

# World of *Work*



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Labour  
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# FORCED LABOUR TODAY

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# Waving through history: How the ILO finally got an official flag



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When the Pope visited Geneva in 1971, the Office was unable to display its flag with the Organization's distinctive tripartite logo. The reason was not that the flag was inappropriate for what amounted to a State visit. Rather, the flag enjoyed no official standing and hence didn't legally exist.

Though the ILO flag has been used for decades, its presence was merely "decorative" according to a 1977 letter from the ILO to the Flag Research Center in the U.S., which said "the ILO does not have a flag...we have used it solely for decorative purposes inside meeting rooms on a number of occasions, but it cannot be used outdoors as no steps have been taken for its adoption."

The ILO flag had been designed and manufactured on the occasion of the 50th Anniversary of the Organization in 1969 but never properly registered. Few ILO staff, and even fewer outsiders, knew that what most people considered to be the official banner of the Organization – bearing the logo approved by then Director-General David A. Morse in 1967 on a light blue

background – had no official standing. As a result, it could not be displayed at official gatherings and was subject to other restrictive conditions. That began to change this year as the ILO moved forward in the official adoption process.

Why was the ILO flag merely a "decoration" for so many years? The issue goes back to the founding of the UN in 1945 when the ILO and other specialized agencies were discouraged from adopting their own official flags on the grounds that a proliferation of banners would detract from the sense that all specialized agencies should be seen as part of the broader UN system. But times change. Over the years, other UN organizations have adopted their own flags to demonstrate their unique standing within the UN family. The adoption of a resolution by the International Labour Conference in June legalizing the flag ensures that the ILO will be no exception. No longer a mere decoration, the ILO flag will now take its rightful place alongside other agency flags representing today's UN.



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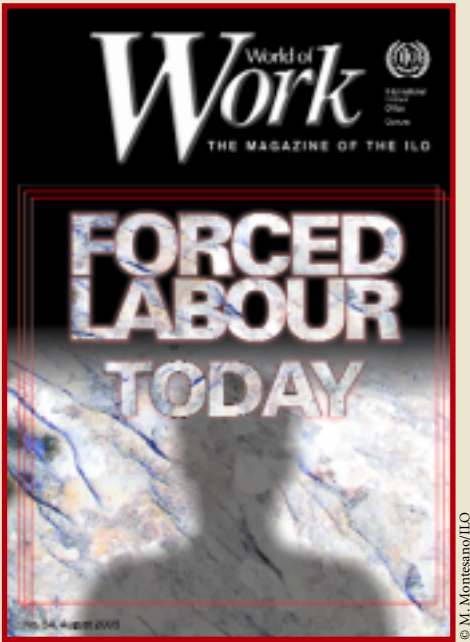
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# New ILO report

Is forced labour a thing of the past? A major new ILO study, *A global alliance against forced labour*, reveals that not only is it a present-day issue, but it is also one of the most hidden problems of our era. The ILO estimates that 12.3 million people worldwide, half of them children, are trapped in forced labour. The study challenges conventional views about the issue and serves as a worldwide call to action against forced labour.



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

# New ILO report

## A global alliance against forced labour

**I**s forced labour a thing of the past? A major new ILO study, *A global alliance against forced labour*, reveals that not only is it a present-day issue, but it is also one of the most hidden problems of our era. The ILO estimates that 12.3 million people worldwide, half of them children, are trapped in forced labour. The study challenges conventional views about the issue and serves as a worldwide call to action against forced labour.

It's an older indigenous man in Peru doing back-breaking work on an isolated farm in the jungle, forced to buy basic necessities from a company store at highly inflated prices, and compensated for months of work with a pair of boots.

And it's a 14-year old girl in Uganda, snatched away from her home by the Lord's Resistance Army (LRA) and made to act as "wife" to an LRA commander.



© K. Cassidy/ILO

These are just three of the 12.3 million people worldwide who are trapped in states of slave-like work, part of a grim picture painted by a major new study by the International Labour Organization (ILO).

Titled *A global alliance against forced labour*,<sup>1</sup> the study describes a global economy so hooked on low wages that it violates the basic rights of millions of people, relegating them to slavery, serfdom and debt bondage as cold and cruel as any chains. And of those millions, as many as half are children.

The ILO report follows the 1998 ILO Declaration on Fundamental Principles and Rights at Work where governments, employers' and workers' organizations expressed their intent to respect human values.

Many people think forced labour involves toiling for long hours under harsh conditions for little pay. Beyond that, however, two conditions must apply: the work must be undertaken involuntarily, and the work must be exacted under threat of penalty. Often this threat manifests itself in the form of beatings, torture, or sexual assault, but it can also consist in the withholding of identity documents or threats of deportation.

Forced labour is ubiquitous. While concentrated in agriculture, construction, domestic work, brick-making, sweatshop manufacturing, and the sex trade, it occurs on every continent, in every economy, and in nearly every country. Yet, paradoxically, it is "the most hidden problem of our times".

Human trafficking is probably the most high-profile aspect related to forced labour. But the ILO study estimates that it accounts for only one-fifth of all forced labour. Trafficking – the recruitment and transportation of people for economic exploitation – varies greatly from place to place. In brief, the numbers show that the vast majority of trafficked labourers work in transition and industrialized countries. Almost half are trafficked for purposes of sexual exploitation. Almost all of these are women and children. From such misery, however, comes great profit. It is estimated that work performed by trafficked individuals generates US\$32 billion every year.

At its core, the report challenges several conventional views about the nature of forced labour, how it operates, and how best to abolish it. The report focuses intently on development issues such as poverty reduction. Many argue that poverty is the root cause of coercive labour measures, and that only by eliminating poverty

can we eliminate forced labour. But this contention ignores the fact that in many cases forced labour actually creates and perpetuates poverty. Although the poorest and least-valued members of society are most often the ones compelled to work, their "jobs" rarely provide any escape from their predicament. More likely the work they do – often mentally tedious, emotionally humiliating, and physically exhausting – sentences them to a treadmill of never-ending deprivation.

In South Asia, for example, people from lower castes and indigenous tribes are shut out from legitimate work and so enter into bonded labour arrangements believing it may provide some relief from acute poverty. But when they are induced into debt and are then paid so little, if anything, they can never repay their debts no matter how hard they work or for how long. Debts are then passed on from one family member to another and from one generation to the next, condemning children and grandchildren to lives of continual scarcity.

Women in these situations are particularly vulnerable to ruthless employers. A form of coerced prostitution in Bangladesh and India, for instance, burdens a young prostitute with a "debt" to the brothel owner for food, clothes, make-up, and living expenses. To pay this supposed debt, she must work without pay for one year or longer.

Another way of imposing workers with debt is by pay advances. In the coal mines of Balochistan in Pakistan, for example, miners take substantial advances which are expected to be repaid from monthly wages. These advances mount ever higher through the miners' purchases of subsistence goods and in some cases through employers who "cook the books". The miners' mounting bills result in lengthy debt bondage. Miners who try to leave are often threatened with and in some cases punished by physical violence.

This form of exploitation is not restricted to developing countries or to traditional servile arrangements. New forms of insolvency are appearing in industrialized nations and in quite mainstream economic sectors. Dishonest practices by recruitment agencies, coupled with fees imposed by multiple subcontractors result in excessive costs which drive legally recruited migrants into debt bondage.

Arguably, the report's most disturbing finding concerns the links between forced labour and globalization. In a climate of market deregulation and ever more open trading agreements,



<sup>1</sup> *A global alliance against forced labour*, May 2005, ILO, Geneva.  
[www.ilo.org/declaration](http://www.ilo.org/declaration)





© ILO Photo

>> many argue that an empowered and enlarged private sector will discourage forced labour. It is the rising-tide-raises-all-boats argument. But the ILO report finds that private agents, not governments or the military, are the ones who inflict the vast majority of forced labour.

The first Global Report on forced labour, released in 2001, described human trafficking as “the underside of globalization”. The new report goes further, revealing how aspects of globalization actually promote forced labour in multiple environments.

Yet must the maltreatment of human beings be an inevitable outcome of a burgeoning global economy? Obviously, intense competitive pressures can force suppliers to cut costs by any measure and, in extreme cases, lead to forced labour. In fact, the ILO has documented instances where contractors accept such low fees per worker that it is impossible for them to comply with national labour laws. In many countries, this pressure to lower costs happens alongside two other troubling trends.

One is a surplus of migrant workers and their families. These people-without-a-country have less to gain – and more to lose – from reporting

illegal work situations because of their fear of deportation.

The second is the ongoing deregulation of labour markets. Although the established economic view calls for a dismantling of labour laws in order to ensure smooth and flexible trading arrangements, loose rules or no rules have devastating social consequences. Unfettered markets can contribute to fewer labour inspection services and, at the same time, a proliferation of unregistered companies that operate beyond laws. The upshot is more forced labour. This widespread abuse of the most disadvantaged and least protected people in the world today is nothing less than a colossal failure of labour markets, institutions, and regulations.

Given this Dickensian England scenario, can forced labour ever be abolished? Yes, says the ILO. A *global alliance against forced labour* presents cases where a few select countries are confronting forced labour situations. They are doing so by adopting strong legislation and enforcement policies, by implementing development programmes that tackle root causes such as poverty, and by helping victims rebuild their lives.

But much, much more must be done. A *global alliance against forced labour* is the ILO’s call to governments, employers’ and workers’ organizations, development agencies, international financial institutions concerned with poverty reduction, and civil society to form an action plan against forced labour in the next four years. Ordinary citizens have a critical role to play as well. From shoes to sugar, educated consumers want to know where their products come from and how they were made. The days when unsavoury stations of the production chain remain hidden from public view are numbered.

With political will and global commitment, forced labour could be eliminated over the next ten years, says ILO Director-General Juan Somavia. There is no doubt it must.

Forced labour, Somavia continues, is “a social evil which has no place in the modern world”.

Time will tell what century the world is really in.

# Measuring misery: Counting forced labour

According to ILO estimates, right now at least 12.3 million people worldwide are victims of forced labour. Most of these people live in Asia, where almost two-thirds of all forced labour is imposed by private employers for economic exploitation. Forced labour for commercial sexual exploitation makes up less than one-tenth of the total in Asia. About 20 per cent is imposed by the State in a few countries such as Myanmar.

About one-fifth of all forced labourers around the world are trafficked, but numbers vary significantly from region to region. Less than 20 per cent of all forced labour in Asia, Latin America, and sub-Saharan Africa is trafficked, while in the Middle East and in industrialized and transition countries that figure stands at over 75 per cent. In both transition and industrialized regions, forced labour for commercial sexual exploitation predominates.

These victims are overwhelmingly women and girls. While an exact depiction of the results by age was impossible as sources rarely report ages, the ILO estimates that between 40 and 50 per cent of all victims are children.

This is how the existing statistics break down:

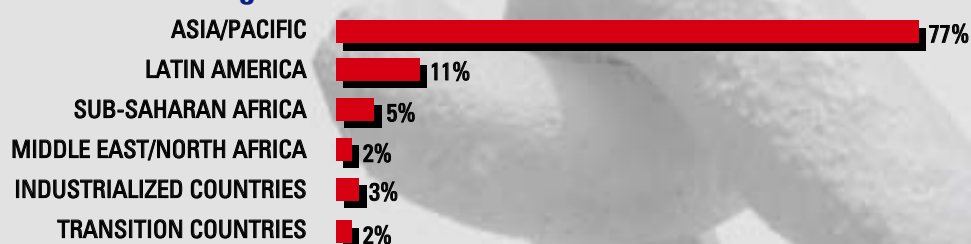
## Main forms of forced labour



## Forms of trafficked forced labour



## Regional distribution of forced labour



## People trapped in economic exploitation



## People trapped in commercial sexual exploitation



# Girl combatants

## Women warriors fight their way back



© Teun Voeten and A.P./ILO

**F**or thousands of women during Liberia's savage civil war, taking up arms was a case of kill or be killed. Now that the war is over, fear and uncertainty still stalk some of the women fighters. Their experiences have helped the ILO develop gender-sensitive policies and programmes that may help reintegrate them into society. ILO consultant Irma Specht reports.

MONROVIA, Liberia – "The men are not treating the women right in war!"

So says Ellen, a 24-year-old Liberian woman who led more than 1,000 female fighters in her

country's savage, seven-year civil war. Her sentiments go a long way to explain why Liberian girls and women on both sides of the conflict decided to go into battle.

"When I met girls from the other groups, I put down my gun and walk to them and explain to them my reason of taking up arms," Ellen says in broken but spirited English. "Why we women should stand and fight against one another? We put hands together to fight men."

Ellen and her army were part of an insurgent group called Liberians United for Reconciliation and Democracy (LURD). They fought against the forces of warlord Charles Taylor.

# into Liberian society

Although women make up between 10 and 30 per cent of armed forces worldwide, little is known about their motives for enlisting. But a recent ILO research project in Liberia, the first of a series of ILO studies in different war-affected countries, is discovering why females choose to become combatants. In Liberia, the research involved first-hand interviews with “girls” up to age 35 who had been actively engaged in fighting.

For many, the number one reason they fought was to protect themselves and other women from rape and murder. Human rights groups such as Amnesty International believe that rape is widely used as a weapon of war, to dehumanize women and the communities they belong to. The ILO wants to raise national and international public awareness of the extreme use of sexual violence in warfare and its consequences.

Ellen enlisted at age 16 after being raped by the same men who had killed her mother and father right before her eyes; another Liberian woman joined up after learning that a woman who had recently given birth had been raped so brutally that she bled to death. For many of these females, becoming a soldier was a matter of kill or be killed.

Another reason Liberian females chose to go into battle was to prove their equality with males – a similar trend is being observed among the increasing number of girl combatants in the Democratic Republic of the Congo (DRC). Catherine, a DRC female soldier, grew up with three brothers in “a warrior’s family”, listening to her father tell tales of war.

“I wanted to help the rebellion,” Catherine says. “I thought that if my brothers could do it, well so could I. I wanted to do like my brothers. When you are little, you want to do as if you were tall. When you are a girl, you do as if you were a boy.”

Although the war in Liberia has ended, the exploitation and abuse of girls and women has not. Female ex-combatants face many obstacles in their efforts to return to normal life, an indication that many men do not treat women fairly in times of peace either. While reintegration of ex-soldiers into



© Teun Voeten and A.P./ILO

society is critical to peace building and reconstruction, previously existing programmes tended to reintegrate girls back into the harmful situations they came from, thereby ignoring the underlying issues that drove them to fight in the first place.

Gender-based discrimination and violence remain very much a part of everyday Liberian life. Making matters worse is the fact that, after years of war, most girls and women have little to go back to – often their parents have been killed, their houses destroyed, and the economic and social fabric of their country has been left in shreds. Despite these conditions, many are determined to improve their lives.

“We first were fighting men with our guns, now we have given up our guns, but we still have to fight men”, says Ellen, “this time with our pens. That’s what I try to tell my girls now.”

Ex-General Ellen is still responsible for the welfare of many of her girls. In May 2004, 40 of her former fighters were living in her two-room apartment in Monrovia. Hundreds more were silently hiding in surrounding villages, reluctant to turn in their weapons. They have much to fear. Some – who see themselves as still under Ellen’s command – will not register for disarmament and demobilization, unless she orders them to do so.

Recently, others have agreed to disarm, but their future remains clouded in questions. Will they receive the assistance needed to return to society as functioning civilians, mothers, and wives? Will they be accepted and treated with respect? Will they be able to navigate through training courses and education to jobs that allow them to earn a decent living? And, how will those who are too scared to come out and register as ex-combatants be treated? So far, reintegration



>> assistance has been seriously delayed, and the absorption capacity of the war-torn labour market is not promising.

