



## Highlights 2002

Before we start planning the activities at the beginning of a new year, it is always useful to look back and recall what we have achieved in the previous year. We face a number of questions. Did we reach our goals? Were we able to contribute to the objectives set by our constituents and partners in the various countries? What were the positive changes introduced as a result of our assistance?

The year 2002 brought some changes to the ILO Budapest Team. We were able to reinforce the scope of our action through new projects and major activities at the sub-regional and regional levels. ILO-CEET is now a “sub-regional office”, which includes the Multidisciplinary Technical Advisory Team (MDT). There were also several staff changes. A new director started on 1 September 2002, after the previous director of the office, Jean-Pierre Laviec, returned to ILO headquarters. Three new international experts joined the team – Sandrine Cazes, senior specialist on employment and labour market policies; Gerd Jung, senior specialist on vocational rehabilitation; and Beate Elsaesser, associate expert on social dialogue. Two new Hungarian colleagues have strengthened the team since last year – Krisztina Homolya, programme assistant; and Edit Horvath, information, documentation and website specialist. Fabrizio Capponetto and Minna Hanhijarvi have left ILO-CEET to take over new responsibilities in their countries.

The articles in this Newsletter present an overview of major capacity building and information dissemination activities organized by our office staff, jointly with colleagues from ILO headquarters, at the end of 2001 and in 2002. These cover mainly the fields of social protection, social dialogue and employment.

The ILO Budapest Team is searching for new ways of presenting our contributions and ourselves to a wider public, which is why this Newsletter is now published on-line. Comments and suggestions for improving the Newsletter or the website in general are always welcome.

I would like to take this opportunity to thank all our constituents, partners and colleagues for their generous collaboration in 2002. We look forward to continued fruitful cooperation in the New Year.

Petra Ulshoefer, Director ILO CEET

## New ILO pension studies presented at Cyprus conference

**Nicosia, Cyprus**  
**21–22 March 2002**

Together with the government of Cyprus and the Spanish presidency of the European Union, the ILO sponsored a tripartite conference entitled *Pension reform in Central and Eastern Europe and the Mediterranean* in Nicosia, Cyprus on 21–22 March 2002. Its main purpose was to

examine new ILO studies on pension reform in four advanced EU applicant countries – Hungary, Poland, the Czech Republic and Slovenia. Tripartite delegations from all the EU applicant countries attended (Bulgaria, Cyprus, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovakia and Slovenia), as well as representatives of the European Union, the OECD, the World Bank, the Interna-

tional Social Security Association (ISSA), and the Council of Europe.

The new studies that the conference examined were produced as part of an ILO social security project for Central and Eastern Europe sponsored by the French government. The project is aimed at assisting EU applicant countries in restructuring and modernizing their social security schemes, in keeping with international standards. The project has two components: research and technical cooperation. The former seeks to analyze the results of social security reforms in CEE countries that made early changes, thereby enabling countries that are still contemplating reform to benefit from the experience of neighbours that have moved farther along in particular policy directions.

The new pension studies focus on countries that have made distinct policy choices between privatization on the one hand and public pension restructuring on the other. Hungary and Poland are the most advanced CEE countries in privatization, with about three years of experience in implementation. In contrast, the Czech Republic and Slovenia are seeking to strengthen their existing public, pay-as-you-go (PAYG) pension schemes without privatizing them. Thus, in examining these two sets of studies, the seminar provided a forum to discuss divergent approaches to pension reform and the main issues, problems, and challenges associated with each.

Each study was presented by the national researcher who produced it, followed by an open discussion session. The Hungarian case study was presented by Prof. Maria Augusztinovics (Institute of Economics, Hungarian Academy of Sciences, Hungary); the Polish case study by Agnieszka Chlon-Dominiczak (Advisor to the Ministry of Labour and Social Policy, Poland); the Slovene case study by Prof. Tine Stanovnik (Faculty of Economics and the Institute for Economic Research, Ljubljana, Slovenia); and the Czech case study by Martin Macha (former director of the Research Institute of the Czech Ministry of Labour and Social Affairs, currently at William Mercer Associates, Czech Republic). Dr Katharina Mueller, a specialist in the political economy of pension reform at the German Development Institute, compared the Slovene and Czech reforms.

Several common patterns could be discerned in the Hungarian and Polish experiences. First, the transitional financing costs of moving from a PAYG system to a pre-funded one are turning out to be higher than expected in both countries, due in part to the unexpected strength of worker preferences for private pensions. In addition, both countries are experiencing difficulties in recording

the monthly contributions made on behalf of individual workers due to a lack of advance planning for this task and the inadequacy of automated record keeping systems. In Poland, these problems caused a large backlog of contributions, which still cannot be transferred to the private funds. A further similarity is that all funds in both countries have registered financial losses in real terms on average since their inception, due in part to high sales and advertising costs (Poland) and high investment management fees (Hungary). Finally, market concentration is increasing in both countries due to mergers and consolidations. While this trend offers the potential for greater economies of scale in administration, it also poses greater challenges for pension regulators.

The Czech and Slovene studies focused on explaining why these countries have so far declined to privatize their schemes in favour of public reforms. Here the studies point to: (1) the presence of well-placed actors in both reform debates, with serious concerns about high transitional financing costs; (2) opposition from trade unions that were mobilized by what they saw in privatization as a threat to the future financial strength of the public pension system; (3) governments compelled to engage in broad consensus building by their coalition status (Slovenia) or by a succession of minority governments (the Czech Republic); (4) strong national orientations toward the European mainstream, reinforced by the presence of EU-sponsored programs, such as Phare, in the area of pension restructuring; and (5) relatively low levels of external debt, which may have rendered these countries less open to influence from international financial organizations favoring privatization strategies.

Conference discussions also focused on the role of social dialogue in pension policy deliberations, with all parties agreeing on the importance of developing a strong national consensus as the basis for reform. Weaknesses in the Hungarian and Polish reforms were noted in this regard, as was the current absence of consensus on additional reforms in the Czech Republic. Issues of gender equality in the reformed systems also received central attention, especially the losses that women face in individual savings systems due to the gender wage gap.

Following the conference, the studies will also be presented in a number of national meetings in CEE countries, including those of trade unions, employer associations, public pension scheme administrators and regulators, and private pension funds.

Copies of the studies are available upon request from ILO-CEET in Budapest.

EF

## Regional tripartite seminar on labour market flexibility and employment security

**Budapest, Hungary**  
**18–21 November 2001**

This seminar was organized by the employment strategy department of the International Labour Office in cooperation with ILO-CEET, within the framework project of labour market adjustments to economic and structural changes. The seminar brought together tripartite delegations from eight transition countries – Bulgaria, the Czech Republic, Estonia, Hungary, Poland, the Russian Federation, Slovenia and Ukraine. Among the observers, representatives of Hungarian employers' organizations and trade unions were present as well as a number of Hungarian academics and experts from the National Employment Service, the National Statistical Office and the Friedrich Ebert Foundation in Hungary. One invited speaker, Ms Sanchez-Paramo, represented the World Bank office in Washington.

The seminar was very useful, as it gave the participants an opportunity to learn more about the experiences of western industrialized countries and to share views and experiences with participants from other transition countries. Generally, the labour markets of transition countries went through dramatic transformation over the 1990s. Employment contracted, unemployment and non-participation increased, and the informal sector grew. In his opening address, Mr Amjad (ILO Geneva) emphasized the necessity of finding a balance between labour market flexibility and employment security to facilitate the necessary reforms in the region's labour markets.

The morning session was devoted to national views on the major challenges faced by individual countries in their endeavour to facilitate labour market adjustment and the way these have been addressed by labour legislation, social dialogue and labour market policy. The statements were delivered by representatives of ministries of labour, and commented on by the social partners. All the statements emphasized the efforts of employers to cut labour costs, although the forms may differ by country. Generally, part-time employment and temporary work agencies were favoured neither by employers nor by workers. The partici-

pants also frequently mentioned the poor enforcement of labour law as an important challenge for improving the employment and social protection of workers. Finally, many delegates regretted the lack of funds for promoting new job creation and for active labour market policies to fight unemployment, as well as huge regional disparities in joblessness.

The afternoon session was devoted to the topic of labour market flexibility, job stability and employment performance in both OECD and transition countries. The presentations (by Mr Auer, Ms Cazes and Ms Nesporova from ILO Geneva) were based on recent publications in the *International Labour Review*. The participants appreciated the new approach taken by the authors to the question of assessing labour market flexibility and employment stability on the basis of labour market flows and job tenure data. The discussion concentrated on the main conclusion for transition countries – that the cyclical behaviour of labour turnover and job tenure is *opposite* to the trends observed in OECD countries. The main reason for this is the heightened perception of job insecurity by workers, which restrain them from voluntarily quitting their jobs, in particular given the low level of labour demand.

In the last session of the day, Ms Cazes tackled the issue of employment protection legislation (EPL) and its impact on labour market performance in transition countries in comparison with OECD countries. She showed that EPL in selected transition countries moves around the average of OECD countries in terms of its strictness over the 1990s. The analysis in transition countries indicated weak or no association between the strictness of the legislation and the level of employment and unemployment. However, stricter EPL may lower labour turnover and inflows into unemployment, but increase the duration of unemployment. These are preliminary findings, and research on this topic will continue.

The second day of the conference was dedicated to the concepts of flexibility and security. Mr Auer pointed out the need to switch from traditional employment and job security to employability security, from protected employment to protected mobility. Ms Sanchez-Paramo from the World Bank presented a paper on institutional reform and labour market performance in

Central and Eastern European countries in the 1990s. Generally, the conclusions supported the ILO speakers' message that the role of labour market institutions should not be disregarded. In the general discussion, the participants emphasized the relevance of these issues and the need to investigate them further (the role of collective bargaining, structure of labour costs, enforcement of legislation, etc.).

