

World of *Work*



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A close-up, high-contrast photograph of a young man's face, looking slightly to the side. The image is framed by a white border.

WORKING TOGETHER OUT OF POVERTY

No. 58, December 2006

Also in this issue

- Cooperating out of poverty in Tanzania • Domestic workers in the Philippines
- Microinsurance: Protecting the poor • Russia at work: Photo report

Protecting labour rights

A crucial ILO body celebrates its 80th anniversary



1959: The ILO Committee of Experts for the Application of Conventions and Recommendations take a walk in the sun.

In 1926, the ILO needed a way of evaluating the effectiveness of labour standard ratifications by its then 55 member States. To achieve this, the fledgling Organization established a committee composed of eminent jurists from different geographic regions, legal systems and cultures to provide impartial and technical evaluation of the state of application of international labour standards.

This year marks the 80th anniversary of that group – the ILO Committee of Experts – an independent body for the supervision of the application of ratified international labour Conventions.

The ILO Committee of Experts may not be widely known outside the world of work, but its role has been vital and its membership over the decades – including Roberto Ago, Prafullachandra Natvarlal Bhagwati, Boutros Boutros Ghali, Arnold McNair, William Rappard, José Maria Ruda, Georges Scelle, Max Sorensen, Grigory Tunkin and Earl Warren – reads like a who's who of international law and diplomacy.

As the number of ILO member States has grown, so has the workload of the

Committee. From its first-year workload of 180 reports from 26 of the ILO's 55 member States, the Committee's 20 members today examine some 1,900 country reports addressing more than 2,500 comments to a number of the ILO's current 179 member States.

Since 1964, the Committee of Experts has kept track of the number of cases of progress in which it noted changes in law and practice that improved the application of a ratified convention. To date, over 2,300 cases of progress have been noted. Today, the reports of the Committee are available to millions of users on the ILO's website. Its founders could hardly have imagined this in 1926, but the concept was sound and remains so to this day.

On 24-25 November 2006 the ILO's International Labour Standards Department organized a two-day meeting on "Protecting labour rights as human rights: Present and future of international supervision", focusing on the effectiveness of supervision in the international legal system.

For more information, see

<http://www.ilo.org/public/english/standards/norm/activity/ceacr80/index.htm>



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Working together out of poverty

From Africa to Asia, from North to South, poverty remains a matter of huge concern today worldwide. Nearly half of the world's 2.8 billion workers are unable to earn enough to lift themselves and their families above the US\$2 per person per day poverty line. Some survive on even less. What can be done about this? As ILO Director-General Juan Somavia says, people don't want miracles, they want ways of finding decent work. This issue of *World of Work* shows how in some parts of the world, ILO-backed strategies are doing just that.

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Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 179 member States in common action to improve social protection and conditions of life and work throughout the world. The International Labour Office, in Geneva, is the permanent Secretariat of the Organization.

Working together out of poverty

No miracles, just decent work



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So said ILO Director-General Juan Somavia on the International Day for the Eradication of Poverty.

Today, poverty remains a huge issue worldwide. Nearly half of the world's 2.8 billion workers and their families live on the equivalent of US\$2 or less per person, per day.

“Despite global growth, the disconnect between growth and decent jobs is widening income inequalities, fuelling social tensions, and placing obstacles in the way of the global effort to eradicate poverty.”

Juan Somavia (*see sidebar*).

¹ See *Changing patterns in the world of work*, Report of the Director-General to the International Labour Conference, 95th Session 2006, International Labour Office, Geneva; *Working out of poverty*, Report of the Director-General to the International Labour Conference, 91st Session 2003, International Labour Office, Geneva.

Every day tens of millions of people around the world seek their own way out of poverty through a simple act: they go to work. For many, however, their efforts are not enough to escape the poverty trap. What people need are jobs – and a fair chance of getting a decent one. On the occasion of the International Day for the Eradication of Poverty in October, the ILO urged that steps be taken to deal with the global poverty problem. This issue of *World of Work* highlights some of the options that people may use to work their way out of poverty.

GENEVA – When it comes down to the basics, what people want aren't miracles, but decent work.

What is the scope of today's poverty situation and what can be done about it? Several of the ILO Director-General's recent reports have focused on this theme.¹ Here, in question and answer format, *World of Work* asked Mr. Somavia to outline the issues and propose some measures for addressing them.

There is a growing feeling worldwide that the rich are becoming richer and the poor are getting poorer. Do you share this view?

Juan Somavia: Nearly half of the world's workers are unable to earn enough to lift themselves and their family members above the US\$2 a day poverty line. This is roughly the same total as in 1994 –

but it now accounts for just under half of the world's labour force, compared to 57 per cent at that time. With the exception of sub-Saharan Africa, all other developing regions have seen a decline in the share of working poverty in total employment. China and its East Asian neighbours show the most dramatic decline. This is welcome progress but, for example, even if India's strong growth and poverty reduction performance in 2000-2005 continues, it will still take a century to catch up with today's high-income countries. On the other hand, inequality within countries is increasing. Of the 73 countries for which data are available, 53 – representing more than 80 per cent of the world's population – have seen inequality rise, while only nine have seen it narrow.

Is poverty only an issue in the developing world?

Juan Somavia: No. The average poverty rate, defined as less than half of median incomes, for 20 OECD countries in 2000 was 10.6 per cent. This is higher than the level in the mid-1990s when the average was 10 per cent. Poverty rates were above 15 per cent in Ireland, Japan, Turkey and the United States, and above 20 per cent in Mexico. Child poverty rose in the 1990s and progress in reducing old-age poverty slowed.

Do increasing income inequalities go hand in hand with rising wage inequalities?

Juan Somavia: Inequality has risen dramatically in most transition economies and has also grown sizeably in some Latin American countries. The picture is mixed in Asia, where some countries have managed to reduce income inequality; but others, such as China and Sri Lanka, have witnessed sharp increases. Gross earnings inequality – measured over the employed population – has increased on average in OECD countries, for which data are available.

The widening dispersion of wages and concerns over poverty amongst more vulnerable workers have focused attention on minimum wage systems. A number of countries have made remarkable efforts to extend minimum wage protection to workers who were previously not covered. These include: South Africa's inclusion of domestic and farm workers in 2000-2001; Bolivia's extension of the minimum wage to agricultural workers in 2005; and China's inclusion of domestic workers in 2003.



Still, many of the world's poorest people live from subsistence farming. How extensive is this sector and what can be done to improve the situation?

Juan Somavia: With three-quarters of the world's poorest people living in the rural areas of developing countries, improved productivity, incomes and working conditions in farming are vital to development. Reducing extreme poverty is thus to a large extent a question of improving the earning power of agricultural workers and small farmers, together with developing non-farm employment opportunities in rural areas. In addition to investment in infrastructure and education, breaking rural poverty traps requires a major effort to develop collective organizations of workers and small farmers, such as cooperatives.





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>> *To what extent can social security contribute to reducing poverty and inequality?*

Juan Somavia: A number of developing countries have in recent years introduced basic pensions or child benefit schemes financed from the general exchequer which are proving to be a powerful means of combating poverty. Strong evidence of positive experience comes from countries as diverse as Brazil, Mauritius, Namibia, Nepal and South Africa. Although these countries show the way in combating poverty through social security mechanisms, only one in five people in the world has adequate social security coverage. The other four need it too, but somehow must manage without. This is why the ILO launched a Global Campaign on Social Security and Coverage for All to encourage the extension of social security coverage as a means for combating poverty and social exclusion.

What else can be done to reduce poverty worldwide?

Juan Somavia: A major effort is needed to improve productivity, earnings and working conditions in order to reduce working poverty that affects nearly half of all the workers in the world. We live in a time of opportunity and uncertainty in which some of the barriers that have prevented women and men from fully realizing their capabilities are coming down, but in which good jobs that provide the foundation of security to build better

lives are increasingly difficult to find. The need to reduce absolute poverty and narrow income gaps is widely accepted in both developed and developing countries as essential on moral grounds, as well as a means to fight the underlying causes of social, economic and political instability. Elections in all parts of the world are frequently won and lost on the issue of jobs.

How can we integrate the ILO's Decent Work Agenda with strategies for poverty reduction and a fair globalization?

Juan Somavia: Our Organization has a mandate to support governments and employers' and workers' organizations in their efforts to achieve the goal of decent work for all. And in a world where the international influences on work and labour markets are becoming ever stronger, the ILO, through the engagement and commitment of its constituents, could make an important difference to the way the world of work changes in the future. However, translating the goal of decent work for all into practice requires a range of policies that stretch beyond the main areas of expertise of the ILO and its constituents. Decent work as a global goal requires a concerted approach by the entire multilateral system, with the ILO playing a major role in facilitating the integration of the Decent Work Agenda into strategies for poverty reduction and a fair and inclusive globalization.



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INTERNATIONAL DAY FOR THE ERADICATION OF POVERTY

MESSAGE BY JUAN SOMAVIA, DIRECTOR-GENERAL OF THE INTERNATIONAL LABOUR OFFICE

17 OCTOBER 2006



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Today the world is coming together in different ways to mark International Day for the Eradication of Poverty. But every day tens of millions of people around the world seek their own way out of poverty through a simple act: they go to work.

For many, however, their efforts are not enough to escape the poverty trap. People living and working in poverty aren't asking for miracles, they want opportunity and results – a fair chance at a decent job. Let us mark the International Day for the Eradication of poverty by resolving to deliver on the core democratic demand of women and men for the dignity of work and dignity at work.

The absolute number of working people who earn US\$2 a day or less for themselves and their families stands at the same level as it did 10 years ago. Today, that's about 50 per cent of the global labour force. In Africa, the number of those living on less than \$1 a day has nearly doubled in the last 25 years. In addition, the bulk of new jobs is being created in the overcrowded informal economy where working men and

women eke out their livelihoods at low productivity and, consequently, low earnings. Despite global growth, the disconnect between growth and decent jobs is widening income inequalities, fuelling social tensions, and placing obstacles in the way of the global effort to eradicate poverty.

If we want different results, we need different policies.

As Secretary-General Kofi Annan said: "We must re-evaluate our approach, and place job creation right next to economic growth in national and international economic and social policies . . . when discussing macroeconomic policies there should be an institutionalized reflex which constantly asks, "What can this do for jobs?"

The international community is beginning to mobilize to ensure that economic growth translates into decent work for women and men.

At last year's UN World Summit, heads of State and government resolved to make fair globalization, full and productive employment and decent work for all a global goal and a national reality. They recognized it as an instrument for achieving the Millennium Development Goals – particularly poverty reduction.

Following up on a practical level, the recent high-level Ministerial segment of the Economic and Social Council (ECOSOC) sent a strong message for the UN system to come together to promote quality employment. The ILO's specific contribution includes Decent Work Country Programmes which were singled out by ECOSOC as part of a "more coherent and pragmatic United Nations approach to development".

Let us resolve to pool our efforts to transform the growing awareness of the vital role of employment for poverty reduction into concrete policies, programmes and investments that have a positive impact on people, their families and the communities in which they live and work.



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Cooperating out of poverty

Cooperative reform in Tanzania



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African cooperatives are recreating themselves through member empowerment and increased commercial viability. British journalist Andrew Bibby reports from the United Republic of Tanzania where cooperatives are adopting a new approach to sustainability.

MAMSERA, Tanzania – In the foothills of Mount Kilimanjaro, the single-storey building housing the Mamsera Rural Cooperative Society is at the heart of community life in this coffee-growing village. Here, villagers bring their harvest of coffee beans to be weighed and graded and then taken down the unmade road to the town of Moshi, where the coffee auctions take place.

Inside the coop's office, Mr Camili Mariki, the assistant secretary, points to his mobile phone which, he explains, keeps him in touch with current

coffee prices at the market. It enables him and his colleagues to try to ensure that the village's coffee beans are taken to market at the best possible time. Typically, coffee will fetch between 1,500 and 2,000 Tanzanian shillings a kilo (around US\$1.50), though the coop has on occasion received more than US\$2 a kilo. Current prices are chalked up each day on the large blackboard outside the coop building for all to see.

Mamsera's cooperative has about 1,100 members who meet once a year, usually in March or April, to discuss the budget for the year ahead and to agree the mark-up the coop will take to cover its overheads. The day-to-day management is delegated to an elected nine-person Board, who in turn oversee the work of the five employees.

"We're standing on our own feet," says Mr Mariki with pride, adding that the coop has built up over 30 million shillings (\$28,000) in bank

deposits. The strength of the enterprise means that Mamsera's coop can expand its horizons: one idea currently being discussed is to sell coffee direct to the European market, eliminating some of the costs involved in selling through Moshi. The coop has already learned that it has to be ready to adapt. Coffee production has declined in recent years, and to compensate the coop has diversified its activities by beginning a small-scale brick manufacture business. The coop also operates two local shops as well as acting as agent for agricultural fertilizers, pesticides and seeds.

A model of reform

It's a success story which unfortunately is not universally the case in Tanzania. "Some neighbouring cooperative societies have nearly collapsed," Mr Mariki says, pointing to the financial problems they have suffered from being over-dependent on a single primary crop.

