the previous modern ILO Minimum Age Convention – No. 138 of 1973 – along in its wake. Since 1999, ratifications of the two fundamental ILO Conventions on child labour have moved up in tandem, with Convention No. 182 surpassing within a few short years the Minimum Age Convention that is 25 years its senior.

Today, this emerging global consensus embraces the need to:

- Prioritize the worst forms
- Respond to the especially vulnerable, including girls
- Recognize the importance of poverty as a causal factor but not as an excuse for inaction
- Mainstream child labour into global development and human rights frameworks, particularly Education for All (EFA)
- Prioritize Africa as the greatest development challenge

This consensus has seen greater activism from an ever-expanding set of actors at all levels. Moreover, the donor community has provided increased resources, particularly for the ILO. The ILO, through IPEC, has had unprecedented resources and developed a range of technical tools to support its constituents in their child labour efforts.

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>> Still, many challenges lie ahead. The worldwide movement today is too diffuse and fragmented, risking duplication and conflicting objectives. While each World Day Against Child Labour reveals an enormous outpouring in countries around the world, there is a sense that the global momentum generated at the end of the 1990s has not been sustained. Ten years after the Oslo Conference it is time to take stock and refocus on a renewed global strategy and a more integrated international effort.

The way ahead

A number of initiatives are pointing the way towards greater inter-agency cooperation. The launch in 2000 of the Understanding Children's Work (UCW) project, in which the ILO plays a key role alongside UNICEF and the World Bank, paved the way for stronger inter-agency collaboration and the development of common perspectives on data collection. Following from this the Global Task Force (GTF) on Child Labour and Education for All (EFA) has, since 2005, brought together ILO, UNESCO, UNICEF, the World Bank, UNDP, Education International and the Global March with government representation as well to promote greater coherence between these linked twin goals. There are other opportunities to apply this emerging model to other areas such as agriculture and health.

Employers' and workers' organizations are indispensable to the success of the worldwide movement, as constituents of the ILO, and as mass membership organizations that link the local with the global and act as pressure groups – lobbying governments to live up to their obligations under international law (see sidebar on page 7). However, both employers' and workers' organizations face

critical challenges in realizing their full potential as part of the worldwide movement, not least how to penetrate the informal economy where most child labour is found. There is still much work to be done by the social partners to develop and put in place coherent strategies that respond to their comparative advantages and avoid duplication with other actors, such as NGOs. Forming alliances with other like-minded civil society actors remains a considerable challenge for both employers' and workers' organizations.

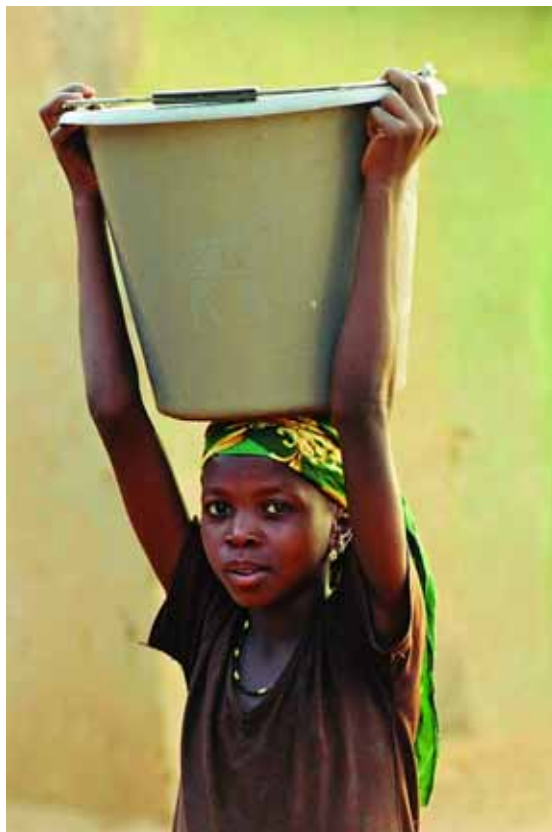
The challenge in the coming years will be to revive the momentum of the worldwide movement around a common vision, goals and strategies. Developments making for consensus, set out above, provide a framework and grounds for optimism that the challenge can be met. However, this will not be achieved through "business as usual" – particularly given the ambitious target set by the Organization of eliminating all the worst forms of child labour by 2016 – but will require accelerated progress.

"The marchers in 1998 held so much promise and hope," says Ms. Jankanish. "A lot has happened since then, but now is the time to redouble our efforts. The last 10 per cent – the last part of our own ILO march to abolish child labour – will undoubtedly be the hardest part."



FURTHER READING

Fyfe, A. 2007. *The worldwide movement against child labour: Progress and future directions* (Geneva, ILO).
ILO. 2006. *The end of child labour: Within reach*. Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work (Geneva, ILO).



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"The ILO's tripartite constituency are natural leaders in sustaining consciousness of child labour, keeping it on the agenda, and building alliances for its elimination, nationally and globally."

– ILO Director-General Juan Somavia, speaking at the International Labour Conference, 9 June 2006

A critical role

"...since the founding of the ILO, employers' and workers' organizations have been the historic pioneers in promoting the fundamental principles, including that related to child labour... the Employers continue to play a critical role in national and global efforts to combat child labour. Employers' organizations can, on the one hand, help to ensure that their member enterprises are aware of and understand their obligations as regards child labour. On the other hand, national employers' organizations have the potential to help in the collection of data on the incidence of this type of labour in the various industrial sectors, and to influence the development of appropriate national policies on child labour elimination. Finally, they can also partner with trade unions and other natural partners in the design of relevant responses, particularly vocational skills and training for working children, and to promote public awareness on the harmful effects of child labour and the rights of children..."

"...over 70 per cent of all working children are in the agricultural and mining sectors. Because of this, these two sectors should now become the focus of the fight against child labour in the future."

– Mr. Ashraf W. Tabani, Employer, Pakistan, speaking on behalf of the Employers' group at the International Labour Conference, 9 June 2006

"...this is the most profound and definitive, the most focused range of action so far taken by the international tripartite community and its social partners."

– Mr. J.W.B. Botha, Employers' delegate, South Africa; Employer Vice-Chairperson of the Committee on Child Labour, speaking at



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the International Labour Conference in 1999 on the adoption of the Worst Forms of Child Labour Convention (No. 182)

Keeping our promises

"Convention No. 182 is a shining product of the ILO's tripartism and mandate. True, we've had constantly to reaffirm that it complements, not replaces, Convention No. 138 on minimum age – indeed, refocusing the debate massively increased the latter's ratification rate too. Now the holistic approach carries increasing consensus: the two Conventions together, indivisibly linked with universal basic education, in an integrated whole of fundamental rights underpinning Decent Work.

"Sir Leroy Trotman, Workers' spokesperson in 1998/1999, now Workers' Group Chair, said then that trade unions must not sit back, believing the job was finished with adoption of the Convention – everyone bore further responsibilities. Indeed, Global Unions are ever clearer: we must campaign for implementation of the Conventions and do what only we can: organize better in the sectors where child labour persists.

"IPEC Director Michele Jankanish and I reminisced recently about a decade's cooperation: in developing Convention No. 182; our efforts to promote ratification and implementation; the work of the Global March

against Child Labour – the world's largest trade union/NGO alliance, which marched in Geneva in 1998 with hundreds of children demanding absolute priority for the elimination of the worst forms of child labour. Tim Noonan (ICFTU), Ros Noonan (Education International) and I represented the Workers in the Convention drafting committee. Today, I'm our IPEC spokesperson and ITUC representative in the Global March Council. Michele and I agreed: no achievement in our working lives quite matches Convention No. 182 – a sentiment undoubtedly shared by many ILO officials and tripartite delegates involved.

"Though proud of what has been achieved, we still have far to go to reach our goal: every child in school and every adult in decent work. As we negotiate UN reform, we remember it was tripartite social dialogue that won those gains. And we must never forget: the world's children expect us to keep our promises."

– Mr. Simon Steyne, ILO Governing Body Workers' Group Spokesperson, IPEC International Steering Committee; ITUC Representative, International Council of the Global March against Child Labour; Senior International Officer, Trades Union Congress, written statement November 2007



GENEVA – As the 90th anniversary of the ILO approaches, so does the 10th of the adoption of Convention No. 182 on the worst forms of child labour. Child labour has always been a primary issue for the ILO, but only in the past 15 years or so has it become one of the biggest, and most successful campaigns of the Organization. *World of Work* asked Michele Jankanish, Director of the International Programme for the Elimination of Child Labour and one of the key actors in developing Convention No. 182, about IPEC's vision for the future.

We say that we are within a decade of eliminating child labour in its worst forms. How realistic is this expectation?

Michele Jankanish: First, it is a moral imperative that we move as fast as we can. If you think about it, 2016 is an unbearable amount of time for the millions of children who are risking life and limb and losing out on the education that will provide them and their families with a decent future.

When the International Labour Conference adopted Convention No. 182 in 1999, it said that the exploitation of children in the worst forms of child labour was intolerable. It required immediate measures as a matter of urgency to put a stop to it. Setting a target keeps a focus on the urgency of this commitment.

"Realism" is of course relative. The most ambitious objectives have proven to be entirely feasible when pursued with single-minded determination. On the other hand, the most modest goals can be unrealistic if they are not taken seriously. The question often boils down to whether the political muscle can be put behind the objective, which is a function of how hard one tries.

In addition, the trends we identified in the Global Report in 2006 indicated optimism for a 2016 target. A lot has to happen, of course, and it will be more difficult in some places than others. A strategy for each region, taking account of its special challenges, must be followed. There is a special focus on sub-Saharan Africa given its slow progress and the impact of HIV and AIDS and countries emerging from conflict.

When working toward the target, we also count on the fact that the necessary knowledge and tools are largely available. As to the resources required, ILO studies have shown that eliminating child labour is a hugely beneficial investment, with benefits that exceed costs severalfold. Most of the costs would be for providing educational opportunities, which the international community already pledged at the World Education Forum in Dakar in 2000. The additional

resources required to pursue the no-worst-forms-of-child-labour-by-2016 goal are modest by comparison and Article 8 of Convention No. 182 says countries that ratify will help each other. There is no good reason any more for procrastination, if there ever was one. It can be done; so let's do it.

What is needed to make universal ratification of Convention No. 182 a reality, which would be a first in the history of the ILO, and what does it say about the international view on this issue?

Michele Jankanish: Oslo brought international attention and commitment, followed soon thereafter by adoption of Convention No. 182 on the worst forms of child labour. The momentum continued as country after country ratified Convention No. 182, showing a fast-paced response to the ratification campaign. We have reached 165 ratifications, but now must walk that last difficult mile. The Governing Body has not wavered since adoption of Convention No. 182 in directing us to work toward universal ratification. We call upon ILO constituents to continue their advocacy and assistance for universal ratification.

The Convention said to the world that all



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those who ratified it were not only concerned with protecting their own children from the worst forms of child labour, but that no child in any country, no matter the level of development, should be subject to this scourge. Having said that, the reality of continuing extreme poverty, exclusion and discrimination, and lack of access to quality education, made it clear that desire alone was not enough. Countries needed to be assisted so that the burden of lack of sufficient policies, resources and political will would not be borne by the world's children.

In fact, Article 8 is the concrete expression of this international solidarity where

member States commit themselves to assist each other in making this a child-labour-free world – especially the urgent elimination of the worst forms of child labour. Assistance can be support for social and economic development, poverty eradication programmes, universal education, mobilizing resources, targeted interventions and providing technical and mutual legal assistance.

In general, we can cite many accomplishments in terms of ratifications and so forth. Do you believe, however, that our work has in fact created the kind of social attitudes and changing cultures required to make child labour a thing of the past?

Michele Jankanish: We have come a long way. Fortunately, we have moved from the days of denial, diversion and derision. Such attitudes have thankfully been replaced by and large by a more open and engaged world view. There are still pockets of ignorance about the true impact of generations of young people caught in the trap of child labour and the resulting underutilization of the precious human resource. Even some parents don't appreciate or distinguish between work that could be normal for chil-



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dren (helping out, learning, preparing for adulthood) and activity that is a denial of the basic rights of the child and the right to be free from exploitation.

When we look at the events on World Day Against Child Labour each year, for example, we can see the enormous outpouring in communities around the world against child labour and testimony to changing attitudes and cultural norms regarding child labour. As I travel, I witness first hand this changing awareness and hear and see story after story of new awareness and appreciation for the need to act against child labour. The work of the ILO and others on the ground is making a difference every day in taking children out of child labour and in getting them the education that they deserve. Children themselves tell me their new dreams that now seem within their reach. The stories are heartwarming and heartwrenching.

The formal commitment to changing attitudes and cultures is also seen in the ongoing adoption of policies and legislation to eliminate child labour. This is critical to secure the foundation for the elimination of child labour even when individuals may waver.



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Future harvests



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The vast majority of the world's working children are not toiling in factories and sweatshops or working as domestics or street vendors in urban areas. They are working on farms and plantations, often from sun-up to sundown, planting and harvesting crops, spraying pesticides and tending livestock. Peter Hurst of the IPEC Programme describes IPEC action in reducing child labour in agriculture.

GENEVA – For many, the thought of growing up on a farm evokes images of an idyllic childhood with girls and boys working alongside their parents or grandparents in the fresh air and being taught the values and satisfaction of work. The reality, however, is often altogether different. Around the world today, millions of children are harshly exploited on farms and plantations of all types and sizes, toiling in poor to appalling conditions and performing dangerous jobs with little or no pay. Many of these children carry out work that endangers their safety, health and even lives, and deprives them of an education.

When children are forced to work long hours in the fields, their ability to attend school or skills training is limited, preventing them from gaining

education that could help lift them out of poverty in the future. Girls are particularly disadvantaged, as they often undertake household chores following work in the fields.

Irrespective of age, agriculture is one of the three most hazardous sectors – along with mining and construction – in terms of fatalities, accidents and ill health. According to ILO statistics, half of all fatal accidents occur in agriculture (ILO, 2000, p. 3), the potential hazards are numerous and levels of risk high. In many situations, children are forced to work long hours, use sharp tools designed for adults, carry loads too heavy for their immature bodies and operate dangerous machinery. They are exposed to toxic pesticides, diseases and harsh weather. They may also work in unsanitary conditions and suffer harassment and psychological abuse. The list goes on and on.

Not all work that children undertake in agriculture is bad for them or would qualify as work to be eliminated under the ILO Minimum Age Convention, 1973 (No. 138), or the Worst Forms of Child Labour Convention, 1999 (No. 182). Age-appropriate tasks that are of lower risk and do not interfere with a child's schooling and right to leisure time are not at issue here. Indeed, many types of work

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without child labour

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experience for children can be positive, providing them with practical and social skills for work as adults. Improved self-confidence, self-esteem and work skills are attributes often detected in young people engaged in some aspects of farm work. The ILO, in partnership with international agricultural organizations, is promoting decent youth employment in agriculture (see sidebar).