In the concluding session, Mr Amjad presented the main ideas of the Global Employment Agenda and their relevance for a regional em-

ployment strategy for Central and Eastern Europe. Several participants expressed their support and stressed the importance of a new orientation and consistency in national economic, employment and social policies. As a follow-up, similar events on the major issue of the functioning of the labour market should take place in the future. Moreover, a monograph on changing labour market patterns in the transition countries is expected, by Ms Cazes and Ms Nesporova.

SC

## National tripartite seminar on regional employment strategy for the Łódź Voivodship

### Dobieszków, Poland 27–28 May 2002

The International Labour Office, the Łódź Voivodship and the Ministry of Labour and Social Policy (MOL-SP) of Poland jointly organized this seminar within the framework of a project on the regional employment strategy for the region of Łódź. The conference brought together all interested stakeholders with the aim of discussing the current employment problems in the region and agreeing on a possible strategy conducive to job creation. Attendance at the seminar was very high, with about 180 people representing MOL-SP; the Polish parliament; city councils; regional and local institutions; the social partners, business agencies and incubators; social, scientific and cultural institutions and NGOs. These came not only from the Łódź Voivodship, but also from Warsaw and other regions of Poland.

The ILO was represented by Ms Alena Nesporova from ILO Geneva and Messrs Youcef Ghellab and Fabrizio Caponnetto from ILO-CEET in Budapest. Present were also four foreign experts on local economic development, respectively from Great Britain, Spain, France and Italy.

The region of Łódź went through a transformation process over the 1990s, characterized by major trends such as the opening of trade, more competition, privatization and restructuring, a decline in industrial production and falling employment rates. Currently, this region presents some special features as compared to Poland on average: a lower GDP rate, lower wages, lower industrial production, a still high share of agriculture in the economy, poorly developed infras-

structure, higher unemployment rates and long-term unemployment, and a high variation in unemployment across the region.

The conference was very useful, as it also gave Polish participants the opportunity to know more about the experiences of local economic development in three European regions – Barcelona (Spain), Lorraine (France), and Veneto (Italy). In particular, it was emphasized that the key to success was a willingness on the part of decision-makers and institutions to cooperate and work out a strategic plan together. In the case of Veneto, a major factor was the policy to create partnership among firms and industrial districts, which themselves created organizations to represent their affiliated members.

The second day of the conference was dedicated to education, training and active labour market policies as well as to social dialogue and social cohesion. Ms Nesporova made a presentation on the labour market situation in the Łódź region, presenting a set of recommendations for a more effective active labor market policy. Mr Ghellab delivered a speech on capacity building for the social partners and strengthening of the institutional framework for social dialogue on regional development and employment generation.

The seminar was very successful, and the Polish authorities expressed their gratitude to the ILO for organizing it and for the preparatory work. As a follow-up, the possibility to establish cooperation between the region of Łódź and the European regions represented by the speakers are currently being explored. Moreover, it is likely that the project may be replicated in other Polish regions with high unemployment rates.

FC

## Technical cooperation projects strengthen interagency cooperation with UNDP

Over recent years the ILO-CEET Budapest office has actively cooperated with the UNDP Regional Bureau for Europe and the CIS in Bratislava, in particular in technical cooperation. This positive trend continued in 2001, with ILO-CEET presently executing three technical cooperation projects for UNDP: (1) "Preparation of a Regional Human Development Report on the Integration of Roma in Central and Eastern Europe"; (2) "Labour Market Programmes for Roma – Experience in Hungary"; and (3) "Preparation of the 2002 National Human Development Report for the Czech Republic".

The regional report on Roma in CEE covers five countries in the region: Bulgaria, the Czech Republic, Hungary, Romania and Slovakia. Besides presenting and analyzing the current situation faced by the Romani population in the above-mentioned countries, its added value lies in the set of recommendations provided to policy-

makers of the region so as to improve the situation of Roma, as well as that of other vulnerable communities.

The second report will focus on the specific labour market situation of Roma in Hungary, by making an assessment of the programmes targeted at the Romani population in this country. Also in this case, a section of the report will be devoted to presenting recommendations with the aim of contributing to a better employment situation for the Roma and alleviating their poverty.

The outcome of the third project will be the *Czech National Human Development Report* for 2002. Not only will the report present the most recent developments in the country, but it will also make a review of the past ten years of political, economic and social transformation, thus allowing policy-makers and other institutions to assess the progress made so far.

FC

## Information and communication technologies and decent work: A tripartite conference in Tallinn

### Tallinn, Estonia 25–26 April 2002

Over 120 participants from the European Union candidate countries of Central and Eastern Europe, several EU member states, and a large delegation from Estonia met in Tallinn on 25–26 April 2002 to discuss the implications of information and communication technologies (ICTs) on working conditions and employment. The conference, organized by the ILO and the Estonian Ministry of Social Affairs with support from the Finnish Ministry of Labour, provided an opportunity to assess the issues tackled in the ILO's World Employment Report 2001, *Life at Work in the Information Economy*, in the particular context of the candidate countries of the European Union.

The information economy brings unparalleled opportunities and challenges. ICTs may destroy work through rationalization, but they also create

work by developing new markets and human capital. They may isolate and displace risks onto employees, but they also stimulate and provide opportunities for broader work experience and skills development. There is always the threat that ICTs exclude older workers and women from the labour market, but they open up new opportunities for vulnerable groups, including workers with families or with disabilities. They undermine systems of collective bargaining and employment regulation, but reduce the need for traditional employment protection. They take over life with pressure to work everywhere and all the time, but they offer new opportunities for work to become integrated with daily life, adjusted to the needs of the family.

The conference looked at how to handle these challenges and opportunities; the questions of skills development, migration and employment opportunities; how to make the information economy socially inclusive; how to ensure the quality

of work; and ways to increase the capacity of governments, employers and unions in this regard.

The conference concluded that Central and Eastern European countries are well equipped for the information society, but that the benefits will be secured only if appropriate policies and efficient social dialogue are put in place. Participants agreed that ICTs should lie at the very core of employment strategy, especially with respect to the quality of work.

Amid fears that the expansion of the European Union could potentially mean a "brain drain" to Western Europe, the conference urged governments and social partners to combine incentives for qualified professionals to remain in their home countries and to encourage those who had already left to return. Continuous training of young people – and indeed older workers – in appropriate skills was also considered an important strategy.

The conference discussed new forms of work organization, including telework, which are emerging through the use of ICTs. It was felt that these could potentially lead to more job satisfaction and a more balanced work and family life. However, both employers' and workers' organizations were told that they can and should be more receptive to new types of work organization, looking out for innovative ways to organize their members, would-be members, and member services.

The conference also agreed that collective bargaining and national, sectoral and local level

agreements were useful tools when new work practices are being implemented. Specifically on telework, the conference drew up a good practices list, including a recommendation that telework should be voluntary, with the right for individuals to return to company offices. The need to protect teleworkers' employment and representational rights was also stressed.

The conference explored the occupational safety and health implications of new technology at work, particularly in respect of such new workplace concerns as ergonomics, stress, mixing of work and leisure, and intensity of work. Delegates called for better professional advice from labour inspectors, occupational safety and health institutions, hardware and software manufacturers, and others on acceptable working environments and conditions of work.

There are important gender implications of the changes taking place in employment. In the digital economy, men still tend to hold the higher skilled and better paid jobs, whilst women are concentrated in the lower skilled, lower paid, less promising jobs with more repetitive and less creative work. Therefore, existing gender inequalities in the labour market will probably be reinforced unless active gender policy measures are implemented concerning pay, working hours, job opportunities, and education in the ICT field.

With all European Union candidate countries from Central and Eastern Europe represented, the

conference provided a valuable opportunity for delegates to take stock of the potential that ICTs offer for employment creation and for decent work in their own countries. It was agreed that further opportunities for sharing experience in this way through similar regional initiatives should be encouraged.

A full report of the conference has been published, and will be made available on the ILO-CEET website in January 2003. In the meantime, the conclusions of the conference can be found on: [http://www.ilo-ceet.hu/latest\\_events/Tallin\\_2002\\_Conclusions.pdf](http://www.ilo-ceet.hu/latest_events/Tallin_2002_Conclusions.pdf) or on request from ILO-CEET



*CEE participants and resource persons at the ICT and decent work conference, Tallinn, Estonia, 25–26 April.*

## Working conditions survey highlights important differences between candidate countries and EU

ILO-CEET and representatives of constituents in the 10 EU candidate countries in Central and Eastern Europe attended a series of national seminars organized by the European Foundation for the Improvement of Living and Working Conditions over the first half of 2002. The aim of the seminars was to present the results of the Foundation's working conditions survey carried out in each of the candidate countries (except Turkey) in 2001.

The questionnaire survey, which addressed such issues as physical risk factors, working time patterns, work organization, social relations (consultation, support, etc.) and occupational health outcomes, was identical to the working conditions surveys carried out in EU member states in 1990, 1995 and 2000. Bearing in mind the possible structural differences when comparing individual countries or groups of countries, the survey nonetheless produced some relevant and interesting results for all stakeholders in the field.

Some major differences between the candidate countries and the EU include the following:

- A higher proportion of workers are employed in agriculture, and fewer in services.
- A lower proportion of workers are in highly skilled job categories.
- More workers over 55 are in employment.
- Women have a higher activity rate (47% compared with 42% in the EU).
- Gender segregation is lower. Women are more

likely to be in a higher hierarchical position than their EU counterparts, and the dual workload (distribution of work in the home) is more gender balanced.