Tanzania's cooperatives have a long and proud history which goes back to the early 1930s. In the first decade of independence, the movement was particularly strong, with a complex structure of primary coops, secondary coop organizations and a national cooperative bank. Since then, however, the story has been less happy. For a period, coops became a tool for top-down governmental policies and were effectively integrated into state structures. By the time trade liberalization was introduced in the 1990s, the cooperative movement had become unresponsive to its members' needs and was unprepared for competition from the private sector.

A turning point came in the year 2000, when a special Commission was established by the then Tanzanian President Benjamin Mkapa to investigate what could be done to rejuvenate the country's cooperative sector. The Commission was blunt in its critique of the movement, which it said suffered from a lack of capital, unwieldy structures and problems with poor leadership, misappropriation and theft.

Since then, a series of concerted steps have been taken to overcome this legacy. New coop legislation, which among other things aims to strengthen member participation and democracy, was passed in 2003, whilst last year the government approved an overarching initiative, the Cooperative Reform and Modernization Programme (CRMP). Designed with assistance from the ILO, the CRMP

has, in its own words, the objective of a "comprehensive transformation of Cooperatives, to become organizations which are member owned and controlled, competitive, viable, sustainable and with capacity for fulfilling members' economic and social needs". Member empowerment and commercial viability are seen as the two central themes of this reform agenda.

Whilst Mamsera's example demonstrates the advantages which agricultural coops can bring in rural areas, manufacturing coops are also a feature of urban areas of Tanzania. In Dar es Salaam, for example, Dasico (Dar es Salaam Small Industries Cooperative) is a thriving venture, currently with 398 members, which engages in a range of activities including carpentry, metalwork, paper bag manufacture and welding. Dasico members have access to health facilities in the workplace and the coop provides insurance protection against sickness and death.

More significant, perhaps, is the network of credit unions, known in Tanzania as Savings and Credit Cooperative Societies, SACCOs. There are about 1,400 registered SACCOs, ranging from community-based initiatives recruiting members working in the informal economy to workplace-



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Members of Daimamuungano SACCO (Dodoma) at a General Meeting being addressed by Dr Anacleto Kashuliza, Registrar of Cooperatives. As part of the cooperative reform process, the Registrar and his staff are supervising new elections to the Boards of primary and secondary cooperatives. Meetings are video-taped, to ensure a formal record is kept of all election proceedings.

>> based SACCOs. One of these is Posta na Simu, Tanzania's largest coop, which provides savings and loans services to employees of Tanzania Telecommunication Company, Tanzania Postal Company, the Postal Bank and the Communication Regulation Authority. Posta na Simu is also aware of the need for coops to adapt to changing times: with widespread redundancies a current feature of the telecoms sector, the SACCO is changing its approach so that, among other things, it can assist members who want to set up their own businesses.

Seeds of change

Implementing the Cooperative Reform and Modernization Programme, which is intended to run from 2005-2015, is an ambitious task which has already attracted some Tanzanian government funding but which will probably also require donor finance if it is to be successful. A start has been made, however, at the grassroots, in moves which aim to reinvigorate the democratic principles of cooperation.

Each coop in selected regions of the country has recently been required to call a special general meeting of members at which new Board elections take place. Candidates for these leadership positions submit themselves to their coop in an election process which is carefully monitored by Tanzania's Registrar of Cooperatives and his staff. Would-be leaders who have been associated previously with maladministration or corruption, or who possess insufficient experience and skills, are ineligible to stand.

The election process has yet to be extended to coops throughout the whole of Tanzania.

Still, Dr Anacleto Kashuliza, Registrar of Cooperatives, says the elections have acted as a clear signal both to old-guard leaders and to coop members themselves that the old ways are changing. He describes the atmosphere at one lively election meeting held recently for a coop in the Shinyanga region as typical: "1,000 coop members turned up to elect the leadership. You feel, there's something happening here," he says.

AFRICAN CENTRES OF COMPETENCE

Tanzania's cooperative reform programme reflects a wider process of reform internationally as cooperatives recreate themselves for new economic realities. Many countries have taken the opportunity in recent years to modernize the legislative structures under which cooperatives operate.

In a recent initiative the ILO has joined with the International Cooperative Alliance (ICA) to launch Cooperating Out Of Poverty, the Global Co-operative Campaign Against Poverty. This step, the result of an ongoing partnership between the ILO and the ICA, aims to highlight the role which co-operatives can play in poverty reduction programmes.

In April 2006 cooperative leaders from ten African countries met in Nairobi to discuss the setting up of an Africa-wide cooperative facility, CoopAFRICA. Organized by the ICA Regional Office for Africa, it brought together representatives from across the African continent, cooperative development projects, and the ILO.

"To the surprise of many", said Jürgen Schwettmann, formerly of the ILO's Cooperative Branch, "the majority of participants were of the view that the central problem affecting cooperative development in Africa was not 'lack of resources' or 'external factors', but rather internal constraints such as the lack of organizational capacity, poor governance and insufficient voice and representation. In other words, the lack of member empowerment in its broadest sense, and at all levels, was the single most important factor."

CoopAFRICA will therefore concentrate on objectives at five levels: at the local level, to improve capacity building, strengthen the cooperative culture while observing local rules and trad-

itions, and establish evaluation, monitoring and performance measuring systems; at the "meso" level, to strengthen organizational capacities and governance; at the national level, to strengthen the representation and voice of cooperative leaders; at the continental level, to improve organization and leadership; and at the international level, to strengthen member commitment.

In order to help it monitor progress towards these goals, CoopAFRICA has identified "centres of competence" in 15 different African countries, with each African sub-region represented in the first phase by three countries. Later on, participants agreed, CoopAFRICA should cover the entire African continent.

The ILO's Promotion of Cooperatives Recommendation, No. 193, agreed in 2002, is one of the instruments providing a global framework for reform, with its call for governments and social partners to support the development of strong, financially viable and autonomous cooperatives.

The ILO's Bureau for Workers' Activities and its Cooperative Branch have also spearheaded a unique collaboration between cooperative organizations and trade unions, through the SYNDICOOP project. This initiative has been operating in four east African countries, in Kenya, Uganda and Rwanda as well as Tanzania, with the aim of improving the working and living conditions of unprotected workers in the informal economy. In Tanzania, SYNDICOOP (which brings in both the Tanzania Federation of Cooperatives and the Trade Unions' Congress of Tanzania) has helped establish a number of new credit unions (SACCOs) which draw their membership from informal economy workers.



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Lighting a torch for empowerment

“We matter,” say Filipino domestic workers



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Domestic workers in the Philippines are being given a voice by SUMAPI, the only workers’ organization in the country for this sector. Ricardo R. Casco of ILO-DOMWORK reports on its progress.

MANILA, Philippines – 2.5 million Filipino households rely on domestic workers to provide relief to families coping with the conflicting interests of career and family responsibilities. Filipina domestic workers are now also employed in households in some 70 countries around the world, and

their importance is increasing with the changing patterns of family life and work. Yet the contribution of domestic work has continued to be undervalued, and the struggle to free it from child labour continues.

Milaluna Tibubos (Mila) tells her story:

“I grew up with 12 siblings in a very remote yet peaceful town in Iloilo. At a very young age, I was confronted with the ugly reality of poverty and how it affected my family. I was well aware that my parents could not support me in achieving my

aspiration of finishing school. Like many young girls, I wanted to be educated and earn a college degree. That was all I could think about then, but I was fully aware of my family's economic condition. Sometimes we could not eat because there was nothing to cook, nor was there any money to buy food in the market. So I turned to my teachers, thinking that they could help me. My teachers in elementary school encouraged me to go to their homes and be their domestic worker. They promised me that later on they would help me obtain my high school and college education."

So began Mila's long journey on the path to empowerment – but things did not initially turn out the way she expected.

"I began working when I was 9 years old so that I could support my studies and my family despite the arduous tasks I did. In one of my first jobs, I had to care for two toddlers aged 2 and 5 years old; I was still a child and I did not know how to take care of the children. My employer would hit me if I did something wrong. I was barely receiving any salary, only one peso per day. At times, I would skip classes on the instruction of my teacher-employer to go home and take care of her children."

Today Mila is the elected head of *Samahang Ugnayan ng mga Manggagawang Pangtahanan sa Pilipinas* (SUMAPI), the lone domestic worker organization in the Philippines. Benefiting from the ILO's Regional Project on Mobilizing Action for the Protection of Domestic Workers from Forced Labour and Trafficking (ILO-DOM-WORK), SUMAPI is preparing itself this year for institutional independence after years of nurture from the Visayan Forum Foundation, Inc. (VFFI), a staunch supporter of domestic workers' rights and welfare.

SUMAPI was organized by VFFI as a non-stock, non-profit, people's organization working for the protection of migrant children and women working in the local market. Starting in Manila in 1995, it later expanded its activities to the provinces of Davao, Bacolod, Batangas, Iloilo and Cebu. It now has an estimated membership of 8,000 domestic workers and is currently made up of 21 core groups providing services in parks, schools, communities, and parishes.

Like Mila, SUMAPI's core leaders today are composed of successfully rehabilitated domestic workers who have availed themselves of VFFI's Psychosocial Programme and educational assistance under the IPEC Programme. Having "walked the talk" and survived a painful past as child domestic

workers, they have earned their credibility in speaking for their rights and interests; they understand how to build an important role for the sector.

Low pay, low status

While domestic work has become a highly sought-after service, compensation for it as defined by present legislated standards in the Philippines is not commensurate.

In narrating her travails as an impoverished child domestic worker, Mila describes the meagre income she earned out of the sacrifices she went through in her fervent desire to finish college. "I transferred from one employer to another – I had 11 employers in all in 7 years. I sought work outside my province, far away from my family, in a place hardly familiar to me, and where I had no one to go to in case of problems. I had little or almost no communication with my family; worse, I worked in a household where I slept at the *nipa hut* (a native makeshift dwelling) located outside the

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>> main house. I would sleep there without pillows, without blankets, and without other essential amenities. I was fed with leftover food; my work entailed the entire household chores. I went through the ordeal of being hit, my hair was pulled by the daughter of my employer and I was even slapped, not only by my employer but also by other members of the family. Out of these 11 employers, only one employer paid me 500 pesos (US\$10) a month; others just gave me 25 pesos, 2 pesos or sometimes nothing, especially when they provided me with the opportunity to go to school.”

Even household employers of stature in society, such as Mila’s teacher-employers, can be guilty of abuses; a distorted view of domestic service allows these practices to be perpetuated. In many cultures the engagement of domestic services is relegated to the level of “domestic helpers or household servants”. These helpers and servants are not treated as workers deserving labour law coverage and standards of protection.

In addition, recruiters of domestic workers for overseas employment tend to usurp the profits of this high-demand market. Because the job content of domestic work is perceived to require very low skill levels, and as more poor countries join the pool of suppliers, local wages and compensation are continuing to deteriorate.

As abroad, so at home

The Philippines Department of Labor and Employment has recently announced publicly that it will vigorously promote the skills training and knowledge orientation of its overseas domestic workers, acknowledging the growing number of incidences of trafficking, forced labour and human rights abuses among them. And consistent with the need to implement the provisions of the Philippine Migrant Workers and Overseas Filipinos Act (Republic Act 8042) of 1995, which provides that the possession of skill-based competence is key to protection of vulnerable workers, the ILO has

extended support to the Philippines for the development of a skills training, knowledge orientation, testing and certification system for domestic workers. This facility, managed by the Technical Education and Skills Development Authority (TESDA), promises to empower the overseas domestic sector with leverage as they seek to preserve their relatively higher compensation and earn a professional stature in the global market.

But while such orientation and training serves to protect domestic workers working abroad and make them more competitive, there is much yet to be done in promoting the use of such facilities in the local market.

There is a desire among local domestic workers to upgrade government regulations and services for them in parallel with the programmes for those abroad. They are pursuing an omnibus law for domestic workers, *Batas Kasambahay* (Magna Carta for Household Workers, House Bill No. 1606), just as migrant workers have RA 8042.

Being mostly unschooled and uninformed, they want to have access to a worker orientation and skills training programme. They want to see recruitment agencies operating in the local market made more responsible and assume specific obligations. When these are provided at home, they argue, the government will strengthen its moral ground in negotiating for better terms and conditions for migrant workers.

In the struggle for empowerment, Mila has shepherded SUMAPI this year into an intensive schedule of capacity-building sessions on visioning, strategic and operational planning, principles of human and labour rights, organizing, resource mobilization, financial management, outreach services and entrepreneurship, under the guidance of the Federation of Free Workers and the ILO. "I am confident that we have bloomed with this mission to prevent present and future generations of domestic workers from experiencing the lost childhood we had to bear," says Mila. "The things done for us – both big and small – by different social partners mobilized by the ILO in the past few years can spark us and generations to come into a real state of empowerment. We have the numbers, and we matter to families and individuals. Ours is a big voice."

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LOCAL INITIATIVES FOR SKILLS AND SOCIAL PROTECTION

A part from ILO support for the updating of Philippine rules and regulations governing private recruitment and placement agencies operating in the local market, a number of initiatives from NGOs and local government units have captured ILO attention. In December 2004 the Quezon City government introduced a local ordinance calling for the registration and social security coverage of domestic workers and the mobilization of a *Kasambahay* desk and hotline programme. This initiative led to the development of an expanded local ordinance model. In February 2006, Makati City passed its own local ordinance.

