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SECOND ITEM ON THE AGENDA

Report of the Director*Contents*

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Introduction

1. As mandated by the Board to implement the Programme and Budget for 2004-05, the Institute has concentrated on two major programmes: (i) research, and (ii) education and outreach. This report describes the activities carried out since September 2004 and summarizes the major outcomes.

I. The research programme

2. The Institute's research programme was designed for the purpose of laying the analytical foundations for decent work policies. During the period under review, three research projects have been carried out: the first examined social dialogue processes and their impact on the socio-economic performance of selected countries; the second reviewed sustainable migration solutions; and the third dealt with workers' rights and economic development.

1. Social dialogue: Governance and socio-economic performance

3. Research in 2005 has covered a number of themes: the impact of tripartism on economic policy-making in developing countries; the socio-political factors explaining the emergence of tripartite regimes in advanced countries; the origin, evolution and impact of participatory policy-making institutions involving collaboration between public and private actors; the cross-country and across-time analysis of the effects of labour institutions on economic and social outcomes.
4. The research project on peak-level tripartism and economic reforms in developing and transition countries deals with the emergence of tripartism in different parts of the world and its relationship with economic liberalization. Peak-level tripartism refers to the negotiation of national policies among representatives of government, worker and employer organizations. The main questions addressed are whether peak-level tripartism has been associated with more equitable outcomes from economic liberalization in the 1990s; whether it has modified the content, mix or pace of reforms, or the environment in which these are applied; or whether it has simply provided the appearance, rather than the reality, of genuine negotiations, legitimating decisions taken elsewhere.
5. The first phase has been devoted to a review of the literature in order to develop an analytical framework and research design. Two countries have been selected from each of the following regions: East Asia, sub-Saharan Africa, Latin America and Eastern Europe. These countries have similar levels of economic development, political and cultural traditions but differ along one or more of three variables: the willingness of government to negotiate policies through peak-level tripartism, the unions' power, and their militant or cooperative orientation. A team of top regional experts has been gathered to write comparative papers on South Korea-Singapore, South Africa-Zimbabwe, Chile-Uruguay and Slovenia-Poland. An Institute paper has been drafted, which provides an overview of the Latin American experience. Preliminary findings from this study suggest that while peak-level tripartism may have facilitated the process of economic reform and contributed to democratic consolidation and social stability in countries such as Chile and Costa Rica, its ability to produce more equitable outcomes has been limited by international economic constraints and by trends in the underlying industrial relations systems, e.g. shrinking collective bargaining coverage and weakened trade unions. A plausible implication of these findings, were they to be confirmed by additional research, is that for tripartism to be

instrumental in combining growth with equity, industrial relations systems would have to be strengthened and afford trade unions a stronger voice.

6. Research on governance has followed up on past work and has focused on South Africa and the European Union, where the design and implementation of development policies increasingly involve collaboration between private and public actors. There is a widely shared perception that these two geographical areas represent a laboratory of innovations in the field of participatory governance. Our research suggests that, in contrast with much current literature, the effectiveness of civil society organizations acting inside formal participatory structures is greater when it combines institutionalized participation with mobilization capacity outside these structures. In the absence of mobilization capacities, public policies integrate socio-economic concerns only in so far as governments are willing to incorporate them of their own initiative.
7. The role of civil society actors other than the social partners is perhaps best understood as pertaining to the informal sphere of public opinion formation rather than to the institutional sphere of policy-making. In the informal sphere, civil society organizations appear to perform a useful and important function of re-politicization of issues that are nowadays increasingly dealt with as technical ones. When they limit their activities to participation in formal policy-making structures, civil society organizations often lack the independence, resources and, in some cases, technical capacities needed to make significant contributions. When they combine institutional involvement with awareness raising and pressure tactics in extra-institutional spheres, often in collaboration with the social partners, they seem to be able to press certain issues (linked with inalienable human rights) onto the agenda of policy-makers.
8. Two Institute papers deal with governance issues. One, "The downside of deliberative public administration," provides a general conceptualization of participatory policy-making, drawing on the South African research. Another on "Socially sustainable development and participatory governance: The case of the EU Multi-stakeholder Forum on CSR Forum", is currently in preparation. An Institute workshop on "Participatory governance: A new regulatory tool?" is scheduled for 9-10 December 2005 with the aim of bringing together empirical and theoretical contributions from key researchers around the world.
9. Research on tripartism in Europe has focused not on the outcomes of tripartism (a theme on which there is ample, if somewhat inconclusive, evidence) but on its socio-economic determinants. An Institute paper, "Policy concertation in Europe (1974-2003): Why some governments go for it and others run away from it?" argues that policy concertation cannot simply be regarded purely as an industrial relations or labour market phenomenon but needs to be conceptualized as part of political governance more generally. Policy concertation is more likely to emerge when weak governments are faced with a heavy problem load (or a national crisis) and feel the need to recur to extra-institutional mechanisms of consensus mobilization, building an alliance with the major social partners.
10. A quantitative research project on the impact of labour institutions on socio-economic outcomes has continued the work of the previous year. This research had found that, using available data and models, there is no clear positive association between labour market institutions and unemployment, while there is a clear positive association between real interest rates and central bank independence, on the one side, and unemployment, on the other. This suggests that the mainstream economic policy recipe, according to which unemployment would be decreased by institutional deregulation, does not find support in available time-series cross-country data, while a more heterodox position, according to which unemployment is mostly the result of restrictive macroeconomic policies and institutions supporting them, does. The Institute has sought to extend and deepen this

