

Work

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STOPPING
FORCED
LABOUR

New ILO
Global Report



INTERNATIONAL LABOUR OFFICE



The ILO: Then and Now

**WORLD OF
Work**

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THEN



ILO

From the very beginning, safety and health in agriculture have been key issues on the ILO agenda. Eighty years ago, the International Labour Conference devoted most of its 1921 session to improving the lot of agricultural workers and in 1929 it adopted one of its first Conventions on agricultural safety.

Today, agriculture remains among the world's three most dangerous occupations, killing over 170,000 workers annually. To address this issue, the well-being of agricultural workers is again topping the ILO agenda. This year's International Labour Conference will consider a new Convention and Recommendation designed to bring safety and health in agriculture up to modern standards.

(Source: *Dix ans d'Organisation internationale du Travail*, préface par Albert Thomas, BIT, Genève 1931, pp.255, ff.)

NOW



IKeystone

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Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 175 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.



Forced labour, human trafficking, slavery haunt us still

Forced labour, slavery and criminal trafficking in human beings – especially women and children – are on the rise worldwide and taking new and insidious forms. A new study by the ILO “Stopping Forced Labour”, say slavery, oppression and exploitation of human beings have by no means been relegated to history.

G

ENEVA – Forced labour – a relic of a bygone era? No, sadly not.

Although universally condemned, forced labour is revealing ugly new faces alongside the old. Traditional types of forced labour such as chattel slavery and bonded labour are still with us in some areas, and past practices of this type haunt us to this day. In new economic contexts, disturbing forms such as forced labour in connection with the trafficking of human beings are now emerging *almost everywhere*.

So begins a new ILO report entitled “Stopping Forced Labour”. The 128-page study, compiled as part of the follow-up to the ILO’s 1998 Declaration on Fundamental Principles and Rights at Work was published worldwide in May and discussed by the ILO’s 175 member States at the 89th session of the International Labour Conference.

“The growth of forced labour worldwide is deeply disturbing,” said ILO Director-General Juan Somavia in announcing the publication of the report

in May. “The emerging picture is one where slavery, exploitation and oppression of society’s most vulnerable members – especially women and children – have by no means been consigned to the past. Abusive control of one human being over another is the antithesis of decent work.”

Although they might vary outwardly, different types of forced labour share two common features: the exercise of coercion and the denial of freedom. It was in recognition of this affront to the human spirit that the ILO Declaration included the elimination of all forms of forced or compulsory labour.

“In light of these findings the entire world needs to re-examine its conscience and instigate action to abolish forced labour and the often terrible living and working conditions that go with it, Mr. Somavia said.

The scope of the problem

What are the main patterns of forced labour today? According to the report, such ancient, barbaric practices as slavery and feudal bondage are not declining under the impact of national and international legislation and government action, but are still disturbingly alive.

In addition, the phenomenon of trafficking for forced or compulsory labour is growing so fast that most countries in the world today fit into one of three categories – “sending countries, transit countries and receiving countries”.

FORCED LABOUR TODAY

- slavery and abductions
- compulsory participation in public works projects
- forced labour in agriculture and remote rural areas
- domestic workers in forced labour situations
- bonded labour
- forced labour imposed by the military
- forced labour in the trafficking in persons
- some aspects of prison labour and rehabilitation through work

“Main destinations may be the urban centres of the richer countries – Amsterdam, Brussels, London, New York, Rome, Sydney, Tokyo – and the capitals of developing and transition countries,” the report says. But the movement of trafficked persons is highly complex and varied. Countries as diverse as Albania, Hungary, Nigeria and Thailand can act as points of origin, destination and transit at the same time.

The report notes that outright slavery, though increasingly rare in the modern world, is still found in a handful of countries, and the wholesale abduction of individuals and communities in such conflict-torn societies as Liberia, Mauritania, Sierra Leone and Sudan is not uncommon. The

THE MOST VULNERABLE VICTIMS

- women
- ethnic or racial minorities
- migrants
- children
- the poor

ECHOES OF THE PAST

"During the past 100 years or so, the coercive practices of forced labour first came to be associated with the colonial regimes of the early twentieth century and remnants of serfdom. Then came the concentration camps, labour camps and other forms of compulsory labour that blighted the mid-century period, and which haunt us to this day in the form of continuing claims for compensation involving countries and enterprises. With the contemporary consolidation of democratic regimes, together with more open economies and renewed commitments to fighting poverty and transnational crime, there is fresh hope that forced labour can in fact be relegated to the past."

forced recruitment of children for armed conflict, deemed one of the worst forms of child labour, is also on the rise.

The report also highlights debt bondage and slavery-like practices that are widespread on the agricultural plantations of such West Africa countries as Benin, Burkina Faso, Côte d'Ivoire, Mali and Togo as well as on sugar cane plantations of the Dominican Republic and Haiti.

Slavery-like conditions and debt bondage await many workers who fall prey to coercive recruitment practices in rural areas, especially for work on agricultural plantations or in domestic work. Indigenous peoples as diverse as Pygmies and Bantus in Africa, and the Aymara and Exnet in Latin America, are especially vulnerable to such forms of forced labour, the report notes. It reminds us of the extreme case of forced labour in Myanmar, which has spurred an exceptional reaction by the international community. But it also details successful efforts to combat bonded labour in India, Nepal and Pakistan.

Poverty, unemployment, civil disorder, political repression and gender and racial discrimination make for an all-too-propitious environment for traffickers' exploitation of vulnerable persons, the report warns. Europe in particular, "has seen an explosion of trafficking since the breakup of the former Soviet Union", and large-scale sweatshop activities involving clandestine migrants have been found in Europe and North America.

Forced labour is increasingly difficult to detect, organized as it often is around international criminal gangs who find the trafficking of humans to be less dangerous than trafficking of drugs. Much forced labour involves underground or illegal activities and is otherwise hidden from public view. The growth of unregu-

lated industrial work, agriculture and the urban informal sector are contributing factors to the economic and social forces fueling much migration and exploitation.

"There is no excuse for forced labour in the twenty-first century."
— Juan Somavia

In border regions of south-east Asia, "coercion, deception and the selling of minors result from direct recruitment from the village," the report finds, with the sex sector fueling much of the activity.

In the Balkans and Eastern Europe – especially countries such as Moldova, Romania and Ukraine – trafficking in women is on the rise, with Bosnia and Herzegovina and the Kosovo region emerging as significant destination points on the way to Europe.

In Israel, "there has been an influx of women brought in by many criminal networks." The United States is thought to be the destination for 50,000 trafficked women and children each year, with the sex sector as well as domestic and cleaning work (in offices, hotels, etc.) stimulating much of the demand. Main entry points are New York State and California.

While there is universal consensus on the definition of forced labour (essentially work performed under compulsion and subject to a penalty), some of the forms it takes are still sources of policy debate. Among the most contentious issues are those involving compulsory participation of citizens in public works in the context of economic development, a practice which prevails in a number of

Asian countries (including Vietnam) and African countries (Central African Republic, Sierra Leone and Tanzania).

The use of prison labour is another area of contention in countries where rehabilitation through labour is part of punishment, as in China, or where the hiring out of prison labour to private entities is permitted, as in the United States. According to the ILO report, "with prisoners already deprived of their liberty, there is an evident risk that private hiring of prison labour can involve exploitation, thus negating any pretense of the exercise of free will."

The ILO response

What can the ILO, working with its constituents and partner institutions, do to prevent and eliminate it? In spite of different aspects and the scale of the forced labour problem, the report highlights some successes of the international assistance to governments in identifying the nature and dimensions of the problem within and across their national borders. The complex mixture of social and economic conditions which permit forced labour to breed, present a daunting task for any one country to tackle alone.

The complexity of the phenomenon requires a combination of anti-poverty and labour market regulatory measures. Long-standing problems of forced labour might be linked with agrarian institutions requiring reform as regards sustainable agriculture, productivity and human rights concerns. Trafficking in persons, while displaying forced labour dimensions, also needs to be addressed from other perspectives.

While the ILO is pioneering projects which involve microfinance, rehabilitation and re-skilling of workers out of forced labour situations, and expanding its knowledge base on labour trafficking and means of prevention for those at risk, there is a global challenge at hand for the ILO and its partners. In addressing this challenge, following the discussion of this report by the Conference, the ILO is committed to working closely with governments, employers and workers in specific countries and with the international development community.

The report highlights the ILO International Programme on the Elimination



WHY NO PRECISE FIGURES?

How many people are affected by forced labour today? Where are they? Who are the main victims? While these issues crop up in the report, it is not possible at this stage to give an accurate estimate of the numbers affected on a global scale. Forced labour is increasingly exacted in the illicit, underground economy. These are areas which tend to escape national statistics. And the statistics available are not sufficiently refined to get a proper handle on forced labour. Contemporary forms of forced labour thus require more investigating and attention to prepare the ground for more accurate, gender-sensitive indicators and appraisals, as a basis for policy determination and action in the future.

of Child Labour (IPEC) which has been working with governments, trade unions, employers' organizations and NGOs to address the problems of child labour and trafficking of children. Programmes which involve women, through education, training, credit and other empowerment tools

have been crucial to an effective strategy in combating the trafficking of children.

The report examines the important role played by law enforcement agencies and United Nations bodies which have joined forces to coordinate efforts and tackle the problem on multiple fronts (such as

the Global Programme against Trafficking in Human Beings). Additionally, workers' and employers' organizations, as well as individual corporations, have also taken some concrete steps such as by ascribing to the Global Compact, the United Nations system business partnership agreement, which includes freedom from forced labour as one of its principles.

"It will not be an easy task to improve the socioeconomic conditions that permit forced labour to breed, or to detect and punish the culprits who perpetrate it," the report says, adding that governments and the ILO's social partners in all countries must "deepen understanding and redouble efforts to eliminate this terrible blight on human freedom in all its forms". □

A contemporary form of slavery

Combating child trafficking in West and Central Africa

Trafficked children are commodities; they are bought, sold and transported according to supply and demand. The victims can be as young as 5 years old. In October 1999, the ILO International Programme on the Elimination of Child Labour (IPEC), with the financial support of the US Department of Labor, launched a major subregional programme to combat child trafficking for labour exploitation in West and Central Africa. Here are excerpts from the programme's latest report.

"...when she (the intermediary) came, she gave me 25,000 FCFA (US\$ 35) to take care of my children. She promised to find my son a job and said that I would receive some money every month. I thanked God, because I thought that I had at last found a way of taking care of my seven children. I had no idea what she really had in mind for my child!"

This lament by a Togolese mother reflects perhaps the most typical form of child trafficking in West and Central Africa. But the case is by no means exceptional. An estimated 10,000 to 15,000 Malian

children work on plantations in Côte d'Ivoire – many of them victims of trafficking. Nigeria reports that in 1996, some 4,000 children were trafficked from Cross River State to various parts within and outside the country. Benin registered over 3,000 trafficked children between 1995 and 1999.

Although most children are voluntarily handed over to intermediaries or make the contact themselves, cases of children being kidnapped for trafficking are increasing. In Sokoto State, Nigeria, kidnapped children were sold for amounts

ranging from 50,000 to 100,000 Naira, or US\$ 500 to 1,000, to be used as labourers or as ritual sex objects.

A fertile ground for child labour and trafficking

What causes are at the root of this practice? Poverty is recognized as the main factor. As families often have little or no choice, the decision to hand a child over to an intermediary is made without considering the consequences or count-



Poverty is recognized as the main factor of child labour and trafficking.



In general, girls are placed as domestics or street traders while boys work on plantations, in construction or in mines.

ing the price to be paid in the future. Lack of social support is another source of trafficked children, who can be used to support the elderly. Child trafficking is also facilitated by traditions and customs. For example, children ostensibly being placed with higher-income family members, increasingly wind up being exploited.

Another cause is the break-up of traditional family structures. Rivalry between spouses in polygamous families, or the death of a parent, can lead to placement or trafficking of a child. Last, but not least, greed is a factor. Ghana reported that “mothers not only give away their children as a response to poverty, but also out of greed, covetousness and self-fulfillment. They try to achieve, through their children, what they have not been able to do themselves.”

The majority of trafficked children come from large, poorly educated families of more than five children, living in rural areas. The study shows that countries suffering widespread poverty, low education levels and high fertility rates tend

to be those from which children are trafficked, who wind up in countries which are less populated and more developed countries. In general, girls are placed as domestics or street traders while boys work on plantations, in construction or in mines. Both girls and boys work in prostitution.

The absence of legislation on trafficking allows such intermediaries and employers to operate with impunity. Although some countries prosecute traffickers, violators are rarely punished and customs officials mostly turn a blind eye.

Marketing children...

Adjoba originally comes from the village of Bondoukou (Côte d'Ivoire), but has lived in Abidjan since the fifties. She is a widow and has four adult children. Without a fixed job, she tries to pay her monthly rent of 17,500 FCFA (US\$ 24.50) by peddling at the district market. If this fails to provide enough to live, how can she manage? By recruiting young girls

aged 7 to 15 years with promises of help preparing for marriage. Then, she offers their services as domestics. The elderly woman collects their salaries every month. When the girl reaches puberty, she may be returned to her village where Adjoba contributes to the girl's dowry.

Employers can also be found in sectors like bars or restaurants, garages and plantations. They are often emigrants from a “supplier” country. For example, in Côte d'Ivoire, children are trafficked from Mali to work on plantations owned by Malians.