"There is no better way to implement service initiatives on the ground than when you have the Barangay (local government unit) and the homeowners' associations working together," says Constancia Lichauco, Barangay Captain of Belair, an elite residential village in Makati. Belair is now in its 11th year of implementing its *Kabalikat sa Tahahan* (partner at home) programme (KST) – a three-month training programme in skills, knowledge and values for domestic workers that takes place every Wednesday afternoon. The Employers Confederation of the Philippines (ECOP) has adopted the KST programme as a basis for its employer-awareness campaign and the formulation of its Code of Ethics in the Employment of Domestic Workers.



Microinsurance

The social finance and social protection nexus



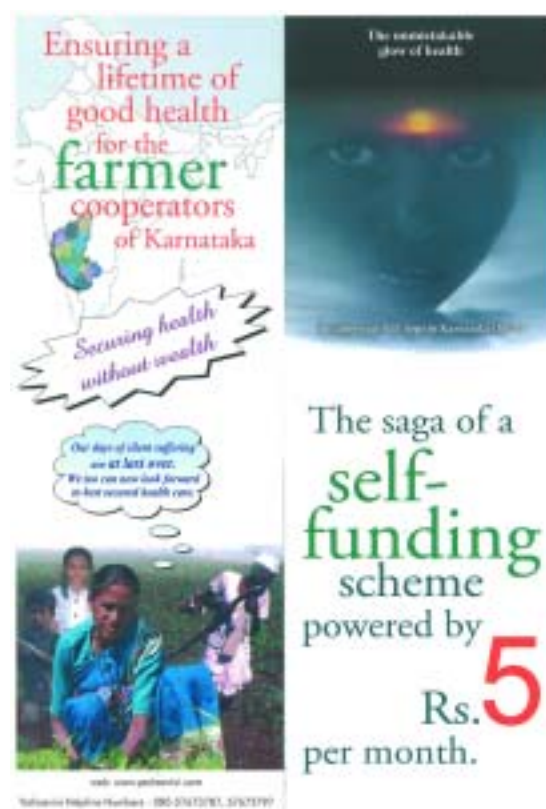
¹ *Protecting the poor: A microinsurance compendium*, edited by Craig Churchill, copublished by the International Labour Office, Munich Re Foundation and CGAP, Geneva, 2006.

By helping low-income households manage risk, microinsurance can assist them to maintain a sense of financial confidence even in the face of significant vulnerability. A new publication, *Protecting the poor: A microinsurance compendium*, contends that microinsurance has to be one of weapons in the arsenal of governments, donors, development agencies and others in combating poverty and achieving the Millennium Development Goals.

Workers in the informal economy and their families live and work in risky environments, vulnerable to numerous perils, including illness, accidental death and disability, loss of property due to theft or fire, agricultural losses, and disasters of both the natural and man-made varieties. The poor are more vulnerable to many of these risks than the rest of the population, and yet they are the least able to cope when a crisis does occur.

Poverty and vulnerability reinforce each other in an escalating downward spiral. Not only does exposure to these risks result in substantial financial losses, but vulnerable households also suffer from the ongoing uncertainty about whether and when a loss might occur. Because of this perpetual apprehension, the poor are less likely to take advantage of income-generating opportunities that might reduce poverty.

One way for the poor to protect themselves is through insurance. In November 2006 the ILO, Munich Re Foundation and the CGAP Working Group on Microinsurance launched a new book, *Protecting the poor: A microinsurance compendium*,¹ edited by Craig Churchill of the ILO's Social Finance Programme. Based on an analysis of over 40 microinsurance schemes around the world, and drawing on the expertise of more than 35 authors, this book synthesizes key lessons about the provision of insurance to low-income households.



Where is the protection?

In many developing countries, neither governments nor insurance companies have been particularly effective in extending coverage to people in the informal economy. Where governments have social protection schemes, they are often delivered through formal sector employers, typically with the employers contributing on a cost-sharing basis. Naturally, such approaches do not reach unorganized workers, both employed and self-employed, in the informal economy.

Although some insurers are beginning to notice the vast under-served market of low-income households, numerous obstacles need to be overcome if they are to offer microinsurance. Like

social protection schemes, the distribution systems of most insurers are not designed to serve the low-income market. The system of brokers, agents and direct sales traditionally used by insurers does not reach the poor. In addition, the products generally available from insurers are not designed to meet the specific characteristics of the low-income market. Key product design issues include inappropriate insured amounts, complex exclusions and indecipherable legal policy language, all of which conspire against effectively serving the poor.

Profitable microinsurance requires large volumes of very small policies. The transaction costs associated with managing these small policies can be extremely high, especially when seen in proportion to the sum assured. For microinsurance to have any value to the policyholder, significant innovations are required to minimize the transaction costs, for insurer and policyholder alike.

Insurers often assume that the low-income market cannot afford insurance. Interestingly, when insurance first became widespread in the late 19th century, it was seen as a poor man's financial service. Many of today's large insurance companies began in the 1800s as mutual protection schemes among factory workers. The wealthy did not need insurance because they could essentially self-insure. Somewhere along the way, as insurance became more sophisticated and the wealthy recognized their vulnerabilities, the perceptions reversed.

A major challenge in extending insurance to the poor is educating the market and overcoming its bias against insurance. Many are sceptical about paying premiums for an intangible product with future benefits that may never be claimed – and they are often not too trusting of insurance companies. Creating awareness about the value of insurance is time-consuming and costly.

To be fair, the bias goes in both directions. The people who work for insurance companies are usually unfamiliar with the needs and concerns of the poor. Similarly, the culture and incentives in insurance companies reward and encourage salespersons to focus on larger policies and more profitable clients, and discourage staff from selling insurance to the poor.

The two faces of microinsurance

Microinsurance is essentially a variety of strategies intended to overcome these obstacles. The

book identifies two main motivations for providing microinsurance: one focused on extending social protection to the poor in the absence of appropriate government schemes; the other offering a vital financial service to low-income households by developing an appropriate business model that enables the poor to be a profitable (or sustainable) market segment for commercial or cooperative insurers.

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YESHASVINI
a unique Scheme
founded on the Principle of Co-operation
“Each for all and all for each”.

Special Features

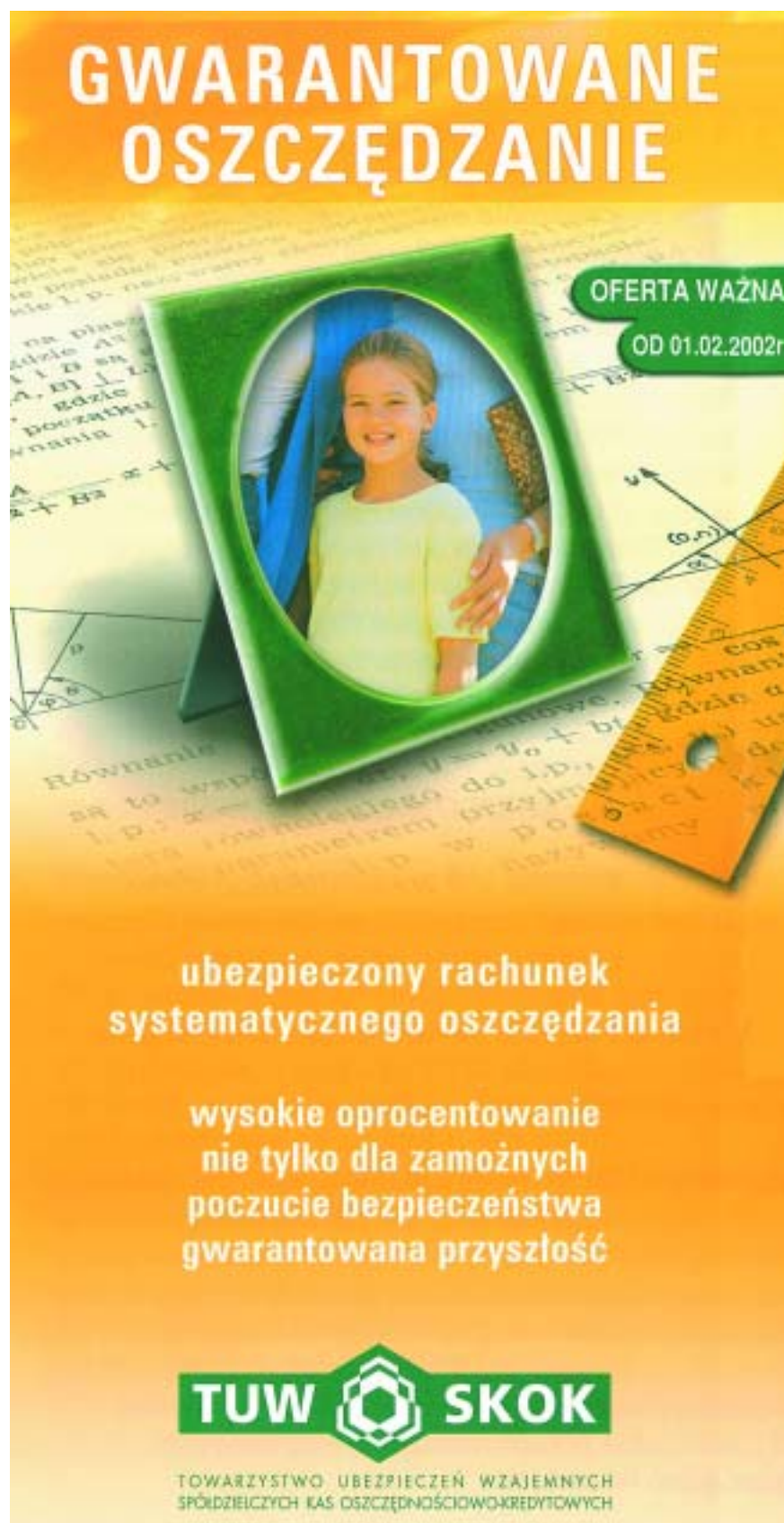
- A farmer who has been a member of a co-operative society for at least 6 months can avail the benefits of the scheme by paying a nominal sum of Rs. 60/- per year. His wife and children can also avail the benefits by paying Rs. 60/- per person.
- Suffering from any kind of disease is no bar to avail the benefits of the scheme.
- Upper age limit to avail the benefits of the scheme is 75 years.
- Members can avail free surgery costing up to Rs. 1.00 lakh, and Rs. 2.00 lakhs for multiple surgeries.
- 1,600 types of surgeries have been included in the **YESHASVINI Scheme**, details of which are available on the website.
- Only hospitals which comply with the parameters set by the Yeshasvini Trust and are recognized as Network Hospitals. Deputy Commissioner at the district level functioning as Chairman co-ordinates all the activities, with the Deputy Registrar of Co-operative Societies of the district functioning as Member Secretary.

Progress achieved

- In the first phase of the project 16,011 lakh farmers were enrolled into the scheme. In the second phase, over 90 lakh farmers have been enrolled.
- The then Chief Minister of Karnataka Shri S.M. Krishna lent a helping hand and contributed Rs. 4.50 crores to the scheme. Government is also committed to give a sum of Rs. 10. crores to the Yeshasvini Trust during the year 2004-05.
- Over 16,000 surgeries of various kinds have been successfully conducted on beneficiary co-operative farmers as on December 2004.
- Nearly 60,000 farmer cooperators have availed free OPD facility (valued at Rs. 14 million) as on December 2004.
- 136 Network Hospitals have been recognized all over the State of Karnataka.

Programme for 2004-05

- To identify hospitals and running homes at sub-division and taluk levels so as to provide medicine at the farmers' doorsteps.
- To take up effective extension work and create awareness among farmer co-operators about the scheme.
- Networking of all accredited hospitals and issuance of computer-friendly identity cards to beneficiary co-operative farmers.



Yet these two varieties have much in common. The book considers microinsurance like Janus, the ancient Roman god of gates and doors, also the god of beginnings, who is depicted with two faces, yet one body. Regardless of whether one is looking at microinsurance from a social-protection or a market-based approach, the body of the insurance scheme, its basic operations, will be largely the same. Hence a book on microinsurance operations must draw lessons and experiences from both.

Regardless of which face of Janus one uses to view microinsurance, the intention is to reduce the vulnerability of the working poor by enticing the public (social protection) and the private sector (new market), or both, to do what neither has been particularly effective in doing: providing insurance to the poor. Since these two faces have the same head, it is reasonable to explore areas of convergence to create alternative models or systems of protecting the poor, such as public/private partnerships, mutuals and cooperatives, and government-provided incentives to correct market failures.

Even though the book covers different insurance products delivered by a variety of institutional arrangements across four continents, a clear picture of microinsurance – both challenges and solutions – is beginning to emerge. The findings reveal that microinsurance is indeed viable, and even profitable under certain circumstances.

Whether the scheme covers its costs with the assistance of donors and governments, or from premium revenues and investment income, sustainability ensures permanent access to services. The sustainability dilemma boils down to a trade-off between three competing objectives. Microinsurers have to find a balance between 1) **coverage**, meeting the needs of large volumes of low-income people, 2) **costs**, operating costs and transaction costs for the insurer, and 3) **affordability**, representing the price and transaction costs for clients. Successful microinsurance schemes usually involve their members or clients in choosing the benefits and levels of coverage that they can afford.

Who is the book for?

