



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



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Newsletter

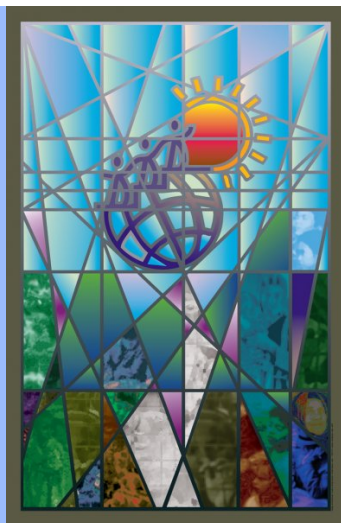
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February 20 - World Day of Social Justice

Achieving social protection for all – briefing at UN headquarters



In November 2007, the United Nations General Assembly unanimously adopted the Kyrgyzstan-initiated resolution proclaiming February 20 as the World Day of Social Justice, beginning in 2009. The resolution calls on Member States to devote the day to the promotion of concrete activities in accordance with the objectives and goals of the World Summit for Social Development which was held in Copenhagen in 1995.

Special event “Achieving Social Protection for All” on the occasion of the World Day of Social Justice took place at the UN headquarters in New York on February 17.

The briefing was organized by the UN Department of Public Information in partnership with the International Labour Organization (ILO) and the Permanent Mission of Kyrgyzstan to the United Nations. It examined the concept of the Social Protection Floor and other key social protection mechanisms as well as the extent to which their main objectives are being implemented.

Kyrgyz Deputy Prime Minister Ibragim Djunosov took part in the event as a guest of honour making a report on the republic’s social development.

In his speech he expressed gratitude to the ILO for support it provides in organizing annual events in observance of the World Day of Social Justice at the UN headquarters in New York.

Djunosov confirmed Kyrgyzstan’s adherence to the UN Millennium Declaration. He underlined that the republic pays special attention to social aspects of development and supports the mechanism of compensations for persons entitled to benefits.

“Social Protection Floor policies are the

most powerful tool that the society has to combat poverty and economic insecurity,” said Michael Cichon, Director of the ILO Social Security Department.

“With an investment of about 4 percent of the GDP for social transfers we can reduce the “food poverty” rate in low income countries to about 40 percent, a major contribution



to achieve the Millennium Development Goals targets. Investments in basic social protection is as sine-qua-non condition for national social and economic development,” he said.

The event brought together experts of international and non-governmental organizations providing a platform for a close and lively dialogue. ■



Decent Work Programme for Tajikistan signed in Dushanbe

On 10 February, in Dushanbe, Tajikistan, the tripartite partners – the government, employers’ and workers’ organizations - and the ILO signed a Memorandum of Understanding on a Decent Work Country Programme (DWCP) for 2011-2013.

A sustainable trend of economic rehabilitation has been observed in Tajikistan since 1997. However, due to the global financial and economic crisis, contracting demand for the country’s major exports and declining world market prices of aluminum and cotton, the budget shortfall reached as much as 530 million dollars and the overall industrial production declined by 6.3 percent. Overall, the foreign trade turnover fell by 23.6 percent. A lower demand for migrant workers in Russia was another negative impact of the global crisis on Tajikistan. Over seven months of 2009, cash transfers fell by more than 34.1 percent as compared to the same period of the previous year.

The new Decent Work Programme aims to address a wide range of the country’s challenges in the social and labour sphere. The Programme priorities include increasing capacity of tripartite constituents to manage labour issues through social dialogue, and improving working and employment conditions, as well as extending the coverage of social protection.

The current situation in the Tajik labour market and the lack of new jobs is largely compensated by labour migration which became widespread over the last years, with, for example, more than 600 thousand people having left the country for Russia in 2009. Labour migration is affecting all aspects of life. That is why within the new Decent Work Country Programme the ILO will assist its partners in promoting decent employment opportunities for men and women, including returning labour migrants.

Speaking at the signing ceremony,

Mahmadamin Mahmadinov, Minister of Labour and Social Protection of Tajikistan, expressed confidence in the successful realization of the DWCP provisions.

Evgueni Davydov, Director of the ILO Decent Work Technical Support and Country Office for Eastern Europe and Central Asia, particularly noted a very intense preparatory work of all social partners on the Decent Work Programme that was conducted with the ILO technical support.

On behalf of the social partners the Programme was signed by Azizbek Sharipov, Chairman of Employer’s Union, and Murodali Salikhov, Chairman of the Federation of Independent Trade Unions of Tajikistan.

The DWCP document inked in Dushanbe was submitted to the ILO headquarters in Geneva, where it was signed by Susanne Hoffmann, ILO Regional Director for Europe and Central Asia. ■



World Day of Social Justice: Conference at Moscow Humanitarian University

On February 18, the Moscow Humanitarian University hosted a conference on the occasion of the World Day of Social Justice. This day is annually marked on February 20 as proclaimed by the UN General Assembly.



