



# Newsletter

## 100<sup>th</sup> session of International Labour Conference concludes with move toward new era of social justice



100<sup>th</sup>  
Session of the  
International  
Labour Conference  
*Building  
a future with  
decent work*

GENEVA (ILO News) – The annual Conference of the International Labour Organization (ILO) concluded its historic 100th session on June 17 after taking a number of steps aimed at moving toward what ILO Director-General Juan Somavia called “a new era of social justice”.

“I believe that future delegates will proudly look back and say: it was at the 100th ILC where the roots of a new era of social justice started to emerge,” Mr. Somavia said. “Where the dignity of domestic workers was upheld, when the new notion of a social protection floor took hold, when we were told once again by important world leaders that our voice, values and actions were needed for a more stable world.”

Heads of State and Government and more than 4,000 participants representing governments, employers and workers from the ILO’s 183 Member States gave strong support to the ILO’s Decent Work Agenda and a stronger role of the Organization in the international system.

Special guests addressing the Conference included Russian Prime Minister Vladimir Putin, German Chancellor Angela Merkel, Indonesian President Susilo Bambang Yudhoyono, Finnish President Tarja Kaarina Halonen, Tanzanian President Jakaya Kikwete and Swiss President Micheline Calmy-Rey, as well as five former heads of State and Government members of the Club of Madrid.

The Conference featured a strong focus on the need for a new era of social justice, including discussion and debate of a new groundbreaking report by the Director-General on the state of the world of work in the aftermath of the crisis entitled “A New Era of Social Justice”.

It adopted a sweeping set of standards aimed at improving the working conditions of tens of millions of domestic workers worldwide, Convention No. 189 on “Decent Work for Domestic Workers”, and a supporting Recommendation No. 201.

It hosted four high-level panels on youth unemployment in North Africa/Middle East and other regions.

The Conference also featured the signing

of a memorandum of understanding between UN Women and the ILO to promote empowerment of women in the workplace as well as international events for the World Day Against Child Labour, including the launch of a new report on children in hazardous work.

### Prime Minister Vladimir Putin: Russia strongly supports Decent Work Agenda

Russian Prime Minister Vladimir Putin said that Russia’s policies are in step with the International Labour Organization’s Decent Work Agenda and offered to host an international conference in Russia next year focusing on how to make more progress towards achieving its goals.

In an address to the 100<sup>th</sup> session of the International Labour Conference he called for a “more sustainable and balanced” model of economic growth that would benefit not only selected countries but the world community as a whole and underlined the important role of the ILO in shaping economic recovery policies.

He said that it is the ILO’s unique tripartite structure that has enabled the Organization to come up with initiatives such as the 2009 Global Jobs Pact as part of its response to the global financial and economic crisis of 2009-2010, adding “We in Russia not only support the Global Jobs Pact. We do everything possible in order not to put the burden of economic problems solely on our people’s shoulders”.



He emphasised the “social mission” and the “fundamental responsibility” of governments, business and international political and financial institutions toward citizens, adding, “We believe that was the main lesson learned from the global crisis, the lesson we should keep in mind when formulating long-term development policies”.



Vladimir Putin and Juan Somavia had a one-to-one meeting on the sidelines of the Conference

Mr Putin said that Russia did not abandon earlier commitments. “We did not ‘freeze’ pensions, benefits or wages. Russia is the only country in the world that at the height of the crisis undertook a large-scale modernization of its pension system”, he said. In addition, more than 4 million jobs were created or restored in Russia in 2009-2010.

He also said the government has set up a goal to make Russia one of the five largest economies of the world in the next 10 to 15 years, adding that to achieve this goal the country will need to at least double labour productivity and create at least 25 million modern well-paid jobs.

In his welcoming speech, ILO Director-General Juan Somavia noted that Mr. Putin’s address was historic, as he was the first Russian Head of Government to address the International Labour Conference.

“At a time of transition, Russia recognized the significance of the ILO’s values and the role of its tripartism, Mr. Somavia said. “You have paid particular attention to the ILO standards system in achieving better outcomes for your people with the ratification of important conventions.”

The ILO Director-General praised Russia as a “strong partner of the ILO and its objectives” in the context of the United Nations, the G8 and the G20 and stressed the Russian government’s commitment to the social dimensions of life.

“We are certain that you, that Russia, will not hesitate to defend those balances that work better for all, for workers as well as for enterprises; for families and communities as well as the economy; for an individual country as well as the world community”, Mr. Somavia said. ■



## EU and ILO enhancing fight against youth unemployment in Eastern Europe and Caucasus

On June 15, an Informal Meeting of Ministers of Labour and Social Affairs took place at the margin of the 100th session of the International Labour Conference. During this meeting – jointly organised by Hungary, holding the Presidency of the EU Council, and the ILO – the European Commission, Ministers of Belgium, Spain (as the members of the current Trio Presidency), Poland (as the forthcoming Presidency), Azerbaijan, Croatia, Former Yugoslav Republic of Macedonia, Moldova, Ukraine and representatives of employer and worker organizations debated on the question how to secure decent work for young people in Eastern Europe and the Caucasus.

Creating decent jobs for young people entering the labour market is an essential element of the progression towards wealthier economies, fairer societies and stronger democracies.

For the purpose of the meeting, the ILO prepared a background paper entitled “Youth Employment in Eastern Europe: Crisis within the Crisis” which is available at following address: <http://www.ilo.org/public/english/region/eurpro/geneva/what/events/index.htm>

The impact of the global economic crisis

on youth employment has been severe in most countries. In countries of Eastern Europe and the Caucasus, the global economic crisis has exacerbated the youth employment crisis that was already an enormous challenge. The youth unemployment rates, at well above 35 per cent in some of the countries, are among the highest in the world.



But there is not only unemployment. Young people in Eastern Europe as well have to cope with precarious jobs and informal employment. Some of them are totally giving up hope of finding a decent job. Another important problem is those young people who

are neither in employment nor in education. Transition of young people from inactivity to labour market has to be improved.

