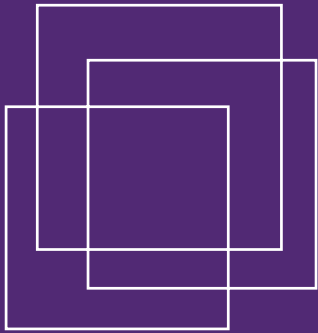




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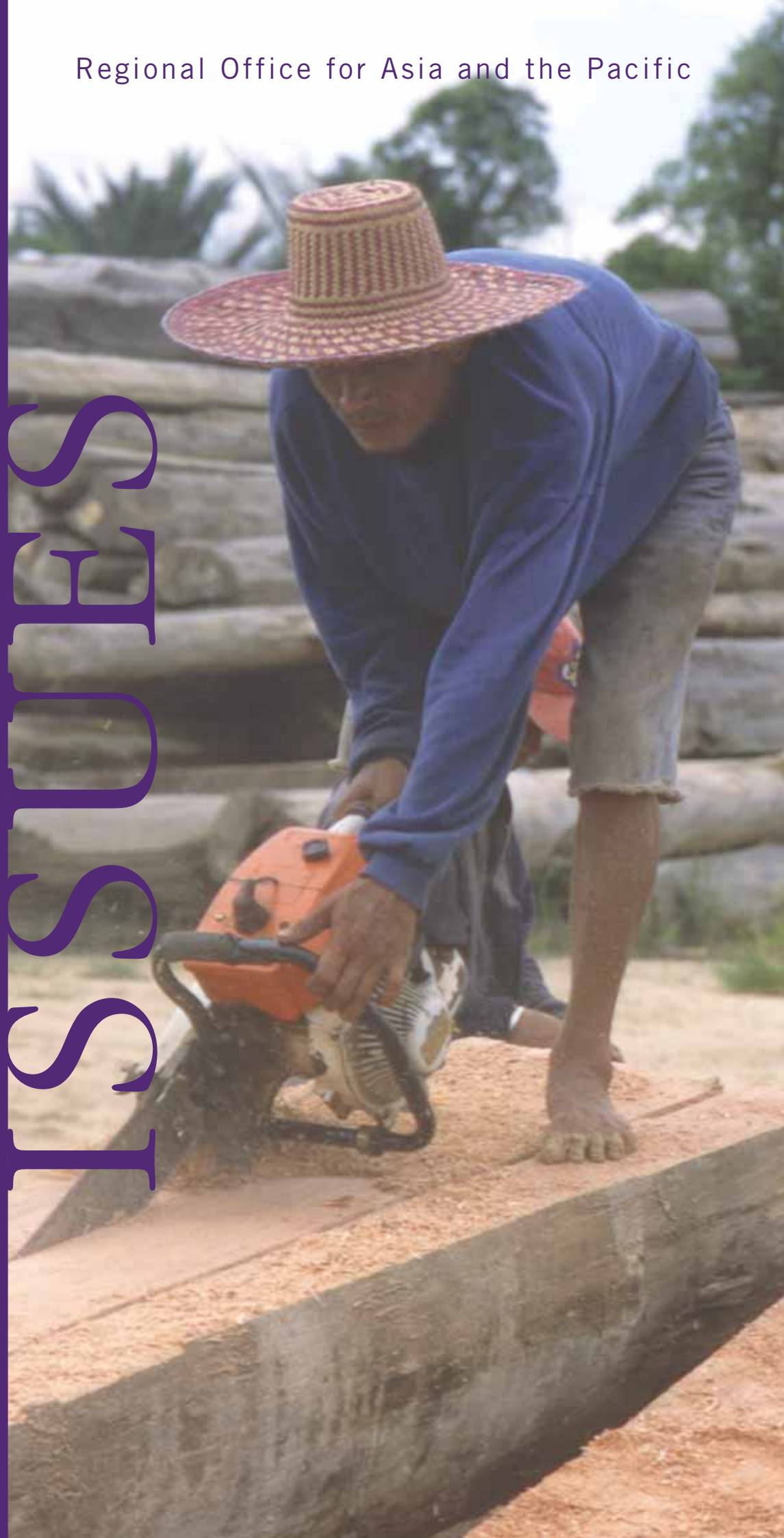


Workplace Safety
and Health

Employment
of People with
Disabilities

April 2006
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Regional Office for Asia and the Pacific



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Cover Photo:

A logger working in Indonesia
Photo: ILO/Nick Rain

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IN BRIEF

New Regional Director, a.i.



Mr. Gek-Boo Ng has taken up the position of Regional Director ad interim for Asia and the Pacific, following Mr. Hasegawa's move to head the ILO Japan Office.

Mr. Ng holds a Ph.D in Economics. He initially joined the ILO as a research economist in 1974 and his subsequent career has given him experience in a number of ILO specialist departments including technical co-operation, development policy, employment and labour market policies, child labour, and human resources. He also served as Director in the ILO Beijing Office from 1988 to 1991 and from 1991 to 1993 was Deputy Regional Director in the Bangkok Regional Office.

While holding the position of Regional Director a.i. Mr. Ng will retain his post as Senior Adviser on Asia and the Pacific Region in the Office of the ILO Director General.

