

The WORLD OF

Work

THE MAGAZINE OF THE ILO

World Day Against
Child Labour 2003:

Stop child
trafficking



International Labour Office

"Time for
Equality at Work"

New ILO
Global Report

(see p. 9)

In Memorium: Pekka Aro, 1950-2003

From Bhopal to Budapest to Beijing, the work of Pekka Aro, Director of the ILO InFocus Programme on Skills, Knowledge and Employability was emblematic of the history of the ILO over the past decade. Arriving at the ILO just a few years after the Berlin Wall fell, he held a number of positions at the ILO as it adapted to the new, historical realities of the world of work in the post-Cold War era – until he died of SARS in Beijing on 6 April of this year.

Before joining the ILO in 1992, Pekka had a distinguished trade union career in his native Finland. As Deputy General Secretary of the International Federation of Chemical, Energy and General Workers' Unions (now ICEM), he led a mission of international trade union experts to Bhopal, to investigate the industrial disaster there. He subsequently co-authored the *Trade Union Report on Bhopal*. Its findings played a major role in the development of the ILO Convention on the Prevention of Major Industrial Accidents, 1993 (No. 174). Pekka also chaired the workers' group during the first discussion on the Convention, but by its final adoption, he had – characteristically – already moved on and joined the ILO in Budapest.

Pekka was also behind the ICEF's pioneering use of computers for international trade union communication, at a time when the Internet was still in its infancy.

In the late 1980s and early 1990s, Pekka virtually single-handedly crafted the structure which assured the Finnish trade unions had enough knowledge of European integration to actively work for Finland's accession to the European Union. In this way, Finland avoided the disagreements which afflicted so many other countries about joining the EU, right up to its embracing the Euro. Pekka's approach was

at the same time European and international, something that served him and the ILO well at the next stages of life.

Pekka was instrumental in establishing the ILO's work with trade unions in Central and Eastern Europe in the early 90s. At that time, unions there were facing the enormous challenges of political, economic, and social transformation. Pekka did much to cement social partnership in the region during those crucial years.

After an assignment at the ILO's Brussels office in 1997, he joined its Employment Department in Geneva in 1998, and became Director of the ILO InFocus Programme on Skills, Knowledge and Employability. That post, which he occupied until his death, led to his pivotal role in what promised to be a major employment policy initiative for China and the world with the China Employment Forum, scheduled to be held in April but postponed.

"When you are drinking water," a Chinese proverb tells us, "do not forget the person who drew it from the well." From Central and Eastern Europe to China, Pekka Aro was close to some of the biggest labour developments of our times, and he helped to shape the ILO's role in them. Pekka Aro never lost sight of the people who make the global economy work, and receive so little in return. His own work on their behalf was as effective as Pekka himself. He was a good man and a great organizer – and the ILO will miss him.

Ian Graham

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World Day Against Child Labour 2003

Child trafficking is one of the worst forms of child labour, affecting 1.2 million children worldwide. This year's World Day Against Child Labour will unite people from the most remote villages in the world to the annual International Labour Conference in Geneva on 12 June to show the global solidarity that exists to stop child labour. In this issue, World of Work reports on the campaign against child trafficking and international action that can help bring this unhappy practice to an end. **Page 4**



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Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 176 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.

COVER STORY

Stop child trafficking!

Child trafficking is one of the worst forms of child labour. Affecting 1.2 million children worldwide, child trafficking is the movement of children from place to place – through force, coercion or deception – into situations involving their economic and sexual exploitation. It is a crime under international law. Worldwide, the World Day Against Child Labour is bringing new attention to the campaign against child trafficking

On a dusty road on the Niger-Mali border, a motorcade wends its way toward the riverbank which gives this place its name. Passengers climb down from the minivans and pickup trucks, shake the dust from their hair, and begin to set up a large tent in the village centre. Criers wielding megaphones invite the townspeople. A crowd settles in the shade of the tent, waiting for the travellers to speak.

This is a regional trade route for the traffic in children. Preying on communities desperate for a better life for their children, traffickers promise jobs in the city, on farms, in foreign countries. And children are forced into work that scars them emotionally, physically and mentally, work which can even kill them.

To confront this trade and the lack of awareness that feeds it, an association of tribal chiefs has forged an alliance with the ILO and local authorities. As part of the activities for the World Day Against Child Labour, they have decided to travel across this particularly vulnerable district to inform villagers about child trafficking. The involvement of the chiefs is crucial – an innovative way of reaching communities. They respect the community and the community respects them. In that way, behaviour can be changed.

An apocryphal story? No. A real one, illustrating the kinds of activities taking place in many



parts of the world as support for the activities of the ILO International Programme on the Elimination of Child Labour (IPEC). Born of necessity, the ILO, together with a host of partners, has fought child labour. It has helped create mechanisms to legislate against child labour, interventions to prevent it, and remedies to heal the wounds it leaves on a community and a child.

WORLD DAY AGAINST CHILD LABOUR

Child trafficking is one of the worst forms of child labour and the focus of this year's World Day Against Child Labour. From the most remote villages to the annual ILO International Labour Conference in Geneva, June 12 marks the day when events show the global solidarity which exists to stop child labour.

What kind of solidarity? Experts sharing information on fighting child trafficking. Shipping industry staff talking about how to spot suspicious travellers and prevent trafficking. Counsel-



lors at repatriation centres discussing how children are best welcomed back into their home countries. In dozens of places – from ILO offices, workplaces, schools, and community centres to villages, market places, streets, and rehabilitation centres – this solidarity is apparent and growing.

The trafficking of children results from the unmet demand for cheap and malleable labour in general, as well as the demand for young girls and boys in the fast-growing commercial sex sector. Though children are generally less productive than adults, they are easier to abuse, less assertive, and less able to claim their rights – and accordingly, can be made to work longer hours with little food, poor accommodation, and no benefits.

Trafficking is not a discrete act – it is a series of events which takes place in the child's home community, at transit points, and at final destinations. Whenever a child is relocated and exploited, it is trafficking. All those who contribute to it and profit from it – recruiters, mid-

dlemen, document providers, transporters, corrupt officials, employers and service providers – are traffickers.

By no means a new phenomenon, the trafficking of children continues to grow across all continents and cultures. Nearly all countries are affected, either as sending, receiving, or transit countries for trafficked children.

Cases of child trafficking have been reported in South Asia, South-East Asia, Africa, and Eastern Europe, with patterns of trafficking in the Americas and Caribbean only now beginning to emerge. South Asia, South-East Asia, Central and West Africa show particularly high numbers.

Most children continue to be trafficked into commercial sexual exploitation. However, many children are also trafficked into other forms of labour exploitation, including domestic service, armed conflict, service industries like restaurants and bars, and hazardous work in factories, agriculture, construction, fishing, and begging.

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COVER STORY

>> BEYOND THE POVERTY FACTOR

The stereotype is that “a poor family is a family at risk”. But it is not only poverty which leads to child trafficking. In many South Asian communities, marrying off a daughter – with dowry and all the requisite gifts – can put an unsustainable strain on family finances. Late last year, this was the case for one family in south-eastern Nepal. A suitable young man approached the father of the family and asked for the hand of his sixteen-year old daughter. Relieved of the burden of having to find a groom and meet the financial demands which a groom’s family might make, the parents arranged the wedding. Not many days later, the couple left, ostensibly for the groom’s home.

In fact, they fled the country. Wherever they stopped to pass the night, the groom told their hosts that they were brother and sister. The day before the couple was to cross the border, a sharp-eyed local woman sensed some tension and made inquiries. She was a member of the Village Vigilance Committee, knowledgeable about the movements and habits of traffickers.

The story unravelled, and the girl returned home, having narrowly escaped being sold to an Indian brothel.

PREVENTION, INTERVENTION, AND RE-INTEGRATION

This tale ends well where many do not. The conditions which enable child trafficking are only the beginning of the story; poverty, political instability, natural disasters, lack of education, and social and cultural attitudes towards children, especially girls. The remedies which allow it to end happily are those which adapt to the regional, social, and economic context: appropriate psychological counselling, affordable schooling or vocational training, and bringing traffickers to justice.

But best of all would be for the story never to start, for there to be better work alternatives for parents, equal access to education for boys and girls, vigilant communities, and muscular law enforcement.

The ILO and the fight against child labour: Parents to work, children to school



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Eliminating child labour is an essential element in the ILO goal of “decent work for all”. The ILO tackles child labour not as an isolated issue but as an integral part of national efforts for economic and social development.

1919: The first International Labour Conference adopts a **Minimum Age (Industry) Convention (No. 5)**.

1930: Adoption of the first **Forced Labour Convention (No. 29)**.

1973: Adoption of the **Minimum Age Convention (No. 138)**.

1992: The ILO establishes the **International Programme on the Elimination of Child Labour (IPEC)**. Action includes: assessment studies, capacity building, legal reform, awareness raising and social mobilization, prevention, withdrawal and rehabilitation of children from hazardous work, and the creation of alternatives for child labourers and their families.

1996: **Stockholm Declaration and Agenda for Action**. The elaboration of the principle that a crime against a child in one place is a crime anywhere. The ILO codifies this into an international standard by developing Convention 182 three years

later, spelling out the role of enforcement and penalties.

1998: Adoption of the ILO **Declaration on Fundamental Principles and Rights at Work**: Freedom of association, abolition of forced labour, end of discrimination in the workplace, and elimination of child labour.

1999: Adoption of the ILO **Worst Forms of Child Labour Convention (No. 182)**. Focused world attention on the need to take immediate action to eradicate those forms of child labour which are hazardous and deleterious to children’s physical, mental, or moral well-being. Ratified by 3 out of every 4 ILO member States.

2002: The ILO establishes 12 June as **World Day Against Child Labour**. Supports 80 countries in the formulation of their own programmes to combat child labour.



"During combat, I used to say to myself that I was a tree. That way I was less afraid of dying," says Michel, a former child soldier from Rwanda.

ILO CONCERN: THE UNBEARABLE FATE OF CHILD SOLDIERS

Among the voiceless victims of the worst forms of child labour are child soldiers – or children who fight, for whatever reason, or provide various forms of support in conflicts. Many of these children face not only the dangers of combat, but suffer physical abuse or rape at the hands of their fellow combatants. A recent conference organized by the US Department of Labor (USDOL) in Washington highlighted the plight of child soldiers, and announced a US \$13 million programme to rehabilitate them – including US \$7 million to develop comprehensive strategies with the ILO

WASHINGTON – "Perhaps there is no greater challenge or more pressing charge than freeing the 300,000 children who are caught in the crossfire of conflict," said ILO Director-General Juan Somavia at the "Children in the Crossfire" conference organized by USDOL here on 7-8 May. "They are on the front lines; servants of strife and victims of brutality, the objects of violence and vengeance, learning to kill, to harm, and to destroy."

The use of child soldiers may be the *worst* form of child labour. More than 300,000 children are serving on the front lines in civil strife worldwide and have witnessed, or experienced, such horrors as torture, assassinations, pillage, and rape, according to "Wounded Childhood", a new ILO report on the use of children under the age of 18 in armed conflict in Central Africa, prepared for the Washington conference.

Appealing for an end to this practice, Mr. Somavia declared, "Instead of weapons and war, let's arm our children with opportunity and hope."

The Washington conference, hosted by US Secretary of Labor Elaine L. Chao, aimed to heighten the global response to the exploitation of child soldiers. Some 500 representatives of governments, non-governmental organizations and UN agencies, heard testimonies from former child warriors describing the fear, grief, and violence which have marked their lives.

The report provides a horrifying litany of danger, fear, abuse, and violence suffered by children in conflict around the world. Children are either incorporated into armed bands using false papers, or coerced into fighting or supporting troops. Outright abduction is frequent, especially in the countryside. Boys are used as spies and sent to the camps of regular forces to obtain information. The girls are used as domestic servants and sex slaves. Children who do fight are often massacred in combat.

The reasons why children become soldiers are often unclear. Although outright abduction, particularly by rebel groups, accounts for 21 per cent of the

recruitment of children into armed groups, a surprising 64 per cent of the children involved said they made a personal decision to enrol. Reasons given range from material needs, fascination and prestige, to ideology, the desire for revenge, and the desire to get away from alienating situations at home or at school. Of the 34 per cent who justify their choice for material reasons, however, half say they took the decision under extreme psychological pressure for their immediate survival, while the other half saw a long-term means of earning a livelihood.

"I joined the militia because I thought I could get paid after the war. I knew I was risking my life but I had no other choice. My mother was finding it hard to feed us. While other youths joined the group for ideological reasons, I joined to have a job," says Sylvestre, now 18, a former child soldier and the fifth child of a fatherless family of nine from the Congo (Brazzaville).

Despite the risks involved in escaping these horrors, 41 per cent do manage to flee. In the DRC and Rwanda, many child soldiers have been demobilized or released through the intervention of relatives or organizations. Their ordeal, however, does not end when they get away.

Return to their home villages can be difficult because their communities have been victims of the conflict and see ex-combatants as responsible for the looting, torture, and murder, and think them capable of committing such crimes again. "Girls often have to overcome the double stigma of having participated in the conflict and of being unwed mothers. "I hide my past as a soldier," says Kavira, a former DRC child soldier. "I'm 16 and the mother of a little girl...people have a bad opinion of soldiers and it's worse if one is a girl."

¹ To read the report see:
<http://mirror/public/english/standards/ipecl/publ/childsoldiers/woundedchild.htm>



COVER STORY

>> ARE THERE SOLUTIONS?

At the Washington conference, Mr. Somavia proposed a three-point “battle plan” to prevent and end the use of children in armed conflict. The elements include:

- Improving enforcement to go beyond Conventions and laws. Awareness raising, and adopting and implementing legislation in policies and practice are key elements;
- Developing practical, targeted strategies to help children overcome their trauma and prepare for a better future. These strategies include counselling, education, vocational training, and assistance to parents to boost incomes and get decent jobs; and,

- A development strategy to get at the root causes. This includes promoting social and economic reconstruction poverty eradication, and employment and education policies.

“In a larger sense, our work is about making our communities more stable and our world more secure,” Mr. Somavia said. “It is about building a place for all of our children to find peace. This is our vision.”

US Labor Secretary Chao announced that USDOL would devote a further US \$13 million “to help educate, rehabilitate and reintegrate former child soldiers.” The initiative includes US \$7 million to develop comprehensive strategies with the ILO to help former child soldiers in Burundi, the Democratic Republic of the Congo, Rwan-

da, Uganda, the Philippines, Sri Lanka, and Colombia. It also includes US \$3 million to help educate former child soldiers in Uganda, and US \$3 million to educate and reintegrate child fighters in Afghanistan.

“Child soldiers cannot cry out but we can speak up for them,” Ms. Chao said. “That is why we are here today. As part of this commitment, let us also pledge ourselves to address the root causes of child soldiers, which is the absence of basic human rights and fundamental freedoms.”

The US was one of the first countries to ratify the ILO Worst Forms of Child Labour Convention, 1999 (No. 182) which includes a ban on the forced recruitment of children as combatants.

For more information please visit www.childsoldiers.us



RED CARD TO CHILD LABOUR: ILO-FIFA ALLIANCE TAKES OFF

The footballing population of Rome may be used to seeing red. But from 12 June, the 2.7 million people a day traveling to work, school or the shops on Rome's buses may soon find red cards a familiar sight in the campaign against child labour

ATAC, Rome's public transport company, has agreed to join the ILO and the international football federation FIFA in raising a Red Card to Child Labour and bringing public attention to the 180 million children in the world currently engaged in the worst forms of child labour. Thousands of “Cartellino Rosso”, calling for the rights of children to play, dream, and go to school, will soon be hanging from handrails in some 3,000 buses run by ATAC in the capital. Under the patronage of the Municipality of Rome, the campaign is set for launch on World Day Against Child Labour,

when the Mayor of Rome, the President of ATAC, and the Director of ILO, Rome, Mr. Lenoci, will officially sign a Memorandum of Understanding. The Red Card to Child Labour campaign, launched last year at the Africa cup in Mali, received further impetus on February 13, when FIFA joined the ILO to forge an unprecedented global alliance between the world of sport and the world of work. FIFA and the ILO are working together to draw attention to, and address the root causes of, child labour, both in the production of sporting goods and in other industries worldwide. Crucially, the alliance is working to integrate other key partners into a multi-stakeholder group, including other international sports organizations, the sporting goods industry, trade unions, relevant charities, and international and civil society institutions.

Workplace discrimination, a picture of hope and concern



© ILO / A. FIORENTE

A new ILO report on discrimination at work – the most comprehensive to date – says workplace discrimination remains a persistent global problem, with new, more subtle forms emerging. While significant progress in combating inequalities at the workplace is cause for hope, the report says new forms of discrimination are cause for growing concern

GENEVA – The ILO’s newest global report on discrimination – prepared under the ILO Declaration on Fundamental Principles and Rights at Work – is aptly entitled, “Time for Equality at Work”*. And it shows decisively that unless action is taken, that time is still a long way off.