The monthly salaries of the children in the subregion vary a great deal: they range from US\$2.80 in Cameroon to US\$63 in Gabon. Children sometimes work for nothing

because they must repay costs incurred by their employer. In these cases, children often end up working several years without any income. These children can work from 10 to 20 hours a day, carry heavy loads, operate dangerous tools and lack adequate food or drink. Nigeria reports that one out of five trafficked children dies of illness or mishaps. Others succumb to sexually transmitted diseases including HIV/AIDS.

Traumatized by abominable working conditions, ill-treatment and disease, children lose their human dignity and develop a feeling of being outcasts. This can lead to crime, drug consumption or long-term mental disorders.

Towards a plan of action

The existence of trafficking in children for labour exploitation is now recognized in the countries participating in the project: Benin, Burkina Faso, Cameroon, Côte d'Ivoire, Gabon, Ghana, Mali, Nigeria

(Continued on p. 9, col. 3)

Globalization, union style

With a "union of unions", workers seek a global role

In a world fixated on company mergers and acquisitions, a marriage of workers' organizations often goes quietly unnoticed. Not so with the recent merger of five separate German trade unions to form a 3 million member "union of unions". Trade union expert Werner Thoennessen explains why the new giant "VERDI" union in Germany is drawing so much attention, and examines other similar mergers.

BERLIN – For years the economic press has been filled with reports of company mergers and acquisitions typical of the new trans-frontier stage of the growth of capitalism. No longer is it always a matter of big-eat-small, as used to be the case in an earlier phase. Often the amalgamation takes place between more or less equally strong partners who, faced with tough global competition, decide to forego their independent status and come forward together as a "global player".

In the past, similar processes involving trade unions used to arouse less notice, especially because their scale was generally more modest. This cannot be said of the giant merger which took place in March 2001, when five separate German trade unions – the public services, transport and communications trades union (OeTV), the trade union of German white-collar workers (DAG), the union of commerce, banking and insurance personnel (HBV), the German postal trades union (DPG) and the trade union of media staffs – amalgamated to form the Vereinigte Dienstleistungsgewerkschaft (Union of Service Trades Unions), known by the acronym VERDI.

An instrument for membership recruitment

The chief goal of VERDI, the new giant trade union, is to attract new members in the growing service industries to make up for the membership losses of the past few years. The total membership of the trade unions involved in the merger –



Claudia Misiek

The giant merger which took place in March 2001, when five separate German trade unions amalgamated to form the Vereinigte Dienstleistungsgewerkschaft (Union of Service Trades Unions), is known by the acronym VERDI.

3.43 million in 1996 – was only 2.99 million in 2000.

That VERDI with its membership of some 3 million is now the world's largest single trade union should not obscure the fact that several trade union amalgamations had already taken place in Germany before 2001. While this entailed a drop in the number of members of the German Trade Unions League, it also meant a considerable increase in the membership and efficacy of the amalgamated trade unions, even though the total number of trade union members in Germany is smaller today than five years ago.

Thus, IG Construction – Stones-Earth, IG Mining, and IG Chemicals, Paper and Ceramics had already amalgamated, and the "minor" TG Wood and TG Textiles trade unions had been absorbed by IG

Metals. In addition, there had been instances of project-oriented cooperation among several independent trade unions; e.g., with regard to membership recruitment in the information technology industry.

These processes of amalgamation and concentration which took place in workers' organizations over the past 10 or 15 years are, however, only the latest links in a long chain of mergers which go back as far as the latter half of the nineteenth^h century, the heyday of industry capitalism. At that time their object was to put a stop to the fragmentation of trade unions, to do away with the craft-based system dating back to the guilds era which preceded the industrial revolution – a laborious but eventually successful process of adapting the represen-

tation of workers' interests to new forms of economy.

An international comparison shows that the process of amalgamation and concentration has taken different forms in different countries. The "guild factor" has not been the only problem; there are also political, ideological and religious differences standing in the way of amalgamation at both the national and the international levels.

Another difficulty is the social distinction between blue-collar and white-collar workers. The latter have often preferred to create professional associations of their own, some of which (the association of civil servants, various journalists' associations, the "Hartmann League" in the medical profession, the magistrates' league, the locomotive drivers' union, etc.) still exist in Germany as something of a leftover from the past.

Germany's precursor role

Why is Germany a leader in terms of trade union organization? The answer lies in the destruction of the country's trade unions prior to World War II. After Germany's unconditional surrender in May 1945, the necessary elbow room was created – narrow at first, then growing little by little – for the complete reconstruction of the country's trade unions independent of religious and political overtones, employers and the Government, and based on the principle of one trade union per industry.

This was in contrast to the reality in other countries, where workers' organizations based on ideology and professional or corporate status are by no means a marginal phenomenon, but in some countries are still the rule. The Greek trade union movement, for example, is still the most fragmented, including as it does over a hundred separate organizations. Only a few are financially independent and consequently able to conduct a strike, because the rest are financed by the Government or by employers.

Of course, it is not always in the interest of employers – or of Governments either – that trade unions become stronger as a result of mergers or amalgamations. Many former colonies of the British Empire still have a "Registrar of Trade Unions" responsible for authorizing trade unions

and delimiting their activities.

While international comparisons do reveal that trade union amalgamations in Germany are further advanced than elsewhere, still, similar trends can be observed in most countries. In Scandinavia, only white-collar workers still have several separate trade unions, while in Italy, the German model of one trade union per industry has been adopted on a wide scale. In France, on the other hand, marked traces of political and denominational divisions can still be found, though they are increasingly being bridged by cooperative arrangements.

In the United Kingdom, the Transport and General Workers Union has developed into a giant organization with members in all branches of the economy as well as in the service sector.

According to an IMF report dated 9 April 2001, two major British metal workers' unions, the Amalgamated Engineering and Electrical Union, and the Manufacturing, Science and Finance Union have merged. In Japan and the United States, on the other hand, there are still several large trade unions, for instance, in the engineering industry. Although all of these belong to the same federation (Rengo in Japan, AFL-CIO in the United States), a merger between them still appears to be a long way off.

However, given the current trend towards globalization and transnationalism, it can be expected that these "stragglers" of the trade union movement will, within the foreseeable future, be put under such economic pressure that the appeals of international trade union associations for greater efficiency and more mergers will not go unheard. Only then can the movement claim to have found a form of organization capable of matching the power of transnational capital.

The restructuring of the workers' side is, of course, only the structural precondition for a successful representation of workers' interests – a necessary, but not in itself a sufficient condition for successful trade union representation. It must be joined by a scientifically well-founded political strategy corresponding to the new social and economic situation, and dedicated to the old ideals of liberty, equality and fraternity. □

– Werner Thoennesen

Combating child trafficking in West and Central Africa

(continued from p.7)

and Togo. Beneficiaries of the programme are under 18, but children under 12 are seen as priority targets.

The importance of bilateral collaboration in the repatriation of victims and extradition of traffickers is also recognized. A beginning has already been made through agreements between Côte d'Ivoire and Mali, Benin and Gabon, Ghana, Togo, Benin and Nigeria. Countries like Benin, Mali and Togo have launched specific programmes to combat child trafficking. Several NGOs are active in awareness-raising through public debate and training materials for teachers, and the reintegration of victims of trafficking.

The report makes recommendations for a subregional plan of action which includes measures for research, awareness-raising, training, strengthening of the legal and institutional framework, direct assistance to victims, and bilateral collaboration for repatriation and extradition of traffickers.

The ILO has always taken a firm stand against all forms of forced labour. One way has been adopting international labour standards in the form of Conventions and recommendations: the Forced Labour Convention, 1930 (No. 29), and the Abolition of Forced Labour Convention, 1957 (No. 105), have been ratified by all of the nine countries participating in the sub-regional programme to combat child trafficking. With the unanimous adoption of the Worst Forms of Child Labour Convention, 1999 (No. 182), a new instrument to combat trafficking in children is now available. The Convention calls for urgent action on the worst forms of child labour, including "...all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom, and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict". □



Seeking socially responsible tourism

The leisure and tourism industry is one of the leading global economic activities, a multi-billion-dollar industry with 664 million vacationers around the world. In 20 years, the number of tourists will nearly triple to 1.6 billion. But today the negative social and environmental impact of this mass tourism is being assessed, and a growing number of nongovernmental organizations (NGOs) are calling on the tourism industry leadership - and vacationers as well - to adopt a more responsible attitude.

To paraphrase, tourism is money. And big money at that. The income generated by tourism in the form of export earnings is significant for many countries, generating some US\$455 billion in 1999, according to the World Tourism Organization. But there's more than that. Tourism also generates jobs, and lots of them. According to another body which studies tourism, the World Tourism and Travel Council, the travel industry provided work for some 200 million people around the world in 1999.

But increasingly, this activity is seriously transforming the economies of many countries, and is having a social impact which is far from totally positive.

Locally, tourism workers and managers are often "imported" by the large international hotel and leisure chains (six of the seven leading multinationals of the sector are North American), which pick up the major part of the profits.

By contrast, local populations benefit only from semi-skilled, poorly paid jobs (cooks, maintenance workers, chambermaids, barmen, gardeners, bus drivers, etc.).

Low pay, hard work

According to a report recently submitted to a tripartite meeting of the International Labour Organization, this sector is known for low pay (for example, in the European Union, it is less than 20

per cent of the average salary), difficult working conditions (irregular schedules, Sunday work, unpaid overtime), and many clandestine jobs.

It has also been established that in many countries, especially in the South, tourism contributes to the exploitation of child labour. Children work as barmen, "fast food" employees, domestics, cooks' assistants, gardeners, laundry workers, informal tour guides, shellfish divers, roving beach vendors, artisanal souvenir makers, etc.

Around the world, some 13 to 19 million young people under 18 years of age work in a profession tied to tourism.¹ In India, for example, there are thousands of young people working as domestics in hotels, children assisting bus drivers, or porters in train stations, airports and hotels. According to a report by the Swiss NGO, Arbeitskreis Tourismus und Entwicklung, there are also 66,000 children between the ages of 5 and 17 working in the tourism industry in the Philippines.²

Finally, the arrival of visitors with pockets full of dollars, and the relaxed atmosphere generally attributed to exotic destinations, encourages the development of the sex trade, and adult women are not its only victims; the coalition ECPAT (Coalition on Child Prostitution and Tourism), based in Bangkok, has shown that tourism is a factor in the accelerating sexual exploitation of minors. In Cuba, for example, most of the "jineteras" (prostitutes) are minors, and just one

"client" represents in dollars the equivalent of three months of a teacher's salary. In Cambodia, more and more young girls are employed in cabarets and "karaoke" frequented by Chinese and occidental visitors. In certain tourist destinations (Cancun in Mexico, Fortaleza in Brazil, Pattaya in Thailand, Manila in the Philippines, etc.), income from "sex tourism" benefits people engaged in an entire chain of activities (managers of bars and cabarets, middlemen, guides, hotel staff, taxi drivers, etc.). It is estimated that two million children in the world are victims of sexual exploitation for profit, and that tourism is partly responsible for this.

More widely, the contact of rich tourists with the poor populations of developing countries constitutes a social shock. The local culture succumbs to commercial gain. Tourism brings about "dollarization" of trade, which impoverishes inhabitants who have local money and drives them to profit from the tourist trade. In one Caribbean country, the tripling of tourists in six years, along with a general condition of shortages, drove qualified professionals (doctors, teachers) to leave their jobs to become unlicensed taxi drivers - paid in dollars.

By speeding up the abandonment of traditional patterns of production, tourism also leads to the abandonment of activities guaranteeing autonomy. New activities stimulate activities that promote dependence. In Jerba, Tunisia (with



ILO/Jacques Maillard

The chaotic invasion of hotel construction has often modified the balance of nature, and the erosion of the coastline has become critical in a number of countries

800,000 tourists per year), the construction of a large number of hotels has rapidly reduced the amount of agricultural land, to the point where the island produces only 10 per cent of its food requirements. And this is far from an isolated example.

Environmental impact

Tourism also affects the economies of the host countries to the extent that they directly incur infrastructure costs (for airports, roads, water mains, electricity, etc.) and the cost of waste treatment. Tourist complexes generate tons of rubbish (a single cruise ship produces 70,000 tons of trash every year, according to the United Nations Environment Programme).

Tourism also has disastrous effects on the natural environment, especially when natural resources are already insufficient. Showers, swimming pools and watering of lawns can destroy water reserves, and often tourists ignore the fact that the local populations lack water for their personal use and for irrigation.

The artificial implantation of golf courses has been a disaster in several countries (the Philippines, Indonesia, etc.) intensifying the shortage of water, leading to the expropriation of small peasant farms and deforestation, to the point where it has given rise to an international resistance movement, the "Global anti-golf network".³

Also, the chaotic invasion of hotel construction has often modified the balance of nature, and the erosion of the coastline has become critical in a number of countries (Tunisia, India, the Philippines). Even the rapid development of "eco-tourism" conceals ambiguous realities; it sometimes contributes to financing the preservation of protected rural zones and the subsistence of local populations. But it also has perverse effects when it leads to demographic pressure and high maintenance costs in a region which cannot afford it, which is the case, for example, of the fragile Galapagos Archipelago in Chile.

The French association, Transverses, which campaigns for responsible tourism, estimates that tourism cannot further sustainable development if it only responds to the needs of tourists, and ignores local repercussions. "Actually, the introduction of tourist activities results from agreements between the States and tourism industry leaders, but the local populations are never consulted," explains Dora Valayer, the head of Transverses.

