

Moscow to host high-level international conference on decent work in December

On December 11-12 Moscow will host a high-level international conference on decent work.

The decent work concept formulated and actively promoted by the International Labour Organization is widely reflected in social and economic strategies of its constituents and becomes an integral part of the agenda of international organizations and forums.

“The conference will make a significant contribution to practical implementation of the decent work concept and will create a platform for extensive discussion and exchange of experience among specialists directly involved in resolving social issues,” Russia’s Deputy Minister of Labour and Social Protection, Lyubov Yeltsova, said.

“It is important that this will be a tripartite dialogue engaging governments, trade unions and employers,” she added. “It is planned that delegates will develop coordinated policy papers that will be used at the global level.”

The conference is expected to gather around 800 delegates, including heads of government, governmental officials, representatives of trade unions and employers’ associations from 80 countries and 16 international organizations.

Lyubov Yeltsova:

“The conference will make a significant contribution to practical implementation of the decent work concept and will create a platform for extensive discussion and exchange of experience.”

The conference will be unveiled by a plenary session on social challenges to the economic growth that will focus on the influence exerted by the labour market globalization processes on labour standards, flexibility of the labour market and workers’ rights.

Panel discussions will be devoted to such issues as the role of labour standards and their influence on the economic growth; the creation of adaptive labour markets and protection of workers’ rights; safe and protected workplaces; proper social protection of workers in the post-crisis economic recovery. They will also focus on demographic trends and effective regulation of labour migration to ensure a balance on the labour market; youth employment promotion and job encouragement through entrepreneurship development and expansion of small and medium businesses.

Source: www.rosmintrud.ru

The Russian Federation – making a major step forward for seafarers’ decent work



On 20 August Mikhail Lebedev, Deputy Permanent Representative of the Russian Federation to the United Nations Office and other International Organizations in Geneva, deposited the instruments of ratification of the Maritime Labour Convention, 2006 (MLC, 2006) and Protection of Workers’ Claims (Employer’s Insolvency) Convention, 1992 (No. 173) with Juan Somavia, Director-General of the ILO.

The ratification of the MLC, 2006 means that the Russian Federation, as the 29th registered ratification of the MLC, 2006, is among the “first 30” ILO members to demonstrate their

commitment to ensuring decent work for seafarers and a level playing field for quality shipowners.

Lebedev stated: “Submitting the instruments of ratifications of the ILO’s Protection of Workers’ Claims (Employer’s Insolvency) Convention, 1992 (No. 173) and Maritime Labour Convention, 2006, I would like to stress that the Russian Federation is pleased to ratify them. This is really a significant step forward to promote unification and modernization of international labour standards and further development of the international system of supervisory mechanisms.”

“Moreover, we are pleased to be the 29th country whose instrument of ratification enables the entry into force of the MLC, 2006. This document unites modern standards of existing Conventions and Recommendations on maritime labour as well as the fundamental principles contained in other international Conventions concerning the world of work. We believe that the MLC, 2006 which is revising and at the same time updating 37 existing ILO Conventions combines the best standards

and practices. We would like to express our readiness to continue our work with the ILO in improving standards of labour and employment,” he said.

In receiving the instrument of ratification, Juan Somavia commented: “I am very pleased to have received the ratifications by the Russian Federation. This will be truly significant in helping ensure the global reach of the Maritime Labour Convention, 2006 – the “seafarers’ bill of rights”. Russia’s ratification is important to the success of the MLC, 2006 considering that it is one of the world’s major

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The Russian Federation – making a major step forward for seafarers' decent work

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maritime powers in the capacity of flag State, port State and a State providing foreign ships with seafarers.”

Russian, and supporting extensive training for its maritime labour inspectors. It is also very important to the overall objectives of the MLC, 2006 – decent work for seafarers and a level-playing field for quality shipowners – that the Russian Federation also took the important step a few years ago to ratify the Seafarers' Identity Documents Convention (Revised), 2003 (No.185),” he said.

Igor Kovalchuk, First Deputy Chairman, Seafarers' Union of Russia, stated: «Russian seafarers have been looking forward to this moment. The Seafarers' Union of Russia will do everything possible in order to effectively use the remaining 12 months before the Convention comes into force - to adjust the Russian legislation, identify competent authorities and authorized organizations. And here we very much rely upon active cooperation between Russian tripartite constituents».

The Russian Federation is an important flag State with 3,751 ships with a gross tonnage of 7.757.020 and is also the home of an important international ship classification society,

the Russian Maritime Register of Shipping. It has a long and well-known maritime tradition and is a major source of the world's highly trained seafaring force, particularly with expertise in the challenges posed by voyages in the northern seas. Approximately 69,000 Russian nationals are serving on board ships flying the Russian flag and 31,000 Russian nationals are serving on board foreign flag ships. As a large coastal State bordering on northern, southern and the Pacific oceans, it is a very influential port State, with membership in the three major regional port State control Memorandums of Agreement (the Black Sea MoU, the Tokyo MoU and the Paris MoU).