“This may be the most challenging task of contemporary society, and it is essential for

social peace and democracy,” the report says. Adds Director-General Juan Somavia, “Every day, around the world, discrimination at work is an unfortunate reality for hundreds of millions of people.”

The ILO report lays the blame for continuing discrimination on prejudices, stereotypes, and biased institutions which have resisted decades of legal efforts and policy measures undertaken by governments, workers, and employers against unequal treatment at work.

The report shows that many who suffer from discrimination – especially on the basis of their sex or colour – face a persistent “equality gap” which divides them from dominant groups who enjoy a better life, or even from their own peers who have benefited from anti-discrimination laws and policies.

* *Time for Equality at Work, Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at work, International Labour Office, Geneva, 2003. ISBN 92-2-112871-7. Price: 20 Swiss Francs.*





WHAT IS DISCRIMINATION AT WORK?

Discrimination is defined under ILO Convention No. 111 as any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction, or social origin (among other characteristics), "which has the effect of nullifying or impairing equality of opportunity and treatment in employment or occupation". Discrimination can perpetuate poverty, stifle development, productivity, and competitiveness, and ignite political instability, says the report which was prepared under the ILO 1998 Declaration on Fundamental Principles and Rights at Work. [See Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and its accompanying Recommendation (No. 111), Article 1(1a), as of May 2003, ratified by 158 of the ILO's 175 member States.] The Equal Remuneration Convention, 1951 (No. 100) has been ratified by 160 member States.

But Mr. Somavia said the news is not all bad. "We have made progress," he said. "Today, formal condemnation of discrimination is virtually universal and action to stop discrimination at work has been taken in many places. Still, discrimination remains a constantly evolving 'moving target' and we have a long way to go on the road to equality."



© ILO/P. DELOCHE

KEY FINDINGS

- *Discrimination is still a common problem in the workplace.* While some of the more blatant forms of discrimination may have faded, many remain, and others have taken on new or less visible forms, the report says. Global migration combined with the redefinition of national boundaries and growing economic problems and inequalities have worsened xenophobia and racial and religious discrimination. More recently, new forms of discrimination based on disability, HIV/AIDS, age or sexual orientation are cause for growing concern.
- *Progress in fighting discrimination at work has been uneven and patchy, even for long recognized forms such as discrimination against women.* Discrimination at work will not vanish by itself; neither will the market, on its own, take care of it.
- *Inequalities within discriminated groups are widening.* Affirmative action policies, for example, helped create a new middle class of formerly discriminated persons in some countries. A few rise to the top of the social ladder, while most remain among the low-paid and socially excluded.
- *Discrimination often traps people in low-paid, "informal" economy jobs.* The discriminated are often stuck in the worst jobs and denied benefits, social protection, training, capital, land, or credit. Women are more likely than men to be engaged in these more invisible and undercounted activities.
- *The failure to eradicate discrimination helps perpetuate poverty.* Discrimination creates a web of poverty, forced and child labour and social exclusion, the report says, adding "eliminating discrimination is indispensable to any viable strategy for poverty reduction and sustainable economic development".
- *Everyone gains from eliminating discrimination at work – individuals, enterprises, and society at large.* Fairness and justice at the workplace boosts the self-esteem and morale of workers. A more motivated and productive workforce enhances the productivity and competitiveness of businesses.

TYPES OF DISCRIMINATION: A "MOVING TARGET"

Sex discrimination is by far the most prevalent. And women are by far the largest discriminated group. Although more and more women are working, in addition to the "glass ceiling", the "pay gap" between women and men is still significant in most countries. Women are also more likely to be stuck in lower-paid and least secure jobs. They face higher unemployment rates. Dis-



© ILO/P. DELOCHE

“Eliminating discrimination at work is everybody’s responsibility,” Mr. Somavia says. “The State has the obligation of banning discriminatory practices and establishing sound laws and institutions and policies that promote equal opportunities at work. Employers and workers organizations, individually and together, should identify and combat discriminatory practices at the workplace. Most importantly, the voices of discriminated workers and employers need to be heard, no matter where they work.”

crimination can occur at every stage of employment, from recruitment to education and remuneration, occupational segregation, and at time of layoffs.

In common with all forms of discrimination, *racial discrimination* persists and affects migrants, ethnic minorities, indigenous and tribal peoples, and other vulnerable groups. Rising levels of global migration have significantly altered patterns of racial discrimination against migrant workers, second – third – generation migrants, and citizens of foreign origin. It is the perception of these workers as foreigners – even when they are not – which may lead to discrimination against them.

Discrimination against people living with *HIV/AIDS* is a growing concern, especially among women. This can take many forms, including pre-employment testing leading to a refusal to hire, testing of long-term foreign visitors before entering a country, and in some countries, mandatory tests for migrant workers. Other forms of discrimination include dismissal without medical evidence, notice or a hearing, demotion, denial of health insurance benefits, salary reductions, and harassment.

The number of people with *disabilities*, currently put at some 7-10 per cent of the world’s population, is likely to grow as the population ages. The majority live in developing countries, and disability rates appear higher in rural areas than in urban areas. The most common form of discrimination is the denial of opportunities, both in the labour market, and in education and training. Unemployment rates for people with disabilities reach 80 per cent or more in many developing countries. People with disabilities are often trapped in low-paid, unskilled, and menial jobs, with little or no social protection.

Over the past decade, discrimination based on *religion* appears to have increased. The current global political climate has helped fuel sentiments of mutual fear and discrimination between religious groups, threatening to destabilize societies and generate violence. Religious discrimination can include offensive behaviour at work by co-workers or managers towards members of religious minorities, lack of respect and ignorance of religious customs, the obligation to work on religious days or holidays, bias in recruitment or promotion,





denial of a business licence, and lack of respect for dress customs.

Concerns over discrimination based on *age* are also growing. By 2050, 33 per cent of people in developed countries and 19 per cent in developing countries will be 60 or older, most of them women. Discrimination can be overt, such as age limits for hiring, or take more subtle forms, such as allegations that people lack career potential or have too much experience. Other forms of discrimination include limited access to training, and conditions which virtually compel early retirement. Age discrimination is not limited to workers nearing retirement.

Many people suffer from “*multiple discrimination*”. Indigenous and tribal peoples, for example, are among the poorest of the poor, and women within these groups are even more severely affected. The intensity or severity of the disadvantages they may confront depend on how many personal characteristics may generate discrimination, and how these interrelate. For example, one person can have several characteristics which give rise to discrimination. People who suffer several forms of discrimination tend to be over-represented among the poor, particularly the chronic poor, and in the informal economy.

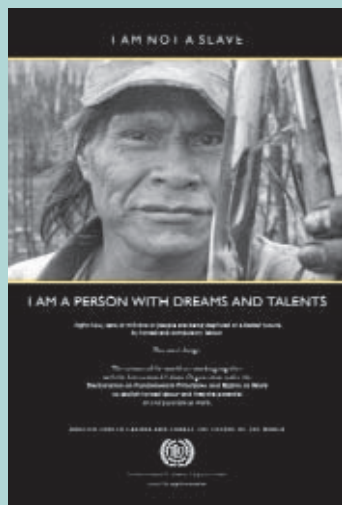
THE ILO RESPONSE

The ILO report says the workplace – whether a factory, office, plantation, farm, or household – is a strategic entry point for fighting discrimination. “When the workplace brings together people with different charac-

teristics and treats them fairly, it helps to combat stereotypes in society as a whole”, the report says. “It forces a situation where prejudices can be defused and rendered obsolete. A socially inclusive world of work helps to prevent and to redress social fragmentation, racial and ethnic conflict, and gender inequalities.”

So far, the report says, outlawing discrimination at work has failed to eliminate the practice. Still, the report concludes that laws banning discrimination are an indispensable, but insufficient, step. Effective enforcement institutions, positive action, unbiased education, training and employment services, and data to monitor progress, are also necessary. This mix of policies and instruments is essential whatever the form of discrimination.

The report was prepared as a follow-up to the adoption of the *ILO Declaration on Fundamental Principles and Rights at Work* by the International Labour Conference in 1998. The Declaration reaffirmed the constitutional principle of the elimination of discrimination in respect of employment and occupation, thereby confirming the universal resolve to suppress discrimination in the world of work through the promotion of equal treatment and opportunity. The Declaration emphasizes that all ILO member States have an obligation to respect the fundamental principles involved, whether or not they have ratified the relevant Conventions.



WORK IN FREEDOM

The ILO has developed a series of public service announcements (PSA) for radio, television and print to highlight the issues relevant to the Declaration on Fundamental Principles and Rights at Work. These PSAs – focusing on discrimination, child labour, forced labour and freedom of association – are being launched with the printing of the “forced labour” theme in this issue of the *World of Work*.

All PSAs are freely available for publishing and broadcasting. We would like to hear your feedback and encourage you to assist the ILO in widely distributing these PSAs. (See back cover)

JOB EXPORTS ALSO HIT WHITE-COLLAR WORKERS

IT outsourcing goes global



© ILO/M. CROZET

Many information technology jobs have been shifted to lower-cost countries, and may soon migrate onwards to regions offering even cheaper labour. Journalist Andrew Bibby examines

how, for the first time, white-collar staff are among those affected by job exports

REDMOND, Washington – Twenty-four floors above the streets of this suburb of the US city of Seattle, members of the city's Trade Development Alliance were listening to a recent breakfast presentation on the Indian software industry.

Down on the street, meanwhile, labour activists were distributing leaflets complaining that local employment was at risk, due to the export of jobs in information technology (IT).

"Our local economy is in crisis, and that crisis is partly caused by corporations sending good living wage jobs to other parts of the world," said Jake Carton, one of those protesting.

This small-scale action, which took place on March 26 this year, may not have made the headlines. But it did demonstrate the growing concern among IT professionals in the United States over

the perceived exodus of jobs to lower-cost destinations, particularly India.

WashTech, the Seattle-based IT professionals' association affiliated to the Communications Workers of America, has been leading the campaign, and is now calling on the US Congress to launch an immediate study of the effects of the trend. According to WashTech, the consequences for US technology workers will be increased job insecurity, lower wages, and fewer benefits.

A recent study from the US analysts, Forrester Research, gives some credence to these concerns. The study suggests that as many as 3.3 million white-collar jobs, representing US\$136 billion in wages, could shift from the US to lower-cost countries by 2015. Study author John McCarthy points out that some companies embracing so-called off-shore outsourcing believe they can get better-quality work at half the cost. It is a similar story in the United Kingdom, where the telecoms union, CWU, has strongly criticized British Telecom (BT) for plans, announced in March, to transfer 2,700 UK jobs to India this year. The jobs identified include directory enquiries, billing, videoconferencing, and some telemarketing. CWU claims all

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JOB EXPORTS ALSO HIT WHITE-COLLAR WORKERS



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BT divisions are exploring the possibility of transferring work to India, and that thousands more jobs could be involved.

In its attack on BT, the CWU made it clear that it has no issue with India or with Indian workers. Its main argument is that, as a company which derives the bulk of its profits from UK customers, BT should have an obligation to support the British economy by employing local workers. The union also warns that, by moving jobs to India, BT would be setting a very dangerous trend, which could see hundreds of thousands of British jobs potentially at risk.

HOW NEW A TREND?

The transfer of data processing and data inputting from developed to developing countries dates back to the 1970s. Then, Caribbean islands such as Jamaica and Barbados led the development of “offshore” working. Initially, work typically consisted of routine administrative work, such as processing airline ticket stubs and credit card applications. Since then, however, much has changed; a sign perhaps of the apparent rise of the knowledge economy even in less developed countries.

India, in particular, has developed rapidly in recent years as a destination for software programming and IT-related work. Compound annual growth of more than 50 per cent had pushed the industry from a value of about US \$175 million in 1989-90 to some US \$5.7 billion ten years later. The Indian trade association, NASSCOM (National Association of Software and Service Companies), predicts the sector’s turnover could reach US \$85 billion by 2008.

NASSCOM has identified “IT-enabled” services as the focus for major expansion in the coming years. Such services include IT management (for example, network management and maintenance), payroll processing, financial services and client management, including order processing and call centre operations. In practice, the last of these – call centre operations – has so far been the most important part of India’s rapidly growing IT service market.

Call centres employ some 100,000 mostly young people in India. They are highly educated, usually holding degrees in engineering or computer science, and their working conditions are good – typically purpose-built blocks in IT parks outside cities such as Bangalore and Mumbai (Bombay). Call centre workers are trained to be effective when talking to customers abroad, so that staff dealing with the United States will be tutored to speak with a US accent and to understand US culture. Those handling calls from Britain are similarly trained on aspects of British culture, including the British weather. In some instances, staff are encouraged to take on US or British names when talking to clients abroad, rather than using their own.

The main attraction of offshore outsourcing is the lower costs. Even though relatively well-paid by Indian standards, personnel costs are a fraction of Western wages. One British press report in 2001 suggested that Indian call centre workers earned the equivalent of \$3,800 compared with UK workers’ starting salaries of \$19,000. More recently, the CEO of an Indian call centre company estimated that, in total, costs could be reduced by 40 to 60 per cent by moving to India.

Such developments are not limited to the English-speaking world. French companies are looking to African francophone countries, such as Mauritius and Morocco, as suitable destinations for call centres. Latin America provides an obvious location for Spanish companies looking to move offshore, while even German-language call centres have been established in lower-cost locations in developing countries.

This trend resembles the global relocation of work which took place a generation ago in the manufacturing sector. What is new is not simply that this trend is now being extended into the service sector, but also that middle-class and professional workers in developed countries are for the first time becoming directly affected. White-collar as well as blue-collar jobs are potentially migrating.

Trade unions in developed countries understandably cite the dangers of “social dumping” and a “race to the bottom”. On the other hand, the development of indigenous software sectors in countries such as India does offer work opportunities for well-educated people to find work at home, as an alternative to seeking out work in North America or Europe – a practice sometimes derogatorily known as “body shopping”.

NORTH TO SOUTH, OR SOUTH TO NORTH?

But the migration of jobs from north to south is only half of the picture. The other is south to north migration of workers (a familiar feature in the IT sector, at least up until the bursting of the dot.com bubble). Naturally enough, developing countries which have invested in educating young people are becoming increasingly concerned that such education is being used to seek work abroad.

Still, there is real concern among the unions that established levels of social protection and labour standards could be lost when jobs migrate to lower-cost regions of the world. Perhaps paradoxically, the Indian IT sector itself may have grounds to fear the same thing. The issue is that other countries are prepared to compete to provide ever-cheaper locations for work. A recent report on global outsourcing by *CIO Magazine* explored the potential of destinations such as Malaysia, Thailand, Vietnam, Mexico and Brazil, as well as Eastern European countries with established high-technology sectors, such as the Russian Federation, Ukraine and Bulgaria. It is, however, China which is seen as the most likely next big player. “Think India ten years ago – low-cost workers and lots of them,” said *CIO Magazine*.

One trade union response to the fear of social dumping is to reassert their demand for the inclu-

sion of core labour standards in future trade agreements negotiated through the World Trade Organization. But there is another response happening at both ends of the outsourcing chain. This is the development of moves by unions to organize previously unorganized workers.

In the United States, WashTech’s president, Marcus Courtney, is trying to persuade professionals in what has traditionally been a highly individualistic work culture to consider bargaining collectively with employers. “For many contractors and permatemps [agency workers with long-term employment with a single company], the prospect of obtaining that elusive permanent job, combined with fear of that never happening if they rock the boat in any way, often outweighs any motivation to mobilize around key workplace issues. Yet, for many, that permanent job never appears,” he says. “Only through organizing will we gain the strength to stand up and bargain over what offshoring means in this industry.”

Meanwhile in India, fledgling IT Professionals’ Forums are developing in the states of Karnataka (focused on the cities of Bangalore and Mysore) and Andhra Pradesh (focused on the state capital of Hyderabad). First established in 2000, the Forums have chosen not to use the term “trade union”, which they claim has negative connotations among their target membership. However, the organizations have affiliated to the global union federation, Union Network International (UNI). Forum members say that, by working together collectively, they can better guard against professional risks and advance their careers. The Forums’ mission statement is to become “the voice of IT professionals, to enrich and empower their knowledge, to promote their interests, and to contribute to the overall growth of the ICT [information and communications technologies] sector.”

Enriching individuals’ knowledge may ultimately be one of the best protection measures against the risks of job migration, whether the flow is from the West towards India or from India towards other countries such as China. As with manufacturing a generation ago, the low-skilled, low value-added jobs will tend to be most mobile in a globalized world economy.