Child labour is another matter, however, and given the inherently hazardous nature of many types of agricultural work, the line between what is acceptable work and what is not is easily crossed. This problem is not restricted to developing countries – it can occur in industrial countries as well. Whether child labourers work on their parents' farms, are hired to work on the farms or plantations of others, or accompany their migrant farm-worker parents, the hazards and levels of risk they face can be worse than those for adult workers. Because children's bodies and minds are still growing and developing, exposure to workplace hazards can be more devastating and long lasting for them, resulting in lifelong disabilities. Exposure to pesticides and other agrochemicals, for example, is particularly harmful to children. And children's inexperience and lack of mature judgement can heighten their risk of accidents and other types of physical and psychological harm.

While great progress has been made in many countries in reducing child labour in many sectors, a number of factors have made agricultural child labour a particularly difficult one to tackle. These include: large numbers, starting work young, the hazardous nature of the work, lack of regulation, the invisibility of their work, denial of education, the effects of poverty, and ingrained attitudes and perceptions about the roles of children in rural areas.

"The rural sector is often characterized by lack of schools, schools of variable quality, problems of retaining teachers in remote rural areas, lack of accessible education for children, poor/variable rates of rural school attendance, and lower standards of educational performance and achievement," says Michele Jankanish, Director of ILO-IPEC. "Children may also have to walk long distances to and from school. Even where children are in education, school holidays are often built around the sowing and harvesting seasons."

The ILO Global Report: *The end of child labour: Within reach*, which was discussed and endorsed by governments and employers' and workers' organizations at the International Labour Conference in 2006, calls for the elimination of all worst forms of child labour by 2016. Reaching this target will only be possible if greater efforts are made to reduce child labour in agriculture, the economic sector where 70 per cent of working children are found – over 132 million girls and boys aged 5-14 years, many of them engaged in hazardous work.

"For agriculture and rural development to be sustainable, they cannot continue to be based on the exploitation of children in child labour. Unless a concerted effort is put in place to reduce agricultural child labour, it will be impossible to achieve the ILO goal of elimination of all worst forms of child labour by 2016," concludes Jankanish.

Ways forward

To scale up work on eliminating child labour in agriculture, the ILO has developed a new International Agricultural Partnership for Agriculture Without Child Labour with key international agricultural organizations, namely the:

- Food and Agriculture Organization of the United Nations (FAO);
- International Fund for Agricultural Development (IFAD);
- International Food Policy Research Institute (IFPRI) of the Consultative Group on International Agricultural Research (CGIAR);
- International Federation of Agricultural Producers (IFAP) – representing farmers/employers and their organizations;
- International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) – representing workers and their organizations.

International agricultural agencies and organizations can play important roles in eliminating child labour in agriculture, especially hazardous work. These organizations represent an important conduit to the national level because of their close contacts with national ministries or departments of agriculture, agricultural extension services, farmers' organizations and cooperatives, agricultural producer organizations, agricultural research bodies and other organizations.



PROMOTING DECENT YOUTH EMPLOYMENT IN AGRICULTURE

A key element of IPEC's work is promoting youth employment in agriculture within a decent work framework as a means of reducing child labour. The creation of youth employment in this sector could help end child labour, promote rural employment and development, and help reduce poverty by raising incomes. But many young persons do not want to work in agriculture because the pay is often low, the hours are long, the work is arduous and dangerous and career prospects are perceived as minimal.

To attract youth (15+) into this sector, the work must be based on appropriate training, good employment and career opportunities, decent employment conditions with decent levels of remuneration and good health and safety standards. The challenge will be to put these conditions and standards in place. Another issue that will need to be addressed is how to find safe and creative ways for youths who have attained the minimum age for employment (as defined in ILO Convention No. 138) to work in agriculture without it interfering with education.



Launched on World Day Against Child Labour 2007 with the signing, at the International Labour Conference (ILC), of a Declaration of Intent on Cooperation on Child Labour, the Partnership's initial objectives are to:

1. Apply laws on child labour
2. Take action to ensure children do not carry out hazardous work in agriculture
3. Promote rural strategies and programmes aimed at improving rural livelihoods, and bring child labour concerns into the mainstream of agricultural policy-making
4. Overcome the urban/rural and gender gap in education
5. Promote youth employment opportunities in agriculture and rural areas

Promoting rural employment as a means of poverty reduction

IPEC is also mainstreaming elimination of child labour in agriculture into the ILO's report for the 2008 ILC discussion on *Promoting rural employment as a means of poverty reduction*.

In many instances, rural working children represent a plentiful source of cheap labour. The prevalence of rural child labour, especially in agriculture, undermines decent work and employment for adults and weakens rural labour markets, as it maintains a cycle where household income for both

farmers and waged workers is insufficient to meet the economic needs of their families.

Rural poverty also drives girls and boys in the countryside to migrate to towns and cities where they often end up as urban child labourers or urban unemployed or underemployed – exchanging their rural poverty for urban poverty.

Child labour also undermines efforts to promote rural youth employment under decent conditions of work. Children who have reached the minimum legal age for employment in their country (14 years of age upwards) continue to work in exploitative and hazardous child labour with poor future job and economic prospects.

It is now widely acknowledged that child labour cannot be tackled in isolation from addressing the problem of ending rural poverty.

Building the capacity of stakeholders

As a proportion of all IPEC projects and action programmes to date, those focusing specifically on agriculture account for less than 15 per cent. However, several important multi-country pilot projects in commercial agriculture in Africa and Latin America have been carried out in the past five years and a number of other recent IPEC projects in rural areas in these and other regions of the world have components focusing on the elimination of child labour in agriculture (see sidebar).



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SUGARING THE PILL: IPEC-SIFI PARTNERSHIP

Rudy, from the Philippines, is the fifth in a family of seven children. At 15, he dropped out of school to help his father on the farm. His two elder brothers had died in a tragic accident shortly before.

Rudy felt duty bound to help provide for his younger siblings. "I was afraid that my younger brother and sister would also have to quit school and start work because we didn't have enough money," he says.

According to a survey conducted in 2001, more than 60 per cent of working children aged 5 to 17 work on farms in the Philippines. Many of them work for long hours under the scorching heat of the sun and risk harm from "spading", the local name for the large heavy machete used in cutting sugarcane. They are also exposed to chemicals and fertilizers which they handle with their bare hands.

In 2006, IPEC partnered with the Sugar Industry Foundation, Inc. (SIFI) to address child labour in Western Visayas. SIFI is a foundation in the Philip-

pines where sugar farmers, sugar mill owners and representatives of farm labourers come together to address the concerns of sugar workers.

Under the IPEC-SIFI programme, working children were given technical skills training and scholarships for further schooling while over 100 family members working on sugarcane farms participated in seminars to enhance their business skills.

Rudy joined over 80 others who were given skills training. After a 75-day, on-the-job training in a company that leases heavy equipment for construction work, Rudy was hired by the same company as a mechanic assistant. As Rudy is under age 18, tasks and conditions are still to be monitored since he is not to do dangerous work according to ILO standards on child labour.

But he is no longer afraid that his two siblings may quit school to work in the sugarcane fields. "I am happy that I can give money to my parents to send my younger brother and sister to school," he says.



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ers, labour contractors, agricultural producer organizations and so on.

IPEC and ACTEMP have been co-operating on capacity-building of employers' organizations on child labour in commercial agriculture. IPEC has facilitated three training workshops for employers' organizations; the most recent one organized as a joint ACTEMP-IPEC-ILOITC initiative.

Training for employers' staff – especially project staff running national activities on capacity building on child labour in commercial agriculture, but

also in sectors such as mining – has been provided for Azerbaijan, Ethiopia, Ghana, Malawi, Moldova, Mali, Mongolia, Uganda, Zimbabwe, Georgia, Kenya, Nepal, Philippines, South Africa, Swaziland, United Republic of Tanzania, Turkey, and Zambia.

These agricultural projects have a strong community focus: they generally aim to build the capacities of stakeholder groups to tackle child labour issues, raise awareness at the village/community level and involve community members in activities such as child labour monitoring, for example. The projects also bring in employers' organizations and trade unions wherever possible with a view strengthening social dialogue between these groups. They may also involve non-governmental organizations.

Work with employers and trade unions

A recent trend in efforts to eliminate child labour in agriculture has been the emergence of multi-stakeholder initiatives concerning a specific crop and involving stakeholders along the food/commodity supply chain for that sector. Some focus mainly on direct action to assist children and their families, awareness raising and capacity building of local agencies. Others concentrate efforts on a national and global level and feature codes of conduct and labelling schemes to pressure exporters and suppliers to ban the use of child labour and monitor its elimination. IPEC has supported several such sectoral alliances in the past few years, including those created in the banana, cocoa, and tobacco industries.

IPEC and ACTRAV have been cooperating at field level in Ghana, Kenya and Uganda, in association with national agricultural trade unions, to train groups of farmers and farmworkers as trainers on the elimination of hazardous child labour in agriculture.

The trainers have then run training sessions, and given awareness-raising talks on child labour on their farms, and in their villages and communities for their fellow farmers and villagers, chiefs, district level officials, companies, outreach grow-

ers, labour contractors, agricultural producer organizations and so on.

Having contributed to the substantial inroads made in eliminating child labour in many other sectors, IPEC is now in a better position to direct its resources at the immense and complex task of eliminating hazardous child labour in agriculture.

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FURTHER READING

The end of child labour: Within reach, Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work 2006 (Geneva, 2006).
Tackling hazardous child labour in agriculture: Guidance on policy and practice (Geneva, 2006). See Part III on multi-stakeholder initiatives.
<http://www.ilo.org/ipec/areas/Agriculture/lang-en/index.htm>
IPEC action against child labour: Highlights 2006 (Geneva, 2007).
Safety and health in agriculture: Report (VI) I, International Labour Conference, 88th Session, Geneva, 2000.
 International Agricultural Partnership (brochure).

A load too heavy

Child labour in mining and quarrying



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Nearly a million children between the ages of 5 and 17 work in informal, small-scale mines and quarries, in direct violation of ILO Convention No. 182. Children dig and haul ore out of underground mines, dive into rivers and flooded tunnels, and transport heavy materials. They grind rock and mix it with mercury to extract gold. They pound rocks into gravel. They live in areas where soil, water and air may be contaminated with heavy metals. On a daily basis, they risk serious injury, chronic illness and even death. *World of Work* looks at IPEC research and action to eliminate the exploitation of children in the mining sector.

LA RINCONADA, Peru – Like many other children in La Rinconada, 14-year-old Braulio had worked in the mine since he was very young, carrying heavy loads of ore as a *quimbalatero* (stone crusher).

“One day I didn’t feel well, I was very tired and fell down a few times. At the exit from the mine my

barrow overturned and all the ore fell out. The captain was watching me. He kicked me hard because of this.”

Braulio had heard about the ILO’s International Programme on the Elimination of Child Labour (IPEC) project for the La Rinconada mines, which had been reaching out to the community through its partner organization, CARE International, and which has helped over 2,500 children.

“I had heard about it on the radio. I decided to contact the project. They came to the mine and talked to the mine manager, and he was sanctioned.”

When Braulio, his brothers and their father began to attend meetings organized by the project, they learned that “working was not good for us. I had aches and pains, sometimes we didn’t eat well, and it was difficult to go to school and study. My father was very grateful and told them that from now on only he would work, and that we could devote ourselves to school.”

¹ *Girls in mining: Research findings from Ghana, Niger, Peru, and the United Republic of Tanzania*. 2007. Bureau for Gender Equality, IPEC (Geneva, ILO). Based on the Working Paper Series: Girls in Mining, available at www.ilo.org/childlabour

From 2000 to 2004, IPEC supported three prevention initiatives in mining communities in Peru, in the departments of Arequipa, Puno and Ayacucho. There was also a combined effort to raise awareness at the national level. The pilot initiatives showed that for the elimination of child labour from mining, it is important to improve the mining industry through changes in technology, income generation, social protection, improvements in basic services, organizational strengthening and sensitization at the national and regional level. In one example, a modern processing plant was established in Santa Filomena which completely eliminated child labour.

It's worse for girls

In recent years, child labour in mining has taken place in informal, small-scale mining; there is no longer any known child labour in the formal sector. But the situation of boys and girls in small-scale mining is dire, and can be worse for girls. Research carried out in Ghana, Niger, Peru and the United Republic of Tanzania in 2006, highlighting the risks to girls, was presented publicly for the first time at the Conference on Communities and Artisanal and Small-scale Mining (CASM) held in Ulaanbaatar, Mongolia, in September 2007.

The ILO report¹ shows how cooperation between IPEC and local authorities has begun to tackle the issue. It challenges the general assumptions about gender roles in small-scale mining communities.

"Poor understanding of the issue translates into poor intervention," explains Susan Gunn, child labour expert for IPEC, who commissioned the report. "Policies and action programmes that address small-scale mining issues ignore the fact that there are children working there exposed to the same or even greater risks than the adults . . . and that many of them are girls. Consequently, girls miss out on the benefits and social support that the programmes provide."

Girls carry out tasks related to the extraction, transportation and processing stages of mining as well as other mining-related jobs such as selling food and supplies to the miners. They perform tasks that are just as hazardous as those faced by boys, working even longer hours, with a greater workload and a lesser chance of schooling, withdrawal or rehabilitation. The growth in demand for their labour, driven by desperate poverty in the household, is not matched by a decline in their domestic responsibilities. The girl child labourer in mining communities is almost always forced to combine schooling, job and domestic work, which can lead to working days of more than 14 hours, excessive hours of often dangerous work, a lack of time for rest and recuperation and an impossible schedule to fit around school attendance.

In the Mirerani mining zone of the United Republic of Tanzania, the study found that in gemstone brokering, girls worked 42 to 70 hours per week, seven days a week, compared to 28 to 56 hours for boys, while in petty business, girls worked 84 to 90 hours per week compared to between 56 and 70 for boys.

Selling food and domestic work was carried out exclusively by girls. Girls as young as 9 years old assist their mothers with the preparation of food and drink. In order to reach their fathers or customers on site, they must cross dangerous terrain subject to cave-ins, mercury contamination, or sharp rock shards, carrying up to 20-25 litres of water or 20 kilograms of weight, three to four times a day.

WORKING WITH THE LOCAL COMMUNITY

Because of its inherent dangers, work in mining and quarrying falls under the ILO Convention on the Worst Forms of Child Labour, 1999 (No. 182), and must be prohibited and eliminated as a matter of urgency. With fewer than a million children involved, the numbers are large but not overwhelming, and governments, enterprises and workers' organizations have demonstrated their will to solve the problem. The pilot projects undertaken by IPEC in Mongolia, United Republic of Tanzania, Niger, Ghana, Burkina Faso and the Andean countries of South America have shown that the best way to assist child miners is to work with the children's own communities. The ILO builds national and local capacity through its constituents and partners, with a focus on actions to reinforce the withdrawal of children from mining and quarrying.

Health and social services

Children found working in mines are immediately provided with food and drinking water, vaccinations, first aid and health care. Support services for youth of legal working age include safe rest areas, drop-in centres and counselling.