Message from Mr. Gek-Boo Ng

Let me begin by highlighting a few achievements in 2005. During the year, many governments adopted their decent work objectives, and in close consultation with our constituents as well as UN system organizations, we have moved further towards identifying key Decent Work Country Programme (DWCP) outcomes. ILO technical cooperation (TC) in the region increased from US\$67.8 million in 2002-2003 to US\$114.6 million in 2004-2005. And, of course, we were present in the immediate aftermath of the tsunami and

the Pakistan earthquake to ensure that job creation and sustainable livelihoods were integrated into humanitarian and reconstruction programmes.

I would like to take this opportunity to express our sincere appreciation to our tripartite constituents, the donor community, and many national and regional institutions for their collaboration and support. My warm congratulations to our colleagues both at headquarters and in the field, especially the many staff working in TC projects, for their good work.

2006 is a particularly challenging year for the ILO in the region. We have begun implementing DWCPs in the region, with a commitment to results-based management and participating in the reform process of the United Nations system. The 14th Asian Regional Meeting (ARM), which will take place in Busan, Republic of Korea from 28 August to 1 September 2006, will provide further guidance for developing ILO programmes in the region.

A major challenge for the ILO in the years to come will be to further improve our services to our member States in the region and to enhance our impact in improving the lives of working people. We must take measures to improve our knowledge base and technical capacity, and understanding and collaboration with our tripartite constituents and development partners.

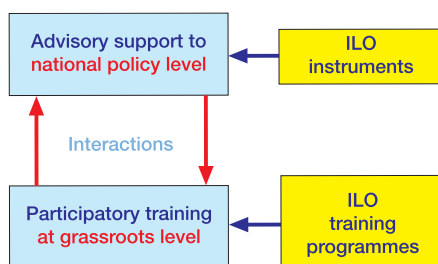
Our agenda and work is connecting throughout the region. Across Asia and the world, we are seeing greater attention and priority to achieving the goals of decent work. What was once an ILO agenda alone is now part of the global agenda. We have much work ahead. But we are moving forward in responding to the key concerns of individuals, families and communities across the region. With your continued efforts, we can help to truly make decent work an Asian goal.

MEETING ASIA'S SAFETY AND HEALTH NEEDS

By Tsuyoshi Kawakami, Senior Specialist on Occupational Safety and Health and Yuka Ujita, Technical Officer in Occupational Safety and Health, ILO Subregional Office for East Asia

Protecting workers against sickness, disease and injuries related to their work has been a central issue for the ILO since its establishment in 1919. To strengthen occupational safety and health (OSH) protection, the ILO has been working with governments, employers and workers in Asia. Legislation, enforcement, advocacy and training are the major challenges. Particular attention has been paid to promoting positive interactions between policy-making and grassroots levels, and ensuring that national policies recognize and support existing grassroots self-help efforts.

ILO conventions and guidelines provide sound guidance for strengthening national OSH policies. Successful workplace actions and initiatives also provide practical measures that can help other workplaces and contribute to national policy development. ILO training programmes and tools directly targeting workers and employers assist such grassroots initiatives.



ILO technical support aims to enhance positive interactions at national policy and grassroots levels.



A farmer WIND volunteer conducting a mini-WIND session for neighboring farmers in Cambodia. Photo: ILO Cambodia.

Many Asian countries have formulated clear and strong national OSH policies. The ILO Regional Tripartite Workshop on National OSH Programmes held in Bangkok in May 2005 highlighted some recent advancements. For example, Mongolia launched its new five-year national OSH programme in 2005. This was adopted after intensive tripartite discussions and its priorities included stronger legal frameworks and proper inspection mechanisms. Key ILO OSH conventions such as the Occupational Safety and Health Convention, 1981 (No.155), Occupational Health Services Convention, 1985 (No.161), and the Labour Inspection Convention, 1947 (No. 81) provided useful guidance. Training programmes of the Confederation of Mongolian Trade Unions and the Mongolian Employers' Federation have also been integrated into the national programme as a practical way of extending OSH protection to small enterprises and home workers. Positive links between OSH improvements and better productivity have been noted.

In China the first step towards developing a national OSH programme was the creation of a taskforce comprising the State Administration of Work Safety, Ministries of Labour, Health, Construction, and Agriculture, All China Federation of Trade Union, and China Employers Confederation. Their final

product, the National OSH Profile of China, provides comprehensive information and analysis on the situation. This collaboration has also accelerated the efforts of these stakeholders to tackle priority OSH issues in China.

Strengthening inspection

Establishing effective enforcement mechanisms through safety and health inspection is a major challenge in many countries in Asia. The number of inspectors and their resources are limited. Governments need practical strategies to maximize the impact of inspections and their limited resources. In Viet Nam an integrated labour inspection system has been created. In the past occupational health inspection was done by the Ministry of Health while safety and other inspections were carried out by the Ministry of Labour, Invalids and Social Affairs. These two are now merged and the inspectors are being retrained to cover the integrated inspection and provide consolidated enforcement and advisory services to more workplaces.

Inspectors in the region have also been playing increasing roles in OSH training and advocacy. In Champasak Province, Lao PDR, inspectors have been providing OSH training directly to employers and workers in construction. In Kampot Province,



An inspector trainer using photos of good safety and health practices to teach farmers in Cambodia. Photo: Ministry of Labour & Vocational Training, Cambodia.

continued from page 3

Cambodia, inspectors have organized seminars for local salt field owners to stop hiring child labour. The seminars have had a significant impact.