analysis by also examining the impact of labour institutions on other economic (wage change) and social (wage distribution and poverty) outcomes. An Institute paper is currently in preparation. It argues that, while based on available data and indicators (which are imperfect in various respects) no clear case can be made for a negative economic impact of labour institutions, a clear case can be made for a positive social impact. Indeed, labour institutions seem to be robustly associated with a more egalitarian wage distribution and, mostly through this channel, with lower poverty rates.

2. Sustainable labour migration

11. The Institute continued to explore emerging issues in the area of international labour migration via in-house research; contracting research to external resource persons; and organizing expert meetings and special lectures.
12. There have been calls upon advanced countries to provide additional opportunities for legal migration, preferably in the form of temporary foreign worker schemes. The Institute examined such schemes that were launched from the early 1990s onwards and compared them to guest worker programmes of the 1960s. It coined the term of “micro programmes” to characterize the new schemes designed to fill particular labour market gaps (versus “macro programmes” of the 1960s) and noted that the detailed rules of the micro programmes tend to stifle public debate. Macroeconomic policies today have far less impact on the demand for migrants and government agencies have less detailed information on whether migrants are needed; employers have gained more power over the operation of the border gate. These and other findings, drawing also on work undertaken in 2003 and 2004 on the migration of professionals and the migration-development nexus, went into a book entitled *Managing labor migration in the twenty-first century* to be published by Yale University Press in November 2005. A gendered analysis of temporary foreign worker programmes in selected receiving countries is also under way to explore the question whether equitable opportunities exist for men and women to legally participate in new guest worker programmes. Research on European temporary foreign worker programmes was presented at a conference organized by the French National Employment Agency (ANPE).
13. Another conference invitation – to present work on students as probationary immigrants – led to a joint activity with the Singapore Management University, namely the publication of a book on *Competing for global talent*. The volume scheduled to appear in late 2005 reviews China’s and India’s efforts to encourage a reverse brain drain as much as national perspectives of prosperous countries in different world regions and general socio-economic challenges arising from the competition for highly skilled workers.
14. On 28 and 29 April 2005 the Institute held a policy dialogue on “Merchants of labour”, the agents of international labour migration, with the purpose of assessing the current situation in each region and focusing on future options. The significance of private recruitment agencies in deploying migrant workers has risen considerably in the last few decades, often to the detriment of public employment agencies and bilateral agreements. The papers presented at the conference will be compiled in a volume to be published by the end of 2005. They will feed into the best practices guidelines of the ILO plan of action for migrant workers, along with best practice profiles that were produced upon request of the ILO’s Social Protection Sector, e.g. on avenues for regular labour migration and the transfer of capital and technology by migrants.
15. The Institute organized three special lectures by experts from different disciplines – on labour mobility in regional integration schemes; diaspora communities and development; and GATS mode 4. It continued to be an active member of the migration dialogue network

and strengthened ties with the labour migration researchers in other international organizations and institutions by involving them in Institute activities.

