

ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia

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Promoting Labour Relations and Social Dialogue in Georgia



The Government of Georgia and the ILO launched a project entitled “Promoting Labour Relations and Social Dialogue in Georgia”.

The project financed by the European Union will be implemented by the ILO during 30 months in close coordination with Georgia’s government, employers’ and workers’ organizations.

It will contribute to the improvement of labour market governance through the application of sound and harmonious labour relations.

The project is targeted at promoting tripartite and bipartite dialogue in Georgia at national, regional and enterprise levels and at raising efficiency of employers’ and workers’ organizations in addressing labour relations issues.

A wide range of specifically targeted measures will be provided to Georgian constituents (government, employers’ and workers’ orga-

nizations) in order to strengthen social dialogue. These measures include training programmes, development of training materials, advisory services, and strategic planning workshops.

According to the Ministry of Labour, Health and Social Affairs of Georgia, social dialogue embodies the model of balanced interests, which secures stability in the country. To promote social dialogue it is necessary to attract such international organizations as the European Union and the ILO that together with the government will support necessary activities and approaches fostering social dialogue between employers’ and workers’ organizations both at national and regional levels.

“The Georgian economy and society is constantly changing,” said Heinz Koller, ILO



Regional Director for Europe and Central Asia. “In principle, we observe the development of a functioning market economy with a legal framework based on international labour standards and effective institutions that match the desire of employers for appropriate and sustainable profits with the equally legitimate desire of workers for

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First All-Russian Week for Safety and Health at Work to be held in Sochi

From April 13 to 17 Russia’s Sochi will hold the first All-Russian Week for Safety and Health at Work following instructions of the Russian government and the Ministry of Labour and Social Protection.

The week will be organized to improve occupational safety and health, promote workplace culture and healthy lifestyle of workers. This will be a global platform for discussion of new trends and prospects for promoting activities for

safety and health at work, for ensuring safe working conditions and protecting workers’ health. During the week congresses, conferences, corporate sessions, exhibitions, roundtable meetings, seminars, competitions on occupational safety and health related issues will be held. These will also include an international conference organized by the Ministry of Labour and Social Protection and the ILO on the occasion of the World Day for Safety and Health at Work marked every year on April 28.

The ILO will be represented by Ms. Sandra Polaski, Deputy Director-General for Policy, Ms. Nancy Leppink, Director of the Labour Inspection and Occupational Safety and Health Department, Ms. Dimitrina Dimitrova, Director, DWT/ CO Moscow, Ms. Olga Koulaeva, Senior Employment Specialist, , Mr. Valentin Mocanu, Senior Labour Inspection and OSH Specialist, DWT/ CO Moscow.

A website was opened to give publicity to the Week: www.vssot.aetalon.ru ■

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decent work. The clear political will to use the potential of these institutions in the area of labour and social policies is reflected in the new provisions of the Georgian Labour Code establishing the Tripartite Social Partnership Commission under the chairmanship of the prime minister. The ILO with all its instruments stands ready to support Georgia in this endeavor.”

Janos Herman, Ambassador of the EU to Georgia, stressed the need to underpin the improved Labour Code adopted in 2013 with new institutions and procedures for resolving disputes and developing a negotiation culture.

“The year of 2014 proved that mediation is useful to avoid disruption of the economy.



Georgia is encouraged to fulfill its own commitment of creating an institution able to inspect working conditions in the spirit of the Georgian Labour Code and the ILO labour standards,” he said.

Irakli Petriashvili, President of the Georgian Trade Unions Confederation (GTUC) said, “the culture of social dialogue has to be firmly rooted in our minds and our hearts as a coexistence

model that has no alternative and that ensures the development of the society and its stability, what guarantees the country’s economic development.” “We have to respond to all challenges through dialogue. Social dialogue has to be used at national, regional, sectoral and enterprise levels. The EU-funded project connects us to the European countries with rich experience in social dialogue promotion. It is important for us to borrow this experience,” he said.

“Social dialogue is of high importance for business and systematic approach to social dialogue is the backbone of sustainable business,” said Elguja Meladze, President of the Georgian Employers Association (GEA).