The primary audience for *Protecting the poor* is insurance professionals and practitioners working in the field who are currently offering insurance to low-income persons or thinking about doing so. The book was written in the hope that they would be able to learn from the experiences of those who came before, both those who have succeeded and those who have failed.

Protecting the poor is also intended for persons who assist practitioners, such as technical assistance providers and donors. By having a better understanding of the challenges and potential solutions, these individuals and organizations can use their financial and human resources more effectively to expand access to insurance.

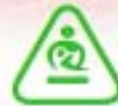
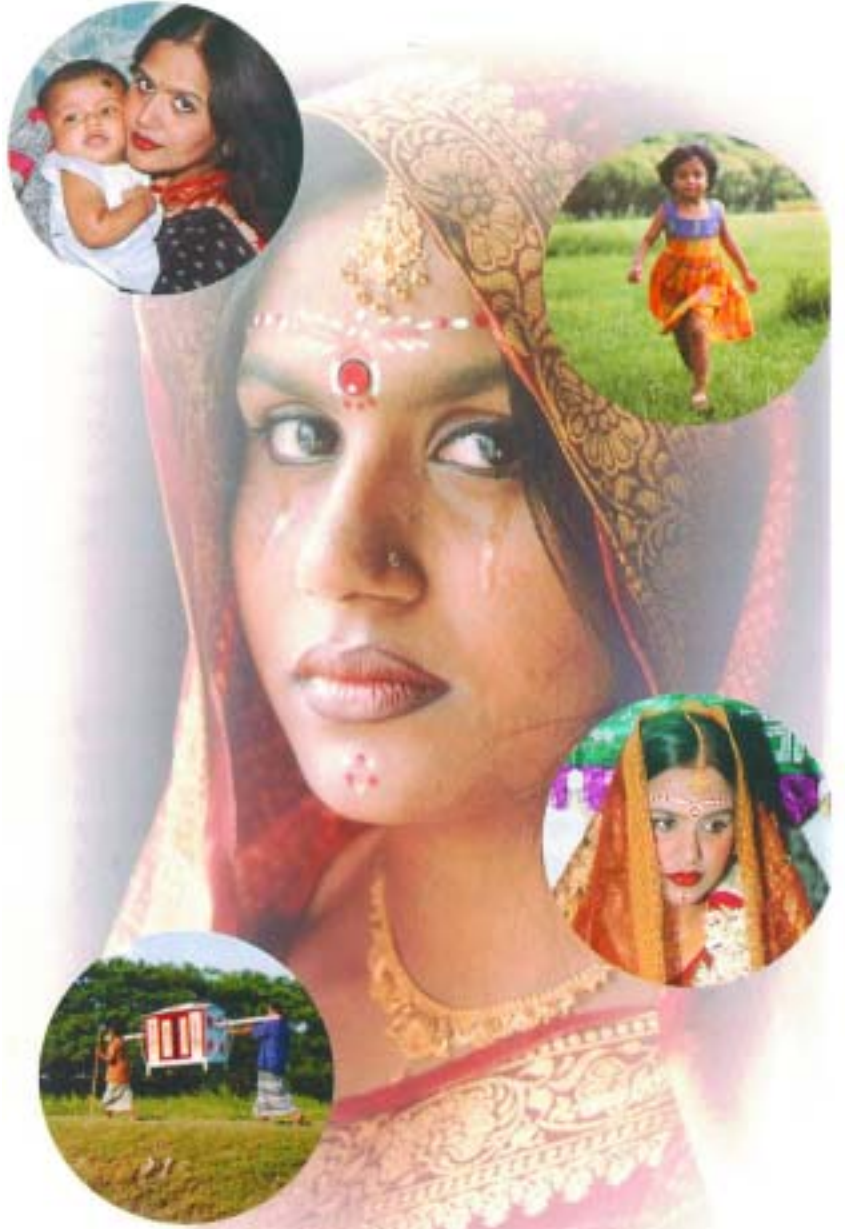
Policy makers and regulators represent a third category of readers. As a new field of activity, microinsurance often operates in an environment that was not designed for it, and which can even be characterized as hostile. By acquiring an appreciation for the key differences between insurance and microinsurance, and recognizing where microinsurance potentially fits into a broader social protection framework, regulators and policy makers can begin to craft an enabling environment to nurture and support the growth and development of microinsurance and to promote more inclusive insurance markets.

Protecting the poor covers a range of issues. Besides defining microinsurance, it provides insights into the risk-management needs of low-income households and explains the critical social protection function of microinsurance. It analyses key lessons about health insurance, long-term life insurance and short-term insurance linked to savings and credit products, as well as the adaptation of insurance products to address the characteristics of women and children.

An emotional approach to marketing often relies on testimonials from people who have benefited and survived a crisis. Here, a marriage endowment product is being advertised. The policyholder's daughter benefits when she turns eighteen, either from the savings or from the insurance benefit if the policyholder has died. The wedding is appropriate, but the bride is crying because her parent is not there to share her joy.

কন্যা বিবাহ বীমা পরিকল্পনা

পরিকল্পনা নং-৪৪২



ডেল্টা লাইফ ইনসিওরেন্স কোম্পানী লিমিটেড
গণ-গ্রামীণ বীমা

কেন্দ্রীয় কার্যালয় : বায়তুল আবেদ ভবন, ৫৩ পুরানা পল্টন, ঢাকা-১০০০
ফোন : ৯৫৬৪০৮৯, ৯৫৫৬৫৩৪, ৯৫৭০৩২৪



WHAT IS MICROINSURANCE?

Protecting the poor defines microinsurance as the protection of low-income people against specific perils in exchange for regular premium payments proportionate to the likelihood and cost of the risk involved. This definition is essentially the same as one might use for regular insurance except for the clearly prescribed target market: *low-income people*. However, as demonstrated throughout the book, those words make a big difference.

How poor do people have to be for their insurance protection to be considered micro? Generally microinsurance is for persons ignored by mainstream commercial and social insurance schemes, persons who have not had access to appropriate products. Since it is easier to offer insurance to persons with a predictable income, even if it is a small sum, than to cover informal economy workers with irregular cash flows, the latter represent the microinsurance frontier.

Microinsurance does not refer to the size of the risk carrier, although some providers are small and even informal. There are however examples of very large companies that offer microinsurance, such as AIG Uganda, Delta Life in Bangladesh and many insurance companies in India, that have a product line that is appropriate for low-income persons.

Microinsurance also does not refer to the scope of the risk as perceived by the clients. The risks themselves are by no means “micro” to the households that experience them. Microinsurance could cover a variety of different risks, including illness, death and property loss – basically any risk that is insurable. This book, however, focuses primarily on life and health insurance, as demand research across many countries identifies illness and death risks as the primary concern of most low-income households.

The book also explores microinsurance operations in detail. It includes chapters on product design, marketing, premium collection, claims, pricing, financial and risk management, governance, organizational development and loss prevention. It also considers a variety of institutional arrangements for delivering insurance to the poor, including partnerships between insurers and MFIs, the community-based approach, insurance companies owned by networks of savings and credit cooperatives, and distribution through retailers.

In addition, the book considers the role of different stakeholders, including donors, regulators, governments, insurers and reinsurers, and techni-

cal assistance providers. It summarizes the strategies to overcome the trade-offs between coverage, costs and price, and provides an outlook on future developments in microinsurance.

Overall, the book considers microinsurance as a “back to basics” campaign, to focus on the risk-management needs of vulnerable people, and to help them manage those risks through the solidarity of risk pooling. Although not all microinsurance schemes are true to these values, the book concludes that the closer they can come, the more likely they will benefit the people who need them most.

MUNICH RE FOUNDATION AND CGAP

Drawing on the vast experience and accumulated knowledge of its parent company, the reinsurer Munich Re, the Munich Re Foundation aims to put this knowledge at the service of humanity. Helping people to cope with risk and to improve their living conditions, it particularly focuses on risk situations intensified by the global challenges of population growth, diminishing resources, environmental pollution and climate change. The foundation is actively involved in areas encompassing education and training, science and research, disaster prevention, environmental protection and public healthcare. For further information see www.munichre-foundation.org.

The Consultative Group to Assist the Poorest

(CGAP) is a consortium of 33 public and private development agencies working together to expand access to financial services for the poor in developing countries. The CGAP Working Group on Microinsurance includes donors, insurers and other parties interested in coordinating donor activities as they pertain to the development and proliferation of insurance services to low-income households. The main activities of the Working Group include developing donor guidelines, commissioning research, publishing a quarterly newsletter on microinsurance and managing the content of the Microinsurance Focus website www.microfinancegateway.org/section/resourcecenters/microinsurance.

Russia at work

All photos: ILO/M. Crozet

Challenges and changes



Russia today is at a stage of evolution that would have been unimaginable just a decade ago. While the challenges are enormous, from Moscow to Murmansk winds of change are buffeting this vast country.

This past September, ILO photographer Marcel Crozet visited the Federation for seven days. His pictures – of ports and mines, agricultural enterprises and factories for workers with disabilities, street children and migrants – provide a moving portrait of a rapidly modernizing country, standing on the threshold of a new era in social and economic development.

Despite high oil revenues and sustained economic growth, Russia is still facing a number of

problems in different sectors, including social protection, income distribution, employment, wage reform, and migration. The ILO and its Moscow office has played a role in coming to terms with these issues, working with representatives of the government, workers and employers to share their expertise in labour law reform, implementing projects in the field of employment promotion and enterprise development, occupational safety and health, HIV/AIDS workplace prevention, child labour . . . to mention just a few.

The camera cannot grasp all aspects of Russian life but it can provide an impression of the unique character of this vast and dynamic country. What follows is a few glimpses of Russia as seen through the lens of our photographer.

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The Lozovero mine at Murmansk near the Arctic circle, 600 metres underground in the tundra, still provides jobs for 470 miners, even though many long galleries have been abandoned since it was founded in 1956. Titanium, niobium and tantalum are mined here. Below right, in the suburbs of Murmansk, Valentina, chief engineer of the hydroelectric power station in Mumashi, on the phone.



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Moscow: up in the air – working on an electricity tower or cleaning windows; down on the ground – the city of Serpoukhov's bakery produces over 50 tons of bread every day for Muscovites. Right, the Moscow Regional HIV/AIDS Centre is kept busy. The growth rate of HIV/AIDS is among the fastest in the world and 80 per cent of infections concern economically active workers. If it continues, the country's working population may decrease by 1.1. million in 2015 and by 2.1 million in 2050, according to ILO estimates. Meanwhile, a Moscow street vendor makes an informal living selling DVDs and



street children at Kursky railway station hang about with not much to do.





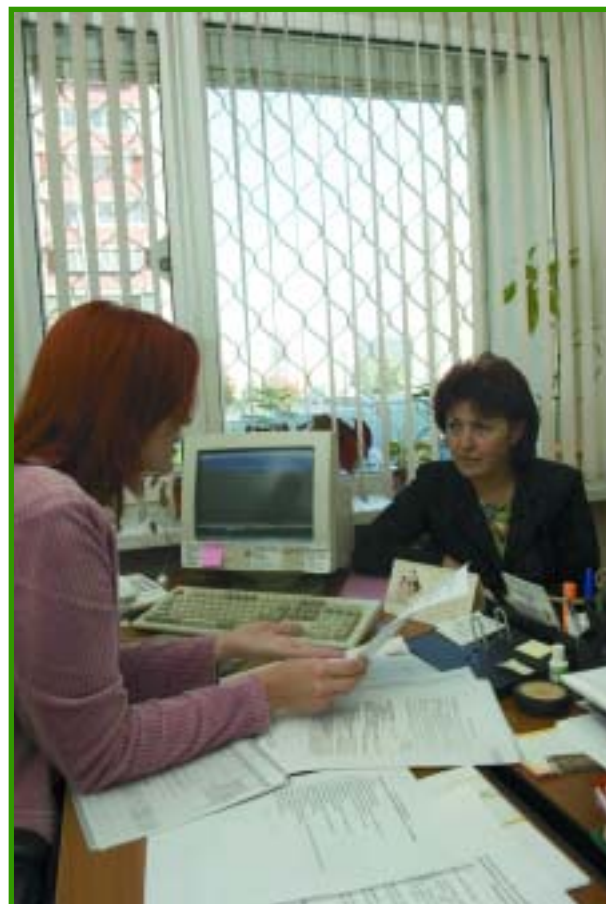
The construction industry is booming, providing work for many migrant workers. But between 5 and 14 million workers in irregular situations work alongside half a million legal migrants, according to the Federal Migration Services. Conditions are often tough, with workers eating and sleeping on site. Informal meeting points on Moscow's outskirts for casual workers in the construction industry are seen below. Most of them come from Tajikistan and are undeclared.



Ports are booming too, providing decent jobs. Murmansk's commercial port processes 14.5 millions tonnes of cargo every year, mostly coal for export. Right, at Yuzhny port in Moscow, a worker is photographed in the machine room of his ship, while Vladimir Bolmahov at the helm is one of the most experienced captains in the port.

But agriculture has not been so fortunate since the transition to a market economy began in 1991. The sector now provides 13 per cent of total employment in the Federation. Below left, Nadezhda Khotovitskaya is a team leader at Voronovo dairy farm in the Moscow region.