Andrew Bibby is a freelance writer and journalist

Up in smoke: What future for tob



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Some 100 million people are employed worldwide in the tobacco sector. As the risks associated with smoking and the forces of economic modernization continue to pressure the industry, the ILO has been looking at the future employment prospects for tobacco workers worldwide

GENEVA – Of the 100 million people working in the tobacco industry, only about 1.2 million are employed in manufacturing. Some 40 million work in growing and leaf processing, 20 million more in home industries such as hand-rolling “beedi” or “kretek” cigarettes in India and Indonesia, and the rest in tobacco-related processes and industries ranging through distribution, sales, and promotion of tobacco use. There is also considerable employment in organizations fighting *against* tobacco consumption.

tobacco jobs?

About 6 million tons of tobacco are produced each year in some 120 countries, with 80 per cent of production coming from the developing world and 70 per cent from six countries: Brazil, China, India, Indonesia, the United States, and Zimbabwe.

A recent ILO report, "Employment trends in the tobacco sector: Challenges and prospects",* says that the overall figure for employment in the tobacco sector has stabilized in the past five years. In the industrialized countries, employment has declined steadily over the past three decades, largely due to improved manufacturing and farming techniques, and consolidation of tobacco interests.

But is the anti-smoking lobby to blame for the loss of jobs? No, says the report, adding "no correlation has been established between the decline in (tobacco) consumption and the decreasing rates of employment".

"Tobacco has never been more controversial than it is today. For many who work in the tobacco sector the world over, stagnating or declining employment is a burning workplace and social issue especially among the most vulnerable, such as migrants, women and children, ethnic minorities, and castes or tribes who depend on tobacco for a livelihood. Their future must also be considered." - ILO Director-General Juan Somavia

So where are the job losses coming from? The report expresses concern that as tobacco manufacturers continue to seek new markets and adopt new technologies, they may be heading toward a new era in which tobacco manufacturing may involve few, if any, workers. In the United Kingdom, for example, 3 per cent more cigarettes were being produced in 1998 than in 1990, with 75 per cent less labour, the report says.

The most vulnerable members of tobacco-growing societies are of primary concern. These include millions of workers, such as members of castes, tribes, and religious minorities in India; impoverished farmers in Malawi; women workers in India and Indonesia; migrant workers in the United States; child labourers on tobacco plantations in Africa, Asia, and Latin America; poverty-stricken workers in Brazil who may be caught in debt-bondage; and victims of conflict in some tobacco-growing countries.

"These workers and their families, in thrall to the tobacco sector for their livelihoods, are faced with the prospect of an uncertain future for their sector," the report says. "If tobacco manufacturing workers are among the best paid in industry around the world, tobacco farmers in developing and some transition countries cannot be said to benefit from the high added value of the product; unorganized, they cannot avail themselves of bargaining mechanisms to negotiate wages and working conditions."

Concern extends not only to the developing world. The increasing clamour over the health risks associated with smoking, coupled with new agricultural policies and legislation, have battered the US tobacco industry into economic decline, and wiped out thousands of jobs in the tobacco manufacturing industry.

America's Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM) says it has lost more than 30,000 members, once employed in cigarette-making factories, in the past 20 years. Less than 10,000 tobacco workers remain in the BCTGM today.

"The United States is a model of how not to go about suppressing the demand for tobacco products," says BCTGM spokesman Ray Scannell. "There has been no help for those skilled factory workers who provided the bulk of the community in some towns. Tobacco workers who once made around US\$50,000 have been reduced to working at McDonalds."

* *Employment trends in the tobacco sector: Challenges and prospects*, International Labour Office, Geneva, 2003. ISBN 92-2-113425-3. Price: 17.50 Swiss francs.



>> The outlook for tobacco farmers is equally gloomy. In its latest industry review, the Economic Research Service (ERS) of the US Department of Agriculture forecast tobacco production for the 2002-03 season would be 889.6 million pounds – about 102 million pounds lower than in 2001. Exports in 2002 slipped from 134 billion cigarettes to 127 billion, 5 per cent below figures for the previous year.

Imports, however, increased by 53 per cent during the first six months of 2002, reaching 8.9 billion pieces. The imported tobacco, mainly from Brazil, is used in the cheaper, discounted brands of cigarettes. This, the BCTGM says, is what is crippling the demand for the top-tier US brands like Marlboro.

Factors contributing to the employment decline:

A number of factors have combined to sculpt the tobacco industry into a new shape and to whittle away the employment market, while paradoxically, there has been a gigantic increase in consumption in developing countries and countries in transition, leading to an increase in cigarette production in the United States, the Netherlands, the United Kingdom and Turkey.

Automation is, without a shadow of doubt, the main responsible factor. At the beginning of the century, workers rolled cigarettes by hand at the rate of four a minute; in the year 2000,

machines were producing 16,000 a minute. The Philip Morris factory in Bergen op Zoom (Netherlands) employs only 1,900 people to produce 9 billion cigarettes annually.

However, that is not the only reason; privatization, mergers and acquisitions, factory closures, and the contraction of certain markets, particularly within the OECD, have led to a large number of layoffs. Delocalization towards low-wage countries often goes hand-in-hand with reduced employment. This is particularly noticeable in the western hemisphere, with significant employment drops in the United Kingdom (75 per cent less) and in Germany (one-third less). But there have also been major decreases in a number of other countries, such as Turkey, Hungary, and the Republic of Korea.

The all-powerful state monopolies are beginning to show signs of wear-and-tear in certain places. A number of markets have been privatized over the past fifteen years (Japan, Korea, Thailand, and most of the Central and Eastern European countries), sometimes causing tricky social and political problems. Turkey is a case in point. Between 7 and 8 million Turks are involved in this sector.

On mergers and acquisitions, the report points out that, “a shrinking domestic market, maturation of the industry, and acquisitions of smaller companies”, have led to a quasi-oligopoly, with three companies controlling almost two-thirds of world production: China National Tobacco Corporation (CNTC) with 30 per cent, Philip Morris with 17 per cent and British-American Tobacco (BAT) with 16 per cent.

A BURNING ISSUE: ILO TACKLES TOBACCO JOBS

The first ILO tripartite meeting on the tobacco sector, held from 24 to 28 February in Geneva, examined employment and working conditions in the tobacco industry. The meeting looked at how social dialogue and actions taken by governments, employers' and workers' organizations at the national level, and by the ILO, can head off negative effects on workers.

Following discussions, the meeting unanimously adopted five resolutions on:

- The strengthening of institutional links and cooperation between international organizations working on issues relevant to the tobacco sector
- The employment of women in the tobacco sector
- Future activities of the ILO in the tobacco sector
- Fundamental principles and rights at work in the tobacco sector
- Child labour in the tobacco sector

Whatever the constraints on the tobacco sector today, the meeting concluded that steps should be taken to ensure that all jobs in the tobacco sector, as well as the quality of new jobs being created in the host countries, reflect the principles and rights enshrined in the ILO Declaration on Fundamental Principles and Rights at Work. The ILO has identified priority areas for action: research on employment trends and occupational health in the sector, capacity-building to enable social partners to assist in dealing with social dialogue issues, the facilitation of international information exchange, and studies on the impact of tobacco control policies on employment.



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In today's world, journalists face greater dangers

Embedded, but not immune: along with today's faster pace of war and conflict, comes faster news – and sometimes, faster injury and death. Lee Woodyear, a former Human Rights Officer for the International Federation of Journalists and a freelance journalist, examines how bringing today's news into living rooms and computer screens gets ever more dangerous, and what some organizations are doing about it

As the old adage goes, the first casualty of war is truth. Is the second casualty the truth-teller? In the battle to win the “hearts and minds” of the public, the media – and its “ground troops”, the reporters

who cover the news – are taking greater risks than ever before to bring the news home, “live” and in “real time”.

But at what cost? Many are maimed physically or psychologically, or both. Others die.

Recent conflicts bear this out. During four weeks of fighting in Iraq, 15 journalists and media workers died and two are still missing. Accidents killed some, but most died in combat.

During the 1991 Gulf War, no journalists died in the actual liberation of Kuwait, but in the aftermath, four freelancers were killed. Last year, in Afghanistan, eight journalists died in a two-week time span. At one point in that war, media casualties outnumbered military deaths. Ninety-four media workers

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>> and journalists died in the Yugoslav wars of the 1990s. Some 60 journalists died during the Vietnam War and the fighting in Cambodia.

Recently, the new system of “embedding” journalists in military units – in which journalists are attached to a military unit in the field – has given the press more access to the battlefield, and along with it, more exposure to risk. Some 700 journalists were embedded in coalition units.

The “embedding” system, however, has also been criticized. Just after the war began, the European Broadcasting Union (EBU), among others, protested against the differences between the treatment of journalists who were “embedded” and other reporters seeking the war on their own.

NEW SYSTEMS, NEW RISKS

Journalists have some international protection. Under the Geneva Convention, journalists are to be treated as civilians in times of conflict; harming or killing them is a war crime. Yet some journalists believe the new types of war – and war coverage – may blur the line between civilians and combatants, unless opposing forces are close enough to tell who is shooting pictures rather than bullets.

Economics are also taking a toll. Some media organizations, in a bid to save money, use freelancers or “stringers”, as opposed to full-time staff. While employers’ definitions and treatment of freelancers vary considerably, some freelancers may not have insurance as part of their fees, or a supply of ready cash to buy their way out of trouble.

Commonly, but not exclusively, stringers and freelancers are also often younger, less experienced journalists. Many are keen to get “scoops” which can make their names – but sometimes this can come at great cost. Data and anecdotal evidence from various conflicts seem to indicate that a considerable number of injuries and deaths occur among journalists working on temporary contracts.

FIGHTING FOR SURVIVAL

In the late 1980s, the question of journalists’ safety came to the forefront in the trade union movement. Spearheaded by the Dutch Union of Journalists (NVJ), a worldwide action programme was launched by the International Federation of Journalists (IFJ) to reduce the risks which journalists face when covering armed conflict. It published a safety guidebook, investigated insurance policies for staff and freelancers, and developed safety courses with employers, including first aid courses and training on the types of weapons encountered on today’s battlefields.

The IFJ also insisted that media companies take their share of the responsibility. Against the backdrop of the war in the former Yugoslavia, and with the death toll mounting, the IFJ and its member unions pushed hard to create a tripartite approach to the issue. Today, many IFJ member unions, in cooperation with media companies and military authorities, have created intensive war preparation training programmes for their members. Many media unions include the right to safety training in their collective agreements. The IFJ and its members have also strongly advocated equal benefits for freelancers.

In March of this year the IFJ, with support from the European Union, published a comprehensive and in-depth “survival guide” for correspondents covering conflicts. “Live News: A Survival Guide for Journalists” can be downloaded from the IFJ’s Web site at www.ifj.org. It includes information on equipment, training, precautions, preparations, insurance, first aid, and post-traumatic stress disorders.

The IFJ has also championed the establishment of an International News Safety Institute (INSI). In partnership with the International Press Institute (IPI), a publishers’ press freedom organization based in Austria, and with the support of more than 80 media companies and press freedom groups, the Institute was launched on 3 May of this year. Objectives include developing safety assistance programmes in hot spots, setting standards for safety courses and equipment (body armour, gas masks, chemical suits, etc.), making sure that equipment is available for staff and freelancers, raising awareness about the need for comprehensive training, and supplying safety training materials to concerned companies and unions.

“The Institute will focus on all aspects of the safety and welfare of journalists and media staff, including promotion of cut-price insurance schemes for freelance and media staff, and promoting trauma and stress counseling initiatives to help media staff cope with the pressures of reporting in difficult conditions,” explained IFJ Secretary General Aidan White.

But how much will this really help? In the end, covering armed conflicts is always going to be dangerous. It seems from the statistics that the greater the access journalists have to a war zone, the greater the number who die, but the better the general public is informed.

Media companies and trade unions can chip away at the dangers through training and preparation. But in the end, journalists, like truth, will continue to be casualties of war.



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Tourism and travel jobs suffer new decline



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Since January of 2002, when the ILO first reported major job losses in the travel and tourism sector due to economic woes and security concerns following the events of New York, Bali, and Mombasa, the sector is facing new problems. The recent outbreak of SARS has further cut into the sector, axing more jobs. ILO analyst Dirk Belau answers questions about the problems facing the sector

World of Work: Tourism already suffered huge job losses in 2001-02. Is the picture getting worse?

Belau: According to our latest analysis, new concerns over the disease, SARS, combined

with the ongoing economic slump, may cut another 5 million jobs in the battered world tourism sector this year. This is in addition to the 6.5 million jobs lost during the crisis in travel and tourism in 2001-02

WoW: So how serious is this fallout going to be?

Belau: In total, we can now say some 11.5 million jobs are in danger of being lost in the prolonged crisis. That means one in every seven jobs in travel and tourism since 2001, and no end appears to be in sight. Our latest report* adds that prospects for a recovery are grim, saying "the capacity of the travel and tourism industry to create employment seems to be severely damaged by the recent events." The new estimate continues to

* *New Threats to Employment in the Travel and Tourism Industry - 2003*, by Dirk Belau, International Labour Office, Geneva, May 2003. Available online at www.ilo.org/public/english/dialogue/sector/papers/tourism/emp/2003.pdf

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>> dampen early 2003 optimism in the tourism industry that the worst of the aftermath of September 11 might be over. The sector had just weathered a year of virtually flat growth in 2002, exacerbated by attacks on tourists.

WoW: *Can the downturn be attributed to SARS?*

Belau: Much of the recent pressure on jobs in travel and tourism can be attributed to the outbreak of Severe Acute Respiratory Syndrome (SARS), especially in Asia and other regions. But this comes on top of the continuing global economic doldrums and other factors, such as security concerns which had driven down the number of jobs last year.

WoW: *Has Asia been hit hardest?*

Belau: The countries or areas directly affected by SARS (China, Hong Kong, Singapore, Taiwan, and Viet Nam) may lose more than 30 per cent of their travel and tourism employment, whereas their neighbours (Australia, Fiji, Indonesia, Kiribati, Malaysia, New Zealand, Philippines, Thailand, and others) in South East Asia and Oceania, will lose an estimated 15 per cent. In Thailand, one in nine jobs is in danger when travel and tourism slumps. The Philippines remains moderately affected so far, with foreign arrivals dropping by 4 per cent in the first quarter, as compared to the first quarter of 2002, in spite of 13 per cent growth in January over last December. Malaysia, on the other hand, is affected heavily, with airline bookings down by 40 per cent, and hotel occupancy rates by as much as 30 per cent.

WoW: *Is it the same case around the world?*

Belau: Outside of Asia, the ILO is forecasting an average 5 per cent loss in travel and tourism employment, but this is more an issue of security concerns and the slow recovery in the overall global economy. The Mexican tourist industry reported a 17.1 per cent slide in reservations since the beginning of the war in Iraq, and the US is forecasting a 7 per cent drop in the sector's earnings for 2003. In Europe, hotel bookings in Rome, Florence, and Venice, normally throbbing with springtime visitors, are reported to be down 50 per cent on last year.

WoW: *And the future, will tourism bounce back?*

Belau: The damage to employment in the sector will be higher the longer the crisis lasts. The longer the decline in travel and tourism commerce, the greater the possibility that jobs will be eliminated entirely. New ways of getting the work done may help the sector make ends meet in the face of declining revenues, however. These include more versatile working methods, re-skilling, more flexible working hours, and so-called "multi-skilling". All may soon come into place, with one person carrying out what once belonged to separate jobs.

WoW: *So who's bearing the brunt of the slowdown?*

Belau: Loss of employment in tourism and travel often hits lesser-skilled or "socially weaker" workers the hardest, as employers tend to keep their skilled core staff through the crisis. Part-time workers, women, migrants and younger workers face the highest risk of losing their sources of income as long as growth isn't restored, and have more difficulty finding alternative work.

WoW: *What steps can the ILO take to counter job losses?*

Belau: Governments, employers and trade unions in some countries should embrace or expand tripartite solutions which were proposed at an *Informal Meeting on the Hotel and Tourism Sector: Social Impact of Events Subsequent to 11 September 2001*. Such tripartite social dialogue is essential to support workers during unemployment, and to prepare them for re-employment. Governments are called upon by social partners to temporarily support affected enterprises; in particular, small and medium-sized enterprises, to help them stay viable and preserve as many jobs as possible.



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ILO URGES GLOBAL SAFETY CULTURE

Work hazards kill millions, cost billions

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In a new report, the ILO says work-related accidents and diseases cost the global economy some 4 per cent a year in lost revenues – or a staggering US\$1.25 thousand billion annually. The report outlines the occupational safety and health crisis and explains how it can be dealt with

GENEVA – On-the-job accidents and illnesses annually take some 2 million lives and cost the global economy an estimated US \$1.25 trillion (US \$1,250,000 million), says a new ILO report.* Most of this human and financial toll is avoidable.

“Injury and disease are not all in a day’s work,” says ILO Director-General Juan Somavia. “Fatalities, accidents and illness at work can be prevented. We must promote a new ‘safety culture’ in the workplace – wherever work is done – backed by appropriate national policies and programmes to make workplaces safer and healthier for us all.”