Sándor Czomba, the Hungarian Minister of State for Employment, says that capable and effective education and training system is a starting point for the successful labour market participation of young people.

“The vulnerable situation of young people heightens the risk of a ‘lost generation’ who become discouraged and are forced to live at the margins of the labour market”, says Susanne Hoffmann, Regional Director of the ILO Regional Office for Europe and Central Asia.

The EU, through the European Commission and the current and the future Presidency of the Council, and ILO affirmed their commitment and agreed on strengthening their collaboration in fighting youth unemployment.

The discussions at this Informal Ministerial Meeting are also very relevant in the light of the preparations for the 2012 June International Labour Conference as a general discussion on Youth Employment will be on the agenda. ■

## Labour Inspections of CIS and Mongolia create Regional Alliance

Representatives of state labour inspections from Russia, Armenia, Kazakhstan, Kyrgyzstan, Moldova, Tajikistan, Ukraine, Mongolia and the International Association of Labour Inspections (IALI) signed a declaration to set up the Regional Alliance of Labour Inspections of the CIS and Mongolia.

The declaration was signed within the framework of the international conference of labour inspections of the CIS and other countries that took place in Moscow on June 10. On behalf of the CIS member-states and Mongolia signatures under the document were put by heads and deputy heads of state



labour inspections, and on behalf of IALI – by its president Michele Patterson.

Taking part in the conference were also Russian Deputy Health and Social Development Minister Alexander Safonov, senior OSH specialist of the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia Wiking Husberg.

The Regional Alliance is aimed at reducing occupational accidents and diseases, exchanging regular experience of ensuring safe working conditions and occupational safety, assisting member-states in resolving trans-border problems and developing effective data exchange systems for labour inspections of the alliance’s member-states and other countries.

Deputy Health and Social Development Minister Alexander Safonov noted that at present, the Russian government pays much attention to occupational safety and health.

“We managed to cut occupational accidents by 1.5 times and the invaluable contribution of state labour inspections to these

efforts should be mentioned,” he said.

The President of the International Association of Labour Inspections, Michele Patterson, underlined that there is no doubt that joint efforts are much more effective than unilateral steps.

“We are promoting development and maintenance of decent working conditions, healthy and safe jobs and seeking to resolve problems that have no state borders,” she said.

ILO expert Wiking Husberg noted that “the OSH team considers the alliance to be a major milestone and looks forward to working closely with the alliance, Rostrud and the individual inspections to strengthen the capacity of the inspectors in the region.”

During twelve months Russia represented by the head of the federal labour and employment service, chief labour inspector Yuri Gertsy will preside over the Regional Alliance of Labour Inspections of the CIS and Mongolia to hand over its presidency to another member-country at the alliance’s annual meeting. ■

## June 12 – World Day Against Child Labour *Warning! Children in hazardous work – End child labour!*

### Child labour campaigns launched in Kyrgyzstan and Kazakhstan



This year's slogan of the World Day Against Child Labour is ***"Warning! Children in hazardous work - End child labour."*** The ILO issued a new report for the World Day warning that a staggeringly high number of children are still caught in hazardous work — some 115 million of the world's 215 million child labourers — and calls for urgent action to halt the practice.

The report, ***"Children in hazardous work: what we know, what we need to do,"*** cites studies from both industrialised and developing countries indicating that every minute of every day, a child labourer somewhere in the world suffers a work-related accident, illness or psychological trauma.

On June 10, a street campaign entitled "Warning! Children in hazardous work - End child labour" devoted to the World Day Against Child Labour started in **Kyrgyzstan** under support of the ILO and the Republic's Social Protection Ministry.

From June 10 to June 13 twenty students-volunteers from Bishkek Humanitarian University distributed information about the history of the World Day, hazardous jobs and their effect on children. They handed out booklets, posters,

caps and T-shirts in state institutions, shopping malls, stores and on the streets of Bishkek.

The campaign was unveiled at a news conference held the Social Protection Ministry that brought together ILO tripartite constituents.

On June 13, children's caravan - "Children say YES to education! No to hazardous work!" was organized in Bishkek.

Twenty-three working children from the country's seven regions visited state institutions to attract attention to importance of ensuring education, eliminating the worst forms of child labour and observing legal rights of working children.

The children's caravan visited the republic's Social Protection Ministry, Education Ministry, Youth Affairs Ministry and the Ministry of Labour, Employment and Migration.

On the same day, the Social Protection Ministry in cooperation with the ILO's International Programme for the Elimination of Child Labour (IPEC) hosted a roundtable



Social Protection Minister Aigul Ryskulova presented boys and girls in the caravan with rucksacks full of books and a chess set

meeting to promote a national roadmap for eradicating the worst forms of child labour by 2016.

Among the roundtable meeting's attendees were Vice Premier Ibragim Djunusov, Social Protection Minister Aigul Ryskulova as well as heads of the republic's other ministries and departments, regional administrations, trade unionists, employers, experts of international and non-governmental organizations and working children. ■

**Kazakhstan** annually holds a national awareness-raising campaign "12 Days Against Child Labour" from June 1 to June 12. This year's campaign used the ILO slogan "Warning! Children in hazardous work - End child labour."

Within the campaign's framework the NGO Union of Women of Intellectual Labour together with ILO-IPEC produced and broad-



Work in tobacco fields is one of the most hazardous jobs for child labourers

cast public service announcements on hazardous child labour in agriculture in Almaty and South-Kazakhstan region.

They also organized round tables on hazardous child labour in agriculture for local stakeholders, high school and primary school teachers and school medical personnel, as well as sessions for children under SCREAM-Stop Child Labour Education Pack (Supporting Children's Rights through Education, the Arts and the Media).

A two-day training for the trade union of agriculture workers and the trade union of education workers on the role of trade unions in the elimination of child labour and participation in the child labour monitoring system took place on June 14-15.

UNDPI-ILO joint event for UN colleagues and partners in Almaty showed several episodes from the movie "All the Invisible Children" directed by the world's famous filmmakers.

