



Newsletter



Innovation economy and labour market: conference in Moscow

“The Russian Federation got out of the crisis and we expect the economic growth rates next year to be no lower than those this year,” Russian Deputy Health and Social Development Minister Maxim Topilin said in his opening remarks to the conference on *Employment and Labour Market Strategies in Russia in the Context of Innovation Economy*.

The Conference took place in Moscow on September 15 and was organized by the Russian Health and Social Development Ministry and the International Labour Organization.

The Conference heard the address by Alexander Zhukov, Deputy Chairman of the Government of the Russian Federation, who expressed his strong confidence that the Moscow forum would contribute, both in substance and practice, to further promoting in Russia the ILO's Decent Work Agenda.

Amid the crisis the country managed to avoid serious downfalls on the labour market. Moreover, unlike other countries Russia's government implemented in full all social programmes, Topilin said.

However, certain risks in the labour sector pertain. Thus, according to the forecasts, in 10 years the number of the country's labour resources will shrink, therefore it is necessary to maximally engage all existing resources and take further efforts to provide assistance with employing different categories of citizens.

In this respect Topilin especially pointed to the new comprehensive programme Accessible Environment that for the first time applies a comprehensive approach targeted at the creation of jobs for disabled persons instead of using a quota system for this category of workers.

“After the economic downturn Russia has been witnessing a recovery,” said Jose Manuel Salazar-

Xirinachs, ILO Executive Director (Employment Sector). “However, despite positive trends the country registers the decent work deficit, the employment growth is created though low-quality jobs, the number of atypical labour contracts is on the rise and wide regional disparities remain.”

Jose Salazar-Xirinachs welcomed the development of a draft state employment programme for 2011-2015. Following the programme's development the International Labour Organization recommended Russian partners to further focus on the industry-oriented approach and the industrial development policy, to actively implement the anti-crisis programme for single-industry cities, to support businesses, especially small and medium-sized enterprises, to strengthen the role of social partners and to further promote gender equality.

The Executive Vice-President of the Russian Union of Industrialists and Entrepreneurs, Fyodor Prokopov, named the slow pace of new jobs creation and the growth of informal employment as the main problems for Russia's labour market. The economic growth without jobs creation is a serious risk factor, he said.

“The state employment policy should be targeted not only at the creation of jobs for those unemployed,” the chairman of the Federation of Independent Trade Unions of Russia, Mikhail Shmakov, said. “The em-

ployment policy should comply with the country's announced transition to innovative development. First of all, this concerns the improvement of the workforce potential and effectiveness of tapping it. We need effective and innovative jobs.”



In his address to the Conference Jose Manuel Salazar-Xirinachs gave a detailed analysis of the situation on the Russian and international labour markets.

The Conference continued its work in several sections. Delegates discussed the issues of coordinating the employment policy and the tasks for ensuring economic growth; the role of internal and external migration on the labour market; human resources competitiveness in the innovation economy; and employment assistance measures for citizens facing difficulties on the labour market.

The Moscow meeting was an important step in the preparation for an international high-level conference in Russia next autumn focusing on the implementation of the ILO's Decent Work Agenda. Russian Prime Minister Vladimir Putin offered to host this forum in his address to the 100th session of the International Labour Conference in Geneva last June. ■





ILO Director-General announces early departure

The Director-General of the ILO, Juan Somavia, announced that he will bring forward the date of his departure from his post to the second half of 2012 due to strong personal reasons that require him to be closer to his family.

Somavia's third term as Director General was due to last until March 2014.

The Chilean Somavia is the first representative from a developing country to head the ILO. He gave life to the concept of "decent work", and placed it at the heart of the ILO's agenda. Since then, the ILO and its policy recommendations have been getting increasing political support.

Between now and next September, Somavia will lead the work of the International Labour Organization towards its regional conferences in Africa and Asia, and take part in the G20 summit in November.

He will lead too the preparations for the ILO's international conference next June which will focus on youth employment, social protection and workers' rights in the context of the global economic crisis. Somavia will also push for action on the Global Jobs Pact launched by the ILO in 2009 in response to the crisis. ■



Role of multinational companies in promoting decent work

Multinational companies have a positive experience of ensuring decent working conditions in Azerbaijan, said participants in *the conference on the role of multinational companies in promoting decent work at the national level* that took place at Azerbaijan's Labour and Social Protection Ministry on September 29.

The conference's goal was to discuss the creation of better working conditions for every worker in Azerbaijan, including workers of multinational companies. The conference also focused on cases of violation of the republic's labour legislation by some multinational companies.

Ahead of the conference Azerbaijan's Labour and Social Protection Minister Fizuli Alakbarov received the ILO delegation. Ricarda McFalls, Chief of the ILO Multinational Enterprises Programme, and Kamran Fannizadeh, Director of the Programme on Promoting the ILO Declaration of Fundamental Principles and Rights at Work, specially arrived in Baku to take part in the conference.

Fizuli Alakbarov noted that one of the government's priorities is to provide jobs for the republic's citizens and over the past seven years Azerbaijan has created over 900,000 new jobs.

