



Decent Work Technical Support Team and
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December 1 — World AIDS Day

“Getting to Zero” referring to the “Zero New HIV Infections. Zero Discrimination. Zero AIDS Related Deaths.”



The theme of the World AIDS Day this year is “Getting to Zero” referring to the “Zero New HIV Infections. Zero Discrimination. Zero AIDS Related Deaths.”

The ILO joins its efforts with the UN family and all who are striving to reach the zero goal. Staff members of the ILO Office in Geneva launched the campaign forming the traditional human red ribbon with red balloons in hands.

“Stigma and discrimination, prejudice and fear are the daily reality of many living with HIV. They loom large in the workplace and in the world of work,” said ILO Director-General Juan Somavia on the occasion of the World AIDS Day.

Juan Somavia underlined that “stigma and discrimination have no place in decent work, decent workplaces and decent societies.”

“Let us draw on the tremendous potential of the workplace to help shape a unified response as one of the pillars of policies and strategies for zero infection, zero discrimination and zero AIDS-related deaths,” the ILO Director-General said. ■

Tajikistan joins global AIDS campaign

The World AIDS Day, marked by the Federation of Independent Trade Unions of Tajikistan in Dushanbe, gathered about 250 people from 23 sectoral trade unions in education, healthcare, private sector, energy and industry as well as high level officials from the Ministry of Health, the Ministry of Labour and the AIDS National Coordinating Committee.

The event was chaired by the head of the Federation of Trade Unions of Tajikistan, Murodali Salikhov.

The ILO Moscow Office was represented by Sergeyus Glovackas, Senior Specialist in Workers' Activities.

“Gradually the society begins to realize that the problem of HIV/AIDS refers not as much as to medicine, as to the social and workplace-related issues, which requires the creation of a coherent and consecutive programme to counteract HIV at enterprises throughout the country,” Salikhov said in his opening remarks.

UNAIDS Country Officer Maria Boltavaeva expressed support for Tajikistan's trade union leaders and the ILO in pooling joint efforts to achieve Millennium Development Goal 6 - to halt by 2015 and begin to reverse the spread of HIV/AIDS.

The UN-initiated theme of the World AIDS Day - “Getting to Zero” referring to the “Zero

New HIV Infections. Zero Discrimination. Zero AIDS Related Deaths.” was strengthened by the ILO marked theme - **“World AIDS Day. Getting to zero in our workplace.”**

Takhmina Haydarova, the leader of the Tajik Network of Women HIV+ , who dared to reveal her HIV positive status, made a strong call to the public to pool efforts in reducing stigma and discrimination in society, workplace and family, which kills people faster than HIV. Although she lost her child, husband and relatives because of her HIV-status, she found the strength and cour-

age to get education and find a job as a book-keeper.

After the opening remarks a concert programme with local music stars followed. They called on the public for tolerance to people living with HIV and joint efforts against discrimination.

According to the official statistics, there are over 3,000 HIV-infected people and AIDS patients in Tajikistan. But experts assert that the real number of HIV carriers can exceed these figures multifold. ■

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Observation of right to work, health and education for people living with HIV in Russia – discussion at State Duma

On October 17 the State Duma Committee for Labour and Social Policy and the ILO Moscow Office organized at the lower house of Russian parliament a round-table meeting on the observation of right to work, health and education for people living with HIV.

Representatives of legislative and executive authorities, international organizations, trade union and employers' organizations, academic community, NGOs including organizations for people living with HIV, and business took part in the session.

In her opening remarks Nadezhda Gerasimova, State Duma deputy speaker, emphasized that "gradually the whole world is starting to realize that the solution to HIV/AIDS problems is not so much medical, it concerns social and labour relations."

In the introduction on behalf of the International Labour Organization Elena Kudriavtseva, Focal Point for HIV/AIDS and the World of Work for Eastern Europe and Central Asia, said that the issues of discrimination in the world of work had always been in the ILO focus and drew attention to the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and the ILO Declaration on Fundamental Principles and Rights at Work adopted in 1998. In 2000 the ILO created a specialized programme on HIV/AIDS and the World of Work which has been consistently supporting the efforts of governmental institutions regulating labour issues, organizations of employers and workers to prevent HIV/AIDS at workplaces for the last 10 years.