The report sums up current knowledge about the annual toll of workplace illness, injury and death on global gross domestic product (GDP). The ILO said its estimate was based on a calculation that accidents and work-related illnesses cost some 4 per cent of annual GDP.

Some 160 million people worldwide have work-related diseases, the report points out. Meanwhile, the number of work accidents, fatal and non-fatal, is put at 270 million a year.

There are also big regional variations, the ILO says: “In parts of the developing world, fatality rates soar to four times those in the safest industrialized countries”.

The report was published on April 28, the World Day for Safety and Health at Work. The ILO has now added its “tripartite strength” - cooperation between governments, employers and workers, meeting as equals, to a worldwide campaign launched in 1996 by the international trade union movement.



SAFETY PAYS FOR COUNTRIES

Apart from compensation payments, costs borne by society due in part to work-related accidents and diseases include:

- **Lower competitiveness:** One of the most authoritative rankings of countries by competitiveness is published each year by the International Institute for Management Development (IMD), in Lausanne. The ILO plotted selected IMD competitiveness rankings in 2002 against the ILO’s own occupational health and safety rankings. The results show a strong link between high safety and high competitiveness. The same exercise using the competitiveness rankings issued by the World Economic Forum yielded broadly similar results.

* *Safety in numbers: Pointers for a global safety culture at work*, International Labour Office, Geneva, 2003. ISBN 92-2-113741-4. Online: www.ilo.org/public/english/protection/safework/worldday/report_eng.pdf.



ILO URGES GLOBAL SAFETY CULTURE

- >> • **Early retirements:** In high-income countries, about 40 per cent of all retirements before the statutory age are caused by disability. On average, this shortens working life by about five years, and it is equivalent to 14 per cent of the lifetime working capacity of the employed labour force.
- **Absenteeism:** An average of 5 per cent of the work force is absent from work every day. This may vary from 2 to 10 per cent, depending on the sector, type of work, and management culture.
- **Unemployment:** On average, one-third of unemployed people have an impairment of working capacity that is not great enough for them to be entitled to a personal disability pension or compensation, but which seriously reduces their re-employability.
- **Poorer households:** An occupational injury to one worker can seriously reduce the income of a household. In the USA, for example, workers who receive a partial disability due to a workplace injury lose about 40 per cent of their income over five years. In many cases, other family members may have to give up jobs in order to care for an injured worker, thus further reducing household income.

SAFETY PAYS FOR COMPANIES

The impact of poor health and safety on a company's bottom line may, the ILO says, include:

- **Higher absenteeism and more downtime**, leading to loss of productivity, underutilization of expensive production plants, and a possible decrease in economies of scale
- **Low morale**, leading to loss of productivity, loss of skilled and experienced employees, plus the loss of the company's investment in their training, and difficulty in recruiting high-quality employees
- **Payment of compensation and/or damages** to injured or sick workers or to the dependents of workers killed
- **Associated legal costs**
- **Payment of danger bonuses**
- **Higher insurance premiums**
- **Material damage** to equipment and premises due to incidents and accidents
- **Fines**
- **Disputes** with trade unions, public authorities and/or local residents
- **Loss of image**
- **Loss of custom**, particularly in the case of subcontractors to larger companies
- **In high-profile cases, the complete or partial loss of the "licence to operate"**.

Certainly, the direct costs to business are very high. In the EU, for instance, 150 million workdays are lost each year due to work accidents, and the insurance costs to be borne by industry add up to 20 billion Euros. And American businesses spend US\$170.9 billion a year on costs associated with occupational injuries and illnesses.

For businesses wishing to make a cost-benefit analysis of safety and health protection, the new ILO booklet lists a number of practical guides.

GLOBAL SAFETY CULTURE NEEDED

The world's biggest workplace killers are cancer (an estimated 32 per cent of all work-related deaths), circulatory diseases (23 per cent), accidents (19 per cent) and communicable diseases (17 per cent). Clearly, many of these deaths are preventable. So the ILO calls for the rapid development of a **worldwide safety culture at work**. In particular, it emphasizes that:

- **Enterprise management and commitment have a key role.** Companies which have an occupational safety and health management system (OSH-MS) set up according to the *ILO Guidelines, ILO-OSH 2001*, have better safety and productivity records.
- **The stronger the union, the safer the workplace.** Workers' involvement in planning and running the company OSH-MS – and freedom of association – are of vital importance here.
- **Much of the action on safety and health must be local, but much of the framework must be global.**

On all these counts, the ILO's SafeWork programme is well-placed to influence the global agenda. Health and safety figure prominently among the worldwide labour standards set by the ILO. And the campaign for "decent work" worldwide is at the heart of the ILO agenda. Obviously, decent jobs must also be safe jobs.

The ILO's own members certainly place a high priority on occupational health and safety issues. A detailed ILO survey on the subject in 2002, brought responses from 102 member States. Replies from 47 representative employers' and workers' organizations were also received, either transmitted by the governments or sent in separately. The survey results will be included in a new in-depth report to the June 2003 session of the ILO plenary, the International Labour Conference. The strongest theme to emerge from the survey is the crucial importance of promoting ILO standards and other instruments, such as Codes of Practice and Guidelines.

The ILO is pursuing two major strategies to improve the implementation of its workplace health and safety standards:

- An integrated approach, streamlining all its means of action, in order to achieve more effective occupational safety and health implementation by member States.
- Use of voluntary measures and, in particular, wide use of the ILO's new *Guidelines on Occupational Safety and Health Management Systems*, ILO-OSH 2001.



DECENT WORK IS SAFE WORK

Accidents don't just happen. They are caused. So are occupational illnesses. That was the critical message of a panel discussion held on the World Day for Safety and Health at Work at the ILO in April. Worker and employer representatives and technical experts discussed the creation and promotion of a health and safety culture in a globalized world.

"This event puts a spotlight on safety and health in the workplace," said ILO Director-General Juan Somavia in his opening address. "Two million men and women lose their lives every year in work-related incidents. Remembering those who have died or fallen ill will help us mobilize towards safer work."

Inaction carries a high human cost. And a high economic price too. Poor health and safety at work brings loss, pain, and insecurity, and cuts lives short. There is added hardship for those with no protection. For them, "when the hand stops, the mouth stops." Moreover, for those with the resolve, safe work is good for business. "With organization and dialogue we can have a win-win situation. Safety and health presents us with an excellent opportunity for consensus building," Mr. Somavia said.

Mr. José Olivio Oliveira, Assistant General Secretary of the International Federation of Free Trade Unions (ICFTU), said that on this day of commemoration it was very important to have ILO backing in the quest for solutions. "Now that we have a 'Decent Work' agenda, we can deal with creating a 'safe culture'."

Working is often "safer than staying at home". That was how Antonio Peñalosa, Secretary-General of the International Organization of Employers (IOE), summed up one example of safety culture. "We must see individual responsibility for a safety approach," he said. Employees must be empow-

ered to take a proactive role in this new safety culture. In turn employers must provide organizational commitment to the cause, and adequate training and equipment. Sanctions for those who break the rules must be enforced.

Dr. Jukka Takala, Director of the ILO SafeWork programme, emphasized that safety at work is not just an issue for specialists. Workers and employers have identified a need to work in cooperation, and this culture must now be extended, with help from the media, to the wider public.



**Safety in numbers:
Pointers for a global safety
culture at work**
ILO, Geneva, 2003
ISBN 92-2-113741-4

The ILO does not accept that injury and disease go with the job. Fatalities, accidents, and illness are highly preventable. Moreover, the ILO

is convinced that the highest occupational health and safety standards worldwide are in the best interests of every worker, every employer, and every nation.

This report sets out the challenges faced and provides a comprehensive survey of the deaths, accidents, and incidences of disease suffered each year in the workplace. The report questions whether both industrialized and industrializing countries can afford to be without the highest standards of workplace health and safety, stating that work accidents and illness cost the global economy over US \$1,250,000 a year. The report proposes the development of a global safety culture and discusses strategies the ILO is pursuing to improve the implementation of its safety and health standards.



PLANET WORK

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

WORKPLACE TRENDS

■ “Offshoring” is transforming the financial services industry, shifting jobs from expensive industrialized countries in **Europe** and **North America** to developing countries. A new report by the consultant Deloitte and Touche estimates that employment migration from **Europe** could involve 15 per cent of all developed-world financial services jobs over the next five years – or 2 million of some 13 million workers employed in the most “mature” industrial economies. The study also estimates the world’s 100 largest financial services companies could transfer billions in costs to low-cost centres like **India** and **South Africa** from developed economies in North America, Europe and Asia. India is a prime destination of the offshorers; the country provides a combination of low cost, high education and English language skills. However, the consultancy says Bombay and Bangalore are now facing stiff competition from other countries around the Indian Ocean rim, from **southern Africa** to **Asia**.

– (See related story on IT jobs) *Source, Wall Street Journal, May 2003*

■ The tendency to socialize at work does seem to be growing, but is it good? According to JoiningForces.org, a California-based management consultancy, people are working more hours and as a result, socializing more at the workplace. The study found nearly half of office workers go to lunch with co-workers at least once a week, while about 30 per cent eat lunch together a few times per month. In addition, almost 29 per cent socialize together

over drinks after work at least a few times per month, and 47 per cent have a drink together a few times per year. A full 71 per cent of those surveyed have attended at least one “major event” in a co-worker’s life, such as a wedding or a funeral. The upshot: people don’t seem to have much of a life outside of work. Says the study, “You may be spending more time with your co-workers than your spouse.”

– *Source, CBS MarketWatch, May 2003*

YOUTH AND AGE AT WORK

■ In **Japan**, employers are trying new ways of holding on to new recruits. Some companies report 20 to 30 per cent of newly hired workers quit in the first year, and about 50 per cent are gone by year two. Companies are now resorting to so-called “pampering tactics” to keep young employees on the job, including inviting parents to the workplace or writing letters to families praising the new employees. Other tactics include training programmes for new employees *before* they come to work to ensure they’re ready for work when they arrive. The method seems to work; only 10 per cent of new recruits left in the first year, with 50 per cent still there after three years on the job.

– *Source, Asahi Shimbun, 15 May 2003*

■ Some insurance companies in **the Netherlands** and **England** want to shed the industry’s “unsexy” image in a bid to hire younger workers. Says an employment agency which hires young people for insurance jobs, “Insurance doesn’t have as sexy an image with graduates as banking or stockbroking.”

The solution includes providing a respectable starting salary, IT training, and the promise of a job with an insurance company during a two-year period. A UK firm also allows trainees time off to study for professional exams.

– *Source, FT.com, May 2003-05-19*

■ Summer jobs have taken on a “cool” image among students in **India**. Indian employers say working during the summer months no longer carries a stigma, with engineering and medical students willing to do everything from serving coffee and pizza to selling credit cards. The new sense of respect for summer jobs appears to stem as much from a desire to socialize at the workplace as it does from hard workplace realities. Booming retail, banking, and other sectors are increasingly looking at work experience when hiring new graduates.

– *Source, Business Line, India, May 2003*

■ New figures from **Australia** quantifying the amount of unpaid work older people contribute to society, are debunking the myth of so-called “greedy geezers” burdening taxpayers. The Australian Institute of Family Studies estimates people over the age of 55 annually provide labour worth A\$72 billion a year through such tasks as looking after spouses and grandchildren as well as charitable acts. Women aged 65 to 74 contributed some A\$16 billion a year in most categories of unpaid work inside and outside the family – far more than men, who are lesser in number at that age. Still, the remaining males provided some A\$10.3 billion to the economy in unpaid work.

– *Source, Australian Institute of Family Studies, 20 May 2003*

MISCELLANEOUS

■ Are job seekers telling the truth about their experience? Not always, according to a recent analysis. A study of some 200,000 CVs submitted to an employee-screening company found that 80 per cent contained false or misleading statements. Among those: fraudulent degrees, 20 per cent, inflated salaries 40 per cent, false references, 27 per cent. Analysts attribute the temptation to mislead to a tight job market, overly ambitious job seekers, and difficulties in firing dishonest workers.

– Source, *The Hartford Courant*, US, 19 May 2003

■ Migrant workers often lack the most basic knowledge of their rights and obligations, according to a new survey. A study commissioned by the Equality Authority, a trade union body in Ireland, found that workers suffer non-payment or delayed wages, compulsory overtime, and salaries below the minimum wage. The study is the first of non-EU skilled or unskilled migrant workers, who amount to some 2 per cent of the Irish labour force and suggested that migrant workers could benefit from stronger support by employers and unions, as well as information printed in their own language.

– Source, *Irish Times*, 19 May 2003

■ A semiconductor manufacturer in Germany says taking the advice of employees can have major benefits. Some 27,000 suggestions submitted by employees regarding improvements to the business saved the company 82 million Euros in 2002.

– Source, *Handelsblatt*, May 2003

■ Some shop workers in Scotland are saying “never on Sunday” to work. New legislation will give shop workers the same rights to refuse work on Sundays as other staff across the UK. A Sunday

Working (Scotland) Bill aims to close a loophole which allowed a retail chain to sack workers in Aberdeen for refusing to work on Sundays.

– Source, *PersonnelToday.com*, April 2003

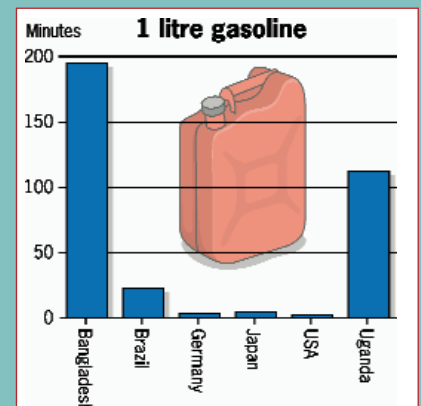
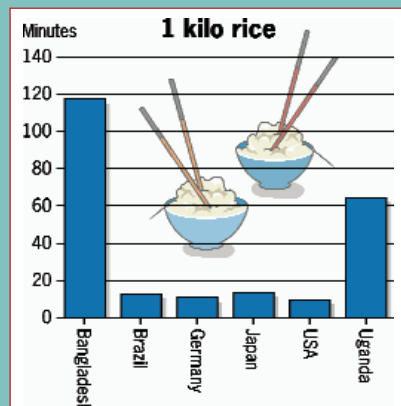
How much work does it take to buy a loaf of bread? A kilo of rice? A medium-sized car? According to recently updated study by the International Federation of Metalworkers, the answer depends on where you live and work – and the differences are vast. The study contains some 200 pages of tables, graphics, and notes covering 68 countries, seven industrial sectors, and some 30 products. Here are a few examples from around the globe.

In Uganda, a metalworker must work more than two hours to buy one kilo of bread. In Brazil, it would take two minutes. In Bangladesh, 150 minutes of work buys one litre of milk. In Japan, it takes less than eight minutes.

Such are the anomalies in what the IMF calls the “unfair value of working time.” In an industrializing country like Brazil, for example, metalworkers have relatively high purchasing power, though they still lag far behind that of workers in the industrialized countries – except when they buy bread which is “cheaper” in terms of hours worked in Brazil than in Germany, Japan, and the United States.

Using purchasing power parities makes it possible to provide a comparison of earnings which is closer to reality than a simple comparison of official rates of exchange. For all who want to compare wages in a sector or in a country with those in other countries, including trade unionists, employers, government officials, and researchers, “The Purchasing Power of Working Time in 2002”, provides an interesting picture. W. Thoennessen

“The Purchasing Power of Working Time in 2002”, IMF 2003. The Survey includes a comparison of net earnings based on purchasing power parities, as established by the Federal Statistics Office in Germany. This method of calculation takes into account, on the one hand, the cost of living in Germany (the country in which the reference currency is used) and in the countries concerned, and on the other hand, the consumer patterns in those same countries. The basis for assessing the different consumption patterns is obtained from family budgets included in official statistics – in connection with price indices – and other surveys on consumption.



– Source: *Metal World*, No. 1, 2003, graphics by Elin Carlsson, Artistica



Juan Somavia re-elected Director-General

**The Governing Body of the International Labour Office (ILO)
concluded its 286th session in March after overwhelmingly
re-electing Director-General Juan Somavia of Chile to a second term**

GENEVA – On 25 March, the Governing Body provided Mr. Somavia with a new five-year mandate, formally beginning in March 2004. Mr. Somavia called the vote an endorsement of the ILO's ongoing efforts to “deliver dignity to workers and decency to work,” and pledged to “work together for a new social contract based on decent work for all and a globalization that leaves no one behind”.

During Mr. Somavia's first term, the ILO launched the “Decent Work” agenda aimed at promoting workers' rights, employment and enterprise creation, social protection, and social dialogue at the national, regional, and international levels. Over the past four years, the Organization has seen an unprecedented surge in ratifications of international labour standards and has estab-

lished the World Commission on the Social Dimension of Globalization – a top-level panel to promote international dialogue on ways to make globalization more inclusive and fair.