Legal protection

Monitoring and labour inspection of mines and quarries, plus enforcement of mining industry compliance with minimum age and safety regulations, help reduce child labour in the sector. Policing of frontier areas can reduce trafficking.

Education

Day care and pre-school for younger children reduce or eliminate working parents' need to bring them to the mines. Scholarships and remedial classes increase opportunities for children who have already missed a lot of school, or can't afford to go on to higher education. Non-formal education and vocational training are of benefit to older youth.

Income generation and alternative employment

Poverty drives children and their families to seek work in mines and quarries. Adequate alternative sources of family income need to be put in place. Parents can be supported through credit, training and job placement to decrease the need for their children to work.



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It is common for girls to be employed in bars and restaurants which service the mining community. Some girls in Peru were reported to be working upwards of 12 hours a day and from as young as 10-12 years old. In some cases, bar work can lead to sexual exploitation and abuse by both customers and employers. In Mirerani, 85 out of the 135 girls interviewed revealed that they were engaged in commercial sex work, 25 of them full time. In such desperate environments, girls cannot normally refuse sex, even at a young age. The mining zone creates an influx of men who can offer rural women and young girls food and clothing in exchange for sexual favours.

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Physical and educational damage

The physical injuries incurred through mining activities can be extreme. Child labourers take working tools and explosives down the shaft to as deep as 300 metres. Working in and around the extraction zone, a boy or girl is at high risk of lesions or sprains from falls or accidents. Carrying heavy loads can damage the neck and spine and lead to problems in later life. Stone crushing can lead to injuries due to flying rock shards, accidents with tools that are too big for children (and particularly girls) to handle, and exposure to constant vibrations and noise. Stone crushing and moving rubble put workers at risk of severe cuts, bruises, deafness and blindness, respiratory tract infections and permanent damage to the nervous system.

Perhaps the most alarming hazard is exposure in the amalgamation stage of gold mining to liquid and airborne mercury. Mercury can burn the skin and cause life-threatening damage to internal organs; it is highly dangerous. Child workers are generally uneducated about the health risks of mercury and the need for avoiding skin contact and inhalation, and they usually are unaware of simple protective measures such as gloves, masks and safe disposal of the substance.

Like many other migrant workers, 7-year-old Hadiza and her brothers and sisters travelled with their parents to Komabangou, Niger, in search of a better life, and were put to work wet and dry panning for gold and removing rubble and ore from the pits. But Hadiza resisted: "A girl is not made to work in gold mining," she says. "I managed twice to escape and hide in the family of one of my friends but each time I was brought back."

Hadiza began to suffer from asthma and was taken to see a nurse, who told her father that the girl would suffocate and die if she continued to work. Hadiza's father understood: he decided to forbid all his children to work in gold mining. Meanwhile, in 2006, the authorities made it illegal for girls under the age of 15 to work in gold extraction and processing.

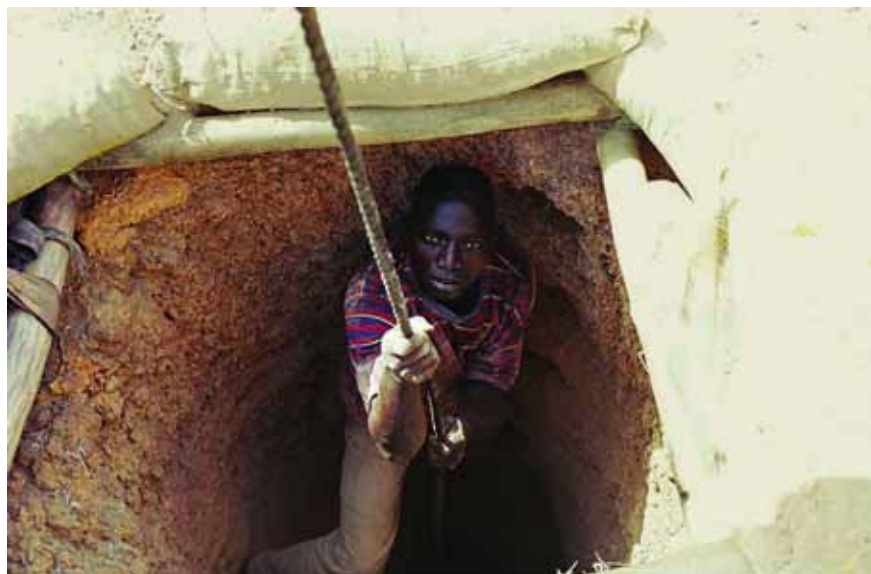
Junindo and Kifliadi from Batu Butok village in Indonesia were also involved in gold mining during their school years. Working in contaminated river water for two to three hours a day and with no protective equipment, Junindo felt piercing pains in his ears and diminished hearing from air pressure while diving, while his legs and arms were covered with cuts from the pebbles at the bottom of the river. Kifliadi, who started work in 6th grade, began to suffer from lung disease. Their school education was also suffering.

Coming into contact with the campaign of IPEC partner PADI Indonesia (Padi Nusantara, www.padinetwork.org), both boys began to realize the importance of education for their future. They enrolled in training programmes such as agro-forestry, financial management, community independent group management, and computer skills. Through the experience gained they were not only able to exchange gold mining for less dangerous fishing activities, but also to begin to dream of a better future. Kifliadi, now 17, is enrolled in high school, while Junindo, 19, graduated in July 2007 and hopes to continue on to university and become a teacher. He has also become active in campaigning for the elimination of child labour.

A global partnership to end child labour in mining

Because mining is an extremely dangerous form of child labour but is also modest in scale, IPEC began in 2004 to consider addressing it on a global basis. There was a wealth of experience on which to draw: IPEC already had eight major projects and numerous smaller action programmes in a number of countries representing a large cross-section of the world. When the time came to select a theme for the World Day Against Child Labour (WDACL) in 2005, the ground was already laid for a focus on mining and quarrying, offering an ideal opportunity to launch a global Call to Action against child labour in mining.

On 10 June 2005 in Geneva 15 tripartite delegations that recognized that they had a child labour problem in mining gathered in the Palais des Nations. In the presence of participants in the International Labour Conference, each country in turn formally presented a signed pledge to eliminate child labour in mining within a defined period. The nations presenting agreements were Brazil, Burkina Faso, Colombia, Côte d'Ivoire, Ecuador, Ghana, Mali, Mongolia, Nicaragua, Pakistan, Peru, Philippines, Senegal, United Republic of Tanzania, and Togo. The General Secretaries of the workers' federation concerned with mining, ICEM, and of the mining sector employers, ICMM, also signed an agreement pledging to support the ILO and governments in their efforts to eliminate the problem globally.



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Twelve of the 15 signing countries launched straight into follow-up activities. Tripartite planning meetings were scheduled in a half-dozen countries to detail activities to be undertaken during the next five years to eradicate child labour in mining. At the global level, a small inter-agency working group was convened to prepare the work plan, with a view to making the Call to Action a reality.



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Starting a new journey

From child labour to education and training



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Education is critical to ending child labour. And recent progress reports on the Millennium Development Goals (MDGs) and Education for All (EFA) targets have identified child labour as a major obstacle to access to education. *World of Work* looks at IPEC work in promoting education and training for working children and youth.

GENEVA – A recently formed inter-agency partnership, the Global Task Force on Child Labour and Education for All, is developing closer links between efforts to tackle child labour and efforts to boost children's access to education.

The MDGs seek to ensure that by 2015 all boys and girls will be able to complete primary schooling. But the 2007 EFA Global Monitoring Report indicated that 77 million primary-age children are still not enrolled and many countries risk not achieving the 2015 target. The Report stated: "Education for All...requires an inclusive approach that emphasizes the need to reach groups that might

not otherwise have access to education and learning." It called for policies aimed at "reaching the unreached", including policies to overcome the need for child labour.

The links between efforts to tackle child labour and boost education access have been increasingly recognized within the international development community. In November 2003 the first Inter-Agency Round Table on Child Labour and Education was organized during the annual meeting of the UNESCO-led High-Level Group on Education for All in New Delhi. The Round Table issued a Declaration calling for greater coordination between initiatives and resources directed towards providing quality education for all children and eliminating child labour. The Global Task Force on Child Labour and Education for All was formed in response to this perceived need and was formally launched in November 2005.

The overall objective of the Global Task Force is to contribute to the achievement of the EFA goals through the elimination of child labour. Its main

strategy is to mobilize political will and momentum towards mainstreaming the issue of child labour in national and international policy frameworks contributing to the EFA objectives. This strategy is being pursued through strengthening the knowledge base, advocacy and promoting policy coherence.

The Global Task Force has recently agreed plans for joint work on child domestic labour and education (to be led by UNICEF), national level initiatives to integrate child labour into EFA frameworks (led by the ILO), and research on child labour and education linkages.

The members of this new partnership are the ILO (which provides the Secretariat), UNESCO, UNICEF, the World Bank, UNDP, Education International (a global organization of teachers' trade unions), and the Global March against Child Labour. The governments of Norway and Brazil are also participating in the work of the Task Force, adding important perspectives. Norway will in December 2008 host the EFA High-Level Group and is keen to strengthen the focus on child labour and more general issues of education exclusion. Brazil has important experience in promoting education and is an active supporter of South-South cooperation on child labour and education issues.

In **Turkey**, where about 65 per cent of all working children under the age of 15 are involved in agricultural work, the Turkish Ministry of National Education (MONE) is implementing an ILO-IPEC programme (2005-07) to address the specific needs of children involved in seasonal agricultural work in the Karatas region near Adana. In the cotton-growing areas in the south of the country, many children of migrant farm workers work alongside their parents and migrate with them from their home villages according to the crop cycles. It is very difficult for these children to go to school, as the cotton season runs from May to November and overlaps with the school year. Most end up dropping out of school. Some have never been enrolled.

At the heart of the programme are the creation of year-round boarding school programmes and a school-based child labour monitoring (CLM) system that brings educators and parents, employers (farmers), social workers and local authorities together to identify working children and follow up so they do not return to work. Younger siblings are also taken care of with special pre-school programmes, year-round kindergarten and other services to keep them from starting to work.

The project has two principal components. The first aims to create an enabling policy environment. The second targets children directly, withdrawing them from hazardous labour in agriculture, preventing them from entering seasonal agricultural work and placing them into formal/non-formal educational programmes or pre-vocational/vocational training. These components incorporate crosscutting dimensions such as gender and advocacy.

A community-based social support centre (SSC) has been established in Karatas to cater to the specific needs of the children targeted by the programme and help integrate them into the various alternatives that have been put in place for them. The centre has also been mandated to keep track of the children as they move up through the education system.

Another important activity of the project is an outreach service to assist working children in remote rural areas in innovative ways, including peer education programmes and networking with other programmes focusing on children's welfare.

The programme started in 2005 and so far over 1,400 children (45 per cent girls) have been identi-



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TRAINING ON CHILD LABOUR AND EDUCATION POLICY

Representatives of Ministries of Labour, Ministries of Education and teachers' trade unions recently participated in a new training programme on child labour and education policy. The programme, conducted at the ILO's International Training Centre in November 2007, considered education policy approaches that can help to remove barriers to education facing child labourers.

Some 17 countries were represented at the event, bringing together a wide range of practical experience in tackling child labour. The need to address financial barriers to education, both school fees and indirect costs of education, was a recurring theme in the discussions. Representatives from Brazil reported on the positive impact that cash transfer programmes had had on school attendance and reducing child labour.

Participants also discussed the practical problems which can arise when countries succeed in boosting school enrolment but are insufficiently prepared to provide a quality education to the children being enrolled. Representatives of the global organization of teachers' trade unions, Education International, drew attention to the importance of the ILO and UNESCO Recommendation concerning the Status of Teachers, to ensure the goal of a high-status teaching profession and good quality of education.

The programme also considered the specific approaches needed when working with out-of-school child labourers, the impact of HIV/AIDS on child labour, and the linkages between education and labour markets.

The course will be run again at the Turin Training Centre in 2008 (see Turin Course Calendar). IPEC also hopes to be able to deliver the training programme at regional and national levels. For further information contact ipec@ilo.org

>> fied and registered. About half of them have been withdrawn from agricultural work and enrolled in primary schools. Over 100 children (mostly boys) have been withdrawn from work and registered at boarding schools in Karataş, Kozan, Mustafabeyli and Hilvan. The rest have benefited from complementary education programmes and social activities that were organized by SSC and surrounding primary schools within the framework of the programme.

In **Indonesia**, an apprenticeship programme initiated by Apindo (Indonesian Employers' Association), with support from IPEC targeted older children (15+) withdrawn from the worst forms of child labour who are in need of a fresh start in life. Three participating companies – PT Astra Honda, PT Unitex, and PT Bogasari – offered on-the-job training for some 30 young women and men who had previously worked in the footwear workshops of Ciomas, or as drugs traffickers, or who had become street children. The objective was not only to offer these girls and boys a chance to learn marketable skills but also to prepare them for making a living, selling their skills as small-scale entrepreneurs.

Meta and her friends used to work in dangerous conditions in the informal footwear workshops of Ciomas. Having to travel 10 kilometres to the PT Unitex factory did not dampen their enthusiasm; the tiring journey they undertook daily for three months could not compare to the hardships they had suffered earlier. The group of young women and men were excited by the opportunity to learn garment-making skills. At the same time, they had to learn about working in a factory. While some of them initially found it difficult to adjust to the new pace of life and the discipline expected of them, the work gave them a new sense of pride and a feeling of having some control over their future.

Since finishing their on-the-job training, Meta and her friends have been keeping busy. Having

received a sewing machine, a hemming machine and cloth from the ILO, Apindo and PT Unitex, the group of trainees discussed their options and decided unanimously to use the tools to start a business. Savings from the transport money provided by the ILO and Apindo allowed them to pool sufficient start-up capital to start a small business making bed-and pillow covers. Coaching is provided by ELSPAT, a Bogor-based NGO that works with ILO-IPEC to withdraw children from hazardous work in the footwear industry.

The daily discussions of the group revolve around marketing dilemmas, how to improve the quality of their products and upgrade their skills. The group has managed to obtain help from a designer and has already identified an advanced sewing course that will enable them to improve their products. Marketing involves home visits to show samples of the group's products. They are confident that it is only a matter of time before the orders pour in.

"I am happy to be involved in planning, starting, and marketing our own business. This is the best way to put into practice all the skills and knowledge we obtained during the apprenticeship period. This is such a big improvement compared to our previous work in the footwear workshops," said Meta optimistically.

The experiences of Meta and her friends are echoed by other alumni of the apprenticeship programme, who are likewise trying to start small businesses of their own. Those who learned to make cake and bread through PT Bogasari have gone through a similar process of discussing and deciding on their product and marketing strategies. The young men who received on-the-job training with PT Astra Honda are still continuing their apprenticeship, to deepen their skills.