Moreover, the ILO-IPEC in cooperation with UNESCO department at Al Farabi Kazakh National University and the NGO Union of Women of Intellectual Labour announced a competition for best media publication on the worst forms of child labour, which results will be announced at the end of June. ■



Students handing out booklets on child labour on streets of Bishkek



## Central Asian governments, trade unions and employers call for coordinated action on migration

Within the framework of the EU-funded ILO project “Regulating labour migration as an instrument of development and regional cooperation in Central Asia” several important events took place over the past three months. Among them are a regional symposium on improving governance of labour migration, a subregional seminar on improving systems of accumulation and exchange of labour migration data and statistics and a roundtable meeting on legal mechanisms of migration regulation in Kazakhstan’s parliament. This symposium culminated a three year EU-supported ILO efforts to build foundations for effective and rights-based migration governance in Central Asia. This project helped Kazakhstan, Kyrgyzstan and Tajikistan to assess migration situations, formulate legislation, improve collection of labour migration data, and conduct a regional dialogue.



Government, employer and trade union executives from Kazakhstan, Kyrgyz Republic, Tajikistan and the Russian Federation called for a harmonized approach to regulate labour migration in Central Asia. They agreed on coordinated action to bring law and practice on migration into line with modern standards and practices at the conclusion of a three day regional ‘tripartite’ symposium held in Astana on March 29-31.

Trade union federations of three Central Asian countries signed a historic joint agreement on cooperation to enhance protection and support for migrant workers of all nationalities. Employers’ organizations of three

countries signed a joint memorandum of intent to expand their cooperation regionally.

The Ministry of Labour and Social Protection of Population of Kazakhstan together with the ILO and its International Training Centre hosted the regional conference “Improving Governance of Labour Migration through Tripartite Policy, Practice and Coordination”.

Delegates agreed that urgent action is needed on improving governance of migration to accelerate integration and development in Central Asia. Main lines of action set include improving national legislation, extending social protection coverage to migrant workers, modernizing vocational and professional training, regulating migrant recruitment and enhancing labour inspection to ensure decent work for all workers.

Participants agreed that modernization and harmonization of legislation would best be accomplished when all countries in the region ratify ILO Conventions - Migration for Employment Convention (Revised), 1949 (No. 97) and Migrant Workers (Supplementary Provisions) Convention, 1975 (No.143).

Keynote speaker, ILO Senior Migration Specialist Patrick Taran highlighted: “For Central Asia, the key to development is building economic, political and social cooperation. Migration is one of the fundamental pillars for such essential cooperation. This means freer circulation of labour in larger markets to better link capital and labour.”

Delegates agreed that achieving social protection requires developing legislation in line with international norms, harmonizing social security regimes among cooperating countries, and establishing viable systems to collect contributions and disburse benefits. ■



## Kazakhstan’s parliament discusses legal mechanisms of migration regulation



On May 19, Kazakhstan’s parliament together with the ILO, the EU delegation in Kazakhstan, the OSCE Center in Astana and UN Women hosted the roundtable meeting on Legal Mechanisms of Migration Regulation – International Standards and National Legislation.

The roundtable brought together parliamentarians of the lower house of Kazakhstan’s parliament, senior officials of the Labour and Social Protection Ministry, the Inte-

rior Ministry’s migration police committee, the national commission for women’s affairs and family-demographic policy, the prosecutor-general’s office, as well as representatives of trade unions and employers’ associations.

Within the framework of the roundtable the EU, ILO, the OSCE Office for Democratic Institutions and Human Rights (ODIHR) and UN Women made official comments on Kazakhstan’s draft law on migration of population. They also presented international standards and practices of migration management, including labour mobility.

One of the key objectives of the draft law is to regulate labour mobility in Kazakhstan. The head of the Majlis committee for social and cultural development, Dinar Nuketayeva, noted that “given the accelerating economic development, labour migration appears to become one of the priorities for our country.” “In the previous five-seven years, there was a

triple upsurge of foreign labour import to Kazakhstan. Extension of migration processes, especially over the past decade, entailed a sharp necessity to improve migration legislation.”

ILO Senior Migration Specialist Patrick Taran underlined, «History tells us that migration has been an essential ingredient of many countries’ growth. However, unless regulated by appropriate laws and regulations, it entails a high cost in violations of human rights, in social disruption, in lost or reduced productivity, and lost opportunities for economic growth and development».

The chairman of the Majlis committee for law and judicial reform, Rakhmet Mukashev, said “when elaborating the migration strategy, we should not only resolve problems emanating from the migration processes, but should also pay special attention to the roots and causes of the current migration situation.” ■

## Improving systems of accumulation and exchange of labour migration data and statistics – regional forum in Dushanbe

On May 3-4, Dushanbe hosted a subregional seminar “Improving systems of accumulation and exchange of labour migration data and statistics in Central Asia”. It was organized within the framework of the ILO project funded by the EU in partnership with the Migration Service under the Government of the Republic of Tajikistan and the Agency for Statistics under the President of the Republic of Tajikistan.

The regional forum was aimed to study the existing problems in the process of accumulation of labour migration data and to develop a common and coordinated approach to improving the systems of accumulation and exchange of labour migration data and statistics in Central Asia on the basis of the ILO internationally recognized standards.

Among participants in the seminar were representatives of labour ministries and migra-

tion services, associations of employers and trade unions of Kazakhstan, the Kyrgyz Republic and Tajikistan, experts of regional and international organizations as well as researchers and academicians.

The deputy head of the Migration Service under the Government of the Republic of Tajikistan, Anvar Babayev, noted in his opening remarks that taking into account the existing objective realities the issue of developing and improving an effective system of accumulation and exchange of migration data became one of the priorities of Tajikistan’s state policy.

Demography expert from Moscow State University Olga Chudinovski and ILO international expert Eivind Hoffmann briefed on international labour standards and recommendations on labour migration data sharing.