The MLC, 2006, will come into force 12 months after ratification by 30 ILO member States, representing a total share of at least 33 percent of the world's gross tonnage of ships. With the ratification of the Philippines and Russia, both conditions have now been met and even exceeded.

Thus, the final ratification by the Philippines will enable the Convention to come into effect 12 months later, on 20 August 2013. ■

“Following a high-level tripartite mission to Russia in 2007 that included an important roundtable with the Duma and an agreed national Action Plan, the Russian Federation has steadily moved forward to hold national tripartite seminars and consultation, legislative reviews, translation of the Convention into



Russia's trade unions discuss decent work standards

Outgoing ILO head hands over to Guy Ryder



On September 10-11 trade unionists and social partners gathered in Vologda for a conference organized by the ILO and the Federation of Independent Trade Unions of Russia.

The discussion focused on decent work as a basis for sustainable growth and stable development.

Participants discussed decent work standards developed by the FNPR in the run-up to the international high-level conference focusing on the realization of ILO's Decent Work Agenda.

ILO Moscow Senior Specialist in Workers' Activities Sergeyus Glovackas emphasized that “the development of decent work standards is undoubtedly a serious step for Russia.”

“Today our task is to prepare standards for a large-scale international conference that Moscow will host in December,” said the head of the FNPR labour relations and social partnership department, Oleg Sokolov. “These standards will be a serious contribution not only to the development of labour relations in our country, but also in the world community.”

In late August the FNPR at the meeting of its Executive Committee discussed the issues concerning the World Day for Decent Work on October 7 and to the international conference on decent work in December.

The Federation of Independent Trade Unions of Russia with the support of the ILO Moscow has already held such conferences on decent work as that in Vologda in Voronezh, Barnaul, Blagoveshchensk, Yekaterinburg and plans to hold similar events in Pyatigorsk, Astrakhan and Nizhny Novgorod soon. ■

Source: www.solidarnost.org, www.fnpr.ru



On September 28 outgoing ILO head, Juan Somavia, formally handed over his functions to Guy Ryder, who took office as Director-General on October 1.

“You are now the guardian of our values and our traditions,” Somavia said, handing over the three keys to Guy Ryder. The keys symbolize the UN agency's unique tripartite composition, which brings together representatives of governments, workers and employers.

Ryder, for his part, said: “When these three keys turn together, when governments, employers and workers are able to come together, doors open and social justice advances.”

Ryder— who becomes the 10th ILO Director-General – has some thirty years of experience in the world of work, most of it at the international level.

Somavia had headed the ILO since 1999. An attorney by profession and a Chilean national, Somavia has had a long and distinguished career in civil and international affairs. ■

Breaking barriers – employment for people with disabilities in Armenia

See also our new video “Breaking barriers” at www.ilo.org and www.youtube.com/ilotv



After collapse of the Soviet Union transition from a centrally planned to a market economy brought

tremendous changes in the labour market of CIS member-states. Most sheltered jobs and sheltered enterprises were closed down and persons with disabilities facing competition in the labour market found themselves in a disadvantaged position when looking for jobs. The governments of many countries in Eastern Europe and Central Asia focused on promoting social inclusion for persons with disabilities.



Special chair helped Edgar to start working as an internet cafe operator

“Like the governments of many CIS countries, Armenia has started actively promoting social inclusion for persons with disabilities and their inclusion into the labour market”, explains Olga Koulaeva, ILO Moscow Senior Employment Specialist. “To help partners in Armenia, we have invited leading experts on occupational rehabilitation and employment. Their unique methodology allows to assess a person’s work ability and after reasonable accommodation of the workplace and work schedule, to find him or her a decent job at a regular workplace.”

Two experts from Sweden, Karin Johansson and Bernth Olovsson, worked extensively with the state employment office and with employers. They showed how to assess the needs of persons with disabilities and suggested simple, workable solutions for adapting the workspace.

About a dozen enterprises across Armenia are participating in the pilot programme within the framework of the ILO’s Finland-funded project “From the crisis towards decent and



Sona Harutyunyan: “The most important results of this project has been experience and skills we’ve acquired.”

safe jobs”. The state employment service provided a wage subsidy and a small amount of money for equipment so the new employee could work effectively.

The new system of equal job opportunities for persons with disabilities includes such important components as incentives for employers (wage subsidies, workplace adaptation subsidies, etc.), as well as job mediation and job placement services provided by public employment services.

As a result, many young people with disabilities from all regions of Armenia are being successfully integrated into businesses.

Nune from Ashtarak, a town near the capital city of Yerevan, has problems with the joints in her knees and has hired a level of disability. She was lucky to be included into a group interviewed by the Swedish experts. Based on the experts’ recommendations, the Ashtarak employment service found a job for Nune as a supermarket bagger at a local supermarket. Her workplace has been adapted. The adjustable chair has been purchased by the employment service and been installed.