Hazardous work

Construction, mining and agriculture are hazardous occupations with high occupational injury rates. In particular small-scale construction sites and mines need urgent assistance to reduce accidents. The ILO/Korea Partnership Programme has responded to this acute need through its enforcement and training programmes in Cambodia, Lao PDR, Mongolia, Thailand and Viet Nam. An easy-to-apply, participatory training programme, Work Improvement in Small Construction Sites (WISCON) has been developed. Inspectors, workers' and employers' representatives, and local NGOs have been trained as WISCON trainers. They then train many more workers, supervisors and owners on small construction sites.

Special programmes to deal with hazardous substances are also advancing. Asbestos is a major challenge, a time bomb. Workers exposed to it have increased risks of developing lung cancer or mesothelioma, an asbestos-specific cancer that develops 20 – 30 years after exposure. Although most

industrially-developed countries have already banned the use of asbestos the amount used in industrially-developing countries is increasing. In addition to being a serious health hazard for workers, the potential compensation claims and the wider social costs mean using asbestos is now a significant business risk for employers as well.

In Thailand the Ministry of Public Health is working with the Ministry of Labour to increase the monitoring of workers' health, the training of medical doctors in early diagnosis, and public awareness advocacy. In July 2006, Bangkok will host the Asian Asbestos Conference to strengthen cooperation with neighbouring countries on the issue. They will call for strong collaboration with both workers and employers.

Getting OSH messages through to hard-to-reach workers remains another challenge in the region. In Cambodia, government inspectors, workers' and employers' organizations and local NGOs have carried out many on-site OSH training workshops for hard-to-reach groups such as home workers, farmers, and small construction site workers. These OSH trainers used easy-to-apply, participatory training tools such as photo sheets and action-checklists. They

reached grassroots workplaces through their networks. In a subsequent achievement review workshop, the trainers took pride in discussing their experiences and the results achieved by their trainees. This approach seemed very much fitted to Cambodian culture. People are happy to voluntarily help their neighbours.

Dr. Huy Hang Song, Cambodia's Undersecretary of State, Ministry of Labour and Vocational Training, attended the achievement workshop and praised the trainers. While strengthening legal OSH frameworks and inspection mechanisms, he said it was also vital to support practical grassroots initiatives. He promised to support these grassroots initiatives as part of the national OSH programme.

Many countries in the Asia and Pacific region have been strengthening their national OSH policies to extend protection. In spite of resource constraints there are a growing number of success stories – national programmes, enforcement, advocacy and training. Exchanging positive experiences and initiatives, at both policy and practical levels, should be further promoted to extend protection. Such improvements also contribute to the development of productive and secure work environments, which are essential components of decent work.

COAL MINE SAFETY IN CHINA

By Changyou Zhu, Programme Officer, ILO Office for China and Mongolia

Children were crying for their fathers, wives awaiting husbands and parents longing for sons. Workers were brooding silently about missing colleagues. “I believe a miracle will occur,” said 23-year-old miner Yang Dayong. He was hoping that his father, two uncles and one brother-in-law would still be alive somewhere in the labyrinth of tunnels hundreds of metres beneath his feet.

Yang, like everyone in the community, knows how vulnerable a miner’s life can be. “A bang at around 9:40 pm shocked us,” said Yang, who lives three minutes’ walk from the mine. He had been working the day shift and had made his way above ground at 3 pm. “I escaped the explosion by just a few hours.”

This deadly coal mine accident occurred on 27 November 2005 in the Dongfeng Coal Mine in Qitaihe, Heilongjiang Province, China, killing 171 miners working the night shift. It was one of four fatal coal mine accidents in 2005, each of which killed more than 100 people. According to the State Administration of Work Safety (SAWS) in 2005, 5,986 people were killed in 3,341 coal mine accidents. In addition coal miners also suffer from occupational diseases such as coal workers’ pneumoconiosis, of which there are around 5,000 new cases every year.

There are many reasons why China has so many coal mine accidents. First, coal accounts for 67 per cent of China’s primary energy consumption. China is the largest producer of coal in the world but its coal mines have complex geological conditions and high gas emissions. Rapid economic development has brought great demand for energy and driven up the coal price. This encourages mine production to be pushed to levels for



An old man and his granddaughter weep after 123 trapped miners were declared dead at a flooded coal mine in China’s Guangdong Province on 7 August 2005. Photo: China Daily News

which the shafts were not designed, at the risk of ignoring safety standards.

Another factor is the number of small mines. According to SAWS at the end of 2004 China had 23,388 small coal mines with an average annual production of 30,000 tons each. Coal produced by these small mines accounted for one-third of the nation’s total production of 1.96 billion tons, but more than two-thirds of the 6,027 deaths. Safety problems were made worse by collusion between mine owners and local officials who had vested interest in small coal mines.

Behind many accidents are irresponsible owners and managers who do not abide by laws and regulations that require investment in safety equipment and training for miners.

Safety inspections of Chinese coal mines are carried out by the State Administration of Coal Mine Safety, which employs about 2,800 inspectors. The system has problems such as collusion between inspectors and mine operators, and needs to strengthen its authority and capacity to enforce laws and provide quality services.

Not surprisingly, due to the poor working conditions and bad safety record, the coal industry has been unable to retain qualified personnel. The majority of miners are former farmers with little education who go underground without the required safety training.