3. Workers' rights and economic development

- 16.** Much of the work on this topic was undertaken in cooperation with the ILO's Policy Integration Department. This included papers on the construction of indicators of violations of trade union rights and on the effects on trade of child labour and educational attainment as well as the observance of trade union rights and democracy. These papers generally found that stronger worker rights are associated with improved trade performance, including for trade of labour-intensive goods. Also in cooperation with the Policy Integration Department, a seminar was organized on qualitative indicators of workers' rights which brought together leading experts from the ILO and the outside. This resulted in an edited volume, to be published by Springer. Another forthcoming publication is a collection of the series of papers prepared under this component of the programme, entitled "International labour standards and economic development in a globalizing era", which has received the support of the ILO's Publications and Communications Departments.
- 17.** Progress was also made on a set of industry studies addressing how technical change and industry restructuring affect the demand for child labour. These studies show that in some industries technical change and industry upgrading has simultaneously reduced the demand for child labour and increased the demand for adult labour and that in other industries the demand for both child and adult labour has declined as part of these industries' general decline, largely resulting from import competition. These studies demonstrate that even in the absence of an active programme to reduce child labour, there is a need to have in place education policies to accommodate displaced child labourers. These industry studies will be the topic of a meeting to be held in New Delhi in October 2005 and thereafter will be collected in a book.
- 18.** The IILS and the Friedrich-Ebert-Foundation jointly organized a seminar (20-22 June) to discuss legal, economic and socio-cultural impediments to the application of international labour standards. German scholars of various disciplines were invited to discuss their national and international experience in law reform and the implementation of labour standards in a multidisciplinary approach. The Institute has prepared three papers to introduce the debate. Contributions were made by German academics as well as by the Executive Director (Sector 1) and the Director of the International Labour Standards Department. More broadly, analyses were presented on the relationship between economics and international labour standards.

II. The education and outreach programme

- 19.** This programme aims to: carry out educational activities; promote dialogue on labour and social policy issues between ILO constituents, the academic community and experts; develop academic partnerships; and disseminate the outcomes of the Institute's research and educational activities through printed publications and electronic media. The activities of the programme are discussed under the following headings: (1) education; (2) policy dialogue; (3) academic partnerships; and (4) publications and outreach.

1. Education

International Internship Course (Geneva, 11-31 May 2005)

20. Twenty-three participants representing the tripartite constituents of the ILO from 19 countries attended the 40th Annual Internship Course on Labour and Social Policies for Decent Work. The main purpose of the course was to strengthen the knowledge base on decent work and to enhance the capacity of participants to contribute to labour and social policy development in their respective countries. It focused on: (a) providing the most updated information on the component of the Decent Work Agenda available in the ILO; (b) enhancing awareness of ILO principles and programmes; (c) encouraging an integrated approach to social and economic policies for decent work; (d) stimulating a cross-national exchange of views and experiences among ILO constituents.
21. The course was thematically organized. During the first week, there was greater exposure to the ILO as an international organization having a special mandate, and to the concept of decent work and its different dimensions. The second week was devoted to exploring the four strategic objectives: fundamental principles and rights at work, employment, social protection and social dialogue. The third week was spent on an intensive study of several cross-cutting themes relevant to the decent work strategy of the ILO.
22. In addition to the lectures, seminars, workshops and discussions, the course included group exercises, field visits, and participation in the opening day of the International Labour Conference. The course placed special emphasis on group work. Special care was taken to constitute these groups and to balance them in terms of gender, regions and tripartite constituencies. The group exercises were designed to complement the presentations by experts on the four strategic objectives of the ILO.
23. The participants were encouraged to build on the results of group exercises and to evaluate the state of decent work in their countries in relation to the four strategic objectives chosen, and to prepare a short note summing up their assessment of the policies and programmes required for the promotion of decent work. Each participant was given time to present his/her note in a plenary session at the end.
24. All of the teaching materials used in the course along with profiles of the resource persons and photographs of the participants and various course events have been converted into a CD and also placed on the Institute web site for future use of the participants. The outputs of group exercises and assignments completed by the participants in their individual capacity and in groups have also been placed on the web site.
25. Field visits were organized in connection with the course to a reputed Swiss enterprise with global business connections and to the Geneva offices of the United Nations, the International Confederation of Free Trade Unions and the International Organisation of Employers.
26. There were several opportunities for the participants to evaluate the organization of the course and to give suggestions on ways to improve its content and value. They were encouraged to take part in a grading exercise evaluating each lecture and workshop on the agenda. Towards the end of the course, they were also invited to take part in a survey, evaluating different aspects of the entire training exercise.