Lord Bill Brett, Chairman of the ILO Governing Body, referred to the election as “a tremendous vote of confidence in Mr. Somavia's first term and a strong platform of support for the next mandate”.

Ambassador Eui-Yong Chung, Government Vice-Chairperson of the Governing Body, said the following on behalf of the Asia and Pacific Group: “The Decent Work Agenda, the principal outcome of the Director-General's excellent vision, has made a substantial contribution to enhancing labour rights and the quality of life, and is now taking root in every member country. We con-

sider the re-election of the Director-General today a confirmation of our appreciation of his innovativeness and dedication to the noble work of this Organization.”

Daniel Funes de Rioja, Employer Vice-Chairperson of the Governing Body, said “the re-election of Juan Somavia is confirmation from the workers, employers, and governments of the success of the consensus-building approach among the constituents of the ILO. In particular, we, the employers, think that this new mandate should place special emphasis on employment policy, the new approach on standards being put into practice, as well as the firm common commitment to modernize the working methods of the Governing Body and the annual Conference to better reflect the challenges of the world of work in a globalized era.”

Worker Spokesperson, Leroy Trotman, said, “One good term deserves another. Ambassador Somavia has given new impetus to the Decent Work agenda of the ILO and the promotion of labour standards. The workers fully support him in the understanding that he will continue his efforts to make the Decent Work agenda a reality in every country.”

Over the past four years, the ILO has launched the Decent Work agenda aimed at promoting workers’ rights, employment and enterprise creation, social protection, and social dialogue at the national, regional and international levels. Under Mr. Somavia’s tenure, the organization has seen an unprecedented surge in ratifications of international labour standards

“Because we have voiced the concerns of people, the ILO is relevant, visible and in demand,” Mr. Somavia said. “We are reaching out and teaming up with international partners. We are moving ahead. Decent work is at the heart of improving people’s lives and it is the key to eradicating poverty around the world.”

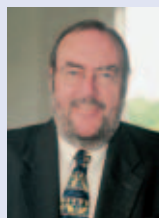
The Governing Body is the executive body of the International Labour Office (the Office is the secretariat of the Organization). It meets three times a year, in March, June, and November. It takes decisions on ILO policy, decides the agenda of the International Labour Conference, adopts the draft Programme and Budget of the Organization for submission to the Conference, and elects the Director-General.

It is composed of 56 titular members (28 Governments, 14 Employers, and 14 Workers) and 66 deputy members (28 Governments, 19 Employers, and 19 Workers). Ten of the titular government seats are permanently held by states of chief industrial importance (Brazil, China, France, Germany, India, Italy, Japan, the Russian Federation, the United Kingdom, and the United States). The other Government members are elected by the Conference every three years.

2003 International Labour Conference

GENEVA – The 91st International Labour conference starts on 3 June and will discuss critical labour issues ranging from new strategies for alleviating poverty to improving safety and security on the job. Major players in this Conference are the ILO’s tripartite social partners.

World of Work takes a look at the background of some of the key figures.



Lord Bill Brett

Chairperson of the ILO Governing Body for 2002-2003, Lord Brett has had a long and committed career with trade unions. Bill Brett became General Secretary of the Institution of Professionals, Managers and Specialists in July 1989, and was re-elected as General Secretary for a further five-year term in 1994. He was a member of the General Council of the British Trades Union Congress and sat on

the Executive Committee of the Public Services International from 1989 to 1999. Bill Brett has been Chairperson of the Workers’ group of the ILO Governing Body since 1993. Made a Lord in 1999, he presented the 1970’s BBC radio show, “Union Scene” and is the author of the book, “International Labour in the 21st Century”, a personal view on the ILO as a “monument to the past or a beacon for the future?”



Daniel Funes de Rioja

Employer Vice-Chairperson of the ILO Governing Body and Chairperson of the Employers' group, Mr Funes is also Executive-Vice President of the International Organisation of Employers. President of the

Social Policy Department of the Argentinean Industrial Union, the Labour Affairs Department of the Coordinating Body of Foodstuff Products (COPAL) and the Management Board of the Argentinean Industrial Relations Committee, Mr Funes has also been Chairman of the Business Technical Advisory Committee on Labour Matters (CEATAL) of the Organization of American States since 1995. A lawyer and Doctor of Laws and Social Sciences, he is currently a professor of Constitutional Law at Universidad Católica Argentina, Director of the Labour Studies Centre at Universidad Argentina de la Empresa and President of the Social Policy Department of Unión Industrial Argentina. A regular lecturer at national and international levels, he is the founder and head of the law firm Funes de Rioja & Asociados.



Sir Leroy Trotman

Workers' spokesperson of the ILO Governing body, Sir Leroy was elected General Secretary of the Barbados Workers' Union in 1992 and became President of the International Confederation of Free Trade Unions

the same year, representing 158 million workers. He held the position for two four-year terms and is currently a Vice President. He was elected to the Governing Body for the first time in 1993, chairing the Workers' Sub-

Committee to determine an ILO Protocol on Tripartite Consultation in June 1996, and the Workers' Group Sub-Committee to determine the Worst Forms of Child Labour Convention in 1998 and 1999. Born in St Joseph, Barbados, he was elected President of the Caribbean Congress of Labour in 1989 and in 1992, and was made a Knight of St. Andrew in the 2002 Independence Honours for his outstanding service to Barbados.



Eui-Young Chung

Government Vice-chairperson of the ILO Governing Body, Mr Chung is Ambassador and Permanent Representative of the Republic of Korea to the UN and other international organizations in Geneva.

He now serves as Chair of the Special Session of the TRIPs Council for the Doha Development Agenda at the WTO and Special Coordinator for the Review of the Agenda at the Conference on Disarmament. He has had a distinguished career both in Korea and abroad. Ambassador to Israel prior to his appointment as Deputy Minister for Trade in 1988, his other diplomatic posts include Ottawa, Bangkok, Washington D.C. and Brussels. In the Korean Ministry of Foreign Affairs and Trade, he has held key posts including Director of the Trade Policy Division, Deputy Director General for Information Analysis, Spokesman, and Director-General of the International Trade Bureau.

Antonio Peñalosa

Secretary-General of the International Organization of Employers (IOE) since 1999, Mr. Peñalosa completed his studies in Economic, Political and Business Sciences – with a specialization in Business Administration



followed by post-graduate studies on Economics of Integration. He began his professional career in 1977 with the European Commission (Industrial Policy Directorate). The following year marked the beginning of his career with the IOE,

joining the organization as an Assistant to the Secretary-General. In 1983 he was promoted to Executive Secretary and in 1994 IOE Deputy Secretary-General. Within the ILO, Mr. Peñalosa is Secretary and Coordinator of the Employers' Group and is particularly active within the ILO Governing Body and International Labour Conference.



Guy Ryder

General Secretary of the ICFTU since 2002, Mr Ryder first worked as an assistant in the international department of Great Britain's Trades Union Congress (TUC) from 1981 to 1985, before serving as

Industry Trade Section Secretary at the International Federation of Commercial, Clerical, Professional and Technical Employees (FIET), now UNI, in Geneva from 1985-1988. From 1988 to 1998, he rose from assistant director to director of the ICFTU's Geneva office. At the same time he served as secretary of the Workers' Group of the ILO Governing Body from 1993 to 1998, and also as secretary of the Workers' Group of the International Labour Conference from 1994 to 1998. From 1998 he worked at the International Labour Office as director of the Bureau for Workers' Activities and was appointed Chief of Cabinet by Director-General Juan Somavía in March 1999.

Freedom of Association: ILO Committee on Freedom of Association cites Belarus, China, Colombia, Venezuela, others

GENEVA – Belarus, China, Colombia, Ethiopia, Guatemala, and Venezuela are among the cases cited by the ILO Committee on Freedom of Association in a report adopted by the 286th meeting of the ILO Governing Body, for infringements of the principle of freedom of association and violations of trade union rights.

In its report, published three times a year, the Committee drew the Governing Body's special attention to the case of Belarus, where the Committee regretted that the Government had provided no information on concrete measures taken to implement the Committee's previous recommendations.

The Committee recalled the need to institute an immediate and independent investigation into allegations relating to government interference in trade union elections with the aim of rectifying any effects of this interference. While noting the Government's indications relating to efforts made to improve social dialogue in the country, the Committee requested the

Government to indicate the extent to which alternative organizations representing workers, such as those present in the complaint, participate in the social dialogue referred to.

In particular, the Committee requested the Government to supply its observations on recent allegations made by the complainants, concerning continuing harassment, anti-union discrimination and interference in the internal affairs of trade unions. The chairman of the Committee, Professor Paul van der Heijden, met with the deputy Minister for Labour of Belarus in respect of the matters raised in this case.

Regarding allegations on repressive measures in connection with specific labour disputes in China, the Committee requested the Government to institute an impartial and independent investigation into the detention and prosecution of workers' representatives, and the conditions of their health and treatment. Referring to a dispute at a factory in Liaoyang in 2002, the Committee requested the release of detained workers' representatives and, in particular, that charges relating to terrorism, sabotage and subversion, as well as all remaining charges, be dropped*. It requested information on allegations regarding the detention of representatives of a retrenched workers' organization in Daqing City. It also requested information on the reported sentencing of activists who had acted on behalf of organizing workers in Sichuan Province.

The Committee stated that "the development of free and independent organizations and negotiation with all those involved in social dialogue is indispensable to enable a government to confront its social and economic problems, and resolve them in the best interests of the workers and the nation". It reiterated an earlier request to the Government to examine the possibility of a direct contacts mission to the country to promote the full implementation of freedom of association.

In the case of Colombia, which has been pending before the Committee since 1995, the latter observed from the information provided by the Government that none of the investigations initiated have ended with the actual conviction of those responsible for the acts of murder and violence against trade union officials. The Commit-

tee noted with regret that "there have been complaints of 11 murders, two abductions, one attempted murder and 15 death threats since its last examination of this case in November 2002".

The Committee considered the prevailing delay in the administration of justice as "corollaries of a deeply rooted impunity which does not help the credibility of the Government". It requested the Government to take measures to ensure that investigations into all the alleged acts of violence are carried out and make significant progress with a view to punishing the guilty parties.

In the case of Ethiopia, the Committee dealt with serious allegations of violations of freedom of association, including murder, arrest, and detention dating back to 1996. While in the most prominent case, Dr. Taye Woldeismate and his co-defendants have been released from prison, the Committee nevertheless expressed its regret at the fact that Dr. Taye had been sentenced and served five years in prison for having exercised legitimate trade union activities, and expressed the hope that the Government would refrain from such measures in the future.

The Committee also noted with regret that the Government did not intend to hold an independent inquiry into the killing of Assefa Maru, one of the Ethiopian Teachers' Association leaders, and once again requested the Government to do so. The Committee also recalled the need to amend legislation so that teachers, like other workers, have the right to form organizations of their own choosing.

The Committee dealt with several cases concerning Guatemala, particularly a case concerning allegations of assaults, threats and intimidation of union members in various companies and public institutions, and raiding and sacking of trade union headquarters. The Committee urged the Government to order an urgent investigation into these allegations and to refer these cases to the Special Attorney for Offences against Union Members.

The Committee also requested the Government to revise the process of protecting union rights provided for in legislation so as to ensure effective observance of the principle that no person should be dismissed or prejudiced in his or her employ-

ment for reasons of trade union membership or legitimate trade union activity, through the establishment of sufficiently dissuasive sanctions.

The Committee invited the Government to consider requesting the technical assistance of the ILO in order to improve the implementation of the Convention on Freedom of Association and Protection of the Right to Organize (No. 87) and the Convention on the Right to Organize and Collective Bargaining (No. 98), both ratified by Guatemala.

The Committee drew the special attention of the Governing Body to "the extremely serious and urgent situation in Venezuela marked by numerous complaints of repeated violations of freedom of association for both workers' and employers' organizations".

The Committee was particularly concerned about the excessive powers of intervention granted to the National Electoral Council, and urged the Government to amend Article 293 of the Constitution and the Organic Act respecting the Electoral Authority along the lines of that requested by the ILO Committee of Experts on the Application of Conventions and Recommendations.

Furthermore, the Committee urged the Government to take measures to ensure that the authorities refrain from "making intimidating statements to the Venezuelan Workers' Confederation (CTV)", and asked the Government to recognize its Executive Committee. Finally, the Committee deplored the fact that the Government had not replied to the serious allegations of anti-union violence and urged it to carry out an urgent investigation in this respect.

* The press has subsequently reported that the Liaoyang court sentenced Yao Fuxin and Xiao Yunliang in May 2003 to seven and four years' imprisonment respectively.



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Power, gas and water jobs still on the wane

Employment in the public utilities has continued to decline in most countries. And yet, most of the world's people still do not have proper access to basic supplies – including water. Workers, employers and governments met at the ILO this May to weigh the future of this vital sector

GENEVA – Mergers and acquisitions in the water, electricity, and gas services have meant a continuous employment decline within utilities in most countries since 1985, a new ILO report* shows. The report was presented before employer, worker, and government representatives on 19 to 23 May when they gathered in Geneva for the ILO Tripartite Meeting on Challenges and Opportunities Facing Public Utilities.

They looked at relevant developments in water, gas, and electricity services, and requested that the ILO facilitate social dialogue between governments, employers' and workers' organizations in the sector to ensure positive results from reform processes, particularly in developing countries. The meeting's conclusions identify areas for follow-up action in terms of research and regional activities. They also provide policy guidelines for the ILO constituents (workers, employers, and governments).

In particular, the privatization of state-owned enterprises around the world inevitably creates redundancies, says the report. Subcontracting of information technology (IT) services, maintenance, meter reading, and bill collections have also led to employment cuts, as has the introduction of new technologies.

State-owned electric and gas companies are facing the pressures of privatization and liberalization. They include four of the top 15 global electric and gas companies, State Power of China, Korea Electric Power, Electricité de France, and Gaz de France.

State Power of China, with more than 1.2 million workers and US\$145 billion in assets, has split into 11 smaller private companies to encourage greater competition. Korea Electric Power, with

more than 16,634 workers, is in the process of privatizing. The two French companies, which have tremendous investments abroad and about 200,000 workers, are earmarked for privatization.

The process of liberalization in Europe since 1996, when the European Union enacted the Electricity Directive phasing in competition in electricity markets, has also had an impact on jobs. While more than 250,000 jobs were lost between 1990 and 1998, according to some estimates, privatization, mergers, and acquisitions may axe another 25 per cent of the industry's employment by 2006.

The social dialogue process in the European Union has helped to limit the negative social implications of redundancies. But, the ILO report insists, much more needs to be done around the world, since social dialogue mechanisms in some regions are deficient. The social dialogue process therefore needs to be enhanced, so as to address the social implications of globalization in the sector.

The US Department of Labor reports that approximately 13,000 of the 49,000 meter readers in the United States will lose their jobs by 2010. It also projects that the electric services industry in that country will experience a 9.2 per cent decline in employment over the same period. The US electricity workforce was put at 356,700 in the year 2000.

According to the report, the main challenge for water, gas, and electricity providers is to maintain a balance between social, environmental and business concerns. This calls for cost-efficient, profitable operations and broader public service values which emphasize the provision of cheap, reliable, and widely accessible services, whether the ownership is public or private.

The smooth supply of all services, and also the level of employment opportunities in all other sectors, depends on an ample supply of water and electricity. However, more than 1.6 billion people lack access to electricity, at least 1.1 billion people do not have safe drinking water, no fewer than 5 million people die each year from water-related diseases, and it is likely that by 2025, two-thirds of the world's population will live in countries with moderate or severe water shortages.

* *Challenges and opportunities facing public utilities. Report for discussion at the Tripartite Meeting on Challenges and Opportunities Facing Public Utilities. Document TMCOPU/2003, International Labour Office, Geneva. ISBN 92-2-113616-7. Price: 17.50 Swiss francs.*

EU joiners assess social reforms

Countries poised to join the European Union have had to undertake wide-ranging economic and social reforms. A recent conference in Malta highlighted advances many EU accession countries have made, and some of the problems that still must be resolved

VALETTA, Malta – Delegates from 13 European Union accession countries met in Valetta, Malta, in February, to mark the culmination of a decade of adapting labour laws, institutions of social dialogue, and policies, for their successful integration into Europe.

They have already achieved far-reaching economic and institutional reforms. The role of the ILO will be to give continued guidance on the development of credible social dialogue and industrial relations, consistent with practice in the rest of the EU and with ILO values.

Sally Paxton, Executive Director of the ILO Social Dialogue sector, addressed tripartite delegations representing governments, employers and workers from Bulgaria, the Czech Republic, Cyprus, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovakia, Slovenia, and Turkey. There have been, she said, “far-reaching and unprecedented economic and institutional reforms, particularly in the transition countries, covering in a decade what many other countries required a century to do”.

