



Newsletter

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92nd International Labour Conference: Delegates to Shape ILO Role for Fair Globalization, Discuss Freedom of Association, Migration, and Update Labour Standards

Heads of States and government, ministers of labour and senior representatives of workers and employers meet in Geneva on 1-17 June at the annual Conference of the ILO to craft a new role for the tripartite labour body in shaping a fair and equitable globalization for all.

In addition to the global economy, more than 3000 delegates representing the ILO's 177 member States at the 92nd International Labour Conference will also pursue new multilateral policies for the world's growing number of migrant workers, complete a new standard on human resource development, review the state of fundamental rights of workers and employers and the working conditions in the world's fishing sector and discuss the situation of workers in the Occupied Arab Territories, forced labour in Myanmar and rights at work in other countries.

The issue of globalization is the main theme on 7 June when H. E. Tarja Halonen, the President of Finland and H.E. Benjamin Mkapa, President of Tanzania, will present the report of the World Commission on the Social Dimension



Eui-Yong Chung, Ambassador of the Republic of Korea, Chairman of the Governing Body and Juan Somavia

of Globalization, which they co-chaired. Also scheduled to speak are H.E. Helen Clark, Prime Minister of New Zealand and H.E. Georgi Parvanov, President of Bulgaria and representatives of the ILO tripartite partners.

Report of the Director General: A Fair Globalisation, The Role of the ILO
ILO Director-General Juan Somavia will ad-

dress the Conference twice, first on 1 June with an overview of ILO issues and concerns, and again on 7 June when he will speak on the issue of the ILO's approach to the need to develop new policies on globalization with a presentation of his report, entitled A fair globalization. The role of the ILO. The report is a follow-up to the report of the World Commission that called in February for an urgent "rethink" of current policies and institutions of the governance of globalization.

"The Commission's report places the ILO at a crossroads. It has made a convincing case that the only sustainable globalization will be one founded on fairness", Mr. Somavia says in the report. "Within the slowly emerging system of global governance, the ILO has a leading role to play in promoting decent work for all... Decent work has to become a global goal, not just an ILO goal".

Working agenda

Conference Committees are set to consider a host of key issues affecting working conditions and human resources development.

The Committee on Migrant Workers will have a general discussion on the basis of an ILO report. Towards a fair deal for migrant workers in the global economy says that the number of migrants crossing borders in search of employment and human security – some 86 million adults today – is expected to increase rapidly in the coming decades due to the failure of globalization to provide jobs and economic opportunities where people are born and often prefer to live.

The Conference will hold a second discussion on a new international labour standard on human resources development. This new instrument is expected to replace the ILO Human Resources Development Recommendation (No. 150), which was adopted in 1975. It will reflect new approaches to life-long learning and training that many countries are adopting.

The Committee on Work in the Fishing

Sector will have a first discussion on new international labour standards revising the seven existing ILO standards concerning fishing (five Conventions and two Recommendations). Reflecting the changes in the sector over the last 40 years, the revision intends to achieve more widespread ratification of the relevant ILO standards and reach a greater portion of the world's fishers, particularly those working on smaller vessels.

On 10 June, the Plenary Session of the



1.06 Address by the Director General

Conference will be devoted to a discussion of the ILO's Global Report on freedom of association entitled "Organizing for social justice." The report shows that despite continued threats to workers and employers seeking to organize – including killings, detention and violence – the broad, global picture of respect for fundamental rights at work is on balance improving. The Global Report is issued under the follow-up of the ILO Declaration on Fundamental Principles and Rights at Work adopted in 1998, and is aimed at producing an action-plan for the next four years.

The World Day Against Child Labour, to be marked on 11 June, will focus attention on the plight of domestic child labourers. A panel event in Geneva will discuss the latest ILO/IPEC report Helping Hands or Shackled Lives? Understanding child domestic labour and responses to it. All over the world, representatives of governments, employers and workers, children and their communities will participate in TV forums, conferences, exhibi-



Towards a Fair Deal for Migrant Workers in the Global Economy

Article by Manolo I. Abella, Chief, International Migration Programme

Overview

Each year, millions of men and women leave their homes and cross national borders in search of greater security for themselves and their families. Most are motivated to migrate by the quest for higher wages and better opportunities, but some are forced to do so because of famine, natural disasters, violent conflict or persecution. It is estimated that today there are more than 86 million migrant workers throughout the world, with 34 million of these in developing regions. From 1985 to 1995, the number of migrants increased by nearly six million per year, a faster rate of growth than that of the world's population.