Preparation of pedagogical materials on decent work

27. The Institute project for the preparation of pedagogical materials on decent work is nearing completion. The project was initiated for the purpose of explaining in simple language: the concept and definitions of decent work; strategic objectives and their interrelationships; synergy and causation; indicators of progress under each strategic objective; policy measures for decent work; and the role of social actors in policy-making. As part of this project, the Institute has already brought out a set of discussion papers elaborating the overarching theme of decent work and the strategic objectives set by the ILO. The papers are being brought out as an edited volume by the Institute. In addition, based on the abovementioned studies, some pedagogical materials for use in the educational activities of the Institute have also been prepared.

2. Policy dialogue

Public lectures

28. The Public Lecture Series, organized twice a year in connection with the ILO Governing Body meetings provides a global platform for distinguished public figures to open new perspectives on contemporary economic and social issues before audiences of international opinion-makers and policy-makers. On 15 November 2004 Lord Bhikhu Parekh, a well-known public policy analyst and Professor of Political Science at Westminster University, London, gave a lecture on the topic: "Unity and diversity in multicultural societies". A second lecture was delivered on 15 March 2005 by Professor Brian Langille of the Law Faculty, University of Toronto and visiting scholar to the ILS, on the topic: "What is international labour law for?" Both the lectures have been brought out as publications of the Institute.

Support to the Global Union Research Network

29. The Institute has been collaborating with the Bureau for Workers' Activities in the development of a Global Union Research Network (GURN). The network aims to improve knowledge management within the international labour movement through research programmes and information packages on topics of union concern, and the creation of better links between researchers and practitioners. The network also provides scholarships to young experts from developing or transition countries, to build up research capacity and encourage international cooperation.
30. The Institute's support to the GURN included the provision of resources and technical experts for two workshops: one held in Porto Alegre (January 2005) and the other in Berlin (May 2005). The latter was organized in collaboration with the "Labour Policies and Globalization" Masters Programme of the Global Labour University (GLU) initiative. In addition, the Institute shared the cost of fellowships for trade union researchers from developing countries enrolled in the Masters Programme and hosted the internship of a student at the ILO.

France/ILO dialogue on the social dimension of globalization

31. A symposium on "The internationalization of employment: A challenge for a fair globalization?" took place in Annecy, France, on 11-12 April 2005. It was jointly organized by the French Ministry of Labour, Employment and Social Cohesion and the Institute, and it was the third meeting held to promote a policy dialogue between the ILO

and the French authorities on the social dimension of globalization. Over 40 academics and officials participated in the discussions which included a diagnosis of change, the role of policies, and the governance of the internationalization of employment and work. The papers presented at the symposium will be compiled in a volume which will be co-published by the Institute, the ILO and the French Labour Ministry.

Policy dialogue, Johannesburg, South Africa

32. Further to the dissemination of the findings and recommendations of the World Commission on the Social Dimension of Globalization, the Institute has organized a policy forum involving the social partners, the academic community and policy practitioners for the purpose of disseminating the findings of the Commission. The forum for dialogue on “Fair globalization in the southern Africa region” was organized in Johannesburg on 20-21 April, 2005 in collaboration with the Sociology of Work Unit (SWOP) of the Witwatersrand University.
33. The main purpose of the forum was to bring together scholars, policy practitioners and the representatives of employers’ and workers’ organizations of southern Africa with a view to facilitating a detailed discussion of the prospects, opportunities and action plans for ensuring “a fair globalization” in the entire region. Its focus was on identifying the ways and means for turning globalization into a beneficial process that can ensure equitable opportunities and acceptable outcomes for all in the world of work. More than 60 invited guests – representing the academia and tripartite community of the following countries in southern Africa: Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, the United Republic of Tanzania, Zambia and Zimbabwe – participated in the meeting.