Edgar and Anoush from Abovyan outside Yerevan work at small internet clubs in different parts of the city. Edgar’s new chair with adjustable armrests and head support recommended by Swedish experts helps him work all day long without pain, making sure customers are connected.

Sona Harutyunyan:
“The most important result of this project has been the experience and skills we have acquired.”

Anoush, who lost her hand in an industrial accident, handles the phone, types, processes payments and helps customers on her new chair with a desk lamp and telephone headset.

“I can work longer without getting tired. The light is really helpful and the telephone headset is simply wonderful. Now I can walk around with the telephone or take calls when my hand is busy.”

“Don’t be afraid of hiring a person with a disability. In many cases these people can be even more productive than people with no disabilities at all,” said Tigran Asotryan, Anoush’s supervisor.

“The most important result of this project has been the experience and skills we have acquired. We plan to expand the pilot programmes from three to five regions and to nearly 30 employment centers,” said Sona Harutyunyan, head of the State Employment Service Agency.

The government funded the project despite the ongoing economic crisis. In the year to come, the target is to place 100 people with disabilities in businesses across the country.



Chair with a desk lamp and telephone headset make work of Anoush at an internet cafe easier

It’s a model to show how close cooperation between the state, employers and the ILO can successfully integrate people with disabilities into the workforce. ■

Appointments



Jelena Kocmur was appointed ILO Moscow Senior Specialist for Employers’ Activities. Ms. Kocmur is a national of Croatia. She started her professional career in 2001 as a senior

advisor for the English language in the Ministry of Defense of the Republic of Croatia.

After 2 years at the USAID financed project Croatian Enterprise Promotion, where she developed consulting services for SMEs market in Croatia, in 2004 she joined the Croatian Employers’ Association (HUP) as an International Relations and EU Affairs Advisor. In this post, she represented her organization on various issues in national bodies, such as the National Economic and Social Council Committee on International Relations and EU Accession, as well as in international bodies, such as the ILO and the International Organization of Employers. During her period with HUP she was a member of a team advocating the implementation of practices and policies reflecting key employers’ concerns and priorities.

She has also actively participated as a resource person in various training activities organized by the ILO Bureau for Employers’ Activities.

Ms. Kocmur holds a B.A. in French and English language and literature, an M.A. in European studies as well as an MBA in Economics and Management from the Faculty of Agriculture of the University of Zagreb. ■

Summer school for young trade union leaders in Kyrgyz Republic



The Federation of Trade Unions of Kyrgyzstan in co-operation with the ILO Decent Work Team and Country

Office for Eastern Europe and Central Asia organized a five-day youth summer school on July 16-20.

The summer school brought together some thirty young people from different regions and sectors of Kyrgyzstan, student and workplace organizations leaders.

The summer school combined different methodologies, from formal lectures and presentations to group work and brainstorming sessions. Participants discussed what trade union

movement is and what goals and tasks of trade unions are, what weak and strong points the Kyrgyz trade union movement has, what issues young people are concerned with.

Mariko Ouchi, ILO Moscow Senior Social Security Specialist, informed participants about ILO mechanisms that concern young workers, first of all the Workers with Family Responsibilities Convention, 1981 (No.156), Maternity Protection Convention, 2000 (No.183) and Social Security (Minimum Standards) Convention, 1952 (No.102).

Participants discussed potential proposals for the national level collective bargaining that would improve protection of young workers and young families and that the Federation of Trade Unions of Kyrgyzstan could use in tripartite negotiations.

Sergeyus Glovackas, ILO Moscow Senior Specialist in Workers' Activities, presented ILO activities in the region and Decent Work Country Programmes as well as different experiences of trade union youth organizations existing in the region.

He also focused on trade union rights as defined by the ILO Conventions and existing mechanisms of their protection.

Anton Leppik, the Pan-European Regional Council of the International Trade Union Confederation (ITUC-PERC), informed on ITUC structures and objectives.

Irakli Petriashvili, president of the Georgian Trade Union Confederation, focused on reforms the Georgian government had implemented, in particular, on the reform of labour legislation.

Participants discussed what trade union movement is and what goals and tasks of trade unions are, what weak and strong points the Kyrgyz trade union movement has, what issues young people are concerned with.

Yulia Surina, ILO Moscow programmes assistant, briefed on youth employment situation in the world. She presented ILO analysis on the implications of the global economic crisis on employment situation and the work of the Committee on Youth Employment at the International Labour Conference.

Summer school participants were unanimous in their opinion that such events should be carried out in the future. ■



Sergeyus Glovackas and Irakli Petriashvili with young trade unionists in a summer school

ILO seminar on trade unions' rights in Kazakhstan's Aktau



On August 23-24 one-day seminars on trade unions' rights were held in Aktau, the Mangistau region,

western Kazakhstan.

They were organized for trade unionists of the region's oil industry with the support of the ILO and IndustriAll Global Union, the largest international trade union organization uniting over 50 million workers from different industries, including the oil sector.

The seminars brought together 50 leaders and activists of the oil industry's main trade union organizations, including trade unions engaged in the enduring labour conflict that resulted in tragic consequences and deaths in the city of Zhanaozen last December.