Current migration patterns are closely linked with globalization, including cheaper and easier travel and greater awareness of the lifestyles in wealthy countries spread by media. A widening income gap between the rich and poor parts of the world also spurs people to seek economic opportunities elsewhere. In the mid 1970s the per capita income of the wealthiest countries was 41 times that of the poorest. Today the ratio is 66 to 1. These factors, combined with aging populations in many developed countries, mean migration is likely to continue to increase.

Historically, immigration has been economically beneficial to host countries as well as to the migrants themselves. Following World War II, immigrant workers contributed to Europe's sustained growth for thirty or so years. In the UK, for example, a study by the British Home Office estimated that from 1999 to 2000 migrants in the UK contributed £ 31.2 billion in taxes while they consumed £28.8 billion in benefits and state services.

For the countries of origin, immigration also holds some advantages, including migrants' remittances, lower unemployment, smaller population and acquired knowledge brought by returning migrants. A recent World Bank Study, *Global Development Finance 2003*, showed that remittance flows were the second largest source of external funding for developing countries, after foreign direct investment.

Causes for concern

There are, however, considerable causes for concern about the way in which migration is unfolding. The increase in clandestine migration, including trafficking, threatens human rights and creates new challenges for govern-

ments and for the international community. A growing number of migrants are in vulnerable situations, mainly because of their irregular status (10 to 15 per cent of migrants are irregular) or because of the kind of work they do; many face discrimination. There have been difficulties surrounding the integration of people from different cultures, backgrounds and ethnic origins. Additionally, the rise of political extremist movements espousing racism and xenophobia is a worrying development.

There is considerable focus on the emigration of skilled persons, often known as the brain drain, which has been on the rise since the early 1990s. According to one estimate, there are at least 400,000 scientists and engineers from developing countries working in research and development in industrial nations, compared with about 1.4 million still at home. For the most part, however, migrant workers tend to be employed in low paying and hazardous jobs. Wages and job protection for hired farm workers have been declining, due in part to increased global competition, pitting developing country farmers against their heavily subsidized counterparts in the developed world. During the 1990s, there was a shift toward the use of labour contractors to supply seasonal workers, resulting in deteriorating conditions of employment. Likewise, work in the construction industry has become increasingly temporary and insecure, as subcontracting and privatisation have replaced relatively large employers who had previously invested in skills and training. Changing patterns of employment have led to a decline in health and safety conditions and reduced collective bargaining and training provision. In manufacturing, globalization helps reduce the pressure to emigrate, with international capital mobility and outsourcing bringing factories to developing countries. At the same time, however, "sweatshops" have re-emerged in the developed world, fueled by low-paid migrant labour. Trafficking of workers and other human rights violations are linked to these clandestine workshops, which can also pose a threat to the viability of legal enterprises.

There are also social costs to labour migration in terms of broken families and communities. In addition to the difficulties faced by one-parent families, the departure of women workers can mean children will be brought up without either parent. Some women migrants

also face traumatic experiences, such as sexual abuse or violence.

Many migrant workers must also face legal and practical barriers to the right to organize and to form trade unions. Those in an irregular situation are usually not in a position to demand any rights. Furthermore, legal protection from discrimination is also unavailable to many migrants.

Governments seeking to put in place migration policies must balance a complex set of issues. On the one hand, while differences between countries fuel migration, the protection of migrants must imply equal treatment for all workers, regardless of nationality. Traditionally, countries cooperated on migration through bilateral agreements, with the encouragement of the ILO. Such agreements, however, have a limited scope given the varied sources of today's migration flows. Moreover, while there are many international standards aimed at protecting the rights of migrants, these are not adequately applied.

Nonetheless, policies and programmes in migration and other sectors should not undermine each other. There is a crucial role for social dialogue in such an effort. This type of dialogue is also necessary in countries of origin, especially when the government has responsibility for regulating the recruitment and contracting of nationals. Where an origin country establishes appropriate policies and structures for managing emigration, workers usually opt to migrate through established legal channels and receive better protection. In the Philippines, for example, there are two agencies responsible for migration policy, both operating with tripartite advisory boards.