The exhibition of ILO and UN publications at the Moscow Humanitarian University

This year the event was co-organized by the Law Faculty of the Moscow Humanitarian University, the ILO and the United Nations Information Centre (UNIC).

The discussion was moderated by Prof. Tamara Soshnikova, Doctor of Law, Chair of the Department of Civil Process and Social Branches of Law of the Moscow Humanitarian

ian University.

The Deputy Director of the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia, Shurenchimeg Zokhiolt, read out the message of ILO Director-General Juan Somavia on the World Day of Social Justice.

“Universal and lasting peace can be established only if it is based on social justice.” The cautionary words of the ILO’s 1919 Constitution resonate today. It is indeed time to build an era of social justice on a foundation of decent work, the message read.

United Nations Information Centre Moscow Director, Alexander Gorelik, focused on the theme of social justice through the prism of the United Nations’ current agenda.

The head of the laboratory of socio-labour relations of the Institute of Economics of the Russian Academy of Sciences, Doctor of Economics Irina Soboleva, who prepared several studies and surveys for the ILO, spoke about social protection in the labour sphere.

Fourth and fifth grade students of the Moscow Humanitarian University’s Law Faculty also spoke at the conference focusing on such themes as social justice in Russia, desocialization of the state as the law of development

under market economy conditions and discrimination as a factor of social injustice.

The conference brought together around 100 participants – representatives of trade unions, state institutions, researchers, academics, teachers and students of the Moscow Humanitarian University, the National Institute of Business, the Moscow City Pedagogical University, the Russian State Social University and the State University of Management.

Within the framework of the conference an exhibition of new ILO and UN publications was organized. ILO and UN publications were handed out to participants in the conference to help them with their studies and research work. ■



Photo: Shurenchimeg Zokhiolt (left) and Tamara Soshnikova

What does social justice mean to you?



Recently the ILO launched a **Voices on Social Justice** Campaign to provide a global platform for perspectives on what social justice means today and how it might be achieved in the years to come.

ILO Moscow joined the campaign asking ordinary people in our region to answer this question.

Thanks to the support of the ILO’s Finnish-funded *From Crisis to Decent and Safe Jobs* project, we collected the following voices from Azerbaijan that you can find at our website.

They will be joined by video interviews from other countries of our region. ■

Look at http://www.ilo.org/public/english/region/euro/moscow/news/video/social_justice_en.rm



World Day of Social Justice marked in Azerbaijan

On February 20, the Youth Information and Counseling Center located in Azerbaijan’s village of Lahij hosted a special event devoted to the World Day of Social Justice.



The event started with an official opening ceremony which brought together local and regional authorities and continued during the day with showing the ILO documentaries and holding discussions on social issues.

The staff of the Youth Information and Counseling Centre read out the message of ILO Director-General Juan Somavia on the

occasion of the World Day of Social Justice.

A representative of the Ismayilli regional executive authority, Elchin Nacafli, noted that “providing people with safe and decent work is the priority for all world countries.”

“Today we have two key areas of focus: youth employment promotion and elimination of child labour,” he said. “Access to the information is the basis for both areas of our work. The center provides this access and sets a real example of social justice.”

Fikret Hagverdiyev, the head of the Lahij executive authority, thanked the ILO for providing technical and financial support in opening the Youth Information and Counseling Center in the village.

The director of the Lahij secondary school, Hikmet Hagverdili, underlined that “social justice can be achieved only through decent work! The Youth Information and Counseling Centre in Lahij is a beacon of social justice.”

The center received over 60 visitors during the day. ■



Russia's government, employers and trade unions sign general agreement for 2011-2013

At the end of last year the Russian government, national associations of employers and trade unions signed the eleventh general agreement for 2011-2013. The document was signed by Health and Social Development Minister Tatyana Golikova, Executive Vice-President of the Russian Union of Industrialists and Entrepreneurs (RSPP) Fyodor Prokopov and the chairman of the Federation of Independent Trade Unions of Russia (FITUR), Mikhail Shmakov.

Russian Prime Minister Vladimir Putin attended the signing ceremony.

“What this shows is that Russia has a civilised and effective system for regulating labour relations. In this dialogue, there is no place for confrontation, populism or unrealistic promises. Rather, it is marked by a determination to resolve all problems by negotiation and to seek out mutually acceptable



solutions,” he said.

Among priorities of the general agreement are the creation of conditions for Russia's economic recovery in the post-crisis period, higher economic competitiveness and labour productivity growth.

It will also contribute to creating stable employment, developing effective infrastruc-

ture of the labour market, preparing skillful workforce, ensuring safe jobs and social protection of population.

“The new general agreement also focuses on workplace safety. To reduce injuries and occupational illnesses, we will launch a programme to improve working conditions and increase safety, and to make the regulatory acts in this sphere better suited to modern conditions,” he said.

“This will require further improvements to the legal framework and consistent implementation of best international practices and standards – this latter requirement also requires that we ratify the key conventions of the International Labour Organisation,” Putin said. ■

Source: www.fnpr.ru, www.premier.gov.ru

Marking centenary of International Women's Day

The year 2011 marks the centenary of the International Women's Day.