"We're learning from the experience of the first batch of apprentices. For example, organizing apprenticeship for children with this kind of background requires strong networking, a high degree of commitment, and respect for the contributions of all sides involved in this programme. If these three principles are not adhered to, then this kind of programme will not be successful and sustainable," said Nina Tursinah, head of Apindo on Women, Social Affairs, and Gender.

IPEC's hope is that the apprenticeship programme will be replicated and expanded to other areas, to become a tool for employers and government alike in the fight against the worst forms of child labour in Indonesia.



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SIMPOC: CRUNCHING THE NUMBERS



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Numbers on the extent, characteristics and determinants of child labour are provided by the Statistical Information and Monitoring Programme on Child Labour (SIMPOC), the statistical arm of IPEC. The programme was founded in 1998. Over the years it has grown into one of the world's largest household survey programmes. SIMPOC has

- provided technical and financial assistance to more than 300 child labour surveys;
- established national and global databases on child labour;
- built up large-scale training programmes, and
- developed global estimates on child labour in 2002 and 2006.

In 2006 SIMPOC published global child labour trends for the first time. A growing and increasingly sophisticated data repository underlies this effort. As part of the follow-up to the Declaration on Fundamental Rights and Principles at Work, the ILO has the responsibility to issue a trend analysis on child labour every four years. SIMPOC's data collection and analysis capacity will be key to this endeavour.

SIMPOC is currently working on the development of new measurement tools for the unconditional worst forms of child labour, such as bonded labour and trafficking of children. The aim is to arrive at survey techniques permitting estimations of the extent of these forms at the national level.

SIMPOC's experience in providing technical assistance on child labour statistics to over 60 countries across the globe has resulted in a wide range of survey instruments. This includes questionnaires for collecting both quantitative and qualitative data, and by a variety of data collection methods.

For countries committed to developing a national child labour survey with relatively advanced data collection and processing capabilities, a comprehensive standard questionnaire has been elaborated. For other countries, a shorter questionnaire is recommended that facilitates the collection of essential child labour data. For researching the various worst forms of child labour, rapid assessment and baseline survey questionnaires are available.



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The SIMPOC Manual on Methodologies for Data Collection through Surveys presents a detailed introduction to different data collection methods in the area of child labour. These include household-based national child labour surveys; establishment surveys; rapid assessments; school surveys; street children surveys and baseline surveys. The Manual addresses data producers and users, comprehensively covering survey planning; questionnaire design; sampling issues; data collection; processing questions; and data analysis. It also contains sample questionnaires for the various types of child labour surveys.

Child labour statistics will be debated at the next International Conference of Labour Statisticians (ICLS), to be held in Geneva in November / December 2008, with the objective of developing and adopting a set of global standards for child labour data collection and measurement.

For further information see <http://www.ilo.org/ipecc/childlabourstatisticsSIMPOC/>



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¹ Hagemann, F.; Diallo, Y.; Etienne, A.; Mehran, F. *Statistical Information and Monitoring Progress on Child Labour* (ILO, Geneva, 2006).

India against child labour



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The situation for working children in India has changed over the past few decades. Changes in family and social dynamics, the blurring boundaries between urban and rural areas, and business and industry geared towards globalization have created a better future for many. In metropolitan India, an industrial economy and national legislation have replaced traditional livelihoods governed by clan-based laws. The shift has created opportunities for education for many children. Vidya Ravi and Eléonore Evain look at progress in India's struggle against child labour.

CHENNAI – In India, children traditionally began working young. Many children have to work to help their families and some families expect their children to continue the family business at a young age. The agriculture sector especially has always been governed by traditional norms.

Govindan, 47, tells his story of how he started working on the farms. Originally from a small village in Tamil Nadu, Govindan worked with his father and brother on a subcontracted farm in order to help add to the family's income. "When I was a child, times were difficult, even to get enough

to eat. My father worked on a farm too with my brothers, so it was natural then that I should do farming. So I quit school and started working in agriculture. I was about 10 years old."

A child's work is traditionally recognized as an integral part of the community and not simply as cheap and exploitative labour. Children were thought to have reached their adulthood at a relatively young age, usually 12. The ILO Minimum Age Convention, 1919 (No. 5), ratified by India in 1955, made an exemption in article 6, citing that the provisions should not apply to India; instead the minimum working age was lowered to 12 years of age. With the adoption of the post-Independence Constitution in 1950, the government has adopted and ratified a number of international labour Conventions, mainly in the formal economic sectors under development. About 85 per cent of working children in India work in family enterprises or the informal sector. In 1986 comprehensive national legislation for the prohibition of child labour in hazardous sectors and processes and for the regulation of working conditions in other sectors was promulgated. In 2006 the government formally placed a ban on employing children in the



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domestic and hospitality sectors, adding them to the existing list of 13 occupations and 57 processes categorized as hazardous.

Govindan remembers how hard he had to work in order to make a difference to the family income. "My tasks were to plant seeds, weed, and carry small loads. I worked for about eight to ten hours a day and earned very little, maybe Rs. 50 per week (US\$1). It was difficult work but I was able to contribute something towards family expenses."

Today, a lucky few from underprivileged backgrounds do not have these pressures. When Govindan turned 18, he left his village and moved to Chennai. He made a living by helping a vegetable seller in a market stall. He now has his own vegetable cart. "I've been selling vegetables for the past 25 years. Things are not so difficult now. I miss my village but this is the future. It is easier to make a living. My children don't feel the need to work. I'm glad things have changed and my children can get a good education."

Many parents then and even now encourage their children to enter apprenticeship. Without enough income coming in for food, medicines and housing, children quit school to work in the handicraft or textile industry. Bhaaskin, 37, is a tailor in Chennai. He stopped school when he was 10 years old. "There were lots of difficulties at home, even for food. My father died when I was very young and my mother made a living by selling fruits. But it was not enough to feed us all." Bhaaskin grew up with one elder brother and three older sisters. "With such a large family, we all had to start apprentice work at a young age in order to make enough. There was also pressure to ensure my sisters marry into good families. For that, one needed money." He adds, "I wasn't forced by anyone to quit school. I was not very good at studies and got discouraged by that. I preferred to work."

Bhaaskin started working in a textile store in Chennai sewing buttons on shirts. "Our days were long, maybe 11 to 14 hours per day. I got paid less than 20 Rupees per day (US\$0.60). But slowly I moved on to doing bigger jobs and having more responsibilities."

It is a traditional practice that children learn a trade through apprenticeship. Vocational schools are unpopular. Many vocational workers, including carpenters, tailors and caterers, do not have vocational degrees but rather build practical experience over time. However, apprenticeship often is in the form of bonded labour, where children live and work in the factory and are exposed to crowded,

unsanitary and poorly ventilated working environments. Many children working in such apprenticeship factories or stores face a difficult life and see little hope of escaping the situation.

Although national measures exist today, labour inspections and raids do not work with consistency. Following the deaths last year of 12-year-old Afzai Ansari and 11-year-old Ahmed Khan, child workers in *zari* (textile handicraft) factories in the state of Maharashtra, the state government carried out a number of raids which "rescued" over 16,000 children.

Bhaaskin was one of the successful ones to go through apprenticeship and progress in the trade. He says, "I worked in several stores over the years. I learned many things about tailoring on the job. Then, in 1997, I started my own business." Now he employs two assistants. "I would have liked to stay in school and continue on to higher education, but things happened the way they did. It is changing now, how people view education as necessary. In the past, it was unusual for people from modest backgrounds to get very far."

Maran lives in Chennai and is an auto driver. He grew up in the suburbs of Chennai. "When I turned 13, my father died. As I was the eldest, I had to get a job to support the family. My sister helped out at home with housework, but my brother was doing his higher secondary school, so I worked to support his studies."

Maran's first job was in the construction industry. He began as a child applying cement and painting walls. He moved on to masonry and building works. "It was hard work, but I got used to it. I was head of the family, so didn't feel like I was missing out."

In 1996, Maran started driving an auto. He has two children. His son has just started higher secondary and his daughter is in secondary. "They both study well and I have every wish for them to continue school. As for me, there were family responsibilities. But my children have the freedom to decide about their future."



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GOVERNMENT SPEARHEADS MAJOR CHILD LABOUR PROGRAMME



© M. Crozet/ILO

Following the adoption of a National Child Labour Policy in 1987, the Government of India has spearheaded a major nationwide child labour elimination programme through its flagship National Child Labour Projects (NCLP). The NCLP scheme aims at providing educational and other rehabilitation services to children withdrawn from hazardous work in industries. The programme is supported by a budgetary allocation by the Government of Rs. 6,020 million (about US\$ 131 million) during the Tenth Five-Year Plan 2002-2007 to cover 250 districts out of the total 601 districts in the country during the plan period.

Through convergence with the Department of Education, Ministry of Human Resource Development programme, Sarva Shiksha Abhiyan (Education for All), the government aims for universal elementary education, strengthened public education and prevention of child labour. Complementing the efforts of the central government, several major states (provincial governments) are implementing time-bound programmes for the elimination of child labour. Special Child Labour Resource Cells established in some states enforce existing laws that ban employment of children in hazardous industries.

India has been participating in IPEC since

its inception in 1992. During the last 15 years IPEC has collaborated with government, trade unions, employers' organizations, national research and training institutions and other civil society partners through a large number of action programmes. Building on this experience, INDUS, a comprehensive and large-scale project on child labour, is now being implemented by the federal and state governments with support from IPEC in 20 districts of four large states and in the National Capital Territory of Delhi. The project receives equal contributions of US\$20 million each from the Government of India and United States Department of Labor.

The project seeks to develop an integrated multi-sectoral approach through several components. These include:

- providing transitional education to children withdrawn from hazardous work
- strengthening public education as a measure to prevent child labour
- providing vocational skills training to adolescents in the age group of 14-17 years
- income-generating opportunities to the families of child labourers

The project has a strong focus on institution building and child labour monitoring and proposes to create participatory structures to bring together governmental agencies,

employers, trade unions and non-governmental organizations to carry out activities in a systematic and sustained manner at all levels.

Currently, the Indian Government's Eleventh Five-Year Plan for 2008-2013 calls to expand NCLP coverage to all 601 districts in the country and mainstream the key strategies of the INDUS Project into the NCLP. ILO-IPEC will continue to collaborate with government and other major stakeholders and provide required technical support on the basis of knowledge acquired by IPEC through its global work. Child labour is a dynamic issue. Its patterns, nature, structure, magnitude and sectoral prevalence continue to change with the growth patterns of countries which affect the demand and supply parameters of child labour. With globalization and the increased participation of Indian economy in world trade, the issue of child labour is likely to receive increased attention from key players – the producers, consumers and activists. As India responds to these issues in a proactive manner ILO-IPEC will provide the required cooperation with the help of tripartite partners. India has decided to conduct a nationwide survey to estimate child labour in the near future, and IPEC-SIMPOC (see page 21) will provide technical support for this. With stated political commitment and the allocation of budgetary resources to match it, ILO-IPEC envisages an era of strong partnership with India in moving towards the goal of the elimination of child labour.



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CIARIS

New technology in the service of social inclusion



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More than a billion people still don't get enough to eat, can't send their children to school, have no access to health services. It's not just a problem of poverty, but more broadly of exclusion – social, economic, political, cultural exclusion. Philippe Vanhuynegeem looks at new knowledge management tools developed by the ILO to help analyse the complex factors of working poverty and to promote decent work.

Maria Jacinto Siteo, 28, lives in Maputo, Mozambique with her three children. She was only ten when she left school – her parents were poor and school was far away from home. Unable to find employment, she started her own informal small business selling second-hand clothes to help her family and her husband, who had only a modest income. Her meagre earnings enabled her to contribute to the household expenses and the children's education.

But then, Maria became infected with the HIV virus and her husband threw her out. The situation became desperate, as she describes: "I used to have a small business, but when I fell ill I had to spend all my earnings on the traditional doctors (*curandeiros*) and at the hospital. I lost everything and got deeply into debt to pay for medical care. My husband rejected me and I left with my youngest daughter to live with my grandmother. We still live with her – it's difficult both socially and financially because she only gets a very small pension. I can't work any more; I can't do anything."

Maria's story, like that of so many other women and men throughout the world, demonstrates how

the struggle against poverty and exclusion needs to be understood in a comprehensive way. Most studies of social exclusion emphasize its multi-dimensional character and how important it is to take the links between its causes and effects into consideration. The studies show that approaches which concentrate on only one dimension tend to be ineffective. But over time, poverty-reduction strategies tend to adopt just such a "sectoral" approach, limiting the effectiveness of the actions taken.

On the other hand, across the world there is now much experience – particularly at the local level – demonstrating that an intersectoral approach is far more successful in reducing poverty and exclusion. In the world of work, the ILO aims to promote approaches that offer workers simultaneous access to employment, social protection, and respect for their rights through social dialogue. These approaches, though, are not well enough known, and those seeking to improve their methods are often isolated behind sectoral barriers: too often they don't have enough knowledge or capacity to put an integrated strategy into practice.

Knowledge-sharing urgently needed: Can new technologies help?

For a number of years now, the ILO has been developing an online network for its constituents – the Learning and Resources Centre on Social Inclu-

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>> sion (CIARIS: Centre de Ressources et d'Apprentissage sur l'Inclusion Sociale). Using the new information and communication technologies (ICT), CIARIS is a management and knowledge-sharing tool developed by the STEP Programme of the ILO's Department of Social Security and financed by the Government of Portugal.

CIARIS allows the various actors to consult resources and share their expertise. It provides a conceptual framework that models problems, analyses experiences and describes the principles and values that will ensure effective action in the struggle against exclusion. It gives specific ideas on how to design a project using an inter-sectoral approach, how to carry it out, how to follow up and how to evaluate it, throughout the project cycle. All these ideas are supported by methods, examples and bibliographic references.

Today ICT offers enormous potential, still under-used, for the encouragement of learning. CIARIS, using Web 2.0, allows actors to network and learn together. It brings together practitioners in the struggle against social exclusion, breaking down geographic and institutional barriers. Users can be connected with each other across the world, share their experience and points of view, construct joint projects, exchange practical information and participate in online seminars and training courses (see sidebar).

Capacity-building: Portuguese-speaking Africa

Portuguese-speaking Africa (Países Africanos de Língua Oficial Portuguesa: PALOP) has the highest

A VIRTUAL WORKSHOP

In October 2006 the ILO, the European Commission and the Government of Portugal organized a joint World Conference on Social Protection and Inclusion: Converging Efforts from a Global Perspective. CIARIS, in partnership with the University of Geneva and the RUIG Foundation, organized an international virtual workshop (V@W) that offered an additional opportunity to follow the debate and share views on:

- Promoting social inclusion through modernizing social assistance and improving access to social services
- Integrating economic and social approaches to fighting social exclusion at the local level.