As shown by regional efforts to work together on migration, managing flows and protecting the rights of migrants entails multi-lateral cooperation. The ILO can play a role in this process, by promoting international standards, providing data and analyses of these complex issues and encouraging the involvement of social partners. The forthcoming ILO Conference may consider a proposed Plan of Action which will include: a campaign to promote the ratification and application of international principles; the establishment of a forum for international dialogue on rights-based management of labour migration; and strengthening the capacity of Member States to manage migration through technical cooperation. ■



HIV Prevention: Encouraging a Healthy Lifestyle Among Young People

HIV infection continues to spread in Russia: in March of this year the cumulative number of registered cases had exceeded 270,000 and cases of HIV infection have been registered in all regions of the country. Because the majority of people living with HIV are over 25 years of age, it seems the epidemic has particularly affected the younger segment of the active population.

For a number of years UN agencies have been involved in preventive and educational projects in the different regions of Russia. In 2003, the UN Development Programme, International Labour Organization, UN Children's Fund (UNICEF), UN Population Fund, UN



A working group to develop a social project "Territory of Wellbeing"

Office on Drugs and Crime, and the World Health Organization decided to unite their efforts to implement a joint project on

"Comprehensive partnership strategies on HIV/STI prevention among youth" in the Altai Krai and Volgograd region. Within the framework of the project, the International Labour Organization, in conjunction with its regional partners, aims to promote preventive measures among youth, including vocational school students and young people that are unemployed and visit employment centres.

In April, eighty students and teachers from the pilot regions' vocational schools spent two weeks at the State education center of the Ministry of Education of the RF in Anapa. Together with the 200 delegates who came from the vocational schools from different parts of Russia, they participated in the work of the session on "Modern preventive technologies of asocial youth behavior. Festival of youth projects." During the two weeks they stayed at the center, the active communication that arose between the young people themselves, but also between them and the adults, helped teach them to understand each other and helped them develop joint social projects designed to improve the quality of life at their vocational school, and in their town or city. Because of the active involvement of the regional education committees in the work sessions, there is a fair chance that these projects will not remain on paper only. Furthermore, the

committee members have promised to provide the support necessary to guarantee the implementation of the projects.

The modern technologies used by the trainers will contribute to creating a healthy and sensible lifestyle among participants, instilling in them a proactive attitude towards life and towards their health as one of their key values. Young people learned about



One of the working groups after Team Dynamics Training

the impact on their health that the use of the psychoactive substances, such as alcohol, drugs, and tobacco can have. They also learned about the dangers of aggression and about the role of nutrition and personal hygiene, and how these can affect their feelings, their state of mind, their family environment and their sexual relations. The development of a positive atmosphere at the vocational schools that will be promoted by these new leaders, set on creating a healthy life style, will increase the effectiveness of the project information and of the campaign for prevention through education. ■

Calendar of events of the ILO Subregional Office in Moscow

JUNE

- 24.05--4.06** A training workshop on national employment strategies and local economic development for employment of youth for officials of Labour Ministries, employers' organizations and trade union representatives from Kyrgyzstan, Kazakhstan, Azerbaijan, and Georgia, ILO ITC Turin, Italy
- 1-17** International Labour Conference, Geneva, Switzerland
- 10-11** Seminar on Socially Responsible Restructuring of Shipbuilding Industry for Heads of Enterprises in the North-Western Region of Russia, Saint Petersburg, RF
- 12** World Day Against Child Labour
- 15-16** Workshop in the framework of the project on the development and promotion of the Gender Strategy of the

- RF in the regions, Ulan-Ude, RF
- 20** World Refugee Day
- 21-23** Seminar on OSH and accident insurance, Tashkent, Uzbekistan
- 22-23** FITUR Seminar with TV journalists (ILO section on HIV/AIDS), Moscow, RF
- 22** Official Signing of the Programme of Cooperation between the ILO and the Republic of Uzbekistan, Tashkent, Uzbekistan
- 23-25** Working Group on Adaptation of Work Improvement in Neighbourhood Development (WIND) Manual, Bishkek, Kyrgyzstan
- 28-29** Opening of the OSH Information Centre, Seminar on the National OSH Profile, Astana, Kazakhstan

JULY

- 3** International Day of Cooperatives
- 11-16** 15th International AIDS Conference,

Bangkok, Thailand

- 15-16** A Subregional Tripartite Workshop on National Employment Policies in Countries of Central Asia, Bishkek, Kyrgyzstan
- 21-22** Tripartite Round Table on Social Dialogue and Employment, Astana, Kazakhstan
- (...) Launch of the Project on Combating Human Trafficking and Forced Labour Outcomes in Central Asia and the Russian Federation, RF, Tajikistan and Uzbekistan
- (...) Trade Union Seminar on Freedom of Association and Collective Bargaining (Conventions Nos. 87 and 98), Tashkent, Uzbekistan