Employment agencies are busy these days with advertising and interviews, as well as psychological and neurological testing (top left). According to the Russian Statistical Agency, the youth employment rate is 58 per cent. But regional differences are striking – in southern regions such as Ingushetia, youth employment is only 20 per cent. And 12.9 per cent of youth are in neither employment nor education (right).



People with disabilities traditionally find it difficult to get a decent job, but at Kuntsevo Electro 50 per cent of its 700 workers are either blind or have eyesight disorders. Kuntsevo is one of the leading Russian companies producing wiring accessories – electric plugs, switches, and so on. Top right, Julia Planina, a fourth-grade student at the Moscow State Humanitarian Institute for students with musculo skeletal system disorders. With no retirement pensions, many of the elderly eke out a living through informal street vending. But they're still smiling.



ILO Asian Regional Meeting launches an Asian decent work decade



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The 14th Asian Regional Meeting held in Busan (Republic of Korea) from 29 August to 1 September 2006 launched an “Asian Decent Work Decade” aimed at linking the goal of decent work with the global poverty reduction agenda. The meeting also saw major steps forward in promoting the ILO’s Decent Work Agenda including the official launching of a Decent Work Country Programme in Jordan.

BUSAN – Faced with a massive jobs gap between economic performance and job creation, the ILO’s 14th Asian Regional meeting gathered over 400 government, worker and

employer delegates here in August to discuss measures aimed at ensuring that economic growth translates into productive employment and decent work for all.

Delegates called for the creation of Asian Decent Work Decade – for the period up to 2015 – during which member States from Asia, the Pacific and the Arab States declared “we will make a concentrated and sustained effort to progressively realize decent work in all countries of our diverse continent”.

The Decent Work Decade was also designed to make an important contribution to the achievement of the Millennium Development Goals (MDGs), which aim to reduce poverty by the year 2015. The Decade will promote the ILO’s Decent Work Agenda which stands on the pillars of rights at work, employment, social protection and social dialogue.

“We resolve to ensure that Asia continues to provide global policy leadership in making decent work for all a central objective of our relevant national and international policies as well as our national development strategies,” the conclusions said.

The conclusions noted that the ILO’s Decent Work Agenda has become integrated into the national agendas of many countries, as well as the international development agenda. And delegates strongly endorsed the Outcome Document of the UN World Summit in 2005 and the Ministerial Declaration of the high-level segment of the UN Economic and Social Council (ECOSOC) in July 2006.

“Our focus is enhancing productivity, competitiveness and growth,” said Juan Somavia, Director-General of the ILO. “The answer isn’t charity, giveaways or handouts. The best social programme is a decent job. The dignity and reward of honest hard work, that’s what people want.”

For more information and complete audio and visual coverage of the Asian Regional Meeting, please see

<http://www.ilo.org/public/english/bureau/inf/event/14asrm/index.htm>

THE ASIAN DECENT WORK DECADE: WHAT'S INVOLVED?



© ILO

In just a few short years decent work has moved from its origins as a vision at the ILO to become a part of national policy debates and agendas. The UN World Summit in New York in 2005 and its Economic and Social Council (ECOSOC) in 2006 raised the idea of decent work to the highest political levels. Regional and other international organizations are also being called upon to work closely with the ILO to help promote decent work and poverty reduction.

This is a big challenge in Asia and the Pacific. In spite of strong economic performance, employment growth has remained disappointing. Between 2004 and 2005 employment in the region increased by 1.4 per cent while the economy grew by about 6.2 per cent. At approximately 1.8 billion, Asia's labour force is enormous, and will grow by an estimated 240 million, or 13.4 per cent, in the next 10 years. The most rapid labour force increases will be in countries with the highest numbers of working poor and the largest informal economies. Unless economic growth becomes more employment-intensive or there is a significant and sustainable increase in growth, the prospects of realizing decent work goals are bleak.

To tackle the issue the tripartite constituents reaffirmed their commitment to implement their national plans of action for decent work, reflecting each country's priorities. Help from the ILO will be available if they so require. Plans will focus on ways to:

- Promote sustainable productivity growth, competitive economies, job creation and equal opportunities for decent and productive work, with special attention to the needs of vulnerable workers;
- Promote the ratification of core labour standards;
- Promote access to education for all, to ensure workers have the skills that will enhance their long-term employability;

- Promote decent work opportunities and access to entrepreneurship for young women and men, in particular by easing the school-to-work transition and the sharing of good practices;
- Combat all forms of child labour;
- Improve dialogue about and the management of labour migration, to benefit both sending and receiving countries and protect the rights and equal treatment of migrant workers;
- Improve effective labour market governance by adopting, implementing and reviewing labour laws and social policies in the light of the objectives of full and productive work of the Decent Work Agenda;
- Develop labour management cooperation, bipartite partnership mechanisms, frameworks for social dialogue, and other appropriate institutions and regulations, as important elements for the effective and fair functioning of labour markets;
- Extend the effectiveness and coverage of social protection for all, including to workers in the informal economy;
- Promote occupational safety and health; and
- Strengthen the capacity of social partners and labour administrations.

The challenges ahead are tremendous but the goal of realizing decent work in the region is not beyond reach. As the ILO's constituents themselves said, in the Conclusions of the 14th AsRM, "We are convinced that the ILO's Decent Work Agenda can contribute to a sustainable route out of poverty, assist in addressing the growing economic inequalities both within and between countries in the region, and thus make an important contribution to the achievement of the Millennium Development Goals."



© M. Crozet/ILO

Rising unemployment, underemployment, and working poverty hit youth hard: New ILO report



© M. Crozet/ILO

Today's young people are the most educated generation ever. Yet young people aged 15 to 24 today face a growing deficit of full and productive work and high levels of economic uncertainty. The new ILO report *Global employment trends for youth* reveals an alarming situation.

In 2005, an estimated 85 million youth were unemployed, making up 44 per cent of the world's total unemployed despite the fact that their share of the total working-age population aged 15 and over is only 25 per cent.

Youth are more than three times as likely to be unemployed as adults. The relative disadvantage is more pronounced in developing countries, where youth represent a significantly higher proportion of the labour force than in developed economies.

The highest regional youth unemployment rate was observed in the Middle East and North Africa at 25.7 per cent. Central and Eastern Europe (non-EU) and CIS had the second highest rate in the world with 19.9 per cent. Sub-Saharan Africa's rate was 18.1 per cent, followed by Latin America and the Caribbean (16.6 per cent), South-East Asia and the Pacific (15.8 per

cent), the developed economies and European Union (EU) (13.1 per cent), South Asia (10 per cent) and East Asia (7.8 per cent).

But unemployment is only the tip of the iceberg: another 300 million were working but poor, living on less than US\$2 a day; and another approximate 20 million youth had given up on the job search altogether. Among young people who do manage to find a job, working conditions tend to be below what is considered as a "decent and productive" standard. Young workers are more likely to be working long hours, on short-term and/or informal contracts with low pay, little or no social protection and no voice at work.

In all, about one-third of the 1.1 billion youth in the world suffer from a deficit of decent work opportunities. Which means that at least 400 million decent and productive employment opportunities – simply put, new and better jobs – will be needed in order to reach the full productive potential of today's youth.

The inability to find employment creates a sense of vulnerability, uselessness and idleness among young people. The youth employment gap poses significant challenges, therefore, to youth themselves, but also significant economic costs in terms of lost savings and human capital, as well as social costs in terms of remedial action to counter crime and drug use.

Targeted and integrated national youth employment policies and programmes, fostered by international aid, are required to meet this global challenge. At the international level, youth employment has become a major focus of the Millennium Development Goals (MDGs). This was reaffirmed by the High-level segment of the 2006 UN Economic and Social Council (ECOSOC) which has committed itself to developing and implementing "strategies that give youth everywhere a real and equal opportunity to find full and productive employment and decent work".

For more information, please see <http://www.ilo.org/youth>

The hidden shame of child labour:

Violence against children at work

In a world where workplace violence is on the rise, children are its most vulnerable victims. That is the conclusion of a new study by the ILO, prepared as part of a report by the UN Secretary-General on violence against children.

Violence is a neglected aspect of the impact of labour on children. Little hard data is available but evidence points toward an increase in the phenomenon, both in industrialized and developing countries. That is the conclusion of a new United Nations study on violence against children in the workplace that has just been published.

While many of the world's more than 200 million child labourers experience systematic violence, some 100 million legally employed adolescents are also affected, the study says. Though much of what is known about violence in the workplace is derived from studies among adult workers in industrialized countries, the study shows that children are more vulnerable to workplace violence because of their smaller size, developmental immaturity and dependence on adults. Of all child workers, girls are more vulnerable to sexual violence and disability.

The most common forms of violence against children in the workplace are physical, psychological, verbal or sexual. Violence experienced by working children is often part of a collective workplace culture of physical brutality that can involve shouting and coarse language, sexual harassment, and in extreme cases, rape or murder.

The most extreme example is the exploitation of children under 18 in prostitution, pornography or sex shops. Many of the 5.7 million children in forced and bonded labour, including a significant number of victims of trafficking, are also at constant risk of violence, as are untold millions of children who work as domestic servants.



© P. Deloche/ILO

Children in unsafe working environments are also at risk. In 2004, more than 60 per cent of the world's working children were deemed to do "hazardous" work in glass factories, mining, plantation agriculture and other places where health and safety regulations are often lax or non-existent.

A wide-range of measures is needed to address workplace violence against children. The problem has to be tackled as a livelihood, human rights, labour, health and safety, and law enforcement issue, starting with efforts to prevent under-age children entering the workplace in the first place.

The key departure point has to be *a policy of zero tolerance of violence against children who are working*, whether within the law or outside it, in organized workplaces or in the informal economy.

For more information, please see www.violencestudy.org

G8 meeting in the Russian Federation: ILO Director-General calls for global response to “jobless growth”



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The G8 Ministers of Labour and Employment gathered in Moscow on 9-10 October to discuss productive employment as a factor of economic growth and social integration. ILO Director-General Juan Somavia said today's “global jobs crisis requires a global response”.

MOSCOW – Mr. Somavia told the meeting of G8 Ministers of Labour and Employment that “despite four years of very respectable growth worldwide, we are not really eating into the global decent work deficit. We need to tackle head on this disconnect between economic and employment growth.”

While the global GDP grew by more than 4 per cent, the global unemployment rate of 6.3 per cent has remained unchanged over the past two years. What's more, this jobless growth is only the tip of the iceberg. The number of working poor living on less than US\$2 per day per person is eight times higher than the number of persons who are openly unemployed.

Among other challenges facing the global labour market Mr. Somavia cited the increase in unregistered informal work, an expected increase of 430 million new entrants to the global labour force in the next ten years and an increase in unemployed youth. Over 13 per cent of the 630 million youth labour force is unemployed – two to four times higher than for adult workers.

The ILO Director-General emphasized the need for “convergent, fair and balanced policies and adjustment strategies in a fast-changing world of work”. Adjustment should be fair to everybody – governments, workers, enterprises and consumers. “This is a key aspect of the social dimension of globalization,” he said.

According to Mr. Somavia, both coordinated international action and strong national policies are required to address these issues. The ILO Director-General underlined the vital leadership role of G8 countries in providing the technical and financial support to realize decent work objectives as a foundation for poverty reduction and development.

New technologies, old problems: Balancing productivity gains and employment in the retail sector

The introduction of new technologies will be one of the driving factors contributing to productivity gains in the retail sector, but how will it affect the levels and quality of employment? An ILO tripartite meeting held in Geneva recently examined the role of new retail technologies in shaping the employment landscape in commerce.

New technology will allow manufacturers and consumers to be able to better monitor products, thanks to radio frequency identification (RFID) tags, computer chips equipped with miniature antennae. The technology enables non-line-of-sight transmission via a radio frequency of greater product information than with existing bar-code-based equipment, such as price, manufacturer, expiration date, weight or any feature.

The compelling reason underlying RFID supply chain introduction is to include better food safety through enhanced ability to track and trace livestock, to access product information, to fight counterfeit products, and thus increase productivity and competitiveness.

Yet while the costs of RFID are prohibitive for all but the largest retailers, the potential cost savings are immense. And because of their ability to reduce demand for labour, the introduction of new technologies such as RFID is invariably accompanied by fear of job losses in the companies and industries concerned. Staff resources can be shifted to higher value-added tasks, including customer advisory services.

A number of trade unions have been critical about some aspects of RFID workplace applications, particularly the potential for misuse of their capacity for tracking personnel movements and worker surveillance. According to the report prepared for the meeting, there is little regulation in this respect so far, given that the technol-

ogy is still nascent. For RFID advocates, however, public concern with the technology is reminiscent of the short-lived anxiety when bar codes were first introduced.

According to the ILO report,¹ through extensive social dialogue and appropriate training workers and employers can achieve win-win outcomes with improved productivity, increased customer satisfaction and enhanced working conditions. As the full replacement of the bar code with the newer RFID technology will not be completed for at least 15 more years, public authorities and the social partners will have sufficient time to examine all ramifications of the technology.

And already governments and employers' and workers' organizations agree that in the context of technological change sectoral social dialogue should include: enterprise needs for technology and its employment effects; measures to address job impacts; skills and training for employability; maintaining harmonious labour-management relations; and worker privacy concerns.