The ILO and the EU share common objectives. For one thing, the European social model fits well with the ILO Decent Work agenda. Also, the ILO believes that an enlarged EU will mean an enlarged area of social stability, prosperity, rising living standards, and respect for fundamental rights.

The discussions made it clear that social dialogue has been fully accepted as a highly effective tool for managing labour market and workplace changes. New challenges are increasingly being tackled through social dialogue, including enterprise productivity, competitiveness, and improvement in the quality of working life.

Ten of the 13 accession countries were about to enter the EU, so the conference was a timely opportunity to address both the progress which had been made and the challenges posed to the new EU members. Despite economic growth of 4.7 per cent in 1995-2000, the ILO considers the overall economic and social situations in the candidate countries to be far from satisfactory. Unemployment remains high in six of the accession countries – Bulgaria, Estonia, Latvia, Lithuania, Poland, and Slovakia have an average rate over 10 per cent – and long-term unemployment in 2000 reached 48 per cent of total unemployment in ten Central and Eastern European countries.

Questions also remain on the representativeness of the social partners, gender equality, and the role of civil society groups in social dialogue. But, Ms. Paxton concluded, the ILO will continue to provide assistance on capacity-building for the social partners, labour law reform, and the promotion of social dialogue at the regional level.

And the work will continue. The ILO has scheduled an informal ministerial meeting on 10 June, in Geneva, to discuss a working paper on “Recent Trends in Pension Reform and Implementation in the EU Accession Countries”. *World of Work* will report on this in a future issue. The ILO Social Dialogue sector is using the papers prepared for the conference and the conclusions drawn from it as the basis for further meetings in Poland, Bosnia and Herzegovina and Kyrgyzstan. Also, in preparation for the ILO European Regional Meeting, scheduled for early 2005, the ILO is launching a project on “flexicurity” to reconcile labour market flexibility and employment security in Central and Eastern European countries.

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Women trafficked to Japan: Symposium gives public the facts

Japan has become a major destination for trafficked women. Awareness of the issue was boosted by a recent symposium in Tokyo

TOKYO – Tens of thousands of women are smuggled into Japan every year, according to estimates. So how can this trafficking be countered? Increasing awareness of the problem was the aim of a symposium held on 22 January by the ILO Tokyo Branch Office and the Asia Foundation, with cooperation from the Civil Society Organizations Network Japan.

The event provided a range of perspectives on trafficking in persons. NGOs assisting trafficked victims gave their views, as did law enforcement agencies, the diplomatic community, and policy-makers. And a 23 year-old Colombian woman gave her own account of her two-year ordeal in Japan as an enslaved prostitute.

"The general public fails to see the women as victims," said Masahiro Suga, Senior Assistant for social issues at the Japanese Foreign Ministry, who was quoted in the Herald/Asahi newspaper after the symposium. Instead, the public views them "as women who entered the trade knowingly and are

complaining about a bad deal. I used to share that view, but after the symposium, I saw it was a totally different situation and a more serious problem."

Panellists told the audience of around 300 people that the Japanese government should take what they described as a stronger stand on human smuggling and trafficking schemes. They said large numbers of women from other countries – in Asia as well as Latin America and elsewhere – come to Japan in response to promises of good jobs. Once they arrive, their "employers" and crime syndicates keep the victims virtual prisoners. Because they are burdened with unlawful debts, many of these women are forced into the sex industry.

Speakers also called on the government to ratify the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, which supplements the United Nations Convention Against Transnational Organized Crime, 2000.

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Central Africa's migrant workers: New ILO action plan

A better deal for migrant workers in the Economic and Monetary Community of Central Africa is the aim of a recently adopted ILO action plan. The migrant labour force there is expanding rapidly

DOUALA – By 2015, the number of migrant workers in the Economic and Monetary Commu-

nity of Central Africa (CEMAC) could reach a massive 3 million. On 7 March, an ILO meeting in Doula, Cameroon, adopted a plan of action which emphasizes the need to provide better protection for migrant workers in the region, and clears the path for better management of this ever-increasing labour force.

Representatives of governments, employers and workers in the six CEMAC countries (Cameroon, Central African Republic, Congo, Gabon, Equatorial Guinea, and Chad) agreed to the action plan, which provides for the harmonization of migrant

workers' legal status, the creation of a fact-finding centre on migration within the CEMAC, the coordination of migration policies within the subregion, and the launching of a campaign for the ratification of international Conventions on the protection of migrant workers.

The meeting decided that the evaluation and prediction of migratory movements would play a critical role in its effective management. To that end, a subregional tripartite fact-finding centre is to be set up within the CEMAC countries. It is to collect, process, and analyze information on migration, and it will work in close cooperation with existing national networks to exchange and diffuse knowledge throughout the subregion.

Delegates noted that the harmonization of national legislations, an essential element in addressing migration issues, is cruelly lacking in the subregion. Highlighting the disparities between the different countries' current laws on foreign workers, they proposed a review of the legislative texts in the light of two international Conventions adopted by the ILO in 1949 and 1975. These deal with the protection of workers employed in a country other than their country of birth, and are intended to provide protection against possible exploitation. A campaign for the promotion of these Conventions is about to be launched, and it is hoped that other CEMAC countries will follow Cameroon in ratifying both instruments. Moreover, the United Nations International Convention on the Protection of the Rights of All Migrant

Workers and Members of Their Families, a development of the two ILO Conventions, is set to enter into force on 1 July this year.

The devastating effects of the HIV/AIDS pandemic in the subregion were also on the agenda in Douala. Discrimination based upon nationality continues to block access to screening, treatment, and health care for migrant workers, and it was agreed that legislation and agreements between social partners should be negotiated for the benefit of this particularly vulnerable group. There was better news for children too, when further legal and judicial reinforcements were proposed to combat and repress renewed child trafficking in and beyond the frontiers of the subregion.

The Douala seminar, together with other regional events which took place in 2002, or are planned for later this year, are a precursor to the general discussion on migrant workers to be held at the International Labour Conference in June, 2004.



Shopping in Belgium? Look for the social label!

Globalization makes it harder for us know if we are buying goods made under acceptable conditions. To tackle this problem, Belgium is offering companies a new "social label" which tells shoppers that an item was produced in line with core labour standards. The scheme was launched this April, and firms are already signing up

BRUSSELS – In its 1998 Declaration, the International Labour Conference affirmed each ILO member State's commitment to fundamental principles and rights at work. But what happens when goods made in one country are sold in another? Can consumers be sure that these principles have been adhered to? How, in a globalized market, can we all encourage respect for basic rights no matter where an item has been produced?

Belgium has come up with one answer: a "social label" for goods produced under conditions which respect the eight ILO core Conventions on freedom of association, collective bargaining, forced and child labour, and equality and non-discrimination. Companies have already started to apply for the





label – the world’s first government-led initiative of this kind.

If the experiment proves successful, the scheme could be adopted in other European countries, and even EU-wide.

HOW DOES IT WORK?

The principle behind it is quite simple. Any enterprise, Belgian or foreign, may apply for the label on behalf of one or more products sold on the Belgian market, after proving that each item was produced in accordance with the eight ILO Conventions. It must agree to inspections by “social auditing firms” accredited by the Belgian Ministry of Economic Affairs, and any application for the social label must be co-signed by the representatives of the workers in the firm concerned.

The new law has also set up a “Committee for Socially Responsible Production”. Its 16 members, mainly appointed from government, employers, trade unions, and consumers, will decide on appli-

cations for the label, control of its use, and any complaints calling for its withdrawal from a firm.

Whether or not the producer country has ratified the eight ILO Conventions (and Belgium is one of the 84 countries which have ratified all of them), it is the making of the product itself which determines if a label is granted. In fact, one aim of the law is to provide technical and financial assistance to producers in developing countries, so as to enable them to “respect the performance criteria for the granting of the label”. There are also penalties – ranging from fines to prison sentences – for those who cheat.

Belgian supporters of the social label stress the importance of creating “islands of social excellence” – companies which, against a backdrop of widespread rights abuse, symbolize and promote improved welfare for workers. The public seems increasingly supportive. A recent opinion poll, carried out by CRIOC (Centre for Research and Information of the Belgian Consumer Organizations), showed that 22 per cent of consumers would prefer to buy “ethical products”. Despite this, only 5 per cent of those interviewed had made changes to their consumer habits. Converting these feelings into action will be one of the many tasks facing the new social label.

Back on track at the ILO

ILO Universitas Programme holds first workshop on “Sport for Development”

Sport has a universal human appeal, creating champions and fuelling dreams. It is also a means to fight poverty. Representatives of workers’ and employers’ organizations, UN officials, and other key players, met recently at the ILO to address labour issues within the sports world and examine how it can promote global development

GENEVA – In the world of sport and development, the ILO is becoming a key player.

One of the immediate outcomes of a recent meeting here on sport and development was the official confirmation of joint collaboration between the ILO Universitas Programme and the

International Olympic Committee (IOC) on projects to be implemented soon in Albania and Mozambique. This will be a starting point for creating an operational network to promote social dialogue and identifying strategic policy issues for youth employment and youth protection in the sport sector.

Giovanni di Cola, Universitas Programme Coordinator, presented an outline of a common framework on Sport for Development initiatives, which demonstrates how the UN Millennium Development Goals can be achieved through partnerships in the sports sector. Many speakers endorsed a partnership approach among UN agencies and the world of sport, at the international, national, and local levels, and expressed support for creating a global network through which donors, sport stakeholders, and development agencies can discuss local and national sport and development initiatives and activities.

AROUND THE CONTINENTS



African reforms backed

■ “The ILO is committed to working with our social partners in Africa on vital reforms in support of poverty reduction, social dialogue, post-crisis reconstruction, HIV/AIDS prevention at the workplace, and regional integration,” said ILO Director-General Juan Somavia. He issued his statement on April 11, before his departure to attend the 26th session of the African Union’s Labour and Social Affairs Commission in Mauritius. While there, he also met with Mauritian government officials and business and labour groups.

For further information, please contact the Ministry of Labour and Industrial Relations of Mauritius, Head Office, Victoria House, Corner Barracks-St Louis Streets, Port-Louis, Mauritius, phone: (230) 207-2600,

fax: (230) 212-3070, or check: <http://ncb.intnet.mu/lireh/ministry/events.htm#PROVISIONAL%20AGENDA>

Coca-Cola launches HIV/AIDS programme in Africa

■ The Coca-Cola Foundation announced on March 30, that all 40 of its independent bottling companies in 54 African countries are enrolled in a comprehensive HIV/AIDS programme which gives employees and their families access to such benefits as anti-retroviral drugs, testing, counselling, prevention, and treatment. The programme is based on guidelines and standards developed by UNAIDS, the ILO, the Centers for Disease Control and Prevention, and the World Health Organization (WHO).

For further information, please contact the ILO Programme on HIV/AIDS and the World of Work, phone: +4122/799-6486, fax: +4122/799-6349; e-mail: iloaids@ilo.org

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

New ILO manual on HIV/AIDS at work

■ A new education and training manual explains how governments, businesses and trade unions can implement the ILO Code of Practice on HIV/AIDS and the world of work. The eight modules cover topics such as workplace programmes to prevent HIV/AIDS, the impact of gender inequality on the spread of the disease, and how to reach people working in the informal economy. Meanwhile the International Confederation of Free Trade Unions (ICFTU) and the International Organization of Employers (IOE) recently issued a joint statement on HIV/AIDS in the world of work. For more details see ILO Online story (www.ilo.org/public/english/bureau/inf/magazine/47/hiv aids.htm).

For further information, please contact the ILO Programme on HIV/AIDS and the World of Work, phone: +4122/799-6486, fax: +4122/799-6349; e-mail: iloaids@ilo.org or check www.ilo.org/public/english/protection/trav/aids/code/manualen/index.htm

HIV/AIDS in India: ILO action enters second phase

■ India had an estimated 3.97 million people living with HIV/AIDS at the end of 2001. The great majority of infections (89 per cent) has been reported among those aged 15-49. This is the most productive age group, and HIV/AIDS is a major threat to the world of work. The numbers highlight the need for



immediate efforts to protect some 400 million workers in India. The main challenge is to reach out to the more vulnerable informal sector workers, who account for more than 90 per cent of the total workforce in India. The ILO, in consultation with its Indian tripartite constituents and the National AIDS Control Organization (NACO), has developed a three-phase programme, aimed at sustainable national action on HIV/AIDS prevention, care, and support in the world of work. The first phase of the project, implemented with financial support from the US Department of Labor, was aimed at mobilizing the ILO tripartite partners (government, employers' and workers' organizations). The project is now embarking on the second phase, with a comprehensive Plan of Action for implementation in Jharkhand, Madhya Pradesh and West Bengal, the three selected States of India.

For further information, please contact Mr. S.M. Afsar, National Project Coordinator, ILO, New Delhi, phone: +9111-24602101/2/3 Extension 241, fax: +9111-2460-2111; e-mail: safsar@ilodel.org.in

New ILO Hanoi Office

■ The ILO officially opened an office in Viet Nam on February 17, with a ceremony attended by key officials from the Ministries of Labour and Foreign Affairs, along with representatives of business groups, trade unions, and other social partners. The inaugural ceremony marks "the final step in the formalization of the ILO's presence in Viet Nam," and is "a milestone" in the organization's relationship with the government and the Vietnamese people, Yasuyuki Nodera, ILO

Regional Director for Asia and the Pacific, told the gathering. The ILO's work in Viet Nam has focused on strengthening the country's ability to respond to the challenges posed by its deepening integration into the global economy. ILO action has included advice to the government on the drafting of new labour legislation, training for small businesses, incorporating women's issues into employment policies and improving on-the-job safety and health.

For further information, please contact the ILO Regional Office for Asia and the Pacific, in Bangkok, phone: +662/288-1234, fax: +662/288-1735, e-mail: thompsons@ilobkk.or.th

New ILO Lisbon Office

■ In April 2003, the ILO officially opened an office in Lisbon. The Director of the office, Carlos Castro Almeida, referred, in a message on the ILO Web site, to the longstanding cooperation between Portugal and the ILO, and described the new Office as a facilitator in the triangular relationship between Portugal, the Portuguese-speaking

countries, and the ILO, particularly in the field of labour and social issues.

For further information, please contact the ILO Lisbon Office, Rua Viriato, 7 B 71, 1050-233 Lisboa (Portugal), phone: +35121/317-3440 /9; fax: + 35121/314-0149

Workout

■ Sports can play an important role in the workplace, says Adolf Ogi, special adviser to UN Secretary-General Kofi Annan on Sport for Peace and Development. Addressing an ILO meeting in Bangkok on 19 March, Mr. Ogi also stressed sport's contribution to peace, development and education. Among those represented at the meeting were the Thai Ministry of Labour, the Employers' Confederation of Thailand, the Labour Congress of Thailand, the Thai Trade Union Congress, the National Congress of Thai Labour, and the State Enterprise Workers' Relations Confederation. Participants responded positively, and suggested that sport in the workplace could be used to promote industrial relations, to



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improve overall health and fitness, and as a tool to combat drug abuse. Mr. Ogi cited the ILO involvement in a success story in Mozambique where dialogue with the Ministry of Labour, the Ministry of Youth and Sports, employers, and trade unions led to innovative ways of creating jobs through the development of local small-scale manufacturing of sporting goods.

For further information, please contact the Regional Office for Asia and the Pacific in Bangkok, phone: +662/288-1234, fax: +662/288-1735, e-mail: thompsons@ilobkk.or.th

Maternity protection for informal workers

■ An estimated 400 million men and women in India almost 95 per cent of the workforce are engaged in the informal economy. They have few, if any, social provisions. In particular, women in the informal economy do not receive maternity leave or benefits. The Self-Employed Women's Association (SEWA) has an integrated insurance scheme, known as VimoSEWA. This was the first programme in the country to develop a maternity benefits scheme for informal women workers. A recent ILO report examines the benefits and related services available through the programme, which was launched in the Gujarat region. Recommendations include addressing the still huge and unmet need for maternity benefits in the informal economy, including an integrated approach to services such as health care and special nutrition. A similar study on Nepal discusses how maternity care has been integrated into health micro-insurance

schemes in the country and can be expanded to cover more women.

For further information, please contact the Global Programme on Strategies and Tools Against Social Exclusion and Poverty (STEP), Social Security Policy and Development Branch, phone: +4122/799-6544, fax: +4122/799-6644, e-mail: step@ilo.org

Turin symposium on Solidarity and Social Protection in Developing Countries

■ Over one hundred decision-makers, researchers and officials of bilateral and multilateral donor institutions from Africa, Asia, Latin America, the Arab States, and Europe met in Turin on 23 to 25 April at an international symposium on solidarity and social protection systems in developing countries. Social protection is recognized in international agreements as a universal right. Yet only one in five people in the world has adequate coverage. More than half of the world's population have no social security protection at all. Organized by the French Ministry of Foreign Affairs in collaboration with the ILO and its Training Centre in Turin, the symposium reviewed the roles of governments and social actors in strengthening social protection systems in developing countries, so as to combat poverty and economic insecurity, and generate guidelines for future cooperation.