The project launch was attended by representatives of the Georgian government, workers’ and employers’ organizations, the EU Delegation, parliament, international organizations, UN agencies, embassies, civil society and the media. ■

Presidential National Council for Professional Qualifications holds its regular meeting



On January 29, the Presidential National Council for Professional Qualifications held its regular meeting in Moscow.

In addition to the National Council’s members, taking part in the meeting were representatives of the presidential administration, ministries, employers’ associations and trade unions, scientific and educational organizations.

Participants in the meeting discussed draft legal regulations aimed at strengthening the system of professional qualifications in the Russian Federation.

The Council’s Chair and President of the Russian Union of Industrialists and Entrepreneurs, Alexander Shokhin stressed the importance of setting up the effective regulation mechanism in the field of professional qualification.

Russian Deputy Minister of Education and Science Alexander Klimov focused on the policies on the vocational education in the Russian Federation.

At the invitation of the Council’s Chair and RUIE President, Alexander Shokhin, the Director of the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia, Dimitrina Dimitrova,

presented a recent ILO initiative - the Global Apprenticeships Network.

In 2013 the Organization for Economic Cooperation and Development and the International Organization of Employers in collaboration and with the support of the ILO established the Global Apprenticeships Network, she said.

Dimitrina Dimitrova:
“The ILO supports promotion of apprenticeships and Global Apprenticeships Network, however this measure alone cannot resolve the existing problems concerning professional qualifications.”

“The ILO supports promotion of apprenticeships and Global Apprenticeships Network, however this measure alone cannot resolve the existing problems concerning professional qualifications,” Dimitrina Dimitrova said. She stressed that apprenticeship



was an element of a broader policy package and that respect for national traditions, social dialogue and political will had proved to be the main factors to success in the areas of professional qualifications and vocational training.

Alexander Shokhin suggested addressing large companies and inviting them to take part in the Global Apprenticeships Network. ■



28 April - World Day for Safety and Health at Work



The theme of the campaign for 2015: *Join in building a culture of prevention on OSH*

A national occupational safety and health culture is one in which the right to a safe and healthy working environment is respected at all levels, where governments, employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and where the highest priority is accorded to the principle of prevention.

The ILO celebrates the World Day for Safety and Health at Work on the 28 April to promote the prevention of occupational accidents and diseases globally. It is an awareness-raising campaign intended to focus international attention on emerging trends in the field of occupational safety and health and on the magnitude of work-related injuries, diseases and fatalities worldwide.

The 28th of April is also a day in which the world's trade union movement holds its international Commemoration Day for Dead and injured Workers to honour the memory of victims of occupational accidents and diseases and organize worldwide mobilizations and campaigns on this date.

With the celebration of the World Day for Safety and Health at Work, the ILO promotes the creation of a global preventative safety and health culture involving ILO constituents and all key stakeholders in this field. In many parts of the world, national authorities, trade unions, employers' organizations

and safety and health practitioners organize activities to celebrate this date. We invite you to join us in celebrating this significant day and share with us the activities you organize. ■



Three countries discuss Disability Inclusion



On February 24-26 Russia's Sochi hosted a workshop entitled "Inclusion of persons with disabilities in the

labour market". Taking part in the workshop were representatives of the ministries of labour, ministries of social development, trade unions and employers' organizations from Armenia, Kyrgyzstan and Tajikistan, as well as officials of the Russian federal service for labour and employment (Rostrud) and the Krasnodarsky Territory administration. The workshop provided an opportunity for constituents to finalize positions, share good practices and set priorities for future activities.

Certain progress in the inclusion of persons with disabilities, including children, had been made in the subregion, said Mr. Himatsho Muzafarov, head of the Labour Market and Employment Department at Tajikistan's Ministry of Labour, Migration and Employment of Population. At present, more and more disabled children in Tajikistan attend ordinary kindergartens, he said.

The workshop focused on such issues of employment and vocational training for persons with disabilities as job opportunities, the role of social partners and legislation provisions. Finally, constituents from Armenia, Kyrgyzstan and Tajikistan



presented a plan of action to address problems related to persons with disabilities.