The result of all this uncertainty is that girls and women refuse to show up at disarmament, demobilization and recruitment (DDR) cantonment sites. Afraid to confront men at these places, they dread reviving disturbing memories of life in army camps, memories they would rather forget. Many hesitate to register as ex-combatants because that would entail having their pictures taken for identification cards. Their fear of being labelled a female fighter and the social exclusion that could bring is likely grounded in reality. Communities, schools, employers and even families often reject women after they have broken traditional female roles because they

are wary of future problems. As a result, many girls and women will not receive any DDR financial assistance.

Yet these women are not remaining silent. The fact that they have the courage to speak out and tell their stories will empower them. Their experiences can help agencies like the ILO develop gender-sensitive policies and programmes that have a good chance of meeting their reintegration needs. To that end, the ILO/IFPCRISIS has funded research and documentation of the individual stories of the Liberian female soldiers. Once published, this document will be used for more effective programme assistance. It will also complement the recent ILO-funded book *Young Soldiers: Why They Choose to Fight* by Rachel Brett and Irma Specht (see box on p. 11), which

#### LIBERIA: IN PEACE, A PERILOUS FUTURE

**T**hey are frustrated, illiterate, orphaned, and abused – the new youth seeking to return to “normal” after years of war. During the past years of conflict, children – many of them young girls – made up 37 per cent of some factional fighting forces. Now, many of the 15,000 children who were associated with the fighting have transitioned into adulthood and are unemployed youth.

The labour market they face is in a catastrophic state. Only 55 per cent of the men and about 41 per cent of the women are currently economically active. An estimated 80 per cent are unemployed, and more unemployment or underemployment is hidden. More than three-quarters of the women currently work in the informal sector. Many cannot find formal employment due to a lack of education or training, and because of the low absorption capacity of the local economy.

A formula for a continuing cycle of despair? The ILO and UNICEF are working to make it otherwise. Within the framework of the ILO InFocus Programme on Crisis Response and Reconstruction, and with funding from UNICEF Liberia and UNDP, ILO consultant Irma Specht has been researching the motivations of girl combatants who joined the armed struggle, and has made strong recommendations on how to improve assistance to these girls.

In addition, the ILO contribution is part of the activities of its Global Programme on Child Soldiers, financed by the US Department of Labor (USDOL). The main findings of this labour market and training needs analysis are based on a review of secondary sources as well as a broad range of first-hand research with the government, UN agencies, international and local NGOs, private sector actors, and skills training providers. The agricultural sector promises to provide employment opportunities, and the construction sector may help in both the counties as well as more urbanized areas. However, opportunities are scarce and the demobilized have a hard time surviving the competition.

What does the future hold? Ms. Specht says that while some current programmes seem relatively effective, youth remain the biggest concern. “This generation has no reference to what “normal” life and work look like. They are frustrated about their leaders, have no security, or may be addicted to alcohol and/or drugs. Most of the girls have been raped. What they need as soon as possible is assistance in ending substance abuse and restarting education. This will take many years, because they still need to work while studying. The only way to peace, however, is to mobilize Liberia’s youth, combatant and civilian, to contribute to rebuild their country.”

## YOUNG SOLDIERS

**S**ometime between the ages of 10 and 18 young people feel the rush of true freedom, begin to grasp who they are and where they belong, question tradition, resist authority, and yearn for justice.

It is still sometimes difficult to understand why those at the brink of life's possibilities would endanger their lives by joining armed forces or rebel groups and become fighting soldiers. The recently published ILO book, *Young Soldiers: Why They Choose to Fight* by Rachel Brett and Irma Specht, tries to find an answer.

There is no doubt that children fight in most armed conflicts today. While international attention focuses largely on those who are forced into combat, thousands more enlist voluntarily.

In an attempt to understand the young who take up arms, Brett and Specht interviewed 53 boy and girl soldiers and ex-soldiers from around the world. They spoke with youths in Afghanistan, Colombia, the Republic of the Congo, the Democratic Republic of the Congo, Pakistan, Sierra Leone, South Africa, Sri Lanka, and youths from two United Kingdom groups: paramilitary groups in Northern Ireland and members of the British armed forces. All respondents were involved with armed forces or armed groups before the age of 18 and all classify themselves as volunteers.

What these two field officers heard challenges a number of commonly held assumptions such as

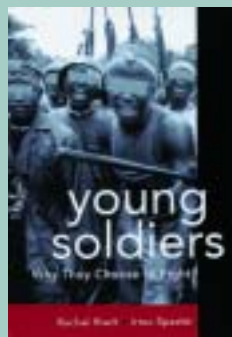
the nature of "free choice". As one young soldier said, "I joined involuntarily – if you have nothing, you volunteer for the army."

Other reasons young people gave are self-defence, revenge, poverty, boredom, and unemployment. The pervasiveness of these conditions around the globe questions the belief that Western young soldiers differ in all respects from non-Western ones.

But while it is common knowledge that most child soldiers come from poor and disadvantaged backgrounds, *Young Soldiers* shows that the issue is far more complex. Many poor children do *not* join the army. An intricate interplay of environmental, educational, social, cultural, and highly personal factors determines whether someone decides to join up or not.

The battlefield is not a place for children. One young soldier described being there as "too sad an experience". The authors hope that by understanding why adolescents join up, those who are able to will know what to do to discourage others from following in their footsteps. The book also aims to improve reintegration programmes, which should seriously address the reasons for youth to join armed groups and to prevent them from rejoining.

This book honours the courageous young people who shared their stories and reflections. It also commemorates their friends and others who did not live to tell their stories.



identifies underlying issues that drive young people to join armed forces and recommends possible solutions.

Male or female, one thing an ex-combatant needs is a decent job. The ILO, with its International Programme on the Elimination of Child Labour (IPEC) and in collaboration with UNICEF, has recently finished an assessment of the Liberian labour market and training needs as a basis for programmes to reintegrate female and male soldiers. With accelerated learning programmes, vocational training, small and medium enterprise development projects, apprenticeships and business start-ups, it is hoped that these young ex-soldiers will receive a second chance to

build a better future. Beside its technical inputs in the field, the ILO adds other essential elements to reintegration programmes such as social justice, social inclusion, protection, sustainability and a strong gender focus. Only by understanding people's motives, needs and concerns can agencies effectively develop plans to overcome such challenges.

Many of Ellen's "girls" have babies now. However, that doesn't stop them from wanting education and training that lead to gainful employment. In fact, these women are even more determined to secure safe and decent work because they now have to provide for themselves, each other, *and* their children.

# Modern daddy

## Norway's progressive policy on pater

**A**fter a baby is born, Mum is entitled to maternity leave, but what about Dad? Shouldn't he have some time off to adjust, too? Norway tops the European league table of family-friendly nations as far as new dads are concerned, and the government is now proposing to extend the "daddy quota" from four to five weeks, for exclusive use by the father.

NORWAY – Ever-growing numbers of families in Western societies seek to balance paid work and family commitments. Consequently, the need for innovative social policy measures and radical transformation of the links between the welfare state, the labour market, and families has intensified. Scandinavian countries, some of which instituted paid maternity leave in the nineteenth century, have moved on to pioneer a range of innovative ideas – including guaranteed rights to childcare, shared access to parental leave, "daddy leave", and cash payments for home-based care.

Most countries in the European Union (EU) offer paid paternity leave, from two days in Spain to two weeks in France, while Norway – which is outside the EU – tops the list as the most family-friendly country with a full four weeks.

### Encouraging fathers

A newly published ILO study, *Gender Equality and Decent Work: Good Practices at the Workplace*, shows that Norway grants the longest paid paternity leave after the birth of a child, in addition to the mother's 11 months.

Norway introduced the four-week paternity quota in 1993. The provision sets aside four weeks of the parental period for the father with the purpose of encouraging more fathers to take an active role in the care of children during their first year. These four weeks cannot be transferred to the mother and are lost if the father does not use them.

Rights and entitlements with regard to parental leave and pay compensation are established by law in Norway. In developing the legal framework on parental leave, equality of opportunities has been a guiding principle, with a view to both promoting women's labour market participation and encouraging men to spend more time at home taking care of their children. Isak Berntsen, a 31-year-old officer in the Royal Norwegian Navy, is looking forward to spending more time at home with his daughter Erle thanks to his paternity quota.



*Rights to four weeks' paternity leave and pay have made it possible for Navy Officer Isak Berntsen to leave his warship and enjoy more peaceful activities at home with his daughter Erle.*

# ernity leave

“I am happy to step up my involvement as a father in my daughter’s early life. In my family we arranged it so that my wife stayed home the first 12 months with 80 per cent income loss compensation. The “father’s quota” may be used at any time during the shared period of leave but is lost if not used by the father, so I have to use it now or I will lose it. I’m lucky to have this opportunity to participate more in family life while receiving full pay at the same time. As a member of the Standing NATO Response Force, I see that most of my colleagues from other countries do not have the same rights,” says Mr. Berntsen.

The introduction of the paternity quota led to an extension of parental leave, and it did not come at the expense of women’s opportunities in relation to leave. Fathers are granted this quota regardless of whether the mother remains at home after delivery or not, which means that both parents can stay at home during the father’s period of leave. However, the father is not allowed to take leave during the first six weeks after the baby is born.

## Bringing fathers into the picture

Drawing on the practices and experiences of 25 countries, the ILO study shows how governments, employers’ organizations, and trade unions around the world bring gender equality into their institutional structures, policies, programmes, and activities.

The Norwegian government has pursued an active policy of promoting gender equality since

1978. The implementation of this policy is the responsibility of the Unit for Gender Equality located in the Ministry of Children and Family Affairs, the Gender Equality Ombud, and the Centre for Gender Equality. The ministry is also responsible for policy on issues such as childcare, parental leave, and reconciliation of work and family life.

In 1978, Norway adopted a Gender Equality Act which prohibits discrimination on the grounds of sex in all areas of society and obliges all public institutions to promote gender equality in all areas of policy, such as labour, education, and health. The Gender Equality Act was reinforced in 2002, and now requires all employers in both the public and private sectors to report annually on women’s representation on the staff and in management positions in their organizations.

## Results – more fathers using their quota

The scheme has significantly increased the number of fathers taking paternity leave.

Very few fathers took advantage of the parental benefit period from 1978, when it was introduced, until 1994. However, the Gender Equality Ombud’s office reported in 1997 that over 70 per cent of fathers with the right to the paid leave took it that year, a very large increase over the 2.4 per cent registered for 1992. Since then, take-up of the paternity quota by fathers has been consistently high, as the following table shows:

>>

### Fathers exercising their entitlement to paternity quota, 1977 and 2004

	1997	2004
Total number of women with parental benefits (ended cases)	48,664	46,690
Estimated number of fathers with right to paternity quota	38,392	37,352
Fathers with right to paternity quota as percentage of births where mother has right to parental benefits	78%	80%
Total number of fathers using paternity quota (ended cases)	29,238	33,164
Fathers with paternity quota as percentage of fathers with right to paternity quota (estimated)	75%	89%

## PARENTAL LEAVE PROVISIONS

**S**tatutory provisions for parental leave in Norway apply equally to both parents, in compliance with the Gender Equality Act (1978). In addition, each parent is entitled to up to one year of unpaid leave per child, extended to up to two years for a single parent.

**Parental Benefit Scheme:  
reconciling work and family life**

The statutory parental benefits period is 42 weeks with full income loss compensation, or 52 weeks with 80 per cent income loss compensation.

Parents who qualify for the benefits may choose to share the period of paid leave. However, certain weeks must be used according to specific rules:

- 3 weeks before delivery are reserved for the mother;
- 6 weeks after delivery are reserved for the mother;
- 4 weeks are reserved for the father (paternity quota).

This leaves 29 weeks of parental leave which either the mother, the father, or both can use.

## >> Extended paternity leave

The Norwegian government has proposed in its revised national budget that paternity leave should be extended by an additional week. This proposal means that parental or adoption leave will now be extended beyond a total of one year.

The proposal will apply to parents of children born or adopted after 1 July 2005. Under the terms of the new proposal, parental and adoption leave will be extended by one week, with the additional week being reserved exclusively for use by fathers. This will raise the father's quota to a total of five weeks.

### Putting an end to discrimination

- Previously, paternity and adoption benefits paid to many fathers were reduced in proportion to the mother's earned rights. Men only received maximum benefits if the child's mother had worked more than 75 per cent of a full-time post.
- Men whose spouses/partners had worked between 50 and 75 per cent of a full-time position had their benefits reduced to correspond to the mother's position.
- Many men lost so much in financial terms that they had to make do with two weeks' leave on full pay instead of four weeks on half

pay. This discriminatory practice has now been brought to an end, and fathers receive paternity benefits based on their own earning rights.

Many men due to take paternity leave can rejoice that little bit extra, since they will be receiving more benefits while they spend time at home with their child. The reason for this is that a larger number of fathers will receive paternity benefits calculated on the basis of their own employment level. Until now many newly fledged fathers with spouses who were in part-time employment had been discriminated against and penalized financially when they took their paternity leave.

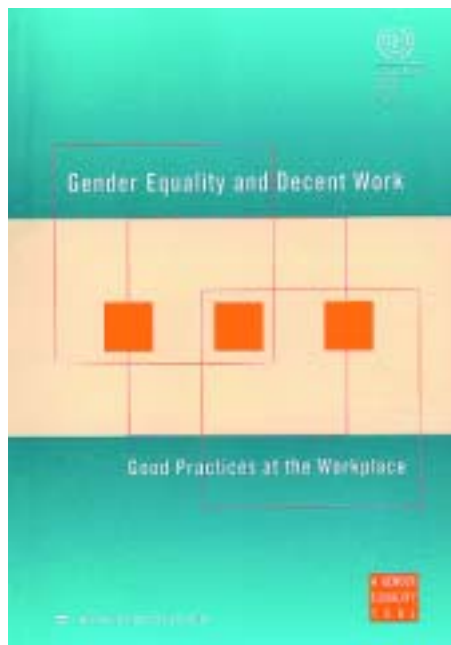
Thus, the total amount of parental and adoption leave has been increased from 52 to 53 weeks at 80 per cent of full pay, or from 42 to 43 weeks at 100 per cent of full pay. This extension is conditional on the child's father taking the extra week of leave. The proposal applies to fathers who are entitled to the paternity quota. If the father has been exempted from the paternity quota, or is not entitled to paternity leave, the extra week will pass to the mother. The same applies if the mother has sole responsibility for the child.

## GENDER EQUALITY AND DECENT WORK: GOOD PRACTICES AT THE WORKPLACE

by the ILO Bureau for Gender Equality

**D**rawing on the practices and experiences of 25 countries, this book shows how governments, employers' organizations, and trade unions around the world bring gender equality into their institutional structures, policies, programmes, and activities.

Examples from the good practices are cited under eight thematic categories such as the use of sex-disaggregated data; strategic partnerships; multi-sectoral approaches in legislation, policies, and strategies; strategically placed gender expertise, and more. Intended to stimulate fresh ideas and invite adaptation, the book provides step-by-step outlines of the actions undertaken to make the elements of good gender practice visible and comparable, and to make it easier for readers to find the aspects most relevant to their own situations.



## THE NORWEGIAN PATERNITY QUOTA

**I**f both the mother and the father qualify for parental or adoption benefit, four weeks of the benefit period are reserved for the father. If the father does not make use of these weeks, they will normally be forfeit. The mother must have worked at least 50 per cent of a full-time post.