Participants discussed prevention of violation of trade unions' rights and fundamental ILO Conventions such as the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

The seminars were facilitated by ILO Moscow Senior Specialist in Workers' Activities Sergeyus Glovackas and the director of IndustriAll CIS Office, Vadim Borisov. The consultations on the country's labour legislation were prepared by the Federation of Trade Unions of the Republic of Kazakhstan. ■



Source: www.photopoligon.com



From May 1 to August 25 the Federation of Independent Trade Unions of Tajikistan within the framework

of the ILO International Programme on the Elimination of Child Labour (ILO-IPEC) had been implementing the project on enhancing its potential in the fight against child labour and raising awareness on the use of child labour in different economic sectors.

The Federation set up under its occupational safety department a unit on the elimination of child labour that was provided with necessary literature. Trade unions in the republic's regions received booklets entitled "Trade unions and child labour."

The Federation conducted a two-day training for trade union leaders from such economic sectors as agriculture and commerce, which report the highest incidence rate of child labour. Trainings were conducted in close cooperation with ILO-IPEC and the child labour monitoring department of the republic's Ministry of Labour and Social Protection. ■

Source: www.vkp.ru

Trade unions and youth employment: global challenges – conference in Baku



The Pan-European Regional Council of the International Trade Union Confederation in cooperation with

the ILO and the Azerbaijan Trade Union Confederation (ATUC) organized the conference “Trade unions and youth employment: global challenges and new approaches” in Baku from July 31 to August 1.

The conference was financially supported by the ILO and the ITUC Solidarity Fund. Some fifty participants from ten countries – Azerbaijan, Georgia, Moldova, Russia, Kazakhstan, Ukraine, Bulgaria, Hungary, Lithuania, Belgium – took part in the conference.



Trade union representatives discussed such issues as the creation of qualitative jobs for youth, solidarity between generations, cooperation with new social movements and focus on youth networks.

Sattar Mekhbalyev, president of the Azerbaijan Trade Union Confederation, opened the conference and informed about the initiatives to boost employment in Azerbaijan and to

increase social protection of young people. Tugba Balci, PERC Youth Committee president, presented YC programme and activities, while Sergeyus Glovackas, ILO Moscow Senior Specialist in Workers’ Activities, introduced the ILO standards important for young workers - Workers with Family Responsibilities Convention, 1981 (No.156), Maternity Protection Convention, 2000 (No.183) and Social Security (Minimum Standards) Convention, 1952 (No.102).

Mohammed Mwamadzingo, Senior Economist of the ILO Bureau for Workers’ Activities, presented six indicators for youth employment crisis: part-time jobs, informality, social exclusion, marginalization and detachment from labour market, labour education system not matching real labour market need, and the lack of active labour market policies.

He emphasized that for trade unions macro-economic policies should be in focus: employment has to be a target for action, not austerity measures.

Pierre Ledecq, ITUC Youth Committee President, focused on trade unions’ work during the International Labour Conference this year, which debated youth employment.

Participants presented youth employment promotion activities in their countries and the trade unions’ participation in them.

Azerbaijan initiates centres for graduates, Kazakhstan’s “Employment 2020” programme includes diverse measures for young people to combat poverty and unemployment, including internal migration mechanisms. In Georgia certain success was achieved with students’ insurance. In Ukraine the unions want to push for a special chapter in general agreement on youth employment. Moldova operates a system of support, including accommoda-



tion, but still the situation is very difficult and young people still flee the country. In Russia the situation is quite diverse regionally, being particularly bad in areas with town-forming enterprises. On the other hand there are a lot of working places in the public sector which are not attracting young workers because of low salaries.

Participants in the conference also decided to prepare a catalogue of trade unions’ actions, the so-called a creativity databank. This will help them to keep and promote their best practices. ■



Georgia to build system of mediation and conciliation in labour disputes



In June Georgia’s town of Kobuleti hosted a seminar entitled “Establishing a system of mediation and conciliation in labour disputes – new opportunities for social dialogue in Georgia” for the leadership of the Georgian Trade Union Confederation.

The event was organized with the support of the ILO within the framework of the tripartite project on establishing a system of mediation in labour disputes in Georgia.

In his statement the chairman of the Georgian Trade Union Confederation, Irakli Petriashvili, highlighted Georgian trade unions’ intention

to promote social dialogue and partnership and confirmed the Confederation’s adherence to fundamental principles of the ILO.

Trade unionists expressed concern over continuing violations of trade union rights and weak activity of the national tripartite commission.



During the discussion trade union leaders confirmed their readiness to take part in the development and introduction of the system of mediation in labour disputes.

They drafted a trade union action plan that envisages the training of mediators and the preparation of guidebooks.

Georgia’s social partners expressed deep concern over a growing number of labour disputes and decided with the ILO support to develop proposals for setting up an institution responsible for mediation in labour conflicts.