"A new target for Azerbaijan that moves along a path of modern development is qualitative improvement of the existing labour force potential in accordance with economic progress and decent work promotion," the minister said. "Cooperation between the Con-

federation of Trade Unions of Azerbaijan and the National Confederation of Entrepreneurs (Employers) as well as the dialogue between employers and workers take on a significant role in making concrete steps in this direction."

"Multinational companies have considerable weight in Azerbaijan's economy, support different humanitarian projects and have positive experience of promoting decent work," Fizuli Alakbarov said.

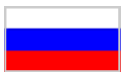
The minister underlined that along with this some of these companies have not yet created trade unions, not formulated social partnership principles and not taken measures to ensure professional advancement of local workers. Moreover, multinational companies employ foreign workforce, while the local market provides skillful personnel as well, and foreign workers are paid much higher wages than local ones.

"To eliminate these factors it is necessary to steadily build and maintain a dialogue with multinational companies through social partnership principles," he said.

Ricarda McFalls praised Azerbaijan's decent work promoting efforts and cooperation with the ILO in this area.

She expressed confidence that the conference would play an important role to actively involve multinational companies in promoting decent work at the national level, while the ILO would provide comprehensive support in this issue. ■

Source: www.1news.az, www.trend.az



New occupational safety and health definitions in Russia's Labour Code

On July 18, Russian President Dmitry Medvedev signed into law the modern definition of occupational risk, the occupational risk assessment and management system.

The ILO Moscow OSH team has been promoting these amendments through the ILO Occupational Safety and Health Convention, 1981 (No.155), Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) and the Guidelines on occupational safety and health management systems, ILO-OSH 2001 for several years.

"This means that the practical implementation of the ILO approach to preventive risk management* will start in Russia instead of risk assessment aimed at providing personal protective equipment, hazard pay and milk," said Wiking Husberg, Senior OSH Specialist of the ILO Moscow Office.



"We have already received many requests for holding risk assessment trainings."

The ILO expert expressed the hope that "this change in the Russian Labour Code is likely to lead to corresponding changes in the other CIS countries."

Russia has already ratified the ILO Conventions No. 155 and No. 187, while many enterprises in Russian regions have been actively introducing occupational safety and health management systems ILO-OSH 2001 (GOST 12.0.230 – 2007).

At present, the ILO Moscow Office has been implementing the 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 and on Occupational Safety and Health in Central Asia – Prevention at Work, Protection for Life. ■

**Occupational risk management is a complex of interrelated measures, which includes identification, assessment and decrease of the level of occupational risks*



Russian employers study experience of German employers' associations



Executive Vice-President of the Russian Union of Industrialists and Entrepreneurs, Fyodor Prokopov, noted that such format of cooperation is useful and important for the two countries' social partners.

At the end of September and in October delegates from the Russian Union of Industrialists and Entrepreneurs will take part in two practical seminars in Germany to study the structure, aims and methods of employers' associations of Mecklenburg-Western Pomerania.

Representatives of the Russian Union of Employers and Entrepreneurs plan to apply German partners' experience in activities of employers' associations in Russia. They will exchange knowledge in the legislative regulation of employers' associations, in collective bargaining and social dialogue and will discuss modernization of Russia's labour law and legislation regulating activities of employers' associations.

At the end of November the results of two practical seminars will be evaluated in Moscow. ■

Source: <http://pcnn.pф/>

On August 31, Moscow hosted a seminar that brought together Russian and German employers within the framework of the joint programme implemented by the Russian Union of Industrialists and Entrepreneurs and German Employers' Association Nordmetall with the financial and technical support of the ILO Bureau for Employers' Activities (ACT/EMP).

Participants discussed social policy, social partnership system, labour law, social security law as well as the issues related to policies used on Germany's labour market.

ILO warns of G20 labour market decline in 2012 and jobs shortfall by 2015

The meeting in Paris on September 26-27 brought together the Labour Ministers of G20 countries to discuss the promotion of full employment, quality jobs and the respect for fundamental rights and principles at work, and better policy coherence at the multilateral level.

Russia was represented by Deputy Health and Social Development Minister Maxim Topilin.

The International Labour Organization in a joint study prepared with the Organization for Economic Cooperation and Development at the request of the G20 for its labour ministerial meeting warns of major G20 labour market decline in 2012 and serious jobs shortfall by 2015.

In his address to the ministers ILO Director-General Juan Somavia underlined that "we need investments to grow enterprises in the real economy and to generate decent work", while "employment creation has to become a top macroeconomic priority." ■



ILO international labour standards in Russia

Draft law to ratify ILO Prevention of Major Industrial Accidents Convention submitted to government

On July 25, Russia's Health and Social Development Ministry submitted to the government a draft law to ratify the ILO Prevention of Major Industrial Accidents Convention, 1993 (No 174).

The purpose of this Convention is the prevention of major accidents involving hazardous substances and the limitation of the consequences of such accidents. This Convention applies to major hazard installations.

"The problems of ensuring industrial safety are linked with productive activities of workers and organizations and have a considerable impact on the results of their work," said Natalia Zharova, the director of the Ministry's department on wages, occupational safety and social partnership.

Each Member ratifying this Convention shall implement a coherent national policy concerning the protection of workers, the public and the environment against the risk of major accidents.

"This policy shall be implemented through preventive and protective measures

for major hazard installations," the director said.