3. Academic partnerships

ILO Nobel Peace Prize Social Policy Lectures

34. The Social Policy Lectures, endowed by the ILO’s Nobel Peace Prize of 1969, and held every second year in one of the world’s major universities have three main objectives: to stimulate interest at the university level in international social policy; to promote academic work in areas of concern to the ILO; and to encourage greater dialogue at a national level between the academic community and ILO constituents.
35. The Institute has finalized the arrangements for the Seventh Social Policy Lectures, which will be hosted by the University of the West Indies (UWI), Jamaica. They will be delivered by Professor Gary Gereffi of Duke University, United States, at the Mona Campus of the UWI in Kingston, 5-7 December 2005. The topic of the lectures is “International competition: Implications for labour and employment”. The Institute is making arrangements to hold an international symposium with the support of a network of academics specializing in the topic of the lectures. The UWI is also making arrangements to videoconference the lectures and the symposium to the main campuses of the University in Kingston, Barbados and Port-of-Spain.

Visiting scholar programme

36. The Institute’s visiting scholar programme is intended to foster interaction between ILO staff and the academic community and to encourage academic work on themes relevant to the Decent Work Agenda of the ILO. The programme offers academics in the labour field, on sabbatical from their universities, office space, facilities and access to ILO

documentation services. The visiting scholars contribute to the research and outreach activities of the ILS by giving lectures/seminars or by preparing special studies for the Institute. During the year under review, the Institute hosted four visiting scholars who worked for different lengths of time. They were: **Professor Mitsuya Ichien**, Faculty of Economics, Kansai University (Japan), from January to March 2005; **Professor Barbara Pocock**, University of Adelaide, Australia, in May 2005, **Dr. Sang-Hoon Lim**, Korea Labour Institute, in August 2005 and **Professor Brian Langille**, University of Toronto, Canada who continued his work until June 2005.

Phelan fellowship programme

37. This programme is endowed by the proceeds of a legacy left in the name of Edward Phelan, a former Director-General of the ILO. Under the terms of the fellowship programme, the Institute offers each year a grant to an outstanding young researcher working on social and labour issues. The grant is intended to cover a six-month stay at the ILS in Geneva for research on a subject mutually agreed by the Institute and the student. The 2004 Phelan fellowship was awarded to a candidate from China who started her work at the Institute in May 2005.

Visiting student programme

38. The visiting student programme of the Institute has been designed to assist the academic development of graduate students capable of contributing to the analysis of social and labour policies from national, regional and global perspectives. Students accepted under the programme take part in ILS and ILO research, while making use of facilities at headquarters and benefiting from the advice and expertise of senior staff. Internship opportunities, accessible to university students all over the world, are regularly announced on the Institute web site.
39. During the period under review, 12 interns (seven men and five women) took part in the activities of the Institute. Nine of them were students from the following universities: Geneva (Switzerland), Lyon (France), Wayne (United States), Leuven (Belgium), Birmingham (United Kingdom), Montreal (Canada), Sydney (Australia), Cornell (United States). One intern was enrolled in the Masters Programme of the Global Labour University (GLU) initiative. One official from the Ministry of Labour and Social Affairs, United Arab Emirates and a trainee at the Industrial Tribunal of Ghent (Belgium) also took part in the internship programme.
40. As part of a Memorandum of Understanding for academic collaboration targeted at visiting students, the Institute and Cornell University continued with the joint organization of a special course at the ILO on the theme: "Workers' rights as human rights". It consisted of a series of classroom lectures delivered by ILO specialists based in Geneva, and videoconferences given by academics based in Ithaca. Two courses have been held during the spring and autumn semesters and they were attended by a number of interns and students from both the ILO and Cornell.

Study visits

41. The study visits are designed to introduce students and visitors to the current activities of the ILO and to sensitize them on its main concerns in the field of labour and social policy. **Six** study visits took place during the year when the Institute organized special orientation programmes for the visitors using the services of Institute staff and specialists from technical units of the ILO.