AUGUST

- 12** International Youth Day



Gender Issues on the FITUR Agenda

Article by T.L. Frolova

The new socio-economic conditions in Russia, have given the role of trade unions, as protectors of workers' interests and statutory rights, significantly more prominence. In recent years, issues of equal treatment for men and women have taken a permanent place on the agendas of many organizations. As such, it was

Women account for 56% of the FITUR affiliated membership and this figure is growing annually.

impossible for the Federation of Independent Trade Unions of Russia to turn a blind eye on such an important issue as gender equality.

The IVth FITUR Congress, held in November 2001, made reference to the existence of some cases of inequality in the social and labour spheres, while focusing its attention on the situation of women union members in particular. The Congress adopted the promotion of gender equality as a priority area for the Federation's activity. All of the above issues were reflected in the Special Resolution of the Congress, the FITUR policies till 2006 and formed a separate section in the Congress Decisions (this must be rewritten but need to know meaning of original) Implementation Plan. Furthermore, the FITUR Gender Policy Concept was also elaborated and adopted. Bearing in mind the fact that women account for 56% of the FITUR affiliated membership and that this figure is growing annually, it is easy to imagine that the adoption of these resolutions was not a mere coincidence.

In practice, gender equality as a separate area of trade union activities is a new development. In order to deal with this issue in practical terms, FITUR has created a Standing Commission, which is now one of the larger Commissions within the Federation. The Commission is composed of representatives of national industrial unions and territorial FITUR structures, as well as workplace union secretaries, both male and female. In the past two years, similar Commissions have been established within every second national union affiliated to the FITUR. Unions continue working on setting up such bodies at the workplace and local levels.

The FITUR Standing Commission holds regular meetings to review relevant gender

equality issues, study and summarize the experience accumulated by the affiliates in this area, develop training materials, and organize training and awareness-raising activities for union officers and activists. The Commission sees its work on the draft laws to be submitted to the State Duma for consideration as its priority. For this purpose, a Council of Experts and Scientists has been established. The Council performs gender auditing of all social and economic programmes and legal acts that are drafted at the federal level to regulate social and labour relations.

The resolute stand of the unions and the active work of the State Duma deputies supporting FITUR combined to ensure that the Labour Code of the RF, which came into effect in 2002, contained clauses proscribing gender discrimination in the sphere of labour and employment; providing for equal opportunities for men and women in exercising their labour rights; and ensuring equal pay for work of equal value, regardless of gender. The gender analysis of the Federal Budget, the Social Insurance Fund, and the Pension Fund of the RF undertaken last year guaranteed the submission of proposals which benefited the interests of workers' families and of workers with fam-

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ily responsibilities. The FITUR Commission's proposals became part of the Concept of the Socially-Oriented State and the draft law "On State Guarantees of Equal Rights and Freedoms for Men and Women and Equal Opportunities in Exercising Them", which successfully passed the first hearing in the State Duma of the RF Federal Assembly last year.

Similar work is going on at the regional level. In consultation with trade unions, programmes and plans of action for 2002 to 2005, aimed at improving the situation of women and enhancing their role in society, have been de-



Tatiana L. Frolova, Deputy Chairperson of FITUR, Chairperson of the Standing Commission on Gender Equality of the FITUR General Council

veloped and approved in practically all regions. Additionally, the comments and proposals of the trade unions are now taken into consideration when laws regarding these issues are passed in the RF.

Quality of life for men and women is monitored separately on a quarterly basis. The results of this research are then used in collective bargaining. A sociological survey has also been designed. The chemical workers' union, "Sodruzhestvo", as well as the national unions of industrial, healthcare, forestry, textile and light industry, oil, gas, and construction workers conduct sociological surveys using questionnaires. The survey results help the unions identify the main areas for union activities.

The social partnership system is a special area of trade union activity of which we make good use. It is through this arrangement that unions succeed in raising issues aimed at helping workers combine occupational and family responsibilities like providing additional days-off with pay for working women; making paid holidays available at a convenient time for them; allowing them to work flexible working hours or have part-time employment; organizing recreation for workers and their families; providing medical care; and creating favourable working conditions.