In a report to the Standing Committee of the National People’s Congress on 27 December 2005, Vice Premier Zeng Peiyan said, “Safety has become a top concern for the State Council in economic and social development.” The Government has adopted a series of measures to strengthen coal mine safety, including shutting down illegal and unqualified coal mines, requiring officials to withdraw their shares in mines, and publicly punishing officials and owners responsible for deadly accidents. All owners and managers are required to take responsibility for preventing accidents by identifying hazards and strengthening safety measures – particularly control of dangerous gas – and curbing over-production. All coal mines are now required to set aside RMB 3 -10 Yuan per ton coal produced specifically for safety purposes.

The ILO is playing an increasing role in promoting mining safety in China. The ILO Safety and Health in Mines Convention (No.176) has been promoted at various occasions. In 2005 the ILO co-sponsored the First China International Conference on Coal Mine Gas Control and Utilization. The ILO also assisted the Changsha Safety Training Center for Small and Medium Coal Mines to improve its capacity to provide training to small coal mines in Hunan Province. A training manual for underground gas inspectors has been published and a series of training conducted by the Center, with positive results achieved in Hunan Province. Recently, ILO, the International Confederation of Chemical, Energy, Mine and General Workers’ Unions and the International Council on Mining and Metals completed a follow-up mission in China to discuss technical cooperation on OSH in Chinese coal mines.

In a broader context, the ILO has been promoting its Global Strategy on OSH in China by assisting in the development of national OSH programmes and promoting preventive safety culture and OSH management system.

SAFER WORK IN AGRICULTURE IN VIET NAM

By Nguyen Van Theu, National Project Coordinator, and Ha Thi Minh Duc, Administrative Secretary, ILO Viet Nam

The ILO/Japan Regional Programme for Capacity Building of Occupational Safety and Health (OSH) in Agriculture (Viet Nam Chapter) was launched in May 2004. Its aim is to help the Government formulate a national OSH action programme and assist farmers improve their living and working conditions. The project is implemented by the Ministry of Labour, Invalids and Social Affairs in collaboration with the Ministry of Health, Ministry of Agriculture and Rural Development, Viet Nam Farmers' Association and Viet Nam Women's Union in the selected four provinces/cities: Ha Nam, Nghe An, Can Tho and Hau Giang.

In the late afternoon, farmers in Thoi Hoa Hamlet, Can Tho City (in the south of Viet Nam) saw their neighbours gathering at Ms. Thu Van's house to discuss something. They were holding documents, making notes, and carefully looking around the house and rice fields. Before long these neighbours' houses and fields looked nicer. Passageways were repaired, tools rearranged. There were new bathrooms and toilets, stronger electricity poles, neatly covered power lines, and guards installed over the moving processing machine parts. The farmers were impressed.

The improvements were the product of the ILO's Work Improvement for Neighborhood Development (WIND) scheme. Ms. Van is one of 20 farmers in Xuan Thang Commune, Co Do District who became a farmer WIND volunteer after completing a four-day



A farmer WIND volunteer conducting a mini-WIND course in her village in Nge An Province. Photo: ILO/T.Kawakami

training workshop run by the Can Tho City Provincial Supporting Committee (PSC).

Using her new knowledge Ms. Van started to make simple improvements in her house and workplace, using only local materials and resources. One measure – impressive in its simplicity – is a string for turning on and off the electrical switch of the water pump, to avoid direct contact. “Working in the bathroom or kitchen our hands and fingers get wet,” she said. “Touching the electricity switch with wet fingers may cause an electrical shock so I put the switch up high and attached a string to avoid contact.”

Simple but effective improvements like this are the sort of changes she is now introducing to her farmer neighbours, through mini-WIND workshops.

Mini-WIND is a scaled-down version of the WIND programme, targeting five to ten farmers. It offers one technical session, rather than the five sessions in the full WIND programme, which includes: materials storage and handling, work station design, safe use of electricity and machines, working environment and management of chemicals, welfare facilities and work organization.

Ms. Van ran ten mini-WIND workshops for ten farmers in three months. All the farmers found the WIND programme very practical and easy to understand, helping them make improvements using locally available, low-cost materials and their own skills.

At present 77 farmer WIND volunteers like Ms. Van are playing active roles in grassroots

agricultural occupational safety and health in the four target provinces/cities. So far around 600 farmers have benefited from the project, each one drawing up an action plan and making between five and ten improvements to their homes and farms.

Ms. Rose Marie Greve, Director of the ILO Hanoi Office, said she was glad to see such simple, low-cost and effective improvements being made by the farmers. “There are two important keys to the success of the project, the policy-level support to the project activities from the government and having good tools like WIND at the grassroots level,” she said.

Agriculture is one of the most important sectors of the economy in Viet Nam employing 58 per cent of the country's total workforce. But, as in other developing countries, it is also one of the most hazardous occupations and farmers are exposed to many accidents and work-related diseases, especially in the use of electricity, machines and chemicals.

The Government of Viet Nam understands the importance of this issue and made agriculture the main focus for their National Weeks on Occupational Health and Safety, Fire and Explosion Prevention and Fighting in 2002 and 2003. The Government has also issued Instruction No. 20 to enhance the management and guidance on occupational safety and health in agriculture. The Ministry of Labour, Invalids and Social Affairs plans to carry out a feasibility study on the ratification of the ILO Convention on Occupational Health and Safety in Agriculture (No. 184).