The first official International Women's Day was celebrated in 1911 following a decision of the International Conference of Working Women held in Copenhagen the year before.

One hundred years on, despite some progress there is still much to be done to achieve gender equality in the world of work. “The crisis has served to underscore and aggravate pre-existing inequality. Achieving gender equality remains a major challenge. Securing a sustainable and equitable recovery and a fair globalization demand gender-aware responses”, ILO Director-General Juan Somavia said in a statement for the International Women's Day.



cultural centers, civil society, UN colleagues and the media.

As the UN theme for the Day was “Equal access to education, training and science and technology: Pathway to decent work for women”, all presentations touched upon this theme. In particular, ILO expert Marina Baskakova, Dr. Econ, Institute of Economics, Russian Academy of Sciences, made a presentation entitled “Labour Market: New View of Old Gender Problems.”

At the UNIC premises an exhibition of ILO-Moscow gender publications was displayed. It presented a recent series of Work and Family brochures devoted to the countries of our region.

In addition to the official part of the event, the programme included an exhibition of paintings by Irina Khabibova and a musical performance by a soloist of the Opera Theater of the Tchaikovsky Moscow State Conservatory, Vladimir Avtomonov. ■

On 4 March, the ILO and the UN Information Center in Moscow organized a special event on the occasion of the International Women's Day that brought together representatives of government institutions, international organizations, academic and



April 28 – World Day for Safety and Health at Work

The theme of the World Day for Safety and Health at Work for 2011 is **OSH management system: A tool for continual improvement.**

Since 2003 the ILO observes the World Day for Safety and Health at Work on April 28. This global awareness-raising campaign is intended to focus international attention on emerging trends in the field of occupational safety and health and raise consciousness on the magnitude of work-related injuries, diseases and fatalities worldwide.

The annual commemoration of the World Day for Safety and Health at Work is an integral part of the ILO Global Strategy on Occupational Safety and Health for the promotion of a global preventative safety and health culture. It is also a key element of the ILO Programme on Safety and Health at Work and the Environment (SafeWork). Capitalizing on its traditional strengths of tripartism and social dialogue, the ILO stresses the prevention of occupational accidents and diseases in collaboration with its member States and other stakeholders to reduce substantially the number of work-related deaths and injuries.

World Day events in the region will be covered in our next issue. ■



Russia's president holds series of meetings on labour market regulation

On February 4, Dmitry Medvedev visited the Stroginsky Employment Centre in Moscow and held a meeting on employment issues, the first in a series of meetings and conferences on labour market regulation.

The situation in single-industry towns, regional employment programmes, and improvements to labour laws were all discussed at the meeting on employment issues in Gorky, the Moscow region, on February 14.

“Although anti-crisis measures have produced clear results and unemployment has dropped, efforts must continue to create jobs and find work for the unemployed,” Dmitry Medvedev said at the meeting. “What is needed now is a transition from anti-crisis measures to long-term, systemic action to develop a civilised labour market.”



Using the International Labour Organisation's calculation methods, the number of unemployed in Russia fell to 5.4 million people at the start of 2011 (down from 6.2

million at the start of 2010). This brought the overall unemployment rate down to 7.2 percent. According to the Healthcare and Social Development Ministry, there were 1.6 million registered unemployed at the start of February.

On February 15, the President visited the city of Krasnoznamensk, one of Moscow's western suburbs, where he met with retraining and employment services staff from around the nation at the city's vocational education centre.

During his visit Dmitry Medvedev attended the presentation of business projects under the programme to promote self-employment.

Particular attention was given to issues of retraining and education in professions that are in great demand on the labour market. ■
Source: www.kremlin.ru



Planning public relations activities in trade unions of Azerbaijan

On February 22-23 Baku, hosted a seminar for trade unionists of the Azerbaijan Trade Union Confederation in charge of planning PR campaigns that focused on trade unions' public relations and awareness activities amid globalization.



Sergejus Glovackas, Senior Specialist in Workers' Activities of the ILO Decent Work Team and Country Office for Eastern Europe and Central Asia, noted that the seminar was aimed at giving practical skills of planning and carrying out public relations campaigns in trade unions at enterprises of multinational corporations.

Participants in the seminar combined theoretical course on the planning of the public relations campaign in trade unions with practical skills they were able to apply

during role playing games.

They discussed how to improve social and economic protection of workers of multinational corporations that often violate their labour and social rights.

In particular, they stressed the need for building the dialogue among social partners through improving the negotiating process. They also focused on the importance of strengthening the awareness raising role of trade unions in multinational corporations and of creating shop floor trade unions there.

Representatives of Moldova's trade unions shared their experience of conducting public relations campaigns to reduce the share of the informal economy and overcome consequences and

implications of globalization in social protection and economic security of multinational corporations' workers.

They brought special focus to tools of interaction with the media.