Zharova noted that the annual financial damage from technogenic accidents, liquidation of these accidents and their consequences is estimated at dozens of million of roubles.

"A considerable share of these expenditures falls on accidents at major hazard installations," she said. ■

Source: www.minzdravsoc.ru

ILO Holidays with Pay Convention enters into force in Russia

On September 6, the ILO Holidays with Pay Convention (Revised), 1970 (No 132) ratified by the Russian Federation on July 1, 2010, entered into force.

The Convention does not run counter to the provisions of the Russian Labour Code. No changes were made to the Labour Code's articles concerning annual holidays with pay for the ILO Convention to enter into force.

The duration of the main annual holiday with pay granted to employees remains 28 calendar days.

Under the Convention, the uninterrupted part of the annual holiday with pay (one of the parts shall consist of at least two uninterrupted working weeks) shall be granted and taken no later than one year, the remainder of the annual holiday with pay no later than eighteen months, from the end of the year in respect of which the holiday entitlement has arisen.

The unused holidays accumulated before the above-mentioned Convention entered into force remain uncanceled.

According to Article 126 of the Russian Labour Code, the part of the holiday exceeding 28 calendar days may be replaced with money compensation on employee's written application.

It is not allowed to replace the holiday with money compensation to expectant mothers and employees under eighteen years old, as well as to employees involved in hard work and work with harmful and (or) dangerous labour conditions (except for dismissals, when the employee is paid money compensation for all the unused holidays). ■

Source: www.vladtime.ru



Promoting social dialogue in Armenia

On July 7, Yerevan hosted a tripartite seminar on *National Tripartite Social Dialogue in Armenia: Towards a New Start*. It discussed the conclusions of the ILO fact finding mission to Armenia last February.

The mission was carried out by ILO Consultant Slava Egorov and Senior Social Dialogue Specialist Youcef Ghellab (ILO Geneva).

The mission undertook a detailed review of the legal and institutional framework for social dialogue and collective bargaining in Armenia.

The seminar was preceded by a study visit of Armenia's tripartite delegation to Lithuania on June 20-23 to get exposed to a

good social dialogue practice.

Taking part in the seminar were representatives of the government (Ministries of Labour and Justice), the National Assembly and social partners.

Ara Petrosyan, First Deputy Minister of Labour and Social Issues, opened the event and thanked the ILO for its support and underlined the government's intention to take into consideration the conclusions of the seminar to enhance the social dialogue framework.

Youcef Ghellab listed the activities to promote social dialogue undertaken so far and encouraged tripartite constituents to take up the conclusions and recommendations of

the ILO assessment mission and the lessons learned from the study visit to Lithuania to improve the functioning of the Republican Tripartite Commission (RTC) and the legal basis for collective bargaining.

Youcef Ghellab and Senior International Labour Standards Specialist (ILO Moscow) Alain Pelce contributed presentations on the European practices of a tripartite social dialogue and on Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

In September selected social partners from Armenia will visit the ILO International Training Centre in Turin to undergo training on collective bargaining and dispute resolution. ■



Vacancy database to be created in Kyrgyzstan

On July 29, the State Secretary of Kyrgyzstan's Ministry of Labour, Employment and Migration, Tanychbek Tabyldiyev, met with experts of the ILO and the German Society for International Cooperation (GIZ) to discuss opportunities for creating a database of jobs available on Kyrgyzstan's labour market.

According to the ministry's press service, as of July 1, the number of officially registered unemployed in Kyrgyzstan totaled 65,100, down by 2 percent as against the same period of last year.

The project's implementation and further operation of the database requires personnel training that will be provided by the GIZ and the ILO.

The Ministry of Labour, Employment and Migration is preparing technical specifications that will be soon submitted for partners' consideration.

Moreover, specialists of the Ministry of Labour, Employment and Migration and the two organizations make necessary calculations of the project's costs to finalize cooperation parameters.

The creation of a vacancy database was also discussed in Moscow in July at the meeting of the Ministry's delegation led by Tanychbek Tabyldiyev with the Director of the ILO DWT and Country Office for Eastern Europe and Central Asia, Evgueni Davydov. ■

Source: www.mz.kg

ILO, Red Cross organize trainings on business ABCs for jobless in southern Kyrgyzstan



For several months men and women in Kyrgyzstan's Osh and Jalal-Abad regions who lost their jobs as a result of riots in southern Kyrgyzstan in June 2010, have been attending trainings on business planning and management.

The two-day trainings were organized with the financial support of the International Committee of the Red Cross microeconomic initiatives and within the framework of the ILO programme "Start Your Business".

As result of the four-month project, over 700 trainees in the town of Osh and the village of Bazar-Korgon in the Jalal-Abad region received SYB certificates.

A group of highly skilled trainers and master trainers conducted the trainings.

The ICRC studied business plans submitted by potential aid recipients and after this decided on issuing a grant for starting one's

own business. This decision was exclusively based on criteria of economic vulnerability of grant recipients who lost the source of income as a result of events in June 2010.

"We sincerely hope that such support will give these people confidence in the future and will help to create new jobs," said the head of the ICRC economic security department in southern Kyrgyzstan, Aslan Tukuzhev.