Members of the Commission have also prepared "Guidelines for Gender Approach in the Collective Bargaining Process" which provide for studying job availability and conditions, making an inventory of jobs to see if both men and women can hold them, getting expert opinion on wage levels of men and women performing identical jobs in identical conditions, professional and qualified adaptation of women workers, candi-

date selection mechanisms and procedures for managerial positions, etc. Another important document produced by the Commission is "Guidelines on Balanced Representation of Men and Women in Union Leadership". These guidelines introduced the male to female ratio in trade union organizations as a required indicator of statistical reports making it possible to analyze the situation of upper management. The actual representation of men and women in the decision-making bodies of union organizations indicated a gender imbalance which seemed to tend to increase year by year. At the workplace union level, women are predominant in the union leadership structures, yet, the higher the level, the more men are repre-

sented. The number of women affiliates who are Presidents of FITUR is insignificant.

The Standing Commission developed a special training programme for union officers and activists and tutors have been trained in this topic. The courses were attended by women who were union activists, workplace union secretaries, and officers of the national and regional structures of the main industrial unions. Furthermore, gender issues have been included into training and advanced training curricula for union officers and activists. Significant attention is attached to the proliferation of gender knowledge: a special page at the FITUR website has been opened, trade union publications are being used more widely, gender knowledge lecture courses have been

opened, and round-table discussions and conferences are held regularly.

The implementation of international projects and campaigns also continues. Since 2002, the Commission has been involved in a three-year global campaign, "Women for Unions, Unions for Women", launched by the ICFTU. We have also joined the international campaign "Women for Health". A number of FITUR affiliates have produced their own industrial and regional programmes and plans of action aimed at preserving and enhancing the health of union members and their families.

Nonetheless, this is still an incomplete description of all the gender equality issues tackled by the Federation of Independent Unions of Russia. ■



Women's Entrepreneurship Development in Georgia and Azerbaijan

Since May, 2003, the Subregional Office, through employers' organizations in Georgia and Azerbaijan, has been developing a project for the Promotion of Women Entrepreneurship Development. In first place, the project aims to establish closer contacts between social part-



ners, NGOs and other organizations that support women's entrepreneurship; but it also aims to create a regional network of women entrepreneurs; to increase the representation of women in employers' organizations; and to guarantee that the strategic and practical needs of women entrepreneurs are included in the agenda of employers' organizations.

In 2003 and 2004, project activities included the participation of representatives of employers' organizations from Azerbaijan and Georgia in the Women Entrepreneurship Development – Business Start-Up courses held in the ILO Training Centre in Turin; the joint training of women entrepreneurs and entrepreneurship development coordinators from Azerbaijan and Georgia; field research; and the preparation of national reports and seminars in two countries.

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In order to present the results of field surveys and analysis conducted in the winter and spring of 2004, in Georgia and Azerbaijan, national workshops were organized by the Georgian Employers' Association (May 12, Tbilisi) and by the Confederation of Entrepreneurs (Employers') Organizations of Azerbaijan (May 7, Mingechaur; May 14, Baku). The purpose of these surveys and research was to assess the types and profiles of women entrepreneurship in the two countries and to analyze the problems/barriers women face when starting and developing their business. They were also meant to examine the available national legislation for small and medium business, current national programmes and strategies, and the role of BS institutions in creating favourable conditions for SMEs in general and women entrepreneurship in particular.

These workshops were attended by women entrepreneurs, business-support institutions, social partners, including representatives from key ministries and other new strategically important partners, such as the representatives of commercial banks, which provide credit for business start-ups.

In the opinion of many participants, national studies and the workshop itself have motivated them to unite and establish closer links with employers' organizations. Many of them have stated that they now intend to join an employers' organization.

During the group sessions, the conclusions and recommendations that were initially

proposed by the working group experts were substantially changed. They were tailored to make them more specific and realistic, so that they may provide effective support for women entrepreneurs, through different national institutions, but also to ensure the sustainability of the project after its completion.

Eventually, the project will also include the completion of two national reports. Furthermore, booklets will be prepared that will present women-entrepreneurs' success stories. These booklets will also contain a more profound introduction to women's issues, such as, womens' rights, employment opportunities, their role in economic development and decision-making, and proposals on campaigns to promote the ratification of ILO Conventions Nos. 156 and 183. The project will be crowned by a final conference which allow



A working group of government structures' representatives, Baku, May 14

employers' organizations to exchange best practices and share more effective strategies that will ensure stable and long-term support for women entrepreneurs. ■



28 April – World Safety Day

The 28 April, World Day on Safety and Health at Work, has become one of the highlights in the CIS countries. From Azerbaijan to Uzbekistan, from Murmansk to Udmurtya, from Echo Moskvy to the Library of Foreign Literature, this day has been commemorated in both an international and regional context, by enterprises, by trade union, as well as by governments. Though the World Safety Day may have passed, we continue to hear of numerous upcoming events dedicated to men and women who have died in fatal accidents.