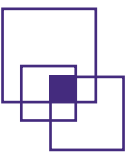
On the last day of the workshop participants visited disabled friendly workplaces in Sochi. They went on a guided tour at the Sochi Art Museum with a visually impaired guide. At present, he could show

visitors the museum thanks to his workplace adaptations. Next visit was paid to the city's water supply company OOO "Sochivodokanal", which also created jobs for workers with disabilities. Communicating with sign language hearing impaired employees showed visitors how they used their landscaping skills and ideas for the company's vast territory.

Sochi's workshop was the first in a series of the planned events to be followed by a situational analysis to embrace Kyrgyzstan and Tajikistan in late spring and summer. Its results will be a starting point for further tripartite discussion on social inclusion of persons with disabilities. ■



The participants visited OOO "Sochivodokanal", where hearing impaired employees showed visitors their landscaping skills and ideas for the company's vast territory



Youth employment policy in Azerbaijan and Tajikistan

Conference in Baku



“Azerbaijan will hold a peer review of Tajikistan’s youth employment policy,” Mikhail Pouchkin, ILO

Moscow Chief Technical Adviser of the ILO project “Partnerships for youth employment in the CIS”, told a conference focusing on macroeconomic policy and its influence on youth employment.



“In 2014 we had the first round of peer reviews within the framework of partnership on youth employment with eight countries of the CIS and Georgia,” Pouchkin said in Baku on February 2. “Now we are preparing for the second round. This time Tajikistan’s policy will be evaluated and Azerbaijan will do a peer review.”

Within the framework of the project in Azerbaijan the ILO partially subsidizes wages to young men and women who face difficulties while entering the labour market and thus creates incentives for employers and supports youth entrepreneurship in rural areas, Mikhail Pouchkin said.

Pouchkin expressed the hope that if these projects proved successful, they could become a part of the Azerbaijani government’s national employment policy. ■

Delegation from Azerbaijan visited Tajikistan



From March 10 to 13 a delegation from Azerbaijan and ILO experts visited Tajikistan to hold a peer review of the republic’s youth employment policy. Dushanbe



hosted a roundtable meeting that brought together representatives of Tajikistan’s Ministry of Labour, Migration and Employment of Population, the ILO, Azerbaijan’s Ministry of Labour and Social Protection of Population and Employment Agency.

Participants in the roundtable meeting discussed results of the peer review of Tajikistan’s youth employment policy, institutions and programmes.

On March 10, Tajikistan’s First Deputy Minister of Labour, Migration and Employment of Population Emin Sanginov met with ILO experts to discuss youth employment in Tajikistan and further mutual cooperation in this sphere. ■

Women trade union leaders from Central Asia discuss promotion of equal opportunities

From February 23 to 27 Moldova’s capital Chisinau hosted a seminar entitled “Decent labour rights of women and promotion of equal opportunities: best practices and prospects.” The event was organized at the initiative of the Pan-European Regional Council of the International Trade Union Confederation (ITUC-PERC) at the Institute of Labour of the National Confederation of Trade Unions of Moldova. The ILO Bureau for Workers’ Activities (ACTRAV) and the ILO project “From the crisis towards decent and safe jobs” also provided support.

“The seminar’s goal is to share results in protection of workers’ rights and interests Moldova’s trade unions have achieved on the European path

to development,” President of the National Confederation of Trade Unions of Moldova Oleg Budza said.

Participants in the seminar discussed “mother and child health related issues, benefits package for women, all forms and manifestations of discrimination against women as well as promotion of women to top positions,” chair of the Women Council of the National Confederation of Trade Unions of Moldova Luba Rotaru said.

Delegations of women trade unionists from three countries of Central Asia – Kazakhstan,

Tajikistan and Kyrgyzstan –attended the seminar. The delegations were led by deputy chair of the Federation of Trade Unions of the Republic of Kazakhstan Gulnara Zhumageldiyeva, deputy chair of the Federation of Independent Trade Unions of Tajikistan Markhabo Saidova and deputy chair of the Federation of Trade Unions of Kyrgyzstan Rysgul Babayeva.

The seminar also focused on social partnership mechanisms, strategies and methods of conducting collective bargaining negotiation, reasons of and possible solutions to labour disputes, promotion of employment for women, gender aspects of collective bargaining agreements as well as

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motivation and participation of women in trade union activity.