"To start my own business I had not enough knowledge in accounting and cost calculation. Now thanks to this programme I am sure that I will apply my knowledge in practice. I plan to open a sewing mini-room and use grant funds for buying four sewing machines. This will also help to create new jobs," said Ainuska, one of the programme's trainees.

"Earlier I had my own business, I baked and sold lepushkas (traditional home-made bread). However, only after this training I began to realize that I did not have marketing skills and did not know my clients' demands, often relying on my intuition instead. From now on I will do my business with more competence and responsibility," said Suleiman Abdullazhonov.

Thus, the micro-project support programme through joint efforts of the ILO and the ICRC makes its contribution to the socio-economic development and strengthening stability in southern Kyrgyzstan. ■



Kazakhstan's government adopts employment programme until 2020

In July Kazakhstan's government adopted the employment programme until 2020.

Decent employment is the basis of social welfare, an important precondition for the development and realization of human resources' potential and the main means of social wealth growth and better living standards.

The programme's main target is to increase population incomes through providing assistance for stable and productive employment and creating jobs for self-employed, unemployed and low-income population.

Kazakh Labour and Social Protection Minister Gulshara Abdykalikova noted that by 2015 the programme will encompass 1.5 million people, while the poverty rate will decrease by 6 percent and the unemployment rate will not exceed 5.5 percent.

"The funds will be injected into training, employment and self-employment of jobless and low-income citizens," the minister said.

Earlier, the employment roadmap engaged urban population groups, now it will reach rural residents as well.

The second target announced in the programme is microcrediting. For this purpose 3 million tenge (one dollar is approximately equal to 147 tenge) are allocated from the budget.

The third target is labour resources mobility. Under the industrial development pro-

grammes workers will be attracted to undergo on-demand vocation trainings.

ILO National Coordinator in Kazakhstan, Talgat Umirzhanov:

- Capacity building of local employment service officials is principally important for



them to be able to assess possibilities and needs of every applicant and propose an individual plan and guidelines. This should become an integral part of the programme's implementation and will require better operation of the state employment service and professional training of its employees.

Gulnara Zhumageldiyeva, deputy chairperson of the Federation of Trade Unions of Kazakhstan:

- Today the self-employed population makes up around 2.7 million. The 2020 employment programme is good from the point

of view of involvement of this group of population. Regional trade unions have already been working under the employment programme. Heads of these trade unions chair commissions and working groups on the programme's onsite implementation. They practically have already compiled the list of vocations workers will be trained on and have been directly cooperating with enterprises that will train and employ job seekers.

The microcrediting programme is mainly targeted at rural residents and the youth. Although the sum of microcredits is not high – up to 3 million tenge, it can help all those who would like to open greenhouse facilities, start growing fruit and vegetables or start sewing.

Bolat Tatibekov, ILO national consultant, doctor of economics, professor:

- Unlike other medium-term programmes that mainly resolved the current problems, this one is conceptually developed and strategically oriented. It will influence employment and increase flexibility of the republic's labour market and human resources mobility. It will allow to resolve many problems of self-employed population and engage it in large-scale projects not only at the regional, but also republican level.

The programme takes into consideration our country's specifics as a unitary state with a vast territory and resolves the issue of internal labour migration on the national labour market. ■ *Source: : www.sim.kz*



Russian Federation: Regional experience of HIV/AIDS prevention Kaluga HIV/AIDS centre introduces new prevention measures



The Kaluga centre for HIV/AIDS prevention began to introduce new preventive measures.

According to the head of the centre's methodology department, Irina Chernova, the Kaluga centre for HIV/AIDS prevention in partnership with the employment centre

and youth labour exchange holds weekly group trainings, lectures and discussions on HIV prevention for unemployed persons, young men and women and future entrepreneurs.

"The use of new platforms for preventive activities is the follow-up of work launched within the framework of the ILO project on HIV/AIDS and the World of Work implemented by the Kaluga centre for HIV/AIDS prevention in 2010," she said.

Prevention trainings for the youth are conducted in educational institutions.

Young men and women engaged in small businesses as well as jobless persons practically do not take part in prevention programmes, therefore the employment centre and the youth labour exchange can provide a good platform for conducting preventive

actions.

The expert on HIV/AIDS prevention underlined that beginning from July the labour exchange has requested young men and women to fill in questionnaires to inform about their HIV/AIDS awareness, health and their inclination to risky behavioral practices.

In the future the centre plans to establish partnership relations with the regional ministry of labour and to take preventive actions for migrants.

Russia's Kaluga region located 150 kilometers southwest of Moscow registers an average rate of the spread of the HIV-infection. The region's HIV prevalence rate is 160 per 1,000 people, almost two times lower than that on the average in Russia. ■

Source: www.asi.org.ru



Organizing informal workers: trade union subregional meeting in Tbilisi

A subregional meeting of leaders of unions of workers engaged into informal labour relations was organized by the Pan-European Regional Council of the International Trade Union Confederation (ITUC-PERC), the ILO Bureau for Workers' Activities (ILO-ACTRAV) and the StreetNet in Tbilisi on July 11-13.

The meeting's goal was to exchange unions' experiences in dealing with these workers, to analyse challenges of organizing them and to debate issues of sustainability of the workers' organizations.