Sergejus Glovackas also discussed with representatives of the Azerbaijan Trade Union Confederation the preparation for an international trade unions conference on migrants' rights due in Baku in April that will be widely covered in the media. ■



Kazakhstan ratifies ILO Asbestos Convention No. 162



Kazakh President Nursultan Nazarbayev signed a law to ratify ILO Asbestos Convention, 1986 (No.162).

The Convention was adopted at the 72d session of the International Labour Conference on June 24, 1986.

“The Convention is aimed at upgrading national laws or regulations that shall prescribe the measures to be taken for the prevention and control of, and protection of workers against health hazards due to occupational exposure to asbestos,” according to a statement of the Senate's committee for social and cultural development.

The ratification of the Convention increases employers' responsibility for compliance with the prescribed measures for the prevention and control of occupational exposure to asbestos.

The employer shall ensure that all workers exposed to asbestos are informed about the health hazards related to their work, instructed in preventive measures and correct work practices and receive continuing training in these fields. ■ Source: *Kazakhstan Today*

Trade unions address labour migration problems



Astana hosts seminar for Kazakhstan's trade unions

Every year migrants from the CIS member-states – Kyrgyzstan, Tajikistan, Uzbekistan and Azerbaijan – arrive in Kazakhstan in great numbers. Unfortunately, most of them remain outside the legal framework and are mainly employed in the shadow economy, Gulnara Zhumageldiyeva, the deputy head of the Federation of Trade Unions of the Republic of Kazakhstan, told a training workshop for trade unions.

The workshop took place in Kazakhstan's capital of Astana on January 18. It was organized within the framework of the ILO project "Regulating labour migration as an instrument of development and regional cooperation in Central Asia - Kazakhstan, the Kyrgyz Republic and Tajikistan" financed by the European Union.

Sergejus Glovackas, Senior Specialist in Workers' Activities of the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia, underlined that trade unions in receiving countries should protect migrant workers' rights to prevent the social dumping.

The main task of national trade unions is to persuade migrant workers not to fear to join. Therefore the ILO and the Federation of Trade Unions of the Republic of Kazakhstan plan, first of all, to conduct a large-scale awareness raising campaign in different areas such as agriculture, construction, transport, services and commerce.

"As the process of labour migration cannot be stopped, it should be controlled and understood, it is necessary to make it work for the good of people and the country," Glovackas said.

Jana Costachi, ILO Senior Migration Policy Advisor based in Astana, stressed importance of changing attitude to migrant workers. Central Asian countries often report a discriminatory attitude to migrant workers, she said.

The ILO recommends to study an opportunity for concluding bilateral and multilateral agreements on cooperation between trade unions from different industries, Costachi said.

"We should do our utmost for trade unions in different countries – receiving and sending ones – to conclude bilateral agree-

ments," said Elena Murzina, ILO national project coordinator in Kazakhstan. "If such agreements exist, they become an efficient mechanism for regulating migration processes." ■

Sources: www.new.nur.kz, www.inform.kz

Role of trade unions in resolving labour migration problems – seminar in Russia's Volgograd region

Social dialogue and the role of trade unions in resolving problems of labour migration were high on the agenda of a seminar on trade union cooperation in protection of migrant workers' rights. The event took place in the town of Volzhsky, Russia's Volgograd region, on February 16-17 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 was organized by the ILO in cooperation with the Federation of Independent Trade Unions of Russia, the Volgograd region Council of Trade Unions and the Confederation of Trade Unions of Armenia. Trade unions of the Astrakhan and Tula regions were also invited.

"The social dialogue on labour migration is needed today and will be even of higher demand tomorrow, because amid globalization people move and will change their countries searching for the means to survive and for better life for themselves and their families," said Pavel Nikolayenko, the chairman of the Volgograd region Council of Trade Unions.

Participants in the seminar noted that irrespective of their status migrants are first of all workers. In this capacity they enjoy the rights, including freedom of association, i.e. the right to organize trade unions or collectively bargain.

The seminar concluded with signing the cooperation agreement between the Volgograd region Council of Trade Unions and the Confederation of Trade Unions of Armenia.

This is Russia's first such initiative, but such practice will be continued in other Russian regions through signing cooperation deals not only with Armenia, but also with other CIS and non-CIS countries, said Sandra Vermui-

jten, Chief Technical Advisor 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."

"We plan to conduct a large-scale awareness raising campaign among our citizens on how to legally cross the border, to get a work permit, pay taxes and join trade unions," said Levon Khachatryan, executive secretary of the Confederation of Trade Unions of Armenia. "Thus, migrant workers will only benefit from becoming legal. I hope that illegal employment will start to reduce." ■

Source: www.volgoprof.ru

Trade unions of Russia's Sverdlovsk region and Azerbaijan sign cooperation agreement

The Federation of Trade Unions of the Sverdlovsk region and the Azerbaijan Trade Unions Confederation signed an agreement on cooperation within the framework of the ILO seminar on trade unions' interaction in protection of migrant workers' rights that took place in Yekaterinburg, central Russia, on March 16.