On February 24, ITIC-PERC Adviser and women network coordinator Olga Nocolaeva moderated discussion on collective bargaining process, collective bargaining agreement items and inclusion of the ILO conventions' main provisions into collective bargaining agreements. Knowledge gained at the seminar was solidified

through practical exercise to simulate social dialogue at different industries.

On February 26, ILO Moscow Senior Specialist in Workers' Activities Sergeyus Glovackas made a presentation on trade union movement in Central Asian countries and on trade unions' objectives in terms of promoting the ILO conventions.

The seminar concluded with a roundtable meeting on February 27 to exchange best prac-

tices. Members of the Women Council of the National Confederation of Trade Unions of Moldova participated to discuss trade union strategies for the creation of equal opportunities for women.

Women trade unionists expressed their intention to strengthen ties among federations of trade unions through stronger cooperation and exchange of experience. Next meeting of the subregional women network will take place in September this year in Georgia. ■

Kazakh delegation visits Germany



On 1-5 March a delegation from Kazakhstan, accompanied by ILO experts, visited Berlin to study German employment policies. Special focus was put on the German dual education system and employment legislation - issues which are currently high on the agenda in Kazakhstan. The study tour was organized in the frameworks of the project 'Partnerships for Youth Employment in the CIS', implemented by the ILO DWT and Country Office for Eastern Europe and Central Asia.

The country delegation, consisting of representatives of the Ministry of Healthcare and Social Development, the Office of the Prime Minister, the Kazakh Parliament, and the Astana City Employment Center, were welcomed to Berlin by Dr. Annette Niederfranke, Director of the ILO Office for Germany. During her opening address, Dr. Niederfranke noted that the German experience is highly interesting to study, considering the success with which the country has thus far managed to weather the global economic crisis. This, she said, has been made possible thanks to strong social partnership and comprehensive employment and education policies, ensuring that challenges have been addressed in a swift and coordinated manner.

Kazakhstan recently introduced a bill endorsing the notion of a dual education system in the country, and the study visit served to foster exchange of experience in this field, within which Germany has long experience. Other topics discussed included employment policies and legislation, and the role of public employment services and social partners in employment policy making. During the four-day visit, meetings took place with the German Federal Ministry of Labour and Social Affairs, the Federal Institute for Vocational Education and Training, the Federal Employment Service, the Confederation of Trade Unions, and the German Parliament. The delegation also visited the Brillat-Savarin school - an advanced secondary vocational education center targeted at the hotel and hospitality industry.

'During these days, we have gained a lot of new and fruitful knowledge about how Germany promotes employment through its comprehensive set of policies and programs and through its successful dual education system. This knowledge will be very useful



for us, as we continue the implementation of similar practices in Kazakhstan', said Ms. Gulmira Issimbaeva, Deputy of the Kazakh Parliament.

The benefits of the study visit were highlighted also by Ms. Olga Koulaeva, Senior Employment Specialist at ILO DWT-CO Moscow. 'The Kazakh economy is developing quickly and dynamically', she noted. 'New demands on the labour market will have to

be met with a skilled labour force to ensure continued pro-employment growth, and the introduction of a dual education system in the country is one way in which this issue is being addressed. The active discussions with German counterparts have provided new insights and knowledge, which will doubtlessly make a valuable contribution to the ongoing policy developments in Kazakhstan'. ■

FITUR-ILO Arctic school for young trade unionists



From March 17 to 20 Murmansk, a city in the extreme northwest of Russia, hosted the first international

Arctic school for young trade unionists organized by the Federation of Independent Trade Unions of Russia (FITUR) and the ILO. The event was organized with support of the ILO Moscow Office and at the initiative of the Murmansk Region Trade Union Council and focused on youth employment in a modern economic reality.

Taking part in the event were ILO Moscow Specialist in Workers' Activities Sergeyus Glovackas, president of the Murmansk Region Trade Union Council Alexander Pervukhin, rep-

representatives of the Central Association of Trade Unions of Norway, FITUR, the Murmansk region government and other participants from Murmansk, Yekaterinburg, Chita, Astrakhan, Moscow, St. Petersburg and Petrozavodsk.