EMPLOYMENT OF PEOPLE WITH DISABILITIES: INCLUSION, INCENTIVES AND INVOLVEMENT

By Prof. Vitit Muntarbhorn, Professor of Law, Chulalongkorn University, Bangkok, former UN Special Rapporteur on the Sale of Children and UN Special Rapporteur on the situation of human rights in the Democratic People's Republic of Korea

The right to participation of those with disabilities in employment has poignantly come to the fore in recent years, as the international community moves towards a comprehensive international agreement. This is intrinsically intertwined with the increasing advocacy of a rights-based approach in development and the actual and potential role of the UN and related agencies in helping to mainstream such an approach at national and other levels.

The ILO and its counterparts are well-placed to raise and address the issue of employment and people with disabilities, given the comparative advantage of its partnership with governments, employers and employees. In standard-setting the ILO has helped to evolve several international instruments to promote policies and programme that counter discrimination.

A rights-based approach is based on the entitlement of individuals and groups. These rights are not at the state's discretion but are an obligation to be effectively implemented. From the angle of non-discrimination, this includes equal opportunities. For instance, a job advertisement that bars people with disabilities from applying, even though they could perform the required tasks equally well, is not permissible and the state has a duty to regulate and act against it.

A rights-based approach implies also that there are international standards (such as conventions and treaties) which help to set

Relevant ILO Conventions/Declarations:

Convention concerning Equal Remuneration, 1951 (No.100),
 Convention concerning Discrimination (Employment & Occupation), 1958 (No.111),
 Convention concerning Equality of Treatment (Social Security), 1962 (No.118),
 Convention on Employment Promotion & Protection against Unemployment, 1988 (No.168),
 Declaration on Fundamental Principles and Rights at Work, 1998 and
 ILO Code of Practice on Managing Disability in the Workplace, 2002.

minimum benchmarks linked with target-sensitive laws, policies, programmes, mechanisms, personnel, resources, education and capacity-building. These are shaped by the need to promote cooperation with key partners, such as the private sector, and genuine participation from the affected groups.

In pursuing this approach there are some key messages:

1. Adopt disability-sensitive laws and policies. Constitutions, laws and policies should explicitly respond to the rights of those with disabilities while paying great attention to the issue of enforcement. The latter is inevitably linked to the quality of the law enforcement system.
2. Understanding that disabilities are not merely due to physical or psychological impairment but also societal attitudes, acts and omissions which create an environment undermining those with disabilities.
3. Proactively include those with disabilities into employment and other environments. Some countries have adopted affirmative action programmes such as quotas, to ensure this. There should be more self-employment opportunities, access to credit, know-how, marketing skills and support networks.
4. Employer incentives. For example, employers might be able to make tax deductions when employing or training a person with disability. Alternatives include rewards for exemplary conduct and assistance with technology such as Braille-programmed computer facilities.
5. Adequate sanctions against those in breach. Not necessarily punitive measures, this can also mean compromise arrangements such as paying a levy – which would help those with disabilities – when choosing not to employ a person with a disability.
6. A transparent monitor of violations and accessible channels of redress. This may

mean a government-based institution and/or ombudsperson-national human rights commission, a civil society body such as a Council on Disabilities, or a mechanism involving both. This could be coupled with judicial institutions that are accessible and affordable.

7. Positive imaging of disabilities to nurture an understanding mindset. This invites close cooperation with the media, educational authorities and other communications channels to convey constructive profiles of those with disabilities and to spread the non-discrimination message.
8. Direct access, involvement and participation of those with disabilities in shaping programmes that concern them. This invites representatives of those with disabilities to be their own advocates and mobilizers. For example, such representatives have been directly involved with the drafting of the new comprehensive international treaty on the rights of those with disabilities.
9. A reflection that those with disabilities are not a homogeneous group and may face multiple forms of discrimination. Additional discrimination on grounds of gender or nationality, or against minority groups or migrants may create further obstacles,
10. Promote broad-based cooperation locally, nationally, regionally and internationally. Constructive examples from one level of operation can catalyse others. International and regional support can help to raise national practices to international standards. An enabling atmosphere, responding to disability humanely, can be nurtured through a pervasive spirit of cooperation.

This article is based on a paper presented at the ILO Tripartite Consultation on Employment of People with Disabilities: A Human Rights Approach, in Bangkok on 18 January 2006

IS THERE A JOBS CRISIS IN ASIA?

By Elizabeth Morris, Senior Labour Market and Human Resources Policies Specialist, ILO Subregional Office for East Asia, Bangkok

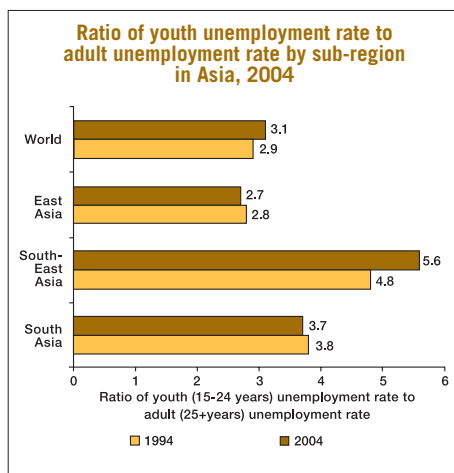
According to the ILO Director-General Juan Somavia, "We are facing a global jobs crisis of mammoth proportions. Increasingly, political leaders are hearing the voices of people demanding a fair chance of decent jobs and new opportunities to find and keep work" offering personal dignity and self worth.