Our work will continue, to save lives in the future.

Early start

Preparations for this Day started months before, when colleagues made annual plans for OSH events to be held in Russia and in the CIS countries. Many OSH centres had made comprehensive plans, outlining a series of OSH activities that would occur during the current year and over the course of one year or two years.

In several countries, such as Azerbaijan, Belorussia, Russia, Kazakhstan and Kyrgyzstan, the Ministries of Labour and the trade unions issued letters to their regional bodies, instructing them to observe the OSH Day.

The Subregional Office in Moscow and SAFEWORK Department in Geneva prepared and translated a World Safety Day press kit, as well as posters and other materials, and placed them on the www.ilo.ru website. Over 5,500 copies of printed OSH materials associated with the World Day were distributed at various seminars and via mail, in addition to the electronic files that were downloaded from the web.

Several countries and several centres prepared books and publications to be launched on the World Safety Day. Even the publications that we are aware of are too numerous to be listed here. Next year, they can be published in the Virtual Academy of Safework (www.safework.ru), if you inform us in advance.



The World Safety Day cover of the magazine "Labour Protection and Social Insurance" (31 thousand copies printed) can represent the multitude of publications.

OSH Day events

In Russia, the main event was an exhibition of ILO publications and posters and the launch of the two-volume Russian OSH encyclopaedia, both held at the State Library of Foreign Literature. The launch was attended by top level public figures, by the Minister of Labour Alexander Pochinok and the social partners. The exhibition remained at the library until the end of May.

The Vice-Prime Minister of Kyrgyzstan, Ularbek Mateev, opened the II Republican Conference on OSH in Bishkek,



which was attended by the social partners and senior officials from all OSH-related services in Kyrgyzstan.

On the World Safety Day Azerbaijan opened its new OSH information centre in Baku under the Labour Inspection.

Kazakhstan organized a series of events promoting and explaining the new OSH law both in Astana and other regions.

The Russian popular radio station, Ekho Moskvy, aired an interview on OSH and the World Safety Day on April 28 during prime time.

The OSH Centre in St. Petersburg produced a multimedia show, lasting 4 to 5 minutes, promoting the World Day and ILO OSH activities and links in the CIS countries. The show was played during the main event in Moscow and will be distributed on CDs to the regions.

The recommendations of Ministries of Labour, Tripartite Councils and trade unions to organise World Safety Day events in all regions ensured that numerous events were held on a regional level, thus attracting attention and creating greater awareness of the regional public. During these events, the global scope of the problems of poor working conditions were presented, along with detailed information of fatal and recorded occupational accidents. The detailed information on these events cannot be published here, and we can only congratulate our colleagues for so many successful events!

Media response

Media response is, as we all know, one of the main indicators of an event's success. It is not an exaggeration to say that the ILO Moscow was literally flooded with articles from all over Russia and the CIS countries. Our summary of articles and media coverage exceeds 44 pages and the information still keeps coming in...



28 April 2005

Serious preparation are rewarded and the OSH Day demonstrated this clearly. Thanks to the sustainable efforts of the ILO constituents, the OSH centres and the individual experts in the CIS countries, in conjunction with the support of the Subregional Office in Moscow, the OSH Day has become a tradition and is now observed throughout Russia and the CIS countries.

Several OSH experts, institutions and trade unions have asked to be included in the mailing list in preparation for the World Safety Day next year.

Thousands of OSH experts in the CIS countries are doing tedious daily work to prevent accidents and diseases at work, for the benefit of men and women at work. This work is seldom seen and sometimes little appreciated.

The World Day of Safety and Health at Work is the peak of the iceberg representing this work. A work to be proud of! ■

Russia launches new Russian OSH Encyclopaedia

In the main event of the World Safety Day 28 April in the State Library of Foreign Literature, Minister Pochinok launched the new two-volume Russian Encyclopaedia on OSH. Russia's Mr. Occupational Safety, Yury Sorokin, noted that the publication was made possible by the joint efforts of numerous OSH experts. The publication of a Russian Encyclopaedia has been in the planning, ever since the Russian translation of the ILO OSH Encyclopaedia was published four years ago.