"The agreement will focus on the exchange of information, consultations and practical assistance to Azerbaijan's citizens who want to work in the Sverdlovsk region," the chairman of the Federation of Trade Unions of the Sverdlovsk region, Andrei Vetluzhskikh, said.

"Taking efforts to protect migrants, legalize and increase wages, we raise competitiveness of local population on the Sverdlovsk region's labour market," he said.

Among participants in the seminar were ILO experts, representatives of the Azerbaijan Trade Unions Confederation, trade unions of the Urals Federal District, the Yekaterinburg-based consulates of migrant sending countries, the state employment service and national diasporas.

The ILO estimates that Russia is the world's second largest migrant-receiving country after the United States. In turn, the Sverdlovsk region is Russia's third largest region to receive migrant workers. ■

Source: *Itar-Tass news agency*





Dagestan's young entrepreneurs study basics of business



In early March ILO trainers conducted a three-day Start and Improve Your Business training for young entrepreneurs in the premises of the Dagestan State Institute of National Economy.

"Start and Improve Your Business is a unique training programme of the International Labour Organization aimed at developing business management skills of potential and successful entrepreneurs, heads of small and medium enterprises and all those who want to start their own business and effectively manage it," said SIYB master trainer Eteri Khokhoyeva. "SIYB methods and tools are simple and clear to understand, they will help any entrepreneur to develop business skills necessary to start and manage his/her business."

The programme is implemented in all republics of the North Caucasus Federal

District. The SIYB trainings have already been conducted in Dagestan for the second year. During the meeting with trainees Dagestan's youth policy committee chief Zaur Kakhrimanov and rector of the Dagestan State Institute of National Economy Yakhya Buchayev agreed to set up a republican business school on the basis of the university that will organize regular business trainings.

"You will make yourself useful to the society if you start your own business and create several new jobs, thus to a certain degree contributing to the reduction of the unemployment rate," the institute's rector said.

One of the trainees, Sona Guliyeva, shared her impression of the training: "I organize entertainment events for children and my dream is to create a mobile puppet show



for Dagestan's children. For me as a young entrepreneur these trainings provided much useful information."

Young boys and girls share many business ideas, some, like Sona, want to create a mobile puppet show, others – to produce pea flour and bioproducts for animals and to make ice cream. Trainees highlighted that knowledge they gained will help them to draft business plans and improve their business.

The SIYB training was organized within the framework of the UNICEF programme that issues grants to youth entrepreneurs in the North Caucasus. The small grants competition announced by UNICEF will help to support active, self-motivated and ambitious young people who are ready to manage their future through starting their own business. ■

Source: www.riadagestan.ru



Learning to reform labour law

"Participatory Labour Law Making" is an annual course organised by the International Training Centre of the ILO in Turin. This training is designed for lawyers from ministries of labour, employers' organisations, trade unions and labour law academics.

Angelika Muller, one of the training's organizers and an expert of the ILO headquarters in Geneva:

- We conduct this training with my ILO colleague in Turin Sylvain Baffi. Based on the fully participatory and action-oriented methodology, our programme is adapted to the concrete legal issues on the agenda of the participants' countries. In addition to the process of labour law reforms and legislative drafting techniques, trainees also examine the issues of relevance for the region in the light of ILO's standards and comparative law

and practice.

Through interactive presentations and practical exercises, participants learn about



Participants in the 2010 training from Armenia, Azerbaijan, Georgia, Kazakhstan and Moldova will use knowledge and practical skills they had received in Turin for the labour law reforms in their countries.

different aspects of the regulation of employment relations, such as contracts of employment, dismissals, social dialogue and collective bargaining, discrimination at work and private employment agencies.

Last October we conducted such training for tripartite participants from Armenia, Azerbaijan, Georgia, Kazakhstan and Moldova. They gave a very high appreciation of practical usefulness of the training for the labour law reforms in their countries.

The next course in Russian for participants from Eastern Europe, Caucasus and Central Asia is planned in Turin, Italy, from December 5 to December 9, 2011.

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Appointments in the Kyrgyz Republic



On December 16, 2010, Almasbek Abytov became Kyrgyzstan's new Minister of Labour, Employment and Migration.

He holds a diploma in engineering from the Kyrgyz Agricultural Institute named after K. Skryabin and a Doctorate in Science from the Kyrgyz Academy of Sciences (1993). He also holds a diploma in economics from the Bishkek branch of the Moscow State University of Economics, Statistics and Informatics (2006).

In 1988-1993 he worked as a senior engineer and junior research assistant of an automatics laboratory of the Institute of Machine Science of the Kyrgyz Academy of Sciences.

In 1993-1994 he served as an advisor of the president of the republic's Engineering Academy.

In 1994-1995 he headed the machine

building and conversion office of the state economic committee's industrial economy department.

In 1995-2000 he occupied various high-ranking positions in the republic's parliament.