When parents share the period of leave, the Working Environment Act requires first the mother and then the father to take their respective periods without a break.

The paternity quota cannot, however, be taken until at least six weeks after the birth of the child. Adoptive fathers can take their quota at any time during the adoption benefit period. The paternity quota may, upon agreement with the employer, be

divided into several periods, but it must be taken within the total parental/adoption benefit period. If his employer consents, the father may, for example, take one day a week for 20 weeks. The mother must then have leave of absence for the remaining four days per week. The father may not take his quota as part of a time account agreement.

There is no requirement that the mother must return to work when the father utilizes his paternity quota. For example, if she so wishes, the mother may work part time (time account agreement) during this period. However, she is not entitled to more than 50 per cent of the parental benefit during this period.

# The burden of gold

## Child labour in small-scale mines and quarries

**T**his year's World Day Against Child Labour focused the world's attention on the plight of child labourers in small-scale mines and quarries. The ILO estimates that about one million children aged 5 to 17 are engaged in small-scale mining and quarrying activities worldwide. These children toil under dangerous conditions and go without access to schools, health clinics, and other basic necessities. Pilot programmes are underway with the help of the ILO and its partners to eradicate the need for

child labour by building sustainable communities and offering the opportunity for a better future.

CUMAOS, Philippines – For as long as Aiza can remember, her day began earlier than most as she, her sister, and their mother worked to eke out a meagre living at the gold mines in Cumaos. Aiza learned the practice from her mother, and now her six year-old sister is learning from her. When her mother fell ill last year, Aiza had to quit school and work full time to support the family and pay



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for her mother's medical bills. She is just one of almost 18,000 children who work in the small-scale mining and quarrying sector in the Philippines.

Worldwide, the ILO estimates that close to one million children work in small-scale mines, a practice that fits the definition of a "worst form of child labour" under ILO Convention No. 182. On 12 June, the ILO and its partners organized global celebrations for World Day Against Child Labour (WDACL) to call attention to the problem and mobilize an international effort to end the practice for good. *For more information, please see side boxes on WDACL events, history of relevant Conventions, programme updates, and the French media campaign.*

### **The harsh reality of child labour in mines and quarries**

In mines, children descend to the bowels of the earth to crawl through narrow, cramped, and poorly lit makeshift tunnels where the air is thick with dust. They constantly risk fatal accidents due to falling rock, explosions, collapse of mine walls, and the use of equipment designed for adults.

Interviews with 220 boys and girls working in mines in Nepal showed that the frequency of injury there is very high. Almost 60 per cent of these child workers answered that they have been hurt while at work. In gold mining, children are exposed to toxic mercury, which is used for separating gold out of rock and can permanently damage various organs and the nervous system.

## **HISTORY OF CHILD LABOUR CONVENTIONS**

**A**lmost all work performed by children in mining and quarrying is hazardous and considered to be one of the worst forms of child labour. Here is a brief history of child labour Conventions in relation to mining and quarrying:

- The Minimum Age (Underground Work) Convention, 1965 (No. 123), defined the term "mine" as meaning "any undertaking, whether public or private, for the extraction of any substance from under the surface of the earth by means involving the employment of persons underground", and Article 2 provided that "the minimum age shall in no case be less than 16 years".
- The Minimum Age Convention, 1973 (No. 138), became a basic pillar in the fight against child labour, proposing that each member ratifying the Convention should undertake "to pursue a national policy designed to ensure the effective abolition of child labour and to raise progressively the minimum age for admission to employment".
- Convention No. 138 defined hazardous work as "any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardize the health, safety, or morals of young persons".
- However, it was not until 1999, with the adoption of the Worst Forms of Child Labour Convention (No. 182), which complemented rather than replaced Convention No. 138, that the worst forms of child labour were identified and specific measures for their immediate elimination implemented. By April 2005, 153 of the ILO's 178 member States had ratified this Convention, and by doing so agreed to take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour for children under 18 years of age.

## **ILO HOSTS "CALL TO ACTION" EVENT**

**T**ripartite delegations representing workers, employers, and governments of 15 countries marked this year's World Day Against Child Labour by presenting signed accords to the ILO, thereby committing themselves to eliminating child labour in informal small-scale mines and quarries in their countries within five to ten years. The special event was hosted by IPEC at the Palais des Nations in Geneva during the ILO's International Labour Conference.

The event, attended by close to 200 people, featured speeches by representatives of the International Council on Mining and Metals (ICMM); the International Federation of Chemical, Energy, Mine, and General Workers' Unions (ICEM); the US Bureau of International Labor Affairs; and the Communities and Small-Scale Mining network (CASM). Participating countries included Brazil, Burkina Faso, Colombia, Côte d'Ivoire, Ecuador, Ghana, Mali, Mongolia,

Nicaragua, Pakistan, Peru, Philippines, Senegal, the United Republic of Tanzania, and Togo. The event finished with a specially made video on the issue by Brazilian Minister of Culture, Gilberto Gil.



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## WORLD DAY AGAINST CHILD LABOUR: EVENTS IN 55 COUNTRIES

The World Day Against Child Labour was marked in every region of the world on 12 June 2005, with events in more than 55 countries. Many events focused on raising awareness of the need to eliminate child labour in small-scale mines and quarries.

Governments, worker and employer representatives, and non-governmental organizations participated in the events, which

ranged from dramatic presentations to rallies and discussions. Some press conferences took place at small-scale mining and quarrying sites where children work. Elsewhere, children created paintings, poetry, and music

and staged carnivals, festivals, and circuses to draw attention to child labour issues.

Highlights from the field events include a widespread media campaign in Peru to showcase the success of eliminating child labour in the Santa Filomena mines; a human chain of 10,000 people organized throughout Dhaka City by the ILO and partner organizations in Bangladesh; a month-long campaign in India to eliminate child labour in the match and fireworks industry; and artistic performances involving the SCREAM methodology in Italy, Spain, and Jordan, among other countries.

For a complete list of field events worldwide, please visit [www.ilo.org](http://www.ilo.org).



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>> Children are often required to do the same work as adults. In underground mining operations, for example, children work in ore extraction, assist in drilling, push carts, clean galleries, and remove water from the mines. In river mines, they dig and dive for sediments. In mineral concentration, they crush stones, haul minerals, pick gemstones, and wash gold. In the mines of industrial materials, such as clay, coal, and sand, children – often young girls – carry huge loads on their heads and backs, sometimes in extreme heat.

Around the mines and in the household, children prepare food for the miners, haul water, and do other household work. Outside the home, they are frequently found working in bars, restaurants, and even prostitution.

#### Social and economic aspects

In the countries where small-scale mining and quarrying exists, its economic and social impact is



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often significant. In Bolivia, mining represents about 40 per cent of the country's foreign currency income coming from mineral exports. More than 30 per cent of the mining exports and 85 per cent of the total employment generated by the sector come from mining cooperatives and other small-scale mines, which are sustained by the participation of all family members, including children and adolescents.

Many of the problems related to small-scale mining and child labour are linked to the fact that mining activities often take place in the informal sector and in remote areas. Informal mining refers to uncontrolled mining activities often undertaken by family members or close relatives without any licence or formal permission.

"The more remote and more informal a small-scale mining activity, the more likely children are to be involved", says ILO mining industry expert Norman Jennings. "The large-scale formal mining sector does not employ children in its operations".

The use of child labour in mining is strongly linked to the poverty that reigns in the remote mining districts where other forms of employment are hard to find. Furthermore, child work is often con-

sidered part of the socialization process. In mining communities of Bolivia, Ecuador, and Peru, the population regards boys over 14 as fit to work with adults. Work done by children tends to be considered as "help" and not as work, in the same way as other activities done by children, including caring for animals, woodcutting, and farming activities, are not valued by their parents as work. One step in the elimination of child labourers in mining and quarrying is the parents' recognition that children are doing real work.

Typical for small-scale mining and quarrying is that the whole family is involved in the working process. The working children's contribution to their families, both in terms of work performed and of income generated, is often important. However, many children in mining and quarrying do not get any remuneration for their work, and if they do, their wages are normally inferior to those of adults.

### **Eliminating child labour in mining and quarrying**

Can child labour in mining and quarrying be eliminated? The ILO says yes. Results from different projects aimed at removing children from

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## **NATIONWIDE CAMPAIGN AGAINST CHILD LABOUR LAUNCHED IN FRANCE**

**T**he ILO, in collaboration with the French Government and social partners, has launched a new national information campaign against child labour in France featuring posters in underground railway stations and luminous advertising around Paris and the Ile-de-France region. The French publicity campaign was created to mark the World Day Against Child Labour, inaugurated in 2002 and held each year on 12 June, to raise public awareness about child labour and the commitment of governments and the social partners to eliminate the practice.

The campaign was organized in partnership with several French Government ministries and ILO constituents and was officially launched at the Ministry of Employment by Minister Jean-Louis Borloo. The goal of the campaign was to sensitize the public to the realities, causes, and consequences of child labour and evaluate progress by made by IPEC.

The campaign has received major coverage on radio, television and in the written press, including the media outlets of trade unions and other participants in the campaign. Support was also received from schools, universities, networks of the Ile-de-France region and the Ministry of Education. Posters and TV spots were produced pro bono by a French advertising agency with the support of the Paris city government and transportation system.

For more information see a complete report on the campaign at [www.ilo.org](http://www.ilo.org), under World of Work magazine.



>> mines and quarries show that significant achievements can be made.

Child labour issues can only be solved sustainably if an integrated approach is applied. "Direct action should be coupled with local capacity-building and an improvement of the legal and organizational environment", says Guy Thijs, Director of Operations for the ILO International Programme on the Elimination of Child Labour (IPEC). "Programmes should address health and social services, legal protection, education, income generation, and alternative employment possibilities for mining families and public awareness-raising".

According to Thijs, "the best results can be obtained if several actors work together. Governments, both on the national and local levels, mining companies, and trade unions should join forces with managers of poverty eradication programmes in mining areas and child labour project staff".



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#### MONGOLIA: ELIMINATING CHILD LABOUR IN GOLD MINES

**O**f the 100,000 people who work in informal gold mines in Mongolia, between 10 and 15 per cent are children. This is due to rising unemployment levels country-wide and reduced rural income opportunities.

The ILO launched a collaborative project with the Mongolian Employers' Federation (MONEF) and other partners in 2003 to eliminate child labour in gold mines, using an integrated approach to sustainable development. The project is helping the community organize a community-based association to improve working conditions, obtain basic machinery to replace the most dangerous work performed by children, build local programmes to raise community awareness, and support alternative income-generating activities for adults so children don't have to work.

The project has made great strides not only in improving relations between local authorities, informal miners, and formal mining companies and educating local miners on issues of occupational safety and health, but has also enrolled former child miners into non-formal education (NFE) and technical college courses.

In Zamaar Soum, for example,

37 children between six and 15 years of age have begun an interactive, participatory NFE programme that provides a safe and stimulating environment in which to learn. In addition to conventional topics, the NFE programme covers issues like child labour, health and safety at work, personal development and working arrangements.

The 40 adolescents between 16 and 19 years old who worked in the Zamaar Soum mines have been enrolled in the mining technical college in Erdenet with the aim of moving them out of labour-intensive, hazardous work and introducing them to safe and decent employment alternatives. MONEF and its partners are currently investigating other types of skills training for former child miners and are helping

to create job placement opportunities once they complete the courses and are entering the labour market.

"We are taking a number of concrete actions, organizing non-formal education classes for young children working at the mining sites and skills training for older children so that they can get safer work in the formal mining companies", said Kuyag Ganbaatar of MONEF.



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# Education for HIV/AIDS

## Prevention at work in the Russian North

**T**oday, 1,385 people are registered with the Oblast Center for Preventing and Combating AIDS. In the northern Russian city of Murmansk, one out of every 100 men is HIV-positive, as is one out of every 200 women, aged 20 to 29. In December 2004, the International Labour Organization (ILO) and the US Department of Labor launched a programme to bring education on HIV/AIDS prevention to the workplace.

MURMANSK – Olga Bogdanova from the ILO Moscow Office spoke with Vladimir Kostrov, Executive Secretary of the Interagency Commission on Counteracting Drug Abuse and the Illegal Drug Trade; Viktor Zubov, Deputy Director-General of Murmansk Commercial Seaport Company; Yurii Savakov, Deputy Director of the Murmansk Oblast Trade Union Council; and Stanislav Zenov, the project's Regional Coordinator.

**World of Work (WoW):** *What HIV/AIDS programmes are now underway in Murmansk Oblast?*

**Vladimir Kostrov:** One is being run by the Oblast Center for Preventing and Combating AIDS. Another, the SOS programme, is a set of measures against drug addiction among young people, and has been under way since 1998. Later, a separate programme emerged that provides for centralized financing of all HIV/AIDS-related activities at the regional level. With regard to the ILO project, I would not even try to compare it with our traditional HIV programmes. We are talking here about preventing disease in the workplace, about preventing stigmatization and discrimination against people living with HIV. The ILO initiative is extraordinarily important and timely. The results from the project will certainly be taken into account and widely used in future municipal and regional programmes.

**WoW:** *Does anyone in the region have experience in working with enterprises on HIV prevention?*

**Vladimir Kostrov:** Of course. The Murmansk City Center for Preventing and Combating AIDS used to work with the fishing industry and fleets in the area. This was the time when sailors constituted a special group of HIV-positive people here. In the late 1990s, programmes focused on drug users, and the aspect of prevention in the workplace virtually ceased to exist.

**WoW:** *Will the ILO project for HIV/AIDS Education in the Workplace be more effective than earlier programmes in the region?*

**Vladimir Kostrov:** I do not think we can compare the two; they are completely different. The earlier programmes involved a traditional and somewhat conservative approach. The ILO

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>> educational project is a state-of-the-art product based on the latest methodologies. Right now, we are preparing a survey for the employees in the companies concerned to see how informed they really are. Later, results from our research will be examined by a regional advisory council. Together with ILO experts, we will determine the content of information booklets and posters and decide what should be stressed during meetings and discussions with employees.

*WoW: Your company, which plays a huge role in the economy not just of the region but the country as a whole, is taking part in the project for HIV/AIDS Education in the Workplace. How serious is this problem inside your commercial port?*

**Viktor Zubov:** The port's management does not consider HIV to be an urgent problem. Don't look so surprised! You see, so few of us are HIV-positive today that we're deliberately making no effort to elevate this epidemic to the status of a "problem". In fact, I don't think we have anyone living with HIV/AIDS at all.

*WoW: Why are you taking part in this project, then?*

**Viktor Zubov:** We don't want HIV/AIDS one day to come knocking at our own door. We want our employees to be informed. We have some very good people working here, and we highly value their lives and health. Meanwhile, a new and promising generation of workers is growing up.

*WoW: Do you have a standard personnel policy with regard to those infected with HIV/AIDS?*

**Viktor Zubov:** No. Our basic position is that we do not require the port's employees to be checked by a medical commission or to undergo tests. Nor do we ask for a medical certificate confirming that they are not HIV-positive when we hire them. We want those living with HIV to be comfortable here, since they are ordinary people in a difficult situation.