The seminar was facilitated by ILO Moscow Senior Specialist in Workers’ Activities Sergeyus Glovackas and ILO Geneva expert Roger Lequert. ■

Fight against HIV/AIDS stigma and discrimination in Belarus



On July 11 in the run up to the XIX International AIDS Conference that took place in Washington DC

from July 22 to July 27 and brought together thousands of delegates, including activists, people living with HIV, experts, politicians and medics, the Ministry of Education of Belarus adopted the Methodological Recommendations on HIV Policy Implementation in the Education Sector.

Belarus became the second country that approved national recommendations on HIV policy implementation in the education sector. Earlier this year the Russian Federation also approved such recommendations.

The number of people living with HIV keeps growing in Eastern Europe and Central Asia, which is the only region where HIV prevalence remains on the rise. The Republic of Belarus is not an exception: in 2011 new HIV

cases increased by 11 percent to reach 13,000 there. Over 60 percent of HIV-infected in Belarus are young people aged between 15 to 29 years.

Despite the effective legislation on prevention of any forms of discrimination against people living with HIV in Belarus HIV-positive people often face negative attitude towards them in education institutions and at the workplace.

The Ministry of Education of Belarus adopted the Methodological Recommendations on HIV Policy Implementation in the Education Sector to create in education institutions a friendly and safe environment free of discrimination and to guarantee observance of rights of students and educators living with or affected by HIV.

The Methodological Recommendations were developed in compliance with the national legislation of Belarus on the basis of the Practical Recommendations on HIV Policy Implementation in the Education Sector issued by UNESCO and ILO Moscow offices.

The Practical Recommendations provide the management and the staff of educational institutions with a policy framework and prac-



The poster contains the inscription saying "Discrimination is when the rights of people living with HIV are denied. Do not delete them from life."

tical tips for supporting and protecting from discrimination students and educators living with or affected by HIV and for organizing preventive education to avert the spread of the epidemic. They can be also used to improve bylaws of education and training institutions.

Belarus became the second country that approved national recommendations on HIV policy implementation in the education sector. Earlier this year the Russian Federation also approved such recommendations. ■

Russia to allocate \$8 mln to ILO's education programmes in CIS

In 2012-2014 Russia will make an 8 million dollar special purpose contribution to the International Labour Organization's programme on strengthening primary and secondary vocational education systems and supporting the development of labour markets in the CIS, Asia and the Middle East.

Russian Prime Minister Dmitry Medvedev signed the relevant decree on June 13.

Russia's Finance Ministry should coordinate the transfer procedure of special purpose contributions with the ILO.

In 2012 Russia will transfer to the ILO up to 4 million US dollars from the funds envisaged for the Finance Ministry in the federal budget for 2012 and for 2013-2014. ■

Source: www.government.ru

Landmark treaty for domestic workers to come into force

The ILO's Convention on Domestic Workers has now been ratified by two countries, meaning it will come into effect in a year's time – on September 5, 2013.

The Convention extends basic labour rights to tens of millions of domestic workers worldwide.

The Philippines has become the second country to ratify the ILO Convention on Decent Work for Domestic Workers, 2011 (No.189).

"Today's ratification by the Philippines sends a powerful signal to the millions of domestic workers who will be protected when the Convention comes into force. I hope it will also send a signal to other member States and that we will soon see more and more countries committing to protect the rights of domestic workers," said ILO Director-General Juan Somavia.

Recent estimates of the International Labour Organization based on national surveys and/or censuses in 117 countries place the global number of domestic workers at around 53 million. But since this kind of work is often

hidden and unregistered, experts believe that the total number could be as high as 100 million.



In developing countries, domestic workers make up at least 4 to 12 percent of wage employment. Around 83 percent of these workers are women or girls, and many are migrant workers. Globally, domestic workers make up 3.6 percent of wage employment.

Uruguay was the first country to ratify the Convention on 14 June, 2012. ■

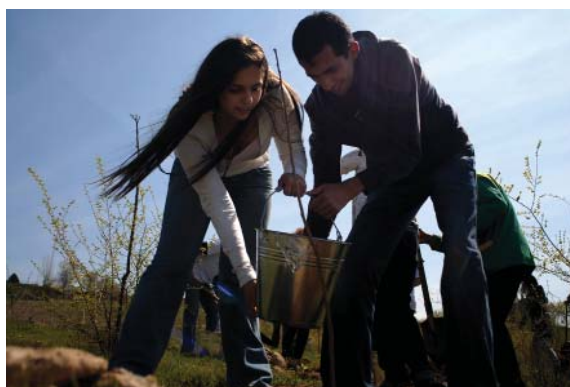
“Green economy and green workplaces” – conference in Armenia



On September 28 Yerevan hosted the conference entitled “Green economy and green workplaces”.

According to the chairman of the Republican Union of Employers of Armenia, Gagik Mkaryan, the conference is aimed at facilitating domestic entrepreneurs’ knowledge about environmental protection and the notion of “green economy” in general and at contributing to the development of “green economy” and the creation of “green jobs” in the republic.