Some 30 participants took part in the meeting, from different economic sectors – street and market vending, taxi and shuttle minibus driving, textile and sewing industry, commerce and services.

According to some preliminary estimation, only 200,000 workers engaged into informal labour relations are organized in the NIS region, however, their overall share in these occupations might equal half of the entire workforce in certain countries.

The meeting was opened by Irakli Petriashvili, President of the Georgian Trade Union Confederation.

Pat Horn, StreetNet coordinator, presented the mission and the history of her organization, which was set up in 2002 and now unifies some 38 organizations of unions and associations of street vendors and market workers around the world. By building capacities of leaders of these organizations the StreetNet empowers their capacities to collectively bargain with employers or municipalities and landlords.

Anton Leppik summarized the experi-

ence the Pan-European Regional Council of the International Trade Union Confederation accumulated in the work on informal employment.

Sergejus Glovackas, Senior Specialist in Workers' Activities of the ILO Office, informed about different organizing practices existing in the region. He also introduced the ILO conventions, which particularly can be used by the unions in protecting interests of these workers.



He referred to the newly adopted ILO Convention on Domestic Workers and introduced the Decent Work Country Programmes implemented in the region. The

programmes emphasize the need to reduce informal employment and to protect interests of those engaged in it.

Svetlana Boincean, regional representative of the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers Associations (IUF), presented successes and challenges of organizing workers of agricultural sector in Central Asia, particularly in South Kazakhstan, where most migrants are working in mostly informal environment.

Bettina Musiolek informed the participants about targeted campaigning the Clean Cloth Campaign is running to get workers rights respected in the textile sector, directed on giants of sports and retail industry to make them consider and act on the abuses that exist in their subcontracting and supply-chain chains.

In discussion participants brainstormed a set of recommendations that include, inter alia: organization of tripartite seminars in the countries on informal employment; inclusion of informal economy challenges into the ILO Decent Work Country Programmes; campaigning to get the related ILO Convention ratified by the countries, particularly the Domestic Workers Convention, 2011 (No. 189); publishing and dissemination training and practical informational materials in the Russian language, organizing specific collective bargaining trainings for the leaders of the organizations of workers engaged in informal relations. ■

More information see at <http://perc.ituc-csi.org/spip.php?article613>



Modern occupational health and safety management in mining industry

The International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) conducted a seminar entitled "Modern Occupational Health and Safety Management in the Mining Industry," in Tbilisi, Georgia, on 4-8 July. The seminar was facilitated with the financial support of the ILO through its Moscow office, and included the participation of ILO specialists.

Representatives of ICEM affiliates in Georgia, Armenia, and Azerbaijan, as well as respective national trade union centres, were brought together with trade union leaders

responsible for workers' safety and health.

The seminar was attended by the ICEM Representative for Central and Eastern Europe, Anatoly Surin, and ICEM Health, Safety, Sustainability Officer, Brian Kohler. From the ILO, Wiking Husberg, Senior Occupational Safety and Health Specialist, and Oxana Gerasimova, Subregional Occupational Safety and Health Coordinator of ILO Moscow, and Martin Hahn, ILO Geneva mine safety expert, took part.

ILO Safety and Health in Mines Convention, 1995 (No.176) was the seminar's cen-

tral topic. The ILO Occupational Safety and Health Convention, 1981 (No. 155) and Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) and their related Recommendations were also studied by participants.

In-depth discussions were conducted over the systematic and preventive approach of the ILO, particularly in the mining industry, and risk assessment and the implementation of state standards for enterprises were analysed. ■

Source: <http://www.icem.org/>



Migrant information centers to be opened in Sochi and Vladivostok

The Federation of Independent Trade Unions of Russia will create two migrant information and consultation centers in Sochi and Vladivostok, where large-scale construction is underway to employ dozens of thousands of migrants from over 30 countries.

The International Labour Organization will help the centre's activities.

According to the Far Eastern directorate of the Russian Regional Development Ministry, the construction projects in the run up to the Asia-Pacific Economic Cooperation summit in Vladivostok in 2012 employ over 28,000 people, 25 percent of them are foreign workers, whose number is on the rise.

The Primorsky Territory department of the Russian Federal Migration Service cited statistics showing that in the first six months of the year the number of migrants from the CIS member-states, mainly Uzbekistan, reached 44,500, up by 82 percent as against the same period of last year.

"We've arrived in the Far East not coincidentally. We've got signals on the violation of migrants' rights – employment without labour contracts, forced labour and signs of human trafficking," said Sergejus Glovackas, Senior Specialist in Workers' Activities of the ILO Moscow Office, who visited Vladi-

vostok to hold a seminar on protection of migrants' rights.

"It is necessary to help labour migrants to integrate into a new environment for them to have not only rights, but also obligations," he said. "In many respects, this is the trade unions' task. We already have such examples – the construction workers' union of the Primorsky Territory received applications from migrants who wanted to join. Chinese workers joined the agricultural workers' union at one of agricultural enterprises of the Oktyabrsky district."

Sandra Vermuijten, Chief Technical Adviser of the ILO Moscow Office migration project, believes that migrants' socialization in Russia can be ensured only through their protection and the creation of decent working conditions.