Two new publications from the ILO, *Key Indicators of the Labour Market (KILM)* and the *Global Employment Trends (GET)*, provide global and regional estimates that shed light on the Asian situation.¹

In 2005 Asia experienced high rates of GDP growth, estimated at 8.0 per cent for East Asia, 5.1 per cent for South-East Asia and the Pacific, and 7.1 per cent for South Asia. Yet 78.7 million people were out of work. *GET* estimates reveal significant differences in unemployment rates among sub-regions of Asia: East Asia (3.8 per cent), South-East Asia (6.1 per cent) and South Asia (4.7 per cent). *KILM* data for 2004 show that women accounted for 35.8 per cent of unemployment in East Asia, 42.8 per cent in South-East Asia and 33.0 per cent in South Asia.

Global estimates from *KILM* indicate that unemployment rates for youth aged 15-24 years are roughly three times those for adults aged 25+ years. The youth-to-adult ratio was 2.7 for East Asia, 5.6 for South-East Asia and 3.7 per cent for South Asia in 2004. The disparity between youth and adults is increasing in South-East Asia.

The unemployment rate for young people is just the tip of the iceberg. Other youth are underemployed or "working unacceptably long hours under informal, intermittent and insecure work, without the possibility of personal and professional development; working below their potential in low-paid, low-skilled jobs without prospects for advancement; trapped in part-time, temporary, casual or seasonal employment; and frequently under poor and precarious



Source: *Key Indicators of the Labour Market, Fourth Edition, ILO, Geneva, 2005.*

conditions in the informal economy, both in rural and urban areas."²

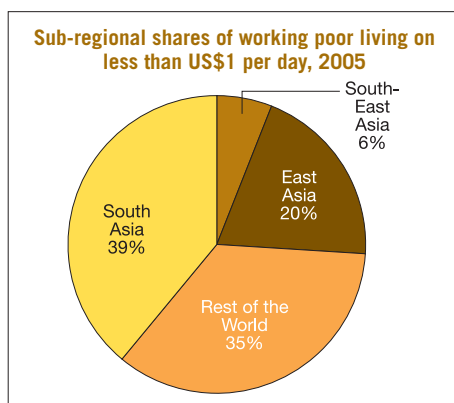
Paradoxically, low unemployment rates may be associated with high poverty incidence in which case people cannot afford to be without work. Low rates of unemployment may reflect the absence of unemployment insurance and welfare benefits that push people into any job that can add to household income often in the informal economy. When people cannot find employment at home they look for jobs abroad.

Poverty and the working poor

The share of the working poor living in extreme poverty on less than US\$1 per day decreased worldwide from 25.7 per cent in 1995 to 18.3 per cent in 2005. Despite this reduction, an estimated 336 million or 65 per cent of a global total of 520 million lived in Asia and the Pacific.

Education and literacy

The *KILM* data show that workers are increasingly well educated. Although many new entrants still lack basic literacy and numeracy skills, the largest share of the global labour force has a secondary education.



Source: *Global Employment Trends ILO, Geneva, January 2006.*

Not all developing countries have data for unemployment by education, but there is evidence to suggest that students completing secondary school are more likely to be unemployed than those with less education. In Thailand unemployment rates by education point to problems of "educated unemployed". Job seekers with higher levels of education may have family support and can be unemployed while they wait, while those with primary school or less cannot afford to be choosy. These data also point to a worldwide problem – a mismatch between skills of young people entering the labour force and those needed by employers, reflecting that national institutions are not responding to changes in the labour market. Many firms find it difficult to fill vacancies with workers who have the requisite training and experience.

Responding to the jobs crisis

The data point to concerns in Asia. Mr. Somavia has proposed five concrete steps to respond to the jobs crisis:

- Shifting economic and social policies to put decent work at the centre of national and international development efforts and creating a new balance between economic and social policies that stresses economic stability, adaptability and security;
- Promoting employment-rich, sustainable economic growth for global and local economic development to create lasting, decent jobs;
- Creating the right policy and regulatory environment to encourage competitiveness and enterprise development and promote entrepreneurship, innovation and productivity and highlighting the role of small enterprise in job creation;
- Expanding training, lifelong learning, education and other means of enhancing capacities, with a focus on young people;
- Promoting better international governance to integrate the efforts of governments, business, trade unions and other stakeholders in civil society with the purpose of reducing poverty and creating jobs.

It is time for the global community to commit to decent work. Mr. Somavia says, "Tackling the global jobs crisis will require nothing less."

¹For *KILM* see www.ilo.org/public/english/employment/strat/kilm/index.htm. For *GET* see www.ilo.org/public/english/employment/strat/global.htm.

²ILO: *Conclusions on promoting pathways for decent work for youth, ILC, 93rd Session, (Geneva, 2005)* see www.ilo.org/public/english/standards/re/m/ilc93/pdf/resolutions.pdf.

ONE YEAR AFTER THE TSUNAMI

To mark the first anniversary of the December 2004 Indian Ocean Tsunami the ILO published *Working Out of Disaster*, recording the efforts of those affected to rebuild their livelihoods, and the assistance provided by the ILO to communities in India, Indonesia, Sri Lanka and Thailand. (For details see Shelf Life, page 12)

In India: Working with local unions and employers' federations the ILO provided skills training for women, including incense making, tailoring, mat making, dry fish processing, and coconut oil extraction. Former fishermen were taught about starting businesses and car and scooter repair.