- Work is less client-oriented.
- Work organization is more centralized (workers have less responsibility and autonomy) and more hierarchical.
- Working hours are longer (average 44 hours per week, 38 in EU), less gender differentiated (female part-time work is low) and unsocial hours, such as shift and night work, are more frequent.
- Job demands, although of a different nature, are high and job control lower.
- Exposure to physical risk factors (noise, painful positions, etc.) is higher.
- More workers consider their health and safety at risk because of their work (42% compared with 27% in the EU).
- Self-reported work-related health problems are higher, especially overall fatigue and musculoskeletal disorders.
- Fewer workers receive training, and work does not provide as many learning opportunities.

The final detailed report on the survey will be published by the European Foundation in the second half of 2002, at which stage the dataset will be made available to interested researchers. In the meantime, a short overview of the survey results can be obtained from ILO-CEET. AR

## Work-related deaths reach two million annually, World Congress hears

Two million workers die each year as a result of work-related accidents and diseases – more than 5000 every day – the ILO reported at the XVIth World Congress on Occupational Safety and Health, held in Vienna, Austria, on 26–31 May 2002. For every fatal accident, there are another 500–2000 injuries, depending on the type of job. In addition, for every fatal work-related disease there are about 100 other cases of illnesses causing absences from work.

The Congress, organized by the ILO, the International Social Security Agency, the Austrian Workers' Compensation Board and the Federation of Austrian Social Security Institutions, gathered nearly 3000 experts dealing with prevention of such accidents and diseases from all parts of the world, including many from Central and Eastern Europe.

With "innovation and prevention" as the leit-motif of the Congress, the participants were

exposed to a wide range of opportunities to exchange information and experiences, from keynote lectures, poster presentations, workshops, technical excursions, an international exhibition on "Safety and Health at Work", the International Film and Multimedia Festival, and a photo competition.

In short, the World Congress was designed to form a unique platform for discussion, with a worldwide perspective of current interdisciplinary issues relating to all aspects of prevention. Major themes included:

- The changing world of work
  - › New technologies, new forms of work organization
  - › New challenges for health at work
  - › Stress and violence: how to evaluate and manage these risks
- Methods, procedures and instruments of prevention
  - › Risk analysis, results and implementation
  - › Modern qualification concepts and prevention
  - › Information and communication
  - › The economics of prevention
  - › Management systems in prevention
- Institutional and political aspects of prevention
- Prevention in small- and medium-sized enterprises
- Prevention in developing countries

In his report to the Congress, Dr Jukka Takala, Director of the ILO's SafeWork Pro-

gramme, said that according to ILO figures the biggest workplace killer is cancer, causing roughly 640,000 or 32% of deaths. This is followed by circulatory diseases at 23%, accidents at 19%, and communicable diseases at 17%. Asbestos alone, he said, claims some 100,000 lives annually.

Dr Takala went on to report that the economic costs of work-related accidents and diseases are rapidly increasing, with compensation figures indicating that approximately 4% of the world's GDP disappears with the cost of diseases through absences from work, sickness treatment, disability and survivors' benefits. About 80% of occupational accidents and work-related diseases could be prevented if all ILO member states would use prevention strategies and practices that are already in place and easily available.

The full report *Decent Work – Safe Work, Introductory Report to the XVIth World Congress on Safety and Health at Work*, plus more information on occupational accident and disease statistics can be found at:

<http://www.ilo.org/public/english/protection/safework/wdcongrs/index.htm>. The abstracts of all oral and poster presentations can be found on the World Congress website at: <http://www.safety2002.at>.

The next World Congress on Occupational Safety and Health will be held in Orlando, Florida, USA, in 2005.

AR

## **HIV/AIDS and the world of work**

### **Central and Eastern Europe and the Central Asian states show alarming rise in cases**

A series of meetings over the past months has served to highlight the rapid increase in HIV/AIDS cases in the region. Central and Eastern Europe and Central Asia is the region experiencing the fastest growth ever in the history of the global HIV/AIDS epidemic. The epidemic particularly hits young people – the future of the countries and those in the most productive age – who have become highly vulnerable to HIV infection during the process of social and economic transition.

However, it would be a mistake to categorize the epidemic as one of young drug users, limited to a confined and marginalized social group,

or to limit the response to targeted interventions for those perceived to be at risk – intravenous drug users, sex workers, etc. As many of the meetings agreed, a comprehensive, coordinated response on the part of the UN agencies and national organizations is required to address the complex enabling factors which make this region the most explosive in the world in terms of the increase in numbers of HIV/AIDS victims.

The Joint United Nations Programme on HIV/AIDS (UNAIDS) was established in 1994, and now brings together the efforts and resources of eight UN agencies or "co-sponsors",

including the ILO, since October 2001. Since that time, ILO-CEET has attended the meetings listed below (represented by Annie Rice, ILO Focal Point on HIV/AIDS).

### **European Regional Cosponsor Focal Point Meeting: Vienna, 8–9 November 2001**

The meeting provided an update on the regional implications of the UN General Assembly Special Session (UNGASS) on HIV/AIDS. There were opportunities to share information on regional developments among the cosponsors and the UNAIDS secretariat, and to prepare a consultation on the UNAIDS regional workplan and budget. UNGASS adopted a Declaration of Commitment, recognizing that HIV/AIDS is not only a public health issue but also an economic, social and development issue. (Copies of the Declaration are available from ILO-CEET.)

Ms Rice gave an overview of the role of the ILO and its value added to the UNAIDS response to the epidemic. She emphasized the need to reduce risk at workplaces by improving occupational safety and health conditions of workers at risk of exposure to the virus, and to reduce the vulnerability of women and young people through the development of appropriate labour market policies and fighting trafficking. Also essential is reducing the impact on vulnerable economic sectors such as transport, mining, and tourism.

The workplace is a forum for education to help prevent the spread of HIV/AIDS and to foster greater tolerance for workers with the illness. The ILO can also mobilize its tripartite constituents to offer expanded UN action through education, care and support to guide workplace response, combat stigma and discrimination, and mitigate the impact of HIV/AIDS in the workplace.

### **ILO CIS seminar focuses role of constituents in battle against HIV/AIDS: Moscow 10–12 December 2001**

The ILO Moscow and ILO Budapest offices, with support from ILO AIDS and UNAIDS, held a sub-regional tripartite seminar entitled *HIV/AIDS Pandemic: Social Consequences in the CIS Countries* in Moscow on 10–12 December 2001. The seminar gathered high level delegations from the CIS countries, including

Moldova and Ukraine, to review their respective HIV/AIDS situations and the economic, social and labour implications of the epidemic.

Through a series of national research reports developed for the seminar and workshops held during the seminar, it was obvious that the HIV/AIDS epidemic is at different stages in the countries of the CIS, and that there is still a window of opportunity to act now. HIV/AIDS is not just a biomedical problem, but has serious implications for all sectors of society – the world of work is not excluded. Concerted action is required by all social partners, and a series of recommendations was developed to guide such action among governments, employers and employers' organizations, workers' organizations, and the international community. Highlights in brief are listed below.

Governments should:

- Show commitment to HIV/AIDS action at the highest political level
- Review existing labour law and related legislation, and establish the necessary legal and policy framework in keeping with the ILO Code of Practice on HIV/AIDS and the World of Work
- Develop and implement national HIV/AIDS policies and activities with the full participation of the social partners
- Initiate research studies on the social and economic consequences of HIV/AIDS
- Enhance the capacity of labour inspectors to ensure compliance with legal requirements on HIV/AIDS
- Initiate the drafting of regional agreements on HIV/AIDS

Employers should:

- Develop and implement workplace policies and programmes on HIV/AIDS with the participation of workers
- Adapt working conditions to accommodate workers with HIV and AIDS
- Expand the capacity of occupational health services to effectively deal with HIV/AIDS issues at the workplace
- Inform managers on HIV/AIDS problems
- Incorporate HIV/AIDS issues in workplace safety and health training for workers

Workers' organizations should:

- Develop policies on HIV/AIDS to guide action at all levels
- Initiate awareness campaigns for members and the public
- Negotiate collective agreements to incorporate provisions on HIV/AIDS

- Develop the capacity of health and safety representatives to address HIV/AIDS
- Take measures to protect the rights of workers with HIV/AIDS

### **UNAIDS Consultation on the Unified Budget and Workplan 2002–2003 for Eastern Europe and Central Asia: New York, 4–5 February 2002**

This session was organized to discuss and harmonize the activities and outputs of UNAIDS cosponsors and the secretariat in the region, agree on the regional UBW funding priorities, and clarify areas in which particular cosponsors will take the lead. Bringing together global and regional focal points of the different UN agencies, the meeting was a strong manifestation of the increasing interest and commitment of the cosponsors in responding to the rapidly escalating epidemic in the region.

The ILO presented a proposed workplan for Central and Eastern Europe for 2002–2003. This is based mainly on establishing a factual basis for mobilizing the tripartite constituents to help prevent HIV/AIDS in the workplace and community, through national reports of HIV/AIDS data and an analysis of readiness of the social and labour sphere to respond to the epidemic. This will be followed by an awareness-raising event aimed at government officials in the ministries of labour and other relevant ministries and leaders of employers' and workers' organizations. A third approach will involve capacity building of the constituents to develop and implement suitable national, sectoral and workplace policies and interventions to help prevent new infections and address the needs of HIV-infected workers.

### **UN Regional Response to HIV/AIDS: Moscow, 4–5 March 2002**

This high-level meeting on regional follow-up to UNGASS brought together European regional directors of the eight UNAIDS cosponsors to discuss the UN response to HIV/AIDS in the countries of Central and Eastern Europe and Central Asia. Specific objectives of the meeting were to take stock of the UN response to date and develop a common understanding of the epidemic and challenges; to share information at the regional level and ensure commitment from the UN agencies' regional directors; and to identify areas for intensified UN action at the country level, in-

cluding assistance to countries to access the Global Fund to Fight AIDS, TB and Malaria.