Organized Employers of Armenia

The Union of Manufacturers and Businessmen (Employers) of Armenia was founded in 1996. The Union is a non-governmental, non-profit, public organization that brings together entrepreneurs from various branches of industry.

In Armenia the UMB(E)A is most respected for its objectivity and consistency in its evaluation of national economic changes; for its pro-activity in improving economic legislation; for its defense of the interests of Armenian manufacturers; for promoting international commercial cooperation; for establishing mutually beneficial relationships between certain Armenian companies, both inside the country and abroad. The activities of the UMB(E)A are based on the principles of self-governance, transparency, democracy, volunteerism and the equality of its members.

Aiming at entrepreneurship promotion the Union cooperates constructively with the Government, the Ministries and with Parliament of Armenia and also with a number of public organizations in Armenia, such as the Association of Accountants and Auditors, the Union of Merchants, the Bankers' Union of Armenia, the Foreign Investors' Congress, the Union of Economists, the Entrepreneurs' Union, the Engineering Academy and other organizations.

Basic aims and tasks

The basic aims of the Union are: to develop the private sector and promote an entrepreneurship; to integrate the country in the global economy, to improve the investment strategies of the Republic and create favourable conditions for foreign investments; to participate in programmes promoting Armenian economic development; to initiate cooperation with similar foreign organizations and entrepreneurial circles of the Diaspora; to assist in the training of skilled labour; to organize business forums and fairs.

International cooperation

Since 1997, the Union has been a member of the International Congress of Industrialists and Entrepreneurs and regularly takes part in the events of the ILO. The UMB(E)A cooperates with the Unions of Industrialists and Entrepreneurs of Russia, Ukraine, Lithuania, Belarus, Georgia, Lebanon, Egypt and Bulgaria, the Union of Armenians of Russia, the Taxpayers' Union of Georgia, the Chambers of Industry and Commerce of Greece, Poland, Romania, Argentina, and Turkey, the Iran-Armenian

Chamber of Commerce, the Confederation of Small and Medium-Sized Business of France, the Council of Armenian Scientists and Engineers of America, and the Entrepreneurs' Association of Moscow.

The UMB(E)A has its representative office in Russia. Jointly with the Canadian University of Santa-Maria the Union organized a Business Centre to assist small and medium entrepreneurship. Many foreign entrepreneurs are members of the Union, some honourable.

In order to encourage cooperation between foreign and Armenian entrepreneurs, we have organized business forums with entrepreneurs from Russia, Ukraine, Lithuania, Lebanon, Iran, Poland, Bulgaria, Romania, France, Turkey, Greece, Argentina, Brasilia and Portugal.

With the aim of increasing the level of exports, the Union is currently implementing a programme to establish Armenian Houses of Commerce in Russia and in other countries that will hold exhibitions of Armenian goods, provide the necessary information for further commercial agreements, study the markets of these countries and for other promotional activities.

The Union, together with the Union of Merchants of Armenia, is working to establish, in May 2004, the Analytical Research Centre. Some of the basic goals of the Centre are: to conduct independent research in the field of economics; to assess the viability of legislative change (basically tax legislation) and its impact on business climate; to evaluate economic development trends; to establish an appropriate base the UMB(E)A's lobbying activities.

The Centre will suggest optimal decision parameters concerning changes in legislation and the economic development of the Republic via cooperation with the Republic's institutions, business associations, information centres, as well as with the Government and Parliament of Armenia. The UMB(E)A intends to incorporate a legislative committee in its structure.

Currently the Union, in cooperation with the Ministry of Social Security, the Trade Union Confederation of Armenia and with the Parliament of Armenia, is actively involved in the development and adoption process of a new Labour Code of Armenia. The Union is a member of the Coordinating Committee of the "Anticorruption Programme of Armenia". The Union is participating in the USAID programme "Bearing Point" aimed to optimize tax



Arsen Ghasaryan, President of UMB(E)A, Director General of the International Transport and Shipping Company "Apaven"

legislation for 2004-2006, and is also involved in the work of the Commission on Integrated System of Occupational and Technical Education in the Republic.

This year we plan to organize and take part in a number of business forums, meetings and exhibitions. The delegation from the UMB(E)A will take part in the session of the International Congress of Industrialists and Entrepreneurs in Bucharest. This autumn we will organize an exhibition of Armenian goods and a business forum in Beirut. Working further on the development of Armenian-Russian business relations, the Union will participate in the Eighth Saint-Petersburg International Economic Forum. Furthermore, at the end of May, Yerevan will host an Armenian-Russian business meeting.