For further information, please contact the Conference Secretariat,

International Training Centre of the ILO, Social Protection Programme, Viale Maestri del Lavoro 10, 10127 Turin, Italy, phone: +39011/693-6359, fax: +39011/693-6548, e-mail: socpro@itcilo.it, or check www.itcilo.it/esp/symposium

Assistance for prevention of trafficking in Cambodia and Viet Nam

■ The Government of Japan and the United Nations (UN) have extended a total of 1.2 million US dollars through the Trust Fund for Human Security, to the "Prevention of Trafficking in Children and Women at a Community Level in Cambodia and Viet Nam" project, to be implemented by the International Labour Organization (ILO). The project aims to build community capacity to prevent trafficking in children and women in a total of seven localities in Cambodia and Viet Nam where trafficking is recognized as one of the most serious problems. Activities include awareness-raising on the risk and prevention of trafficking and rural skills training on food security and income generation.

For further information, please contact the: ILO Tokyo Branch Office, United Nations University, 8th floor, Headquarters Bldg. 53-70 Jingumae 5-chome, Shibuya-Ku, Tokyo 150-0001, Japan, phone: +813/5467-2701, fax: +813/5467-2700, e-mail: tokyo@ilotyo.or.jp

ILO IN THE PRESS

Bangkok Post

LABOUR

Less work, pay for women, but better than other Asians

1997 crisis shrunk gender gap, says ILO

Anuraj Manibhandu

There is less and less work for women in Thailand and they are well behind men on the pay scale, but still do well compared with other Asians, the International Labour Organisation reports.

Time for Equality at Work, a global ILO report out today, provides details of the differences.

CNN.com

SARS' to claim 5m travel jobs'

(CNN) - The world's tourism sector is likely to lose another 5 million jobs to the SARS virus this year, with sector job losses of 30 percent or more in China, Hong Kong, Singapore, Taiwan and Vietnam, according to the International Labor Organization (ILO).

A new ILO analysis released in Geneva says that SARS, combined with a

prolonged global economic downturn and fear of terrorist attacks, will take the total number of jobs lost by the world tourism sector to 11.5 million since late 2001.

The ILO said this means a loss of one in seven jobs travel and tourism since 2001, with no end in sight.

LE TEMPS

QUOTIDIEN SUISSE ÉDITÉ À GENÈVE

ÉCONOMIE: Age, santé, religion: la discrimination au travail revêt de nouvelles formes

DROITS. La discrimination raciale ou sexuelle dans le cadre professionnel est en train de céder le pas à des formes d'inégalité toujours plus complexes. C'est ce que dévoile un rapport pionnier du Bureau international du travail. Pour l'heure, il n'existe aucun instrument pour les combattre.

Voici le portrait robot, poussé à l'extrême certes, de ce qu'il ne faut pas être si on veut décrocher un emploi : une femme d'un certain âge, musulmane, migrante, noire, handicapée et séropositive. D'après un nouveau rapport intitulé « L'heure de l'égalité au travail », le premier du genre, le Bureau international du travail (BIT) estime que les formes les plus flagrantes de discrimination se sont atténuées. Mais il en dénonce de nouvelles, plus subtiles et plus préoccupantes.

THE HINDU

INDIA'S NATIONAL NEWSPAPER

Discrimination at Work taking subtler Forms: ILO report

By Our Staff Correspondent

NEW DELHI, MAY 12. Religious discrimination has increased over the past decade with the current global political climate fuelling sentiments of mutual fear and mistrust among religious groups, in turn, threatening to destabilise societies and generate violence. Discrimination against people having HIV/AIDS, especially among women, is also a growing concern.

THE East African

PUBLISHED WEEKLY BY THE NATIONAL GROUP

ILO to Spend \$4.6m to End Child Labour in East, Southern Africa

By PETER MUSA
SPECIAL CORRESPONDENT

The International Labour Organisation has set aside \$4.6 million to rehabilitate children who have been involved in child labour in East and Southern Africa.

The three-year project on prevention, withdrawal and rehabilitation of children engaged in hazardous work in commercial agriculture is expecting to address the problem of child labour by implementing better agricultural practices for communities in Kenya, Uganda, Tanzania, Zambia and Malawi.

The project will focus on tobacco, coffee, tea, sugar and maize farming, with each country receiving approximately \$1 million. Some 1,500 children in each country are to be rehabilitated in the pilot project, with the respective communities empowered to decide on the priority areas. The children will be sent to school.

According to Peter Coleridge, the ILO/IPEC chief technical advisor in the region, the problem of child labour is bound to recur unless the cycle is broken.

"The only way to do it is by effecting a return-to-school formula for the children. A study done by the ILO in the five countries last year revealed that plantation farming was not the only place where children were under pressure to offer their labour, they were also under pressure to 'contribute' on family farms", he said.

MAGYAR HÍR

ILO Global Report on
Discrimination at Work
(Hungary)*

Anyák, romák leküzdhetetlen hátrányban

A nők, a romák, a fogyatékosok, a tartós betegségben szenvedők, a melegek és a 45 év felettiek: őket diszkriminálják továbbra is a munkahelyeken. A Nemzetközi Munkaügyi Szervezet tegnap kiadott, első diszkriminációs jelentése szerint az elmúlt években csak annyi történt, hogy a megkülönböztetés egyre kifinomultabb formát ölt. De a legsúlyosabb módja - az, hogy fel sem vesznek valakit - tovább él.

A 26 éves Cs. Klára számára a két nyelvvizsga és a felsőfokú szakirányú végzettség sem volt elég ahhoz, hogy irodavezetői állma megvalósulhasson. Pedig vetélytársai sem nyújtottak többet, csak éppen volt egy behozhatatlan előnyük: az egészséges bőrük. Klára szinte teljes bőrfelülete pigmenthiányos. Több sikertelen álláskeresés próbálkozás után sikerült elhelyezkednie egy középállású, ahol - annak ellenére, hogy bevált - még a próbaidő letelte előtt lecsökkenték egy azóta felvett, képzetlen kollégánévét. Mi történt? A cég átköltözött egy elegáns belvárosi irodaházba, ahol már komolyabb ügyfélforgalmat terveztek. Habár a munkahelyi diszkrimináció legkiválóbb jelei az elmúlt években visszaszorultak, a jelenség maga azonban talán még erősödött is - állapítja meg frissen közzétett jelentésében a Nemzetközi Munkaügyi Szervezet (ILO). Az ILO első diszkriminációs jelentésében ezt a látszólagos ellentmondást azzal magyarázza, hogy a munkahelyi diszkrimináció az utóbbi időben új, az eddigieknél jóval kevésbé látható alakot öltött.

LE FIGARO

Chaque jour, le travaille tue 5000 personnes

Le Figaro Par Laurent MOUSSU

SOCIAL Selon l'Organisation internationale du travail

Les accidents et maladies liés au travail entraînent deux millions de décès par an et des pertes approchant 1 250 milliards de dollars. Ils coûtent grosso modo 4 % du produit national brut annuel. Ces statistiques sont publiées à Genève par l'Organisation internationale du travail (OIT) à l'occasion, ce lundi, de la journée mondiale pour la sécurité sur les lieux de l'emploi. Elles concernent essentiellement les pays industrialisés. Ailleurs, les chiffres manquent alors que l'impact peut être plus important encore. Trop souvent, les causes d'accidents et

de décès dans le tiers-monde ne sont pas rapportées. L'OIT estime que 160 millions de personnes souffrent de maladies professionnelles. Dans un cas sur trois, l'atteinte à la santé conduit à un absentéisme de 4 jours ou plus. En moyenne, 5 % de la main d'œuvre est chaque jour absente de son travail. Le nombre des accidents du travail, mortels ou non, atteint 270 millions par an. Les hommes sont les principaux victimes, 80 % des décès étant dénombrés dans leurs rangs. Dans les pays riches, ce taux grimpe à 86 %.

नवभारत टाइम्स

के लिए भारतीय उपाय बाल-श्रमिक समस्या

बिनीवा (राष्ट्र) दुनिया के कई देशों में कार्यस्थलों पर महिलाओं के प्रति भेदभाव को प्रवृत्ति खल हो गई है। अमरीक पर वे पुरुषों के बराबर या उनसे ज्यादा पढ़ी-लिखी होती हैं। इसके बावजूद अमीर और विकसित देशों में शोष पर पहुंचने में उन्हें कामयाबी नहीं मिल पाती। कई विकासशील देशों में तो महिलाओं को शिक्षा, जमीन के मालिकाना हक और अन्य अधिकार दिलाने में भी बाधाओं का सामना करना पड़ता है। इससे उनके आर्थिक विकास बंद हो जाते हैं।

संयुक्त राष्ट्र को श्रम एजेंसी ने समवार को कहा कि विश्व में ज्यादातर जगहों पर महिलाओं, जातीय अल्पसंख्यकों और अन्य समूहों को वास्तविक क्षमताओं के बावजूद पूर्वाग्रह अब भी रोड़ा बना हुआ है। अंतरराष्ट्रीय श्रम संगठन ने "टाइम फॉर इक्वालिटी एट वर्क" शीर्षक से रिपोर्ट प्रकाशित की है। इस मोक के कहा गया है कि दुनिया भर में ज्यादातर सरकारों ने नस्ल और लिंग

NAV BHARAT TIMES
Wome Discriminated
Against Despite Legislation

KUNAAT NEWS AGENCY

अप्रतिबद्धता और नस्ल के आधार पर भेदभाव को खत्म करने के लिए नवभारत टाइम्स ने एक विशेष रिपोर्ट जारी की है। रिपोर्ट में कहा गया है कि दुनिया भर में महिलाओं के प्रति भेदभाव को प्रवृत्ति खल हो गई है। अमरीक पर वे पुरुषों के बराबर या उनसे ज्यादा पढ़ी-लिखी होती हैं। इसके बावजूद अमीर और विकसित देशों में शोष पर पहुंचने में उन्हें कामयाबी नहीं मिल पाती। कई विकासशील देशों में तो महिलाओं को शिक्षा, जमीन के मालिकाना हक और अन्य अधिकार दिलाने में भी बाधाओं का सामना करना पड़ता है। इससे उनके आर्थिक विकास बंद हो जाते हैं।

ILO Discrimination Report

FINANCIAL TIMES

Tourist trade fears 5m job losses

By Frances Williams in Geneva

The slump in travel caused by Sars, combined with the continued economic slowdown, could cost the ailing global tourism industry a further 5m jobs this year, "with no end in sight", the International Labour Organisation said on Wednesday.

That would bring total job losses in travel and tourism to 11.5m since the attacks on the US on September 11 2001, equivalent to one in seven of the 80m jobs the sector provided before the crisis.

The ILO estimates that those areas directly affected by Sars, or severe acute respiratory syndrome, could

lose more than 30 per cent of jobs in the travel and tourism industry this year, others in the Asia-Pacific region 15 per cent and the rest of the world 5 per cent. That compares with previous expectations that Asia would lead the global industry to a modest recovery this year.

The overall employment picture is worse still since each direct job in travel and tourism generates up to two jobs in supplying industries and related activities. Of the 200m jobs provided directly or indirectly by the industry, more than 13m could be lost this year, the ILO predicts.

The report takes a gloomy view of prospects, noting that the longer the crisis persists, the more likely it is for

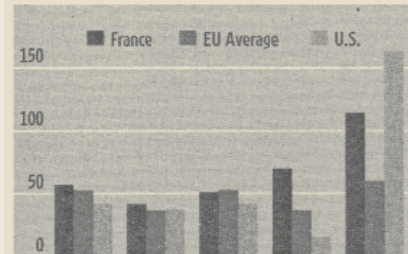
jobs to be eliminated entirely - through cost-cutting measures and changes in working practices. "The capacity of the travel and tourism industry to create employment seems to be severely damaged by the recent events," it says.

Dirk Belau, the author of the report, said the industry was also facing a structural shift in travel patterns. "People are travelling more cheaply, choosing destinations closer to home, spending less time abroad and spending less money," he said. Even if visitor arrivals recovered previous levels, they would generate less income for the industry.

THE WALL STREET JOURNAL EUROPE

Striking Differences

Working days lost per 1,000 employees due to labor disputes in all industries and services.



*2000 is the most recent data available. U.S. Increase due to large disputes in the recreational, cultural and sporting activities sector.

Source: International Labour Organization

EL DIARIO

Diario de la Prensa Nacional

Somavía fue reelegido como presidente de la OIT.

El embajador Juan Somavía fue reelegido ayer, por un periodo de cinco años, como director general de la Organización Internacional del Trabajo (OIT), por el Consejo de Administración de la entidad internacional. Esta organización es la única institución del sistema multilateral de carácter tripartito que reúne a gobiernos, empleadores y trabajadores.

BBC NEWS

Discrimination at work 'common'

Discrimination at work is "rampant" all over the world, says the International Labour Organisation in the first-ever global report on the issue.

The practice deprives women, ethnic and religious minorities and migrants of equal jobs or pay, it claims.

"There is not one country in the world that can say it is free of this problem," Manuela Tomei, the report's author, told a news conference in Geneva.

While the most blatant types of discrimination were fading, "subtle, less visible and more insidious forms" had emerged, including pre-employment testing for HIV/Aids, the report said.



The Daily JANG Rawalpindi
ILO Discrimination Report

پوری دنیا میں عورتوں کو مردوں کے مقابلے میں کم معاوضہ دیا جاتا ہے

اسلام آباد (خبرنگار) عالمی ادارہ محنت (آئی ایل او) کی روزگار میں نسلی امتیاز کے متعلق پہلی بین الاقوامی رپورٹ پیر کو پاکستان سمیت دنیا بھر میں جاری کر دی گئی۔ اس رپورٹ کے مطابق پوری دنیا میں عورتوں کے خلاف امتیازی سلوک ختم کرنے کی کوشش کے باوجود صورتحال میں خاطر خواہ تبدیلی نہیں ہوئی۔ ایک ہی جیسے کام میں خواتین کو مردوں کے مقابلے میں کم معاوضہ دیا جاتا ہے۔

REUTERS .co.uk

Workplace discrimination rampant

GENEVA (Reuters) Discrimination remains rampant in the workplace worldwide, depriving women, ethnic and religious minorities and migrants of equal jobs or pay, a report from the International Labour Organisation (ILO) says.

"There is not one country in the world that can say it is free of this problem," Manuela Tomei, ILO specialist and an author of the report, told a pre-launch news conference.

While the most blatant types of discrimination were fading, "subtle, less visible and more insidious forms" had emerged, including pre-employment testing for HIV/Aids, the report said.

"Every day, around the world, discrimination at work is an unfortunate reality for hundreds of millions of people," said the United Nations agency's Director-General Juan Somavia in an introduction to the report, titled "Time for Equality of Work".



28 March 2003
ITAR-TASS World Service By Andrei Yarushin

The war in Iraq will bring about an economic crisis in many countries, as a result of which some 22 to 24 million people will lose their jobs totally or partially, says a report of the International Labour Organisation (ILO) published on Friday. According to the information of the ILO, the "war effect" will be felt most keenly in the tourist business and the transport sector. The situation will be the worst in Egypt, Sudan, India,

Bangladesh and the Philippines, ILO experts believed. Several million migrant workers will have to return home, where they will be unemployed. Besides, the revenues of many countries depend a lot on the tourist business. The experts stress that those sectors already sustained a major blow after September 11, 2001, when 6.5 million people employed in the tourist business, or every 12th worker, became redundant.

THE ECONOMIC TIMES

Workplace discrimination Rampant globally: ILO

DISCRIMINATION remains rampant in the workplace worldwide, depriving women, ethnic and religious minorities and migrants of equal jobs or pay, a report from the International Labour Organisation (ILO) said today. "There is not one country in the world that can say it is free of the problem," ILO specialist and an author of the report Manuela Tomei told a pre-launch news conference.

The Guardian

U.N. : Workplace Discrimination Remains

GENEVA (AP) - The most blatant discrimination in the workplace has faded in many nations, but prejudice continues to stop most women, ethnic minorities and other groups realizing their potential, the U.N. labor agency said Monday.

Releasing a report titled "Time for Equality at Work," the International Labor Organization said most governments worldwide have recognized that discrimination - especially on grounds of race and gender - is a problem that creates barriers to employment.

"Formal condemnation of discrimination is virtually universal, and action to stop discrimination at work has been taken in many places," said ILO chief Juan Somavia.