The association cites, for example, the expulsion of the Masai tribe from their lands in Tanzania to create a place for safaris. Similarly, the association, Equations,⁴ denounces the eviction of fishermen from a coastal zone of Kerala, India, in order to establish a mega tourist complex using 47 million litres of water per day, and producing 58 tons of daily

trash. "Not only should the populations be consulted in advance, but they must become true actors in sustainable local development," pleads Transverses.⁵

Yet, there are signs of change. A growing number of NGOs are campaigning for a tourism "ethic", demanding that the professionals respect indigenous populations and the environment, use ecologically friendly transportation, respect social rights, boycott totalitarian countries (notably Myanmar), and inform travellers about this (organizations such as Earthwise Journeys, the International Bicycle Fund, Partners in Responsible Tourism, the Responsible Tourism Network, or the Sustainable Tourism Research Interest Group).

In 1995, a "Charter of Sustainable Tourism" was also published in Lanzarote, Canary Islands, Spain, primarily at the initiative of the World Tourism Organization and international organizations.

Many small associative structures in Hong Kong themselves propose small-scale equitable and sustainable tourist activities. They generally include fair payment of local benefits, an opening to local realities and exchanges with the inhabitants, and the financing of a local social or environmental project. This is the case of the associations Djembé in France, Global Exchange in the United States (travel based on social and cultural themes. URL: www.globalexchange.org) the Annapurna Conservation Area Project,



which uses its trekking fees to protect the environment of Nepal, or the Namibian Community Based Tourism Association, which promotes tourism respecting the local communities of Namibia.

So “alternative” touristic offers are spreading, but real change will come with an awareness of the tourist himself, so that he will demand social guarantees on the part of the tour operators. “One sees, for example”, recalls Transverses, “trade unionists who campaign all year long to improve working conditions, then go on vacation abroad in hotels where the employees are exploited.” The association concludes that only truly informed citizens can make their vacations an “individual thoughtful act”, instead of being satisfied to be simple “buyers of dreams”. □

– *Bénédicte Manier is a journalist based in Paris, specializing in social rights*

¹ Black, Maggie: In the Twilight Zone: Child workers in hotels, tourism and catering industry (Geneva, ILO) 1995.

² Plüss, Christine: Quick Money, Easy Money: A report on child labour in tourism (Bale), 1999.

³ Global anti-golf network: <http://utenti.tripod.it/dossierisarenas/golf.htm>.

⁴ Equations: www.equitabletourism.org

⁵ The NGOs Transverses and Arbeitskreis Tourismus und Entwicklung (www.akte.ch) are members of the “Third World European Network” (TEN), an international network whose other members are the Associazione RAM in Italy, the Fondation Retour (www.do.nl/retour) and L’Informatie Verre Reizen in the Netherlands, Respect in Austria, the Studienkreis für Tourismus und Entwicklung (www.studienkreis.org) and Tourism Watch (www.tourism-watch.org) in Germany, and the Ecumenical Coalition on Third World Tour.

GLOBALIZATION IN THE HOTEL, CATERING AND TOURISM INDUSTRY: FROM FINDING JOBS IN THE OFF-SEASON TO DEALING WITH SECONDHAND SMOKE

GENEVA – Issues ranging from creating jobs in the off-season, to dealing with food safety, secondhand smoke and HIV/AIDS were brought up at a tripartite meeting on human resources development, employment and globalization in the hotel, catering and tourism (HCT) sector held on 2 to 6 April 2001.

Participants also discussed the impact of globalization on the HCT sector both for developed and developing countries and the need for cooperation between them as well as the social partners to ensure that the benefits of sectoral globalization brought a maximum of benefits to all.

Participants called on the ILO to take the following measures:

- Gather data on human resource policies, the international movements of workers and the impact of migrant labour, in order to determine if any measures should be taken to assist in the integration of migrant workers and to combat discrimination.
- Publish targeted reports on a regular basis.
- Collect and disseminate good practices and benchmarking methodologies for the sector.
- Design a system for training and skill development for the sector, particularly for the benefit of developing countries.
- Assist, in cooperation with UNAIDS, member States to develop training programmes for the sector on HIV/AIDS prevention and strategies for the social integration of workers affected.
- Continue to develop the labour accounting system as a supplement to tourism satellite accounts;
- Conduct a comparative study on measures to promote employment in the HCT sector during the low season, including vacation programmes for senior citizens, and to assess the impact of such programmes on different types of tourism.
- Produce data on workers’ health in order to identify the risks associated with the sector (e.g. secondhand smoke, alcohol consumption, drug use, HIV/AIDS), and to produce information on nationwide or local measures implemented in certain countries, or by certain employers, to deal with the specific hazards.

The issues in this sector, which were highlighted in the background report prepared by the Office, in the discussions in the plenary sessions and in the panel discussions on socially sustainable tourism development, gender questions and social dialogue, make this sector an ideal candidate for addressing decent work issues. The issues of gender (women make up 70 per cent of the labour force in the sector), youth employment (half the workers in the sector are up to 25 years old), migrant labour, child labour (particularly one of the worst forms – child sex tourism), the high and increasing rate of subcontracting and outsourcing with its potential implications for the conditions of employment of the workers concerned, the high rate of part-time, temporary or casual and seasonal employment, issues of socially sustainable tourism development and the very low rate of unionization in the sector, are at the heart of the decent work agenda. The HCT sector’s high potential for growth and for employment creation, and its importance in the economy of so many countries, developed, transition and developing, was recognized. It is now up to the Office to follow up on these very important conclusions and resolutions.

Report on the Tripartite Meeting on Human Resources Development, Employment and Globalization in the Hotel, Catering and Tourism Sector, 2-6 April 2001

Social protection in Central and Eastern Europe ten years after

In 1991, the International Social Security Review published a special issue on "Social security without socialism: The next steps for central and eastern Europe". Ten years on, the Review is again focusing its attention on the region. In his introduction to a new special issue, guest editor Vladimir Rys, Co-director of the University of Geneva Study Centre on Social Security Developments in Western and Central Europe, briefly reviews the issues facing policymakers today. The following is an extract.

While the communist countries never presented a monolithic block of social security measures applied everywhere in the same way, their systems were built on a number of common principles, such as state responsibility for the organization and finance of provision, or universal coverage, of all working people. Hence, in the early transition stages the reaction of these societies to the challenge they were faced with bore a certain number of similarities, be they with regard to the emphasis placed on the increased responsibility of the individual, or the reintroduction of social insurance. It was thus possible to deal with these reactions for the group as a whole. This is no longer the case, and the different socioeconomic and political conditions of transition countries produce different institutional replies to the problem of securing the existence of their citizens.

Health care

We are aware that in many countries "the transition from a centrally planned economy to a market economy has caused significant declines in output, employment, wages and indicators of health".¹ The statistical data point to, among other things, the role of ineffective healthcare reforms. Hungary and Poland have come to represent the opposite poles of health reform strategies. While a Hungarian legislative experiment of 1992 brought medical care under the general social insurance scheme – only to establish a special health insurance administration



ILO/Video

Different socioeconomic and political conditions of transition countries produce different institutional replies to the problem of securing the existence of their citizens.

several years later – the Poles preferred first to improve the operations of the existing health services before reforming them, as late as in 1999. Admittedly, an overall assessment of reforms in health care has to take into account the impact of general problems, such as the advance of technological progress increasing the need for cost containment, which amplify the specific difficulties of transition countries.

The same remark can be made with regard to unemployment insurance, which

is another field in transition countries which is broadly dependent on worldwide developments. In the early years, this risk was dealt with overgenerously by governments fearing the reaction of their populations faced with the unknown evil. Subsequently, a common sense attitude among people used to getting by even in situations of extreme stress permitted a radical retrenchment of benefits and eligibility conditions so as to bring the respective levels below those known in western Europe.

Pensions

One field which continues to attract attention to this region is that of pension reform. This is mainly due to the appearance of partial privatization of public pension provision in some countries of central and eastern Europe.

Study of the latest developments in the Czech Republic, Hungary and Poland provides an opportunity to go more deeply into some fundamental questions. The fact that, unlike the other two, the Czech Republic has refrained so far from transferring part of its pension provision to a mandatory, funded and privately administered system is possibly related more to the political imperatives of a particular period than to some hard facts of their economic situation.

Three countries of the former Soviet Union show a different picture corresponding to a different level of development. The pension plans of Belarus indicate the presence of a pre-reform stage, the attention being focused on improving some basic functions of the existing scheme rather than on a radical change. The Russian Federation seems to be closer to the application of a pension plan along the lines of the Polish reform, but the most recent changes in the collection of contributions point to an unsettled social environment. Lithuania, whose public-sector pensions were reformed in the middle of the last decade, offers the experience of a country where a recently introduced, voluntary, private funded system failed to get off the ground for lack of interested insurers.

Accession to the EU

The countries of central Europe illustrate the dominant role of political decision-making, albeit vicissitudinous in nature, in the formulation of social security legislation. By definition, the potential impact of demographic and economic factors forming part of the global societal environment has to pass through the screen of political evaluation by all relevant actors concerned. Encouragingly, some developments also point to increasing involvement of civil society in this process.

This is particularly important in view of the current debate on the accession of several transition countries to the European Union. Not many critical voices



ILO/Video

can be heard in these countries referring to the undue speed of the accession process; those to be noticed are often associated with the supporters of the previous regime. For the majority, accession has become a symbol of achievement and a matter of national prestige. Real preoccupation with the social protection issue is felt more strongly in certain circles within the Union. The danger of lowering European standards in this field comes only partly from the economic weakness of prospective new members; it derives more importantly from EU accession procedures, which – in spite of social cohesion rhetoric – are only interested in the financial aspects of social protection institutions. And yet it would seem to be a matter of common sense that for well-balanced and sustainable development (to use a fashionable term), targets should be set on both the economic and the social side of the balance.

Social budgeting

Over the past decade, transition countries of central and eastern Europe have achieved undeniable progress in restructuring their social protection systems. After the years of crystal gazing, public debate is again moving closer to social security planning, a subject that has been abandoned since the outbreak of postwar economic crises. But, today just as much as 30 years ago, social budgeting is not a panacea devised to solve all problems; it is only an important tool designed to help

governments in their task of competently running the social protection sector of modern society. The best model will be of little use unless there is a political will on the part of governments to proceed with the development of coherent social security concepts and corresponding policies.

The 1990s witnessed an increasing diversity in the response of transition countries to the challenge of economic transformation. From what originally was only a set of measures designed to cushion its adverse impact on the population, social protection has again become a policy goal of fundamental importance for further development. The more these countries advance towards the normalization of their societal environment, the clearer it becomes that the adaptation of their social security systems to new material and cultural conditions of life in a global world will take one full generation. But it also means that, within this time span, the countries concerned should be able to contribute, on the strength of their unique experience, to the universal search for improved ways of living in society.

(For further information on issue Nos. 2-3, 2001 of the International Social Security Review, "Central and eastern Europe: Transition and beyond", see "Media shelf" on page 34.) □

¹. *Regional brief on central and eastern Europe* in Colin Gillion et al., eds.: *Social security pensions: Development and reform*. Geneva, ILO, 2000, p. 554.

Developing cooperatives in the Sahel

National experts trained by the ILO take the reins of international action

A network of experts in training and the organization of cooperatives is being formed in the Sahel and in several countries of central Africa. Inheriting a two-decade long technical cooperation programme implemented by the ILO and financed by Norway, these rural development technicians and teachers are the agents of real, ongoing progress in this area. The authorities of the countries concerned, however, must encourage their efforts and create a favourable environment for the organization of rural producers.

DIANTAKAYE, Niger – Mama Traoré straightens the ends of the blue, intricately folded turban framing his face. As soon as he arrives he is surrounded by crowds of villagers who call him by name and shake his hand. In Diantakaye, as in Kotoka, his previous stop, and in the twenty or so villages of this part of the interior delta of the Niger where he has helped to set up small-scale irrigated rice paddies, Mama is well-known. When questions or problems arise, they call on him. Whether it is about levelling the ground or irrigating the paddies, the choice of seeds,

planting seedlings or harvesting the rice, he has taught the complete cycle to these impoverished, drought-stricken villagers. Since he first arrived on the scene, they have renewed their confidence in the future by organizing themselves in order to produce more and better crops.

Born in San, some 180 kilometres further south, Mama is an agricultural expert by training. He started out in 1968 in Timbuktu in the Ministry of Agriculture of Mali, managing 650 hectares of rice paddies using a rainwater irrigation system. But the drought of the early 1970s brought with it the need for a constant supply of river water. Various international aid

projects were carried out, both to refurbish the irrigation canals, and to help the farmers and the people forced out of the north by famine to master the new irrigation techniques. Mama was involved in these projects, and over the years he became a recognized expert.

“Our first big success was in Diré, south of Timbuktu, where we were able to produce a harvest during the hot season,” he said. “The farmers were novices, former nomads who had taken refuge in the region. Everyone predicted failure. But they proved to be very open to our advice.”

“We came up with the idea of combining tree plantations with rice cultivation,” he continued. “At first, it was to protect the fields from the burning hot sandstorms, by encircling them with bundles of twigs. Then we planted lines of eucalyptus. We noticed that they maintained a certain level of humidity in the soil. And since eucalyptus is a fast-growing tree, it turned out that reforestation with these trees could also be an excellent complement to rice-growing and would supplement the farmers’ incomes...”

When Mama Traoré left Diré in 1991 for a new project in the Mopti region, some 50 hectares had been planted with trees. Since then, the technique gained widespread acceptance in every region of the Sahel where irrigation farming is practised, from Mauritania to Senegal. Mama’s story is not just that of the professional journey of one man. Along



ILO/Michel Fromont

Preparation of green beans for export to Ouagadougou. ACOPAM played an important role in training the managers of this farmers cooperatives’ union which commercializes about half of the country’s production.



with the similar paths of others, it illustrates the success of this ILO technical cooperation programme, implemented over more than 20 years in six countries of the Sahel (Burkina Faso, Cape Verde, Mali, Mauritania, Niger, and Senegal).