For more information, see

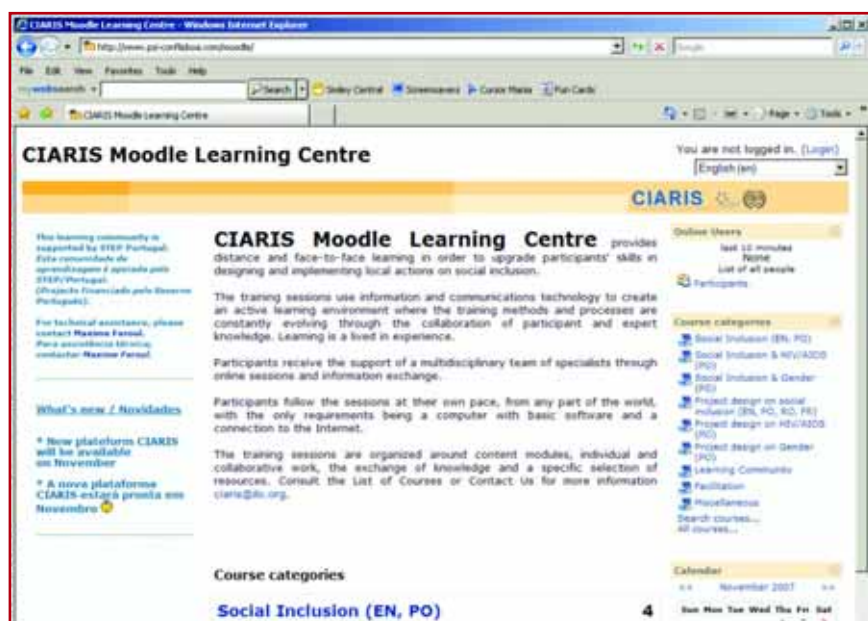
<http://tecfaseed.unige.ch/ciarisworkshop>

levels of poverty and the lowest levels of human development indicators on the planet, with the exception of Cap Verde. In Mozambique, for instance, 54 per cent of the population live in absolute poverty (INE 2005) and the great majority have access neither to social protection nor to basic services – health, safe drinking water, food security, education, and so on.

Given limited governmental financial and institutional capacity, much falls on the shoulders of civil society actors. However, both public and private actors in the “PALOP” countries also have very limited resources. The emergence of “development NGOs” is still very recent, while workers’ and employers’ organizations are still not heavily involved in social and economic development activities in the informal sector – which is where most poverty is concentrated.

Both public and private organizations suffer from a lack of capacity and experience compared to the methodological needs when putting effective strategies against social exclusion into practice. Capacity-building is thus a key element in development strategies.

Apart from the technical assistance in basic social protection policies already being carried out by the STEP Programme in Mozambique, Cape Verde and Guinea Bissau, CIARIS aims to create a network of competencies and to connect development actors to the rest of the world. In the PALOP countries, activities such as courses through either



www.psi-confliisboa.com/moodle

distance learning or community radio have been put in place, in partnership with local organizations such as AD (Guinea Bissau), the NGO platform (Cape Verde), Mundlane University, the Foundation for Community Development (FDC) and the employers' organization ECOSIDA (Mozambique).

Fighting exclusion: Brazil

Exclusion and social inequality in Brazil cry out for help, but realistic tools are needed to remedy the situation. CIARIS has put in place a Brazilian network (REPORT – Réseau Portail Tropical CIARIS) coordinated by LabTEC, the Federal University of Rio de Janeiro (UFRJ), the Information Network for the Third Sector (RITS), the local development network (DLIS) and the PVNC (Movimento Pré-Vestibular para Negros e Carentes). Together, these organizations have adapted CIARIS content to Brazilian realities, creating an interactive platform called the Comunidade de Aprendizagem para a Inclusão Social (CAIS, Community of Learning about Social Inclusion).

The network has developed independent activities:

- training union and government officials in Rio de Janeiro on issues related to the decent work deficit, wages, and the increasing informalization of the world of work;
- for local development actors in Jacarepaguá (Cidade de Deus) with a view to promoting the area and creating a dynamic collaboration through the use of the new technologies;



www.redecais.org.br

- for PVNC members, towards a better understanding of the link between racial inequalities in education and the fight against social exclusion.

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CONTRIBUTING TO THE EUROPEAN SOCIAL INCLUSION STRATEGY

In 2005 the European Anti-Poverty Network in Portugal (REAPN), the ILO, and six other organizations set up the "Multiplicar" project whose aim was to use CIARIS to make information and resources available to European actors with a view to furthering the European Social Inclusion Strategy, particularly the national plans of action and recommendations. Over 500 organizations in seven European countries have benefited from the project so far, and 33 micro-projects have been set up.

In 2007 the European Commission, through its PROGRESS programme, renewed its support and approved the financing of a new project: "Bridges for Inclusion", covering six European countries (Belgium, Bulgaria, France, Portugal, Romania and

Spain). This two-year project will use CIARIS's potential to demonstrate the need to make the "bridges" between employment, well-being and social inclusion more efficient. The project focuses on three main areas:

- Developing local and regional strategies of social protection/inclusion, emphasizing the "bridges" between employment strategies and inclusion
- Strengthening coordination between social protection and social inclusion policies, and the involvement of the principal actors in the design, practice and follow-up of these policies
- Improving follow-up and evaluation of policies and their impact



www.ciarisportugal.org

>> Fighting exclusion in Europe

Portugal has a long tradition in the struggle against social exclusion. In partnership with the Centro de Estudos Territoriais at Lisbon's Instituto Superior de Ciências do Trabalho e da Empresa (ISCTE), CIARIS has developed Agência CIARIS Portugal to support local initiatives and national programmes.

The Agency focuses particularly on the promotion on inclusive entrepreneurship. It has also contributed to setting up a training programme designed to bring together Portuguese-speaking participants from around the world.

Promoting cooperation

Since its inception CIARIS has focused on social inclusion and more specifically on inclusion in social protection. The ILO STEP programme attaches particular importance to two main themes within CIARIS: making teaching available, and promoting exchanges between users, in relation to modernizing social assistance programmes and

finding a balance between the extension of social protection and the local economic development.

What does this mean? In recent years a new generation of social assistance programmes has seen the light of day in countries across the world, and above all in Latin America. These programmes link cash transfers (whether conditional or not) to other measures aimed at facilitating access to health and education services (*Bolsa Familia* in Brazil, *Oportunidades* in Mexico, the *minimum revenue* system in Europe); or to labour market insertion (the Rural Employment Guarantee Scheme in India); or to developing capabilities through a combination of protection mechanisms, professional training and microfinance (BRAC in Bangladesh, see www.brac.net).

Numerous questions arise about such programmes, such as how to put them in place in countries where financial and institutional capacity is weak, or the kinds of conditionality and the targets, or on their effectiveness, and many others. Knowledge exchange at the international level is therefore indispensable, for such programmes are likely to provide answers to various issues in decent work and, notably, have demonstrated significant effects in reducing child labour.

The search for solutions in the struggle against social exclusion requires cooperation between the ILO and other development partners. The phenomenon of exclusion wears different faces – particularly in Africa – due to the HIV/AIDS pandemic, the growth of the informal economy, and continuing gender inequality. CIARIS thus offers the possibility to work in theme-based communities or focus groups led by the relevant ILO units – the links between social exclusion and HIV/AIDS in the world of work led by ILO/AIDS, the extension of social protection led by STEP and the local development agency, the links between exclusion and gender inequalities by the ILO Gender Bureau, and so on.

These budding theme-based communities offer great potential for development through facilitating knowledge-sharing both within and outside the ILO. And this is just the beginning – these online communities have the potential to change the nature of international cooperation, offering actors and policy-makers a forum for getting their voices heard, access to new knowledge, and the possibility of creating partnerships.

Join CIARIS at www.ciaris.org or through the regional versions described in this article.

China at work

Meeting the challenges of globalization and decent work



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ILO photographer Marcel Crozet visits a country full of contrasts and follows the path of Chinese workers in key industries such as information and communication technologies, textile and garment, construction and mining, as well as farmers in traditional forms of agriculture.

China's recent economic transformation – its engagement with the world and with the global market system – has brought stunning growth but also new and formidable challenges, including high rural unemployment, underemployment and

increasing rural-to-urban migration. The country is now looking for the right balance of policies that yield economic change with social stability.

China has “achieved remarkable progress in increasing employment and realizing decent work” over the past few years, Tian Chengping, Minister of Labour and Social Security of China, told delegates at the recent ILO Asia-Pacific Forum in Beijing. He pledged stepped up efforts to “give priority to the development of harmonious work relations and safeguard workers’ legal rights and interests in earnest so as to realize decent work”.

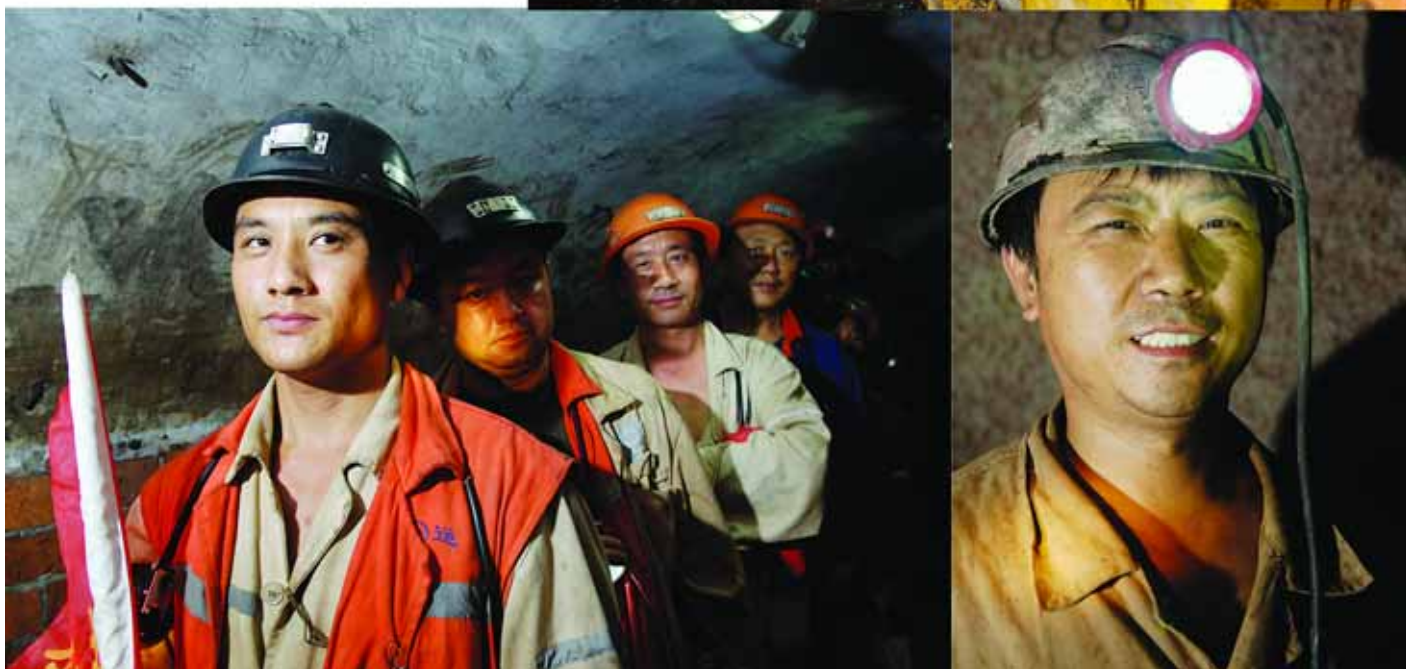


- The textile and garment industry is a key sector in China. 1,100 employees, mostly women, work in this garment factory; half of them sleep there too
- Below: Auto spare parts are produced in three 8-hour shifts in this factory in Hangzhou
- Below right: 7,000 umbrellas a day are packed manually by this Chinese worker in another company in Hangzhou





- The Quianjiaying Coal Mine in Tangshan employs 93,000 workers
- 850 metres below the ground: The new shift arrives





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- Tianjin Human Resources Development and Service Centre: State-of-the-art technology facilitates the job search in this employment agency
- Beijing station: Coolie offering his services
- Just arrived: Migrant worker looking at a map of the Chinese capital
- Construction workers in Beijing



- Despite mechanization, the construction industry is still largely labour-intensive and the safety and health risks that workers face are amongst some of the greatest in any sector of employment
- Many of these workers are migrants from the rural provinces in China
- In 1992, a new ILO Code of practice, Safety and health in construction, was approved. This Code gives practical guidance as to how safe and healthy working conditions can be provided and maintained on construction sites





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- *Plucking the green gold: Tea plantation near Longjing village*
- *In China, tea output for 2004 approached the 800,000 tonnes milestone as policy initiatives to promote production and trade in tea began to have an impact on the sector*
- *The ILO Start and Improve Your Business (SIYB) Programme is a cost-efficient methodology used in more than 80 countries. Between 2004 and 2006,*

more than 120,000 laid-off workers, unemployed persons, small-business owners, and migrants were trained by China's SIYB Programme. This has led to the creation of almost 200,000 new jobs in different locations in China

- *Below left: Ms Feng Yuying participated in the SIYB Programme – she now runs an embroidery workshop with two dozen employees*



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Trade union responses to globalization

Significant developments are taking place as unions search for new ways of operating in a globalized world. Andrew Bibby reports on a new study.

On a day in late September this year, 1,800 activists from 30 countries demonstrated outside IBM premises in solidarity with Italian IBM workers in dispute with the company. This was, however, a rather unusual sort of protest: it took place on Second Life, the virtual world now populated by 7 million subscribers, and the demonstrators wearing union T-shirts were Second Life “avatars”.

It is easy to advance the view that whilst capital is global, labour remains local – that whilst business has found the framework to operate effectively on a trans-national basis, unions remain stuck in a nation-state view of the world. The IBM protest on Second Life (in this case coordinated by the Global Union Federation UNI) may or may not prefigure future ways of taking industrial action, but it does at least suggest that unions are finding intriguing new ways to try to respond creatively to globalization.

Certainly, trade unions’ adjustment to a globalized world economy is not unproblematic and remains best described as work-in-progress. Nevertheless, as an important new collection of essays makes very clear, there are some significant developments taking place, both in terms of theory and practice.

The book, *Trade union responses to globalization*,¹ pulls together in one place some of the work of the Global Union Research Network (GURN), established in 2004 to encourage researchers and trade unionists to explore labour movement responses to current developments in the world economy. The book is edited by Verena Schmidt, from the ILO’s Bureau for Workers’ Activities, who detects three common threads in this work: “Firstly the need for enlarging the trade union agenda, secondly the role of network and alliance building



and thirdly the role of the ILO and labour standards in achieving a fair globalization.”

There is, of course, nothing particularly new about global trade, a point made by an essay in the book on the banana industry in Colombia which points out that a small number of global giants have dominated the banana business for a century or more. Nevertheless, historically social partnership and collective bargaining have almost without exception been organized within national state boundaries. This may be beginning to change. Certainly a significant new role is being taken on by the family of Global Union institutions, the International Trade Union Confederation (ITUC), the OECD’s Trade Union Advisory Committee (TUAC), and especially the ten sectoral Global Union Federations (GUFs).