*WoW: Mr. Savakov, do you share Mr. Zubov's point of view?*

#### NEW ILO/AIDS WEB SITE

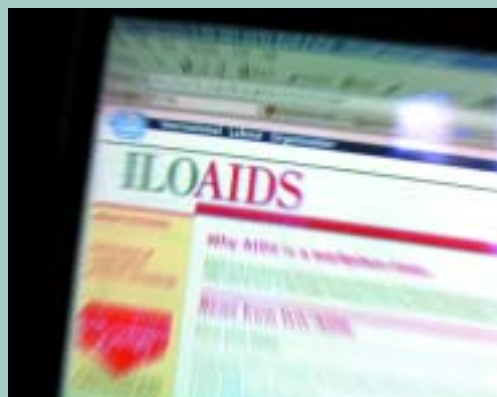
**T**he ILO is committed to giving its constituents the material and the practical support to understand what HIV/AIDS means for the world of work and to take action through the workplace. For this reason, ILO/AIDS has redesigned its Web site with the aim of making it more accessible, practical, and interactive.

The site provides a new guide to "Action in the workplace", including a suggested ten-step plan for taking action, from basic information-gathering to specific guidance on drafting a workplace policy and starting an HIV/AIDS programme. The new site also contains a database of country profiles with information on the national legal and policy framework for HIV/AIDS and the world of work, examples of workplace policies and programmes, resources available in different national languages, and ILO/AIDS technical cooperation activities in each country. Countries will be added over time.

The news section in the centre of the screen lists items of current interest and has a permanent

news service on HIV/AIDS and the world of work, provided by World Labour News. The site also includes a range of information resources – from research findings and a database on laws and policies to materials that can be accessed by selecting a category of interest.

The latest information on ILO/AIDS and related activities can be received by email. Just fill out the form in the registration facility.



## A LOOK AT HIV/AIDS IN RUSSIA

**M**ore than 42 million people on our planet are already living with the Human Immunodeficiency Virus (HIV). At least 26 million of these are working people aged 15 to 45 – that is, people in the prime of life and at the peak of their working abilities.

In the Russian Federation, the HIV/AIDS epidemic is growing at one of the highest rates in the world: between 1997 and 2003, the number of persons living with HIV/AIDS rose by a factor of almost 40. According to some expert assessments, the country has more than 860,000 cases of HIV infection, a number comparable to the size of the Murmansk region's entire population. Recent studies by the World Bank have shown that if the disease continues to spread at its current rate and 10 per cent of the adult population becomes HIV-positive by the year 2010, in 2020 the country's GDP will be 10.5 per cent lower than it is today.

**Yurii Savakov:** To us, it is perfectly obvious that sick workers frequently experience different forms of discrimination, both from company management and from their co-workers. Officially, we did not receive such complaints. However, I personally know of HIV-positive workers who were forced to quit "of their own will". Although such cases are isolated, they do happen, and it alarms me. The unions have been seriously concerned for several years now about the speed with which the epidemic is growing.

**WoW:** *What should be a company's human resource policy in the face of HIV/AIDS?*

**Yurii Savakov:** Compulsory testing of employees should be banned altogether, and voluntary testing should be encouraged. If it should become known that a worker is living with HIV/AIDS, it is everyone's task to help him. There should be no discrimination at all.

**WoW:** *Why, in addition to Moscow Oblast, did the ILO focus on your region in the North?*

**Stanislav Zenov:** As far as I know, ILO representatives consult with their social partners before selecting one region or another for a pilot pro-

ject. Murmansk Oblast is a constituency of the Russian Federation that is successfully realizing the spirit and the letter of social partnership. I think this was important for the decision.

**WoW:** *What difficulties have you already encountered?*

**Stanislav Zenov:** There have been practically no difficulties, which is somewhat surprising. Maybe employers were more skeptical about the project. Happily, my fears proved unfounded. I was struck by how readily management and union activists responded to the ILO initiative. The Regional Advisory Council is now up and operating. A group of experts is working in consultation with the Advisory Board. The next major step will be to conduct research in the participating firms. So it will become clear how well-informed workers are on the problems associated with the spread of HIV.

**WoW:** *What results do you expect?*

**Stanislav Zenov:** Based on the survey results, we will be able to start practical work in the pilot enterprises. The most important thing is to equip people with knowledge. If you are warned, then you are protected.



Mr. Yurii Savakov

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## ILO AND WHO DEVELOP GLOBAL HIV/AIDS GUIDELINES

**A**s the pandemic of HIV/AIDS continues to worsen, the International Labour Organization (ILO) estimates that 100 million people working in the health-care sector treating people with the virus face new perils daily that threaten their careers and their lives. As a result, the ILO and the World Health Organization (WHO) adopted new global guidelines in June at the 293rd Session of the ILO Governing Body to implement effective treatment resources for those who contracted the illness – and measures to safeguard against further transmission.

Key principles of the joint guidelines include prevention and containment of transmission risks; providing information, education, and training through appropriate channels to sensitize health-care workplaces to HIV/AIDS-related issues; and paying particular attention to the concerns of the disproportionately high number of women workers in the field.

“We must be sure that HIV-positive health-care workers have access to the best possible guidance and care in their setting, both for their own sake and so they can continue to provide care to others”, said Lester Wright, MD, MPH, Deputy Commissioner of the New York State Department of Correctional Services, who chaired the Tripartite Meeting of Experts.

The impact of HIV/AIDS on health-care workers themselves has already been significant. South Africa’s health service, for example, reports that 14 per cent of staff (primarily nurses) died as a result of HIV/AIDS between 1997 and 2001. In Botswana, it is estimated that 17 per cent of health-care workers will have died between 1999 and 2005 – with that number conceivably shooting to 40 per cent by 2010 if health-care workers are not treated.



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# Microfinance

## in south-eastern Europe

### How small business helps to create jobs

**E**xperience in Western countries shows that microfinance can be a useful tool in the fight against unemployment, by helping people start their own viable small businesses. An ILO project is now bringing these successful experiences to three countries in south-eastern Europe, helping to introduce microfinance as a tool in active labour market policy. The effort is particularly timely, as 2005 has been designated the “International Year of Microcredit” by the United Nations.

BUDAPEST – Unemployment remains a significant problem in south-eastern Europe, where the difficulties of economic transition from state socialist systems have been compounded by other factors such as perceived instability by investors in the wake of the conflicts in the former Yugoslavia, as well as greater distances and more difficult transport linkages to key western European markets. Meanwhile, these countries often lack the budgetary resources needed to develop and implement a wide range of active labour market policies.

An ILO project, *Social Finance for Support to Self-Employment 2004-2005*, funded by the French Government, seeks to prepare the ground for national schemes that will provide start-up capital to prospective entrepreneurs coming out of unemployment. The project, which has created task forces in Bulgaria, Romania, and Serbia, is based on successful experience in France, other western European countries, the United States, and Canada, where microfinance is just one of several tools that governments use to combat unemployment.

“There is increasing recognition of microfinance as a tool for poverty alleviation”, says

Ms. Severine Deboos, Technical Expert on Social Finance at the ILO Sub-Regional Office (SRO) for Central and Eastern Europe in Budapest. “The ILO has a comparative advantage in its ability to bring the various actors together – including governments and the social partners – to link the social and economic aspects of microfinance”, she adds.

“If you give the unemployed the opportunity to create their own business, plus financial support and needed business development services, the survival rates of the enterprises are very similar to those of other business start-ups”, said Deboos. In France, for example, survival rates of businesses started by the unemployed under these conditions reach 67 per cent, higher than for most new businesses. Survival rates then decrease somewhat, but even after two and three years they are still on par with the average. Data from other countries also indicate positive experience with microfinance in the fight against unemployment.

#### Task force network

Under the ILO project, a task force has been set up in each country, with the participation of the relevant public authorities – usually including representatives of the ministries of labour, economy, and finance; central banks; and other state agencies such as labour offices or agencies for the development of small and medium-sized enterprises (SMEs). The social partners are also involved in the work of the task force, as well as microfinance institutions (MFIs) and the banking sector wherever possible. The goal is to create a genuine sense of ownership of the proposed schemes, and facilitate alliances between institutions which would otherwise not necessarily



## IN FOCUS: 2005, THE YEAR OF MICROCREDIT

**T**he United Nations General Assembly designated 2005 the *International Year of Microcredit*. The year has seen the launch of a wide array of programmes throughout the UN system to raise public awareness about microcredit and microfinance, while promoting partnerships and innovation among governments, donors, international organizations, NGOs, the private sector, and microfinance institutions (MFIs). Microfinance has already made a positive impact on the quality of life of millions of poor people by providing greater access to credit, savings, insurance, transfer remittances, and other financial services which would otherwise be unreachable.

But there is still a huge gap in the availability of services. As ILO Director-General, Juan Somavia, said at the launch of the Year of Microcredit, MFIs reach only 10 per cent of the world's poor today.

"Microcredit is about poverty reduction. And the ILO has a tremendous interest in microcredit precisely because fighting poverty is at the heart of our mandate", said Somavia. "Microcredit cre-

ates jobs. It promotes self-employment, livelihood, and it helps people expand their economic activities so they can hire others". It can also become an important part of the social safety net, and plays a critical role in empowering women.

The ILO is committed to building on the links between microfinance and decent work through its Social Finance programme. In countries where the ILO works to assist in attaining compliance with core labour standards, such as the abolishment of forced labour and child labour, microfinance initiatives have played a key role. They help replace family income when a child labourer leaves work and goes to school, provide poor workers with credit to avoid slipping into debt bondage, assist women who are vulnerable to human trafficking, and help migrant workers send remittances back home through secure channels while supporting the use of those remittances for income-generating activities.

*For more information,  
see [www.yearofmicrocredit.org](http://www.yearofmicrocredit.org).*

>> work together. These stakeholders meet regularly, once every three months.

"The task force in Serbia is about to finalize its action plan for microfinance to support business start-ups, and a proposal will soon be submitted for government approval", says Ms. Radmila Bukumiric Katic, Assistant Minister at the Ministry of Labour and Employment. Plans in Serbia also call for a special microfinance programme at the state railway company, where a restructuring plan will result in substantial lay-offs.

"We have a big problem with unemployment. Many people have been made redundant and left their jobs," Katic said. Indeed, official statistics from Serbia indicate that unemployment reached 18.4 per cent in 2004. Katic also notes that there was significant interest in a recent joint tender issued by the Ministry of Finance and the Ministry of Economy for state loans to help the unemployed launch their own businesses, as close to 7,000 individuals applied for the support. "But the budget was only sufficient for 1,500 cases. We hope the new microfinance scheme will reach more people".

"Romania has had significant positive experience with microfinance, and once a programme is in place, local MFIs will be ready to use their expertise in the framework of new active labour market programmes sponsored by the Ministry of Labour", says Maria Doiciu, a member of the Romanian task force whose firm, Shorebank Advisory Services, has provided valuable advisory support for the development of Romanian MFIs under a US-funded programme.

"In Romania, company downsizing is frequent, with 10 to 15 per cent of workers usually laid off from their companies", Doiciu said. "Of this group, up to 15 per cent are keen to open their own businesses, especially younger people and those in service occupations such as transportation. This is less true of production line workers, who usually try to find a similar job", she adds.

Although long-term survival rates for businesses started under microfinance schemes in Romania are not readily available, Doiciu said that initial evidence is encouraging. In a recent project in the city of Brasov, a local company laid off 189

workers, 33 of whom started their own businesses with the help of microfinance. Six months later, all 33 businesses were still in operation. "This means a lot, as these people were all still employed", she said.

### **Building partnerships**

As participants at the ILO Governing Body in March 2005 noted, the ILO has unique advantages in its involvement in microfinance worldwide – including a combination of traditional microfinance goals with the Decent Work Agenda, implementing microfinance in a rights-based framework, helping the working poor, and not least of all involving the social partners in these efforts. Microfinance is increasingly seen by trade unions as a means of protecting workers in case of company insolvencies and layoffs, and employers have welcomed the ILO efforts to build partnerships in this area with banks and international financial institutions.

Trade unions and employers are taking an active part in the task force work on microfinance in the region, which requires the adoption of new skills and viewpoints on all sides. For example, the Serbian trade unions representing railway workers at first approached the upcoming company restructuring from a traditional viewpoint, concentrating

above all on achieving the highest possible severance payments for their workers. However, they quickly became interested in the possibilities of microfinance as well, to help their workers secure sustainable incomes in the future.

Some countries showed hesitation at first to the idea of providing loans to the unemployed. "There was some reluctance, for example by ministries of finance and central banks, to ideas that would increase borrowing by the population", Deboos recalled. "But they soon realized that these worries were unfounded because the funds will not finance consumption, nor are they for pyramid schemes, which have caused some problems in the region in the past". Indeed, financial services for enterprise creation support income-generating activities, and are therefore a significant instrument for economic development.

The ILO efforts to promote microfinance programmes in the region received another important boost in February 2005, when the European Union officially endorsed microfinance as a tool to fight unemployment. This decision is still news to many policymakers in the region, but is becoming increasingly well known. "Now there is more and more interest in these kinds of projects", said Deboos.



*Microcredit helps young entrepreneurs get a good start on innovative projects.*

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# The new era of **textile**

## Taking stock in the post-MFA environm

**I**n the six months since the quota system held over from the Multifibre Agreement (MFA) expired, much public debate has taken place over the social, economic, and employment impact of this new state of play in the textile sector. Will the new paradigm mean more or less jobs for workers in the developing, transition, and developed countries? The ILO will take on this issue in October 2005 when tripartite delegates meet to discuss the future and work toward a fair globalization

GENEVA — In the months leading up to 1 January 2005 – when the quota system that regulated the global trade of textiles and clothing for 40 years was scheduled to expire – many tried to picture what the post-MFA global landscape would look like. Would there be a social and economic impact? Would there be an impact on employment? Would there be job losses, and if so, where? Which countries would emerge stronger or weaker in international textile trade?

The answers to these and other questions are still unknown. But in light of the uncertainty among producing countries, workers, and enterprises worldwide, the ILO has called for a tripartite meeting this fall to review the immediate social and economic impact of the expiration of the MFA quota system.

With a focus on promoting fair globalization in textiles and clothing in a post-MFA environment, the meeting will be held at ILO headquarters in Geneva from 24 to 26 October 2005. It will centre on developing strategies to ensure decent work worldwide and promoting social dialogue between governments and employers' and workers' organizations regarding the consequences and trends associated with the end of the quota system. Participants will also share their own experiences on how they have helped and will continue to help their respective constituents adapt to the changing environment. At the conclusion of the meeting, the results of the

discussions and any recommendations will be presented to the ILO Governing Body.

Representatives of governments from the following countries have been invited to participate: Bangladesh, Brazil, Cambodia, China, France, Haiti, India, Kenya, Lesotho, Mexico, Morocco, the Philippines, Romania, Turkey, the



# trade ent

United States, Burkina Faso, Egypt, the Dominican Republic, Italy, Madagascar, Sri Lanka, and Viet Nam. In addition, 15 employer and 15 worker delegates will take part in the meeting. Observers from the World Bank, the World Trade Organization (WTO), the Organisation for Economic Co-operation and Development

(OECD), the European Union, the United Nations Conference on Trade and Development (UNCTAD), the International Trade Centre, and the International Textiles and Clothing Bureau have been asked to attend.

An ILO report being prepared for the meeting will assess the initial impact of the end of

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>> the quotas on the world of work and discuss key developments since the quotas were lifted during the first quarter of 2005. It will focus on major producing and importing countries, reviewing initiatives undertaken around the world with the help of the ILO to promote competitiveness in the industry while maintaining decent working conditions.

### **Balancing the world on a pin**

In many ways, the MFA brought about a sense of equilibrium as the textile and clothing sector was growing more global and interconnected over the last 40 years. Created in 1974, the MFA governed the global give-and-take of textiles and clothing through a complex system of quotas established by industrialized nations to protect their sectors from outside competition. As a result, clothing exporters migrated throughout the world in search of countries where additional quotas were still available, and in the process helped to create millions of jobs in nations that previously had a small textile exporting business, if any.