In particular, the ILO expert noted that “a country’s most important resource is its work force: its health, skills, knowledge and working conditions are important for the development and welfare of the country.” “To take advantage of and to regulate migration to and from a country it is necessary to know the size and composition of labour migration and the working migrants,” he said.

Parviz Khakimov and Liubov Ten, ILO national experts in Tajikistan and the Kyrgyz Republic, made public the findings of national studies and told about a comparative analysis of institutional and legislative frameworks of



participating countries on labour migration data accumulation.

After the seminar Trade Union Federations of two Central Asian countries, that are Kyrgyzstan and Tajikistan, signed a historic joint agreement on cooperation to enhance protection and support of migrant workers of all nationalities.

The two-day event has provided a unique opportunity and a platform for bringing into the frontline the importance of data on migration stressing its labor aspects. In this light the event called on delegates to agree on the urgent action to improve the labour migration policy and procedures based on enhancing the data gathering process and accelerate integration and development of a common database in Central Asia. ■



## Regional trade unions discuss migration

On April 27-28, national trade unions from several countries of the region met in Baku at the subregional conference *Migration and The Role of Trade Unions*. The conference brought together trade union representatives from the Russian Federation, Azerbaijan, Georgia, Moldova, Kazakhstan, Belarus, Ukraine joined with experts from the International Trade Union Confederation, ILO, the Organization for Security and Cooperation in Europe and the International Organization for Migration and the Serbian NGO Astra as well as representatives of the Azerbaijani government.

The meeting was co-organised by the Pan-European Regional Council of the International Trade Union Confederation (ITUC-PERC), ILO and the Azerbaijan Trade Unions Confederation.

Participants in the conference noted the ever growing influence of migration processes on the labour markets in the countries, and the challenges they entail. To address these challenges, they called for creating decent jobs in all countries of the region, as it is only the creation of

decent jobs paying decent wages that can reverse the processes of massive impoverishment and emigration of workers, the pushing of economy deeper into informal operation, and the criminalization.

They called for developing clear and transparent mechanisms for the regulation of migration processes and ratifying and rigorously implementing the ILO Conventions -



Chairmen of the Azerbaijan Trade Union Confederation and the Federation of Independent Trade Unions of Russia, Sattar Mekhbaliyev and Mikhail Shmakov, put their signatures under the new agreement

Migration for Employment Convention (Revised), 1949, (No.97) and Migrant Workers (Supplementary Provisions) Convention, 1975 (No.143).

They also stressed the need for ensuring the right of every worker, including migrant workers, to organise and join trade unions and bargain collectively.

Moreover, based on the positive experience of the ILO’s project “Increasing the protection of migrant workers in the Russian Federation and enhancing the development impact of migration in Armenia, Azerbaijan and Georgia”, participants highlighted the importance of continuing to involve the social partners in addressing the issues of migration and foster cooperation among trade unions in the region.

After the conference the Azerbaijan Trade Union Confederation signed a new agreement with the Federation of Independent Trade Unions of Russia to address new challenges for labour migration policies. ■



## Summing up results of World Day for Safety and Health at Work - 2011 OSH management system: A tool for continual improvement



*From year to year the World Day for Safety and Health at Work gathers more pace in our region. This year's campaign became unprecedented in scale and activity.*

*Aside from 20 large-scale national conferences in countries of the region daily news round-ups contained reports from cities and separate enterprises, which held exhibitions, competitions and awarded best OSH specialists.*

*It should be noted that the ILO annual report on the occasion of the World Day for Safety and Health at Work that we translated into the Russian language*

*and adjusted to concrete conditions of our region was actively cited. We also incorporated in the report the quotes on occupational safety modernization from statements of Russia's President Dmitry Medvedev and Prime Minister Vladimir Putin.*

*After the press release on the World Day was sent to over 1,500 media contacts in the region, the internet links to the World Day reached 1.630 million.*

*A selection of publications we had collected totaled 309 pages and it is far from being complete, although it demonstrates huge interest in occupational safety and health as well as in modern means and methods to reduce occupational accidents and diseases.*



## First Kazakhstan International Occupational Safety and Health Conference and Exhibition

On April 28-29, Astana hosted the 1<sup>st</sup> Kazakhstan International Occupational Safety and Health Conference and Exhibition KIOSH-2011, a unique and significant project aimed at discussing pressing issues of occupational safety and health at the high governmental and business levels.

Among delegates at the conference were representatives of the republic's responsible ministries and departments, international experts and heads of national industrial holdings, large commercial companies and international associations of specialized equipment producers and suppliers.

"Occupational safety remains the most important social and economic problem that requires constant attention from the government, employers' and trade unions' associations. Improper working conditions, occupa-

tional accidents and workplace diseases bring huge economic losses to the society," said Kazakh Labour and Social Protection Minister Gulshara Abdykalikova.

Within the framework of the conference the republic's Labour and Social Protection Ministry and the International Labour Organization in compliance with the provisions of the Decent Work Country Programme for 2010-2012 held a tripartite meeting on the introduction of occupational safety management system at high risk enterprises.

In his opening remarks the director of Kazakhstan's labour and social partnership department, Akmadi Sarbasov, told about the state of affairs in the Central Asian republic's occupational safety and health and measures taken to upgrade the labour legislation.

ILO National Coordinator Talgat Umirzhanov reported on the programme's implementation. Senior Occupational Safety and Health Specialist of the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia, Wiking



At the opening ceremony of the 1st Kazakhstan International Occupational Safety and Health Conference and Exhibition



Billboards promoting the World Day for Safety and Health at Work were installed on streets of Kazakhstan's cities and towns

Husberg, focused attention on the priorities of the occupational safety management system and on occupational safety risk assessment trainings at targeted enterprises.

This year the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia plans to begin a series of eight regional trainings at targeted enterprises. The trainings are based on provisions of the ILO Conventions - Occupational Safety and Health Convention, 1981 (No.155) and Promotional Framework for Occupational Safety and Health Convention, 2006 (No.187). ■

## Universities join campaign for World Day for Safety and Health at Work

### Globalization and the World of Work – conference at Izhevsk State Technical University

Russia's Republic of Udmurtia announced 2011 as the Worker's Year. Supporting the initiative of the republic's President Alexander Volkov, on April 25-29 Izhevsk State Technical University held an international scientific and research conference entitled Globalization and the World of Work that coincided with the World Day for Safety and Health at Work.