Continuing the discussion Ekaterina Ivanova, Focal Point for HIV/AIDS and the World of Work for the Russian Federation, presented the ILO Recommendation concerning HIV and AIDS and the World of Work, 2010 (No. 200) paying special attention to the part on discrimination. In accordance with the Recommendation "real or perceived HIV status should not be a ground of discrimination preventing the recruitment or continued employment, or the pursuit of equal opportu-

nities consistent with the provisions of the Discrimination (Employment and Occupation) Convention, 1958".

The ILO urges to make the test connected with the world of work voluntary and its results confidential. It is also necessary to develop dispute settlement procedures to ensure protection of workers living with HIV/AIDS in case if their rights are violated. Ekaterina Ivanova mentioned that HIV/AIDS should be included in social dialogue at the workplace.

Professor, Doctor of Medicine Vadim Pokrovsky, who heads the Federal Scientific and Methodological Centre for AIDS Prevention and Control of the Ministry of Health and Social Development briefed on the country's epidemiological situation.

According to the centre, as of 1 October 2011 the number of HIV-infected persons in Russia totalled 619,000. In 2009–2010 more than 60,000 new cases of HIV-infection were reported annually. The age group worst affected by the infection is 25–35 year-olds.

Valentina Bodrova, a consultant of the Yuri Levada Analytical Centre (Levada Centre) cited the results of the survey People Living with HIV Stigma Index: Russia. The centre interviewed 660,000 people living with HIV aged between 18 and older in eleven Russian cities. According to the survey, 21 percent of the respondents said they faced discrimination at their workplace due to their HIV status, another 16 percent were rejected medical services. Another 3 percent of those polled noted that they were denied employment and another 3 percent were expelled from educational institutions they studied in.

Sergey Smirnov, director of the inter-regional non-governmental organization "Community of People Living with HIV", suggested discussing the possible ways to solve the problems arising in the Russian

legislation in relation to the observance of the rights to work, health and education. He mentioned the following mechanisms for effective HIV-infection prevention: development of the national HIV/AIDS strategy involving community of patients and healthcare specialists; regular (no less than once a year) review of medical treatment standards concerning HIV-infection and introduction of a unified electronic HIV patients register.

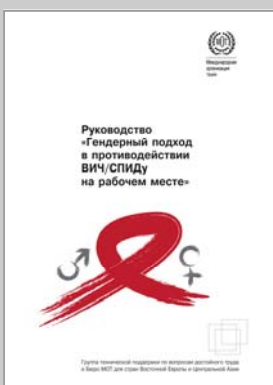


Veronika Zakharova, who heads the division for social partnership development of the Health and Social Development Ministry's department of wages, occupational safety and social partnership said that Recommendation 200 had been forwarded to tripartite commissions regulating social and labour relations in Russian regions. The regions were proposed to include HIV/AIDS prevention at the workplace into regional agreements and collective agreements.

Experts from other UN agencies shared their approaches to the observance and protection of rights to health and education for people living with HIV in Russia.

Participants agreed that the roundtable at the State Duma was only the beginning of a large-scale and profound discussion at different levels with participation of various partners and regions in Russia. ■

Our Publications



Guide to mainstreaming gender in workplace responses to HIV and AIDS

Gender inequalities and HIV and AIDS are inextricably linked. Women account for around 50 percent of all people living with HIV. They are disproportionately affected by HIV-related stigma and discrimination, violence, economic inequalities and the burden of caring for people living with HIV.

At the same time, the workplace offers a unique entry point to promote both gender equality and broad access to HIV prevention, treatment, care and support.

The guidance tool, a joint publication of the ILO Programme on HIV/AIDS and the World of Work and the ILO Bureau for Gender Equality, was translated in Russian.