The tool: A participative approach

The “ACOPAM” project began in 1978, as an instrument destined to complete and continue the food aid supplied to the victims of the drought by the World Food Programme (WFP). It was transformed several years later into a vast programme, “Organizational and Cooperative Support to Grassroots Initiatives in the Sahel”. During the course of its five phases in the six countries of the target zone, more than thirty national land projects were implemented under the project, with a total direct cost of US\$50 million, covered by the Government of Norway. Several activities were carried out in partnership with other participants and donors also.

These projects benefited more than 85,000 rural groups in more than 2,000 grassroots peasant organizations, which were most often associated with high-level federations responsible for the coordination of their activities. But the success of ACOPAM in fighting rural poverty isn’t measured so much by the tons of grain produced, consumed or commercialized, as it is in the number and effectiveness of the men and women trained on-the-ground and capable of transferring their expertise to others.

In fact, the most important heritage of this international programme to the beneficiary countries is a new training tool and people capable of using it effectively.

“If I had to single out one particular thing from what ACOPAM handed down to us, it would be the quality and the coherence of its training method,” asserts Latsoukabé Fall, an agricultural engineer who is Director of Agriculture in the Ministry of Agriculture in Dakar, Senegal. “In all of our countries, where the large majority of the population is rural, it is essential to see to it that the people have the minimal knowledge required to analyse their prevailing situations, develop individually and collec-

TWO DECADES OF PROMOTING COOPERATIVES

The principal areas of intervention by ACOPAM between 1978 and 1999 have been:

- **Self-managed cotton markets** (a decentralized form of collection in the production zones). Today these markets commercialize nearly 80 per cent of Sahel cotton production.

- **Village cereal banks:** More than 300 facilities of this type have been set up, which benefit close to 20,000 members in Senegal, Burkina Faso and Niger. The cereal exchanges between zones with a surplus and zones with a deficit, allow the former to dispose of their excess stocks and the latter to restock at non-speculative prices.

- **Credit-savings systems** have mobilized more than 400 million CFA francs for the benefit of 7,000 members of women’s groups, enabling profitable economic activities to be launched, thus furthering local, sustainable development. Other support activities for women’s organizations have been carried out, by country, in cooperation with competent national services.

- **Small-scale village irrigation schemes:** More than 3,000 hectares have been developed in Senegal, Mali, and Mauritania, and their beneficiaries (about 25,000 farmers) have been trained in rice growing and self-management of the plots, on which more than 500,000 feet of protective tree-planting and production have also been established.

- **Land management:** Village management committees were established to avoid soil degradation in certain populated zones (on the shores of lakes formed by dams, for example), and they have learned to master modern analytical and forecasting tools. They now take part in regional discussions of problems concerning land development and use.

Moreover, particular attention paid to health questions led many grassroots organizations to set up mutual health societies, to provide their members with dispensaries for basic care, and to create and manage village pharmacies.

tively, and elect to remain in their villages rather than emigrating to the city or to another country. ACOPAM was a remarkable machine which transferred expertise and furthered the organization of the rural populations.”

Others, who benefited directly from the programme are no less laudatory. “I learned to read and write in my own language, Pulaar, thanks to ACOPAM courses,” says a local elected official, a member of the new Rural Committee of the village of Madina Niattbé in Senegal. “I could never have aspired to my current functions without the discussions, the retraining and continuation programmes from which I benefited,” acknowledged Issaka Ouandaogo, Chief of Production Services at the headquarters of UCOBAM (Union of Agricultural and Truck Farming Cooperatives of Burkina Faso) in Ouagadougou.

The unique feature of the teaching method developed by ACOPAM is the participative approach. “The basic programme, whose aim is to make farmers completely aware of their responsibilities in the management of their activities, is closely linked to the carrying out of their day-to-day work,” an ACOPAM document notes. “The proposed methodology”, the document continues, “rests on the principle that the training provided serves either to overcome a mental block, or to complement knowledge which experience has shown to be insufficient. This participative approach is far removed from the idea that all knowledge is learned from a trainer according to a pre-defined syllabus; rather, it transforms the trainer into a facilitator.”

This applies particularly well to the Functional Literacy Programme (PAAP), developed originally as a tool for the

management of small-scale irrigation schemes. Its objective is to enable the authorities and the farmers of the associations to master the elements of reading, writing, and arithmetic required to maintain management documents. This basic knowledge, in turn, provides them access to the skills needed to insure the daily monitoring of their activities; bookkeeping, calculation of taxes, tracking their financial situation, and maintaining a balance sheet and a total accounting of the running of the farm.

PAAP was later generalized to other areas. The theme and content of the basic training have been constantly adapted to the nature of the economic activity of the participants, their language, and the sociocultural environment. ACOPAM developed more than twenty programmes in this way, addressing small businessmen as well as farmers of small-scale irrigation schemes, members of grain banks, craftsmen, fishermen, truck farmers, etc.

The people: National expertise

Few technical cooperation activities have so quickly and so completely integrated the development and use of national expertise in their approach. Scores of engineers, teachers, and agricultural technicians in the countries concerned have been associated with the international action. Concerned that what they acquired in the programme should bear fruit, and to use the tools which they now had in their hands, it was quite natural for them to take over the programme when ACOPAM withdrew.

"The decision to create our NGO was taken in February 1995," recalls Amadou Cissé, Executive Director of the AFAR organization in Mali, of which Mama Traoré is an active member. "We were three national employees of ACOPAM until December of that same year, which gave us a transition period of several months to take over the portfolio of activities of the programme in the region."

Since January 1996, the new "Association for Rural Training and Self-Advancement" has had a partnership contract with the European Development Fund (EDF), by far the largest client in the area, engaged in a project to develop surface water resources. Until that time, ACOPAM was responsible for all train-



ILO/Michel Fromont

Women from the village of Diantakaye. The hulled rice gets better prices in the markets at Kona.

ing activities of the project. "This contract, for 200 million CFA francs a year, is the best startup gift ACOPAM could have given us," acknowledged A. Cissé.

But AFAR hasn't been relying solely on this windfall. "We are concerned about diversifying our services (training, support advice, technical and financial studies), as well as our partners...In fact, we play the role of a consulting firm." The current partners or clients of AFAR, other than the EDF, include international organizations, such as the World Bank, FAO, UNCDF (UN Capital Development Fund), UNIDO, and IFAD, as well as a number of foreign NGOs and various public or quasi-public institutions in Mali. Today, AFAR employs an average of some forty collaborators, of which around ten are permanent. The NGO has just bought the building which serves as its headquarters, in Sévaré, near Mopti, and is building an annex to house a training centre.

Other organizational structures of the same type have been formed in neighbouring countries: Wekré ("Hatching Ideas" in the Moré language) in Burkina Faso, GAMA (Association for Support of the Organizational Movement) in Niger, the Cooperative Training Centre of Bogué in Mauritania, FSD and the PRODEL

Group (Strategies for Grassroots and Local Development) in Senegal, among others. At the country level, they have grouped together all of the current actors in rural development – service providers and organizations representing the beneficiaries – to create a framework for dialogue, exchange of experience and harmonization of their efforts. And, in order to further expand the possibilities of the exchange of information and technology, and to consolidate certain weaker or insufficiently equipped structures, the idea emerged to implement a cross-border "network of networks", which is now being built.

Escape from dependence

The initial aim of ACOPAM has been retained: To help attain self-sufficiency in food and to combat poverty in the countryside by training and organizing the rural populations, and to help the concerned countries move from a situation of dependence on international assistance in the rural areas, to a greater and growing autonomy, both in skills and material resources.

Skills have emerged and spread, thanks in particular to a considerable effort to train the trainers, and their dissemination of a proven methodology. The willingness of the trainers to help is impressive and the market is enormous; rural communities in the target countries still need literacy training, technical training, advice, help in organization, etc. Moreover, there is a nascent democracy in the region, and hope for a more equitable society (especially in the area of relations between men and women). This movement requires encouragement. The difficulty lies in linking existing skills to the potential client base. Rural communities are still very poor and, in large part, insolvent, even if their survival is not in immediate danger. Who will help them to underwrite the cost of their training and advancement? And what will the future hold once the support and advice structures which were set up come to an end?

These are crucial questions. The reply to the first one is, unfortunately, to state the obvious: international assistance in all its forms will remain necessary for

(Continued on p. 24, Col. 3)

Planet Work Online



A review of trends and developments in labour issues collected from the Internet

EMPLOYMENT

● Dot-com layoffs in the US during 2001 have already surpassed all layoffs during 2000, but the tech sector is by no means a desert when it comes to employment. Overall IT spending is still growing at over 10 per cent annually, and analysts say a loss of 66,000 jobs in the past 15 months is a mere drop in the dot.com job bucket. While companies depending on advertising revenue are the hardest hit, chip and computer makers, and software developers are thriving, increasing their workforce by 7.4 per cent in the fourth quarter of last year. (*Investor's Business Daily*, via acm.org/technews, 5 March 2001)

A Web research firm reports that 106 dot-coms have closed in the first two months of this year, a pace of 12 failures per week. It notes that 203 dot-com startups have failed since last November.

● While many IT companies are cutting workers, research spending is holding firm. Says a key Intel executive: "You never save your way out of a recession." Another firm, Sun Microsystems, plans to increase research spending by 20 per cent for its fiscal third quarter despite warning of lower profits. The bottom line: without new

products, emerging from financial woes would be difficult. (*informationweek.com*, 12 March 2001)

● Germany is scrambling for high-tech workers. Despite loosening its strict immigration laws, Germany still faces a severe shortage of skilled IT workers. International Data (IDC) estimates that Germany has a total of 400,000 IT job openings, including nontechnical e-commerce jobs, the most in any European country.

● The tech sector job shakeout is providing a boom for online recruiting sites. Monster.com, the largest job-placement site with 8.3 million job seekers reports receiving incoming CVs are up 50 per cent since December. Other e-recruiters – Headhunter.net, HotJobs.com, and CareerBuilder – report similar increases. Part of the reason is the slew of recent dot-com layoff victims, who quickly turn to the Web for job-hunting resources. Others

are so-called "silent job seekers" who research better career opportunities and market themselves online while at work. (*usatoday.com*, 19 February 2001)

● Too many visas, not enough jobs. That's the current picture for H-1B visa seekers. After lobbying the US Congress to increase the quota for foreign tech workers under the H-1B visa program last year, the current softening in the IT market has now reduced the need for such highly skilled immigrants. The result: a freeze on the hiring of H-1B workers and a return to giving domestic workers priority in hiring. In October, the US Congress raised the number of these visas from 115,000 to 195,000. Silicon Valley firms soon found the increase unnecessary. (*Computerworld*, via acm.org/technews, 5 March 2001)

● Will the dip in tech spending by US corporations have an impact on India's high tech sector? Not so, say Indian

software officials who've seen 50 per cent annual growth since 1991. Indian software companies are confident they can outlast the storm because their huge pool of skilled labour is a valued resource worldwide. This fiscal year, nearly 60 per cent of the US\$6.24 billion in software exported from India is headed for the US market, according to India's software industry association Nasscom. Next year, analysts see exports reaching US\$9.5 billion. (*europa.thestandard.com*, 14 March 2001)

There are an estimated 420,000 H-1B visa holders working in the United States, 43 per cent of whom are from India.

● Will Russia become the next "Silicon Valley"? A re-



ILO/Jacques Maillard

cent forum in San Francisco thinks so. Russia's potential as a hotbed of IT talent and growth may make it as attractive as Israel and India for US firms seeking business and project development there. Proponents of Russia's IT potential say the country's strong tradition of math and science

studies is a plus. And the Soviet-era emphasis on long-term innovation over short-term revenue make Russia a fertile resource for creative scientists and mathematicians who can provide strong solutions. (*infoworld.com*, 16 March 2001)

LEGISLATION

● The US Congress is considering a "Resolution of Disapproval" which would overturn a new workplace ergonomics regulation adopted during the previous Clinton administration. The regulation, which was set to go into effect in October, would have provided nearly 100 million workers with protection from carpal tunnel syndrome, tendinitis, and numerous other stress-related disorders, some of which afflict IT workers. Proponents of abandoning the regulation argue it would dramatically increase workers' compensation payments for such injuries and require companies to implement ergonomic changes to workplace environments to avoid such injuries in the future. (*washingtonpost.com*, 2 March 2001)

TRAINING

● The European Commission has assigned a special task force, including leaders from labour, business, and education, to study IT training and worker mobility within the European Union. The task force will "examine the characteristics and barriers within the European labour market, paying special attention to the need for ICT (information and communications technology) skills". Specifically, the group will examine the requirements and standards necessary to allow IT professionals to move

Note: Beware "walking" laptops. About 70 per cent of businesses do not have policies on security and the use of laptop computers when travelling, according to an informal survey by Tech Republic. Some 387,000 units were reported lost or stolen last year, a rise of 20 per cent from the previous year.

freely between EU countries, including moving their pension funds from country to country. (*totaltele.com* 26 March 2001)

● A recent survey of IT professionals in the United Kingdom found that two-thirds of respondents would leave their positions if their employers failed to provide additional training. The survey also found that 66 per cent believe their employers do not provide enough training, while 90 per cent expect their employers to pay for training. The results paint a grim picture for the UK information technology industry, which could have a



labour shortfall of 620,000 workers within the next two years. (*Computing Online*, 29 March 2001, via *vunet.com*)