A statement from the meeting calls on countries in the region to launch a massive and multisectoral response to reduce the vulnerability of young people, to improve access to care, support and treatment, and to safeguard the rights of those living with HIV/AIDS. The statement also reaffirms the commitment of the UN system to bridge between partners. At the country level, this means through the UN Theme Groups on HIV/AIDS. In this respect, and emphasizing the need for a multisectoral approach, it is important that ILO constituents, the ministries of labour, the business community and trade unions, participate in the Theme Groups and add the world of work dimension to prevention of HIV/AIDS locally.

The meeting also agreed to make a joint and focused UN effort in five countries of the region, selected on the basis of needs and opportunities. From Central and Eastern Europe, Ukraine and Moldova were chosen as targets for an intensified campaign. These have by far the highest prevalence of HIV/AIDS in the region, with Ukraine having an estimated adult HIV prevalence rate of one percent, making it in fact the most affected country in all of Europe. Both countries have already applied with country proposals to the Global Fund on AIDS, TB and Malaria.

### **South Eastern Europe Conference on HIV/AIDS: Implementation of the Global Declaration of Commitment: Bucharest, 6–8 June 2002**

Compared to the rest of Central and Eastern Europe, the overall prevalence of HIV/AIDS in SEE is still very low. However, experience in other countries indicates that this can change rapidly, especially as the countries of SEE are home to various "enabling" factors for the spread of HIV/AIDS. The meeting heard how the impact of conflict in the region, mobile populations (including returnees, peacekeeping forces, migrants and trafficked women for sexual exploitation), and deterioration in many aspects of life (including access to health and social services, education opportunities and access to employment), have led to an increase in the incidence of stress and post-traumatic conditions and an increase in risk behaviours.

This region is also distinguished from the other countries of CEE in that the mode of

transmission of HIV/AIDS is mainly through sexual contact, and affects predominantly an older age group of 30–39 years, followed by the 20–29 and 40–49 groups. Although young people remain the focus for prevention and intervention strategies, the poverty and unemployment and age of those at risk in SEE means

that a fuller role can be played by the ILO constituents in National AIDS Committees and UN Theme Groups. In Albania, for example, the chair of the NAC is the deputy prime minister, who is also the minister of social affairs and labour.

AR

The *ILO Code of Practice on HIV/AIDS and the World of Work* is available on request from ILO-CEET to help constituents address HIV/AIDS through policy guidance, awareness-raising of the economic and social issues associated with HIV/AIDS, and fighting discrimination through national action plans and workplace policies and programmes.

## ILO–EC conference on promoting sectoral social dialogue in EU accession countries

### Prague, Czech Republic 30 November–1 December 2002

Industrial relations systems in EU accession countries have gone through radical changes in recent years. Institutions for tripartite consultations and negotiations between governments, employers' and workers' organizations on social and labour issues have been established. Also, a legal framework has been put in place for the better operation of collective bargaining at the enterprise level. However, between the levels of national tripartite consultation and collective bargaining at the enterprise, social dialogue at intermediary levels has remained quite weak, particularly at the sectoral level.

The weakness of sectoral dialogue in the candidate countries has been stressed by most social partners and government representatives, as

well as by experts from the ILO and the European Commission, as a serious obstacle to the participation of these countries' social partners in European sectoral social dialogue committees after enlargement.

Therefore the ILO and the European Commission, with the support of the government of Belgium (which then held the EU presidency), organized a conference on this subject in Prague on 30 November–1 December 2001. The conference aimed to:

- Assess current practices of social dialogue and collective bargaining at the sectoral level in the 13 candidate countries, in order to better understand the types of obstacles – legal, institutional, etc. – that impede its development
- Provide an opportunity for the social partners and governments from candidate countries to discuss with their colleagues from EU countries, and with experts from the ILO and the EC, the role of sectoral social dialogue and its economic and social effects (in terms of economic and social cohesion, industrial competitiveness, etc.)
- Discuss possible steps at various levels (sectoral, national, European, international) to strengthen social dialogue at the sectoral level, and to place it as a natural articulation between national consultations and social dialogue at the local level

To facilitate the discussion, six reports were prepared on the candidate countries and four on EU countries. The practice of sectoral social dialogue in the candidate countries was looked at from the following viewpoints:



Participants and resource persons at the Conference.

- The capacity and structure of workers' and employers' organizations in individual sectors
- The legal and institutional framework for sectoral social dialogue
- The role of the state in facilitating and promoting sectoral dialogue
- The articulation of sectoral dialogue in relation to higher and lower levels of dialogue
- The features of sectoral collective bargaining, including the number of collective agreements, as well as their content, duration, revision and enforcement

In addition, the relationship between sectoral social dialogue at the national and the European or international levels was examined at the conference.

The Conference was opened by Mr Vladimir Spidla, deputy prime minister and minister of labour and social policy of the Czech Republic, who stressed the importance of the candidate countries strengthening sectoral social dialogue. He pointed out that under his government, sectoral dialogue improved very much in the Czech Republic, as seen in the increase in the number of sectoral collective agreements and the coverage rate.

Ms Sally Paxton, executive director for social dialogue at the ILO, stressed the importance of the conference being organized in cooperation with the European Commission, which represented the concrete outcome of enhanced cooperation between the two institutions following an exchange of letters between Commissioner Diamantopoulos and DG Juan Somavia. On behalf of the European Commission, Ms Fay Devonic also very much welcomed the initiative and emphasized the importance of the subject addressed, both for the candidate countries and for the EC in view of EU enlargement.

The presentations and discussion during the conference confirmed the weakness of sectoral social dialogue in the candidate countries, as well as the concern that this situation raises among the various actors and institutions represented at the conference. In his overview, Mr Youcef Ghellab from ILO-CEET said the situation is characterized by a limited number of sectoral collective agreements with generally poor content, low coverage, and a lack of enforcement. These weaknesses are connected with the poor capacity and organization of the social partners at the sectoral level, the lack of an institutional and legal framework, insufficient technical and administrative support by the state, and an unstable economic environment.

All these factors were considered serious obstacles to the development of meaningful sectoral

social dialogue in the candidate countries. The weakness of sectoral social dialogue was seen as contrasting with well developed sector dialogue at the European level. The participants considered that unless sectoral social dialogue is strengthened in the candidate countries, the social partners of the future EU member states will not be able to take part actively in the work of EU sectoral social dialogue committees to implement the *acquis communautaire* and reinforce their national systems of industrial relations.

The conference examined possible solutions to address these problems. The participants put the following options forward:

- Strengthening the capacity and organization of social partners at the sectoral level, including their technical knowledge on how to engage in autonomous social dialogue, concluding collective agreements, and monitoring their implementation
- Improving the legislative framework by featuring the specific role of sectoral collective bargaining more clearly in the labour code
- Creating a stable institutional framework within which autonomous social dialogue and collective bargaining can take place between the social partners
- Enhancing the supportive role of the state, which should provide technical and administrative support to the social partners in bipartite social dialogue
- Improving the mechanism of extending sectoral collective agreements

The exchange of views during the two-day conference was very useful, and permitted a frank assessment of the weaknesses of sectoral social dialogue in the candidate countries as well as ways and means to address them. The conference was very much praised by the over 100 participants.

In her wrap-up, Ms Patricia O'Donovan, director of the InFocus Programme on Social Dialogue in Geneva, stressed the importance of implementing the conclusions and the recommendations of the conference. She stressed that the social partners in candidate countries should start working to improve social dialogue at the level of the sector, and not wait until there is a better legal framework or until the question of representativeness is resolved. Finally, she recalled the availability of the ILO to continue cooperating with the European Commission in providing assistance to the candidate countries to strengthen sectoral social dialogue. A joint ILO-EC publication on this issue is being prepared and will be available soon.

YG

## Sub-regional tripartite conference on the protection of wages in Central and Eastern Europe

### Sofia, Bulgaria 9–10 November 2001

In cooperation with the Bulgarian Ministry of Labour and with the support of the government of Belgium, ILO-CEET organized a sub-regional tripartite conference on the protection of wages, including wage guarantee funds, in Central and Eastern Europe. The objective of the conference, held in Sofia in November 2001, was twofold:

- To assess the situation of non-payment or delayed payment of wages in the region, in a context of wide enterprise restructuring and privatization
- To examine ways to enhance the protection of workers, including the establishment of wage guarantee funds, in light of ILO standards and EU legislation

In all, over 60 participants took part in this event, including government representatives, workers and employers, and experts from the ILO, World Bank and EU countries. Representatives from nine countries in the region attended the conference – Bosnia and Herzegovina, Bulgaria, Croatia, FR Yugoslavia, FYR Macedonia, Moldova, Romania, Slovakia and Ukraine.

The conference was opened by Ms Lydia Shouleva, deputy prime minister and minister of labour and social policy of Bulgaria, who stressed the importance of the event and urged participants to examine carefully the causes of the problem of wage arrears, as well as measures that could be taken to resolve it. Mr Jean-Pierre Laviec, director of ILO-CEET, recalled that this conference was organized at the request of trade unions in the region. He emphasized in particular the role of social dialogue in enabling governments and social partners to address this painful problem, which tends to have dramatic consequences for workers and their families as well as on national economies.