42. The first study visit was organized for a group of seven senior officials and researchers from the **Labour and Social Security Institute of Tehran (Islamic Republic of Iran)**. The visitors took part in a series of special workshops on several topics related to the Decent Work Agenda, and also held consultations with senior professionals from technical departments of the ILO. The visiting team prepared a plan of action for collaboration with the ILS covering the organization of research and educational activities in the Islamic Republic of Iran on the theme of decent work. Other study groups that visited the Institute were: 33 students from the **Faculty of Law and the Norwegian Centre of Human Rights of the University of Oslo**, 29 students from the **Universities of Leuven (Belgium) and Tilburg (Netherlands)**, 29 law students from the **University of Antwerp (Belgium)**, 66 postgraduate students from the **Universities of Nanterre and Versailles Saint-Quentin-en-Yvelines** and the *Conservatoire national des arts et métiers*, and 24 students from the Faculty of Business Administration of the **Soka University, Tokyo (Japan)**. A visit of the students enrolled in the **International Masters in Leadership for Sustainable Development (London, United Kingdom)** is scheduled to take place in October.

4. Publications and outreach

43. A list of papers and volumes, published or in preparation, is appended to this report. All Institute publications are disseminated through print and electronic media. They can be downloaded in PDF format from the Institute web site.
44. The Institute web site, accessible in English, French and Spanish, is periodically revised and updated. The site has been instrumental in disseminating information and knowledge on a global scale among a wide community of academics, students, policy-makers, and social partners. The number of hits on the web site requesting information comes to a monthly average of 30,000.

Geneva, 20 September 2005.

Appendix

Publications since November 2004 and some forthcoming titles

Discussion papers

- No. 154 *The Irish social partnership and the “celtic tiger” phenomenon*, Lucio Baccaro and Marco Simoni. ISBN 92-9014-743-1
- No. 155 *Partnerships for development: Studies on territorial employment pacts in Italy*, Ludovica Gambaro, Simona Milio and Marco Simoni. ISBN 92-9014-745-8
- No. 156 *Social partnership and local development in Ireland: The limits to deliberation*, Paul Teague and Mary C. Murphy. ISBN 92-9014-747-4
- No. 157 *Exploring the links of multi-discrimination: Considering Britain and India*, Kanchana N. Ruwanpura. ISBN 92-9014-749-0
- No. 158 *Merchants of labor: Agents of the evolving migration infrastructure*, Philip Martin. ISBN 92-9014-751-2
- No. 159 *Decent work: Universality and diversity*, Dharam Ghai. ISBN No. 92-9014-759-8
- No. 160 *Institutional determinants of unemployment in OECD countries: A time series cross section analysis (1960-98)*, Lucio Baccaro and Diego Rei. ISBN No. 92-9014-761-X

Discussion papers in preparation

Les accords-cadres internationaux (ACI) et la négociation collective internationale à l'ère de la mondialisation, Reynald Bourque

The downside of deliberative public administration, Lucio Baccaro and Konstantinos Papadakis

Policy concertation in Europe (1974-2003): Explaining government choice, Lucio Baccaro and Marco Simoni

Peak-level tripartism and economic reforms in Latin America: Lessons from the 1990s, Lydia Fraile

Le processus du budget participatif de Porto Alegre: Une étude de cas, Catherine Vaillancourt-Laflamme

Civil society, participatory governance and decent work objectives: The case of South Africa, Konstantinos Papadakis

Participatory governance and discourses of socially sustainable development: Lessons from South Africa and the European Union, Konstantinos Papadakis

GATS, migration and labour standards, Philip Martin

Seasonal foreign worker programmes, Philip Martin

Migration, the diaspora, and development: The case of Mexico, Agustín Escobar Latapí

Implementation of International Labour Standards: An Economics Perspective,
Irmgard Nübler

Legal Problems in Complying with ILO Instruments, Jean-Claude Javillier

Universal Labour Standards and National Cultures, Jean-Michel Servais

Public Lectures Series

Unity and diversity in multicultural societies, Bhikhu Parekh, ISBN No. 92-9014-753-9

What is international labour law for? Brian Langille, ISBN No. 92-9014-765-2

Special Paper Series

Knowledge transfer and migration policy-making, Christina Boswell. ISBN No. 92-9014-763-6

Volumes in preparation

Decent work: Objectives and strategies, edited by Dharam Ghai

Decent work: A handbook of pedagogical materials

Competing for global talent, edited by Christiane Kuptsch and Pang Eng Fong

Merchants of labour, edited by Christiane Kuptsch

Délocalisations et politique sociale: Gérer l'internationalisation de l'emploi, en coopération avec le Ministère des affaires sociales, du travail et de la solidarité de la France