GENDER ISSUES

● A new survey from GLS Consulting reveals that 41 per

cent of 265 women surveyed in the IT field are considering leaving their positions because of the stress of balancing their work with their personal lives. Of the respondents, 68 per cent said the work-intensive lifestyle of the IT field worries them, while 65 per cent said working in the IT field has impacted their personal lives negatively. However, 73 per cent of the women surveyed find the IT field rewarding for its creative freedom and its opportunity for achievement and satisfaction. (*pcworld.com*, 16 March 2001)

● With IT, now comes the "Cyber-glass" ceiling. A new study says women hold few top jobs at media, telecommunications, and tech firms. The University of Pennsylvania study found that women fill just 13 per cent of executive positions and only 9 per cent of corporate board seats. The study collected information from Fortune 1000 companies and discovered that high-tech firms fared a little better in terms of gender diversity in their leadership. (*washingtonpost.com*, 18 March 2001)

IT ENTERPRISES

● A growing number of industry executives and analysts are saying that the European tech sector will be subject to the same economic downturn that the US tech sector is currently experiencing. "I am not optimistic about Europe's immunity from slowdown," Hewlett-Packard CEO Carly Fiorina told a conference in Germany recently. "Nor am I optimistic about a quick recovery in the second half of 2001." Fiorina was one of numerous executives who had been counting on Europe to pull the industry through the

US downturn. (*usatoday.com*, 22 March 2001)



ILO/P. Lissac

● Several renowned European universities are beginning to encourage their students to put the fruit of their learning to the test in the marketplace, mimicking universities in Silicon Valley, where many of that area's software firms were born. Whereas in the past, the most brilliant young scientists would be encouraged to go into academia, European government, business, and educational institutions are encouraging an entrepreneurial spirit. (*wash tech.com*, 6 April 2001)

● When 500 flight attendants at Aeroflot, the Russian state-run airline, took a week's sick leave recently, it was no accident. What seemed like an epidemic of sudden illness may actually have been the world's first "virtual strike", organized over a Web site. Flight crews called in sick to protest new terms of employment, including individual contracts and performance-related pay rates. Airline officials said Aeroflot continued to fly its normal schedule, albeit with less cabin personnel on board. Meanwhile, a request to Web site by the Financial Times of London for an interview went unanswered. (*Financial Times, London*, 16 May 2001)

□

NEWS IN BRIEF

Youth employment

ILO launches new publications aimed at finding solutions to the youth employment challenge

GENEVA – Calling youth unemployment and underemployment “extremely serious and damaging for society as a whole”, the International Labour Office (ILO) is launching two new publications designed at stimulating employers, workers and governments to find solutions to the global youth jobs challenge.

“The initiatives are aimed at a global youth employment crisis in which some 70 million young women and men worldwide are without work,” ILO Director-General Juan Somavia said. “Solving this problem will require the creation of hundreds of millions of jobs – most of them for young people – over the next decade in order to avoid the “permanently damaging” consequences of unemployment that can last a lifetime.”

To meet this challenge, the ILO is to launch a new guide for employers, entitled “Meeting the youth employment challenge” and a study entitled “Youth unemployment and employment policy:

A global perspective” by Niall O’Higgins at a meeting of its Governing Body which concludes this week.

Both volumes are part of a global initiative in which ILO Director-General Juan Somavia will join UN Secretary-General Kofi Annan and World Bank President James Wolfensohn in convening a high-level policy network on youth employment later this year. This joint global initiative was called for by the Secretary-General of the United Nations in his report to the Millennium Assembly, and received the support of world heads of state and governments who, as stated in the Millennium Declaration, agreed "to develop and implement strategies that give young people everywhere a real chance to find decent and productive work". The network will draw on leaders in private industry, economic policy and civil society to explore imaginative approaches and launch concrete action to address the youth employment challenge.

Meeting the youth employment challenge is aimed at helping employers and their organizations initiate and expand action to promote employment for young women and men worldwide, using such means as influencing public policy to supporting youth entrepreneurship, and involving other groups such as trade unions and educational institutions.

The guide is available free of charge from the ILO InFocus Programme on Skills, Knowledge and Employability, and the Bureau for Employers' Activities. A similar guide is under preparation for trade unions.

Most of the 500 million new jobs the world economy must create over the next ten years will be for youth. Currently, the world faces a significant challenge involving youth who experience unemployment rates considerably higher than for the population as a whole in most countries. In addition to the estimated 70 million unemployed youth today, millions more between the ages of 15 and 24 are underemployed, especially in the developing world. Many countries sustain youth unemployment rates of 15 per cent or more.

“Meeting the youth employment challenge” shows how employers and their organizations can help establish the right long-term policy choices which would lead to economic growth and the generation of decent job opportunities for young men and women. The guide has gathered experiences and ideas from employers in Africa, Asia, Europe and the Americas on how to bridge the skills gap, improve the quality of education and prepare the young for work. Considerable importance is given to youth entrepreneurship. It also highlights how multinational companies such as Cisco and Nokia as well as innovative small firms approach the issue, and why they believe it is in their business interest to take initiatives on training and form partnerships with educational institutions.

“Youth unemployment and employment policy: A global perspective”, analyses the youth employment crisis and examines various policy responses. It emphasizes the role of adequate labour market information, argues for more demand-oriented policies based on social partnership, stresses the need for focusing efforts on the most disadvantaged young people, and calls for careful programme monitoring and evaluation. The publication is available from the ILO Publications Department.

The study concludes that youth unemployment has reached high levels across a wide range of countries and, almost everywhere, rates of unemployed young people are significantly higher than adult unemployment rates. It also notes that





unrest, are “extremely serious and damaging for society as a whole”.

“The time a young person spends unemployed, particularly if periods are prolonged, can have permanently damaging consequences on the rest of that person’s ‘working’ life,” the study says. “Even though long-term unemployment does not necessarily lead young people to behave

the consequences of youth unemployment, such as social exclusion, which can lead to drug abuse, crime and social

unsocially, behavioural patterns established early on in life, together with the lack of training and employment experience.

rience, are likely to affect the employment and earnings potential of young people for the rest of their lives.”

For more information about the youth employment initiative or to obtain copies of the new publications, please contact the ILO at “youth@ilo.org”.

Bosnia

Forming the first “mixed” union since the war

The setting up of a trade union with a few thousand members in a small town is not unusual. But this is no usual situation. The formation of a new trade union in the town of Brcko earlier this year – the first such union in the territory – is drawing attention

BRCKO – This river port town was the scene of ethnic cleansing in 1992, and for some time has come to symbolize the atrocities committed during the Bosnian war. Split between the territories of two Bosnian entities – the Croat-Muslim Federation and the Republika Srpska (RS), Brcko, which was proclaimed a “District” last year, has been under the authority of the Federal State since March 2000 and has a multi-ethnic administration of its own.

Now, Brcko's trade unions have just contributed to this multi-ethnicity by forming Bosnia's first "mixed" trade union organization since the war.

"This decision has great significance for the whole trade union movement in Bosnia-Herzegovina," says Juergen Buxbaum, representative of the International Confederation of Free Trade Unions (ICFTU) in Sarajevo. "It shows that the rifts created by the war can be

crossed and that multi-ethnic cooperation is possible."

More important still, the event is significant because Brcko's initiative could well be taken up by others.

Until the proclamation of the “District”, Brcko’s trade union belonged to the Federation of Trade Unions of Republika Srpska (a Serbian entity), which, no longer having legal status in the “District”, had initially envisaged setting up a new organization meant exclusively for Brcko’s Serbian workers. This project was dropped following a meeting between the Federation of Trade Unions of Republika Srpska and the Federation of Bosnian Trade Unions organized under the auspices of ICFTU. The two organizations agreed jointly to promote the establishment of a trade union representing all of Brcko’s workers, whatever their ethnic origin (before the

war, Brecko's population had included 47% Muslims, 22% Croats and 20% Serbs).

Accordingly, the new trade union went ahead to elect a leadership representing the different ethnic groupings. This first hurdle overcome, the task facing the new trade union in the future remains formidable: while the 10,532 persons in work at Brcko often have to wait for weeks before receiving their wages (400 DM in the best case), more than 13,000 inhabitants are still in search of jobs.

Observers hope this initiative will encourage more *rapprochement* between ethnic groups. By facilitating contacts within its constituency in the region, the ILO Bureau of Workers' Activities (ACTRAV) believes it can also contribute towards the strengthening of peace. In April, a meeting attended by workers' and employer's organizations as well as by government representatives from Albania, Bosnia-Herzegovina, Croatia, Macedonia and Yugoslavia was held in Sarajevo at the initiative of the ILO. Social dialogue, too, is one of the essential preconditions for peace.

– Luc Demaret,
ILO Bureau for Workers' Activities

Workers' Memorial Day

A commemoration day for dead and injured workers was held at ILO head-

quarters on 27 April. A new symbol for safety at work, a yellow and black rib-

bon, was launched. Director-General Juan Somavia, together with Mr. Manuel Simón Velasco, Director, ILO Bureau for Workers' Activities, Mr. Philippe Petit, Ambassador of France, Mr. Jean François Retournard, Director, ILO Bureau for Employers Activities, Mr. Dan Cunniyah, Secretary, ILO Workers' Group, Ms. Adwoa Sakyi, General Agricultural Workers' Union (Ghana), Ms. Fiona Murie, Director, Health, Safety and Environment, International Federation of Building and Wood Workers (IFBWW), and Mr. Jukka Takala, Director, ILO InFocus Programme on Safe Work, lighted a candle that stayed lit for the entire ceremony in memory of

workers who die, are injured or fall ill
due to unsustainable forms of production.

After lighting the symbolic candle Mr. Somavia added: “You can count on my support to have this Commemoration Day, the 28th of April, proclaimed as a UN International Day for Dead and Injured Workers. This will enable the international community to join trade unions all over the world in paying tribute to the memory of those workers who lost their lives, were injured or fell ill while working to create wealth”.

This event focused on two hazardous sectors: agriculture, which counts 170,000 fatalities each year due to the use of pesticides and dangerous machinery, and

construction, where more than 100,000 lives are lost mostly because of frequent contact with asbestos. It also commemorated UNHCR staff who died in East Timor last year, as well as other United Nations staff, including UN peacekeepers who have died or been injured while in service.

“Work has become more dangerous than a decade ago, in view of a number of factors such as the lack of prevention, deficient equipment, dangerous production practices, and sometimes a lack of political will on behalf of governments, in addition to poor compliance by employers who are to blame for negligence,” said Manuel Simn Velasco said.

Historical labour accord

ILO hails signing of historical labour accord between Spanish-based telecom giant and Union Network International

GENEVA – Director-General Juan Somavia has hailed an agreement on a Code of Conduct signed by the Spanish-based telecommunications giant Telefónica and the global Union Network International (UNI) as a historical milestone in industrial relations.

“We are making history here today,” Mr. Somavia said after meeting with Telefónica President Cesar Alierta and UNI General Secretary Philip Jennings to mark the signing of the accord. “We are entering a different world where there are fundamental changes, and one of the challenges for the ILO is to accomplish this transformation while maintaining our fundamental values. This is a landmark agreement for the ILO.”

Added Mr. Alierta, "With this agreement, we are anticipating the twenty-first century. This is a common effort to continue an ongoing dialogue between



Juan Somavia welcomes Telefónica President Cesar Alierta (left) and UNI General Secretary Philip Jennings (right).

trade unions and enterprises because this is the only way to create progress and development. We in Telefónica believe that, and have always supported the work of the trade unions."

The new Code of Conduct covers

labour rights for some 120,000 workers employed around the globe by Telefónica, and represented by 18 labour unions affiliated with UNI which was founded in January 2000, and groups together over 15.5 million skills and services members of some 800 trade unions worldwide.

Union officials said the Telefónica agreement was the first of a series of planned global accords with multinational corporations which are based on ILO Conventions and Recommendations.

This new agreement between Telefónica and UNI spells out the adherence of both sides to ILO core labour standards covering freedom of association and the right to collective bargaining, discrimination, forced labour and child labour. It is also based on other ILO Conventions and

Recommendations concerning, among other issues, minimum wages, hours of work, occupational safety and health, freely chosen employment, and discrimination – a total of some 20 ILO Conventions and Recommendations in all. ☐

Beyond the “glass ceiling”

Women in the world of work: Progress, but slowly

Since its genesis in the 1970s, the term “glass ceiling” has come to symbolize the invisible barriers blocking women from rising to the top of the corporate heap. Whether at work or in politics, this artificial barrier – a transparent but stifling cap fashioned from attitudinal and organizational prejudices – remains in effect despite decades of social development and advancements in gender equality. While women are gradually increasing their share of managerial work and positions, one thing remains clear: the rate of change has been slow and the pace of progress uneven.

A new ILO study, published in May, provides an overview of the factors affecting women’s participation in management and decision-making. “Breaking the Glass Ceiling: women in management”¹, by Linda Wirth of the ILO Bureau for Gender Equality, uses the most recent available data disaggregated by sex to examine the progress of women into management jobs and the obstacles they face to break through the “glass ceiling” to reach top positions.

“Women are still concentrated in the most precarious forms of work throughout the world and breaking through the ‘glass ceiling’ still appears elusive for all but a select few,” says the report. “Women hold a mere 1 to 3 per cent of top executive jobs in the largest corporations around the world.”

- Countries with a female head of state: 8
- Countries with a female deputy head of state: 21
- Percentage of women parliamentarians worldwide: 13
- Percentage of women trade union members: 40
- Percentage of trade unions heads who are women: 1

Topics covered include:

- Current gender inequalities confronting women in the labour market and in political and social life.
- Progress made by women in professional and managerial jobs, with recent statistics on women at the top in the public service, in finance and banking, and in politics.
- Male and female participation in education and training, and strategies to help women qualify for careers in management.
- Obstacles in the workplace which hinder women’s career development, how and why men’s and women’s career paths differ, and strategies to overcome barriers to women at higher organizational levels.
- Policies, programmes and initiatives taken at the national level to promote women in management.
- International action, in particular

on the part of the ILO, which has been taken to promote equal employment opportunities.