It has been the GUFs who have led the way in negotiating the growing number of International Framework Agreements with multinational enterprises, a model for taking formal collective agreements to the global level which has now been adopted in more than 30 cases. As Marion Hellmann of Building and Wood Workers’ International (BWI) points out, international framework

¹ *Trade union responses to globalization: A review by the Global Union Research Network*, edited by Verena Schmidt. ILO and GURN, Geneva, 2007.





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>> agreements offer a way of moving beyond companies' voluntary codes of practice which, she argues, can be simply a marketing ploy. "International Framework Agreements constitute a formal recognition of social partnership at the global level," she writes, stressing that they are qualitatively different from voluntary codes. "Multinational companies signing such agreements commit themselves to respect workers' rights, on the basis of the core ILO Conventions," she adds.

She describes in detail one particular framework agreement, that signed in 1998 between BWI and the Swedish furniture multinational IKEA which, thanks to commitment from both social partners, has helped raise labour standards in countries as diverse as Poland, Malaysia and China. Nevertheless, Hellmann points out some of the practical problems encountered in extending the reach of framework agreements so that they adequately cover multinationals' networks of suppliers and sub-contractors.

This last issue – an important one, as many major companies increasingly outsource aspects of

what were once core functions – is picked up by other contributors to the book. There are clearly contradictory tendencies at work. On the one hand, outsourcing work once undertaken in-house can be associated with worsening labour conditions. In an essay looking at the IT sector in both California's Silicon Valley and India's IT centre Bangalore, Anibel Ferus-Comelo suggests that strong competition on price for computers and electronics products is leading to highly complex subcontracting chains: "Whilst this has been a successful corporate strategy, it has detrimental consequences for workers further down the supply chain in different parts of the world. Working in the IT industry frequently means having precarious employment in a highly stratified occupational structure with casual or short-term contracts," she writes. Two other writers, Esther de Haan and Michael Koen, describe the problems of protecting core labour standards in another outsourced industry, that of the garment manufacturing sector in southern and eastern Africa.

On the other hand, the increasingly tight-knit nature of global value chains, which bind together primary producers, manufacturers, intermediaries and eventual retailers, could be seen as providing new opportunities for exporting good labour conditions to companies and contractors operating "upstream". Lee Pegler and Peter Knorringa, in an essay on the implications for unions of global value chain analysis, explore among other things whether companies who participate in global value chains have improved employment conditions (though the evidence they unearth is, at best, inconclusive). Nevertheless, multinationals can be seen as acting as a kind of transmission mechanism, transferring industrial relations practices from their country of origin to suppliers and contractors elsewhere, and this is an area to which unions might usefully pay more attention. As Verena Schmidt puts it, "The concept of value chains presents some opportunities for labour... Organizing along supply chains could be a way to focus efforts and move beyond existing North-South cooperation arrangements."

A major problem for trade unions in organizing, it is argued, is the fickle nature of multinational enterprise, prepared to relocate apparently at will to new destinations offering lower costs or higher government subsidies. For instance, southern Africa's garment industry, we learn, has suffered in recent years as Asian investors have pulled out, the result of the export quota rules changing. Bulgaria's garment industry, too, faces serious

organizing challenges. Nadejda Daskalova and Lyuben Tomev describe efforts by the Confederation of Independent Trade Unions in Bulgaria to protect fundamental labour rights: “In a number of garment companies owned by foreign investors relocated to Bulgaria from neighbouring countries, the widespread practice is to work 14-16 hours a day for minimum pay – in drastic violation of the social and labour laws,” they write.

It is not just capital which can be footloose: in an increasingly globalized world, labour is, too. The UN recently suggested that the world’s migrants total 191 million, the majority of whom are migrant workers and dependants. As is well known, migrant workers are particularly at risk of facing poor employment conditions and exploitation at work; in some circumstances, the presence of unorganized migrant workers in a country’s workforce can also put downward pressures on the conditions enjoyed by domestic workers. Two particularly interesting essays in this collection report on initiatives by trade unions to tackle these challenges. Ann-Marie Lorde, who has played a key role in a recent project on the migration of women in the health sector coordinated by the public sector GUF Public Services International, explores the opportunities for a combined trade union approach to intra-regional migration within the Caribbean area through the work of the Caribbean Public Sector Unions (CPSU). Jane Hardy and Nick Clark report on the work being undertaken in the United Kingdom and Poland to organize the very large number of (primarily young) Polish migrant workers who have recently moved to Britain. Initiatives include the seconding of a worker from the Polish union federation Solidarity to the British Trades Union Congress, to work to organize Polish migrants into British unions. The writers report too on complementary efforts by Polish unions to advise would-be Polish migrants of their rights abroad. Whilst collaborations like this are at an early stage, the experience to date has clearly been positive. “The possibility of mutual recognition of union cards may enhance the attraction of union membership to a mobile workforce,” the writers also suggest.

If the need for greater transnational collaboration by unions is one message from this book, another recurring theme is the need for unions to reach out to make partnerships with other organizations, especially NGOs. As Mary Margaret Fonow and Suzanne Franzway point out, “There has been a proliferation of political spaces where



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the interests of labour overlap with other movements and with advocacy organizations concerned with labour rights and development.” Their own perspective is a feminist one, which sees a strong need for unions to tackle globalization by developing structures and ways of working which empower women workers and union members: “Those concerned with the renewal of the labour movement must come to terms with the fundamental way that gender structures neo-liberal globalization, labour markets and free trade agreements. We argue for gender analysis because sexual politics is integral to trade unions, globalization and efforts to challenge the neo-liberal agenda,” they maintain.

The value of alliance building by unions with other organizations is one clear proposal from this book. Another message stressed by almost all the authors is the relevance of the ILO and of labour standards in achieving a form of globalization based on fairness and equity. As Verena Schmidt suggests, the ILO’s role in this respect can be traced right back to its founding principles in 1919, and certainly to its call in 1944 to avoid labour being treated as a commodity. International labour standards will be an important campaign tool, she suggests, to improve working conditions in a globalizing world economy.



PLANET WORK

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

The world responds to child labour

As governments, employers' and workers' organizations and NGOs continue to make progress on raising awareness and targeting the issue, Planet Work looks at recent media stories on child labour around the globe.



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■ The Yemeni government recently founded a new committee to tackle the problem of child labour. According to an official report released by the Ministry of Labour and Social Affairs, child labour in Yemen is aggravated by poverty. The report said that children of poor families work to cover needs and add to the household income. It expected that the problem would persist as long as poverty remains. Child labour in Yemen has worsened since the 1990s, with the collapse of a social security network and economic liberalization policies. The report recommends that the government adopt an effective

national programme to determine the least developing and poorest communities and provide them with productive projects in order to better the living standards of poor families and reduce their dependence on child labour. In a country of 78 per cent illiteracy, there are more than 5 million illiterate children. (*NewsYemen*, 22 Sep. 2007)

■ In October 2006, the Indian government put a ban on the employment of children in the domestic sector, in restaurants, teashops and resorts. State governments are devising action plans and programmes in order to identify,

rescue and rehabilitate children employed in hospitality and domestic sectors. The Labour Department also planned mega awareness-building campaigns, both at the state and district levels. A key part of the plan involves conducting raids of houses suspected to have in employment a child under the age of 14. On receipt of a call that a child has been involved in labour, a team from the Labour Department rushes to the spot and conducts a raid on the premises to establish if a child has been put to work there. The child is taken out of the home and it is ensured that he or she



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has a chance to get a non-formal education or even formal education in schools if qualified. NGO Bachpan Bachao Aandolan claims that there are over 2 million children working in restaurants in capital New Delhi alone. (*The Hindu*, 9 Oct. 2007; DNA India, 7 Oct. 2007)

■ Trade union Solidarity is asking for more information from South African chocolate makers about the sources of cocoa as well as policies regarding child labour in cocoa farms. The union claims that 280,000 children are employed in cocoa farms around the world. The West African State of Côte d'Ivoire, where it has been reported that boys as young as nine are forced into labour at its cocoa farms, is one of the world's top producers of cocoa, supplying about 43 per cent of the world's cocoa. "While cocoa plantations in Africa persist in the use of child labour, South African consumers continue to buy cocoa products that have their source in forced labour," says Ilene Barrie, coordinator of Solidarity's gender committee. It is estimated more

than 100,000 children work in Côte d'Ivoire cocoa industry under the worst forms of child labour and that about 10,000 are slaves. (*The Times*, South African edition, 9 Oct. 2007)

■ Many children, possibly hundreds, work in abandoned Soviet-era coal mines in southern Kyrgyzstan. In order to relieve poverty, many people take up excavating the mines themselves. As the mines are narrow, fathers often send in their children. The children work in hazardous conditions, often unsupervised, which makes it difficult to call for help in case of an accident. The children work all year round even in extreme weather conditions and accidents and deaths are common. NGO worker Nurjamal Mambetova sees little hope in calling government attention to this problem. "We worry that they will close down the mines or blow them up, and that won't solve the problem. People will just start going back to them and digging again because they have no other way to survive. What we need are alternatives, other jobs or proper conditions at the mines. Some-

thing, just not this," she says. Mining widow Zulfia has lost a husband and a son to a mining accident. "We are just so desperate here. People are taking their children out of schools and sending them to work at mines, there is simply no other way to make money here," she says. (*BBC*, 24 Aug. 2007)

■ New York Police Department conducted a raid at College Point Factory and arrested 11 workers for breaking child labour laws. Leticia Clemente is one of them. The 16-year-old came to the United States with hopes of studying, but ended up working in a factory for 50 hours a week, nearly twice as many hours per week permitted under the child labour law. Clemente was paid below minimum wage and her working hours prevented her from going to school. Her bosses, the husband-and-wife team Jung and Ji Young Ryu, face counterfeiting charges in the Republic of Korea and could be tried for child exploitation. Clemente herself faces up to a year in prison and deportation if convicted. (*New York Daily News*, 9 Oct. 2007)

■ The Hariri Foundation in Lebanon, in collaboration with the ILO, hosted a two-day workshop in Sidon to raise awareness and form action plans towards the elimination of child labour. According to Badra Allawi, the national director of the anti-child labour project, there are more than 38,000 children between the ages of ten and 19 working in Lebanon. As part of the Hariri Foundation's project to fight child labour, private and public school students of Sidon waged a campaign to help children who were forced to leave their schools. The Sidon students contributed from their pocket money to provide 75 children with school supplies and five others with stationery, books and tuition fees. (*Daily Star Lebanon*, 9 Oct. 2007)

ILO Governing Body concludes 300th Session



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The Governing Body of the International Labour Office concluded its 300th Session following wide-ranging discussions among its government, employer and worker constituents, including basic labour rights worldwide and the impact of climate change on jobs.

The Governing Body was in session between 1-15 November under the chairmanship of H.E. Mr. Dayan Jayatilaka, Ambassador and Permanent Representative of Sri Lanka to the United Nations in Geneva.

On the link between climate change and decent work, the Working Party on the Social Dimension of Globalization held a panel discussion including Mr. Achim Steiner, Executive Director, United Nations Environment Programme (UNEP), Mr. Michel Jarraud, Secretary-General, World Meteorological Organization (WMO), Mr. Supachai Panitchpakdi, Secretary-General, United Nations Conference on Trade and Development (UNCTAD), Mr. Matthew Farrow, Head of Environment Policy, Confederation of British Industry (CBI) and Mr. Joaquín Nieto, Secretary for Occupational Safety, Health and Environment, Comisiones Obreras Trade Union (CCOO), Spain.

Besides the ILO proposal to promote a socially just transition to green jobs, the Working Party

also discussed the follow-up to the joint ILO/WTO Secretariat study on trade and employment published in March 2006, including preparations for a new joint study on the links between globalization, trade and informal employment.

The Governing Body also reviewed the Understanding reached between the ILO and the Government of Myanmar in February 2007 on a mechanism for victims of forced labour to seek redress without having to fear reprisals. Noting the progress in the operation of the Understanding between Myanmar and the ILO up to the time of public demonstrations and their suppression at the end of September 2007, the Governing Body, however, expressed its serious concern at the Government's crackdown in response to the recent peaceful protests.

The Governing Body called on the Government of Myanmar to make at the highest level an unambiguous public statement that all forms of forced labour are prohibited throughout the country and will be duly punished. The Government should ensure that the mechanism provided by the Understanding remains fully operational with no further detention or harassment of complainants, facilitators or others, and that it fully applies to the military authorities. Full attention should be given to preventing the recruitment of child soldiers.

The Governing Body further instructed the International Labour Office to undertake a full review of the operation of the Understanding for submission to the Governing Body at its March 2008 session together with recommendations for both the Understanding's future and the ILO's ongoing role in Myanmar.

Regarding trade union rights in Belarus, the Governing Body considered for the fourth time what measures had been taken to promote the implementation of recommendations of the 2004 Commission of Inquiry and an ILO mission to the country in June 2007.

Taking note of the information given by the Minister of Labour of Belarus, the Governing Body welcomed the Government's stated intention to reach an agreement between all parties concerned on the question of trade union legislation. It underlined that all trade unions and employers' organizations should be able to func-

tion freely and obtain recognition in law and practice. While expecting that significant progress towards satisfactory solutions will be made in Belarus, the Governing Body decided to review developments in the country with respect to freedom of association at its March 2008 session.

The Governing Body also approved the 348th Report of the ILO Committee on Freedom of Association, drawing special attention to the

cases of Colombia, Djibouti, Ethiopia, Guatemala and Indonesia.

All Governing Body documents referred to can be found at:

http://www.ilo.org/global/What_we_do/Officialmeetings/gb/CurrentSession/lang--en/commId--ALL/WCMS_083598/index.htm

Lisbon Forum on Decent Work for a Fair Globalization

Paving the way for a “Decent Work Movement”

The ILO Forum on Decent Work for a Fair Globalization held in Lisbon from 31 October to 2 November paved the way for a “decent work movement” to make globalization more fair and offset the impact of global economic turbulence on people’s jobs and livelihoods.



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“What I see emerging is a very practical movement,” ILO Director-General Juan Somavia told the more than 300 representatives of governments, workers, employers, parliaments, civil society and opinion leaders attending the Lisbon Forum. “People today are not looking for rhetoric, they are looking for results.”

The Forum considered a wide range of globalization issues and ways of promoting decent work as the key to economic, social and environmental sustainability and inclusiveness. Key topics discussed at the Forum included the informal economy, training and skills, migration and youth employment.

The Forum also addressed the issue of policy coherence in the international system. The recently agreed *Toolkit for Mainstreaming Employment and Decent Work* of the UN Chief Executives Board (CEB) was offered as a practical way forward.

The Forum was supported by the European Commission and hosted by the Portuguese Gov-

ernment, which held the Presidency of the European Union (EU) during the period.