The proceedings of the conference were structured around four topics:

1. Assessment of the problem of non-payment or delayed payment of wages in CEE
2. Discussion of the stipulations of ILO standards and EU legislation on protection of workers' rights and the role of wage guarantee funds
3. The experience of selected countries from CEE

and the EU in dealing with the issue of wage protection

#### 4. Possible solutions for the countries of CEE

Four country studies were prepared to serve as a basis for the assessment – on Bulgaria, Croatia, Romania and Ukraine. In his assessment of the extent of problem of non-payment or payment with delay of wages in the region, Mr Youcef Ghellab of ILO-CEET pointed out that while this problem affected the four countries under study, its extent varies from one country to another. For instance, 7.1 million workers in Ukraine were not paid wages on time at the end of 2000, while in Croatia 63,000 workers had not received wages for more than one year as of 2000. In Bulgaria and Romania, several thousand workers were said to have been affected.

The causes of the problem are mainly of an economic nature – a drop in domestic demand, financial difficulties at enterprises, the accumulation of debt between suppliers and customers, the collapse of the production system, and so on. But institutional and legal factors also play an important part – the absence of wage guarantee funds, weak protection of workers' claims in legislation on insolvency, ineffective insolvency procedures and a lack of social dialogue between public authorities and social partners on how to deal with this problem.

The problem of non-payment or delayed payment of wages has severe social and economic consequences, including the impoverishment of workers and their families, aggravation of wage and income inequality, and a decrease of revenues for the state budget and social funds due to the non-payment of taxes and of social contributions by workers. Delegates from other countries participating in the conference, such as Moldova and FYR Macedonia, pointed out that their countries were also affected by this problem and were experiencing the same consequences.

The representative of the World Bank, Mr Sandor Sipos, noted that while the problem is real, the situation has improved in comparison to the past. He stated that the reforms of privatization and enterprise restructuring should be accelerated in order to stop the indebtedness chain. This intervention led to severe criticism from a trade union delegate, who blamed the policies of the World Bank in

the region as an aggravating factor in the problem of wage arrears.

The assessment revealed that even though some measures have been taken by public authorities in the four countries under study, much remains to be done to solve this painful problem.

The main ILO standards related to this issue are the Conventions on the protection of wages (No 95, 1949) and on the protection of workers' claims in case of employer insolvency (No 173, 1992). Also, the EU has issued Directive No 80/987/ECC on the protection of employees in the event of employer insolvency. These instruments were found to provide sound guidance for CEE countries that are faced with the problem of non-payment of wages and payment with delay.

Presentations on the experiences of Belgium, the Czech Republic, Portugal and Slovakia in dealing with the issue of protection of wages offered the delegates a unique opportunity to see how the rights of workers could be protected through a whole set of legal, institutional and financial measures taken by governments in other countries. It also showed the role played by social dialogue in this process, since the social partners in these countries have been actively involved in designing and implementing policies aimed at protecting workers against the risk of non-payment of wages.

On the second day of the conference, participants discussed possible solutions in the region, particularly the role that could be played by wage guarantee funds. Topics covered included the following key issues: the financing of the fund (through the state budget or contributions from employers); the administration of the fund and the role of the social partners; and the coverage and sustainability of the fund.

A tripartite drafting committee composed of delegates from the participating countries was set up to draft recommendations to be submitted to the plenary session for adoption. The recommendations were discussed extensively in plenary, and adopted as the official outcome of the conference. The recommendations call on governments in the region to tackle seriously the problem of non-payment of wages and payment with delay, which is considered a violation of basic workers' rights. They called in particular on governments in the region to:

- Ratify and implement ILO Convention Nos 95 and 173
- Ratify and implement the European Social Charter, as revised
- Take into account the provisions of the EU Directive No 80/987/ECC on the protection of employees in the event of the insolvency of their employer
- Systematically collect data on the problem of wage arrears as a prerequisite for tackling the problem
- Improve the legal framework, *inter alia* by giving privilege to workers' claims over other claims in the insolvency process
- Establish wage guarantee funds
- Enforce laws and strengthen labour inspection
- Strengthen social dialogue with the social partners with a view to effectively addressing this problem

Finally, the participants requested the technical assistance of the ILO in shaping the appropriate legal and institutional framework, and in setting up wage guarantee funds. Following this request, ILO-CEET has been organizing follow-up activities at the national level, such as in Bulgaria. (See separate article on the Sofia seminar on wage policy in this newsletter.) YG

## Helping tripartite constituents in the Republic of Serbia re-launch social dialogue and the Social-Economic Council

Since May 2001, the ILO has undertaken a number of activities in the Republic of Serbia with the aim of helping the tripartite constituents resume their dialogue, which had come to a standstill, and to re-launch the operation of Serbia's Social-Economic Council. These efforts have been ongoing thanks to an Italian-funded project aimed at strengthening social dialogue and tripartism.

First, the ILO organized a workshop on 15–16 May 2001 in Belgrade, bringing together government representatives with workers' and employers' organizations for the first time to raise their awareness of the fundamental role of social dialogue in enabling the three parties to build consensus on economic and social policies in the crucial period of transition towards democracy and a market economy.

In a second stage, a high-level tripartite conference was organized in Belgrade on 7–8 February 2002 to assess the obstacles that were preventing tripartite social dialogue from working properly in the Republic of Serbia, and to work out proposals to address them. At the same time, experts from the ILO, Ireland, Italy and Portugal took part in the conference and shared the experience of tripartite social dialogue in their countries with the tripartite constituents of the Republic of Serbia.

Under the encouragement of the ILO, a commitment was made by the tripartite constituents to work together with a view to resuming national

tripartite dialogue and re-launching the dormant Social-Economic Council. A tripartite group was set up with the assistance of the ILO for this purpose. This effort culminated in the official signature on 15 April 2002 in Belgrade of the Agreement on the Improvement of the Social-Economic Council of the Republic of Serbia, signed officially by the tripartite partners in a ceremony chaired by the prime minister, Dr Zoran Djindjic.

A high-level ILO delegation attended the ceremony, including Ms Patricia O'Donovan, director of the InFocus Programme on Strengthening Social Dialogue in Geneva, Mr Jean-Pierre Lavieq, director of ILO-CEET in Budapest, and Mr Youcef Ghellab, senior specialist on social dialogue at ILO-CEET. The tripartite actors confirmed their willingness and commitment to cooperate closely in the framework of the Social-Economic Council to address the daunting challenges facing the country, such as high unemployment and poverty, as well as enterprise restructuring and privatization. They also called on the ILO to continue supporting the operation of tripartite social dialogue in the Republic of Serbia.

YG



*Ceremony of signature of the tripartite agreement on the Social-Economic Council in the presence of the Prime Minister of the Republic of Serbia.*

## Wage guarantee funds and a deeper social dialogue on wage policy: A necessity for Bulgaria

At the request of the Bulgarian Ministry of Labour and Social Policy, ILO-CEET organized a follow up to a conference on the non-payment of wages, held in Sofia in 2001 in cooperation with the Ministry (see separate article in this newsletter). The tripartite follow-up seminar took place in Sofia on 16–17 May 2002 under the title “Wage policy, including the issue of wage guarantee funds: Towards a more negotiated wage policy in the republic of Bulgaria.”

The objectives of the seminar were to assess the current situation regarding wage policies in Bulgaria, to examine ways to improve wage regulations through social dialogue, and to discuss options for setting up a wage guarantee fund to protect workers’ claims in case of employer insolvency.

The first day was dedicated to various aspects of wage policy. After a keynote presentation on wage policy and social dialogue, the presentation of a national study on wage policy gave an in-depth assessment of real wage developments, wage policy

and the role of the social partners in Bulgaria. During the 1990s, the country saw a severe decline in the purchasing power of real wages and the total disconnection of wages from productivity movements. In another address, an ILO expert highlighted the role of the minimum wage as a policy instrument for active poverty reduction.

After these presentations, the Bulgarian social partners discussed their view of the situation. The discussion centered around how to move from a central, government-fixed wage policy towards a more negotiated wage policy that re-establishes the link between productivity and wages. In addition, the need for a more prominent role for the social partners in the wage negotiation process was established.

The sessions of the second day were dedicated to wage guarantee funds. The countries participating at the conference on the non-payment of wages in Sofia in November 2001 – Bulgaria among them – committed themselves in their final recommendations to set up wage guarantee funds and to ratify ILO Convention No 173. In order to bring legislation for the protection of workers in case of employer insolvency into line with international standards, the Bulgarian government is now striving to ratify Convention No 173 and to transpose EU Directive 80/987 into national law. The seminar therefore concentrat-

ed on practical questions regarding the establishment of a wage guarantee fund in Bulgaria.

After two lectures on the implications of the ILO Convention and the EU Directive, participants turned to the process of shaping a wage guarantee fund. Three different legal and institutional approaches from Greece, Slovenia and the Czech Republic were presented. All three of these wage guarantee funds have been set up within the last decade. The panelists spelled out the options for a legal framework, the funding and scope of a wage guarantee fund, and its beneficiaries. The experts gave an account of the decision-making process and the latest experiences in their countries. An ILO expert illustrated the financial aspects to keep in mind when creating a wage guarantee fund.

The ensuing discussion focused on the specific issues that play a role in Bulgaria's case – the prioritizing of claims, accountability of funds in case of non-payment of wages without formal insolvency, financing responsibility, and how to proceed with ineffectively managed enterprises. The discussion made clear that establishing a wage guarantee fund requires a solid dialogue between the government and the social partners.

The seminar highlighted the importance of social dialogue in the formulation of a sound wage policy and in tackling the serious economic challenges faced by Bulgaria. BE

## First joint experts' meeting of workers' and employers' organizations from South East Europe

### Zagreb, Croatia 30–31 January 2002

On 30–31 January 2002 in Zagreb, ACT/EMP and ACTRAV, in cooperation with ETUC and IOE, organized the first joint experts' meeting of workers' and employers' organizations in South East Europe. The meeting was chaired by Mr Friedrich Buttler, regional director for Europe and Central Asia.