In Indonesia: The ILO started by registering jobseekers. Training was offered in skills such as cement mixing, carpentry, welding, auto-mechanics, English, computer use, sewing and tile-making. Youths aged 15-17 were offered classes in motorcycle repair, hairdressing, information technology, mattress making and handicrafts.

In Sri Lanka: The ILO helped the Sri Lankan Government design a strategic response for reviving the local economy and restoring sustainable jobs. The ILO's Rapid Income Recovery Programme focused on creating employment and promoting the reconstruction of essential public infrastructure, offering employment services and skills training.

In Thailand: ILO work focused on livelihood recovery. Workers in both the formal and informal sectors were offered advice on starting businesses and skills training, including making handicrafts, hotel and restaurant skills, English language, community-based tourism and emergency response. Special attention was paid to the needs of newly-disabled workers and the threat of HIV/AIDS in the tourism sector.



Top left: A graduate of the ILO's Start Your Business training shows pride in his new skills. Banda Aceh, Indonesia. **Top center:** Women played a major role in road reconstruction in Sri Lanka. **Middle center:** Rebuilding in Thailand. **Top right:** Skills training has helped women like Ms. Poriselvi rebuild their lives and support their families; Tamil Nadu, India. Photos: ILO/T.Falaise. **Bottom:** Former Phang Nga hotel workers who lost their jobs set up the Phang Nga Labour Club and, with ILO support, started making batik. To promote their new business they created what they believe is the world's longest batik, measuring 133 yards, depicting the devastation and recovery of their area. Photo: ILO/K.Singhaseni.

OCCUPATIONAL SAFETY AND HEALTH WEBSITES

www.ilo.org/public/english/protection/safework/index.htm

The ILO SafeWork site provides information on safety and health standards, codes of practice, publications, international meetings, training, campaign, recent activities and useful links.

www.ilo.org/public/english/protection/condtrav/workcond/wise/wise.htm

The ILO Conditions of Work and Employment Programme (TRAVAIL) site provides information on Work Improvement in Small Enterprises (WISE) training and related programmes.

www.ttl.fi/Internet/English/Information/Electronic+journals/Asian-Pacific+Newsletter/

The Asian Pacific Newsletter on Occupational Health and Safety offers a

wide range of safety and health articles on policy, research and training in Asia. It is published by the Finnish Institute of Occupational Health in cooperation with the ILO and WHO.

www.aposho.org

This web highlights recent safety and health developments in Asia and is linked to key organizations in the region. Asia-Pacific Occupational Safety and Health Organization (APOSHO) is an international body composed of professional non-profit organizations.

www.ohseinstitute

The Asian Workers Occupational Health, Safety and Environment Institute (OHSEI) is active in safety and health training, research and advocacy through its trade union network. The web provides a variety

of practical training materials developed and applied by OHSEI.

www.win-asia.org

Work Improvement Network Asia (WIN-Asia) offers practical experiences from participatory training programmes for small enterprises, construction and agriculture.

www.jilaf.or.jp/English-jilaf/positive/index.html

Japan International Labour Foundation (JILAF) has a unique participatory OSH programme, Participation-Oriented Safety Improvement by Trade Union Initiative, (POSITIVE) which has been widely applied in Bangladesh, China, Mongolia, Nepal, Pakistan, Philippines, Thailand and Viet Nam. This web shows many photos of OSH improvements implemented after POSITIVE training.

IN BRIEF



Photo from left: Ms. Christine Evans-Klock, Director, ILO Subregional Office for East Asia, Ms. Sokchea Kanika, Mr. Chhieu Veyara and Mr. Hugo van Noord. Photo: ILO/S. Bhadrasiri.

Cambodian Award

Three staff from the ILO's Labour Dispute Resolution Project in Cambodia received Labour Medals for their outstanding contribution to the development of sound industrial relations in the country. H.E. Nhep Bunchin, Minister of Labour and Vocational Training presented gold medals to Mr. Hugo van Noord, Chief Technical Advisor and Mr. Chhieu Veyara, Programme Assistant and a silver medal to Ms. Sokchea Kanika, Administrative Secretary, on 3 November 2005 at the National Industrial Relations Conference in Phnom Penh.

I N B R I E F



Photo from left: Ms. Naiyana Punnakitti, Ms. Preeya Wadhanakul, Mr. Ng, and Ms. Duangrudee Prakobwanakit. Not present: Ms. Sumalee Arayakosol and Mr. Geoffrey Edmonds. Photo: V. Prakobwanakit.

Long service award

Five staff members of the Regional Office for Asia and Pacific and Subregional Office for East Asia were honored for their long service to the organization at an award presentation by Mr. Gek-Boo Ng, Regional Director, a.i., at the ILO Office on 3 February.

China ratifies C. 111

China ratified the Convention on Discrimination (Employment and Occupation), 1958 (No. 111) on 12 January 2006. This Convention to promote fair and equal opportunities in employment has now received 164 ratifications since entering into force in 1960.



Mr. S. Tserendorj, Chief Commissioner, Mongolian National Human Rights Commission presents the Award of Honour to Ms. Norjinlkham Mongolmaa, National Programme Coordinator, IPEC Mongolia Office. Photo: ILO Mongolia.

ILO Mongolia Award

The ILO Office in Mongolia received the National Human Right Commission of Mongolia's Award of Honour in recognition of its "invaluable initiative, contribution and cooperation towards better protection and promotion of human rights and freedom in Mongolia." The award was presented in Ulaanbaatar on 10 February 2006, the fifth anniversary of the Commission's establishment

ILO Pakistan award

The ILO has been presented with a certificate recognizing the organization's work to help those affected by last year's earthquake in Pakistan. Major Zia of the 37th Division, Pakistan Army, representing the Federal Relief Commission, presented the award to the ILO at the Army's 11 Corps Headquarters in Mansehra, North West Frontier Province on 5 March 2006.