Taking part in the conference were professors and teaching staff of Russia's higher education institutions, representatives of legislative and executive authorities of the

Republic of Udmurtia, the republic's trade union federation, experts, students and post-graduates from universities of Russia, China, Germany, Japan, Brazil, Austria, India and Poland.

Communications Officer of the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia, Olga Bodganova, made a presentation on Social Justice in the Era of Globalization and on the ILO annual report on the occasion of the World Day for Safety and Health at Work and cited conclusions of the ILO Global Wage Report.



The conference played host to the exhibition of ILO publications that evoked keen interest among visitors. Moreover, the ILO Office presented its publications on occupational safety and health to the republic's labour inspection and to the Izhevsk National Library and Izhevsk State Technical University's library.

The University authorities expressed readiness for deeper cooperation with the

ILO. In particular, it was proposed to hold a training on occupational risk assessment for the labour inspection and enterprises of Iz-



hevsk as well as a seminar on the ILO programme Start and Improve Your Business for university students. ■



### The World Day for Safety and Health at Work at Russian State Social University

The department of labour and social law of Russian State Social University held a scientific and practical conference devoted to the World Day for Safety and Health at Work "Occupational safety management system: The way to continuous development."

Participants in the conference listened to the reports of experts on human right issues, legal studies, occupational safety and health, management, economics, labour relations, social welfare and labour medicine. Olga Bogdanova, Communications Officer of the ILO Office, presented the ILO's annual report on the occasion of the World Day for Safety and Health at Work.

Participants also got acquainted with the ILO's recent publications on occupational safety and health as well as on other areas of the organization's activity. ■

## Systematic efforts on occupational safety: experience of North-West Russia

We have already told our readers about the ILO project on developing and implementing occupational safety and health (OSH) system in North-West region of the Russian Federation to provide decent and safe work. In fact, this project serves as a connecting link between international and Russian specialists. It helps to introduce advanced global and European methodologies of creating effective OSH management systems adjusted to Russia's conditions. All work is based on the ILO Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) ratified by Russia.

What are the project's current results? The Republic of Karelia, the Arkhangelsk, Vologda, Leningrad and Murmansk regions drafted occupational safety and health surveys. Tripartite partners in the Arkhangelsk region took a decision to prepare such a re-

gional OSH survey every year. The above mentioned regions have already developed and have been implementing their own OSH programmes. A social dialogue has proved to be a vital element in this work and the issues of occupational safety and health are now included into regional and municipal tripartite agreements.

Project activities are carried out in close cooperation with over 20 regional OSH training centres and 67 pilot enterprises that are testing new methodologies.

The project's new area of work is aimed at developing workers' safety incentive instruments. Thus, workshops that took place in Cherepovets and St. Petersburg in April-May and were organized within the framework of the ILO project together with regional partners focused on this very theme. Representatives of such enterprises as Severstal, Khleby

Dom-Fazer Group, Ilim Group, Philip Morris Izhora and Svedwood shared their practical experience of conducting behavioural audits, investigating root causes of occupational accidents and promoting workers' safe behavior.

Regions continue to demonstrate a growing interest in modern OSH management systems and methods of occupational risk assessment and management and effective social partnership. Nikolai Lukinov, the head of the labour service of Vologda region's labour and social development department, noted that "since we launched systematic cooperation with the ILO office, we have been taking the occupational safety and health system in our region to a new level."

"Now our work will be based on the global experience and certified methodologies that proved their efficiency in many countries of the world," he said. ■



## Trade unions' role in addressing HIV/AIDS and occupational safety and health

The seminar on "HIV/AIDS and OSH management system: trade unions role and objectives" took place in Moscow on April 5-6. It was organized by the Pan-European Regional Council of the International Trade Union Confederation (ITUC-PERC) and the ILO Decent Work Team and Country Office for Eastern Europe and Central Asia.

It brought together national trade union leaders, labour inspectors and occupational safety specialists from the New Independent States (NIS) as well as international experts.

"The epidemic that is affecting people of the most employable age and that has already affected dozens of millions of people all over the world, including our region, Eastern Europe and Central Asia, cannot be a purely medical problem. This is the problem of the whole society and it should be resolved through active involvement of public organizations, including trade unions," Mikhail Shmakov, the chairman of the Federation of Independent Trade Unions of Russia and the ITUC-PERC President, said in his opening remarks.

Senior Specialist in Workers' Activities of the ILO DWT and Country Office for Eastern Europe and Central Asia Sergejus Glovackas made his opening address to participants in the seminar.

ITUC-PERC Policy Advisor Olga Nicolae noted in her presentation on the trade union global plan of action on HIV/AIDS and the world of work that in June 2011 the United Nations General Assembly will hold a high-level meeting to review action taken by governments since the adoption of UN GA 2001 Declaration of Commitment on HIV/



FITUR chairman Mikhail Shmakov (second from right) and senior specialist in workers' activities of the ILO Moscow Office Sergejus Glovackas made their opening remarks

AIDS. The meeting will adopt a new Declaration on HIV/AIDS.

Focal Point for HIV/AIDS and the world of work for Eastern Europe and Central Asia of the ILO DWT Elena Kudriavtseva briefed on the ILO approach to HIV/AIDS and the world of work and on Recommendation No.200 – the first international labour standard on HIV and AIDS that includes the workplace and engages world of work stakeholders as essential to the HIV response.

Senior Occupational Safety and Health Specialist Wiking Husberg told about a systematic and preventive approach to OSH and Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).

After two-day discussions participants in the seminar started their teamwork to take trade unions' common stand on HIV/AIDS and the world of work and OSH at the national and

sectoral levels and in the workplace.