At the press conference that followed immediately after the meeting, the conclusions were made public (see text box next page).



*The first joint experts' meeting, chaired by Mr Buttler, ILO Regional Director for Europe.*

## RESOLUTION

### On Priorities of Economic and Social Development of South East Europe and the Role of Social Partners

1. At the First Joint Experts' Meeting of Workers' and Employers' Organizations from South East Europe, held in Zagreb on 30–31 January 2002 under the chairmanship of Mr Buttler, Regional Director for Europe and Central Asia of the ILO, the representatives of the Trade Unions and the Employers' Organizations from South East Europe had a discussion on the Strategy for the Economic and Social Development of their region and the Role of Social Partners in its implementation, and agreed on the following priorities:
2. *Considering* that the present economic and social situation of the South East Europe is characterized by a high level of unemployment, a non-competitive business environment, low revenues, deficient social protection systems, huge informal, shadow economies with high social risks such as illegal immigration, transborder crime, corruption, fraud, etc., which lead to persistent poverty and endanger the political stability in South East European countries and pose a threat to Europe as a whole,
3. *Underlining* the importance of the Stability Pact for ensuring sustainable economic and social development of societies, and for strengthening of democracies in the region,
4. *Recognizing* the potential of the Initiative for Social Cohesion (ISC) in building an effective social dimension of the transformation process in line with international and European Union social and labour standards,
5. Therefore the first and **most important priority** for the countries of South East Europe is **the creation of new and decent jobs** within a framework of sustainable development policy.
6. This can be achieved by promoting productive **new investments conducive to job creation**. In order to promote such investments, essential pre-conditions have to be fulfilled, such as:
  - Enhancing **energy production** in the region in order to stop regular power shortages and develop sound and competitive energy pricing policies
  - Improving the **communication infrastructure**, including road, rail, air and water as well as telecom networks – in this respect it is of the utmost importance that the traffic on the Danube should be reestablished
  - Developing efficient **active labour market policies** and **vocational training** systems matching the needs for shifting from traditional to new economies
  - Stimulating **SME development** by promoting entrepreneurship and setting up adequate administrative and financial frameworks – investment funds, guarantee funds, etc.
  - Reforming and modernizing **social protection** systems
  - Increasing the efficiency of enterprises accompanied by acceptable social costs – with **specific emphasis on measures for redundancies** due to restructuring and privatization, and proper safety nets
  - Promoting a positive **entrepreneurial climate** and **competitive environment** for business with special attention to FDI (foreign direct investment)
7. The social partners of South East Europe are also convinced that more efforts should be made by governments to stimulate **regional integration** by removing all technical and fiscal barriers for trade and economic cooperation among countries in the region. In order to improve the quality of growth in the region, an effort should be made to harmonize standards in the process of economic and social reforms – in industrial policy, transport, trade, etc.
8. In this context the ILO, with the specific involvement of ACTRAV and ACT/EMP, has a key role to play in the development of vocational training and capacities for entrepreneurship, adequate social protection designed to facilitate the acceptance of economic reforms, the promotion of capacity building for the social partners, and the encouragement of social dialogue in the region.

### On Corruption

1. Combating corruption should be one of the most important tasks of the governments of transition countries, with the aim of establishing a favourable business climate. **The weakness of social dialogue in the region is to a great extent a function of the high level of corruption.**
2. The participants depart from the idea that corruption is more the result of the inefficiency of the institutions than of weakness of individuals.
3. Economic reforms, sustainability and socially equitable transformation are crucially dependent on the success of the fight against corruption at all levels of decision-making and in all areas of the reform process. To this end it is necessary to ensure:
  - Transparency in the governance of public affairs
  - Transparency and clear rules in public procurement, privatization, etc.
  - A professional and efficient administrative system – less bureaucracy and overburdening regulations
  - A competent, efficient and independent judiciary system
4. The role of workers' and employers' organizations is to continue dealing with the issue of corruption until such a time as a critical mass is created in the public that will make it possible to solve this problem. **The aim of social partners is to transform corruption into a high-risk and low-profit activity.**
5. Taking into account the above-mentioned principles, the social partners of South East Europe advocate the establishment of joint projects on corruption issues in the region.
6. The social partners reaffirm their strong support for the Anti-Corruption Initiative of the Stability Pact, OECD, Council of Europe and European Commission. Therefore they advocate the implementation of legal and other instruments in the countries in the region as soon as possible, and declare that they are ready to participate and take responsibilities in this very important matter.

### On Social Dialogue and the Role of the Social Partners

1. The participants underline the role of the social partners as **managers of change** and the need for wider participation in discussing and implementing development policies for the region.
2. The participants reaffirm their support for the approach of the ISC to social dialogue, both as a system for settling relations between employers and trade unions, and as an **essential tool** for democratization and to achieve a balance between the market economy and social justice.
3. To this end they call upon governments to:
  - Develop genuine social dialogue through an adequate legal framework, by institutionalizing tripartite and bipartite systems, and strengthening existing systems on the basis of international and EU labour standards
  - Respect the independence of the social partners, recognizing the need for **free, independent and representative organizations**
  - Respect the **autonomy of the social partners**
  - Respect the right of the social partners to be **informed and consulted** on all social and economic issues
4. Such dialogue and harmonization requires that the organizations be able to rely on free access to **adequate and timely information and documentation**, as well as **competent experts** and representatives.
5. It also requires that the organization of social dialogue be built on an independent and competent **secretariat**, plus appropriate procedures, such as time for information and consultation by the members.
6. The participants strongly appeal to the members of the Initiative for Social Cohesion of Working Table 2 of the Stability Pact to support and approve projects of social partners, ACT/EMP and other ILO projects in line with the above mentioned principles of long-term sustainable development. The ILO projects must guarantee **a substantial part to specific activities for strengthening workers' and employers' organizations according to their needs.**
7. The participants also ask the Initiative for Social Cohesion to ensure complementarity and synergies between projects of the social partners with other projects of agencies active in the region – the ILO, European Union and Commission, Ecosoc, the Council of Europe, the European Training Foundation, etc.
8. At the level of the region, the social partners should have regular meetings where they can be **informed and consulted on economic issues** and their social consequences.

## Employers' activities in 2001–2002

### 2001

#### **CPR: Bucharest workshop on social secretariats**

As a follow-up to the Sub-regional Seminar on Social Security Governance by Employers' Organizations in Bled, a workshop was organized for the board and staff of the Confederation of Employers of Romania (CPR) on the system of social secretariats for wage administration. The workshop was organized on 18 July 2001 in Bucharest.

A general presentation about the system in Belgium was given by Walter Reynders, CEO of the Union of Social Secretariats (USS) in Brussels. In addition, Bruno Stas, an expert of SD-Worx, presented the services offered by his organization.

In conclusion, CPR decided to launch a feasibility study.

#### **PKPP: Warsaw conference on taxation systems**

On 29 August 2001, the Polish Confederation of Private Employers (PKPP) organized a very interesting Conference on Taxation Systems in Warsaw. This was the right moment for such an initiative, as parliamentary elections were scheduled for one month later. ILO-CEET was represented by J.M. Standaert, senior specialist for employers' activities.

#### **AZZZ SR: Bratislava international conference on social dialogue**

On the occasion of the 10th anniversary of the signature of the first social agreement in Slovakia, the employers' confederation AZZZ SR organized an international conference on 25 September 2001

in Bratislava entitled "Social Dialogue under Conditions of Economic Transformation in Slovakia". The Conference was chaired by Mr Michal Lach, president of AZZZ SR. Several ministers and deputy ministers attended the conference.

Mr Standaert made a presentation about social dialogue at the EU level. At this occasion, he warned that Slovakia was one of the last accession countries that had not fully implemented the important resolution of the ILO European Regional Conference of 1995 on the fiscal deductibility of membership fees paid to employers' organizations.

#### **BIA: Workshop in Bulgaria on collective bargaining with trade unions**

On 23 October 2001, the Bulgarian Industrial Association (BIA) organized a workshop in Albena for its members on Collective Bargaining with Trade Unions.

After delegates of three Bulgarian branch organizations made short presentations about their experiences, Ir. Juraj Borgula, leading negotiator of Slovakia's AZZZ, made a presentation on collective labour bargaining in Slovakia. This was followed by a presentation by Mr Standaert about his experiences in negotiations with trade unions in Belgium. In the afternoon, the participants discussed a case study about collective bargaining in the metallurgy industry.

#### **1st conference of ACEON (Applicant Countries Employers' Organizations Network)**

In Albena on 15–16 November 2001, the Bulgarian Industrial Association (BIA) was the host of the first conference of ACEON – the Applicant Countries Employers' Organizations Network. The Conference was chaired by Bojidar Danev, president of BIA. It was funded by TAIEX and organized by the Department for International Organizations and Programmes of BIA, headed by Branimir Handjiev.

Each employers' organization of the applicant countries to the EU was represented by two delegates. Mr Standaert made a presentation on priorities for the employers' network in view of EU accession.

The Conference adopted an important resolution (see accompanying text box).