It is intended to provide step-by-step support for all, particularly ILO constituents and their partners, who are involved in workplace responses to HIV in order to facilitate mainstreaming of gender throughout their programmes and activities. ■



ILO Moscow promoting Recommendation concerning HIV/AIDS and World of Work in countries of region

In October-November the ILO Moscow Office together with its tripartite partners in countries of the region conducted several seminars and roundtable meetings on promotion and implementation of the ILO Recommendation concerning HIV and AIDS and the World of Work, 2010 (No.200) in Kazakhstan, Armenia, Azerbaijan and Tajikistan. A similar event will be held in Russia at the end of December.

The main task of the seminars was to develop proposals for draft national policies on HIV/AIDS and the world of work.

The seminars gathered together representatives of governments, parliaments, employers' associations, trade unions, experts of UN agencies and non-governmental organizations promoting AIDS prevention and control.

During these seminars participants discussed HIV epidemiologic situation in their countries and the tasks of the national programmes on the response to HIV/AIDS.

Focal Point for HIV/AIDS and the World of Work for Eastern Europe and Central Asia Elena Kudriavtseva briefed on main provisions of the ILO Recommendation and their application at the national level.

It's worth noting that on the eve of the seminar in Dushanbe Tajikistan's social partners signed a joint tripartite agreement on social partnership on the issues of HIV/AIDS

and the world of work within the framework of the Decent Work Country Programme for 2011-2013.

The seminars provided a platform for discussing the role of social partnership in promoting the principles of the ILO Recommendation concerning HIV and AIDS and the World of Work (No. 200) and reviewing the national legislation.

The ILO Recommendation concerning HIV and AIDS and the World of Work was adopted at the International Labour Conference's session in June 2010 and became the first internationally sanctioned legal instrument aimed at strengthening the contribution of the world of work to universal access to HIV prevention, treatment, care and support.

First Deputy Minister of Labour and Social Protection of Tajikistan, Emin Sanginov:

— Promotion of ILO Recommendation No. 200 in the Republic of Tajikistan is necessary and expedient, as it reflects the need to increase efforts to prevent HIV at the workplace and to expand access to treatment for people living with HIV/AIDS.

The director of the labour and social partnership department, Ministry of Labour and



Social Protection of Kazakhstan, Akmadi Sarbasov:

— Kazakhstan introduces issues related to HIV/AIDS prevention at the workplace to the occupational safety management system. Tripartite partners in cooperation with the ILO will apply in practice mechanisms of the ILO Code of Practice on HIV/AIDS and the World of Work and the ILO Recommendation concerning HIV and AIDS and the World of Work (No 200). The Recommendation provides an opportunity to draft a national policy incorporating principles related to fundamental rights and freedoms, gender equality, social dialogue promotion, prevention of HIV-infection at the workplace and OSH systematic and preventive approaches. ■



Trade unions' role in eliminating discrimination at workplace



On November 23 Baku hosted a conference on the Role of Trade Unions in the Elimination of Discrimination at the Workplace.

The conference concluded a series of events within the framework of joint efforts taken by the ILO and the Azerbaijan Trade Unions Confederation this year to fight discrimination at the workplace.

The conference brought together over 120 trade union activists of the Confederation, governmental officials, employers and experts of the ILO and other international organizations.

The chairman of the Azerbaijan Trade Unions Confederation, Sattar Mehbolliyev, noted that the fight for equality at the workplace is one of the trade unions' priorities.

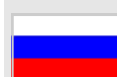
A member of the Confederation's committee on women's affairs, Kvandab Khabibova, presented a survey and a case study on gender discrimination at the workplace.

ILO Moscow Senior Specialist in Workers' Activities Sergeyus Glovackas briefed on the recommendations of the ILO Bureau for Workers' Activities (ACTRAV) aimed at strengthening the fight against discrimination at the workplace.

ILO Moscow Senior International Labour Standards Specialist Alain Pelce reported on application of the ILO's non-discrimination instruments.

Azerbaijan's trade unions announced a campaign on the elimination of discrimination at the workplace last May.