C A L E N D A R

Forthcoming Asia-Pacific Regional Meetings 2006

25-27 April
Beijing, China

ILO/IOE/CAPE Asian Regional Employers' Meeting on the Impact of Labour Legislation on Labour Market Flexibility

May (tbc)
Beijing, China

ILO Workshop on Occupational Safety and Health in Coal Mining

12-14 July
Jakarta, Indonesia

Sub-regional Seminar on the Application of the ILO Declaration on Fundamental Principles and Rights at Work and Its Follow-Up (Child Labour)

19-21 July
Ulaan Baatar, Mongolia

Regional High Level Employers' Meeting

29 August-1 September
Busan, Republic of Korea

14th Asian Regional Meeting

SHELF LIFE



Global Strategy on Occupational Safety and Health: Conclusions adopted by the International Labour Conference, 91st Session, 2003

Geneva: ILO, 2004
ISBN: 92-2-116287-7
www.ilo.org/public/english/protection/safework/index.htm
Conclusions from the ILC, held in 2003, provide the OSH Global Strategy to be widely used for developing national programmes and policies, and for planning and implementing ILO technical cooperation.



Report on the Regional Tripartite Workshop on National Occupational Safety and Health Programmes

Bangkok: ILO and Ministry of Labour, Thailand, 2005
www.ilo.org/public/english/region/asro/bangkok/library/pub7.htm
The summary of the Regional Tripartite Workshop on National OSH Programmes held in Bangkok in 2005. Seventeen countries in Asia and the Pacific participated to exchange their national policy experiences and discuss future actions for developing and implementing effective national OSH programmes.



National Profile Report on Occupational Safety and Health in China

Beijing: China Academy of Safety Sciences and Technology, 2005
ISBN: 7-5045-4786-7/F.1022
The latest OSH information on legislation, enforcement, injury statistics, training and research in China is provided in both English and Chinese. A product of a Chinese tripartite, inter-ministerial safety and health taskforce and ILO technical cooperation.



Participatory Action-Oriented Training (PAOT) Programme: Trainers' Manual

By Ton That Khai, Tsuyoshi Kawakami, Kazutaka Kogi
Cantho ECHO and Bangkok: ILO, 2005
www.win-asia.org
A guide for organizing participatory safety and health training workshops based on the OSH experiences in Cantho province, Viet Nam. Methods and tools include an action checklist, group work skills and low-cost solutions. Best practice approaches are explained using many case studies and photos.



Work Improvement in Neighbourhood Development (WIND) Asian Version: Training Programme on Safety, Health and Working Conditions in Agriculture

By Tsuyoshi Kawakami, Ton That Khai, Kazutaka Kogi
Cantho ECHO and Bangkok: ILO, 2005
ISBN: 709/2003/QTG
www.win-asia.org
A participatory, action-oriented training programme for farmers to improve safety, health and working conditions. This manual offers an action-checklist, easy-to-use improvement guides, clear illustrations, and photos of good examples.



Combating Child Labour in Asia and the Pacific, Progress and Challenges

By Dr. June Kane
Bangkok: ILO, 2005
ISBN: 92-2-117713-0
The report provides a fresh view on child labour in the region, its causes and implications for youth employment and other development issues. Its overview of actions, results and lessons learned shows that child labour must be tackled in the context of national development strategies.



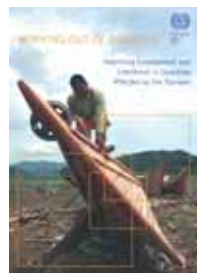
Labour and Social Trends in Asia and the Pacific 2005

By Gyorgy Sziraczki
Bangkok: ILO, 2005
ISBN: 92-2-117711-4
The report presents major trends in employment and social conditions in the region and draws attention to key policy challenges. It provides a wealth of data on unemployment, employment, wages, working hours, poverty and income distribution.



Lao Labour Market Indicators, 2001-2003

By B. Syhalad, S. Keolannsy, S. Aminthalad and N. Dhanasakdi
Bangkok: ILO, 2005
ISBN: 92-2-118093
This book is a joint effort between the Lao Ministry of Labour and Social Welfare and the National Statistics Centre and the Thai National Statistical Office. It offers estimates for the Lao labour force 2001-2003, based on censuses and surveys in 1992-1998.



Working Out of Disaster, Improving Employment and Livelihood in Countries Affected by the Tsunami

By Thierry Falise
Bangkok: ILO, 2005
ISBN: 92-2-117766-1
A historical and photographic record of the peoples affected by the 2004 tsunami in India, Indonesia, Sri Lanka and Thailand. It records how with courage and initiative, people in affected areas in these four countries rebuilt their lives through local economic activities and livelihood programmes.



Workplace Cooperation, A Practical Guide for Enterprises in Cambodia

By Robert Heron and Hugo van Noord
Phnom Penh: ILO, 2005
ISBN: 92-2-817325-4
The booklet provides an overview of workplace cooperation in the general context of industrial relations, examines some of its most common forms, and provides a framework for 'getting started' by outlining a grievance procedure that can be introduced in Cambodian enterprises.