But the MFA was only a finite solution, with the eventual aim of integrating the sector into the General Agreement on Tariffs and Trade over a 10-year period by phasing out the quota system in four steps, the last of which was completed on 1 January 2005.

### **Weighing the possibilities**

A working paper issued by the ILO in January 2005, entitled "Labour implications of the textiles and clothing quota phase-out" made the first attempt to examine the impact of ending the MFA quota system. The paper examined how nine exporters (Bangladesh, China, the Dominican Republic, the European Union, India, Pakistan, the Philippines, Romania, and

the United States) were anticipating the change in regulations prior to 1 January 2005.

The paper concluded that countries in south Asia could emerge stronger in the international arena than others, with an advantage for capacity, workforce, and cost-efficiency that is more attractive to buyer firms. Meanwhile, in countries that are not at the fore of the textile and clothing sector and depended on the quotas to ensure viability, things may begin to shift. They are now relying on ingenuity for what they lack in infrastructure to handle the transition as gracefully and competitively as possible. For example, Thailand is promoting Bangkok as a leading fashion centre for Asia, and Cambodia is making a determined effort to improve working conditions for employees.

The paper also stated that employment could decline as a result of the end of the quotas, particularly in countries that formerly imposed them. The ILO estimates a global decline of between 1 and 2.5 per cent by 2018. However, the proliferation of international supply chains could improve the bargaining position of workers in participating firms, and thus improve the quality of employment conditions for those working in the sector.

These are just hypothetical conclusions, and the true global impact of the end of the quota system on textile trade remains to be seen. But for the ILO, dealing with these new circumstances in a socially responsible way, particularly when international competition is high, will require integrated social and economic strategies to be implemented at the national and international level. The October meeting will offer an ideal opportunity for government, employer, and worker delegations from around the world to work together in building a fair globalization.

For more information on the upcoming meeting, please visit:  
[www.ilo.org/public/english/dialogue/sector/sectors/textile/iloact.htm](http://www.ilo.org/public/english/dialogue/sector/sectors/textile/iloact.htm)

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## PLANET WORK

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

The advent of the Internet has greatly enhanced the ability of organizations and enterprises to communicate globally at lightning speed. But the move into cyberspace has also engendered new conditions and practices at work that are not always visible to the human eye. Workplace surveillance has emerged as a dynamic trend in global management practice, using such means as security software and video to monitor employees' email, Internet, telephone, and other communications, thereby sparking widespread global debate on privacy rights. In this issue, Planet Work examines monitoring in the workplace.

# Beyond the screen: workplace monitoring and the invisible eye

■ George Orwell, who imagined the ultimate dystopia more than 50 years ago, wouldn't be surprised at developments in today's technology-saturated workplaces. *World of Work* reported on the issue of increasing email and web monitoring in "Who's got mail?" (No. 40, August 2001). Since that time, web commentators have noted that increased monitoring of office communications may be turning the new age of high tech into a "dark age of innovation". Indeed, many office workers are wondering nowadays whether 2005 is really 1984.



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■ Is this electronic hyperbole or fact? A review of online surveys would seem to indicate that the people who own the machines increasingly want to know what those using them are uploading, downloading, or emailing – and for good reason, as it affects their bottom line. In fact, studies show that many workers are surfing, blogging, gaming, shopping, booking travel, viewing "entertainment" sites, checking investments, or even gambling – activities that aren't necessarily part of their job descriptions or contributing to profits. Clearly, employers have good reason to want to know whether their employees are working or playing on the job – but where is the line between privacy and responsibility to the company?

■ According to one survey, more than 70 per cent of adult Internet users in the United States have accessed the Internet at work for personal use at least once, while 76 per cent of companies monitor workers' web site connections. If the Internet is the great leveller of global commu-

nications, and is "globalizing" information management, it is equally egalitarian when it comes to how it affects employees – whatever their status in the hierarchy. Emails to "friends" have cost some CEOs their jobs, while misuse of emails for "bad behaviour" or personal reasons has caused a great many more employees to lose theirs. (CNET news.com)

■ The 2005 Electronic Monitoring and Surveillance Survey released in conjunction with The ePolicy Institute and the American Management Association (AMA) found that in order to "motivate" compliance, 26 per cent of the 526 US companies surveyed had fired workers for misusing the Internet and another 25 per cent had terminated employees for email misuse. So, from top to bottom, employees and employers who think they can use email or IT with impunity are beginning to think again. Increasingly, people are finding that somewhere, somehow, unbeknownst to them, someone is or may be monitoring their online activities, emails, or keystrokes; listening to or

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>> recording their calls; or even monitoring their movements and identities. (AMA, May 2005)

■ So, is workplace privacy at risk? Should there even be workplace privacy? Where does one draw the line between what is acceptable and unacceptable when using high-tech equipment provided by the office? Who “owns” the devices you use and the information you process? These and other questions are receiving new attention as public versus private communicating becomes a predominant issue in the world of work.

■ The stakes are huge: one survey, carried out by a US company that produces software for monitoring employees’ computer and phone activities, quotes independent research saying IT managers will face the management of 35 million remote users of the Internet this year, with 14 billion devices on the Internet by 2010. The company also estimates the cost of all this online time at US\$138 billion in the United States alone, based on Internet use of some 53 million employees. (The company also claims that 30 per cent of peer-to-peer requests are for pornographic downloads and 70 per cent of all Internet porn traffic occurs during the 9-to-5 workday.)

■ The result is that managers are increasing the monitoring in some workplaces of employee communicating, mostly in the industrialized world. The 2005 AMA survey bears this out. Of those 526 US companies surveyed, 76 per cent keep tabs on their employees’ use of email, telephone, and the Internet. Roughly 65 per cent use specialized software to block connections to web sites deemed “inappropriate” by company or organization IT departments. Fur-

thermore, 36 per cent of employers track content, keystrokes, and time spent at the keyboard, 50 per cent store and review employee computer files, and 55 per cent retain and review employee messages.

■ Still, most employers are “doing a good job of notifying employees when they are being watched”, the AMA says, with 80 per cent actually informing employees their every “e-move” is under scrutiny, 82 per cent letting employees know the company stores and reviews computer files, 86 per cent alerting employees to email monitoring, and 89 per cent notifying employees that their web usage is being tracked. “Workers’ email, IM, blogs, and Internet content create written business records that are the electronic equivalent of DNA evidence,” said Nancy Flynn, Executive Director of The ePolicy Institute.

■ A number of companies surveyed admitted to using emerging technologies to monitor employee performance and activity. Some use such new technologies to monitor employee identity. Five per cent use global positioning satellite (GPS) software to monitor cell phones, 8 per cent to track company vehicles, and 8 per cent to monitor employee IDs. More slow to be adopted are biometric devices such as finger scans (5 per cent), facial recognition (2 per cent), and iris scans (0.5 per cent).



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The 2004 Workplace Email and IM Survey by the AMA and The ePolicy Institute revealed that one in five employers has had email subpoenaed by courts and regulators and another 13 per cent have battled workplace lawsuits triggered by employee email. (The 1986 Electronic Communications Privacy Act makes it illegal for employers to intercept communications – but this applies only to telephone, not email.) “Privacy in today’s workplace is largely illusory,” says one expert. “In this era of open-space cubicles, shared desk space, networked computers, and teleworkers, it is hard to realistically hold on to a belief of private space. Work is carried out on equipment belonging to employers who have a legal right to the work product of the employees using it.”

■ Indeed, making sure that equipment provided to the employee is used for work instead of personal communication or outright play is of increasing concern to employers. A worldwide survey of chief information security officers conducted by *CIO Magazine* and PricewaterhouseCoopers in 2004, *The Global State of Information Security*, indicated that appropriate use of the Internet (46 per cent), appropriate use of email (56 per cent), user administration (69 per cent), network security administration (55 per cent), and system security administration (52 per cent) were most frequently included in their security policies. The study was based on responses from more than 8,000 IT security professionals from 62 countries.

■ While some employers may understandably be concerned over the time and profits lost to the Internet or through private use of company communications capabilities, employees argue that contrary to good intentions, workplace monitoring has the potential to adversely

affect the bottom line by stunting employee productivity and creating lower morale and increased job stress. A random workplace survey conducted in 2004 by Scotland's Public Service Union of 230 members mostly from the private sector showed the overall impact of monitoring on employees themselves negatively affected their productivity. More than half of respondents regarded the practice as "demeaning and stress inducing" and claimed to suffer from anxiety, and 17 per cent suffered from depression. Other responses to employee monitoring included loss of sleep and extended absence due to sickness.

(unison-scotland.org, January 2004)

■ But how far is too far? Recent high-profile cases involving top executives indicate that authorities are beginning to watch the watchers. For example, the former chief executive of a large telecom company in Finland and four other former employees were recently found guilty of violating privacy laws by ordering employees' phone calls and emails to be tracked. Authorities discovered dozens of cases of tracing telephone and email activity of 80 people from 1997 to 2001, particularly employees who were suspected of leaking information about management disputes to the media. The content of the calls and emails was not traced, only the identities. Finland's privacy laws state that only the police with a court order have the right to monitor telephone calls. (ABC News, May 2005)

■ Sometimes, those at the top may also pay a price for monitoring people lower down the corporate ladder. The classic example is the case of a high-profile CEO in the United States who recently lost his job for sending explicit emails to a female colleague with whom he was presumed to have

a special relationship – not because of the affair but because the inappropriate language contained in the emails violated the company's conduct code. (Wall Street Journal, May 2005)

■ In some cases the ties between activity on and off the job are tenuous at best, and the grounds for termination even more so. In November 2004, an employee of a large US airline was fired for using "inappropriate" images on her semi-fictional, anonymous web diary about her work as a flight attendant, in which she was known as Queen of the Sky. She received no warning or explanation for her dismissal, and has filed a discrimination complaint with the US Equal Employment Opportunity Commission. The incident has caused much debate on conflicts of interest, employment law, and freedom of speech on personal web sites.

■ In the United Kingdom, firms will soon be obligated to inform employees that they are being monitored. A code of practice published by the UK's Information Commissioner is designed to give businesses clear guidelines about their obligations under UK data protection and human rights legislation. The guidelines are designed to "balance the needs of employers and the rights of employees", says the Commissioner,

adding: "In reality there are few circumstances in which covert monitoring is justified." At the same time, the British Trades Union Congress (TUC) has placed questions and answers about monitoring and Internet policies on its web site. (BBC News, May 2005)

■ In Australia, meanwhile, employers in New South Wales may soon face a new law banning undisclosed monitoring of employees' emails and Internet usage. A spokesman for the Australian Workers' Union also says the new law would strike a balance between the rights of workers and employers, but argues that people use email today as a modern version of the telephone and most employees don't think their phones should be tapped at work automatically and "that should apply to the Internet". (News24.com, May 2005)



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# 93rd annual Conference

## ILC 2005: Paving the way for action on key labour concerns

Some 3,000 government, employer, and worker delegates attended the 93rd annual Conference this year, holding intense discussions on the need to eliminate forced labour, create jobs for youth, improve safety at work, and tackle what ILO Director-General Juan Somavia called a “global jobs crisis”. Here is an overview of the outcomes of the meeting.

GENEVA – “Faced with a global jobs crisis that involves trillions in GDP growth but just a trickle of new jobs, we need as many good ideas as we can generate to guide our future course of action”, ILO Director-General Juan Somavia said in his wrap-up of the 93rd International Labour Conference (ILC). “The credibility of democracy and open markets are at stake. This conference has risen to the challenge by providing a rich laboratory of ideas for our efforts to make decent work a global goal”.

The annual meeting of the ILO’s 178 member States did provide just such a laboratory of ideas.

### PRESIDENT OLUSEGUN OBASANJO SAYS DECENT WORK, DEBT RELIEF NEEDED TO BUILD A “NEW AFRICA”

**N**igerian President Olusegun Obasanjo urged the continent’s development partners to join Africa in making the Decent Work Agenda of the ILO a global goal, noting that employment creation has become “an explicit and central objective” of Africa’s economic and social policies.

“It would also be desirable for the Millennium Plus Five Summit to follow the example of the African Union and seriously consider making decent work a global goal”, said Mr. Obasanjo, who also currently chairs the AU. “It is understood that the jobs we are striving to create have to be meaningful and dignifying if they are to have the desired effect, and this is where the Decent Work Agenda of the ILO becomes relevant”.

The President of the Federal Republic of Nigeria also made a strong appeal for debt cancellation for low-income countries, saying: “We are serious about reform and about building new paths to growth and development, but without debt relief these would be impossible.”

“I urge our development partners to establish firm timetables for increasing their Official Development Assistance (ODA) to the target of 0.7 per cent of GDP and also to give serious consideration to the various innovative proposals that have been made in this regard,” he said. “Even though debt relief would have the effect of freeing up much needed resources for development, it will not provide the minimum financial outlay required to speed up progress towards the realization of the Millennium Development Goals”, he insisted before some 3,000 representatives of governments, employers, and workers. “Meaningful sustainable development in these nations would require significant debt reduction and debt cancellation.”



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## PRESIDENT ABDELAZIZ BOUTEFLIKA CALLS FOR A SOCIAL DIMENSION OF GLOBALIZATION

**M**r. Abdelaziz Bouteflika, President of the People's Democratic Republic of Algeria, told delegates to the International Labour Conference that the United Nations Summit scheduled for September 2005 to review the Millennium Declaration should promote renewed international efforts to build a social dimension of globalization.

"Like many other citizens in the world I dare to nourish hope that the next United Nations Summit ... will give an international impulse to build a social dimension of globalization which contributes to the maintenance of peace and international security", Mr. Bouteflika told a special session of the Conference.

Reminding delegates that "globalization moves forward quickly, creating great fear all over the world" and referring to the "globalization trap" and a general "lack of work", the Algerian Head of State called for decent work for all to give "globalization its indispensable human dimension".

According to President Bouteflika, one of the founding

fathers of the New Partnership for Development in Africa (NEPAD), the message of the special summit of the African Union on poverty and employment held in Ouagadougou last year called for a "globalization with a human face". Urging a "humane and modern" model for development, the President said this model "doesn't make any sense if we cannot assure the right to decent employment to all people old enough and capable to work".



They discussed issues ranging from the situation of workers in the occupied Arab territories, to the state of labour standards in Belarus, Colombia, and other countries as well as the ongoing situation of efforts to stop the use of forced labour in Myanmar. Delegates also discussed the current state of working hours and how to balance the need for flexibility with protecting workers' security, health, and family life.