*The participants to the 1st Meeting of ACEON in Albena (BG), 14–16 November 2001.*

## RESOLUTION

### First Conference of Applicant Countries Employers' Organizations Network (ACEON)

- I. The representatives of the employers' organizations from the EU applicant countries express their great satisfaction at the establishment of the Applicant Countries Employers' Organizations Network (ACEON), and commit themselves to fully support the future joint activities in the framework of ACEON.
- II. The participants in the constituent meeting of ACEON highly appreciate the support rendered by the European Commission through the TAIEX office and personally by Ms Bridgite Czarnota for the organization and conduct of the first conference of ACEON.
- III. The ACEON constituent members attach high importance to the participation in the Conference of representatives of the EC, UNICE, and its member federations, CEEP, UEAPME, ESC, ILO and IOE.
- IV. The main goal pursued with the establishment of ACEON is to facilitate the exchange of information and experience, and to improve and upgrade the competencies of the member associations in view of the coming EU accession and the implementation of the *acquis communautaire*.
- V. The representatives of the ACEON constituent member employers' organizations adopt the following main goals for their future joint activity:
  - Develop and strengthen a model of cooperation between the employers' organizations from the candidate countries that could support considerably their preparedness to take part in the accession process
  - Strengthen and promote the role of employers' organizations in the context of EU enlargement
  - Strengthen the capacity of the employers' organizations to express and defend the interests of business and industry in negotiations between their governments and the European Commission, and encourage the more active involvement of employers' organizations in the development of the countries' positions on the chapters related to industrial development
  - Exchange information and experience based on benchmarking of national practices for information and consultation of the private sector about enlargement
  - Identify common problems and undertake joint activities aiming to overcome obstacles and bottlenecks faced by industry in the implementation of the Community *acquis*
  - Build stronger partnership between employers' organizations in the applicant countries on the one hand, and the European Commission and UNICE on the other
  - Promote the approach and put into practice mechanisms for defending the common interests of employers, thereby preparing ACEON members for their effective participation in UNICE activities
- VI. The participants in the Conference accept the proposed *Programme of Activities* in the framework of ACEON, to be focused on:
  - Regional policy and branch cooperation
  - Competition policy
  - Industrial and enterprise policy
  - External trade regulations and international trade
  - Fiscal affairs
  - Technical regulations, standardization
  - State aid
  - Public procurement
  - Research policy
  - Health and safety
  - Environment, implementation of the IPPC

- VII. The constituent members of ACEON agreed at their first meeting on the following coordination mechanism for action:
1. Each member organization nominates one representative on its behalf who will act as a contact point (a list of the contact persons is attached as Annex I).
  2. The ACEON members elect Mr Branimir Handjiev, Director General of International Projects and Programmes at BIA, as Coordinator, and his staff as a Secretariat of ACEON for the year 2002.
  3. ACEON appoints the following liaison officers with the international organizations:
    - The Coordinator, Mr Branimir Handjiev, with EC, UNICE and the employers' group of the European ESC
    - Ms Vladimira Drbalova with the ILO and IOE
    - Mr Mihai Manoliu with SEEEF and CEEP
  4. The Coordinator will ensure the following tools for the dissemination and promotion of the activities and objectives of ACEON:
    - The design of a web site, giving the members of ACEON the opportunity to present their organizations and to maintain an update on the most important events related to enlargement that they are involved in. The contact persons from ACEON member federations would provide the links to the web sites of their organizations
    - Regular information on all ACEON activities and initiatives through BIA Daily – the electronic daily newspaper of BIA disseminated all over Europe
- VIII. The ACEON member organizations propose the following agenda of activities and events, for the realization of which they rely upon the support and assistance of the EC (especially DG Enterprise and DG Employment and Social Policy), UNICE, and the employers' federations from the EU member states, in addition to the cooperation of the ILO, IOE, CEEP, UEAPME and the Employers' Group of the ESC:
1. The development of a joint project proposal by ACEON and UNICE for BSP II as well as the elaboration of a joint report on the participation of the candidate countries employers' organizations in the negotiations towards EU accession
  2. An introductory seminar for experts of the member associations from ACEON
  3. Workshops for the experts on commonly selected topics for the exchange of information and experience
  4. Development of a Best Practice Guide to expose the most successful national as well as EU-level practices and approaches in dealing with the *acquis* and the process of adaptation of companies to the harmonized legislation
  5. On-line networking, setting up open forums for discussion among the experts of ACEON members, and between members and EU experts on issues critical to the preparation for accession
  6. Promoting cooperation between ACEON and the South Eastern Europe Employers' Forum (SEEEF) in view of the future enlargement of the membership base of ACEON
  7. Regular annual meetings of ACEON
- IX. In their future activity, ACEON members rely on the support and transfer of experience from international organizations and employers' federations, including members of UNICE.
- X. The Programme Committee proposes the second meeting of ACEON to take place in Prague in 2002.
- XI. The representatives of the employers' organizations from the applicant countries hereby express their thanks to the Bulgarian Industrial Association for its proposal to create ACEON, as well as for their contribution to the practical realization of the project.

## 2002

**UPJ: Conference on social dialogue in Belgrade**

On 19 February 2002, the Union of Employers of Yugoslavia (UPJ) held a large conference in the Sava Center in Belgrade. Participants were welcomed by Dragutin Zagorac, president of the UPJ.

Lectures were given by Mr Standaert on the role of employers' organizations in social dialogue and the partnership with the government, and by Lidija Horvatic, Head of International Relations at the Croatia Employers' Association (CEA), about the history and experiences of the CEA.

At the occasion of the conference, the UPJ launched a new brochure presenting the organization, at the start of a large recruitment campaign for new members.

**Cooperation agreement between CERM and KOP**

On 21 February 2002, the president of the Confederation of Employers of the Republic of Macedonia (CERM), Mile Boshkov, and his colleague from the Council of Albanian Employers (KOP), Bashkim Sala, signed a cooperation agreement in Skopje between the two organizations. The meeting was made possible by ACT/EMP. The conclusion of the agreement was widely reported in the local media.



*Signature of the cooperation agreement between CERM and KOP. On the left, Mr Mile BOSHKOV, president of CERM (Macedonia). On the right, Mr Bashkim SALA, president of KOP (Albania).*

**ECOSOC (Brussels)**

On 28 February 2002, Mr Standaert of ILO-CEET was invited by the employers' group of the Economic and Social Committee of the EU to make a presentation on ILO-CEET and ACT/EMP activities towards the accession countries. The meeting was chaired by Filip Hamro-Drotz, senior advisor at the Confederation of Finnish Industry and Employers (TT). In his presentation, Mr Standaert stressed the importance of ad-hoc support via twinning programmes between the employers' organizations of the EU and their colleagues in the accession countries.

**UPJ/UPS: Seminar on the role of employers' organizations in the privatization process**

On 4 April, the Union of Employers of Yugoslavia (UPJ) organized an interesting seminar in Leskovac for managers of state-owned enterprises on the role of employers' organizations in the process of privatization.

Ir. Juraj Borgula, chief negotiator of Slovakia's AZZZ, spoke about the experience in privatization in Slovakia. Another lecture was given by Dikran Tebeian, vice president of BIA, on how BIA maintained the confidence of managers at state-owned companies in Bulgaria.

At the end of the seminar, a cooperation agreement was signed between the Association of Employers of Nis and UPS.

Mr Standaert animated the discussions after the lectures and during the conclusions.

**Federation of Bosnia-Herzegovina: New employers' confederation**

On 9 April in Tuzla, the new Association of Employers of the Federation of BiH held its first General Assembly. The Assembly was chaired by Tihomir Maric, and elected Tomislav Grizelj as president of the new organization.

The meeting was followed by a panel discussion with several ministers, and with Mr Standaert, who made a presentation about the role of employers' organizations in social dialogue.

**Warsaw: Conference on regional social dialogue**

In cooperation with UNDP-Poland, ACT/EMP organized a very interesting conference on regional social dialogue on 24 April in Warsaw. The conference was chaired by Friedrich Buttler, regional director for Europe and Central Asia at ILO. Presentations were given by Giuseppe Casale, deputy director of IFP/Social Dialogue,

Christian Hess, ACT/EMP desk officer for Europe, and Mr Standaert of ILO-CEET.

### **Albania: Workshop on social dialogue and strengthening of employers' organizations**

On 14–15 May in Tirana, the ILO Training Center (ITC) organized a fruitful workshop on social dialogue and the strengthening of employers' organizations, in cooperation with Albania's Council of Employers' Organizations (KOP). The workshop was chaired by Bashkim Sala, president of KOP.

Soren D.C. Swensen, specialist for employers' activities (EMPAC) at the ITC, made a presentation about the support of ITC for Albanian employers, while Mr Standaert gave a lecture on the structure and organization of an employers' organization.

### **Bulgaria: Workshop on making and keeping members**

On 22–23 May in Plovdiv, the Bulgarian Industrial Association (BIA) organized a very successful and fruitful workshop for its members entitled "How to Make and Keep Members". Organized in cooperation with ILO-CEET and ACT/EMP, training was given by Erik Van Vooren, director of the Direct Marketing Institute in Gent, and Georges Van Nevel, manager of a direct marketing company.

Participants were very satisfied by the presentations and exercises, and declared they learned many new tools for improving their relations with members.

### **Cooperation agreement between BIA and UPJ**

At the occasion of a study visit of a delegation of the Union of Employers of Yugoslavia (UPJ) to their colleagues at Bulgaria's BIA on 27–29 May in Sofia and Veliko Turnovo, the presidents of the BIA and UPJ, Bojidar Danev and Dragutin Zagorac, signed an agreement of cooperation.

The study visit was very professionally organized by Branimir Handjiev, director for international organizations and programmes at BIA, and funded by ILO-CEET and ACT/EMP.

### **Bulgaria: Workshop on writing collective agreements**

On 13 June in Albena, Bulgaria's BIA organized a workshop for its members on how to write a collective agreement. The workshop drew wide attendance.