Participants discussed most important issues on employment of young specialists and first steps in their career.

The Arctic School adopted an address that will be submitted to the Russian government, FITUR, the Federal Agency on Youth Affairs and the Murmansk region government for consideration. ■

Source: <http://www.mproff.ru/>

Assessment based national dialogue in Kyrgyz Republic



On February 17, Kyrgyzstan's Minister of Social Development Kudaibergen Bazarbaev and ILO Moscow Senior Social Security

Specialist Mariko Ouchi discussed the Assessment Based National Dialogue (ABND) project in the republic.

“At present, we have already developed and started implementing a plan to improve living standards of persons with disabilities. The realization of the plan will demonstrate our country's compliance with the ILO Social Protection Floors Recommendation, 2012 (No.202),” the minister said.

“We have already developed minimum social standards for the population. We hope the ABND will bring us a roadmap for improving social services,



first of all, targeted at making the most vulnerable layers of the population economically independent,” he said.

The ABND would help analyze Kyrgyzstan's existing legislation and its implementation on social protection and develop recommendations through national dialogue process, Mariko Ouchi said.

“The ILO has already successfully implemented similar national dialogues in Indonesia, Thailand, Mongolia, Vietnam and the Philippines. The ABND process started in December 2014, when we held a round table “Assessment of Social Protection Floors of the Kyrgyz Republic based on National Dialogue,” she said. “During the year we will organize different events, where all interested ministries and agencies will be able to take part.”

ILO National Coordinator in Kyrgyzstan Bolotbek Orokov said the ABND's core principle was to promote cooperation in social development among the government and the civil society.

The ABND is composed of representatives from the government, workers and employers organizations, the civil society and development partners. ■

ILO holds Meeting of Experts on Seafarers' Identity Documents Convention

From February 4 to 6 the ILO held an international Tripartite Meeting of Experts concerning the implementation of the Seafarers' Identity Documents (SIDs) Convention (Revised), 2003 (No. 185).



The meeting was attended by experts nominated after consultation with governments, the Employers' group and the Workers' group of the ILO Governing Body.

The Russian delegation was represented by deputy head of the Federal Agency for Marine and River Transport Alexander Poshivai, Deputy Director-General of GazInTech company, developer of the SIDs production, issuance and control system, Andrei Rudakov, representatives of the Ministry of Transport and the Ministry of Labour and Social Protection.

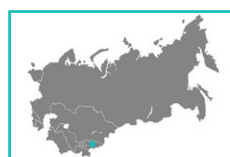
The ILO International Tripartite Meeting of Experts made recommendations for improved acceptance and implementation of SIDs issued in accordance with Convention No. 185.

The Russian delegation shared its experience of introducing SIDs and creating the SIDs issuance system in the Russian Federation.

The meeting also facilitated the exchange of experiences, cooperation and networking among international and national experts. ■

Source: <http://www.morflot.ru/lenta/1868/>

Youth employment policy: further peer review



On March 16-18, International Expert Alena Nespороva and ILO Moscow Associate Expert on Youth Employment Rebecka

Rask visited Bishkek, Kyrgyzstan, to hold consultations with the Ministry of Labour, Migration and Youth on the follow-up of peer review recommendations and to conduct a training on the analysis of employment related data and its impact on employment policies.

The mission was carried out as a follow-up to the peer review exercise that took place in 2014, when youth employment policies of the Kyrgyz Republic were reviewed by representatives of the Ministry of Labour and Social Affairs of Armenia.

The first day of the mission focused on capacity building sessions on the analysis of data and indicators affecting the youth labour market led by Alena Nespороva. The target

group included technical staff dealing with employment related issues at the Ministry of Labour, Migration and Youth and other relevant ministries and agencies.

The second day of the mission took a more practical approach. Participants were split into four groups focusing on education policies, social policies, labour market indicators, and labour market policies.

From the group presentations the ILO extracted a number of priority areas on which the ILO's support could possibly be focused in the future.