The seminar concluded with a number of recommendations. In particular, participants proposed to create a regional trade union coordination council on HIV/AIDS in the workplace and engage in the development and implementation of national programmes on HIV/AIDS and the world of work. They also called for using opportunities of tripartite and collective agreements to implement the requirements of Recommendation No.200 and opportunities of trade unions' training centres to hold trainings on HIV/AIDS and occupational safety and health.

They called for strengthening trade unions' role in protecting the rights of HIV-affected workers against discrimination on the basis of real or perceived HIV status in compliance with Discrimination (Employment and Occupation) Convention, 1958 (No.111) and Termination of Employment Convention, 1982 (No.158). They also recommended to create a regional Russian-language website to provide an up-to-date and updated information on prevention of HIV/AIDS and the world of work that will allow to conduct the distance training and to exchange opinions and experience.

Representatives of national trade union centres called for taking necessary efforts to ratify and implement the ILO Conventions on occupational safety and health, setting up a tripartite OSH council, building a social dialogue at enterprises and taking effective measures to introduce ILO-OSH 2001 Guidelines on Occupational Safety and Health Management Systems (GOST 12.0.230-2007). ■



## UN Political Declaration on HIV and AIDS calls for world of work leadership

The United Nations member-states cited the ILO Recommendation concerning HIV and AIDS and the World of Work, 2010 (No. 200) as a key human rights instrument for the global HIV response in the final Declaration adopted during the High Level Meeting on AIDS which took place in New York from June 8-10.

The Declaration provides that the new international labour standard as well as other relevant ILO conventions and recommendations should guide the international community in preventing HIV and mitigating the impact of the epidemic on workers, their families, their dependants, workplaces and economies.

Director of the ILO Programme on HIV and AIDS, Doctor Sophia Kisting said "We welcome the UN's appeal to world of work stakeholders to take a leadership role in the global HIV response as part of the official UN commitment to intensify efforts to eliminate HIV and AIDS."

The Declaration calls on employers, trade unions, and volunteers "to eliminate stigma and discrimination, protect human rights and facilitate access to HIV prevention, treatment, care and support."

The Declaration also identifies the workplace as one of the arenas to reach and engage with young leaders in the response to the epidemic.

ILO Recommendation No. 200 was adopted with overwhelming support in June 2010 by ILO member governments, employers and workers. It focuses on the entitlement of all workers, whatever their HIV status, to full participation to economic life.

Like the Declaration, it emphasizes the protection of the human rights at work of persons living with and affected by HIV and AIDS. It also highlights the need to protect families and promote the participation of people living with HIV in the design and implementation of policies and programmes on HIV and AIDS. ■





## Regional conference on prevention education in Central Asia and Eastern Europe

On 19 – 21 April, Almaty, Kazakhstan, hosted the first regional conference Raising Effectiveness of Prevention Education for Adolescents and Youth in Central Asia and Eastern Europe.

The conference brought together over 70 delegates – education and health sector managers and experts, representatives of non-governmental and international organizations, community of people living with HIV and UN agencies from ten countries - Armenia, Azerbaijan, Belarus, Kazakhstan, Kyrgyzstan, Moldova, Russian Federation, Tajikistan, Ukraine, and Uzbekistan.

It is important to note the participation of the Kazakhstan Trade Union of Education and Science Workers, including its chairperson Maira Amantaeva.

HIV/AIDS and the World of Work in the education sphere were discussed during a

group session on HIV policy in the education sector and advocacy, which was facilitated by Elena Kudriavtseva, focal point for HIV/AIDS and the World of Work for Eastern Europe and Central Asia, and Aizhan Ibraeva, a consultant to the Kazakhstan Trade Union of Education and Science Workers.

Conference participants elaborated a resolution, which, in particular, states to “integrate within pre- and in-service training curricula for decision makers and management of the education and health sectors issues related to education sector responses to: the HIV epidemic; adolescent and young people’s



health; and HIV policy in the workplace.” ■  
More information is available at the following link: <http://www.unesco.org/ru/moscow/>

## Addressing HIV/AIDS at workplace: training in Dushanbe



On May 11-13, Dushanbe hosted the first national tripartite training on HIV/AIDS prevention at the workplace for ILO constituents. It was organized within the framework of the Decent Work Country Programme signed by the ILO and Tajikistan for 2011-2013.

The participants were nominated by the Ministry of Labour and Social Protection, trade union and employers’ associations from four regions of Tajikistan - Soghd, Khatlon, Gorno-Badakhshan Autonomous Province and Districts of Regional Subordination (that unite thirteen districts in central Tajikistan).

The training was aimed at strengthening the HIV response at the workplace by ILO constituents and at reducing stigma and dis-

crimination against HIV-infected people.

The event was unveiled by Emmin Sanginov, First Deputy Minister of Labour and Social Protection and Azam Mirzoev, Deputy Minister of Health. Muratboki Beknazarov, Secretary of the National Coordinating Committee on HIV/AIDS, TB and Malaria in Tajikistan highlighted the role of the ILO in strengthening the HIV national response, where the tripartism and social dialogue are put at the heart.

Trainees got acquainted with the ILO Code of Practice on HIV/AIDS and the World of Work and the ILO Recommendation concerning HIV and AIDS and the world of work (No. 200) and learnt how to draft plans of action on prevention of HIV/AIDS at the workplace.

Participants received USB keys with all HIV/AIDS-related materials, presentations and handouts they will be able to disseminate in their regions.

Tripartite participants agreed to include the HIV and AIDS prevention component into the General Collective Agreement among the Tajik government, employers and trade unions for 2009-2011.

This event was the first bilingual (Tajik and Russian ) national training on HIV/AIDS and the World of Work. ■

## Corporate practices collection “Health at the workplace”

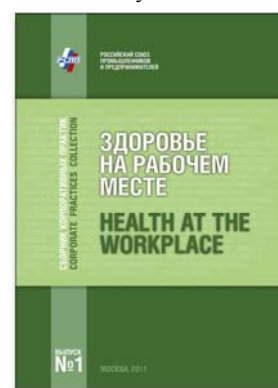


A new corporate practices collection of the Russian Union of Industrialists and Entrepreneurs came out in April. The edition focuses on the problem of health at the workplace.