Trade union events promoting non-discrimination at the workplace gathered a total of 400 trade unionists, local administration officials and employers. ■



Russia to host decent work conference in 2012

No society or economy could develop unless human capital was the first priority. State, business, international and political organizations must recognize that their fundamental social responsibilities were to their citizens. Otherwise, social issues that had a deep negative impact on economies would flourish, the representative of the Russian Federation, Ekaterina Fotina, said in her address to the Second Committee of the UN General Assembly on October 19.

“That's why our country pursued and will further pursue a well-balanced policy on the labour market. The focus in the Russian Federation was not only on promoting and creating jobs, but also on increasing professional status, enhancing conditions in the workplace for workers to get new and on-demand jobs and on modernizing the vocational education,” she said.

Fotina said that her Government would host in 2012 an international conference on the practical implementation of the ILO's Decent Work Agenda. ■

Source: www.unmultimedia.org, www.un.org



ILO to help Russia develop strategy for long-term development of pension system until 2050

On November 1 the Pension Fund of the Russian Federation hosted an international workshop “Principal tendencies of pension systems development in modern world.”

The workshop was organized by the Ministry of Health and Social Development and the Pension Fund of the Russian Federation.

During the workshop presentations were made by the Minister of Health and Social Development, Tatyana Golikova, the Chairman of the Board of the Pension Fund, Anton Drozdov, the Director of the Social Security Department of the International Labour Organization, Michael Cichon, and others.

Workshop participants, among them – representatives of the Russian government, specialized ministries and agencies, European institutions of social and pension insurance, non-state pension funds and management companies - discussed progressive foreign experience and further development of the Russian pension system, in particular the future of funded component of the pension. Experts of the Organization for Economic Cooperation and Development, the World Bank and representatives of the countries which introduced funded elements in their

pension systems such as Poland, Sweden, France, Ukraine and Germany also spoke at the workshop.

Following the results of the workshop it was decided that the Russian Ministry of Health and Social Development and the Pension Fund together with the International Labour Organization would set up a working group to develop a strategy for long-term development of the pension system until 2050.

“We will jointly analyze the state of the Russian pension system. On the basis of this analysis ILO experts will be able to make their recommendations on what pension system development model they would like to see as optimal,” the Deputy Minister of Health and Social Development, Yuri Voronin, said in his comments on the creation of a working group.

He added that the work on the strategy for long-term development of the pension system until 2050 would be completed in 2012.

The strategy for long-term development of the pension system is designed to intro-



Director of the Social Security Department of the International Labour Organization, Michael Cichon, gives the interview on the sidelines of the international workshop

duce principles and form a systematic approach to the development of the pension system in Russia.

The strategy’s objective is to create a modern, well-balanced and easy-to-understand national pension system. Namely, it is designed to resolve such issues as the tariff policy, retirement age, non-state pension insurance and early retirement. ■

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



Russian government’s presidium discusses occupational safety and health



The Russian government’s presidium at its meeting on October 27 discussed the country’s occupational safety and health and measures to upgrade occupational safety management systems.

In particular, it was noted that analysis of the occupational safety and health demonstrates that the current occupational safety management system is cost-based and focuses on payment of compensations and elimination of effects causing occupational accidents and diseases and not on prevention of unfavourable impacts on workers’ health.

Thus, the main goal of modernization of the occupational safety management system and regular improvement of working conditions is transition from the compensation- and cost-based occupational safety management model to the modern system of occupational risks management that allows to implement preventive approaches to keep up workers’ health at the workplace and reduce all expenses caused by unfavourable working conditions.

To modernize its OSH management system Russia ratified the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), which stipulates introduction of the occupational risk management systems at the workplace and involvement of social partnership parties – government, employers and workers – in risk management.

Health and Social Development Minister Tatyana Golikova made a report on a draft law to ratify the ILO Prevention of Major Industrial Accidents Convention, 1993 (No 174). The Convention was approved by the government and was submitted to the State Duma, the lower house of parliament, for consideration.