Keynote speakers included Mr. José Sócrates, Prime Minister of Portugal; Dr. Surin Pitsuwan, Secretary-General designate of ASEAN; Mr. José António Vieira Da Silva, Minister of Labour and Social Security, Portugal; Mr. Vladimir Spidla, EU Commissioner for Employment, Social Affairs and Equal Opportunities; Mr. Abraham Katz, President of the International Organisation of Employers (IOE); Mr. Mats Karlsson, Vice-chair, High-Level Committee on Programs of the UN System Chief Executives Board for Coordination (CEB); Mr Guy Ryder, General Secretary, International Trade Union Confederation (ITUC); and Mrs. Mary Robinson, President, Realizing Rights: The Ethical Globalization Initiative; Sir Leroy Trotman, Worker Vice-Chairperson of the ILO Governing Body; Mr. Daniel Funes de Rioja, Employer Vice-Chairperson of the ILO Governing Body, and Dr. Dayan Jayatilaka, Chairperson of the ILO Governing Body.



The idea of convening the Forum was put forward by the World Commission on the Social Dimension of Globalization set up by the ILO in its 2004 report. It launched an international dialogue on the need for a fair and equitable globalization and received strong national, regional and global support. The need for fair and equitable globalization and decent work for all

received worldwide endorsement by the 2005 UN World Summit at the UN and the UN Economic and Social Council in 2006.

For highlights of the Forum, background documentation and statements by the keynote speakers to the Forum, see www.ilo.org

New ILO report highlights how action in the world of work can help reduce maternal deaths

In many developing countries, maternity leave is a luxury enjoyed only by a small minority of salaried women covered by social security, says a recent ILO report¹ presented at the Women Deliver Conference in London on 18-20 October 2007. Global leaders and delegates from 109 countries reviewed progress and commitments to the achievement of Millennium Development Goal 5 on maternal health.

Every minute of every day, a woman dies needlessly in pregnancy or childbirth. According to the ILO report, with nearly 60 per cent of the world's women of childbearing age in the labour force in 2006, the importance of paid work in the lives of so many women makes maternity protection at work a key to safeguarding the health and economic security of women and their children.

In view of the discouraging situation faced by many women around the world who fall outside legal and social protection systems and are forced by poverty to labour in poor working conditions and to return to work too soon after childbirth, the world of work is a promising entry point for scaling up interventions aimed at improving maternal health and maternity protection, the report says.

It proposes social and legal measures to mitigate maternity-related discrimination and the

effects of potential hazards facing working women during pregnancy and after childbirth and highlights the need to improve leave provisions and working conditions: chemicals, pesticides, long hours, heavy work, and the lack of paid leave constitute major threats to the health of pregnant and nursing women.

The report also calls for efforts to extend social health protection to all, to insure women and their families against the financial costs of health care services and improve their access to maternal and obstetric care. Finally, the poor quality of health care in many areas is related to the effects of poor working conditions, staff shortages, and in some places, HIV/AIDS on health workers. Improving the quality of health services will require concerted global and national action to improve the quality of work for health workers.

The ILO's international labour standards provide guidance for national law and practice in all of these areas. The ILO's Maternity Convention, 2000 (No. 183), sets out the basic requirements of maternity protection at work, including the right to a period of leave before and after childbirth, cash and medical benefits, health protection at work, entitlements to breastfeeding breaks, and employment protection and non-discrimination. International Conventions on Social Security (Minimum Standards; No. 102), on Nursing Personnel (No. 149) and others, provide universally shared frameworks of principles, policy and action on social security and conditions of work and employment for health workers.



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¹ *Safe Maternity and the World of Work*, International Labour Office, Geneva, 2007 http://www.ilo.org/public/english/protection/condtrav/pdf/safemat_07.pdf

A number of ILO technical cooperation projects aim at ensuring women's rights to a safe maternity. In Burkina Faso, a drive to unionize informal economy workers is set to support new mothers, with plans to help them benefit from paid maternity leave and health care. In Jordan, the ILO worked closely with government, and employers' and workers' organizations to pro-

vide guidance on the feasibility of a fair and affordable maternity protection system in the country. In Cambodia, garment factory owners are working with the ILO and its partners to improve maternity protection at work and to undertake education campaigns in the factories to promote healthier pregnancies.

International Day of **Disabled Persons** 2007

Stresses decent work for persons with disabilities

Over 650 million people worldwide are living with a disability – most of them in developing countries. Although much has been accomplished in recent years in terms of improving their lives, millions of persons with disabilities continue to suffer violations of their rights, according to a new ILO global report entitled *The right to decent work of persons with disabilities*, launched on the International Day of Disabled Persons.



The global report also highlights the many other challenges disabled people face in the world of work. Disabled workers are generally concentrated in low-level, low-paid jobs, and are not adequately represented at higher levels. Problems of access to the physical environment, including transportation, housing and workplaces, risk of losing benefits on starting work, coupled with still-held prejudices among many employers, co-workers and the general public, aggravate an already difficult situation.

Chief among the improvements that have been accomplished during the past two decades is the United Nations Convention of the Rights of Persons with Disabilities adopted by the UN General Assembly in December 2006. It provides a platform to enable all stakeholders to move together forward in ensuring that persons with disabilities enjoy human rights on an equal basis with others. These principles of the new UN Convention are in line with relevant ILO standards, including the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), which has been ratified by 80 countries.



According to the report, available statistics indicate that the labour force inactivity rate of workers with disabilities tends to be much higher than that of other workers. For example, 40 per cent of disabled people of working age were employed in the EU in 2003, compared to 64.2 per cent of people without disability. What is more, 52 per cent of EU working age disabled persons are economically inactive, compared to 28 per cent of people without disability.

Disabled people, and women with disabilities in particular, are generally very disadvantaged in the labour market. They tend to be more inactive, to be over-represented among the unemployed and to have much lower earnings than non-disabled people. Their experience of early adult life is often beset by frustration, disappointment, and reduced confidence in the strengths they bring to the labour market because career aspirations have simply not translated into employment.



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The report concludes that disabled people represent a vast group of frequently untapped potential, and make good, dependable employees who are more likely to stay on the job.

The ILO organized a panel discussion at its Geneva headquarters on “Decent Work for Persons with Disabilities” as part of a series of worldwide events aimed at promoting better

understanding of disability issues and mobilizing support for the dignity, rights and well-being of persons with disabilities. At the same time, other events marking the day were held around the world.

For further information, see

http://www.ilo.org/global/Themes/Skills_Knowledge_and_Employability/lang--en/index.htm

Labour and social aspects of global production systems

Various referred to as global value chains, global supply chains or global sourcing, the participation of people in countries worldwide in producing goods and services for world markets is perhaps the most concrete and visible manifestation of globalization. To help business to improve the policy environment so that global production systems provide opportunities for everybody to benefit, the ILO convened an international “Symposium on Labour and Social Aspects of Global Production Systems: Issues for Business” from 17 to 19 October 2007 in Geneva.

The symposium was attended by representatives of employers’ organizations, and sought to enhance understanding of the implications of global production systems for future prosperity, and the risks and opportunities involved. Speakers included major global buyers and supplier associations, leading academic thinkers, trade union leaders and representatives of NGOs active in globalization issues.

In its conclusions, the meeting said that global production systems may present an important opportunity to improve people’s lives, reduce poverty and achieve progress towards the global goal of decent work; have a strong development

effect when they engage small and medium-sized enterprises in the value chain, and lead to improved productivity; and require respect by all parties for human rights, labour standards and the environment to be economically sustainable.

The conclusions also underline the role of national law and the State in shaping the regulatory framework for global production systems and that the law should apply equally to everyone. Core international standards on human and labour rights also form an important part of the regulatory framework for global production systems.

“Soft law”, such as company rules, voluntary codes and buyer codes can also play an important role in complementing the regulatory framework because they provide guidance on good practice beyond the prescriptions of formal law, and allow the flexibility needed to accommodate the wide variety of companies and the environments they operate in.

With regard to business associations, the meeting concluded that they need to both expand their membership to cover as many firms as possible and build partnerships with other actors, especially other business groupings. Employers’ organizations have an important role to play in helping members involved in global production systems comply with social and labour standards, including awareness-raising on relevant standards, information and advice on good practices, training related to productivity improvement and image-building campaigns.

Union education in the twenty-first century

From 8-12 October 2007, more than 150 trade union representatives from 45 countries met at ILO headquarters in Geneva to discuss ways to strengthen the capacity of trade unions to influence socio-economic policies and development strategies. Workers' education activities are at the heart of these efforts to cope with the rapid changes in the world of work brought by globalization.



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The International Workers' Symposium on the Role of Trade Unions in Workers' Education aimed at evaluating workers' education activities and identifying workers' education needs at national, regional, and international levels. Besides experiences, lessons learned, and the way forward, delegates also examined the role of labour education in implementing the ILO's Decent Work Agenda.

The meeting developed strategies to build and strengthen trade union capacity, including a review of the role that workers' education centres can play, as well as new methods and techniques in delivering labour education.

Every year around the world, labour education trains hundreds of thousands of trade unionists in the basics and the techniques of collective bargaining, trade union recruitment and organizing methods, occupational health and safety issues, rights at work, equality and so on. In many countries, it goes beyond workplace-level concerns and deals with the role of trade union organization in society, the strengthening of democracy and the fight for social justice and the environment. Trade union education is at the heart of the promotion of decent work. Participants at the Symposium called on governments to "fully respect and promote fundamental workers' rights and, in particular, freedom of association and collective bargaining, as a means of ensuring union education and their fundamental role for the development of Decent Work Country Programmes".

Today, trade union organizations and their training programmes have to take account of the effects of economic globalization, the demand for decent work, the fight against the spread of HIV/AIDS and against any discrimination towards HIV-positive people, climate change, migration, and the expansion of the informal economy. They have to prepare the workers' representatives to take responsibility for complex negotiations: economic integration processes, strategic poverty reduction programmes, flexibility and multinational company councils.

Constantly evolving, labour education has broadened its own scope over the last years and has established crossover points with all levels of the education system, including the universities. The workers' activities programme of the ILO International Training Centre in Turin has not lagged behind. Each year, it trains several hundred trade union leaders, confirming the high importance that the ILO assigns to strengthening the capacities of workers' organizations through labour education.

For further information, the ILO's Bureau for Workers' Activities has produced a background paper, which provides an overview of the state of labour education in the world: The role of trade unions in workers' education: The key to trade union capacity building, International Workers' Symposium, Geneva, 8-12 October 2007, International Labour Office, 2007.

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Groundbreaking work wins Manpower Institute's 2007 Human Resources Prize

The 2007 Human Resources Prize awarded by the Institut Manpower pour l'Emploi (IME) has gone to Peter Auer, Chief of the ILO Employment Analysis and Research Unit, and Bernard Gazier, for their work *L'introuvable sécurité de l'emploi* (*Job security – The elusive goal*).

Peter Auer with the 2007 Human Resources Prize

The award ceremony took place on 2 October in Paris in the presence of Jean-Pierre Raffarin, former Prime Minister of France and currently Senator for the Department of Vienne.

Established in 1995, the Institute's Human Resources Prize is awarded for a groundbreaking

work on human resources or management topic, which provides a genuine decision-making tool.

The prize-winning work discusses possible responses to the fears awakened by globalization: what will be left of our jobs in the near future? What sort of wages and working conditions will they offer us? To these and other such questions, trade unions, economists and politicians have endeavoured to provide answers combining the demands of labour market flexibility and human security.

Looking beyond the national horizon, Peter Auer and Bernard Gazier introduce greater clarity into the debate on "flexicurity". Their work invites us to contemplate a shift in social regulation of labour market in France, with safeguards underpinned by social dialogue, in order to rebuild confidence in response to globalization.

RESOURCE GUIDE ON YOUTH EMPLOYMENT



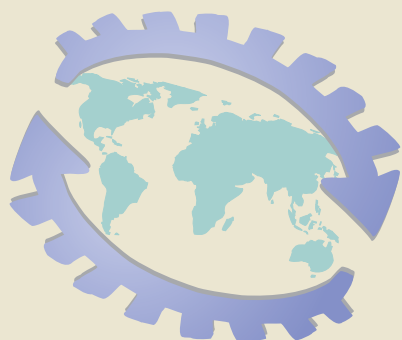
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The ILO Library has produced a new resource guide on youth employment. A starting point for anyone beginning research on youth employment, the guide provides links to key ILO publications on the topic, ILO labour standards and data, as well as to other resources around the world.

For more information, see: <http://www.ilo.org/public/english/support/lib/resource/subject/youth.htm>

AROUND THE CONTINENTS

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



Making decent work central in the Americas

■ At the 15th Inter-American Conference of Ministers of Labour of the Organization of American States (OAS) on 11-13 September, the Ministers adopted the Declaration of Port of Spain 2007 "Making Decent Work Central to Social and Economic Development" and an accompanying Plan of Action. On this occasion, OAS Secretary General Mr. José Miguel Insulza and the ILO Director-General also signed a Memorandum of Understanding to further cooperation between the OAS and the ILO.

At the inaugural session, the Director-General traced the growing collaboration between the OAS and the ILO centred on the Decent Work Agenda and the key role that the Ministers of Labour and employers' and workers' organizations had played in having the Agenda adopted at the highest political levels. He went on to identify five priority areas for future action: achieving balance between State, market and society; consolidating a social protection floor in each national context below which no citizen should

be allowed to fall; fighting youth unemployment and precarious employment; adopting a proactive approach to climate change and jobs; and strengthening social dialogue as an instrument of democracy, stability and development.

For further information, please contact the ILO Regional Office for Latin America and the Caribbean in Lima, phone: +511/6150300; fax: +511/6150400; email: oit@oit.org.pe <http://www.oit.org.pe/portal/index.php>

Promoting decent work in the Arab Region

■ The Arab Labour Organization (ALO) and the International Labour Organization (ILO) have agreed to strengthen their collaboration and partnership. On 8 November 2007, Ahmad Mohammad Luqman, Director-General of the ALO, and Juan Somavia, Director-General of the ILO, signed a Memorandum of Understanding (MOU) renewing the commitment of both organizations to address labour and employment priorities in the Arab Region, and to promote social dialogue through a revitalized partnership. The purpose of the MOU is to facilitate and strengthen collaboration between ILO and ALO in matters of common interest to their respective member countries. The partnership is based on a common focus of both organizations to promote social justice and decent work for all. It is expected that this partnership will expand and consolidate efforts of the two organizations to support governments, employers' and work-



ers' organizations to effectively engage in the promotion of the Decent Work Agenda and the implementation of Decent Work Country Programmes (DWCPs).

For further information, please contact the ILO Regional Office for the Arab States, phone: +961.1/752.400; fax: +961.1/752.405; email: beirut@ilo.org <http://www.ilo.org/public/english/region/arpro/beirut/>

Nepal ratifies ILO Convention No. 169

■ The Legislative Parliament of Nepal has approved the ratification of the Indigenous and Tribal Peoples Convention (No. 169) adopted by the ILO in 1989. Nepal thus becomes the first country in South Asia to ratify this Convention and only the second country in all of Asia to do so. Convention No. 169 was ratified by the Parliament on 22 August and formally submitted to the ILO on 5 September 2007 by the Minister for Local Development Dev P. Gurung. This move brings the total number of ILO Conventions ratified by Nepal to 11. This includes seven of the eight ILO fundamental Conventions (which cover the key issues of discrimination, child labour, forced labour and freedom of association

and collective bargaining). The single outstanding ILO core labour standard, Convention No. 87 on Freedom of Association, is currently under Cabinet review for ratification.