The publication addresses different companies’ positive practices in occupational safety and health, advocates a healthy lifestyle and tells about prevention of socially significant diseases, including drug-addiction, tuberculosis, HIV-infection, etc.

The collection was published with participation of the International Labour Organization. It incorporates the information on the ILO’s approaches to occupational safety and health, and HIV/AIDS prevention at the workplace. It is important to emphasize that two companies among those that shared information on their activities – JSC Ufaleynickel and JSC Barnaul Machine-Tool Plant - developed their HIV/AIDS workplace policies based on the ILO’s methodology. ■

Full text of the publication is available at: [www.rspp.ru/library/](http://www.rspp.ru/library/)





## State Duma discusses international labour standards addressing atypical forms of employment



On 11 April, the Committee on Labour and Social Policy of the State Duma convened a roundtable on legislative responses to the issue of employers evading the conclusion of labour contracts.

The meeting, which was chaired by Nadezhda Guerassimova, Deputy Speaker of the State Duma, allowed an exchange of views between social partners, legal experts and other interested parties.

ILO Moscow contributed with a presentation on international labour standards addressing atypical forms of employment. Alain Pelce, Senior International Labour Standards Specialist, explained how the issue had been intensely debated within the ILO in recent years, first in the context of the adoption of new standards on private employment agencies and then, as a more specific concern, in the discussions that led to the adoption of the

Employment Relationship Recommendation, 2006 (No. 198).

The ILO Specialist recalled that one of the reasons to revise the Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96), was an unresolved issue of interpretation: were temporary work agencies covered or not by the Convention, and should they be considered as intermediaries or employers?

The Private Employment Agencies Convention, 1997 (No. 181), is clear in that respect: it does not only apply to “matching services”, but extends its scope to “services consisting of employing workers with a view to making them available to a third party” – the “user enterprise” – which “assigns their tasks and supervise the execution of these tasks”. In such a triangular employment relationship, the Convention requires measures to be taken to ensure an adequate protection of workers.

To that end, it stipulates that the respective responsibilities of the agencies and user enterprises must be determined and allocated in relation to all key elements of any employment relationship: collective bargaining, minimum wages, working time and other working conditions, social benefits, training, occupational safety and health, etc.

The Convention is flexible and ratifying States retain the possibility of prohibiting the operation of private employment agencies in respect of certain categories of workers or certain activities.

Turning to Recommendation No. 198, Alain Pelce indicated that its main require-

ment is the adoption of a national policy of protection of workers in an employment relationship. That policy should, in particular, include measures to combat disguised employment relationships, or situations that have the effect of depriving workers of protection, and ensure standards that are applicable to all forms of contractual arrangements, including those involving multiple parties.

According to the Recommendation, the determination of the existence of an employment relationship should primarily be guided by facts relating to the performance of the work and the remuneration of the worker, notwithstanding how the relationship is characterized or agreed between the parties.



Based on a wealth of experience and expertise in comparative law, both Recommendation No. 198 and Convention No. 181 can offer useful guidance to legislators seeking to ensure that workers are not denied the protection of labour law in situations of complex or atypical employment relationships. ■



## Transition from informal to formal employment: Tripartite seminar in Kazakhstan

On May 23, Astana hosted a tripartite seminar on transition from informal to formal employment in Kazakhstan. It was co-chaired by Kazakh Deputy Labour and Social Protection Minister Birzhan Nurymbetov and Deputy Director of the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia Shurenchimeg Zokhiolt.

Representatives of Kazakhstan's Labour and Social Protection Ministry, the Federation of Trade Unions, the Confederation of Employers and the republic's ministries and departments discussed a study on measures contributing to transition from informal to formal employment prepared with the ILO



Deputy Director of the Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia, Shurenchimeg Zokhiolt (second from left), speaking at the seminar

support and based on the Kazakhstan data.

Participants also considered the International Labour Organization's comments on Kazakhstan's Employment Programme until 2020.

They coordinated the forms of assistance the ILO will provide to the Central Asian republic in the programme's implementation. Capacity building of the employment service will become one of the priorities for bilateral cooperation.

Moreover, Kazakhstan and the ILO plan to draft measures to ensure support for microfinance activities and to increase labour mobility. ■

## Our publications

All publications of the ILO Office can be found at our website [www.ilo.ru](http://www.ilo.ru)



### A skilled workforce for strong, sustainable and balanced growth: A G20 Training Strategy (in the Russian language)

In Pittsburgh in 2009 G20 leaders pledged “to support robust training efforts in [their] growth strategies and investments” in the context of a framework for strong, sustainable and balanced growth.

To that end, they called “on the International Labour Organization, in partnership with other organizations, to convene its constituents and non-governmental organizations to develop a training strategy”.

### The Labour Principles of the United Nations Global Compact: A Guide for Business (in the Russian language)

The purpose of this Guide originally published in English is to increase the understanding of the four labour principles of the UN Global Compact as well as to provide an inventory of key resources to help integrate these principles into business operations.

This Guide begins by explaining the origin of the four labour principles of the UN Global Compact which derive from the 1998 ILO Declaration on Fundamental Principles and Rights at Work. The subsequent section contains a more detailed explanation of each principle and some ideas on how to put it into practice. The final section provides an inventory of key materials developed by the International Labour Organization.



### Work in Russia – information booklet (in the Armenian language)

This is the translation into the Armenian language of the information booklet published within the framework of the EU-financed ILO Project “Increasing the protection of migrant workers in the Russian Federation and enhancing the development impact of migration in Armenia, Azerbaijan and Georgia” and developed with the information support of the Russian Federal Migration Service. The booklet gives simple and useful tips to those who have already come to Russia to work and those, who only plan to become a migrant worker.