For more information, please see
<http://www.ilo.org/public/english/dialogue/sector/techmeet/tmart06/index.htm>

¹ *Social and labour implications of the increased use of advanced retail technologies*, Report for discussion, International Labour Office, Geneva, 2006. ISBN 978-92-2-118652-6.



© P. Deloche/ILO

International drivers: From delays to disease, a heavy load to haul



© KT LUONG/ILO

Excessive border delays, inefficient or corrupt border officials and drivers' vulnerability to sexually transmitted diseases such as HIV/AIDS put the international road transport sector at risk, according to a new ILO report.¹

At the world's international border crossings, time is increasingly becoming money. Poor infrastructure, inefficient organization of official procedures and unprofessional border officials not only negatively affect the living and working conditions of international drivers at border crossings worldwide but also have negative economic impacts, says a report prepared for a tripartite meeting held in Geneva on 23-26 October 2006.

"On the roads and border crossings of Europe, Africa, the Americas and Asia, issues such as current visa policies are creating the primary stumbling block for drivers, including restrictions on their right to work," says ILO transport expert Marios Meletiou. "In many

cases, increasing transportation costs also involve interruptions in manufacturing and delivery cycles."

The report examines the economic, labour and social issues arising from problems of cross-border mobility of international drivers in the road transport sector. One example based on a recent study shows how inadequate infrastructure capacity reportedly cost billions in estimated lost gross output and tens of thousands of jobs.

While the official time period to obtain a Schengen visa valid in the European Union (EU) was on average four days in 2005, for example, actual time for professional drivers of buses and trucks from non-Schengen countries such as Kazakhstan, Morocco, Ukraine and Turkey ranged from 1.5 days for a Turkish driver to 31.5 days for a Kazakh driver during the same period.

What's more, unofficial payments and harassment represent a major issue for drivers, employers, governments and even consumers, the report says. Drivers and road transport companies absorb the main expenditure, but governments lose duties on goods, and costs are often passed on throughout the supply chain to other businesses and ultimately the consumer.

The report also stresses the vulnerability of the workers in international road transport to sexually transmitted diseases such as HIV/AIDS, which has an impact on many more people throughout the areas where drivers live and work.

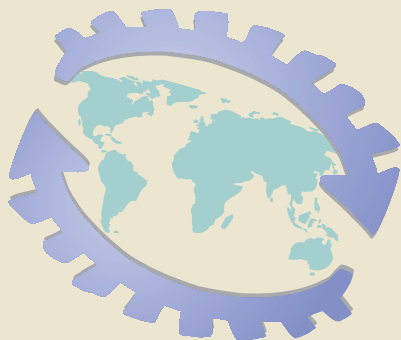
According to the report, governments bear the primary responsibility to address the majority of problems outlined, while employers and workers can also make essential contributions to improve the situation. The report also refers to the ILO's Seafarers' Identity Documents Convention (Revised), 2003 (No.185) that could provide useful ideas for a similar approach in the case of international drivers.

For more information, please see www.ilo.org/public/english/dialogue/sector/techmeet/tmrts06/index.htm

¹ *Labour and social issues arising from problems of cross-border mobility of international drivers in the road transport sector*, Report for discussion, International Labour Office, Geneva, 2006. ISBN 978-92-2-118477-5.

AROUND THE CONTINENTS

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



Better factories, better work

■ The International Finance Corporation, the private arm of the World Bank, and the ILO agreed on 21 August 2006 to collaborate in developing a global programme for better labour standards in global supply chains. The Better Work Programme will look at various industries, including garments and footwear, plantations, electronic equipment, and light manufacturing, with a focus on improving labour standards and promoting the business case for better working conditions. The new programme will build on the success of a range of ILO projects, including its Better Factories Cambodia programme, which has been reporting on working conditions in Cambodian garment factories against national and core international labour standards since 2001.

For more information, please contact the Regional Office for Asia and the Pacific in Bangkok, Thailand, at tel: +662.288.1234, fax: +662.288.1735 or e-mail: bangkok@ilo.org

First soap opera on Cambodian garment industry

■ A soap opera series about real-life problems and solutions in the Cambodian garment industry was commissioned by the ILO Better Factories Cambodia programme in April 2006. The drama series *At the factory gates* was launched at a premiere in Phnom Penh attended by H.E. Cham Prasidh, Minister of Commerce, H.E. Nhep Bunchin, then Minister of Labour and Vocational Training and Ms. Christine Evans-Klock, Director, ILO Subregional Office for East Asia. The first two episodes of the series focus on educating workers on ways of solving disputes and on their rights and responsibilities in conducting legal strikes. They were broadcast on two Cambodian national television stations. The episodes will also be used as part of the Better Factories Cambodia training programme.

For more information, please contact the Regional Office for Asia and the Pacific in Bangkok, Thailand, at tel: +662.288.1234, fax: +662.288.1735 or e-mail: bangkok@ilo.org

Child labour web movie

■ The ILO has launched a new web movie featuring the plight of more than 200 million child labourers worldwide, but also signs of hope showing that the end of child labour is within our reach. The ILO is committed to helping countries lift all children out of the worst forms of child labour by 2016. Through its International Programme on the Elimination of Child Labour (IPEC), the world's largest programme dedicated to the eradication of child labour, the ILO assists in building national capacity to deal with child labour and provides policy advice. In addition, through direct action, the Programme has reached some five million children over the past decade. These initiatives have played a significant catalytic role, both in mobilizing action and in demonstrating how child labour can be eliminated. Since its start in 1992, IPEC has spent US\$350 million, with annual expenditure reaching over US\$70 million in 2005.

For more information, use this link to the movie and see why millions of children need your help and ours: www.ilo.org/public/english/bureau/inf/wdacl/index.htm



© ILO PHOTOS

Republic of Korea/ ILO partnership

■ The Government of the Republic of Korea and the ILO signed an agreement on 2 August 2006 in Geneva for technical cooperation in Asia and the Pacific worth US\$800,000. The fund supports technical cooperation projects for a period of one year for countries in the Asia-Pacific region in the areas of job creation and job quality, employability and skills, youth employment, work injury, occupational safety and health, and dispute settlement. Eight Korean partner institutions will support the implementation of the programme with their in-kind contribution worth US\$288,000. The contribution from the Korean Government has increased every year since 2002 bringing the total amount to over US\$2 million. The Republic of Korea/ILO Partnership Programme on Technical Cooperation was formally established in 2004.

For more information, please contact the Regional Office for Asia and the Pacific in Bangkok, Thailand, at tel: +662.288.1234, fax: +662.288.1735 or e-mail: bangkok@ilo.org

Social protection and inclusion

■ The Ministry of Labour and Social Solidarity of Portugal, the European Commission and the ILO jointly organized a major international meeting in Lisbon, Portugal on 2-3 October 2006 to promote social protection and the fight against social exclusion worldwide. The World Conference on Social Protection and Inclusion: Converging efforts from a global

perspective particularly aimed at strengthening the synergies between social protection, human development and employment creation policies. It also presented a diverse range of innovative experiences from different regions in the world that demonstrate substantial progress in this area.

For more information, please go to the Conference website at http://www.psi-confliisboa.com/portal/index.php?option=com_frontpage&Itemid=1&lang=EN

Valuing diversity

■ Top executives from leading multinationals along with senior UK ministers, international labour experts and NGOs gathered in London on 5-7 October for a high-level policy dialogue on discrimination in the workplace hosted by Mayor Ken Livingstone. The event, entitled Combating Discrimination and Promoting Equality for Decent Work, attracted over 200 high-level delegates from multinationals together with ILO experts. The two-day discussions tackled issues such as ethnic discrimination, ageing populations, disability and gender inequality, and presented step-by-step solutions that can be implemented across all areas of workplace relations, such as recruitment, promotion, retention, remuneration, work-life reconciliation measures and performance. Results and advice for good practice will be published following the event in a joint Global Compact/ILO publication entitled *Valuing diversity*. Launched in July 2000, the Global Compact brings companies together with UN agencies, labour and civil society to support universal environmental and social principles.

For more information on the Global Compact Policy Dialogue 2006, please



see www.policydialogue2006.org and www.unglobalcompact.org

Visit of Italian President Giorgio Napolitano

■ Italian President Giorgio Napolitano addressed some 600 people including local authorities, staff and course participants as part of the ILO Turin Centre's UN celebrations dedicated to the fight against forced labour. The President was welcomed by François Eyraud (Executive Director of the ILO and Director of the Turin Centre) and Turin's Mayor Sergio Chiamparino. On behalf of the 150,000 strong alumni present in over 184 countries, ILO Turin Centre's course participant Ms Rixi Romana Moncada Godoy, Minister of Labour of Honduras, thanked the President for Italy's continued support to the Centre over four decades since its creation.

I accepted with great pleasure the invitation to take part in the United Nations days dedicated this year to the abolition of forced labour, exploitation and irregular work, the most perverse of which is human trafficking, a frightful phenomenon which I never thought we would have to experience again in this century.

– From President Napolitano's address to ILO Turin Centre's staff and course participants

With political will and global commitment, we believe forced labour can be relegated to history. The ILO has called for a global alliance against forced labour. The ILO's Turin Centre is proud to be part of this global alliance and has set up a specific training programme to help raise awareness of the phenomenon.

– From the address of François Eyraud, Director of the Turin Centre, to President Napolitano

© A. Ramella, P. Siccardi/ITC/ILLO



Italian President Giorgio Napolitano at the ILO's Turin Centre, 26 October 2006 with Ms Mercedes Bresso, President of Piedmont Region and François Eyraud, Executive Director of the ILO and Director of the Turin Centre.

© A. Ramella, P. Siccardi/ITC/ILLO



Italian President Giorgio Napolitano addressing ILO Turin Centre's staff and participants.

DECENT WORK RESEARCH PRIZE: CALL FOR NOMINATIONS

The ILO's International Institute for Labour Studies has created a "Decent Work Research Prize", to be awarded annually to an individual for the most outstanding contribution to the advancement of knowledge about the ILO's central goal of decent work for all.

The prize will be awarded for the first time during the next International Labour Conference in June 2007 in Geneva. The winner will be invited to give a lecture to a global audience of government, employer and worker representatives, and be made Honorary Fellow of the International Institute for Labour Studies for 2007-2008. The prize carries an honorarium of US\$10,000.

The prize can be awarded for major publications on the foundations of decent work as defined by the ILO,* or a life-time contribution to knowledge on the central concerns of the ILO, including job creation, rights at work, social protection and social dialogue. The laureate will be selected by a jury of five eminent international experts in labour and social policy issues.

Candidates can be nominated by individuals and institutions, including governments and workers' and employers'

organizations. Only individuals qualify as candidates. They must have the support of at least one representative of the ILO's tripartite constituency and one leading academic in the area of labour and social policy coming from different regions of the world. The deadline for receipt of candidatures is 31 December 2006.

The International Institute for Labour Studies (IILS) was established by the ILO in 1960 as a centre for advanced studies in the social and labour field to further a better understanding of labour issues through education and research.

* see

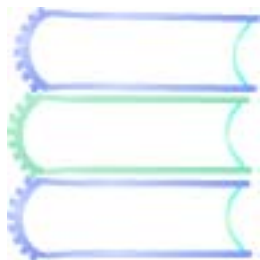
<http://www.ilo.org/public/english/bureau/inf/download/ecosoc/decentwork.pdf>

For more information, please contact the ILO's International Institute for Labour Studies, Case postale 6, 1211 Genève 22, Switzerland;

phone: +41 22 799 6128; fax: +41 22 799 8542;

E-mail: prize@ilo.org; www.ilo.org/public/english/bureau/inst/download/nom.pdf

MEDIA SHELF



■ **Flexicurity: A relevant approach for Eastern Europe**

Alena Nesporova and Sandrine Cazes. ISBN 978-92-2-119215-2. Geneva, 2006. US\$29.95; £15.95; 25 Euros; 35 Swiss francs

The search for a better combination of flexibility and security has been a major challenge within the European Union and it is often seen as indispensable for improving competitiveness and at the same time maintaining the European social model. This book offers an insightful look into how this can be achieved through the flexicurity approach and shows how "activation" of labour market policies and social dialogue can be the keys to success.

The study is a valuable contribution to the debate surrounding the role of flexibility and security on labour market performance. Written by two leading experts in the field, with case studies contributed by outstanding national experts, it argues that the flexicurity approach is the most relevant for Central and Eastern European countries and suggests appropriate reforms of economic policy, institutional framework of the labour market, labour market policy and education and social policies in this region.



■ **Key Indicators of the Labour Market (KILM), Fourth Edition**

ISBN 92-2-118551-6. Geneva, 2006. US\$195; £125; 200 Euros, 250 Swiss francs
Includes interactive software CD-ROM

Now in its 4th edition, the *Key Indicators of the Labour Market* (KILM) offers the general user with instant and uncomplicated access to data on the world's labour markets.

Harvesting vast information from international data repositories, and regional and national statistical sources, this important reference tool offers data for over 200 countries for the years 1980 through the latest available subsequent year. Using statistical data on the labour force, employment, unemployment, underemployment, educational attainment of the workforce, wages and compensation, productivity and labour costs, employment elasticities, and poverty as market indicators, the software provides users with access to the most current information available.