Two eminent guest speakers brought messages on the need to redress problems with globalization and decent work to the Conference. His Excellency Abdelaziz Bouteflika, President of the People's Democratic Republic of Algeria and current President of the Arab League, called for a new social dimension of globalization at the Millennium Summit in September 2005. His Excellency Olusegun Obasanjo, President of the Federal Republic of Nigeria and current Chair of

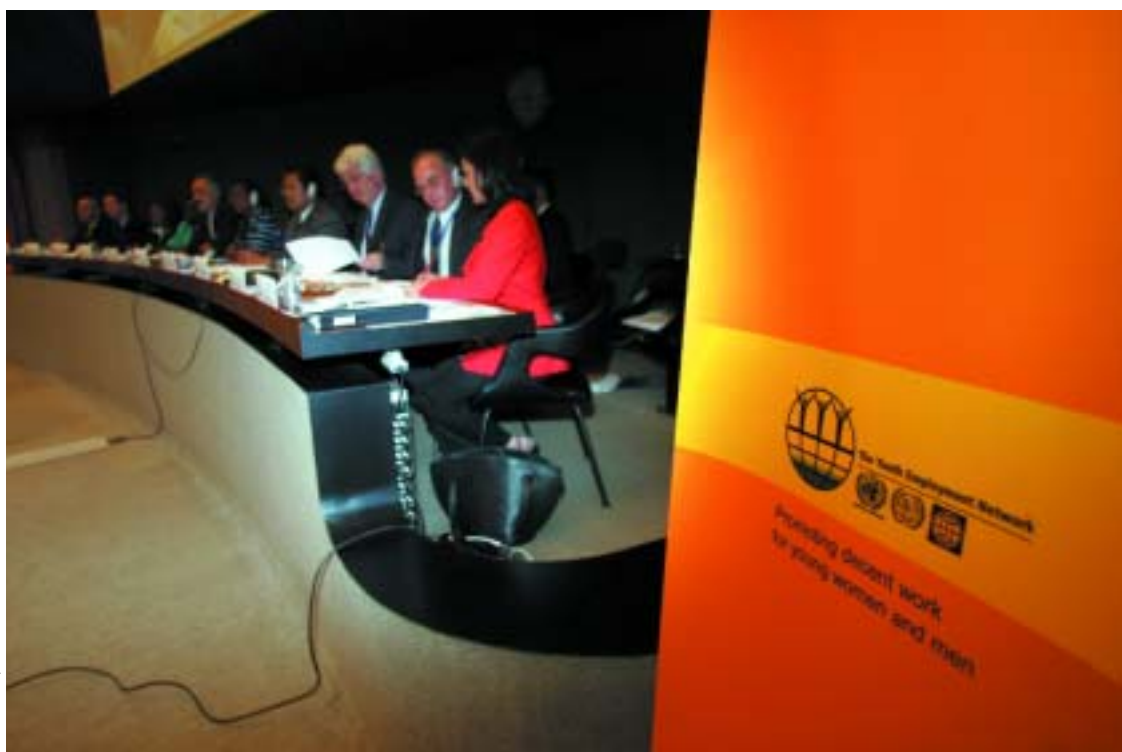
the African Union (AU), urged Africa's development partners to join it in making the ILO's Decent Work Agenda a global goal.

The Conference President was Mr. Basim Khalil Alsalim, Minister of Labour of the Hashemite Kingdom of Jordan. The Conference elected as Vice-Presidents Mr. Andrew J. Finlay

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### FISHERS IN 2007

**I**n the absence of a quorum for the vote on a proposed Convention on work in the fishing sector, the Conference asked the Governing Body to place a corresponding item on the agenda of the Conference in 2007, and that the report submitted to the Conference plenary be used for further consideration. The third discussion will take place then.



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>> (Employers) of Canada, Mrs. Hilda Anderson (Workers) of Mexico, and Mr. Galo Chiriboga Zambrano (Governments), Minister of Labour and Employment of Ecuador.

## Highlights of the Conference

- The Conference adopted a *programme and budget* of US\$594.31 million for the 2006-07 biennium. The 2006-07 budget includes moderate real growth of 1.1 per cent to address institutional investment needs and extraordinary items. The new programme and budget focuses on decent work as a global goal and action needed at the local, national,

regional, and international levels to make it happen, including Decent Work Country Programmes. The programme reinforces and deepens the four strategic objectives of the ILO: promoting standards and fundamental principles and rights at work, creating greater opportunities for women and men to secure decent employment and income and for enterprise development, enhancing the coverage and effectiveness of social protection for all, and strengthening tripartism and social dialogue. It also proposes initiatives on decent work for youth, corporate social responsibility, export processing zones, and the informal economy.

- Confronted with record levels of youth unemployment in recent years, delegates from more than 100 countries discussed pathways to *decent work for youth* and the role of the international community in advancing the youth employment agenda. In its final report, the Conference Committee on Youth Employment concluded that an ILO plan of action to promote youth employment should be practical and based on building knowledge, advocacy, the promotion of young workers' rights in line with international labour standards, and technical assistance. Delegates recognized that decent employment opportunities for young people would need to grow substan-

**T**he annual International Labour Conference brings together more than 3,000 delegates, including heads of State, labour ministers, and leaders of workers' and employers' organizations from most of the ILO's 178 member States. Each member country has the right to send four delegates to the Conference: two from government and one each representing workers and employers, each of whom may speak and vote independently. The role of the International Labour Conference is to adopt and oversee compliance with international labour standards, establish the budget of the Organization, and elect members of the Governing Body. Since 1919, the Conference has served as a major international forum for debate on social and labour questions of worldwide importance.

## COMMITTEE ON THE APPLICATION OF STANDARDS DISCUSSES A VARIETY OF ISSUES

**A**s part of ILO efforts to end the use of forced labour in Myanmar, the Committee again held a special sitting on the application by Myanmar of the Forced Labour Convention, 1930 (No. 29), following up measures taken in the context of Article 33 of the ILO Constitution. This was the fifth time such a special sitting has been held.

Noting that the extent of forced labour in the country had not significantly changed, and that its worst forms continued, the Committee expressed particular alarm at the Government's stated intention to prosecute those it accuses of making false forced labour complaints and the apparent intimidation of complainants. Other serious issues in need of urgent resolution involve outstanding serious allegations of forced labour, the freedom of movement of the Liaison Officer, and the issuing of visas to strengthen the ILO presence in Myanmar.

Noting that the "wait and see" attitude adopted by most members since 2001 cannot continue, the Committee urged tripartite members to review their relations with Myanmar immediately, including foreign direct investment and state and military-owned enterprises, and report back before the Governing Body meeting in November. Depending on developments in Myanmar, the Governing Body should then be ready to consider new and further steps.

The Applications Committee placed its conclusions on Myanmar in a special paragraph for continued failure to implement Convention No. 29. In addition, the Committee concluded that, since the persistence of forced labour could not be dissociated from the prevailing situation of a complete absence of freedom of association, the functions of the Liaison Officer should include assistance to the Government to implement fully its obligations under Convention No. 87.

With respect to freedom of association in Belarus, the Committee noted that no real concrete and tangible measures have been taken by the Government to comply with the recommendations of the ILO Commission of Inquiry. As details of a government Plan of Action on freedom of association were not known yet, the Committee urged that an ILO mission be sent to Belarus, to assist the government and also to evaluate the measures that the Government has taken to comply with the recommendations of the Commission of Inquiry.

In addition to this special sitting, the Committee carried out the examination of 25 other individual cases covering such concerns as freedom of association, forced labour, discrimination, child labour, employment policy, labour inspection, and wages.

tially, with particular emphasis on developing countries where 85 per cent of the world's more than one billion youth live. The Committee also encouraged the ILO to continue playing a leading role in the UN Secretary General's Youth Employment Network (YEN) and to extend the YEN to other countries, both developing and developed.

- The General Survey discussed by the Conference Committee this year was on *working time*. While the Committee concluded that international labour standards limiting working time are still necessary to contribute to fair competition between countries in a glob-

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- The Committee on Safety and Health considered a promotional framework in the area of occupational safety and health. Delegates decided that the instrument establishing this framework should take the form of a Convention supplemented by a Recommendation. The proposed instruments would support placing occupational safety and health high on national agendas, as well as promoting safer and healthier working environments based on the prevention principle through a management systems approach, the development of national occupational safety and health programmes, and the continual improvement of national occupational safety and health systems.



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# ILC 2005 Knowledge Fair: A fair share of knowledge



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This year's Conference featured the first *Knowledge Fair* aimed at showcasing good practices of the ILO and its constituents on decent work and the informal economy. The Fair had its genesis in the request made by the ILC in 2002 for greater visibility of such work. Positioned in the delegate arrival hall, the *Knowledge Fair* offered a centralized platform to disseminate a variety of infor-

mation and materials to governments and employer and worker organizations. Most importantly, the Fair gave delegates insight into ILO programmes and activities on decent work and the informal sector worldwide.

The Fair was organized by the ILO Policy Integration Department, with contributions from ILO offices in Africa, the Americas, Asia, and Europe, plus other headquarters

units. An Internet version of the Knowledge Fair and a CD with highlights are being produced.

## What did the Knowledge Fair feature?

- An **exhibit** of many graphics showing examples of good practices around the world relating to the policy environment, building and extending representation, expanding markets and jobs, and improving conditions and social protection. The exhibit is now on display at ILO headquarters.
- A **multimedia presentation** displaying a "model of change" for the informal economy with the goal of decent work for all; the ILO film, *A Job at Any Price?*, in English, French, and Spanish; and videos from various ILO projects.
- A Fair **newspaper** in English, French, and Spanish with stories of additional ongoing initiatives for decent work and the informal economy.
- Three **panel discussions** featuring:
  - The Employer and Worker Vice-Chairpersons of the Governing Body, who reaffirmed their commitment to the conclusions of the 2002 Conference and focused on governance and representation issues;
  - Views from academia on the informal economy as a theoretical construct and an organizing concept for technical cooperation;
  - Presentations by staff and constituents on work related to the informal economy;
  - A book fair highlighting relevant ILO publications, through staff presentations; and
  - Live presentations of the Informal Economy Resource Database, available at: [www.ilo.org/dyn/dwresources/iebrowse.home](http://www.ilo.org/dyn/dwresources/iebrowse.home), [www.ilo.org/integration](http://www.ilo.org/integration), and [www.ilo.org/infeco](http://www.ilo.org/infeco).

# World Day Against Child Labour



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**T**he Conference marked the fourth World Day Against Child Labour by calling for the elimination of child labour in one of the world's most dangerous sectors – small-scale mining and quarrying – within five to 10 years. This “call to action” was aimed at

freeing the estimated one million or more children aged five to 17 who currently toil in dangerous conditions in small-scale mines and quarries around the world. For an in-depth report, see the section on child labour in this magazine.

>> alized world, its discussions also made it clear that ILO Conventions Nos. 1 and 30 do not fully reflect modern realities in the regulation of working time and are viewed by an increasing number of countries as prescribing overly rigid standards. Delegates stressed the need to find a balance between flexibility on the one hand and protecting workers' security, health, and family life on the other. The discussion also highlighted the important role of the regulatory framework, collective bargaining, and social dialogue in this field. The ILO will present a document to its Governing Body summarizing the debate and leaving the decision on any follow-up to its tripartite membership.

- During a special sitting of the plenary of the Conference, delegates held an in-depth discussion on the situation of the more than 12 million people around the world who are

trapped in *forced labour*, including some 2.4 million who are victims of trafficking. They strongly condemned forced labour as a violation of human dignity and supported the ILO Director-General's call for a Global Alliance to address a global problem. The discussion was based on a Global Report issued under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work adopted in 1998. Law enforcement, awareness-raising campaigns, capacity-building for governments and social partners, rehabilitation of victims, local and global alliances, and sustainable technical cooperation programmes were identified as building blocks if forced labour is to be eliminated worldwide. The Governing Body of the ILO will discuss an action plan against forced labour, based on the report and the Conference discussion on it.

*For more information on these topics, see the ILO news and feature service articles at [www.ilo.org](http://www.ilo.org)*

# 293rd Session of the Governing Body

## New Chair elected, Committee on Freedom of Association report adopted

\* The Governing Body is the executive council of the ILO and meets in Geneva three times a year. It takes decisions on policy and establishes the programme and budget of the 178 member States of the ILO.



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The ILO Governing Body\* elected Carlos A. Tomada, Minister of Labour, Employment, and Social Security of Argentina, as Chairperson for its 2005-06 session. The 293rd Session of the Governing Body also considered a range of other business, including a report of the ILO Committee on Freedom of Association.

Mr. Tomada is a lawyer with long-standing experience in industrial relations and collective bargaining and has held his current position in

Argentina since May 2003. Sir Leroy Trotman, General Secretary, Barbados Workers' Union and spokesperson of the Workers' Group in the Governing Body, was re-elected Workers' Vice-chairperson. Daniel Funes de Rioja, President of the Social Policy Department of the Argentine Industrial Union and Chairman of the Employers' Group of the Organization of American States from 1995 to 1998, was re-elected as Employer Vice-chairperson.

### Freedom of association

The Governing Body approved the 337th report of the ILO Committee on Freedom of Association. At its May-June meeting, the Committee examined 35 cases. Altogether there are currently 120 cases before the Committee.

The Committee drew special attention to the cases of Cambodia, Colombia, the Islamic Republic of Iran, Myanmar, and Zimbabwe in respect of freedom of association.

In the case of Cambodia, the Committee considered that the assassination of two trade union leaders, Chea Vichea and Ros

Sovannareth, within a four-month interval raised serious concerns. The Committee deeply regretted that the Government only provided partial information in relation to the murder of Chea Vichea and did not send any detailed information on the action taken to determine who was responsible for the murder of Ros Sovannareth. It urged the Government to institute without delay independent inquiries in order to identify not only the perpetrators of these crimes, but also the instigators and to punish those responsible.

In the case of Colombia, which it has been examining since 1995, the Committee deplored the situation of impunity with respect to numerous murders and other acts of violence against

trade union leaders. According to the Committee, impunity inevitably contributed to the climate of violence affecting all sectors of the society and the destruction of the trade union movement.

The Committee strongly urged the Government to take the necessary measures to carry on with the investigations that have begun, and to put an end to the intolerable situation of impunity. Following a request of the Committee for its Chairperson to meet the Government delegation, the Government of Colombia invited the Chairperson to visit the country and meet all interested parties.

The Committee also reached interim conclusions in the case of the Islamic Republic of Iran concerning clashes with government security forces on two separate occasions and resulting arrests and trials of some trade union leaders. The Committee requested the Government to ensure that all charges brought against trade union leaders related to the organization and participation in the 2004 Labour Day March be immediately dropped. It further asked for detailed information on the specific charges made against the union leaders.

The Committee continued its examination of the case of Myanmar concerning the lack of a

legislative framework for freedom of association, the total absence of recognized workers' organizations, and the arrest and imprisonment of trade unionists and workers who had pursued labour grievances. It urged the Government to take real steps towards ensuring respect for freedom of association in law and in practice in Myanmar in the very near future and recalled that the technical assistance of the Office was available in this respect.

The Committee examined again the case of Zimbabwe, including allegations of arbitrary arrests and detentions, anti-union intimidation, harassment and dismissals of trade union members and leaders for the exercise of legitimate trade union activities. Referring to the expulsion of a trade union mission to the country, the Committee considered that it was fully legitimate for a trade union movement to seek advice and support from other well-established trade union movements in the region to assist in defending or developing the national trade union organizations. The Committee requested the Government to allow in future such mutual support missions and noted with deep concern that the trade union situation in Zimbabwe has not evolved and may have even worsened.

#### NEW GOVERNING BODY CHAIR: "EMPLOYMENT IS FUELLING DEVELOPMENT"

**T**he newly elected Chairperson of the Governing Body, Carlos A. Tomada says employment should be seen as an important element of democratic stability and the fight against poverty. In a conversation with *World of Work*, Mr. Tomada said the link between employment, democracy and poverty will be on top of the agenda of the next Summit of the Americas scheduled in November in the Argentine city of Mar del Plata.

"Economic growth, income distribution and social cohesion cannot be attained without decent work," Mr. Tomada said when he was elected Chairperson of the Governing Body for its 2005-06 session. The Argentine Minister of Labour, Employment and Social Security said that one of the objectives of his chairmanship of the executive body of the ILO will be "to make any possible effort in favour of decent work becoming central to the agenda of all countries."

"Employment is fuelling development and should be

considered as one of the building blocks of economic growth," he stressed.