"Social dumping is a general problem related to the informal economy, both for Russian and migrants. Raising standards in terms of safety, salaries and working conditions is a priority and key element for the socialization of migrant workers and the attitude towards them in society," she said.

The ILO expressed readiness to provide technical and methodological assistance and train specialists for the centers.



At the meeting with Chinese migrants employed at APEC-2012 construction sites

"There are plans to open "hot lines" on the basis of these centers and it is expedient to attract representatives of national communities, first of all, to avoid language barriers. This concerns not only Chinese workers, but also migrants from Central Asia, who not always speak Russian," Sergejus Glovackas said noting that these centers will work even after the construction projects are completed.

Such centres will also appear in Sochi, where the preparation for the 2014 Winter Olympic Games gathers pace. ■

Source: <http://kadozor.ru/>



Kyrgyzstan's trade unions hasten to protect informal workers' rights

According to the Federation of Trade Unions of Kyrgyzstan, around 70 percent of the country's able-bodied population is employed in the informal sector. Informal economy is a huge challenge for successful socio-economic development of Kyrgyzstan. A large share of the population is engaged in small passenger transportation business, street and market vending, or work at sewing workshops.

In 2005-2008 trade unions conducted an active campaign to protect workers employed in the informal sector and attract them to trade unions. The campaign was targeted at formalizing labour relations and representing informal workers' interests through trade unions. As a result of the campaign market vendors, taxi and minibus drivers, sewers and small farmers joined trade unions. The issues of informal employment were put on the agenda of the tripartite commission, the process of formalizing labour relations began and proposals for social insurance of self-employed were drafted.

In July 2011 under the ILO's support the Federation of Trade Unions of Kyrgyzstan initiated a working meeting that brought together heads of industrial enterprises and



Damira Dolotaliyeva (right) - chair of the trade union of Dordoy Bazaar in Bishkek

chairs of grassroots organizations of informal workers. At the meeting participants took a decision to resume a campaign on protection of informal workers' rights and interests through trade unions, drafted proposals for formalization of informal labour relations for a new Decent Work Country Programme and developed plans of action for strengthening trade unions' role and promoting social dialogue.

... A year ago Damira Dolotaliyeva was elected as chair of the trade union of Dordoy Bazaar in Bishkek.

Damira is a medical doctor by profession, but to survive and keep her family she had to change her favourite work for market vending. She became an active trade union member.

"Many years' experience of the trade union's activity in the market proved that there is no better way of protecting the rights of informal workers than joining a trade union," she said.

Dordoy Bazaar is one of the largest wholesale and retail markets on the territory of the former Soviet Union. It employs almost 60,000 people. For 14 years of its activity the market's trade union demonstrated success and earned respect among market vendors.

The market has an effective agreement with the Bishkek city administration; it publishes its own newspaper. The trade union helped to eradicate child labour on the market territory and reduce corruption among police. At the trade union's initiative several law enforcers who took bribes from vendors were dismissed from office. Trade unionists pay great attention to occupational safety and health. One of the trade union's latest achievements is widening of shopping passages to provide access for ambulances whenever necessary. ■



Kyrgyzstan: child labour free zones

The Trade Union of Education and Science Workers of Kyrgyzstan with support of the ILO International Programme on the Elimination of Child Labour (ILO-IPEC) launched the project on establishing “child labour free zones” in Moskovskiy and Ysykatinskiy districts of the Chuy region in northern Kyrgyzstan.

Working children in these regions will undergo non-formal education trainings in educational organizations.

On August 15-17, teachers, who will conduct these trainings, were trained on non-formal education schemes. All of them received packages of methodological materials on non-formal education training.

The process of establishing child labour free zones will engage local authorities, social partners, teachers, parents, children, non-governmental organizations and mass media.

Moreover, the project aimed at establishing and piloting a child labour monitoring system started in three districts of Bishkek, the Issyk-Kul and Chuy regions. The project is implemented by the public association SBDC Consult with support of the ILO-IPEC and the Ministry of Social Protection.

ILO-IPEC has been working in Kyrgyzstan since 2005 to provide technical and financial assistance to prevent and eliminate the worst forms of child labour and implement the ILO Minimum Age Convention, 1973 (No.138) and Convention on the Worst Forms of Child Labour Convention, 1999 (No.182).

At present, ILO-IPEC has been implementing the third phase of the project Combating Child Labour in Central Asia – Commitment Becomes Action (PROACT-CAR). ■

Source: www.akipress.org

Child labour monitoring: learning-by-doing

Probably, all participants in a workshop on child labour monitoring that took place in Issyk-Kul, Kyrgyzstan, on September 12-15, will confirm that this was the most unusual seminar they had ever participated in. However, it had a traditional start – presentations by international child labour consultant Viorica Stefanescu, who focused on child labour, methods and means for resolving this problem and experience accumulated in Romania, in particular.

“And now, when you’ve got theory tips, we prepared an unusual task for you,” said Amina Kurbanova, ILO-IPEC Project Coordinator in Kyrgyzstan. “We offer you to travel to the town of Cholpon-Ata to conduct the child labour monitoring in practice. You should find child labourers and interview them on what kind of work they have and to what working conditions they are exposed. But be careful, boys and girls should not be afraid of you withdrawing into themselves. This should not be a business-like survey, this should be an informal talk.”