The findings of “Breaking through the glass ceiling” provided the basis for an International Women’s Day roundtable discussion held at ILO headquarters and around the world on 8 March.

“We cannot afford to lose out on women’s talent,” said Mr. Juan Somavia, Director-General of the ILO, in an address to a panel of international dignitaries on the occasion. “Improving gender equality in the workplace is not only the right thing to do, it’s the smart thing to do.”

Other panelists who addressed the audience included Ms. Gro Harlem Brundtland, Director-General of the World Health Organization; Ms. Mary Robinson, United Nations High Commissioner for Human Rights; Ms. Germaine Greer, author and academic; Mr. Walter Fust, Director-General of the Swiss Agency for Development and Cooperation; Ms. Mamounata Cissé, Assistant Secretary of the International Confederation of Free Trade Unions; Ms. Angeline Low, Director of a private investment company and Ms. Christine Ockrent, a well-known journalist and broadcaster. □

¹Breaking through the glass ceiling: Women in management, by Linda Wirth. ISBN 92-2-110845-7. Price 25 Swiss francs



ILO/Marcel Crozet

International Women’s Day round-table discussion held at the ILO headquarters on 8 March.

Roundup: Women’s Day worldwide

BREAKING THE GLASS CEILING IN AFRICA

Africa provides a unique context for testing why the glass ceiling is still in

place. There is a complex sociocultural environment in which both traditional and modern European features coexist. The ILO Regional Office for Africa in Abidjan, Côte d’Ivoire, organized a panel whose members had either approached



or managed to break the glass ceiling within their realm of work, in trade unions, employers' organizations and governments. Panelists and participants stressed the need to develop the political will to promote women and to try to fill the established quota of at least 30 per cent.

For further information, please contact the ILO Regional Office for Africa in Abidjan, Côte d'Ivoire, phone: +225/2021-2639; fax: +225/2021-2880; e-mail: abidjan@ilo.org

INTERNATIONAL WOMEN'S DAY IN ITALY

The ILO Branch Office in Rome organized a panel discussion on Women in Management in collaboration with *Fondazione Bellisario*, a well-known network of women in management in Italy and *Forum per la tecnologia dell'informazione*, a research Institute owned by major information and communications technology companies. In spite of the competition with many initiatives in Italy on the same issue, the ILO meeting was the most successful in terms of participation and media coverage.

For further information, please contact the ILO Branch Office in Rome, phone: +396/678-4334; fax: +396/679-2179; e-mail: rome@ilo.org

THAILAND: WHICH GLASS CEILING?

As hundreds of Thai women marched resolutely to the Ministry of Labour and Social Welfare demanding more rights and recognition for female workers, participants in a discussion at the ILO Regional office in Bangkok debated whether the notion of a "glass ceiling" was relevant in Thailand today. Ms. Sanitsuda Ekachai, Assistant Editor at the Bangkok Post, maintained that the "glass ceiling" only affects a select few women in her country, adding "poor women who make up the majority of Thailand's female population...when they talk about women's rights they are not discussing how they can reach an executive position, but how they can have their own way of life and the right to choose that way of life."

She reasoned that the debate should be broadened to address the negative impact of globalization on these women's lives through the destruction of their local environment and communities, and the growing divide between rich and poor.

The discussion highlighted many of the obstacles still facing Thai women. However, the panelists agreed that women's contribution to the labour force is increasingly being recognized at the government level. Said one participant, "We have to give women more opportunities."

PROMOTING GENDER EQUALITY IN LATIN AMERICA

International Women's Day was also accompanied by a number of ILO initiatives in Latin America. ILO gender focal point for Latin America, Juan Manuel Sepúlveda prepared a report on the promotion of gender equality through trade unions in the Andean countries. The Inter-American Research and Documentation Centre on Vocational Training (CINTERFOR) in Montevideo updated its special Web site on "Women, Training and Employment".

NEW GENDER PERSPECTIVE IN RUSSIA

What is the situation facing women trying to break through the glass ceiling in the "new" Russia? A seminar involving representatives of the ILO, the Ministry of Labour and Social Development of the Russian Federation, and the Embassy of Australia met in Moscow on 31 May to discuss the new gender perspective in Russia. The seminar discussed gender-specific problems of promoting women to the highest positions in the power structure, and obstacles, problems and perspectives relevant to women in management and business.

For further information, please contact the ILO Moscow Office (Tel: +7095/933-0810; fax: +7095/933-0820; <http://www.ilo.ru>) □

Developing cooperatives in the Sahel

(Continued from p. 17)

many more years. The example of AFAR and similar national structures shows that the first users of skills in the training and support advice marketplace are the projects implemented by foreign operators. But the driving forces of AFAR themselves note that, "The services supplied to the populations are somewhat disjointed and at the mercy of the good will of the institutions which offer them contracts...It is difficult to respond to certain basic needs of populations constrained by the very sectoral benefits realized for the partners." In this respect, the hope is that there would be at least a minimum of consistency in the activities of the various organizations involved, and, like ACO-PAM, that they would pay close attention to a smooth disengagement when they withdraw.

The reply to the second question concerns the role of the authorities in the target countries. The State should be able to devise a true rural development policy, which should aim to:

- Make training accessible to their rural populations, while respecting their priorities and encouraging their freedom of expression.

- Instill order and consistency in the system; unify and simplify instead of proliferating the institutions and procedures.

- Improve the skills and credibility of its representatives in the field, as well as their mastery of the problems to be addressed.

- Encourage training structures and private national supervision, without indoctrinating them, and insure that the public institutions working toward development use their services.

– Michel Fromont is a retired ILO official and former editor of World of Work

Ranging from small-scale to multi-million dollar businesses across the globe, cooperatives are estimated to employ more than 100 million women and men and have more than 800 million individual members.



A regular review of the International Labour Organization and ILO-related activities and events taking place around the world.

ILO REPRESENTATIVE PRESSES FOR CONSTITUTIONAL REFORMS IN VENEZUELA

▲ An ILO representative was in Venezuela at the beginning of February 2001 for high-level meetings on trade union rights. Juan Manuel Sepúlveda met with senior Venezuelan officials and other key figures to urge the Venezuelan government to take steps to modify some articles of the Venezuelan constitution which are in conflict with ILO Conventions on freedom of association and the right to collective bargaining. The provisions in question deal with the ability of unions to elect their own officials in elections free from outside interference. The ILO has also expressed concern about a set of legislative decrees passed last March which limit the independence of the nation's labour unions.

CARE WORK SECURITY

▲ Looking after children, elderly or disabled relatives and perhaps those less fortunate than ourselves – care work is one of the most important types of work which most of



ILO/P. Deloche

us perform during our lives. Yet this work is often not counted in labour statistics and is neglected in the design of social protection policies. Given the isolated nature of their work, care workers tend to be less organized than other workers. Lack of representation often goes hand-in-hand with lack of income and work security. An ILO Workshop on "Care Work Security" held in Geneva on 29 to 30 March 2001, brought

together academics, activists, unions and international organizations working on care, to examine representation and security problems of care workers in different parts of the world. Participants agreed that the systematic neglect of care workers' problems during most of the twentieth century has recently begun to change but that there is still a long way to go in legitimizing care work as an important set of activities, including altering gender roles and changes in the economic and social functions of the family.

For further information, please contact the InFocus Programme on Socioeconomic Security, phone: +4122/799-8893; fax: +4122/799-7123; e-mail: robb@ilo.org

TRADE UNION CAMPAIGN TO PROMOTE ILO DECLARATION

▲ The International Confederation of Free Trade Unions (ICFTU) and the American trade union confederation AFL-CIO announced the May 1 launch of a campaign to post the 1998 ILO Declaration on Fundamental Principles and Rights at Work in workplaces, union halls and government offices in 148 countries and territories. Speaking at the AFL-CIO's Executive Council meeting in February, ICFTU Secretary General Bill Jordan said the initiative "will be the largest public campaign ever undertaken by the worldwide labour movement...Our campaign to promote the Declaration will shine a light into international and regional finance and economic institutions and workplaces around the world, and challenge employers and governments to live up to these universal standards."

AGREEMENT AGAINST CHILD TRAFFICKING

▲ An estimated 10,000 to 15,000 Malian children work on plantations in Côte d'Ivoire. Many of them are victims of child trafficking. Côte d'Ivoire and Mali signed a protocol agreement aimed at combating cross-border child trafficking on 1 September 2000. The two countries have undertaken to check the outflow of children and to organize the repatriation and reintegration of child victims of trafficking in their countries. Protocol agreements of this kind had been one of the recommendations of the platform of action to combat child trafficking adopted by West and Central African countries at the Libreville Conference organized jointly by the ILO and UNICEF in February 2000.



ILO/Video



ILO/Jacques Maillard

In October 1999, the ILO International Programme on the Elimination of Child Labour (IPEC), with the financial support of the US Department of Labor, had launched a major sub-regional programme to combat the trafficking in children for labour exploitation in West and Central Africa. The countries participating in the project are Benin, Burkina Faso, Cameroon, Côte d'Ivoire, Gabon, Ghana, Mali, Nigeria and Togo. Beneficiaries of the programme are children under the age of 18 who are at risk and those who are victims of trafficking, in the nine countries of the region. Priority targets are children under 12 years of age and girls (*see also the article on page 6*).

For further information, please contact the ILO Regional Office for Africa in Abidjan, Côte d'Ivoire, at phone: +225/2021-2639; fax: +225/2021-2880; e-mail: abidjan@ilo.org

ILO RESPONDS QUICKLY TO THE EARTHQUAKE IN EL SALVADOR

▲ In addition to the Gujarat earthquake in India, the ILO is also addressing the situation in El Salvador. Two earthquakes in January and February 2001 resulted in serious loss of life and property. It is estimated that, in total, more than 1,500,000 persons were affected and over 140,000 houses damaged. 421,500 persons experienced a loss of job or income, and among those, 203,300 belonged to vulnerable groups. The major impact of the earthquakes was registered in semi-urban



Keystone

and rural areas. The last equally destructive earthquake in the country occurred in 1986 and required 10 years of reconstruction efforts. The ILO's strategic response to the disaster promotes two axes of intervention: the revival of local economies, with the view of recovering lost employment, and the reduction of economic vulnerability. This can be achieved through investments favouring quality and sustainable employment in El Salvador.

For further information, please contact the InFocus Programme on Crisis Response and Reconstruction, phone: +4122/799-7069; fax: +4122/799-6189; e-mail: IFPCRISIS@ilo.org

ILO'S RAPID RESPONSE TO THE PALESTINIAN CRISIS

▲ Following the Director-General's initiative to establish a Task Force on Palestine and the preparatory work undertaken by the latter, an ILO mission was sent to the Palestinian territories from 12 to 15 March 2001. The objectives of the mission were to assess the priority needs in the current situation and the relevance of the package of proposals recently prepared by the ILO for an Emergency Programme to respond to the serious employment and other impacts of the current crisis. The unemployment rate in the Palestinian territories is conservatively estimated at 38 per cent of the economically active population, and the Palestinian population living in a precarious situation at 40.8 per cent of the total population.



Peter Williams/WCC

RAPID RESPONSE TO PEACE-BUILDING IN SOMALIA

▲ The ILO has proposed a major phased programme for economic recovery and peace-building in Somalia, a country with some 300 000 refugees ready for repatriation, 40 000 militia awaiting demobilization and thousands more internally displaced persons and retrenched civil servants seeking work. The US\$ 12 million ILO Programme is included in the UN Consolidated Appeal (CAP) which was launched in March 2001. While focussing on employment creation through infrastructure improvement and maintenance works, vocational training and institution-building, the ILO programme will also pay attention to pressing social and human rights challenges facing Somalia. As a first step, the ILO will undertake a rapid regional labour market assessment and establish a close working arrangement with UNOPS, UNHCR and UNDP.



Keystone

For further information, please contact the InFocus Programme on Crisis Response and Reconstruction, phone: +4122/799-7069; fax: +4122/799-6189; e-mail: IFPCRISIS@ilo.org

The situation is worsening. In addition to closures, stricter road blockades seriously affect the circulation of goods, services and labour inside the various parts of the territories. The proposals prepared by the ILO, an estimated US\$8 million package, includes:

- Employment creation and income generation through a multi-



Peter Williams/WCC

component support programme at the community level.

- Vocational Rehabilitation of the disabled and youth with special needs.
- Vocational Training and skills enhancement for a better future.

- Combating of child labour.

- Employment mapping and monitoring of the situation through employment services.

- Capacity building for social partners to respond better to crisis.

The ILO Task Force will now concentrate on the finalization and implementation of the Emergency Employment programme package.

For further information on the ILO Emergency Employment Generation Programme for Palestine, please contact the InFocus Programme on Crisis Response and Reconstruction, phone: +4122/799-7069; fax: +4122/799-6189; e-mail: IFPCRISIS@ilo.org

ILO RECEIVES AWARD FOR MULTILINGUALISM

▲ On the occasion of the International Day of the French Language, the ILO was one of two organizations which received an award for multilingualism from the *Organisation internationale de la francophonie*. The ILO received this award for its ongoing efforts in the promotion of multilingualism in its publications, working languages and Web site policy. Some 1,500 people attended the prize-awarding ceremony, where the linguistic policy of the ILO was cited as an example within the UN system.



in the press...in the press...in the press...in the press...