The Minister said that the need to create more and better employment was repeatedly on the political agenda of Latin American countries over the last years. This was also one of the reasons why the upcoming Fourth Summit of the Americas was dedicated to "Creating Employment to Fight Poverty and Strengthen Democratic Governance".

The meeting scheduled on 4-5 November in the Argentine seaside resort of Mar del Plata will bring together political leaders from North, Central and South America and the Caribbean. According to the Minister, many countries in the region already suffer from high levels of social exclusion and impoverishment, and it was only by solving these problems that "we can attain sustainable democracies". (For a more detailed article on the views of the new chairperson, see article on [www.ilo.org](http://www.ilo.org), July 2005)

# Safe workplaces become universal goal for World Day participants

ILO statistics indicate that an increasing number of work-related deaths and injuries occur each year, due in part to rapid industrialization in some developing countries. Work-related illness has become a major risk as well. For this year's World Day for Safety and Health at Work on 28 April, voices from around the globe spoke out on the importance of safe workplaces.

Rooted in the 28 April Workers Memorial Day, which was started in 1989 by American and Canadian trade unions to commemorate dead and injured workers and now observed by the trade union movement in more than 100 countries, the World Day for Safety and Health at

Work was first organized by the ILO in 2003 as a way of bringing a tripartite focus to the mission of reducing work-related death, injury, and disease.

This year, ILO offices and tripartite constituents in more than 60 countries marked the day with activities that included rallies, conferences and media events, while in Geneva the ILO joined forces with the World Health Organization (WHO) to call attention to the escalating need for preventative safety culture worldwide. The construction industry, with one of the highest accident rates of any sector, received special focus in 2005.

In Algeria a postage stamp was produced and presented at the country's opening ceremony marking the World Day. A promotional event for social partnership took place in Yerevan, Armenia, which featured the creation of the first bipartite safety committee at the enterprise level, the result of a grassroots initiative functioning with ILO assistance to improve occupational safety and health. And the Prime Minister of Thailand recorded a special video message for the World Day which was broadcast over television and radio channels throughout the country.

"Prevention begins with a commitment to put worker safety and well-being at the heart of policies at all levels. This is the point of departure for action to reduce the risk of work-related injury and ill health," said Juan Somavia, Director-General of the ILO in a statement prepared for the World Day. "We must aim to establish a preventative safety and health culture. Safety must become a reflex in all workplaces."

The number of job-related accidents and illnesses, which claim approximately two million lives each year, appears to be increasing due to rapid industrialization in some developing countries, according to new ILO estimates. Jukka Takala, Director of the ILO's SafeWork Programme, says the problem is worsening because in newly developing countries workers often come from rural areas and have few skills and very little training in safe work practices. "Most

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have never worked with heavy machinery, and some have little or no experience with industrial hazards such as electricity, so they don't know how dangerous these things can be," said Takala. "Yet these are elements of the kinds of jobs that are available for low-skilled workers in rapidly industrializing countries."

There are approximately 60,000 fatal accidents on construction sites each year, accounting for 17 per cent of all fatal workplace accidents, and workers in this sector are exposed to a number of health risks, such as exposure to asbestos-laden dusts, silica, and hazardous chemicals.

A recent ILO assessment of workplace accidents and illnesses shows that the risk of occupational disease has become the leading danger faced by people at work, responsible for 1.7 million work-related deaths each year and surpassing fatal accidents by four to one. Such illnesses



*Postage stamp produced in Algeria*

include cancers from exposure to hazardous substances, musculoskeletal diseases, respiratory diseases, and communicable diseases caused by exposure to pathogens.

## Update: The SOLVE approach to addressing psychosocial problems at work

Now in its fifth year, SOLVE, the initiative launched by the ILO's SafeWork Programme to address psychosocial problems at work, has expanded to over 40 countries, and course materials are currently available in eight languages. Trade unions and employers are finding value in the programme's integrated and dialogue-based approach.

GENEVA – For workers, psychosocial problems may result in illness, injury, stigmatization, isolation, and even death. And they can have a considerable impact on the employer – such as lost work days, increased accidents, reduced productivity, higher insurance costs, and lowered morale.

Launched in 2001, the SOLVE methodology includes a policy and action-oriented educational package that addresses the issues of stress, drugs and alcohol, violence, HIV/AIDS, and tobacco in an integrated way. The programme stresses that these problems are major threats

not only to workers, but to enterprise performance, and it recognizes that the workplace can be the ideal venue to address these problems through the joint action of workers and management.

"These problems have a compounding effect and cannot be addressed on a one-off basis. They are interrelated, and therefore the policies that address them need to be interrelated, as well," says Dr. David Gold of the ILO's SafeWork Programme.

Originally designed to apply to any industry, special adaptations of the SOLVE programme have been developed for the healthcare, air transport, and public administration sectors, and adaptations are under way for emergency workers, the maritime sector, and public education.

The programme includes a comprehensive manual for participants, elements of which are delivered through a four-day interactive course that is intended to promote understanding of the interrelationships between the five health problems and to address them in an integrated way. Since its launch, more than 75 courses have been



>> held, delivering services to over 1,000 participants from 45 countries. Capacity to deliver SOLVE courses has been established in 40 countries.

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One well-received attribute of the SOLVE programme has been its focus on labour-management cooperation in addressing psychosocial issues.

A recent SOLVE session, held in Montreal, Canada for the Joint Air Canada/International Association of Machinists and Aerospace Workers Employee Assistance Programme provided an example of this approach. The course included “role reversal” sessions during which union representatives assumed management roles and the Vice President for Human Resources played a union representative. In post-session evaluations, both sides said the role playing enabled them to better understand the other.

With a number of evaluation mechanisms in place it is noted that participants have also picked up on the SOLVE programme’s ability to build an ongoing capacity to deal with the evolving challenges presented by psychosocial problems.

“One difficulty is that psychosocial issues at work are complex and ever-changing. But if you have a comprehensive approach to begin with, you can more easily adapt to new challenges as they emerge,” says R. Thomas Buffenbarger, International President of the IAMAW. “That’s why we like the SOLVE programme’s emphasis on bringing both management and the union to the table to ensure the solutions are comprehensive, and to do it in a framework of dialogue and cooperation.”

Dr. Anomi Jayasinghe, Medical Director of Sri Lankan Airways, agrees, “Since a healthy workforce is an asset to any organization, the SOLVE concept can be used effectively to help build the vision and the mission of the organization, as the notions expressed in the SOLVE programme lead to improved worker health, productivity, morale, and motivation.”

## Director-General addresses ILO-EC forum in Turin

TURIN – Top officials of the International Labour Office (ILO) and the European Commission (EC) met at the Turin Center in Turin, Italy in May to explore new ways of giving the global workforce better access to the benefits of international trade. ILO Director-General Juan Somavia, Peter Mandelson, the Commissioner for External Trade of the EC and J. K. Adda, the Minister of Manpower, Youth, and Employment of Ghana were among the key speakers.

The forum met against the backdrop of a growing divide between employment and output growth. In 2004, relatively robust growth in global output of 5 per cent far outstripped employment growth of 1.7 per cent, confirming a declining ratio of employment to output growth over the past decade. While global output and the labour force grew by 55 per cent and 24 per cent respectively between 1991 and 2005, employment rose by only 22.8 per cent. As a result, recorded unemployment

increased by 45 per cent and the long-running trend toward increased informal economy employment continued.

One of the fundamental points addressed was the need for investment and capacity-building in support of the effective national economic and social policies and institutions, in areas such as assessment of the impact of trade policies on employment and working conditions, increasing the employment intensity of growth, and adjustment to change through active labour market policies. Without such measures, the weakest and the poorest are at risk of being left at the margins of globalization.

“We need a policy package in the economic, social, and environmental field that maximizes the benefits of increased trade, minimizes the costs, and ensures that we share the burden and the dividends of international integration fairly, within and between nations,” said Somavia.

Commissioner Mandelson agreed. "Trade policy is not a substitute for social policy, but handled properly, multilateral trade liberalization can foster long-term economic growth, combat poverty, and raise living and working standards," he said.

Mr. Enrique Baron-Crespo, Chairman of the Committee on International Trade of the European Parliament and former President of the Parliament, chaired the forum. John Monks, General Secretary of the European Trade Union Confederation (ETUC), and François Périgot, President of the International Organisation of Employers, presented the views of the trade unions and employers.



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## ILO TO LAUNCH TELECOM SKILLS AND EMPLOYABILITY ACTION PROGRAMME

**T**he ILO is to launch an action programme to address skills and employability in telecommunications services as a follow-up to the November 2005 World Summit on the Information Society (WSIS) in Tunis. The programme will focus on regions where there is a need for both enterprises and workers to adapt to a rapidly advancing marketplace, such as West Africa and Eastern Europe.

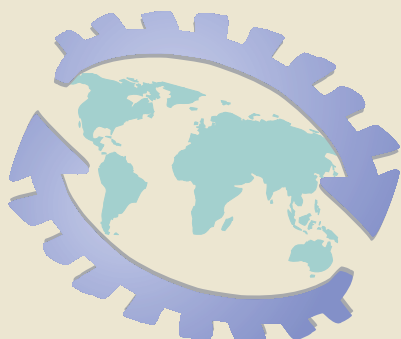
The programme is scheduled to run from 2006 to 2007 and will assist ILO member States in their efforts to reduce the digital divide by cultivating social dialogue and addressing skills transfer to Africa, among other things. It will consist of research on competencies and employability, policy guidance, and activities to promote training.

During the programme, the ILO will carry out a best practices survey among its member States on skills and employability in

telecommunications services. Technical assistance will be provided for developing capacity-building for the social partners to implement improvements. In the context of restructuring or of replacing retiring workers, emphasis will be placed on including special measures to ensure the interests of women workers, young workers, and temporary workers.

## AROUND THE CONTINENTS

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



## ILO contribution to the UN Millennium Development Goals Report 2005

■ The ILO has made a substantial contribution through its Bureau of Statistics (STAT) and Employment Trends Team (TRENDS) to the *United Nations Millennium Development Goals Report 2005*, just released by the United Nations. The report was drafted in response to the UN General Assembly's call to report regularly on progress towards meeting the eight Millen-

nium Development Goals (MDGs) throughout the world. The monitoring of the development results is based on a set of 48 statistical indicators identified for this purpose. See:

<http://unstats.un.org/unsd/mi/pdf/MDG%20Book.pdf>.

■ As a member of the UN Inter-Agency Expert Group, the ILO is responsible for compiling and analysing the master set of data (at national, regional, and global levels) on the two specific MDG indicators that refer to the world of work:

**Indicator 11 - Share of women in non-agricultural wage employment;**

**Indicator 45 - Unemployment rate of 15 to 24-year-olds, each sex and total.**

This effort also serves (a) to advance understanding of the vital links between decent work and reduced gender inequality in labour markets within *Goal 3: Pro-*

*mote Gender Equality and Empower Women*; and (b) to place decent and productive employment at the heart of policy formulation to *Develop a Global Partnership for Development* (Goal 8) so as to foster a fair globalization.

■ The ILO contribution to the global monitoring process also brought out the important links between decent work and other goals. On *Goal 1: Eradicate Extreme Poverty and Hunger*, the ILO stressed that success would necessitate the world's 535 million working poor finding decent and productive employment to allow them to lift themselves and their families above the US\$1 a day poverty line. For *Goal 2: Achieve Universal Primary Education*, the promotion of basic education and vocational skills would improve job- and income-generating opportunities. These in turn would improve the lives of working adults so that girls and boys can go to school and achieve better results there, unhindered by their own child labour.

■ For *Goal 6: Combat HIV/AIDS, Malaria and Other Diseases*, the ILO indicated that labour force losses reached 28 million women and men by 2005; the figure was likely to go up to 48 million by 2010, and could reach 74 million by 2015, worsening gender inequalities, aggravating child labour, and depleting the already inadequate means of social protection. To achieve *Goal 7: Ensure Environmental Sustainability*, jobs would need to be created so that slum dwellers could improve their living conditions and upgrade their



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MDG Goal 1: Eradicate Extreme Poverty and Hunger



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MDG Goal 2: Achieve Universal Primary Education

surrounding infrastructure. For economies throughout the world, globalization presents both opportunities and challenges – the ILO will continue to seize the important opportunities and take on the many challenges to create a better world of work.

*For more information, contact the ILO Bureau of Statistics for Indicator 11, email: [stat@ilo.org](mailto:stat@ilo.org) and web site: [www.ilo.org/stat](http://www.ilo.org/stat); the Employment Trends Team for Indicator 45, email: [kilm@ilo.org](mailto:kilm@ilo.org) and web site: [www.ilo.org/trends](http://www.ilo.org/trends)*

## Countries in South-East Asia and the Pacific chart directions for progress in decent work

■ From 5 to 8 April 2005, representatives from governments, workers' and employers' organizations from Australia, Fiji, Indonesia, Kiribati, New Zealand, Papua New Guinea, the Philippines,

Samoa, Solomon Islands, Timor-Leste, and Vanuatu attended the 2nd South-East Asia and the Pacific Subregional Tripartite Forum on Decent Work in Melbourne, Australia. The forum focused on major issues, including better social protection for workers and their families, rising unemployment particularly among youth, widening informal economic activities, and the impact of globalization. The discussion highlighted specific priority concerns of the constituents in the subregion and charted directions for ILO work in the future. The forum also reviewed the ILO's response to the December 2004 tsunami as well as other emergen-

cies in the region, such as HIV/AIDS, which affect people's jobs and livelihoods.

One concrete outcome was the launch of new technical cooperation projects in the field of HIV and occupational safety and health. A special session for new ILO Members (Kiribati, Samoa, Solomon Islands, Timor-Leste, and Vanuatu) was held in April 2005 to give the delegates a chance to learn more about the ILO and empower them to make use of the full range of ILO services.

*For further information, please contact the ILO Manila Office at tel.: +632/580-9900; fax: +632/580-9999; or email: [manila@ilomnl.org.ph](mailto:manila@ilomnl.org.ph)*

## Consolidation of ILO maritime labour standards

■ The International Labour Office has launched a major consolidation of the existing body of more than 60 maritime labour instruments into a single instrument in line with



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recommendations made by the ILO Joint Maritime Commission in January 2001. The objective of the consolidation is to bring the system of protection contained in existing standards closer to the workers concerned, in a form that is consistent with this rapidly developing, globalized sector and to improve the applicability of the system so that shipowners and governments interested in providing decent conditions of work do not have to bear an unequal burden in ensuring such protection. The aim of the consolidation is for greater consistency and clarity, more rapid adaptability, and general applicability.



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Prior to the International Labour Conference to be held in February 2006, consensus was reached on the main pending issues of the draft Convention at a Tripartite Intersessional Meeting on the Follow-up to the Preparatory Technical Maritime Conference, which took place in Geneva from 21 to 27 April 2005.

*For further information, please contact the Sectoral Activities Department (SECTOR) at tel.: +4122/799-7513; fax: +4122/799-7296; or email: sector@ilo.org*

## Third wave of HIV/AIDS projects launched

■ Indonesia is the first to begin operations among the new group of countries where the ILO is developing Workplace HIV/AIDS Education Programmes with funding from the US Department of Labor (USDOL). Other countries that will follow suit shortly are Burkina Faso, Cameroon, China, Malawi, Sri Lanka, and Trinidad and Tobago, bringing the total number of countries included in the ILO/USDOL HIV/AIDS Programme to 23. (The other countries are Barbados, Belize, Benin, Botswana, Cambodia, Ethiopia, Ghana, Guyana, India, Jamaica, Lesotho, Nepal, Russia, South Africa, Swaziland, and Togo.)