We kindly invite everyone to take part in the Fourth Universal Commercial and Industrial EXPO-Forum, "Armenia Expo-2004", which will take place from September 10th to the 13th. The regular UMB(E)A congress will take place at the end of this year, at which time we will be given a summary of the Union's activity over the past three years.

The world changes daily, and expected changes can fail to justify the point of view that progress can happen by itself. Given these conditions, a passive position can lead to irreversible consequences. I believe the combined forces of an active state, a socially responsible market stimulated by competition, the formation of a corporate civilized sector, and the establishment of partner relations between the state, employers and workers can become a pledge of success.

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Child Labour Conference in Arkhangelsk

“What is it that is bad about child labour?” was the most frequently asked question during the conference and interviews in Arkhangelsk.

A stand with photographs of local children begging in the street, washing cars and carrying heavy loads while picking potatoes welcomed the participants of a two-day confer-



2.06 N.A.Makarova, Head of Department of Social Protection of the Population of the Mayor’s Office speaking

ence on the elimination of child labour that took place in Arkhangelsk on June 2-3. This first impression was followed by a number of presentations and lively discussions around the issue. The conference took place on the initiative of the Mayor’s Office of Arkhangelsk who requested the Subregional Office to provide an international perspective on the problem. Pauline Barrett-Reid, the Director of the Office and Alexei Boukharov, IPEC National Coordinator were joined by Svetlana Egorycheva, the Deputy Director of a Saint Petersburg non-governmental organization Child Protection and Elena Khoroshkina, Head of the Northern Council of Ministers Office in Arkhangelsk. The purpose was to raise awareness among the social partners, militia workers, representatives of the Prosecutor’s Office and various NGOs

who took part in the event. They shared their knowledge of legislative measures and practical ways to start dealing with this complex issue as well as the experiences of a very successful IPEC project that takes place in Saint Petersburg and the Leningrad region.

The conference raised a number of questions arising from the ILO intervention: starting from sensitization of public awareness of minimum international standards to the training of social workers.

The tripartite participants were unanimous that the seminar was an “eyes-opener” to them as sometimes even professional social workers cannot tell the difference between the idea of child labour and youth employment. But the distinction is clearly defined by the ILO Conventions “Child labour refers to work that is mentally, physically, socially or morally dangerous and harmful to children and interferes with their education”.

The second day of the conference took place at the Centre for Social Rehabilitation



3.06 At the Centre for Social Rehabilitation of Minors

of Minors. It started with a detailed presentation of the centre’s activities and followed by a more “down-to-earth” discussion on

methods of social work with children prone to labour exploitation.

The participants of the conference formed five working groups to analyze and amend a draft Initial Plan of Action against Child Labour in the city that included the issues of public awareness raising, legislation, its enforcement, education and support for the children and their families. The participants’ contributions will be included in the final version



1.06 Interview with P. Barrett-Reid, 13th Floor programme, local TV channel

of the document to be signed by the tripartite constituents of the city. The Mayor’s Office put forward the initiative to establish a tripartite commission to monitor the work in this field.

Arkhangelsk specialists admitted that there is a lack of sound statistical data and they can only very approximately use the existing data when talking about the child labour issue in the city. The participants agreed that the work on elimination of child labour should start with a gender-segregated piece of research into the forms of child labour in Arkhangelsk and its region, including a thorough analysis of the existing legislation and looked forward to future collaboration between ILO and the social partners of Arkhangelsk.

The conference was ended with the showing of a Swedish feature film Lilja Forever on child trafficking and prostitution. ■



World Day Against Child Labour, 12 June 2004 Facts on Child Labour

- 246 million children are child labourers.
- 73 million working children are less than 10 years old.
- No country is immune: there are 2.5 million working children in the developed economies, and another 2.5 million in transition economies.
- Every year, 22,000 children die in work-related accidents. .
- Most children work in the informal sector,

- without legal or regulatory protection:
 - 70% in agriculture, commercial hunting and fishing or forestry;
 - 8% in manufacturing;
 - 8% in wholesale and retail trade, restaurants and hotels;
 - 7% in community, social and personal service, such as domestic work.
- 8.4 million children are trapped in slavery, trafficking, debt bondage, prostitution,

- pornography and other illicit activities.
- 1.2 million of these children have been trafficked.

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