### The ILO Multilateral Framework on Labour Migration (in the Armenian language)

The ILO Geneva publication translated into the Armenian language aims to assist governments, social partners and stakeholders in their efforts to regulate labour migration and protect migrant workers.

It provides a comprehensive set of rights-based guidelines and principles so as a global compilation of good practices on labour migration developed by governments and social partners.



### Migration and development in Azerbaijan (in the Azerbaijani language)

The title of the publication speaks for itself. It was published within the framework of the ILO Project “Increasing the protection of migrant workers in the Russian Federation and enhancing the development impact of migration in Armenia, Azerbaijan and Georgia.”

The ILO has worked, in cooperation with other organizations, including the Organisation for Economic Co-operation and Development (OECD) and regional training institutions, to develop a training strategy. Close consultations were held with representatives of business and labour, and with skills experts from G20 and other countries.

A preliminary version of the training strategy was submitted to the G20 Employment and Labour Ministers Meeting convened in Washington, DC in April 2010. At their Summit in Toronto, the Leaders welcomed the G20 Training Strategy.

## In Brief

### ■ ILO issues new study on equality at work



In a new study entitled *Equality at work: The continuing challenge*, the ILO notes that in spite of continuous positive advances in anti-discrimination legislation, the global economic and social crisis has led to a higher risk of discrimination against certain groups such as migrant labour.

### ■ Azerbaijan Trade Union Confederation holds anti-trafficking workshops



In March-May, the Azerbaijan Trade Union Confederation carried out workshops within the framework of the ILO anti-trafficking and forced labour project. ATUC events were held in Baku, Lenkoran, Ganja, Guba, Sumgayit and Mingechevir in partnership with local branches of the Confederation. The main objective of these events was to raise awareness of trade union members and potential migrants of the problems of forced labour, inform them on the ATUC anti-trafficking policy and available means for legal protection and assistance. Seminars provided informative and consultative assistance to over 120 potential migrants.

### ■ Armenia's labour market for disabled people



In March two international experts on disability issues from Sweden Karin Johansson and Bernt Olovsson visited Armenia. The experts had meetings with ILO constituents in Armenia to discuss possible collaboration in activities on the adaptation of workplaces for the persons with disabilities. They also chaired a seminar on active labour market programmes for persons with disabilities within the ILO project "From the crisis towards decent and safe jobs".

### ■ Republican Union of Employers of Armenia holds workshops and job fairs for university graduates



In April the Republican Union of Employers of Armenia within the framework of the ILO project "Increasing protection of migrant workers in the Russian Federation and enhancing development impact of migration in the South Caucasus" organized a workshop on business market ideas. Young graduates from

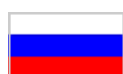
several higher education institutions presented their ideas to the employers and credit organizations. Six business plans were selected to get financial support for starting business. The union also organized a job fair, where companies offered their vacancies to university graduates.

### ■ Armenia hosts conference on sharing good practices in combating trafficking in human beings



On April 4-8, the ILO Special Action Programme to Combat Forced Labour organized a conference on sharing and documenting good practices and lessons learned in combating trafficking in human beings and forced labour. Moreover, within the framework of the ILO project "Strengthening of comprehensive anti-trafficking responses in Armenia, Azerbaijan and Georgia" trainings on law enforcement were conducted in three Armenian towns - Gyumri, Vanadzor and Kapan.

### ■ ILO and Russia's Health and Social Development Ministry discuss minimum wage policies



On April 5, Russia's Health and Social Development Ministry and the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia held a minimum wage seminar.

Deputy Health and Social Development Minister Alexander Safonov noted in his opening remarks that the seminar is held within the framework of the Programme of Cooperation between the Russian Federation and the ILO for 2010-2012. One of the priorities of the Russia-ILO cooperation is the creation of mechanisms for setting the minimum wage and their application.

During the seminar Russian and foreign experts also made their presentations on the role of the minimum wage in the labour legislation of the Russian Federation and international practice. In particular, Daniel Vaughan-Whitehead, ILO Geneva Senior Wages Specialist, told about the International Labour Organization's wage and minimum wage instruments and Professor Michel Sollogoub from Paris-Sorbonne made a report on the minimum wage in France.

### ■ Russia to help employ migrant workers from Kyrgyzstan



Kyrgyz Prime Minister Almazbek Atambayev and the head of the Russian president's director-

ate for interregional relations and cultural contacts with foreign countries, Sergey Vinokurov, signed an agreement on assistance in employment for Kyrgyz citizens in Russia's Belgorod region. The meeting took place on the sidelines of the conference on labour migration from Kyrgyzstan to Russia held in Kyrgyzstan's southern Osh region on May 1. According to the Kyrgyz Ministry of Labour, Employment and Migration, there are about half a million of Kyrgyz citizens working in Russia.

### ■ Subregional conference in Georgia discusses fight against human trafficking



On May 18-19, the ILO, its partner agencies and the government of Georgia co-hosted in Tbilisi a regional conference Building Partnerships to Combat Human Trafficking and Forced Labour to forge new partnerships in the fight against trafficking in human beings and forced labour in the Caucasus. The conference was organized in cooperation with Armenia and Azerbaijan.

Participants called for continued political support to the fight against human trafficking and forced labour and underlined that the changing modus operandi of traffickers and long-term consequences of the financial crisis will require vigilance and innovative responses involving governments, social partners and civil society.

The ILO was represented by Guy Ryder, Executive Director, and Beate Andrees, Programme Officer, Special Action Force to Combat Forced Labour.

### ■ Tajikistan's trainers learn how to organize occupational risk assessment trainings



On June 13-17, Tajikistan's Labour and Social Protection Ministry and the ILO organized the training of trainers on occupational risk assessment and management methodologies in Dushanbe.

Trainers got tips on an enterprise's occupational safety policy and workplace disease prevention as well as on a scope of activities of an OSH specialist. They learnt how to analyse requirements to develop a vocational training module and to choose a training strategy. Special focus was given to how to plan and organize a training and to check trainees' skills. After the training all participants were granted with certificates.