Frankfurter Rundschau

Frauen in der Arbeitswelt stark diskriminiert.
Frankfurter Rundschau
12. März 2003

Internationale Arbeitsorganisation beklagt Ausgrenzungen und fordert Staaten zu engagierterem Handeln auf. FRANKFURT A. M. Millionen von Menschen bekommen allein wegen ihres Geschlechts, ihrer Religion oder ihrer Hautfarbe keine Arbeit, können nur bestimmte Berufe ausüben oder werden schlechter bezahlt. Das ist das Fazit einer Studie der Internationalen Arbeitsorganisation (ILO). Unter dem Titel „Gleichheit bei der Arbeit - ein Gebot der Stunde“ nehmen deren Experten vielfältige Formen von Diskriminierung unter die Lupe. Frauen bilden dem Bericht zufolge die größte Gruppe von Ausgrenzten: Im Jemen etwa benötigen sie die Erlaubnis ihres Ehemannes, wenn sie außerhalb des Hauses arbeiten oder verreisen wollen. Viele Berufe kommen

deshalb für weibliche Interessenten gar nicht erst in Frage. Im afrikanischen Lesotho, wie auch in anderen Ländern des Schwarzen Kontinents, haben Frauen kein Recht auf Eigentum an Grund und Boden und können deshalb nicht in der Landwirtschaft tätig werden. Außerdem erhalten sie keine Kredite. Häufiger als erlassene Gesetze begrenzen traditionelle Regeln den Zugang von Frauen zu bestimmten Berufen: So setzen etwa in Kuwait religiöse Dogmen weibliche Karrieren in der Justiz Schranken. Ein Gesetz, das Frauen den Zugang zu einem Richteramt verbieten würde, gibt es nicht. Nicht überall ist die Diskriminierung derart ausgeprägt, zumeist existiert sie unauffälliger. Dennoch betont die ILO-Expertise: In den meisten Ländern werden Frauen schlechter bezahlt als Männer und haben weniger Chancen im Beruf.

बाल-श्रमिक समस्या के लिए भारतीय उपाय

विनोद कुमार
हाल ही में रात अगस्त 2003 को श्री रामगोपी विजय गोयल ने संसद में बालश्रम विरोधी विधेयक पेश किया। इस विधेयक के अन्तर्गत देश का कुल बालश्रम 39.6 करोड़ है और 1991 की जनगणना के अनुसार देश में बालश्रमिकों की कुल संख्या कुल जनसंख्या की 3.59 प्रतिशत है। वर्ष 2001 की जनगणना के आंकड़े सभी अंग्रेजी में हैं। भारत सहित लगभग विकासशील देशों की संख्या श्रमिकों की समस्या से जुड़ना पड़ रहा है। भारत ने बालश्रमिकों की समस्या सुलझाने के लिए हमेशा से प्रयासशील नीति अपनाई है और बालश्रम को मिटाने के DAINIK VIR ARJUN • Measures to deal with Child Labour

लिए हमेशा से वैधानिक कानूनी और विकासवादी उपायों के पक्ष में कदम उठाए हैं। भारत ने बालश्रम के बारे में अंतराष्ट्रीय श्रम संगठन की उच्च शक्तियों पर हस्ताक्षर किए हैं। अंतराष्ट्रीय श्रम संगठन के 87वें अधिवेशन में लोकतंत्र संधि संस्था 1982 के अनुमोदन के लिए कार्यवाई शुरू की गई है। इस संधि में बालश्रम के सबसे पूर्णतः रूपांतरण पर रोक लगाने और उन्हें समाप्त करने के लिए तुरंत कार्यवाई करने की व्यवस्था है। मजदूरी करने वाले बच्चों को शिक्षा से बचाने और उनकी कार्य-शालों में सुधार लाने के लिए विभिन्न कानूनों में वैधानिक प्रावधान किए गए

The Daily Telegraph

28 April 2003
Daily Telegraph by Marvin Poonan

WORK-related accidents both fatal and non-fatal is alarmingly high in Fiji with 4424 cases being recorded between 1997-2001 of which 70 were reported to be fatalities. Meanwhile, between 1990-1996 there were 7821 fatal and non-fatal industrial accidents reported. The International Labour Organisation Office for the South Pacific in Suva said that this was why Fiji needed to promote a new

Safety culture in the workplace backed by national policies. "Injury and disease are not all in a day's work," said ILO Director General Juan Somavia. He said fatalities, accidents and illness could be prevented in the workplace through proper national policies and programmes that were safety oriented.

राष्ट्रीय सहारा

नयी दिल्ली, सोमवार, 28 अप्रैल, 2003

कार्यस्थल पर सुरक्षा व स्वास्थ्य देखभाल दिवस आज

सहारा समाचार
नयी दिल्ली, 27 अप्रैल

हर वर्ष कार्यस्थलों पर होने वाली दुर्घटनाओं व बीमारियों के चलते करीब 20 लाख मजदूर अपनी जान से हाथ धो बैठते हैं। इसी के मद्देनजर विश्वभर में हर वर्ष अप्रैल को कार्यस्थलों पर सुरक्षा व स्वास्थ्य देखभाल दिवस मनाया जाता है। इस वर्ष भी दुनिया के कोने-कोने में इसे अपनी-अपनी तरह से मनाया जाएगा।

पेरू की राजधानी लीमा में जहां अपनी तरह के मेलों व संगोष्ठियों के जरिये इस संबंध में जागरूकता फैलायी जाएगी, वहीं साओ पाओलो, ब्राजील में कार्यस्थलों पर दुर्घटनाओं व बीमारियों से बचाव के महत्व पर बल देने के लिए एक सहारा आयोजित किया जाएगा। अंतरराष्ट्रीय श्रम संगठन के जेनेवा स्थित मुख्यालय में आज बरिष्ठ सत्राका,

श्रमिक व नियोक्ता प्रतिनिधि एक गोलेमन बैठक में हिस्सा लेंगे, जिसका विषय है, 'वैश्वीकृत विश्व में स्वास्थ्य व सुरक्षा संस्कृति की सर्वनाम प्रोत्साहन'। आज 'सेटी इन नंबरस' नाम से एक पुस्तिका भी जारी की जाएगी, जिसमें विश्वभर में कार्यस्थलों पर दुर्घटनाओं, चोटों व मौतों से संबंधित आंकड़े दर्ज हैं।

RASHTRYA SAHARA
Workplace Safety and Health Day

DAILY NEWS

1,000 children withdrawn from child labour

By DAILY NEWS reporter

A total of 1,109 children have been withdrawn from the worst forms of child labour in Iringa, Arusha, and Morogoro regions since the International Programme on Elimination of Child Labour (IPEC) started its implementation in January 2001. The Child Labour Co-ordinator under the Tanzania Plantations and Agricultural Workers Union (TPAWU), the International Labour Organisation (ILO)/IPEC, Mrs Paula Mariva, said in Dar es Salaam yesterday the children were now being supported by the programme. She said of the 1,109 children, 715 were males and 394 were females who were now reintegrated into primary schools and vocational training centres.



MEDIA SHELF



■ Employers' handbook on ILO standards-related activities.

Alfred Wisskirchen and Christian Hess
ILO, Geneva, 2001
ISBN 92-2-112612-9

Standards-related activities, particularly international labour standards (ILS), have been a central means of action for the International Labour Organization since its foundation in 1919. Today, their role remains strong. However, debate has arisen over standards being too rigid and failing to respond to changing needs. This book aims to contribute to the debate by enhancing knowledge of ILS and related procedures, and point out further ways to deepen understanding among those unfamiliar with ILO standards-related activities.

The publication explains the history of ILO standards-related activities and the employers' views on ILS reform, while looking ahead to the challenges and opportunities facing ILS in the future. The book is primarily intended to be used in training courses and seminars for representatives of employers' organizations in charge of ILS matters. It may also serve as a reference for employer participants in the International Labour Conference and other ILO meetings, for employer members of the ILO Governing Body, and more generally, for employer representatives interested in ILS matters.

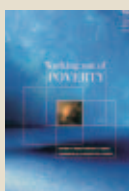


■ Challenges and opportunities facing public utilities.

ILO, Geneva. TMCOPU/2003
ISBN 92-2-113616-7
Price: 17.50 Swiss francs

It is widely accepted that the provision of utilities is essential for economic and social growth. Yet 1.6 billion people are without a supply of electricity and 1.1 billion lack access to safe water. The challenge for water, gas, and electricity providers is to maintain a balance between commercial concerns, calling for cost-efficient, profitable operations, and broader public service values which emphasize the provision of cheap, reliable, and accessible services, whether the ownership is public or private.

This report reviews some of the continuing trends concerning the sector's employment and social issues. It considers the role of privatization, multinational enterprises, and the impact of mergers and acquisitions, as well as the opportunities and challenges opened up by renewable energy and sustainable development. The report looks specifically at water, as this sector embarks on the path on which electricity and gas have already started, and



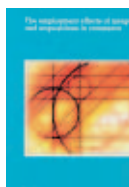
■ Working out of Poverty

Report of the Director-General
ILO, Geneva, 2003
ISBN 92-2-112870-9
Price: 20 Swiss francs

Work may be the best route out of poverty. But one cannot legislate employment in, and poverty out. It is a long and complex process which requires all elements of society to work together. This report of the Director General focuses on the working poor and the poor who are excluded from work. It shows the "decent work" dividends which accrue to families and societies as a whole, through a concerted effort to attack poverty.

The report begins with a clarification of the common challenges faced in providing women and men with the tools and support to work out of poverty. It continues by explaining in depth the complexity of poverty, the cycle of disadvantage which it creates, and the tools and action on the ground used by the ILO to eradicate it. The report also examines how rights at work and the institutional structure of the informal and formal labour markets relate to employment creation, poverty reduction, and competitiveness, in a global economy. Finally, the report discusses the need for a coordination of policies which focus on different dimensions of people living in poverty.

reflects on the importance of social dialogue in a rapidly globalizing industry.



■ The employment effects of mergers and acquisitions in commerce.

ILO, Geneva. TMMAC/2003
ISBN 92-2-113518-7
Price: 15 Swiss francs

Between 1980 and 1999 the number of worldwide mergers and acquisitions (M&As) grew by 42 per cent annually, and their value rose from 0.3 per cent to 8 per cent of global GDP. Mergers and acquisitions are driving the commerce sector, particularly retail trade, towards greater concentration. This report examines the key factors and characteristics of this trend: the extent of M&As in various regions, aspects of their employment effects as well as the effects of parallel drivers of sectoral restructuring, the impact on employment and working conditions, and implications for employee training, motivation and job security in the context of

corporate competitiveness. The report highlights the roles of the ILO and international labour standards, as well as the value, forms, functions and institutional framework of social dialogue and its potential to preserve harmonious industrial relations, advance mutual benefits for the social partners in M&As, and serve as a tool for general problem resolution.



■ Safety and health in the non-ferrous metals industries

ILO, Geneva, 2003
ISBN 92-2-111640-9
Price: 25 Swiss francs

This new Code of Practice provides workers, employers and governments with practical safety and health guidelines for non-ferrous metals production – including aluminium, copper, lead, nickel, and zinc. It focuses on the general principles of prevention and protection, including risk assessment and management, training, and workplace and health surveillance. It identifies and examines a range of physical hazards commonly encountered in the production of non-ferrous metals, such as noise, vibration, heat stress, radiation, confined spaces, dust and chemicals. In-depth sections also discuss health and safety measures for working with furnaces, molten metal, alloys and the process of recycling.



■ Fundamental rights at work and international labour standards

ILO, Geneva, 2003
ISBN 92-2-113375-3
Price: 27.50 Swiss francs

Labour law has long been upheld by the ILO as an essential pillar of development and peace, within member States, as well as between States. This important new book offers valuable insight on the application of the ILO international labour standards by governments, employers, and workers around the world, in an accessible, but technically sound manner.

These standards – on collective bargaining, forced and compulsory labour, equality of opportunity and treatment, and protection of children and young people – are closely linked with the 1998 ILO Declaration on Fundamental Principles and Rights at Work. A detailed description of each instrument and its principles is discussed, along with specific problems encountered in applying that instrument at a national level. The information in this volume provides an overview of the ever more practical and fuller application of fundamental human rights around the

globe; a crucial resource for labour lawyers, practitioners, and employers' and workers' organizations.



■ **Time for equality at work. Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work.**

ILO, Geneva, 2003

ISBN 92-2-112871-7

Price: 20 Swiss francs

Literally millions of people in the world are denied jobs, confined to certain occupations, or offered lower pay, simply because of their sex, their religion or the colour of their skin, irrespective of their capabilities or the requirements of the job. The first ILO report on discrimination, "Time for equality at work", is the fourth Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. It examines the diverse forms of discrimination at work which have been identified and formally condemned nationally, and internationally and gives an update of the various policy and practical responses in action.

As growing economic problems and inequalities exacerbate problems of xenophobia and racial and religious discrimination, the report considers the complex and moving target of discrimination in employment and occupation.

The report addresses specific trends, including discrimination on entry into the labour market and discrimination in remuneration. Shifts in legal approaches, public procurement policies, and the enforcement, monitoring, and promotion of legislation are discussed, along with the effectiveness of affirmative action.

The report details the activities of the ILO and its social partners in a long history of combating discrimination at work, including action in countries such as South Africa and Brazil, and on issues such as gender inequality, poverty, social exclusion, disability, and HIV/AIDS. The report concludes with three ILO strategies on knowledge, advocacy, and services to eliminate discrimination at work.

■ **Stories of change in Ethiopia**

Ireland Aid in partnership with the ILO, 2003

In 2001, Ireland Aid entered into a three-year strategic partnership programme with the International Labour Organization, with the

objective of creating "greater opportunities for women and men to secure decent employment and income in developing countries and economies."

Supported by the ILO Technical Cooperation Project, "Developing Entrepreneurship amongst Women with Disabilities", the partnership has been working in Ethiopia to promote economic empowerment among women with disabilities and women with disabled dependants. By providing training in microenterprise skills, arranging access to vocational skills training opportunities, and credit, and supporting the women in starting



a business activity or developing existing ones, the project has seen several success stories. This booklet describes the situation for disabled women in Ethiopia, some of the poorest people in Ethiopian society, and chronicles the experi-

ences of women who have used the business skills, vocational skills, and access to credit from the project, to develop viable sustainable businesses and living standards for themselves and those who depend on them.

For further information, please contact: Ireland Aid, Department of Foreign Affairs, Bishops Square, Redmond's Hill, Dublin 2, phone: (018 408-2903, fax: (01) 408-2880

■ **International Labour Review**

Vol. 142 (2003), No. 1

The latest issue of the International Labour Review offers insights into a wide spectrum of labour and employment issues around the world: Decent work and competitiveness, the challenges facing nurses at work, the international economic effects of forced labour, and the ILO Special Action Programme to Combat Forced Labour.

Philippe Egger discusses decent work and competitiveness in relation to the enlargement of the European Union. To be successful, he argues, candidate countries must coherently and simultaneously pursue both real convergence with EU income and welfare levels, and "nominal convergence" (sustained non-inflationary growth conforming to the Maastricht criteria) in order ultimately to join the European Monetary Union. Using 1995-2000 data, the author explores the employment and labour dimensions of both real and nominal convergence. He then discusses the labour market policies needed to enable candidate countries to retain some hold over macroeconomic policy, and thus ensure the requisite coherence between the two.

Turning to the challenges facing nurses, associations and unions throughout the world, Paul F. Clark and Darlene A. Clark take a look at the problems nurses face at work, and examine the coping strategies which they and their organizations pursue. The authors draw on the findings of a unique global survey of nurses, associa-

tions and unions at a time when population ageing, epidemics, privatization, and understaffing are putting heightened pressures on health care systems around the world.

Matthias Busse and Sebastian Braun consider the international economic effects of forced labour. They present the results of empirical tests of the linkages between eight forms of forced labour and both comparative advantage and foreign direct investment flows. They show that forced labour is positively associated with a comparative advantage in unskilled-labour intensive goods; i.e., those goods whose production is most likely to involve forced labour. In contrast, foreign direct investment displays a strong negative association with forced labour, a result which also holds true for relatively poor developing countries.

Finally, this issue also contains a "Perspective" on the ILO Special Action Programme to Combat Forced Labour. Forced labour has long concerned the ILO, and a positive, problem-solving approach to its elimination, combining both technical assistance and promotional means, was instituted with the establishment of the Special Action Programme to Combat Forced Labour, in November 2001. The Programme's activities are outlined here, including awareness-raising on the many forms that forced labour takes in different cultural contexts, the links between trafficking of persons and modern forms of forced labour, and the difficulties of collecting data on forced labour.

I AM NOT A SLAVE



No. 47, June 2003

I AM A PERSON WITH DREAMS AND TALENTS

Right now, tens of millions of people are being deprived of a better future by forced and compulsory labour.

This must change.

The nations of the world are working together with the International Labour Organization under the Declaration on Fundamental Principles and Rights at Work to abolish forced labour and free the potential of every person at work.

ABOLISH FORCED LABOUR AND CHANGE THE FUTURE OF THE WORLD



International Labour Organization

www.ilo.org/declaration