*For further information, please contact ILO Programme on HIV/AIDS and the world of work, tel.: +4122/799-6486; fax: +4122/799-6349; or email: iloaid@ilo.org*

## ILO/AIDS and OPEC develop HIV/AIDS workplace policies

■ ILO/AIDS and the OPEC Fund for International Development are developing a project to implement HIV/AIDS workplace policies and programmes in selected countries in Africa, Latin America, and the Caribbean. The project will help increase the capacity of governments and employers' and workers' organizations worldwide to design and implement comprehensive workplace policies and programmes for prevention, care (including treatment where feasible), and the

protection of rights. Participating countries in sub-Saharan Africa are Guinea-Conakry, Guinea-Bissau, Kenya, Madagascar, Mozambique, Senegal, Sierra Leone, and Zimbabwe. In Latin America, participating countries are Bolivia, Paraguay, Peru, and Suriname.

*For further information, please contact ILO Programme on HIV/AIDS and the world of work, tel.: +4122/799-6486; fax: +4122/799-6349; or email: iloaid@ilo.org*

## HIV/AIDS workplace education programme in the Moscow region

■ In the Russian Federation, the growth rate of identifiable HIV cases is now one of the world's fastest: in 2003 the incidence of HIV increased almost 40 times as compared to 1997. Financed by the US Department of Labor (USDOL), the ILO's HIV/AIDS Workplace Education Programme aims to contribute to the prevention of HIV/AIDS in the world of work, the enhancement of workplace protection, and the reduction of its adverse consequences on social, labour, and economic development. The first meeting of the Moscow region Project Advisory Board of the Programme was held on 7 April at the Moscow Region Administration premises. The new ILO programme is implemented in collaboration with the Russian Ministry of Health and Social Development and the social partners. Together with the Murmansk region, the Moscow region is one of the pilots of the programme. In the Moscow region, a number of pilot enterprises from different sectors will be assisted in developing non-discriminatory HIV/AIDS policies.

*For additional information please  
contact the ILO Moscow office  
at tel.: +7095/933-0810;  
fax: +7095/933-0820;  
or email: moscow@ilo.org*

## Working conditions in Cambodia's garment sector

■ The ILO Better Factories Cambodia Project has released the 10th synthesis report on the working conditions in Cambodia's garment sector. The report contains an overview of progress made by the 26 factories covered in the 2nd and 5th synthesis reports in implementing the suggestions made by ILO monitors for improving the working conditions in individual factories. According to the Project Advisory Committee (PAC), "most factories covered by this report have made solid progress in improving working conditions. The PAC regrets that a few factories appear to have made limited efforts, especially in areas of safety and health. Due to the accession of Cambodia to the WTO, the abolition of import quotas, and the expiry of

the US-Cambodia Trade Agreement, we believe high standards of working conditions and labour relations throughout the sector are now, more than ever, of the utmost importance."

## Samoa becomes 178th ILO member State

■ The Independent State of Samoa has become the 178th member State of the ILO following receipt in Geneva of a letter from the Prime Minister, Tuilaepa Sailele Malielegaoi, stating on behalf of the Government that Samoa formally accepts the obligations of the ILO Constitution. Samoa's membership became effective on 7 March 2005. The country has been a member of the United Nations since 15 December 1976.

## The ILO at the European Parliament

■ The ILO participated in two European Parliament hearings in March. The first hearing, held on 15 March, addressed the social aspects of migration and how they relate to employment. The ILO explained how its international standards, guidelines, and studies outline the approach to be taken in fighting discrimination and providing support for the integration of migrants. Two examples of cooperation between the ILO and the European Union (EU) were discussed. The first was a project aiming to use the migration of workers as an instrument for development in the Euromed-North Africa cooperation zone and in Eastern and Western Africa. The second example was a project seeking to combat discrimination against migrants in the EU through cooperation between the social partners and by raising the profile of success-

ful cases of integration. The ILO contributed to a second hearing on 17 March on child labour as part of preparations for a new European Parliament report on policies and EU action programmes on this subject. The ILO gave an overview of the current situation of child labour and explained that combating this type of exploitation requires both action to combat poverty and action to support education for all.

*For further information, please  
contact the ILO Office for the  
European Union and the Benelux  
countries at  
tel.: +3202/736-5942;  
fax: +3202/735-4825;  
or email: brussels@ilo.org*

## Working and employment conditions in an enlarged Europe

■ An international conference on working and employment conditions in an enlarged European Union (EU) was held by the ILO in cooperation with the European Commission, on 14-15 April 2005 in Brussels. The conference examined in particular research undertaken by the ILO and a group of experts into the changes in working and employment conditions in the EU. The study focused particularly on changes in the new EU Member States and the impact of these changes on workers and their family life. Several practical examples at the enterprise level were presented.

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## MEDIA SHELF



■ **Reconciling Work and Family Responsibilities: Practical ideas from global experience**

Catherine Hein, June 2005, ISBN 92-2-115352-5, 35 Swiss francs; US\$34.95; £19.95; 26 Euros

This practical book provides insight into what is being done in countries, communities, and enterprises worldwide to help workers better balance their work and family responsibilities.

Based on evidence from various countries, the book first considers the social and economic reasons why intervention to reduce work-family conflict is in the interests of governments and social partners. It then considers the wide range of policies at national and community level that can help reduce work-family conflict, highlighting the role of government in setting the legislative and policy framework as well as in stimulating dialogue. A separate chapter is devoted to policies and practices for a family-friendly workplace.



■ **Glossary of Labour Law and Industrial Relations**

Gianni Arrigo and Giuseppe Casale, 2005, ISBN 92-2-115731-8  
Hardcover: 50 Swiss francs; US\$37.95; £21.95; 33 Euros

*The Glossary of Labour Law and Industrial Relations* provides a comprehensive and accessible overview of the development and current status of labour law and industrial relations issues, including globalization and international labour standards. This easy-to-use guide provides cross-references between international labour standards, European Union Directives, resolutions, and regulations.



■ **The Fundamentals of Minimum Wage Fixing**

François Eyraud and Catherine Saget, July 2005, ISBN 92-2-117014-4, 30 Swiss francs; US\$24.95; £11.95; 20 Euros

Also available in French

The minimum wage has had a long and turbulent history, and this book sheds light on its intricacies by providing a thorough overview of the institutions and practices in different countries. It draws on the ILO's comprehensive database containing the principal legal provisions and minimum wage fixing mechanisms in some 100 coun-

tries around the world. It also outlines the main topics for debate concerning the effects of minimum wage on major social and economic variables such as employment, wage inequality, and poverty.



■ **Food at Work: Workplace solutions for malnutrition, obesity and chronic diseases**

Christopher Wanjek, June 2005, ISBN 92-2-117015-2

Hardcover: 60 Swiss francs; US\$50; £27.95; 40 Euros

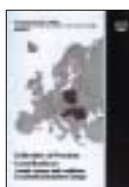
Good nutrition, like other vital occupational safety and health issues, is the foundation of workplace productivity, safety, wages, and job security – which are top concerns shared by unions, workers, employers, and governments around the world. This comprehensive volume presents a multitude of “food solutions” applicable to a variety of workplaces. It demonstrates that ensuring workers’ access to nutritious, safe, and affordable food, an adequate meal break, and decent conditions for eating is not only socially important and economically viable, but is profitable business practice as well.



■ **Guarantee Funds for Small Enterprises: A manual for guarantee fund managers**

2004, ISBN 92-2-116033-5  
30 Swiss francs; US\$24.95; £12.95; 20 Euros

*Guarantee Funds for Small Enterprises* can make bank finance more accessible and help to motivate financial institutions to explore new market segments. The success of these funds depends largely on their design, and this manual provides useful guidance on how to set incentives and sanctions and govern a fund – and, more critically, how to establish risk-sharing arrangements, eligibility criteria, staffing and internal reporting, and control systems.



■ **Collection of Pension Contributions: Trends, issues, and problems in Central and Eastern Europe**

2004, ISBN 92-2-116262-1  
35 Swiss francs; US\$26.95; £15.95;

24 Euros

This volume describes recent efforts to strengthen the collection of pension contributions in Croatia, Hungary, Poland, Romania, and Slovenia. While examining the restructuring of national social security systems in these countries, the study looks at both social policy formation and the consequent experience with implementation of legislated reforms. A valuable resource for other countries considering similar reforms in the

future, it offers important insight into the recent experience and policy results of neighbours facing similar challenges.



■ **Support for Growth-oriented Women Entrepreneurs in Ethiopia, Kenya and Tanzania**

**An overview report**

Lois Stevenson and Annette St-Onge, 2005, ISBN 92-2-117005-5

25 Swiss francs; US\$19.95; £10.95; 18 Euros

The African Development Bank's (AfDB) Addis Ababa Forum in June 2003 focused on the role of women entrepreneurs in private sector development, poverty reduction, and sustainable growth and development. This report provides background information on the ILO-AfDB country-level studies on growth-oriented women entrepreneurs in Ethiopia, Kenya, and Tanzania. It discusses the growing global interest in the phenomenon and offers details on the methodology used in gathering information for the report, as well as an overview of the situation facing women entrepreneurs in these countries.

Also available:

■ **Support for Growth-oriented Women Entrepreneurs in Kenya**

Lois Stevenson and Annette St-Onge  
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Lois Stevenson and Annette St-Onge  
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■ **Working Time Laws: A global perspective**

Deirdre McCann  
2005, ISBN 92-2-117323-2  
20 Swiss francs; US\$16.95; £9.95; 14 Euros

In recent years, working time laws have become central to national and international debates about competitiveness and productivity, health and safety, work/life balance, gender equality, and the role of labour standards in globalization. *Working Time Laws* is the first comparative analysis in over a decade to review the working time legislation of more than 100 countries in all regions, comparing their provisions on key elements of working time regulation, such as normal and maximum working hours, overtime work, rest periods, and annual holidays.



■ **Positive Action: Reducing poverty through social dialogue**

**A training manual for trade unions**

Written by Rosalind Harvey

Edited by Raghwan

2005, ISBN 92-2-116177-3,

20 Swiss francs; US\$13; £8.95; 13 Euros

This training manual assists trade unions in the process of developing, implementing, and evaluating Poverty Reduction Strategy Papers (PRSPs) in their respective countries. Based on experiences shared during the development of PRSPs in Cambodia and Viet Nam from 2002 to 2004, this is a useful training tool for countries in both the initial stages of PRSP development and after PRSPs have already been established. The report draws on the information on working time laws compiled for inclusion in the ILO's Conditions of Work and Employment Database.



■ **Positive Action: Reducing poverty through social dialogue**

**A guidebook for trade unions and employers' organizations**

Written by Rosalind Harvey

Edited by Chang-Hee Lee

2005, ISBN 92-2-116151-X

20 Swiss francs; US\$15.95; £8.95; 13 Euros

Poverty Reduction Strategy Paper (PRSP) process has become a major decision-making

mechanism in the development of social and economic policy geared toward reducing poverty in developing countries. This guidebook is aimed at helping trade unions and employers' organizations take an active role in the process of developing, implementing, and evaluating PRSPs. It has been prepared based upon the ILO's experiences of assisting tripartite partners, primarily in Cambodia and Viet Nam, but also other Asian countries. However, it can be used in any PRSP country, and contains practical and universal lessons on how representatives of labour organizations can participate in the PRSP process.



■ **Working and Employment Conditions in New EU Member States**

**Convergence or diversity?**

Edited by Daniel Vaughan-Whitehead

2005, ISBN 92-2-117139-6

50 Swiss francs; US\$39.95; £21.95; 35 Euros

Produced by a working group of leading experts in the field, this book looks at trends in working and employment conditions in the 10 new EU Member States within a year of their accession. In addition, it offers comparisons with other EU Member States and provides new insights into general trends that we may expect – between convergence and diversity – in an enlarged EU.



■ **Employers' Organizations Taking the Lead on Gender Equality**

**Case studies from 10 countries**

2005, ISBN 92-2-117277-5

25 Swiss francs; US\$19.95; £10.95;

17 Euros

Gender equality is an important issue for society, and many employers worldwide have been instrumental in attaining greater levels of equality between men and women at work. This informative guide provides insight into and examples of the various efforts being made by employers and their organizations worldwide.



■ **HIV/AIDS + Work: A handbook on HIV/AIDS for labour and factory inspectors**

June 2005

ISBN 92-2-117134-5, 20 Swiss francs; US\$14.95; £8.95; 13 Euros

This handbook is designed to assist labour and factory inspectors in dealing with the issue of HIV/AIDS in their workplaces and applying the *ILO Code of Practice on HIV/AIDS and the world of work*, which was adopted in June 2001. Using active learning methods, this book can be used in training seminars, as a reference document, and as a guide to policy development. It includes a wide range of learning activities, case studies, and samples of legislation, policies, and collective agreements.

■ **International Labour Review**

Vol. 144 (2005), Number 2

Youth employment and child labour are the overall focus of this issue of the *Review*, with two articles dedicated to each topic. The first article, by Gianni Rosas and Giovanna Rossignotti, presents essential facts about youth employment today in both developing and industrialized countries, including demographic trends, employment/unemployment, and other labour market trends affecting young people.

The authors go on to review employability-enhancing measures and the benefits of youth employment not only for individuals, but also for the economy and society. Against this background they argue for integrated policies to focus on employment, to help young people secure decent work at fair wages while receiving adequate protection.

Indeed, as Alexandre Kolev and Catherine Saget show in the following article, a case study of south-eastern Europe, youth labour market disadvantage is not confined to high youth unemployment. In this region, it includes widespread under-

employment, unprotected informal employment, and discouragement – in addition to an average youth unemployment rate 2.5 times higher than that of the European Union. In young people's experience, these disadvantages can be compounded by other more generic attributes used for discrimination, such as ethnicity, sex, education level, and social background. Using a range of measures, the authors explore the nature, causes, and consequences of youth labour market disadvantage, concluding with an outline of the preventive and remedial labour market programmes that would be needed to complement employment-oriented macroeconomic policies.

The third article in this issue, by Ranjan Ray and Geoffrey Lancaster, looks at the impact of children's work on schooling. The central question they attempt to answer is whether or not child labour always has a negative impact on the schooling of 12 to 14 year-olds, or whether there is a threshold of hours of work below which their education is *not* adversely affected. Drawing on child labour data sets from seven countries, the authors estimate the effects of child labour on

school attendance and performance as well as on non-schooling variables such as mean study time and literacy, controlling for the endogeneity of child labour hours as a regressor. The results are compelling – child labour hours have a significantly negative impact on the educational variables from the moment a child enters the labour market.

In the final article in this issue, Niels-Hugo Blunch, Amit Dar, Lorenzo Guarcello, Scott Lyon, Amy Ritualo, and Furio Rosati conduct a comparative study of two of the main data sources currently used to study the nature and extent of child labour, namely the World Bank household surveys and those carried out under the ILO Statistical Information and Monitoring Programme on Child Labour. The authors examine the relative strengths and weaknesses of these instruments on the basis of surveys conducted in Zambia in 1998 (by the World Bank) and in 1999 (by the ILO). They compare not only the survey questionnaires, but also the data generated by the surveys and the policy conclusions that could be drawn from analysis of those data.



12.3 million  
forced labourers

more than  
2.4 million people  
have been trafficked

\$32 billion  
in profit earned by traffickers

A GLOBAL ALLIANCE  
AGAINST  
FORCED LABOUR



International  
Labour  
Office

eliminate forced labour

[www.ilo.org/forcedlabour](http://www.ilo.org/forcedlabour)