Youth employment challenge, child labour, breaking through the "glass ceiling", health and safety at work, forced labour make the headlines

BNA, Inc.

Daily Labor

REPORT (USA)

No. 51
Thursday, March 15, 2001
ISSN 1522-5988

International Labor Telefónica, Union Network International Sign Code of Conduct Covering 120,000 Workers

Telefónica S.A., a Spain-based international telecommunications firm, and Union Network International, a Switzerland-based global union, March 12 signed a code of conduct agreement covering labor rights for the company's 120,000 employees worldwide, UNI and the international Labor Organization announced.

According to the UNI-Telefónica code of conduct, the document is a followup to a protocol the union and the company signed in April 2000 in which they agreed to negotiate a code "to maintain trade union and workers' rights in all Telefónica activities world wide." The new five-year agreement describes both parties' commitment to adhere to ILO core labor standards protecting freedom of association, the right to collective bargaining, freedom from workplace discrimination, and the abolition of child labor.

The African, Tuesday, April 24, 2001 3

NATIONAL NEWS

Tanzania accedes to child labour convention

By STAFF WRITER

TANZANIA has acceded to the international convention on the elimination of the worst forms of child labour and has joined other African countries in endorsing the decision by the Organisation of African Unity on the issue.

This was disclosed in Dar es Salaam yesterday by Prime Minister Frederick Sumaye when he officially opened the national forum table meeting on the topic.

Sumaye said the government was in the final stages of ratifying the convention.

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and large plantations.

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FOX
market wire

International Labor Organization: Mo work, but still not at the top

10 12 a.m. ET (1512 GMT) March 8, 2001

GENEVA — Women are making up an increasing world's workers, but many still find it impossible to advance in their careers, International Labor Organization said Thursday.

In a report to mark International Women's Day, the ILO said women -- who make up around 40 percent of the world's workforce -- face a "glass ceiling" when they try to get to the top of their careers.

The U.N. report said that worldwide, women hold 14 percent of the world's top jobs, while men hold 86 percent. Eight countries have female heads of state, but only 14 percent of the world's lawmakers and 1 percent of the world's top executives are female.

"For women who also experience race discrimination, the situation is even worse," the report said. "Women who are also of color face even more discrimination." The report also noted that women are often paid less than men for the same work.

Even women who do get to the top on average earn less than men. The report also noted that women are often paid less than men for the same work.

"Wage differences in male and female managerial jobs seem to be made of unbreakable Plexiglas," the report said. "The report also noted that women are often paid less than men for the same work."

Daily News

(Sri Lanka,
11.4.2001)

ILO launches two new publications Finding solutions to youth employment challenge

GENEVA (ILO News) — Calling youth unemployment and underemployment "extremely serious and damaging for society as a whole," the International Labour Office (ILO) is launching two new publications designed at stimulating employers, workers and governments to find solutions to the global youth job challenge.

"The initiatives are aimed at a global youth employment crisis in which some 70 million young women and men worldwide are without work," ILO Director-General Juan Somavia said. "Solving this problem will require the creation of hundreds of millions of jobs, most of them for young people - over the next decade in order to avoid the 'permanently

damaging consequences of unemployment that can last a lifetime."

To meet this challenge, ILO will launch a new guide for employers entitled "Meeting the youth employment challenge" and a study entitled "Youth unemployment and employment policy: A global perspective" by Niall O'Higgins.

Both volumes are part of a global initiative in which the ILO Director-General Juan Somavia will join UN Secretary-General Kofi Annan and World Bank President James Wolfensohn in convening a high-level policy network on youth employment later this year.

LE FIGARO (France) ECONOMIE JEUDI 29 MARS 2001

« Que les gouvernements fassent leur travail ! »

Juan Somavia, le directeur général de l'Organisation internationale du travail, estime que son organisation a rempli sa mission

Propos recueillis
par Jean-Louis Valadier

LE FIGARO ECONOMIE. — Six mois après avoir évoqué la possibilité de sanctions contre le Myanmar, les gouvernements n'ont rien fait. Vous êtes déçus ?

JUAN SOMAVIA. — Nous avons réussi à faire en six mois ce que d'autres tentent depuis dix ans. Le conseil d'administration a autorisé les gouvernements, les travailleurs et les employeurs à vérifier que les relations qu'ils entretiennent avec le Myanmar n'ont pas d'incidences avec le maintien ou le développement du travail forcé. Notre rôle est de donner aux membres de l'OIT une base légale pour agir. C'est ce que nous avons

fait. Parallèlement, j'ai maintenu le contact avec le Myanmar pour le convaincre de se plier à un contrôle de l'OIT.

La balle est dans le camp des gouvernements qui ont maintenant le droit d'agir. Nous sommes critiqués par des dirigeants politiques qui n'ont jamais réussi à trouver de solution à ce problème. Personnellement, je me suis battu pendant dix-sept ans contre la dictature au Chili. Personne durant cette période n'aurait été assez stupide pour se prendre à l'OIT parce qu'elle n'arrivait pas à restaurer les droits du travail à Santiago du Chili. Et pourtant l'OIT était active comme elle l'a été en Pologne ou en Afrique du Sud. Les dirigeants de ces pays, une fois redevenus démocratiques, sont venus nous remercier à la tribune de l'OIT.

(Switzerland) LE TEMPS

1.2 million de morts par an les accidents du travail tuent deux fois plus que les guerres

A la veille d'adopter les nouvelles normes de sécurité du Bureau International du Travail (BIT), l'Organisation internationale du Travail (OIT) a lancé un appel à l'action pour réduire les accidents du travail. Les chiffres sont effrayants : 1,2 million de morts par an, soit deux fois plus que les guerres.

Samedi, le journal international de commerce et d'industrie, le *Temps*, a publié un article sur les accidents du travail. Ce n'est pas un sujet qui se pose souvent, mais il est très important. Chaque jour, plus de 100 personnes meurent à cause d'accidents du travail. Chaque jour, plus de 100 personnes meurent à cause d'accidents du travail. Chaque jour, plus de 100 personnes meurent à cause d'accidents du travail.

International du travail (OIT) montrait toutes les années le nombre d'accidents et de maladies liées au travail dans les divers pays du monde.

Dans un rapport récent, les services de l'OIT constataient que là où la mondialisation et la libéralisation avaient eu des répercussions positives sur le nombre d'emplois, la qualité de ces emplois n'a pas toujours été assurée. En clair, la mondialisation en exacerbant la concurrence que se livrent les entreprises pour obtenir des marchés a trop souvent eu des effets négatifs sur les conditions et sur la sécurité au travail.

En réalité, les statistiques en possession de l'Organisation

THE NATION 2 March 2001 (Pakistan)

Accord to eliminate child labour signed

ISLAMABAD (APP)—An agreement between Sialkot Chamber of Commerce and Industry (SCCI) and ILO-IPEC Tuesday was signed here for the Child Labour Elimination Project (Phase-II) at Sialkot.

In the Phase-II programme, ILO-IPEC will play a catalytic role to set up a local independent monitoring body for the elimination of child labour in Sialkot.

Under the agreement the social protection and rehabilitation and

awareness raising programmes would be initiated in collaboration with SCCI and ILO-IPEC for elimination of child labour in Sialkot and to ensure 100 percent enrolment in the primary education the area.

Sources: AGENCE TELEGRAPHIQUE SUISSE 18/05/2001

Berne (ats) Le seco finance un projet de l'Organisation Internationale du Travail (OIT) sur l'amélioration des conditions de travail en Chine. Quelque 2 millions de dollars (3,5 millions de francs) seront investis dans trois grands centres économiques du pays.

La convention a été signée vendredi, indique le Secrétariat d'Etat à l'économie (seco). Ce projet dans le domaine du travail représente «une primeur» pour la Suisse et «le premier projet d'envergure» lancé par l'OIT en Chine, poursuit le communiqué. Le seco représente la Suisse auprès de l'OIT et de l'Organisation mondiale du commerce (OMC). (SDA-ATS /fu vj/c9chn c5swi int ecpc ecpt fin rega) 181430 may 01.

© sda/ats Homepage Address: <http://www.sda-ats.ch>.

Sources: MIDDLE EAST INTELLIGENCE WIRE, PAN AFRICAN

Nairobi, Kenya (PANA) - The International Labour Organisation (ILO) has chosen a Kenyan trade union for a case study on the role of small and micro enterprises in the promotion of small-time employment and social protection at work places.

The Bakery Confectionery Manufacturing and Allied Workers Union, its secretary-general George Muchai boasted, was picked as a case study in Africa due to prudent leadership and good management ethics. Speaking on the occasion of May Day, Tuesday, Muchai said that the three-month project would cost over 4,000 US dollars, and the findings would be disseminated throughout the continent for implementation. He said it was the first time such a project had been initiated in Kenya by the ILO.

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NEWS AGENCY (PANA) 17/05/2001

Articles have been excerpted and are not always in the exact format in which they appear originally. They are trimmed and rearranged sometimes, for space reasons.

in the press...in the press...in the press...in the press...

TRIBUNE DE GENÈVE

(Switzerland)
SAMEDI-DIMANCHE 28-29 AVRIL 2001

3300 morts par jour dus au travail

RAPPORT Selon le BIT, cette hécatombe revêt un caractère de sécurité.

Les travailleurs mourant d'accidents ou de maladies liés au travail sont plus de 1,3 million par an, soit une moyenne de 3300 par jour, selon le Bureau international du travail (BIT) qui a dénoncé vendredi une tendance croissante des employeurs et des gouvernements à négliger la sécurité.

A l'occasion de la Journée de commémoration des morts et blessés au travail, Manuel Simon Velasco, directeur des activités pour les travailleurs au BIT, a estimé que «le travail est encore plus dangereux qu'il ne l'était il y a dix ans» et que «la mondialisation, en exacerbant la concurrence qui se livrent les entreprises pour obtenir les marchés, a trop souvent eu des effets négatifs sur la sécurité du travail».

Le BIT a aussi choisi de mettre l'accent cette année sur l'amiante: ce métal cancérigène tue chaque année 100 000 personnes et il pourrait causer plus d'un million de décès au cours des trente prochaines années. AFP

Sources: EUROPEAN REPORT
16/05/2001

Anna Diamantopoulou, Social Affairs Commissioner, and the Secretary-General of the International Labour Organisation (ILO), Juan Somavia, attended a ceremony of exchange of letters on May 14 to update co-operation between the European Commission and the ILO (see European Report 2590 for details). This exchange of letters, which replaces the previous one in 1989, recognises the new challenges faced by the two organisations in a globalising economy. New priorities for co-operation will include the promotion of working condition standards and employment, social dialogue, the social dimension of EU enlargement, social protection and development co-operation. The two institutions will also hold a high-level meeting once a year. (c) European Report 2001.

(Sri Lanka,
10.3.2001))

Daily News

The Quality English Daily with the largest circulation trusted by readers in Sri Lanka



"Glass ceiling" keeps women out of management -ILO

GENEVA, Friday (Reuters) Women represent more than 40 percent of the global workforce yet hold less than three percent of top executive jobs due to the "glass ceiling", the International Labour Organisation (ILO) said. In a study issued to mark International Women's Day, the United Nations labour agency also said woman only account for one percent of trade union leaders, although 40 percent of trade union members worldwide are female. The higher women rise in organisations, the larger the gender gap becomes, while the pay gap remains one of the most persistent forms of gender inequality, according to the ILO study. "Breaking through the Glass Ceiling: Women in Management"

TRIBUNE DE GENÈVE

(Switzerland)

(9.3.01)

Six «battantes» au BIT pour la Journée des femmes

DÉBAT Un événement médiatique mais creux a réuni plus de mille participantes.

CATHERINE FIANKAN-BOKONGA

Pour la 90e journée internationale de la femme, les agences internationales de Genève étaient en compétition pour l'organisation de cet événement. La palme est revenue au Bureau international du travail (BIT) qui a réussi à modifier une tradition vieille de près d'un quart de siècle. Depuis 1977, le Palais des Nations organisait une table ronde chaque 8 mars. Cette année, place au modernisme du XXIe siècle: la foule est là, les personnalités brillent sous les spots lumineux... mais on ne sait pas très bien ce qu'il y avait à entendre.

Le très médiatique Chilien Juan Somavia, directeur général du BIT, n'a pas légué sur les moyens. Il a regroupé une brochette de six «battantes» originaires des différentes parties du monde: Gro Harlem Brundtland (Norvège), Germaine Greer (Australie), Mary Robinson (Irlande), Mamounata Cissé (Burkina Faso), Angelina Low (Malaisie) et Christine Ockrent (France). La Suisse, quant à elle, était représentée par «le seul homme de pouvoir suisse qui supporte les femmes»: l'ambassadeur Walter Fust.

FINANCIAL TIMES
(24.5.01)

ILO calls for drive against 'scourge' of forced labour

By Robert Taylor,
Employment Editor

Intensified international and national action will be needed across the world to "stamp out the scourge of forced labour once and for all", says the Geneva-based International Labour Organisation in a report that will go for debate at next month's annual conference.

Although the ILO refuses to make an estimate of the magnitude of the forced labour problem in its report, it does say chattel slavery and bonded labour still exist. It also says that in recent years there has been a growth in the trafficking of human beings, especially women and girls, and the use of prison labour in countries such as the US as a result of privatisation. The ILO is critical of the indifference of many countries to tackling forced labour.

Thursday May 17 10:32 PM ET

The New York Times

China Rejects U.N. Criticisms

By CHRISTOPHER BODEEN, Associated Press Writer

BEIJING (AP) - China on Thursday rejected U.N. criticism of its strict limits on union organizing and denied that labor activists have been jailed for advocating independent unions.