In 2000-2005 he headed the expert group of the budget and economic policy committee of the parliament's upper house.

In 2005-2010 he was the head of the parliament's budget and finance committee's departments. ■

Source: www.mz.kg

On February 7, Kyrgyz President Roza Otunbayeva signed a decree to appoint Aigul Ryskulova the republic's Minister of Social Protection.

Aigul Ryskulova was born in



Bishkek (Frunze) on November 23, 1964.

She studied at the department of law at the Kyrgyz State University (1983-1987). For family reasons she moved to Moscow and graduated from the Moscow Academy of Labour and Social Relations, department of economy (1990-1994).

Since 1994 she occupied different posts in the Ministry of Labour and Social Protection, including the head of the state employment service.

From April 2005 she was the first deputy head of the Social Fund.

From September 2005 to September 2009 she headed the state committee for migration and employment.

From September 2009 to December 2010 she served as Minister of Labour, Employment and Migration.

In December 2010 she was appointed the president's advisor.

She speaks fluent English and Russian.

Married with one son. ■



ILO Moscow specialists

Last year two specialists joined the ILO Moscow team. Many partners in the region had already met with them, as our colleagues became actively engaged in the ILO activities and already visited most countries of the region. We wish Olga Koulaeva and Sergejus Glovackas success in their work in this challenging, but very interesting region.



Olga Koulaeva was appointed Senior Employment Specialist of DWT and Country Office for Eastern Europe and Central Asia in 2010.

She holds a diploma in economics and PhD in Economics from the Moscow

State University. She is fluent in English and Swedish.

In 1983-1990 she lectured in the Patrice Lumumba People's Friendship University, held seminars in economics, conducted research on labour market and vocational training.

In 1990-2002 she occupied the post of Marketing and Finance Director in different companies - the Soviet-Swedish Joint Venture "VneshAgro", Vita Corporation and Stockholm's 2F Sverige AB.

In 2002-2004 Koulaeva was the financial manager of the Swedish National Labour

Market Board (AMS).

In 2004-2005 she was deputy project director of the same Government Agency and from May 2005 she became Project Director of the Swedish National Labour Market Board (AMS)/the Swedish Public Employment Service.

Her main areas of responsibility included planning, budgeting, implementation, monitoring and follow-up of international projects in the field of the labour market policy and employment service. ■

Sergejus Glovackas was appointed Senior Specialist in Workers' Activities at the ILO DWT and Country Office for Eastern Europe and Central Asia.

He is a Lithuanian national. He holds the Master of Arts degree.

He underwent different trainings, includ-



ing ILO Trade Union Leadership Training.

In 1994-2000 Glovackas worked at the Lithuanian Trade Union of Commercial and Co-operative Employees as organizer of new members, trade union shop steward in McDonald's in Lithuania, negotiator and consultant on collective bargaining in "Statoil Lithuania" and "Falck Security Lithuania."

In 2001 he joined the International Confederation of Free Trade Unions (that in 2006 merged with the World Confederation of Labour to form the International Trade Union Confederation), where he worked for ten years as coordinator of different projects, including ILO-ICFTU programmes promoting workers' representation and social dialogue in Central and Eastern Europe and Turkey.

In 2006-2008 he was a public adviser of the Government of Lithuania on the social dialogue issues.

His last assignment before joining the ILO was Regional Coordinator of the International Trade Union Confederation (director of Vilnius office). ■



Employers' Code of Conduct signed in Armenia

On February 3, Employers' Code of Conduct was signed in Armenia. The Code aimed at counteracting trafficking in human beings and forced labour was developed by the Republican Union of Employers of Armenia in consultation with the ILO Project "Strengthening of Comprehensive Anti-Trafficking Response in Armenia, Azerbaijan and Georgia."

A task force created by the Republican Union of Employers has been drafting the Code since 2009 under the guidance of Philip Hunter, ILO consultant, Special Action Programme to Combat Forced Labour.

The president of the Republican Union of Employers, Arsen Ghazaryan, underlined the necessity of signing the Code by Armenia's employers as it is a good tool to combat trafficking in human beings and forced labour.

The Union's executive director, Gagik Makaryan, focused on the principles of the Code of Conduct, including the obligatory conclusion of labour contracts in a written form.

Chief technical advisor of the ILO Project, Zsolt Dudas, stressed importance of the

Code's application in day to day operations of the employers. He presented a few examples from the other countries' experience in this issue and the findings of the ILO Global Report "Cost of Coercion".



Arsen Ghazaryan: an interview after the signing of the Code

The Code of Conduct was signed by the Republican Union of Employers and 15 private employers.

The event was widely covered by local media. ■

Photo: www.armradio.am



New migration service set up in Tajikistan

On January 21, the Migration Service under the government was set up in Tajikistan.

The service was created to coordinate labour migration management, effectively use labour resources abroad and protect labour migrants' rights and interests.