Convention No. 169 supports the principle of self-management and guarantees the right of indigenous people to consultation and participation in issues relating to their own development. It guarantees their right to equal treatment and access to state services and also includes specific provisions for protecting and promoting indigenous and tribal peoples' cultures and communities. Among other aspects, it protects the right to practise traditional economies, to traditional land and resources and to use indigenous languages in education. Convention No. 169 is the only legally binding instrument on indigenous peoples' rights. In other countries where it has been ratified the Convention has served as a framework for constitutional and legal reforms leading towards the development of more equitable and inclusive societies. In Guatemala, Convention No. 169 was instrumental in the peace accords that ended 30 years of civil war between indigenous groups and the government.

For further information, please contact the ILO's International Labour Standards Department, phone: +41-22/799.7155; fax: +41-22/799.6771; email: normes@ilo.org

Boosting employment and social policy in South Eastern Europe

■ On 26 October, high-level government, employers' and workers'

representatives from nine South Eastern European countries adopted an agreement, the "Montenegro conclusions", that puts employment at the heart of economic and social policies. The Ministers acknowledged the relevance of the ILO's Decent Work Agenda in tackling the employment challenge in their countries and committed themselves to implement the conclusions of the 3rd Ministerial Conference on Employment and Social Policy in South Eastern Europe on 25-26 October, in Budva, Montenegro. Lack of jobs, poor quality of employment, low labour market participation, high unemployment rates, informal and precarious work, especially among young people and disadvantaged groups, were among the major issues addressed by the meeting. The Ministers discussed the work accomplished within the framework of regional cooperation on employment policy between 2003 and 2007, and gave new directions to this cooperation under the Stability Pact whose term will end in 2008. They welcomed the establishment of the Regional Cooperation Council and called on the latter to endorse the new phase of regional cooperation on employment and social policies. In their conclusions, the Ministers reaffirmed their commitment to implement an integrated approach that aims at full and productive employment, rights at work, social protection and social dialogue. They also called for international support in improving employment policies and strengthening labour market institutions including social partners.

For more information, please visit the website of the ILO SRO-Budapest Office on www.ilo.org/budapest or contact Edit Horváth in Budapest at horvathd@ilo-ceet.hu or +36-1/473-2656.

Turning waste into wages



© D. Riinaud/ILO

■ Turning waste into wages is the goal of an ambitious project in Burkina Faso and the subject of an ILO documentary to be screened by the Italian Film Festival "CinemAmbiente" in Turin, Italy. "Burkina Faso: Protecting the Environment by Profiting from Garbage" is the story of an award-winning project conceived by an ILO Turin Centre graduate, Andrea Micconi, who, with the help of local authorities and enterprises, established a self-run plastic recycling centre for the country's capital city. Before the centre was opened, Ouagadougou's streets and surrounding countryside were choked with waste from plastic bags, bottles and other refuse. The recycling centre not only solved a major pollution problem, but introduced a new, sustainable source of employment and income for the Burkinabé people.

For further information, please contact the ILO Turin Centre, phone: +39.011/693-6111; fax: +39.011/6638-842; email: communications@itcilo.org; <http://www.itcilo.org/>

Making decent work a global goal and a national reality

■ From 18-20 September 2007 over 200 participants from 65 countries met in Düsseldorf (Germany) to discuss the practical aspects of implementing international standards for decent work. The Conference was organized by the ILO in partnership with the German and Portuguese Governments, the International Social Security Association (ISSA), WHO, IALI and other international organizations, and with sponsorship from German partners Basi, Messe Düsseldorf, DGUV, Fraport AG, TÜV Rheinland, and BAD Team Prevent. The conference brought together experts from all corners of the globe to address the challenges of making decent work a practical reality for millions of workers worldwide. The main focus was on revitalizing labour inspection through national policy, programmes and social dialogue in order to reach this goal, but emphasis was also given to the need for sound national safety and health legislation and for good social dialogue between relevant stakeholders, including those in the supply chain. In concluding the conference, Dr. Sameera Al-Tuwaijri, Director of the ILO's SafeWork programme, called for stronger political commitment to making decent work a national reality, for more of a culture of prevention and for wider partnerships in expanding both labour inspection and occupational safety and health services.

For further information, please contact the ILO's SafeWork Department, phone: +41-22/799.8628; fax: +41-22/799.6878; email: safework@ilo.org



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BOOSTING EMPLOYMENT THROUGH INFRASTRUCTURE PROGRAMMES

The 12th Regional Seminar for Labour-Based Practitioners was held from 8-12 October 2007 in Durban, South Africa. Under the theme "Prioritizing Employment in Government Policies and Investments in Infrastructure Programmes", the Seminar focused on key development issues that increase the impact of investments and government programmes on employment creation.

The 12th Regional Seminar provided the opportunity to link developmental and political commitments in the fields of employment, investment and infrastructure to three concrete areas of action, namely assessing the impact of investment policies and government programmes on employment creation; linking social protection, basic income guarantees and job creation through productive and high-quality infrastructure development; and taking new strides in favour of private sector support to employment creation, both through small-scale domestic enterprise development and through integrating employment creation into the economic and financial strategies of those offering and receiving foreign direct investment.

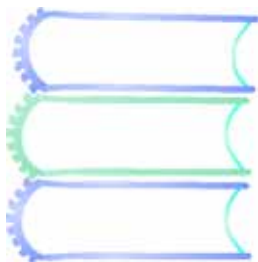
The Regional Seminar, held every two years, brings together practitioners, planners, policy makers, researchers, funding and development partners – and all others involved in infrastructure development

from the African region and beyond to discuss developments, share experience and ideas on the application of employment-intensive approaches in the delivery of essential infrastructure. The 12th Regional Seminar drew over 450 delegates from over 27 countries.

A parallel Ministerial Meeting was held during the Seminar in which 12 Ministers of Labour and Public Works from Angola, Botswana, Kenya, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, United Republic of Tanzania, Zambia and Zimbabwe critically reviewed and discussed the potential of infrastructure and service delivery in creating decent productive employment opportunities, and its impact on poverty reduction, social cohesion and political stability. Following their meeting the Ministers issued a Ministerial statement in which they reaffirmed their commitment and support towards optimizing employment creation in the delivery of essential infrastructure and services.

For further information, please go to <http://www.ilo.org/public/english/employment/recon/eiip/news/durban.htm> or contact the ILO's Employment-intensive Investment Branch, phone: +41-22/799.6546; fax: +41-22/799.8422; email: eiip@ilo.org

MEDIA SHELF



■ **Microfinance and public policy: Outreach, performance, efficiency**

Bernd Balkenhol (ed.)

ISBN 978-92-2-119347-0. ILO, Geneva, 2007. Copublished with

Palgrave MacMillan. US\$90; £55; 80 Euros; 115 Swiss francs

A valuable contribution to the debate surrounding the performance and sustainability of microfinance, this volume examines the concept of efficiency in financial intermediation, how it is measured and how public policy can be geared to provide incentives to efficiency gains. It argues that public policy should be guided by efficiency as an overarching criterion accommodating different combinations of financial performance and social impact.



■ **Trade union responses to globalization: A review by the Global Union Research Network**

Verena Schmidt (ed.)

ISBN 978-92-2-119860-4. ILO, Geneva, 2007. US\$24.95; £14.95; 20 Euros;

30 Swiss francs

Bringing together papers from some of the leading national and international experts from the Global Union Research Network (GURN), this book provides a valuable overview of how trade unions around the world are responding to globalization.

See this book featured on page 35.



■ **The right to decent work of persons with disabilities**

Arthur O'Reilly

ISBN 978-92-2-120144-1. ILO, Geneva, 2007. US\$22.95; £12.95; 20 Euros;

30 Swiss francs

An invaluable overview of the principal international legal instruments, policies and initiatives of

relevance to the rights of people with disabilities, with a particular focus on employment and work. The book focuses on the different options available to people with disabilities who wish to work in open/competitive employment, sheltered employment, supported employment and social enterprises and examines the trends in each of these categories, highlighting the key issues faced in each case.

Along with a useful list of definitions of key terms, the book also proposes an agenda for future action required in order to implement the UN Convention on the Rights of Persons with Disabilities (CRPD) 2006, and its provisions on work and employment.



■ **ABC of women workers' rights and gender equality**

Second edition

ISBN 978-92-2-119622-8. ILO, Geneva, 2007. US\$22.95; £12.95; 20 Euros;

30 Swiss francs

Based on the ILO's Conventions and Recommendations, this revised and expanded ABC focuses on States' and employers' obligations, and workers' rights, in relation to gender equality in the world of work. Workers are often unaware of their rights derived from these standards – a fact that has been increasingly identified as a major obstacle to their effective use. With an easy-to-follow format, the guide is an essential tool for raising awareness and legal literacy on critical work and gender equality issues.



■ **Yearbook of Labour Statistics 2007, 66th issue Vol. 1. Time Series**

ISBN 978-92-2-020176-3. ILO, Geneva, 2007. US\$235; £140; 195 Euros;

290 Swiss francs

Trilingual English/French/Spanish

Since its first edition in 1935-36, the *Yearbook of Labour Statistics* has established itself as the world's foremost work of statistical reference on labour questions, bringing together in systematic form a mass of data from a vast network of authoritative sources of information in some 190 countries. This new 2007 edition contains 31 tables corresponding to nine major substantive chapters on economically active population, employment, unemployment, hours of work, wages, labour cost, consumer prices, occupational injuries, and strikes and lockouts.

Vol. 2. *Country profiles*

ISBN 978-92-2-020177-0. ILO, Geneva, 2007. US\$160; £90; 130 Euros; 200 Swiss francs

Trilingual English/French/Spanish

Yearbook of Labour Statistics: Country profiles offers a new format showing the latest available statistics (without time series) on the topics of economically active population, employment, unemployment, hours of work, wages, labour cost, consumer prices, occupational injuries, and strikes and lockouts for over 190 countries, areas and territories, and also includes global and regional estimates on the economically active population, employment and unemployment.



■ **Occupational Wages and Hours of Work and Retail Food Prices 2008: Statistics from the ILO October Inquiry**

ISSN 1020-0134. ILO, Geneva, 2007. US\$70; £40; 55 Euros; 85

Swiss francs

Trilingual English, French and Spanish

A vital reference source for anyone interested in conditions of work and life, this trilingual publication provides detailed information on wages, hours of work and food prices. Published yearly, it presents data on 159 occupations in 49 industry groups, and the retail prices of 93 food items – thus offering an indispensable statistical resource for international comparisons of wages, hours of work and prices.



■ **Key Indicators of the Labour Market (KILM)**

Fifth edition

ISBN 978-92-2-120125-0. ILO, Geneva, 2007. US\$200; £135; 180 Euros;

275 Swiss francs

Includes interactive CD-ROM (trilingual English/French/Spanish)

Harvesting vast information from international data repositories and regional and national statistical sources, this important reference tool offers data for over 200 countries for the years 1980 through the latest available subsequent year. Using statistical data on the labour force, employment, unemployment, underemployment, educational attainment of the workforce, wages and compensation, productivity and labour costs, employment elasticities, and poverty as market indicators, the software provides users with access to the most current information available.

The fifth edition of the KILM also includes interactive software which makes searching for relevant information quick and simple.



■ The evolution of labour law: Calibrating and comparing regulatory regimes

Using a newly created data set which measures legal change over time, Simon Deakin, Priya Lele and Mathias Siems present evidence on the evolution of labour law in Germany, France, India, the United Kingdom and the United States. Their analysis casts light on the claim that "legal origin" affects the content of labour law regimes. While some divergence between common law and civil law countries is found at the aggregate level, a more complex picture emerges from consideration of specific areas of labour law. The authors discuss the potential significance of this relatively new measurement-based approach to understanding the forces that shape the evolution of labour law.

■ Monopsony as a metaphor for the emerging post-union labour market

How can employers worldwide be experiencing increasingly severe labour shortages in the face of globalization? Why don't wages rise in expanding economies? Christopher L. Erickson and Daniel J. B. Mitchell argue that declining union power has allowed employers to take the upper hand, setting pay and other conditions of employment as they would in a monopsonistic labour market. Rejecting the perfect competition

model matching supply to demand, the authors argue that, far from being a pedagogical curiosity, monopsony's imbalance in bargaining power is widespread. Employee voice needs to be restored to counter the undesirable consequences of strong macroeconomic performance, such as wage inequality and reduced worker rights.

■ The right to work: Linking human rights and employment policy

Guy Mundlak's article outlines various explanations for singling out the right to work from the roster of human rights, and emphasizes the dilemmas associated with regulating the labour market as a barrier to the development of the right. It compares two frameworks that address these concerns from the contrasted perspectives of human rights and employment policy – namely, the General Comment of the Committee on Economic, Social and Cultural Rights, and the European Employment Strategy. While these approaches are not natural allies, they can complement each other and construct an institutional system guided by the right to work as a superordinate norm.

■ Intermittent child employment and its implications for estimates of child labour

Using longitudinal data from urban Brazil, Deborah Levison, Jasper Hoek, David Lam and Suzanne Duryea track the employment patterns of thousands of children aged 10-16 during four months of their lives in the 1980s and 1990s. The proportion of children who work at some point during a four-month period is substantially higher than the fraction observed working in any single month. The authors calculate an intermittency multiplier to summarize the difference between employment rates in one reference week versus four reference weeks over a four-month period. They conclude that intermittent

employment is a crucial characteristic of child labour which must be recognized to capture levels of child employment adequately and identify child workers.

■ European employment models under pressure to change

"National employment models" comprise the whole range of institutions that determine labour supply, utilization and demand in different countries. Based on a study of existing typologies of these models, this article explores their workings and their capacity to survive pressures for change. It compares different models' attempts to safeguard decent working conditions in the face of product market deregulation and rising employment rates of women and older workers. In conclusion, Gerhard Bosch, Jill Rubery and Steffen Lehndorff point out that it is becoming increasingly difficult for European nation states to reform their employment models from within and argue for more emphasis on positive integration policies at the European level.

■ Informality, the State and the social contract in Latin America: A preliminary exploration

Jaime Saavedra and Mariano Tommasi see informality in Latin America as a reflection of dysfunctional interactions between individuals and the State and of the latter's inability to perform adequately in regard to redistribution and the provision of public goods and services. This translates into low rates of social security contribution and coverage; pervasive evasion of tax, labour and business regulations; and low levels of tax collection, law enforcement and trust in the State. The challenge for these countries, the authors argue, is to build more inclusive social contracts underpinned by realistic domestic consensus, taking account of country-specific institutional backgrounds and prevailing social norms.

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