Chinese labor minister Zhang Zuoji said the Communist Party's monopoly on unions is suited to China and will stand for no outside criticism.

"We cannot accept the prejudices that some international organizations and some individuals hold against China and their practices over these issues," Zhang said after signing a cooperation agreement with Juan Somavia, director general of the U.N. International Labor Organization.

Earlier, Somavia passed Zhang a list of 24 people the ILO says have been detained in China for attempting to set up independent workers' groups or participating in legitimate trade union activities. The ILO asked that they be released.

"No worker should be imprisoned or penalized for carrying out legitimate trade union activities," said Somavia.

Zhang said Chinese investigations into those cases determined that all were convicted on criminal charges "unrelated to the issue of free association."

(U.K.)

Source: BBC MONITORING INTERNATIONAL REPORTS
BBC MONITORING SOUTH ASIA - POLITICAL 23/05/2001
23May2001 NEPAL:
Nepal, ILO sign agreement to

prevent trafficking in girls to India. Text of report by Nepalnews.com web site on 23 May
Kathmandu, 23 May: The Ministry of Women, Children and Social Welfare and the International Labour Organization (ILO) signed a 112,970-US-dollar agreement Tuesday [22 May] to extend a joint programme to check girl trafficking from Nepal to neighbouring India from 26 districts in the kingdom. The government and the ILO have been running the joint programme from 1997 to 2000.

Sources: ASIA INTELLIGENCE WIRE, CHINA BUSINESS INFORMATION NETWORK 18/05/2001

China's Ministry of Labor and Social Security signed a memorandum of understanding for cooperation with the International Labor Office (ILO) in Beijing Thursday to undertake full cooperation in the labor and social security fields.

Minister Zhang Zuoji and ILO Director General Juan Somavia jointly signed the MOU and met with the press following the signing ceremony.

Zhang said that the MOU marks the start of a new development phase between China and the International Labor Organization and will help China to expand international exchanges and draw on advanced experience while deepening reform in the labor and social security fields.

The minister also expressed the hope that the International Labor Organization would fully prepare itself to face up to challenges brought about by economic globalization in the new century and play a bigger role in employment promotion and poverty eradication. Somavia spoke highly of China's achievements in job creation and social security, expressing the hope dialogue and cooperation would be conducted between China and the ILO based on mutual understanding and respect.

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www.nytimes.com

The New York Times

ON THE WEB

(USA)

May 24, 2001

Human Trafficking Growing Worldwide

By THE ASSOCIATED PRESS

GENEVA (AP) -- Trafficking of humans is replacing slavery or bonded servitude as the most widespread form of forced labor, with the trafficking network touching almost every country in the world, the International Labor Organization said Friday.

Most nations are either sending countries, transit countries or receiving countries -- and many are all three at once, said the 128-page study, "Stopping Forced Labor."

The study, a follow-up to the U.N. agency's 1998 declaration on fundamental rights at work, said forced labor is universally condemned, yet it still flourishes across the world.

Herald Tribune

INTERNATIONAL HERALD TRIBUNE, FRIDAY, MAY 25, 2001

Alarm Is Sounded on Slavery

Labor Agency Reports Rise in Trafficking of People

By Elizabeth Olson
International Herald Tribune

GENEVA — Stronger efforts internationally and by individual countries are needed to combat the increasing incidence of forced labor, slavery and criminal trafficking in people, especially women and children, the International Labor Organization said Thursday.

Only such unified efforts can "stamp out the scourge of forced labor once and for all," the labor agency said in a report that examined the issue, which is set for debate at next month's yearly labor agency meeting in Geneva.

"The emerging picture is one where slavery, oppression and exploitation of society's most vulnerable members, especially women and children, have by no means been consigned to the past," said the agency's director-general, Juan Somavia.

LE FIGARO VENDREDI 25 MAI 2001

Le travail forcé s'amplifie

Genève (L'Associated Press)

(France)

L'esclavage demeure une pratique courante dans certains pays alors que se développe ailleurs le trafic des êtres humains, révèle l'Organisation internationale du travail (OIT) dans un rapport diffusé hier à Genève à la veille de sa conférence annuelle. Selon Juan Somavia, directeur général de l'OIT, ces phénomènes « progressent de manière inquiétante » et s'accompagnent de pratiques assimilables aux méthodes les plus barbares. Le trafic des êtres humains destinés au travail forcé prend une telle ampleur dans le monde, ajoute Juan Somavia, « que la plupart des pays entrent dans l'une des trois catégories : pays d'envoi, pays de transit ou pays récepteurs ».



Media shelf



In print

■ **Changing Labour Markets in Europe: The role of institutions and policies.** Edited by Peter Auer. ISBN: 92-2-111385-X. Price: 35, Swiss francs, US\$22.95, UK£14.95

Labour market institutions are a stabilizing force in the face of continuous structural and technological change. They are necessary for shaping the behaviour of firms and workers, and are a precondition for the efficient functioning of labour market systems. Drawing on the experience of four small European economies (Austria, Denmark, Ireland and the Netherlands), this timely book analyses four important policy areas in terms of their potential contribution to employment success: macroeconomics, industrial relations, working time, and equal opportunities.

AUDIENCE: Policy-makers, labour ministries, employers' and workers' organizations.

■ **Documenting Discrimination Against Migrant Workers: A comparative study of four European countries.** Edited by Roger Zegers de Beijl. ISBN: 92-2-111387-6. Price: 20 Swiss francs, US\$13.95, UK£8.95

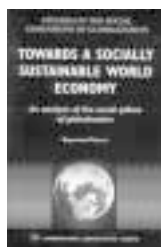
In western Europe immigrants and minority workers suffer unemployment rates frequently two to three times higher than those of national workers. The problem is particularly acute among young workers, many of whom were born and raised in these countries. Discrimination in access to employment, rather than poor qualifications, has long been suspected to be at

the roots of their marginalization. This insightful study offers a sound methodology for documenting the occurrence of unlawful discrimination and proposes concrete measures for tackling migrant discrimination in the future.

AUDIENCE: Policy-makers, government officials, employers' and workers' organizations, non-governmental organizations, employment placement agencies.

■ **Towards a Socially Sustainable World Economy: An analysis of the social pillars of globalization.** Studies on the social dimensions of globalization. By Raymond Torres.

Presenting new analytical and policy-oriented research, this timely study examines the positive, as well as the negative social impact of globalization in countries at various stages of economic development. The report looks at how globalization stimulates output and income for some nations, but can also create wider income



inequalities, job instability and economic vulnerability. It investigates what kinds of policies (economic, social and labour) can be adopted to improve the benefits and reduce the costs as the world becomes

more economically integrated.

This synthesis study is accompanied by seven country reports – Bangladesh, Chile, Republic of Korea, Mauritius, Poland, South Africa and Switzerland – which can be purchased separately.

AUDIENCE: Policy-makers, labour ministries, government officials, employers' and workers' organizations, academics. ISBN: 92-2-111390-6. Price: 20 Swiss francs, US\$13.95, UK£8.95

■ **Meeting The Youth Employment Challenge: A guide for employers.** ILO



InFocus Programme on skills, knowledge and employability, and Bureau for employers' activities. ISBN 92-2-112415-0.

The task of providing employment to young people is often challenging. The ILO InFocus programme and the bureau for employers' activities have composed this publication to help employers, governments, trade unions and educational institutions address the issues of youth unemploy-



ment and underemployment. Agencies interested in employment issues can find guidance in this publication and can help ease the transition from learning to earning.

■ **Safety in the Use of Synthetic Vitreous Fibre Insulation Wools (glass wool, rock wool, slag wool).** ILO code of practice. ISBN 92-2-111629-8. Price: 20 Swiss francs.

This ILO code of practice sets out the general duties for manufacturers, suppliers, employers and workers to maintain safe work practices in the use of synthetic vitreous fibre materials. The recommendations of the code cover preventive and protective measures, education and training, and surveillance of the working environment and workers' health. It addresses all the hazards arising from the products and contains appendices on classification systems, exposure data and risk assessment.

■ **International Social Security Review.** International Social Security Association (ISSA), Geneva. Vol. 54, Nos. 2-3, April-September 2001. ISSN 0020-871X.

The latest number of the International Social Security Review is a special double issue on the theme "Central and Eastern Europe: Transition and beyond". As well as a detailed examination of the medical systems of 27 transition states, there is a comparative analysis of recent pension reforms in three major post-communist countries; a review of the issues facing aspiring members of the European Union; individual contributions from Belarus, the Czech Republic, Hungary, Lithuania and the

Russian Federation; and, in conclusion, an exposition of the ILO social budgeting tool and its use in transition economies. (For an introduction to the special issue, see the article by Vladimir Rys on page 13.)

For further information: www.issa.int ("Publications"). Subscribers receive *Trends in Social Security* free of charge. Subscriptions: Institutional rates (annual): UK£79 or US\$126; UK£33 (Eastern Europe & Developing World); personal rates (annual): UK£30 or US\$48 (Canadian customers/residents please add 7% for GST).

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■ **International Labour Review** (Printed edition: One-year subscription (four issues): 99 Swiss francs; US\$80; UK£48; 60 Euros. Two-year subscriptions and electronic version also available. More information on <http://www.ilo.org/revue>)

This issue of the Review (Vol. 140 (2001), No. 1) contains four articles and a perspective addressing issues in equality policy, pension reform and employment policy for vulnerable workers, as outlined below.

"Equality and empowerment for decent work", by Bob Hepple. The concept of substantive equality embodies three overlapping approaches – equality of results, equality of opportunity and equality of human dignity – which entail positive duties to promote equality and lie at the heart of the ILO concept of decent work. To implement substantive equality, he proposes an incremental approach – from reliance on voluntary initiative to penalties for non-compliance – which depends crucially on the active participation of all stakeholders

and, therefore, on the empowerment of the disadvantaged groups themselves.

"Pension reform in Central and Eastern Europe: Emerging issues and patterns", by Elaine Fultz and Markus Ruck. The countries of central and eastern Europe are restructuring their pension systems against a general background of political instability, acute financial constraints and, often, lack of tripartite consensus. The authors identify a number of emerging patterns and common difficulties in the two main avenues of reform; namely, privatization and restructuring of the existing public schemes.

"Redundancy, business flexibility and workers' security: Findings of a comparative European survey", by Marie-Laure Morin and Christine Vicens. Dismissal on economic grounds lies at the heart of the debate on ensuring security in people's working lives because it exposes the most vulnerable workers to the risk of long-term unemployment and social exclusion. This comparative study of redundancy in Europe shows how legal provisions, business practices and government action all contribute towards counteracting that risk.

"Job subsidies and cuts in employers' social security contributions: The verdict of empirical evaluation studies", by Ive Marx. This article assembles findings from empirical studies of the effects of employment subsidies or reductions in employers' social security contributions aimed at stimulating recruitment of long-term unemployed persons and other vulnerable groups. Most suggest the net employment effects are modest, mainly because of deadweight losses and substitution effects. The impact of subsidies on beneficiaries' careers seems limited, and possibly negative, except if coupled with training and job counselling.

"Gender, women and all the rest (Part II)", by Mark Lansky. Recent research on the topic of "men and masculinities" is contributing to a fuller understanding of gender, not as a property of individuals but as an integral component of social orders. Inequalities between women and men can thus be seen in the broader context of social justice failures which determine the real-life situations in which gender is enacted. The second installment of this perspective reviews these and other important insights, suggesting a need for a new policy framework for promoting equality.

■ **Surf the Web for equality.** The Gender Promotion Programme (GENPROM) of the ILO will launch, during the International Labour Conference, a Web site and CD-ROM on Equal Employment Opportunities for Women and Men. Entitled *e.quality@work*, the information base sets out international policy instruments, including international labour standards as well as national legislation, policies, practices and institutional arrangements introduced by a range of governments (of some



forty countries around the world), public and private sector enterprises and trade unions.

e.quality@work is for anyone concerned with the promotion of gender equality and non-discrimination, and looking for basic information on equal employment opportunities for women and men. The information base covers topics such as international treaties and guidelines, anti-discrimination legislation, positive or affirmative action poli-

cies and programmes, family-friendly measures, equality clauses in collective agreements, equal pay provisions, sexual harassment laws, as well as health and safety and protective provisions.

The CD-ROM is available in English and is accompanied by a brochure in English, French or Spanish. For more information on *e.quality@work* or to obtain copies of the CD-ROM, contact ILO GENPROM. The Internet site for *e.quality@work* is <http://www.ilo.org/genprom/eeo>.



■ **The ILO in focus.** New institutional film on the ILO. 15 minutes. Director: Karen Naets-Sekiguchi. Executive Producer: Miguel Schapira. Editor: Damien Riunaud. A production of the Audiovisual Unit of the International Labour Office. To obtain, please contact mann@ilo.org.

The ILO in Focus is a portrait of the people and the work of the International Labour Organization, devoted to issues of work and labour rights. Steeped in over 80 years of history, the ILO's influence on current events is even more relevant in today's unsettled arena of globalization. Stories which made the news: a deadly fire in an Asian factory, a murdered trade unionist in Latin America, a child rescued from working in a coal mine, these are the stories of the ILO in action, informing, advocating and reshaping the attitudes of societies so that all its members have a chance at decent work.

By focusing on the history, mechanisms and strategic concerns of this unique organization, "The ILO in Focus" makes clear that to pursue the ILO's goal of decent work for all, is to root out the causes of hunger, poverty, war and injustice which plague our present-day society.



The Cooperative Branch

Job creation through self-help

No. 39, June 2001

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