The training sessions were well received. Participants concurred that it was very useful to get a more comprehensive understanding of data analysis not only of labour market indicators, but also within other spheres relevant for the labour market developments. ■

Students' visit to ILO Moscow

On March 20, students from the Economics Department of the Plekhanov Russian University of Economics visited the ILO Moscow Office to study the history of the ILO and its Moscow Office and main areas of the Organization's activity. Students visited the ILO Moscow library, looked through its publications and learnt how to use its materials and database. ■



February 20 – World Day of Social Justice

“There is no inevitability, no excuse: Forced labour can be stopped”

ILO Director-General Guy Ryder vows ILO leadership in fight against forced labour on World Day of Social Justice.

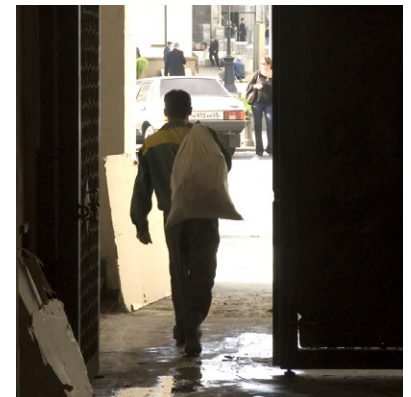
World Day of Social Justice should galvanize action against poverty and social exclusion. Work done in conditions of freedom, equity, security and human dignity - decent work - is a key to inclusion and it is a conduit of social justice.

This year, the UN is putting the spotlight on human trafficking and modern slavery - a fundamental right and freedom denied.

Ending forced labour calls for integrated approaches. Governments, employers and their organizations, trade unions and civil society organizations, each have a role to play in protect-

ing, defending and empowering those who are vulnerable, as well as creating opportunities for decent work for all.

There is no inevitability, no excuse: with commitment and the right policies and institutions, forced labour can be stopped. Let us forge alliances to make this a reality. ■



Direct quote



“Union growth is essential if we are to be able to re-shape the world in a way which delivers social and economic justice.”

Sharan Burrow, General Secretary of the International Trade Union Confederation (ITUC), interview to ACTRAV INFO (Bureau for Workers' Activities)

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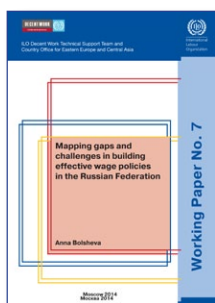


Global Wage Report 2014/15. Wages and income inequality

In Russian

The Global Wage Report 2014/15 translated into the Russian language presents both the latest trends in average wages and an analysis of the role of wages in income inequality. The first part of the report shows that global wage growth in recent years was driven by emerging and developing economies, where real wages have been rising since 2007 although wage growth slowed in 2013 compared to 2012. In developed economies, wages generally remained stagnant in 2012 and 2013, and in a number of countries wages remained below their 2007 level. These trends are a matter of concern.

The second part of the report turns to the role of wages in income inequality. Inequality has become the subject of growing interest in recent years across the world, and there has been a realization that growing inequality not only undermines social justice objectives, but can also have adverse economic consequences.



Mapping gaps and challenges in building effective wage policies in the Russian Federation

In Russian and English

The present working paper is the first ILO publication which specifically covers the minimum wages and collective bargaining on wages in Russia. The main purpose of this study is to review the design and the level of the national minimum wage as well as of regional minimum wages in three diverse economic regions – one selected from the highly developed cluster (Moscow), one selected from the developed regions cluster (Sverdlovsk oblast) and one selected from the moderately developed cluster (Krasnodar krai) – which have a regional collective agreement on the minimum wage.

This report will serve as a useful reference particularly for those concerned with the development of wage policies in Russia. The report was prepared by Anna Bolsheva, the ILO external collaborator, with the joint efforts of the ILO Decent Work Team and Country Office for Eastern Europe and Central Asia (DWT/CO–Moscow) and Inclusive Labour Markets, Labour Relations and Working Conditions Branch (INWORK).



National employment policies. A guide for workers' organizations

In Russian

This is translation of the Geneva-issued publication into the Russian language. The ILO has prepared this guide for trade unions that are engaging, together with other key stakeholders, in the formulation of national employment policies. It is a complement to the ILO's more general Guide for the formulation of national employment policies (ILO:2012). This guide has a focus on trade unions in developing countries. It is part of a comprehensive training package for trade unionists who want to play a more effective role in the employment policy-making process.