This conference was organized by the Republican Union of Employers in cooperation with Armenia’s Ministry of Environmental Protec-



tion, UN Office in Armenia and the ILO.

During the conference awards were handed out to Armenia’s best enterprises that were chosen as a result of the competition conducted from July 17 to August 25. Among competitors were both large, small and medium businesses as well as multi-industry holdings. They were chosen by such criteria as the use of energy-saving technologies and alternative sources of energy, investments in environ-

mental projects and introduction of the ISO 14001 2004 environmental management standard.

“We want these best enterprises to demonstrate Armenia’s potential in this sphere as well as to show what steps should be taken in this direction,” Mkaryan said.

In 2008 Armenia’s government drafted a sustainable economic development project, where

special focus was placed on “green economy” and environmental protection in the republic.

The theme of the World Day for Safety and Health at Work in 2012 was “Promoting safety and health in a green economy”.

In 2008 Armenia’s government drafted a sustainable economic development project, where special focus was placed on “green economy” and environmental protection in the republic.

The “green economy” has become an emblem of a more sustainable economy and society that preserves the environment for future generations, according to a press release issued on the occasion of the OSH Day marked annually on April 28. ■

Source: www.arka.am, www.express.am

Turkmen business trainers get SIYB certificates



On July 4 certificates were handed out to the first group of Turkmenistan’s business trainers who under-

went training within the framework of USAID Macroeconomic Project and the ILO’s Start and Improve Your Business programme.

The certificate presentation ceremony took place at the Business School of the Union of Industrialists and Entrepreneurs of Turkmenistan in Ashgabat.

Among SIYB trainees were fifteen representatives of member-organizations of the Union of Industrialists and Entrepreneurs of Turkmenistan, individual entrepreneurs, directors, managers, chief accountants, lawyers and trainers of regional offices of the Business School. Certificates were presented by ILO SIYB master trainers.

Business trainers who received first stage certificates have to conduct trainings for 600 entrepreneurs. At present, the Business School has already started to enroll trainees for these courses. Business trainers will undergo international certification after they pass advanced trainings and after their training activities are examined. ■

Source: www.turkmenistan.gov.tm

Wage cuts may hurt growth

The International Labour Organization has warned that slashing wages in a bid to boost competitiveness and cut unemployment may well have the opposite effect.

The warning was issued after the European Central Bank (ECB) called in its monthly report for August, for more flexibility in the wage determination process - such as lowering minimum wages - coupled with measures to strengthen competitiveness.

A decrease in wages does tend to lead to an increase in exports, but it also depresses domestic consumption, which affects growth, ILO experts say.

Given the level of economic uncertainty at the moment, it is also unclear whether wage cuts would generate enough incentives to raise investment.

“Whenever a fall in wages reduces domestic consumption more than it increases exports and investment, it has a negative effect on a country’s economic growth,” said Patrick Belsler, a senior economist at the ILO’s Conditions of Work and Employment Branch and main editor of the ILO Global Wage Report.

“This explains why declining wages in periods of crisis may actually lead to a spiral of falling aggregate demand and price deflation, rather than to a quicker economic recovery,” he added. ■

Appointments



Deputy Minister of Labour and Social Protection Lyubov Eltsova was appointed as the Russian government’s representative to the ILO Governing Body.

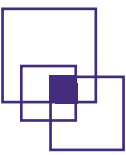
Eltsova graduated from Moscow State University of Railway Engineering and the Russian Presidential Academy of National Economy and Public Administration. She holds PhD in economics.

She has been working for 13 years in the federal bodies of power – the Federal Employment Service and the Ministry of Labour and Social Development.

In 2001-2008 she worked in Norilsk Nickel mining and smelting company as head of the labour relations and social partnership department and deputy director of the Polar Division in Norilsk. Since 2009 she has been executive director and director-general of Soglasie Insurance Company.

In June 2012 she was appointed as Deputy Minister of Labour and Social Protection. Eltsova is responsible for modernization of the labour legislation and wage regulation. ■

Source: www.kremlin.ru, www.asn-news.ru



Allow moms to breastfeed at work



World Breastfeeding Week (August 1-7) is celebrated in more than 170 countries to encourage the practice and improve the health of babies.

Marking the occasion, the ILO highlights the importance of allowing breastfeeding at the workplace.

Allowing breastfeeding at work is good for mothers and their infants, and it's good for employers, the ILO said.

“The right to continue breastfeeding – upon return to work from maternity leave – is important for the health of the mother and especially for that of her child,” said Manuela Tomei, who heads the ILO Labour Protection Department.

Breastfeeding is the best way to provide newborns with the nutrients they need, according to the World Health Organization (WHO).

A report published by the ILO in 2010, titled “Maternity at work:

Manuela Tomei:

“The right to continue breastfeeding – upon return to work from maternity leave – is important for the health of the mother and especially for that of her child.”

A review of national legislation” says that legislation in at least 92 countries provides for breastfeeding breaks, in addition to regular breaks, for nursing mothers. The time allowed is often at least one hour, usually divided into two breaks of 30 minutes each.