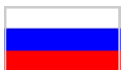
Being divided into four groups and getting necessary instructions participants started their trip to fulfil the task. Here are some of their impressions:

Irina: “A girl we met in a roadside cafe stuck in my memory. They have a family business: both mother and father work there as well as their two children. A girl studies in the tenth form and serves clients of this cafe, she makes bill calculations, keeps cafe clean and orderly and works until the last guest leaves. She works after her school studies and most probably helps her mother to cook judging

by a variety of the menu that offers over 40 items. I doubt that she manages to do her homework, although she says otherwise. When asked, what she would like to do in the future, she said her dream is to become a lawyer and to continue her studies in Bishkek. I do not know whether her dream will come true, as it’s evident that she works in such conditions that can be described as the worst forms of child labour.”

Vera: “We conducted the monitoring in Cholpon-Ata and visited most different places – cafes, markets and a car wash. If you ask me to formulate my impressions briefly, I can say that we once again convinced ourselves how pressing the problem of child labour is, as for only one hour we’ve met and interviewed ten working children. You would not believe that two of them - boys aged 12 and 14 - work as sellers in an alcohol beverage store.”

“We plan to further develop this interactive education method that we’d used in the Issyk-Kul workshop,” said Amina Kurbanova. “It helps not only to provide theory tips, but also to apply them in practice.” ■



Bashkortostan developing Decent Work Programme

The Ministry of Labour and Social Protection of Russia’s Republic of Bashkortostan hosted a meeting of the working group to discuss a draft document for launching the Decent Work Programme in Bashkortostan for 2012-2015.

The document is being developed within the framework of the ILO Decent Work agenda.

The discussion brought together repre-

sentatives of the Republic’s Ministry of Labour and Social Protection, Federation of Trade Unions, Chamber of Commerce and Industry, Union of Engineering Workers and the Institute of Social and Political Studies of the Academy of Sciences of the Republic of Bashkortostan.

The republic’s labour and social protection minister, Lenara Ivanova, stressed the need for developing this programme as one

of Bashkortostan’s priorities is to ensure decent working conditions.

Participants in the meeting highlighted importance of studying experience of other Russian regions and foreign countries in developing similar Decent Work Programmes and of attracting ILO experts for analyzing the draft document. ■

Source: www.mtsznr.ru

Our publications

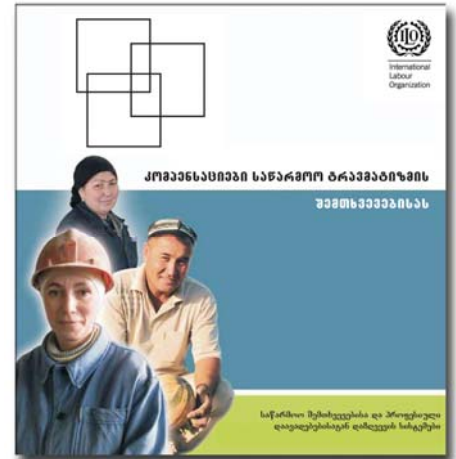
All publications of the ILO Office can be found at our website www.ilo.ru

Reconciling Work and Family in Georgia (in the Georgian language)

This brochure was published with the financial support of Finland's Foreign Minis-

try and translated into the Georgian language.

It tells about the family structure, economy and women in Georgia, reviews the labour market and analyses its gender aspects. It focuses on childcare facilities and briefly cites the legislations on protection of workers with family responsibilities and selected articles of the Labour Code.



Employment injury benefits (in the Georgian language)

This publication translated into the Georgian language gives us statistics of occupational accidents in the CIS countries and Georgia, briefly tells about employment injury benefits, types of employment injury benefit schemes in the CIS countries.

vention, 1952 (No 102) and Employment Injury Benefits Convention, 1964 (No 121).

It focuses on the ILO Conventions concerning employment injury benefits such as Social Security (Minimum Standards) Con-

vention, 1952 (No 102) and Employment Injury Benefits Convention, 1964 (No 121). It also describes economic incentives for preventive measures, as it is better to prevent now than pay later!



Appointments



On July 30, Gagik Makaryan was elected as president of the Republican Union of Employers of Armenia.

He graduated from Yerevan State University, department of physics. He holds the Doctor of Engineering degree.

In 1977-1997 he worked as chief engineer and deputy director-general of scientific production company "Transistor".

From 1997 until now Makaryan has been the executive director of Consulting Fund "HAI Consult."

In 2002-2011 he served as executive director of the Union of Manufacturers and Businessmen (Employers) of Armenia.

Since 2007 he was the executive director of the Republican Union of Employers of Armenia.

Makaryan lectured on quality management systems at Cavendish University and French University in Armenia.

He is a member of two governmental councils – the Business Support Council (since 2000) and the National Council for Sustainable Development (since 2008).

He is married with three children. ■

ILO at Moscow International Book Fair

The International Labour Organization together with other UN sister agencies has taken part in the 24th Moscow International Book Fair for the seventh year running. The book fair took place in Moscow from September 7 to September 12 and brought together 1,500 editing companies from 57 countries.