News in BRIEF

Ninth congress of the Federation of Independent Trade Unions of Russia

On February 7-9 Sochi hosted the ninth congress of the Federation of Independent Trade Unions of Russia. Congress delegates discussed such issues as the FNPR and its affiliates' future strategy and tactics for protection of labour rights and socio-economic interests of trade unionists.

Taking part in the congress were Russian President Vladimir Putin, representatives of all branches of Russia's government, deputies of the State Duma (lower house of parliament), representatives of employers' associations, political parties, foreign trade unions and international organizations, scientists and cultural figures. The Director of the ILO Bureau for Workers' Activities (ACTRAV) Maria Helena Andre also addressed the FNPR's ninth congress, giving to delegates wishes for successful work from ILO Director-General Guy Ryder.

Source: <http://www.fnpr.ru/n/241/10417.html>

ILO experts discuss employment of disabled persons in Kyrgyzstan

On January 21, ILO Moscow experts and State Secretary of Kyrgyzstan's Ministry of Social Development Baktybek Zhekshenov discussed employment of disabled persons within the framework of the ILO project "From the crisis towards decent and safe jobs" financed by Finland.

The meeting also focused on the problem of child labour.

"Very often people become disabled at their workplace, but we have no such statistics.

Employers and workers themselves hide their injuries. The problem becomes more pressing in relation to migrants. Therefore coordinated efforts of all interested ministries and agencies are needed," ILO National Coordinator Bolotbek Orokov said.

ILO: Global momentum means more women move into management

While women are still under-represented in top management, the number of women in senior and middle management positions has increased over the last 20 years, a new study by the ILO Bureau for Employers' Activities finds.

According to the report *Women in Business and Management: Gaining Momentum*, in 80 of the 108 countries for which ILO data is available, the proportion of women managers has increased during this period.

Today, women own and manage over 30 per cent of all businesses, but they are more likely to be found in micro and small enterprises. Getting more women to grow their businesses is not only critical for equality but also for national development, underlines the report.

The report provides statistics on women in management and in business for most countries from all regions and at all levels of development. It also contains data on the gender pay gap at management and lower levels, as well as statistics on women's achievements in education.

International Women's Day

Progress in realizing the Declaration and Platform for Action adopted at the Fourth World Conference on Women in Beijing in 1995 has been mixed, the ILO said in a briefing note prepared for International Women's Day.

At the same time, the ILO also published a new working paper on the "motherhood pay gap" that imposes a wage penalty often over and above the

wage gap already experienced by women worldwide. According to "The motherhood pay gap: A review of the issues, theory and international evidence", mothers often earn less than women without children, depending on where they live and how many children they have.

Russia's vacancies exceed total unemployed – Labour Ministry

At present, the number of vacancies in Russia exceeded that of total unemployed, head of the employment department at the Ministry of Labour and Social Protection, Mikhail Kirsanov said on March 20.

The current number of jobless citizens registered at the country's employment services totalled 999,964, while vacancies stood at 1.186 million, he said. The number of workers to face layoffs does not exceed 225,714. At the same time Russia's employment services have registered a two percent growth in part-time employees to 272,500 over the past week.

Source: <http://www.finanz.ru/novosti/>

Action plan on youth employment: meetings in Astana

From March 11 to 14 International Expert Alena Nesporova, International Labour Mobility Expert Tomas Berglund and ILO Moscow Associate Expert on Youth Employment Rebecca Rask visited Kazakhstan's capital Astana.

The mission was targeted at continuing the finalization of the National Action Plan on Youth Employment at the Ministry of Health and Social Development and at a meeting of the multi-stakeholder National Technical Team in charge of the plan's development.

Moreover, the ILO delegation discussed the ongoing study on internal labour mobility so as to receive the feedback on what national stakeholders would find most useful for the study and to collect information on key mobility challenges and ongoing mobility policies in Kazakhstan.

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Editor: Elena Iskandarova

All correspondence should be addressed to: 107031, Russia, Moscow, 15 Petrovka st., office 23

Tel: +7 (495) 933-0810 Fax: +7 (495) 933-0820

E-mail: moscow@ilo.org Website: www.ilo.org

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