But many mothers still have to choose between either returning to work and giving up breastfeeding or facing the risk of losing their job.

To date, 25 countries have ratified the ILO’s Maternity Protection Convention (No. 183) which calls, among others, for at least one breastfeeding break a day or a reduction of working hours to allow for breastfeeding. Workplace support for mothers who are breastfeeding has been a basic provision of maternity protection since the first Maternity Protection Convention (No. 3) in 1919.

The convention, adopted at the ILO’s annual conference in 2000, is legally binding for the countries that ratified it.

The ILO also adopted a recommendation saying that where possible facilities for nursing should be made available at or near the workplace. ■

OSH in construction sector: seminar in Azerbaijan



On August 27 Baku hosted an international training seminar on occupational safety and health in the

construction sector organized by the International Labour Organization and the Azerbaijan Trade Union Confederation (ATUC).



The training seminar brought together representatives of government institutions, leading construction companies and ILO experts.

The deputy head of the Azerbaijan Trade Union Confederation Dzhavanshir Alkhasov noted that according to the ILO, the construction sector is considered to be one of the

most dangerous industries. He emphasized that construction companies’ violation of the safety rules in many cases results in occupational accidents and sometimes in occupational fatalities. But some organizations do not conclude labour contracts with workers, thus violating their fundamental labour rights and evading employers’ responsibility and tax payments.

The deputy head of the State Labour Inspection under Azerbaijan’s Ministry of Labour and Social Protection, Rauf Tagiyev, stressed importance of this event from the point of view of improving professional skills in occupational safety and health of trade unions’ inspectors, employees of the State Labour Inspection and representatives of construction companies.

ILO Moscow Subregional Occupational Safety and Health Coordinator Oxana Gerasimova noted that at present, special attention is paid to the issues of occupational safety and health on the global scale and stressed the need for regulating labour relations between employers and workers through labour contracts.

Participants in the seminar drafted proposals for regulating labour relations and increasing production efficiency through reduction of occupational risks and improvement of occupational safety and health. ■

Source: www.vkp.ru

Appointments



On September 26 Serik Abdenov was appointed as Kazakhstan’s Minister of Labour and Social Protection.

In 1998 he graduated with honours in law from Kazakhstan Insti-

tute of Law and International Relations and in 2004 – from Karaganda Economic University as economist.

In 1998-2000 he worked with Kazakhstan’s Ministry of Justice as senior specialist of and head of the department for normative legal acts registration.

In 2000-2003 he worked with the Ministry of Foreign Affairs in different positions.

In 2003-2004 he worked in business and from 2004 was deputy director and director of the labour and employment department of the Ministry of Labour and Social Protection.

From November 2007 he was Deputy Minister of Labour and Social Protection.

In March 2009 he became the deputy governor of the Eastern Kazakhstan region. ■

Source: www.biografia.kz

Our PUBLICATIONS

All publications can be found at our website www.ilo.ru



Promoting equity: Gender-neutral job evaluation for equal pay. A step-by-step guide

Available in Russian

This guide is the translation into Russian of the ILO Geneva publication. Although the gender pay gap has narrowed in some places, women, on average, continue to work for a lower pay than men. This gender pay gap has many causes and sex discrimination in remuneration is one of them. For an objective and fair assessment of jobs, evaluation methods must be free from gender bias.

This step-by-step guide sets out the various methodological components of the process and explains the criteria, which should be met in order to avoid discriminatory practices. It can be adapted to different economic and organizational contexts and to large and small enterprises.

The guide is aimed at workers' and employers' organizations, officers of Equal Opportunity Bodies, human resource managers, gender specialists and pay equity practitioners responsible for implementing a pay equity programme.

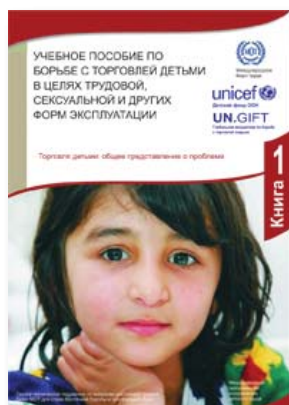


Training Manual: Mainstreaming child labour concerns in education sector plans and programmes

Available in Russian

This manual is the translation into Russian of the ILO Geneva publication. It is designed to guide the planning and implementation of a national or local workshop on child labour and education. Expected outcomes will depend on the national situation. They could range from revising the national education sector plan so as to better address the needs of child labourers, to setting up an inter-sectoral working group on child labour and education.

This publication has been designed as a simple-to-use resource to support a workshop on education and child labour. An accompanying CD with draft Microsoft PowerPoint presentations, which condense the content of the sessions, is provided along with this manual. Use of the manual should take proper account of the national context.