Mr Standaert gave a presentation on international norms and practices, while Dikran Tebeian, vice president of BIA, presented the actual regulations in Bulgaria. In the afternoon, the participants discussed a case study with a concrete exercise. JMS

## **Human resource development and training in Central and Eastern Europe: The role of trade unions**

### **Prague, Czech Republic 24–26 June 2002**

There has been a growing concern in recent years over the high level of unemployment in Central and Eastern Europe. So far, trade unions have directed their efforts mainly at influencing general employment policy, including active labour market measures. Less attention has been paid to human resource development and training. However, trade unions have lately shown greater interest in strengthening their expertise in this area, in order to be better prepared to participate in social dialogue on labour market integration policies.

During the past decade, trade unions in the region have shown a strong commitment to poverty

eradication and enhancing social cohesion. It is broadly accepted that exclusion from employment is the shortest path to poverty. Social vulnerability is often based on the interplay of various factors conducive to double and triple disadvantages associated with gender, age and disability. Therefore, the involvement of trade unions in developing policies aimed at better access to training and skills development for groups with special needs – such as women, young workers and the disabled – can make a significant contribution to bipartite and tripartite dialogue on employment.

In order to address these issues, a sub-regional trade union seminar on training policy for vulnerable groups was organized in Prague on 24–26 June 2002. It was the result of excellent cooperation

between the ILO-CEET MDT in Budapest, the Bureau for Workers' Activities, and the ILO's InFocus Programme on skills, knowledge and employability. The seminar was organized with the financial support of the Flemish government. Its main objective was to strengthen the capacity of trade union organizations in Central and Eastern Europe to participate in the design and implementation of policies on human resource development and training, with focus on groups with special needs.

The seminar participants were trade union leaders, experts dealing with employment policy and training issues, and union officials responsible for women's issues, young workers and workers with disabilities in the national trade union centres. A total of 31 participants from 15 countries were present. Representatives of the ICFTU CEE Women and Youth Networks, the WCL and the ETUC also made contributions to the discussions. Representatives of research centres and NGOs also took part.

The seminar revealed the main problems in human resource development in transition countries. Both the structural and attitudinal factors shaping human resource development during the transition to a market economy were discussed in depth. The discussion highlighted the challenges arising from major structural changes such as economic restructuring and privatization, pointing at their adverse effects on human resource development. On the one hand, these processes were conducive to sluggish or unstable economic growth, a drop in labour demand, higher unemployment and the expansion of precarious, poor quality jobs in the informal economy. All these had a negative impact on the development of human resources. On the other hand, the challenges stem from emerging forms of work organization and technologies that pose new demands for skilled labour.

In most countries in the region, the number of the working poor in both the formal and informal economies is growing. Impoverishment is posing financial and attitudinal barriers to employability. An emerging culture of poverty and apathy is coupled with the "thwarted ambitions" of workers due to the poor quality of jobs available (e.g. low job security and pay, no opportunities for advancement). A resurgence of illiteracy and child labour are other worrisome phenomena in some countries. Discrimination in the employment of disadvantaged groups is exacerbated by problems with their access to training.

The seminar discussions also highlighted major challenges faced by unions in their response to these developments. The participants agreed that trade unions are not yet well prepared to address these challenges, and that human resource devel-

opment and training policies have to become a priority. It was emphasized that given the relatively high level of education in the region and the persisting aspirations for high educational attainment, the negative trends that have accompanied transition can be countered by a policy mix of employment generation and human resource development and training. It was broadly accepted that investment in education and training is a key to economic and social development. Rapid and proactive steps undertaken by trade unions can contribute significantly to this process.

Trade union efforts to address the problems of low labour demand should be accompanied by aggressive intervention in the design and implementation of human resource development and training policies, due to the inseparable nature of the two processes. The participants stressed that so far there has been no real decentralization of decision making on human resource development and training in most transition countries. Instead, a vacuum has been left – the state has abandoned its former centralized functions in education and training, but social dialogue on these issues is only now emerging, and not yet viable.

The importance of shared responsibility, a participatory approach and strengthened expertise of the social partners was strongly emphasized during the meeting. The legal and institutional framework for trade union involvement in social dialogue at various levels on human resource development was also discussed. The high value of building bipartite dialogue with employers' organizations was particularly highlighted. The participants emphasized that there are no ready-made solutions and no single best way. They stressed that in the area of training, there is huge potential for innovation, depending on national traditions and the dynamism of the social partners. The need for trade union policy encouraging life-long learning for the development of individuals, communities and societies was also discussed in depth.

The seminar was conducted in an atmosphere of open-minded, lively and action-oriented discussion. At the end of the seminar, the participants adopted conclusions on possible ways to strengthen trade union involvement in the design and implementation of human resource development and training policies (see accompanying text box). The conclusions could also be useful in the preparation of trade union organizations from Central and Eastern Europe for their first discussion on human resource training and development, at the upcoming 91st Session of the International Labour Conference in 2003.

DD

## CONCLUSIONS

The seminar participants urge national governments in the sub-region to encourage more and better investment into education and training of workers for decent work. Such investment should be supported by institutions, policies and programmes that create the conditions for national economic and employment growth.

The seminar participants emphasize that sustainable economic and employment growth is an important precondition for improving the labour market situation of vulnerable groups.

National governments should encourage social partners – trade unions and employers' organisations – to engage in effective social dialogue and collective agreements on the education and training of workers.

Trade unions commit themselves to engage with the governments and employers on the formulation and implementation of education and training policies.

### 1. Strengthening workers' organizations

- Recruiting new members in the private sector and in SMEs, focusing in particular on the recruitment of young people and persons with disabilities and other vulnerable groups
- Addressing the needs of the workers in the informal economy, paying particular attention to young workers, women and persons with disabilities
- Strengthening collective bargaining capacities and techniques
- Consolidating national trade union movements, improving co-operation in general, and co-ordination on issues related to vulnerable groups in particular
- Strengthening women's and youth sections within trade union confederations
- Strengthening disabled workers' sections where they exist within trade union confederations, and encouraging their establishment where they do not exist, ensuring that a technical support service is developed
- Building co-operation/networking with other agents of civil society, including NGOs dealing with gender, youth and persons with disabilities

### 2. Capacity building to strengthen trade union expertise on human resources development and training

- Awareness raising among trade union leaders concerning the importance of the participatory approach and potential benefits of participation in HRD and training
- Prioritizing and allocating financial and human resources to training and education policy development, and assuming responsibility together with other stakeholders
- Strengthening expertise in the area of general economic policy and labour market issues, and building strong expertise on human resource development and training (strengthening links with universities and promoting trade union research)
- Building strong expertise of trade unions in addressing the human resource development and training needs of disadvantaged groups
- Enhancing motivation of trade union experts to engage in analyses and policy formulation on training

### 3. Strengthening trade unions' participation in social dialogue on education and training policies at the national level

- Promoting effective operation of the tripartite institutions of social dialogue at the national level
- Endeavouring to participate as an equal partner in tripartite dialogue on economic, social and human resources development issues in an integrated manner
- Contributing with strong expertise to the work of the various committees of these institutions (dealing with economic policy, employment issues and training, mainstreaming the issues of vulnerable groups)
- Enhancing the knowledge and skills of trade union experts to better represent the interest of disadvantaged groups in the area of human resources development and training

- Lobbying for the revision of legal and institutional framework on social dialogue on education and training (legal regulations, powers, operation, financing of capacity building for social partners, improving data collection, etc.) in order to improve structures and enhance the participation of social partners
- Lobbying for adequate government policy aimed at improving and increasing investment in training by all stakeholders and emphasizing the importance of life-long learning for individuals' well-being, community prosperity and national development
- Contribute to policy development and strengthening of education and training institutions and workplace-based training in order to ensure effective school-to-work transition of young people

#### 4. Strengthening collective bargaining and building social dialogue on learning and training at sector and enterprise level

- Engaging in collective bargaining at the sector and enterprise levels, including stronger representation of vulnerable groups in the negotiating teams. Such collective bargaining should encompass issues such as:
  - › Ensuring equal access of all workers – including women, workers with disabilities, young people and other disadvantaged groups – to skills required by the enterprise and the economy
  - › Training, retraining and continuous training necessary for all workers
  - › Assessment and recognition of non-formal learning of basic skills
  - › Development of career paths for all workers
  - › Individual training and development plans for all workers
  - › Facilities and support services needed to allow the maximum benefits from learning and training
  - › Recognition and reward schemes, including remuneration incentives

#### 5. The role of regional and international cooperation

- ILO should explore the possibility of providing further technical assistance in the area of training and education policies
- Strengthening international trade union co-operation aimed exchange of good practices

*This newsletter appears regularly. It is not an official ILO publication, and the views expressed are those of the authors (indicated by their initials). Editorial responsibility lies with the Team Director; composition is by Eszter Szabó and Ted Fisher.*



## International Labour Office Central and Eastern European Team (ILO-CEET)

*Petra Ulshoefer*, Director  
*Sandrine Cazes*, Employment and labour market policies  
*Dimitrina Dimitrova*, Workers' activities  
*Beate Elsaesser*, Social dialogue  
*Elaine Fultz*, Social security  
*Youcef Ghellab*, Social dialogue and industrial relations  
*Gerd Jung*, Vocational rehabilitation  
*Annie Rice*, Occupational safety and health  
*Markus Ruck*, Social security  
*Jean-Marie Standaert*, Employers' activities

*Street address*  
 Mozsár utca 14  
 H-1066 Budapest  
 Hungary

*Mailing address*  
 Budapest  
 Pf. 936  
 1386 Hungary

*Telephone*  
*Telefax*  
*E-mail address*

(36 1) 301 49 00  
 (36 1) 353 3683  
 budapest@ilo.org  
 budapest@ilo-ceet.hu  
 www.ilo-ceet.hu

*Home page*