The service was set up on the basis of the Migration Service of the Ministry of Internal Affairs, the ministry's office in the Russian Federation and relevant agencies of the embassy of the Republic of Tajikistan in the country, the Labour and Social Protection Ministry and the state agency for social protection, employment and migration.

The Migration Service will regulate Tajik citizens' migration flows in foreign countries, ensure vocational training and secure jobs for migrant workers in foreign countries and establish ties with compatriots residing abroad.

The Migration services' offices will be created at Tajikistan's embassies and consulates in countries, where Tajik migrants work. ■

Source: www.president.tj



Fight against human trafficking and forced labour ILO handbook comes out in Azerbaijani translation



The ILO handbook for labour inspectors on forced labour and human trafficking in the Azerbaijani language was presented in Baku on February 16. The event was organized within the framework of the ILO project on strengthening of comprehensive anti-trafficking response in Armenia, Azerbaijan and Georgia in cooperation with the International Organization for Migration, the Organization for Security and Cooperation in Europe, and Azerbaijan's Labour and Social Protection Ministry.

The head of Azerbaijan's labour inspection, Rauf Tagiyev, unveiled the event for representatives of the government, different ministries and agencies, experts of international and local organizations and mass media.

The chief technical advisor of the ILO Anti-Trafficking Project, Zsolt Dudas, made a presentation of the new publication in the Azerbaijani language.

The handbook seeks both to inform labour inspectors of the facts and trends of modern forced labour and the challenges before them, and to promote discussion as to how labour inspectorates worldwide could be harnessed more effectively to global efforts against forced labour and trafficking, he said.

This handbook has been designed for use in training seminars and as a reference book for policy development. It provides background information with the latest statistics on forced labour and trafficking.

Zsolt Dudas also spoke about the global scale of forced labour and good practices from different countries on the involvement

of labour inspectorates in prevention of human trafficking and protection of victims.

Representatives of the anti-trafficking unit of the Interior Ministry stressed importance of conducting further trainings of labour inspectors on forced labour and human trafficking. ■



Our publications

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



Guidelines for flag State inspections under the Maritime Labour Convention, 2006 (in Russian)

These international guidelines have been developed to assist flag State administrations to effectively implement their responsibilities with respect to the ship inspection and certification duties under the Maritime Labour Convention, 2006 (MLC, 2006).

Guidelines for port State control officers carrying out inspections under the Maritime Labour Convention, 2006 (in Russian)

The guidelines are intended to provide supplementary practical information and guidance to port State administrations that can be adapted to reflect national practices and policies and other applicable international arrangements governing port State control inspections.

The guidelines should be regarded as complementary to the national measures taken by administrations of flag States in their countries and abroad. They are intended to provide assistance to port State administrations in securing compliance with the MLC, 2006. They should be read in conjunction with the guidelines for flag State inspections under the MLC, 2006, as much of the information contained in the flag State guidelines will also be helpful to personnel carrying out MLC, 2006, port State control inspections.

strations in securing compliance with the MLC, 2006. They should be read in conjunction with the guidelines for flag State inspections under the MLC, 2006, as much of the information contained in the flag State guidelines will also be helpful to personnel carrying out MLC, 2006, port State control inspections.



Teachers and trainers for the future – Technical and vocational education and training in a changing world (in Russian)

This report was prepared as part of the ILO's Sectoral Activities Programme of work and is issued under the authority of the Director-General of the ILO.

The publication outlines major challenges facing technical and vocational education and training and reforms to meet new challenges.

It considers the employment situation within systems and institutions, shortages of qualified instructors, job security and career structures. It reviews remuneration and incentive packages, education and training.

Work in Russia – information booklet

This booklet is designed for those who have already come to Russia to work and those, who only plan to become a migrant worker. It provides necessary tips on how to register at the migration service, to get a work permit and to conclude a labour contract.

The EU-financed ILO Project on Increasing the Protection of Migrant Workers in the Russian Federation and Enhancing the Development Impact of Migration in Armenia, Azerbaijan and Georgia was developed at the information support of the Russian Federal Migration Service.

This booklet will be distributed at offices of Russia's Federal Migration Service as well as in migration services of the South Caucasus and information centers for migrants in the CIS member-states.

Responsible and Sustainable Enterprise-Level Practices at Times of Crisis A Guide for Policy-Makers and Social Partners (in Russian)

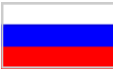
Micro, Small and Medium-sized Enterprises and the Global Economic Crisis Impacts and Policy Responses (in Russian)

This is the Russian translation of the ILO Geneva publications. In this series of brief publications, the ILO's Sustainable Enterprise Programme reflects on impacts of the global economic crisis on enterprises and cooperatives, provides examples of policy and enterprise-level responses, and indicates how constituents can be supported by the ILO.



In Brief

■ Mikhail Shmakov re-elected FITUR chairman

 Mikhail Shmakov was re-elected to the post of chairman of the Federation of Independent Trade Unions of Russia (FITUR). Participants in the 7th FITUR congress in Moscow voted for his candidature on January 14.