Training manual to fight trafficking in children for labour, sexual and other forms of exploitation

Available in Russian

The training manual is the translation into Russian of the ILO Geneva publication. It consists of three Textbooks: 1. Understanding child trafficking, 2. Action against child trafficking at policy and outreach levels 3. Matters of process and one exercise book. There is also a facilitators' guide on CD-ROM. This is a joint ILO, UNICEF and UN.GIFT project.

The manual puts child trafficking in a broader context of children's rights, labour markets and migration dynamics. The manual sheds light on the complex nature of child trafficking and the need for comprehensive multi-dimensional responses. The manual explains how to go about gathering data on child trafficking through a variety of methods and from a range of sources, so as to improve the focus and effectiveness of responses and monitor progress.

The manual is designed for governments, employers and workers as well as non-governmental and international organizations protecting the rights of children.



Combining work and family responsibilities.

Available in Georgian

Successful reconciliation of work and family responsibilities is a foundation of decent work for men and women. Experience of most countries that find solutions to the work-family conflict and bring the national legislation and policies in line with ILO Conventions No.156 and No.183 proves this.

This ILO Moscow publication translated into the Georgian language tells about what family responsibilities are, what the work-family conflict leads to for workers, employers and the society in general.

It provides basic provisions of the Workers with Family Responsibilities Convention, 1981 (No.156), Workers with Family Responsibilities Recommendation, 1981 (No.165) and Maternity Protection Convention, 2000 (No.183).

ILO calls for action to address youth unemployment

The ILO has put out a call to action to create decent jobs for youths.

ILO Director-General Juan Somavia says the policy package is not a one size fits all solution, but instead, a comprehensive multi-pronged strategy that concentrates on five areas.

They include macroeconomic policies, employability, labor market policies and social protection, youth entrepreneurship and respect for rights at work.

Source: www.unmultimedia.org

Putin meets with APEC member economies' trade union leaders

On September 3 Russian President Vladimir Putin met with members of the Asia Pacific Labour Network of the International Confederation of Free Trade Unions in the run-up to the APEC summit in Vladivostok to discuss economic integration and protection of people's labour and social rights.

"Our goal now is not just to keep reducing the unemployment level, but to reformat our labour market. We have set ourselves the ambitious target of creating 25 million new jobs," the head of state said. "The primary objective is to get people doing more skilled and better paid work."

Source: www.kremlin.ru

Shmakov re-elected chair of General Confederation of Trade Unions

Mikhail Shmakov was re-elected as chairman of the General Confederation of Trade

Unions. Delegates at the seventh congress of the Confederation in Moscow on September 12 voted unanimously for his candidacy.

The General Confederation of Trade Unions established in 1990 includes international trade union associations and national trade union centres from post-Soviet countries. Mikhail Shmakov has been chairing the organization since 2004.

Tajikistan takes efforts to reduce stigma against people living with HIV

On July 17 a roundtable meeting on entrepreneurship development of disabled women and women with HIV was held in Dushanbe.

It was organized in cooperation with Tajikistan's state committee for women and family affairs, UNAIDS, UN Women and USAID within the framework of the ILO Decent Work project.

Participants developed recommendations to support the employment of disabled women and women with HIV that were submitted to the government for consideration by the state committee for women and family affairs.

On the same day another roundtable meeting took place, where a draft concept paper on reducing HIV stigma and discrimination and raising awareness about HIV/AIDS in Tajikistan's judicial and law enforcement system was presented.

Bishkek job fair offers 5,000 vacancies

On July 11-12 Kyrgyzstan's capital of Bishkek held an annual job fair that offered over 5,000 vacancies.

The director of the youth labour exchange under Kyrgyzstan's Ministry of Youth, Labour and Employment, Azis Idrisov, noted that 500 companies and 40 enterprises submitted their applications.

On demand are mainly specialists in the service sector, construction and commerce.

Source: www.ca-news.org

Georgia's trade unions receive Kyrgyz partners

On September 27 the Georgian Trade Union Confederation received the delegation of the Federation of Trade Unions of Kyrgyzstan. The visit took place with the support of the International Labour Organization.

The head office of the Georgian Trade Union Confederation hosted a joint news conference by the chairs of Georgian and Kyrgyz trade union associations, Irakli Petriashvili and Asylbek Toktogulov.

Source: www.apsny.ge

ILO conducts training on OSH management system in Tajikistan

On July 18 the first training on the introduction of the occupational safety and health management system was held for the personnel of Tajikistan's state agency for the construction and architecture and some construction companies in Dushanbe.

Participants noted that they gained deeper knowledge on OSH management system and suggested similar trainings at an enterprise level. Other three trainings on the same issues will be conducted for construction companies located in the Khatlon region.

All trainings are conducted within the framework of the ILO project "From the crisis towards decent and safe jobs."

Azerbaijan to create social support fund

A social support credit fund targeting low-income population will be created in Azerbaijan, the republic's Labour and Social Protection Minister, Fizuli Alekperov, told a meeting on July 13 to sum up the results of the ministry's activities in the first six months of 2012.

"This group of the population will be able to get loans instead of the targeted social assistance to start small business," he said.

Source: www.trend.az

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