The KILM includes all the basic statistics used to calculate 20 key labour market indicators allowing researchers to compare and contrast between economies and within regions across time.



■ **Making microfinance work: Managing for improved performance**

Craig Churchill and Cheryl Frankiewicz

ISBN 978-92-2-119254-1. Geneva and Turin, 2006. US\$26.95; £15.95; 25 Euros; 35 Swiss francs

This training manual provides a valuable overview of the key management principles necessary to optimize the services of microfinance institutions (MFIs) and brings together useful lessons from numerous MFIs worldwide to help managers strengthen the performance of their unit, branch or institution.

Either used alone, or as part of a management training course, this book offers an arsenal of tools and advice. It examines the markets and marketing of MFIs and captures the different ways in which managers can communicate the value of their products and services. It introduces effective methods for enhancing efficiency and productivity which minimize the trade-offs MFIs invariably face as they try to provide services over the long term. The topic of risk management is covered as well as practical techniques for allocating costs and determining prices.

A clear, easy-to-follow presentation, with illustrations and case studies and an extensive list of additional reading and useful Internet resources.



■ **Occupational Wages and Hours of Work and Retail Food Prices: Statistics from the ILO October Inquiry** CD-ROM, trilingual English/French/Spanish

ISBN 978-92-2-019192-7. Geneva, 2006. US\$75; £45; 65 Euros; 100 Swiss francs

This volume presents the latest results of the ILO October Inquiry, a worldwide survey of wages and hours of work relating to 159 occupations in 49 industry groups and of retail prices of 93 food items, conducted with reference to the month of October each year. It was initiated in 1924 to give effect to a resolution of the First International Conference of Labour Statisticians (1923), and has been conducted regularly ever since. A major revision and expansion of the Inquiry was introduced in October 1985.

The occupations and industry groups covered comprise, as far as possible, those which are important in terms of the number of persons employed in them, those which fall within the scope of ILO Industrial Committees and similar bodies and those which are important in terms of employment of certain types of workers (such as women, salaried employees and so on). The food items covered are, to the extent possible, representative of the dietary habits in countries throughout the world.



■ **Protecting the poor: A micro-insurance compendium**

Craig Churchill (ed.)

ISBN 978-92-2-118657-1. Geneva, 2006; copublication Munich Re Foundation and the CGAP Working Group on Microinsurance. US\$80; £45; 80 Euros; 100 Swiss francs

This authoritative compendium brings together the latest thinking of leading academics, actuaries, and insurance and development professionals in the microinsurance field. A practical, wide-ranging resource which provides the most thorough overview of the subject to date. *See this book featured on page 16.*



■ **Working for better times: Rethinking work for the 21st century**

Jean-Michel Servais, Patrick Bollé, Mark Lansky, and Christine Smith (eds.)

ISBN 978-92-2-117956-6. US\$49.95; £29.95; 42 Euros; 60 Swiss francs.

Also available in French and Spanish
This selection of articles from the *International Labour Review* offers unique insights into current thinking and policy options on the major challenges that have arisen not only in the lives of individual

workers, but also for employers exposed to global competition, and for the makers of national and international policy and law. At the heart of the debate lies the challenge of reframing the concepts and rules whereby people's socio-economic security and the human dimensions of work can be reconciled with the global market's growing need for competitive labour flexibility. The book includes contributions by Amartya Sen, Martha Nussbaum, Joseph Stiglitz, Robert Reich, Sir Bob Hepple, and Alain Supiot.



■ **The new offshoring of jobs and global development**

Gary Gereffi

ISBN 978-92-9014-805-0. Geneva, 2006. US\$13.95; £6.95; 10 Euros; 15 Swiss francs

Based on the 7th ILO Social Policy Lectures, which are endowed with the ILO's Nobel Peace Prize, held in Kingston, Jamaica in December 2005. The book looks at how offshore outsourcing has affected the quantity and quality of jobs in the global economy. Given the special features of global value chains, there is a need to reconsider the contemporary notions of global corporate social responsibility and private as well as public governance.



■ **Gender equality and decent work: Selected ILO Conventions and Recommendations promoting gender equality**

ISBN 978-92-2-119256-5. Geneva, 2006.

US\$22.95; £12.95; 20 Euros; 30 Swiss francs

Also available in French and Spanish

Lack of awareness of women workers' rights has increasingly been recognized as a constraint in the effective use of standards. Dissemination of information about these rights is, therefore, a vital instrument for improving the status of women in society. This guide provides the text of some of the key Conventions for promoting gender equality in the world of work. While ILO instruments are applicable to both women and men, there are a number which are of specific interest for women workers and they are included in this useful reference.

INTERNATIONAL LABOUR REVIEW



■ **Vol. 145 (2006), No. 3**

The social impact of globalization in the developing countries

Based on an extensive literature survey, Eddy Lee and Marco Vivarelli investigate the impact of increasing foreign direct investment and trade openness on employment, income inequality and poverty in developing countries. The first conclusion they reach is that the current wave of globalization does not automatically produce the positive effects predicted by standard trade theory. Particular outcomes tend to be country- or sector-specific. A developing country's ability to benefit from globalization, while avoiding negative effects, is determined by institutional and endowment factors that can be addressed by sound policy-making. The article concludes with some suggestions aimed at maximizing positive effects in this way.

Free trade agreements and labour rights: Recent developments

While the linking of trade liberalization with protection of workers' rights remains controversial, the practice of including labour clauses in free trade agreements is gaining currency. Reviewing wider efforts to promote labour standards and – *in fine* – the economic and other arguments for doing so, Cleopatra Doumbia-Henry and Eric Gravel examine the labour

clauses contained in recent trade agreements, focusing on their effectiveness in protecting internationally recognized workers' rights. Some agreements offer promising avenues for promoting these rights (e.g. trade incentives, capacity building) but their principal weakness lies in supervision, particularly by countries that have not ratified the relevant ILO Conventions.

The Committee of Experts on the Application of Conventions and Recommendations: Progress achieved in national labour legislation

The Committee of Experts on the Application of Conventions and Recommendations was created 80 years ago to assist the International Labour Conference in its task of supervising the application of ILO instruments by member States. The Committee of Experts is composed of renowned legal experts. In this article, Isabelle Boivin and Alberto Otero illustrate how the comments prepared by this Committee have contributed to improving national legislation in the areas of freedom of association, collective bargaining, labour inspection and administration, occupational safety and health, equality of treatment and child labour.

Estimating the impact of job-search assistance: Assessment of a Russian programme targeting very low-income families

Raymond Struyk and Kirill Chagin evaluate an active labour market programme operating in over a dozen Russian cities. The programme provides job-search assistance, financial support and social services to unemployed workers who are members of very poor families. The analysis shows that participants are significantly more likely to find and retain a job than similar workers registered with employment centres at the same time – though participants were found to take jobs paying significantly lower wages than the controls. Furthermore, data for an earlier cohort of participants show that 75 per cent of them remained employed more than a year after exiting the programme.

ILO publications for sale can be obtained through major booksellers or ILO local offices in many countries, or directly from ILO Publications, International Labour Office, 4 route des Morillons, CH-1211 Geneva 22, Switzerland. Tel: +4122/799-7828, fax: +4122/799-6938, e-mail: pubvente@ilo.org, web site: <http://www.ilo.org/publns>. Catalogues or lists of new publications are available free of charge from the above address. The ILO Publications Center in North America can be contacted by phone: +613/745 2665, fax: +613/745 7660, e-mail: order.dept@renoufbooks.com. Customers from developing countries can benefit from special discounts on the regular prices indicated in this magazine and may be able to pay in local currency through an ILO field office. For more information, e-mail us at pubvente@ilo.org.

The ILO Turin Centre



The ILO's International Training Centre in Turin, Italy, was established in 1965 by the ILO, with support from the Italian Government.

Mandated to promote social and economic development through learning and training, the Centre draws on the best thinking, practice and experience in the areas of fundamental principles and rights at work; employment and income opportunities for women and men; social protection for all; social dialogue; management of development; and learning technology.

It targets decision-makers, managers, practitioners and trainers from the three ILO constituencies (governments, workers' organizations and employers' organizations).

It works in close partnership with regional and national training institutions. Last year, it trained over 11,000 people, of whom more than 40% were women.

Not all its activities take place on the Turin campus. In 2005, 56% were held in the participants' countries or regions, while 8% were conducted by distance learning.

Besides standard courses, the Centre also organizes comprehensive training projects, advisory services, training material design and production, knowledge-sharing platforms and customized learning events to meet the specific needs of countries in Africa, the Americas, Arab States, Asia and the Pacific, and Europe.

This Course Calendar lists the 'standard courses' on offer in 2007.

These can be held in Arabic, English, French, Portuguese, Russian or Spanish.

Except for courses held in Arabic or Russian, the titles and descriptions here below are in the language of the course.

Course Calendar 2007

Standards and Fundamental Principles and Rights at Work

Normas internacionales del trabajo para magistrados, juristas y docentes en derecho

1 week - 26/03/07 - 30/03/07



International labour standards and equality in employment with a focus on gender issues: tools and practice

Normes internationales du travail et égalité dans l'emploi avec emphase sur les questions de genre: instruments et pratique

2 weeks - 16/04/07 - 27/04/07

Building a global alliance against forced labour
Vers une alliance mondiale contre le travail forcé

1 week - 14/05/07 - 18/05/07

International labour standards
Normes internationales du travail
Normas internacionales del trabajo

2 weeks - 21/05/07 - 01/06/07

Communicating labour rights - a training course for media professionals

1 week - 27/08/07 - 31/08/07

International labour standards for judges, lawyers and legal educators

Normes internationales du travail pour juges, juristes et professeurs de droit

2 weeks - 03/09/07 - 14/09/07

Séminaire sur la liberté syndicale et la dimension sociale de l'intégration régionale

Seminario sobre la libertad sindical y la dimensión social de la integración regional

2 weeks - 03/09/07 - 14/09/07

Trafficking in people, with a particular focus on children: new trends and responses

Traite des personnes, ciblage sur les enfants : tendances et réponses nouvelles

1 week - 01/10/07 - 05/10/07

Indigenous and tribal peoples: rights and good practice

1 week - 15/10/07 - 19/10/07

International labour standards and globalization: tools for the globalized marketplace

Les normes internationales du travail et la mondialisation: instruments pour le marché du travail mondialisé

2 weeks - 05/11/07 - 16/11/07

Reporting on child labour - C.138 and C.182

Preparación de memorias sobre trabajo infantil - C. 138 y C. 182

1 week - 05/11/07 - 09/11/07

Employment and Skills Development



Analyse et informations sur le marché du travail
2 weeks - 19/03/07 - 30/03/07

Políticas e boas práticas de formação profissional
2 weeks - 16/04/07 - 27/04/07

Local partnerships for decent jobs and better services in the urban context
1 week - 21/05/07 - 25/05/07

Politiques et bonnes pratiques de formation professionnelle
1 week - 21/05/07 - 25/05/07

Cómo hacer frente a los problemas del empleo juvenil
Addressing youth employment problems
1.5 weeks - 02/07/07 - 11/07/07

Addressing youth employment problems
(Arabic) 1.5 weeks - 02/07/07 - 11/07/07

Putting employment at the centre of public investment and poverty reduction strategies
1 week - 16/07/07 - 20/07/07

Decent jobs for all: employment and labour market policies in developing and emerging economies

Des emplois décents pour tous: politiques de l'emploi et du marché du travail dans les pays en développement
2 weeks - 24/09/07 - 05/10/07

L'emploi en point de mire des investissements publics et des stratégies de réduction de la pauvreté
1 week - 15/10/07 - 19/10/07

Labour market integration of people with disabilities
1.5 weeks - 15/10/07 - 24/10/07

DELNET

Especialización en desarrollo local y gestión social de la salud
1 year - 12/02/07 - 12/02/08

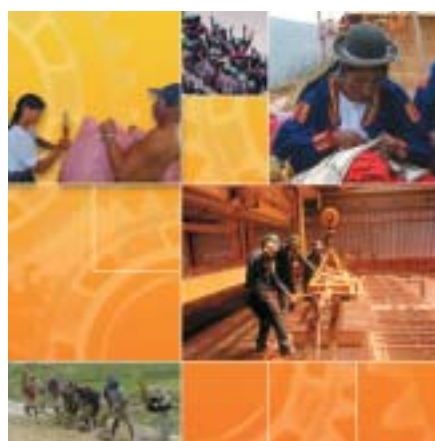
Especialización en desarrollo local
Especialização em desenvolvimento local
1 year - 20/04/07 - 20/04/08

Especialización en desarrollo local con perspectiva de género
1 year - 20/04/07 - 20/04/08

Especialização em desenvolvimento local com perspectiva de gênero
1 year - 20/04/07 - 20/04/08

Especialización en turismo sostenible y desarrollo local
1 year - 14/09/07 - 14/09/08

Especialización en desarrollo local
Especialização em desenvolvimento local
Specialization in local development
1 year - 27/10/07 - 27/10/08