Shmakov headed the FITUR for the first time in 1993, after that he was re-elected three times (in 1996, 2001 and 2006).

The FITUR was established in 1990. Today it is the country's largest trade union centre which unites 49 national trade unions, with membership is estimated at 25 million.

The FITUR participates in drafting federal bills and legal acts regulating the status, rights and obligations of trade unions and workers. The FITUR takes part in monitoring the situation on the labour market, as well as forming and implementing regional employment programmes. *Source: Itar-Tass*

■ ILO Global Employment Trends 2011



With global unemployment, as officially measured, at record highs for the third straight year since the start of the economic crisis, the International Labour Office (ILO) warned in its annual employment trends survey that weak recovery in jobs is likely to continue in 2011, especially in developed economies.

Global Employment Trends 2011: The challenge of a jobs recovery, points to a highly differentiated recovery in labour markets, with persistently high levels of unemployment as well as growing discouragement in developed countries, and with employment growth and continued high levels of vulnerable employment and working poverty in developing regions. These trends stand in stark contrast to the recovery seen in several key macroeconomic indicators: global GDP, private consumption, investment, and international trade and equity markets have all recovered in 2010, surpassing pre-crisis levels.

■ Roundtable on labour migration statistics in Dushanbe



On January 21, Dushanbe hosted a roundtable meeting on labour migration data and statistics that took place within the framework

of the ILO Project "Regulating labour migration as an instrument of development and regional cooperation in Central Asia - Kazakhstan, the Kyrgyz Republic and Tajikistan."

Participants in the roundtable meeting – governmental agencies responsible for analysis of labour migration statistics, international and non-governmental organizations - discussed the situation in Tajikistan's labour migration data collection and analysis and developed recommendations for the improvement of the labour migration statistics. Demography expert from the Moscow State University Olga Chudinovski and ILO national expert Parviz Khakimov participated in the event.

■ Kyrgyz migrants sent home over 1 bln dollars



In 2010 Kyrgyz labour migrants working in Russia transferred 1.2 billion U.S. dollars back home, according to the Central Asian republic's Ministry of Labour, Employment and Migration.

Last year 96,011 Kyrgyz citizens received work permits in Russia.

"A total of 113, 143 Kyrgyz citizens were issued permits for work in Russia. One third of labour migrants from Kyrgyzstan are mainly employed in the construction sector, another 14.2 percent in the service industry, 13.2 percent – in trade, 12.1 percent – in the manufacturing industry, 9 percent – in the transport and communications sector, 5.7 percent – in the agriculture," the ministry said in a statement. *Source: www.24kg.org*

■ Tajik migrants increase remittances in 2010



Tajik migrants, who are mainly working in Russia, sent nearly 2.29 billion dollars to Tajikistan last year, which is a 25-percent increase as compared to 2009, the chairman of the National Bank of Tajikistan, Sharif Rahimzoda, told a news conference on January 20.

In the crisis year of 2009, migrant workers from Tajikistan transferred 1,833,900 dollars to their country, which was by 31.3 percent less than the record size of remittances sent to the country in 2008, when this figure was 2.2 billion dollars.

"We can speak about full restoration of the market of migrant workers to the pre-crisis level of 2008," the head of the Tajik National Bank said.

According to official data, there are cur-

rently over 730,000 Tajik citizens in Russia. However, independent experts say that the number of migrants fluctuate within one million people depending on the season. *Source: Interfax news agency*

■ Programming meeting of the ILO Decent Work Team and Country Office for Eastern Europe and Central Asia



On March 2-3, the programming meeting of the ILO Decent Work Team and Country Office for Eastern Europe and Central Asia took place to assess progress in implementing work plans for 2010-2011, to identify existing challenges and in prior consultations between national coordinators and DWT Moscow technical specialists, to complete country work plans for 2011.

The meeting also provided a good opportunity to explore further synergies in implementing the Decent Work Agenda in the sub-region and enhance coherence of actions under the ILO strategic objectives.

The programming meeting brought together top management of the ILO Regional Office for Europe and Central Asia – Susanne Hoffmann, Regional Director, Alena Nesporova, Deputy Regional Director, and Pierre de Lame, Senior Administrator and Relations Officer, as well as colleagues from the ILO International Training Centre in Turin and ILO DWT-CO in Budapest. Among attendees were also ILO national coordinators in Armenia, Azerbaijan, Belarus, Kazakhstan, Kyrgyzstan, Tajikistan and chief technical advisers of the ILO technical cooperation projects in the sub-region.

■ ILO Office senior specialist for occupational safety and health visits Armenia



In February Senior OSH Specialist of the ILO Decent Work Team and Country Office for Eastern Europe and Central Asia, Wiking Husberg, visited Armenia within the framework of the meetings initiated by the Republican Employers' Union of Armenia and partner organizations.

Aside from discussions on occupational safety collaboration with the Republican Employers' Union of Armenia Husberg attended a meeting of the tripartite working group on the development of main provisions of the national OSH programme.



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