The ILO as always placed at the joint exhibition stand of the United Nations in the Russian Federation several thousands copies of its publications and brochures on different

issues such as occupational safety and health, migration, elimination of child labour, reconciliation of work and family responsibilities, prevention of HIV/AIDS at the workplace, the fight against human trafficking and forced labour, promotion of decent work and gender equality.

By tradition the UN publications were disseminated free of charge. There were many visitors at our stand - over 3,000 people, mainly students and teaching staff of higher education institutions, visited it during six days of the exhibition. It's worth noting that both Russian and English language publications were on high demand.

We handed out around 9,000 copies of UN publications, including reports, reviews, magazines, newsletters, posters and reference books.

Welcome to our joint UN stand next year! ■



In Brief

■ ILO Director-General: real economy must take the driver's seat in global economy

The Director-General of the International Labour Organization, Mr. Juan Somavia, said the time has come to "place the real economy in the driver's seat of the global economy, with a financial system at its service".

Mr. Somavia told members of the European Parliament during an address in Strasbourg that a new mindset was needed to create the type of policies that will lead towards more efficient patterns of growth and more decent work.

He said all these policies must be underpinned by a coherent rules-based international system: "Today in the United Nations system, there are three key policy-making organizations – the World Trade Organization on trade, the International Monetary Fund on finance and the International Labour Organization on labour markets. The rules and standards developed by each one need to be applied in a coherent manner. This is not the case today".

■ Information work in Georgia's trade unions



On June 28-29, Batumi hosted a workshop entitled "Public relations and information work in trade unions" organized for the Georgian Trade Unions Confederation.

Trade union activists held a keen discussion on how to strengthen the trade union movement in enterprises with private capital and in organizations and institutions that experience negative and sometimes hostile attitude toward unions.

Participants in the workshop focused on theoretical aspects of PR-campaigns in trade unions.

Sergejus Glovackas, Senior Specialist in Workers' Activities of the ILO Office noted that the workshop will help the trade union members and leadership to widen knowledge and experience of information work.

■ ILO and UNDP pool efforts on maternity protection in Central Asia

On June 30, ILO Moscow Senior Social Security Specialist Mariko Ouchi took part in

the two-day Regional Gender Community of Practice (RGCP) workshop organized by UNDP in Bratislava, Slovakia, to discuss a joint activity plan between ILO Moscow and UNDP Bratislava on maternity protection.

At the meeting it was decided to carry out a joint national study on maternity protection in Kazakhstan, Kyrgyzstan and Tajikistan and to hold the ILO/UNDP sub-regional seminar on maternity protection in Central Asia in Dushanbe, Tajikistan, in late November.

■ Stronger social protection of migrants workers



On July 4, Baku hosted an introductory seminar on bilateral social security agreements for strengthening social protection of migrant workers.

It was organized 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 seminar's main objective was to raise awareness of tripartite constituents and relevant institutions dealing with labour migration issues on the basic principles of bilateral social security agreements.

■ Kyrgyzstan's Labour Ministry awards experts of international organizations



On August 26, Kyrgyzstan's Ministry of Labour, Employment and Migration awarded the certificates of honour to most active representatives of international organizations operating in the republic and of its regional offices.

The Ministry issued awards to the head of the OSCE Centre in Bishkek, Ambassador Andrew Tesoriere, the chief of the International Organization for Migration's Mission in Kyrgyzstan, Zlatko Zigic, and representatives of other international organizations and of its central and regional offices for fruitful cooperation, personal contribution and active participation in developing vocational and technical education policies.

Our colleague, ILO National Coordinator in Kyrgyzstan Bolotbek Orovov, was among those awarded by the Ministry.

Source: www.mz.kg

■ Free courses for young entrepreneurs in Vladikavkaz



What ABCs do you need to know for starting your own business, how to write a business plan and how to calculate the cost of a business idea? All these questions can be answered at free one-week courses "Start and Improve Your Business" for young entrepreneurs in Vladikavkaz.

The courses are carried out by the Centre for Entrepreneurial Development, the Business Development Centre within the framework of the joint ILO, UNDP, UNHCR and FAO project Sustainable Integration and Recovery in North Ossetia-Alania.

Over 1,000 men and women had already undergone the courses. The courses have no age restrictions and anyone who wants to start business can attend them.

Source: www.alaniatv.ru

■ XIX World Congress on Safety and Health at Work focuses on building healthier and safer workplaces

The XIX World Congress on Safety and Health at Work took place in Istanbul, Turkey, on September 11-15 with the aim of strengthening global commitment to a culture of safety and health at work amid the ongoing challenges of global economic uncertainty.

The five-day meeting brought together more than 3,000 policy-makers, experts, industry and labour leaders from over 100 countries. The ILO Moscow Office was represented by senior occupational safety and health specialist Wiking Husberg.

The congress seeks to build on the Seoul Declaration on Safety and Health at Work, adopted at the Safety and Health Summit held on the occasion of the XVIII World Congress in June 2008, just prior to the onset of the global economic and jobs crisis. Participants to the congress also discussed the latest ILO "Global Trends and Challenges on Occupational Safety and Health".

The XIX World Congress on Safety and Health at Work was co-organized by the International Labour Organization and the International Social Security Association (ISSA) in cooperation with the Turkish Ministry of Labour and Social Security.