Enterprise Development

Cooperatives policy and legislation
1 week - 12/03/07 - 16/03/07

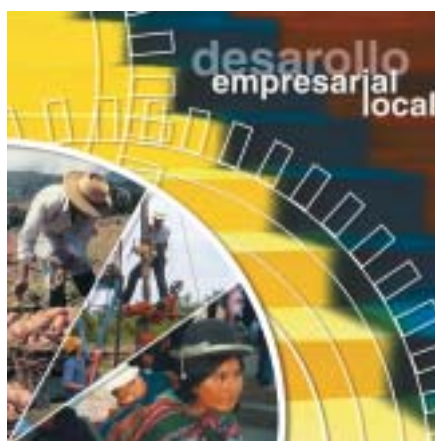
SME cluster and network development: principles and practice - UNIDO-ILO Turin joint programme
2 weeks - 16/04/07 - 27/04/07

Diploma course on market-oriented business development services (MOSBDS) - How to be a better business adviser - the Internet version
17.5 weeks - 02/05/07 - 31/08/07

Servicios de Desarrollo Empresarial orientados al mercado (SDE)
17.5 weeks - 02/05/07 - 31/08/07

Know About Business (KAB) workshop for promoters and master trainers
2 weeks - 07/05/07 - 18/05/07

Start your own cultural or artistic business (SYCAB)
2 weeks - 28/05/07 - 08/06/07



Strategies for local economic development
Estrategias para el Desarrollo Económico Local (DEL)
2 weeks - 04/06/07 - 15/06/07

Training course on SME export consortia development - UNIDO-ILO Turin joint programme
1 week - 25/06/07 - 29/06/07

Generar procesos de desarrollo económico local mediante cooperativas (DELCOOP)
26.5 weeks - 02/07/07 - 31/12/07

The Boulder Microfinance Training Programme
Programme de Formation en Microfinance Boulder
3 weeks - 16/07/07 - 03/08/07

The eighth annual seminar on "Developing business service markets and value chains"
1 week - 24/09/07 - 28/09/07

Managing small business associations (SBA)
1 week - 01/10/07 - 05/10/07

Creating an enabling environment for small enterprise development
2 weeks - 15/10/07 - 26/10/07

Creating an enabling environment for small enterprise development
2 weeks - 29/10/07 - 09/11/07

Curso de especialización en desarrollo empresarial y globalización
2.5 weeks - 05/11/07 - 21/11/07

Socially sensitive enterprise restructuring: how to mitigate the adverse effects on employment
2 weeks - 05/11/07 - 16/11/07

Improving enterprise performance through good practice in human resource management
2 weeks - 03/12/07 - 14/12/07

Social Protection



Workshop on social health insurance
2 weeks - 12/03/07 - 23/03/07

Workshop on governance and investment of public pension schemes
2 weeks - 16/04/07 - 27/04/07

International labour migration: enhancing protection and promoting development
2 weeks - 16/04/07 - 27/04/07

Atelier sur les régimes de pension et le financement de la sécurité sociale

3 weeks - 07/05/07 - 25/05/07

Formación a distancia: formulación de políticas y gestión de la seguridad social en América Latina

26 weeks - 04/06/07 - 30/11/07

Workshop on pension schemes and social security financing for Arab States

2 weeks - 02/07/07 - 13/07/07

Estrategias para la extensión de la protección social

2 weeks - 16/07/07 - 27/07/07

Occupational safety and health inspection systems

2 weeks - 23/07/07 - 03/08/07

Taller sobre regímenes de seguridad social

2 weeks - 20/08/07 - 31/08/07

Post-graduate course on "Occupational safety and health in the workplace"

17/09/07 - 31/12/07 (distance)
+ 28/01/08 - 28/03/08 (Turin)

Workshop on pension schemes

3 weeks - 01/10/07 - 19/10/07

Strategies for the extension of social protection

Stratégies pour l'extension de la protection sociale

2 weeks - 26/11/07 - 07/12/07

Workers' Activities



Trade union training in ILS and the ILO Declaration on fundamental principles and rights at work and its follow-up

4 weeks - 29/01/07 - 23/02/07

Formation syndicale sur le renforcement des capacités en matière d'organisation

4 weeks - 26/03/07 - 20/04/07

Formación sindical en organización y desarrollo sindical

4 weeks - 26/03/07 - 20/04/07

Trade union training in capacity building for organizing

4 weeks - 14/05/07 - 08/06/07

Trade union training in employment policies with a focus on youth employment

4 weeks - 02/07/07 - 27/07/07

Formación sindical sobre economía internacional, economía política e integración regional

4 weeks - 10/09/07 - 05/10/07

Trade union training in training methodology

4 weeks - 17/09/07 - 12/10/07

Formation syndicale sur les technologies de l'information

Formação sindical sobre tecnologia informática

4 weeks - 15/10/07 - 09/11/07

Note: Training courses under the Workers' Activities Programme are attended by invitation only. Additional candidates may be accepted subject to the approval of the Workers' Group and the Bureau for Workers' Activities (ACTRAV) of the International Labour Office, in which case an appropriate participation fee will be applicable.

Employers' Activities

General course on an effective employers' organization

5 days

Gérer efficacement une organisation d'employeurs

5 days

Employers' organizations and SMEs: how to reach out

3 days

Taller para organizaciones de empleadores: cómo representar y servir mejor a la PYME

3 days

Effective participation in national tripartite bodies and socio-economic bodies

2 - 3 days

Participer efficacement aux organismes nationaux tripartites et socio-économiques

2 - 3 days

Services to be delivered by employers' organizations: an in-depth course

3 days

Training and skills policies: the services and advocacy role of employers' organizations

2 - 3 days

Employers' organizations and employment policies, especially on youth employment

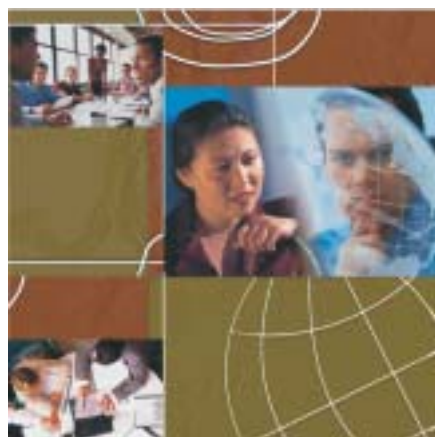
3 days

Las organizaciones de empleadores y las políticas de empleo, especialmente el empleo de los jóvenes

3 days

International trade negotiations and agreements: opportunities and implications for employers

2 - 3 days



Négociations et accords commerciaux internationaux: perspectives et implications pour les employeurs

2 - 3 days

Corporate social responsibility (CSR): the state of play at the international level

1 day

Notes:

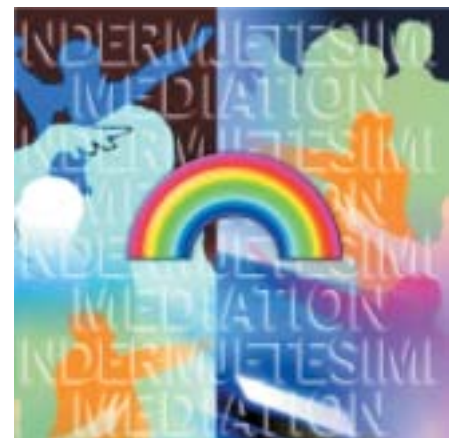
In addition to its core courses, the Programme for Employers' Activities offers tailor-made training.

Each course is open to national, sector or provincial employers' organisations and company employers' representatives, upon nomination by the International Organisation of Employers (IOE) and final selection by the ITCILO.

Courses are held either in Turin or in the field.

Training courses under the Employers' Activities Programme are in principle attended by invitation only. Additional candidates may be accepted with an appropriate participation fee.

Social Dialogue and the Public Sector



Public service reform: a participatory approach

3 weeks - 28/05/07 - 15/06/07

Joint union/management negotiation skills

1 week - 18/06/07 - 22/06/07

Conciliation and mediation of labour disputes

1 week - 18/06/07 - 22/06/07

Promoting pay equity: a tripartite approach

1 week - 25/06/07 - 29/06/07

Gestão de recursos humanos na função pública

4 weeks - 20/08/07 - 14/09/07

Curso de especialización para expertos latinoamericanos en relaciones laborales

3 weeks - 03/09/07 - 21/09/07

Gestion des ressources humaines dans la fonction publique

4 weeks - 01/10/07 - 26/10/07

Promoting social dialogue

2 weeks - 08/10/07 - 19/10/07

Participatory labour law-making (course A)

1 week - 22/10/07 - 26/10/07

Participatory labour law-making (course B-Advanced)

1 week - 29/10/07 - 02/11/07

L'élaboration de la législation du travail: une approche participative

1 week - 12/11/07 - 16/11/07

Management of Development



Master's course on "Management of Development"
17 weeks - 05/02/07 - 01/06/07

Financial management and disbursement in
IFI-financed projects
2 weeks - 12/03/07 - 23/03/07

International financial reporting standards,
financial management and disbursement
procedures in investment projects
2 weeks - 19/03/07 - 30/03/07

Sustainable procurement - social, economic and
environmental considerations in public
procurement
1 week - 26/03/07 - 30/03/07

Post-graduate course on "International Trade Law"
12.5 weeks - 29/03/07 - 22/06/07

Procurement of information systems in World
Bank-funded projects (World Bank - ILO Turin)
2 weeks - 16/04/07 - 27/04/07

Project cycle management
2 weeks - 07/05/07 - 18/05/07

Works procurement management (World Bank -
ILO Turin)
3 weeks - 14/05/07 - 01/06/07

International procurement management
2 weeks - 11/06/07 - 22/06/07

An integrated approach to the procurement of
health-sector goods (World Bank - ILO Turin)
2 weeks - 18/06/07 - 29/06/07

Project management in World Bank-funded
projects: control of project delivery (time, scope,
procurement, budget and resources)
1 week - 02/07/07 - 06/07/07

Master's course on "Cultural projects for
development"
15 weeks - 03/09/07 - 14/12/07

LL.M. (Master of Law) in "Intellectual property"
15 weeks - 03/09/07 - 14/12/07

Master's programme on "Public procurement
management for sustainable development"
16 weeks - 03/09/07 - 21/12/07

Procurement management in the public sector
(OECD/SIGMA - World Bank - ILO Turin)

3 weeks - 10/09/07 - 28/09/07

Project cycle management
2 weeks - 01/10/07 - 12/10/07

Procurement management in investment projects
2 weeks - 15/10/07 - 26/10/07

Equipment procurement management
(World Bank - ILO Turin)
3 weeks - 15/10/07 - 02/11/07

Selection and recruitment of consultants in World
Bank-funded projects (World Bank - ILO Turin)
1 week - 19/11/07 - 23/11/07

Total quality management in procurement
operations
1 week - 26/11/07 - 30/11/07

Project management in World Bank-funded
projects: control of project delivery (time, scope,
procurement, budget and resources)
1 week - 03/12/07 - 07/12/07

Distance Education and Learning Technology Applications



Gestión de recursos humanos por competencias
2 weeks - 21/05/07 - 01/06/07

Competency-based training of trainers
13.5 weeks - 01/06/07 - 31/08/07

Formación de formadores por competencias
31 weeks - 01/06/07 - 31/12/07

Gestion des ressources humaines par compétences
2 weeks - 24/09/07 - 05/10/07

Competency-based training of trainers
Formación de formadores por competencias
13.5 weeks - 01/10/07 - 31/12/07

Competency-based human resources management
2 weeks - 15/10/07 - 26/10/07

Gestión de recursos humanos por competencias
1 week - 22/10/07 - 26/10/07

Facilitate face-to-face learning
1 week - 03/12/07 - 07/12/07

Gender Equality



The Centre is mainstreaming women and gender
issues in all its activities. Courses and workshops
dealing with gender issues in specific technical
areas will be found under the respective headings.

Open virtual learning space on mainstreaming
gender equality in the world of work

30.5 weeks - 19/03/07 - 13/10/07

Gender, poverty and employment (on-line course)

30.5 weeks - 19/03/07 - 13/10/07

Género, pobreza y empleo (GPE) - curso a
distancia

25 weeks - 07/05/07 - 26/10/07

Genre et développement: concepts et instruments
pour l'intégration d'une perspective de genre dans
les actions de développement

2 weeks - 14/05/07 - 25/05/07

Mainstreaming gender equality: concepts and
instruments

2 weeks - 05/11/07 - 16/11/07

An introduction to gender budgeting in
organizations and institutions

1 week - 19/11/07 - 23/11/07

Admission

All regular courses offered by the International
Training Centre of the ILO, Turin, Italy, are
open to candidates with grants or their own
sources of funding. Such candidates should
apply directly to the Centre for registration.
FOR REGISTRATION, INFORMATION AND
PRICES, PLEASE CONTACT:

The Recruitment Unit
International Training Centre of the ILO
Viale Maestri del Lavoro, 10 - 10127 Turin, Italy
Tel.: (39)011 • 6936 671/6936 629 / 6936 111
Fax: (39)011 • 6936 767 / 6638 842
E-mail: recruitment@itcilo.org
Visit our Web site: <http://www.itcilo.org>



Giving credit where it's due...

No. 58, December 2006

...To millions of women and men striving for opportunity and decent work

The ILO congratulates Professor Muhammad Yunus and the Grameen Bank on being awarded the Nobel Peace Prize 2006

"... a call to scale up the microfinance movement globally so that women and men everywhere have the chance to use their talents and overcome poverty through work, dignity, organization, and voice."

Juan Somavia, ILO Director-General