Moreover, new definitions of “occupational risk” and “occupational risk management” were submitted to the Labour Code of the Russian Federation.

The meeting also focused on the measures to modernize occupational safety management systems and improve employees’ working conditions jointly developed by the Health and Social Development Ministry, Industry and Trade Ministry, Energy Ministry, and Education and Science Ministry.

Among these measures are the development of a database on working conditions and occupational risks; modernization of occupational safety standards and their harmonization with industrialized countries’ legislations on the basis of scientific research; modernization of the labour legislation and creation of economic incentives urging employers to improve working conditions; improvement of the system for preventive medical care for workers; improvement of occupational safety trainings for workers; modernization of occupational safety activities carried out by the Russian regions’ executive authorities. ■

Source: <http://npavume.льсгво.пф/>



Russia's Health and Social Development Ministry empowered to promote occupational safety and health

Russia's Health and Social Development Ministry was granted additional powers in promoting occupational safety and health, Prime Minister Vladimir Putin told a meeting of the government's presidium on November 14.

The head of government noted that the ministry will get the authority to set the rules for risk assessment at the workplace as well as to develop the list of events focusing on the improvement of occupational safety and health.

"I draw your attention to the fact that this work should be carried out in close cooperation with employers and trade unions, taking into consideration their opinion and their vision of the problem," Putin said.

He underlined that the improvement of working conditions is the policy that is first of all conducted in the interests of citizens. It is targeted at improving occupational safety,

reducing occupational risks, creating modern and qualitative jobs, therefore the feedback from trade unions and businesses is especially important. The government gives special focus to occupational safety and health in the manufacturing industry, Putin said.

He reiterated that last summer the government introduced amendments to the Labour Code that increased employers' responsibility for non-observance of the safety rules.

"The government's task is to introduce such an occupational risk assessment and management system that would meet the highest international standards, standards of the International Labour Organization and leading European countries," Putin said.



He added that at the same time it is important to ensure effective and proper use of the funds extended for occupational safety and health promotion. ■

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



Zero accident approach at workplaces

Many enterprises in North-West Russia have realized that good safety is good business and some others concluded that a zero accident approach is the only morally acceptable goal.

The ILO Moscow Office decided to take advantage of this experience and organized jointly with the St. Petersburg Chapter of the American Chamber of Commerce in Russia, a conference last May to share information among enterprises in the region.

The conference brought together a dozen of enterprises (multinational, national enterprises and joint ventures), which provided impressive examples of effective zero accidents programmes.

As a follow-up to the May conference the ILO Moscow Office and the American Chamber of Commerce invited to the conference in St. Petersburg on October 24 a Zero Accident Forum expert from the Finnish Institute of Occupational Health, Markku Aaltonen, as well as colleagues from the Scientific Research Institute of Labour and Social Insurance of the Ministry of Health and Social Development of the Russian Federation and the All-Russian Scientific-Research Institute of Labour Protection and Labour Economics.

The expected next step will be a practical workshop inviting representatives of European enterprises, which have been successfully implementing the zero-accident programmes for several years. ■



Together for safety and health at work

On October 11-12 the second national conference on social partnership entitled "Together for safety and health at work" took place in Yerevan at the initiative of the Republican Union of Employers of Armenia.

The conference brought together Armenia's Labour and Social Issues Minister Artur Grigoryan, ILO experts, representatives of local and foreign governmental structures and non-governmental organizations.

"We focused on occupational safety and health, as this is a rather pressing problem for the country," the chairman of the Republic Union of Employers of Armenia, Gagik Makaryan, said. "Occupational safety of employees is one of the weak links of the Armenian business."

Senior OSH Specialist of ILO Moscow Wiking Husberg made a short summary of the Guidelines on Occupational Safety and Health Management Systems ILO-OSH 2001 (GOST 12.0.230-2007).

Participants also discussed the role of social partnership in resolving OSH problems as well as the role of occupational safety and health in increasing labour competitiveness and productivity in the context of Armenia's national safety strategy. They also considered measures to reduce productive risks and improve occupational safety and health and to promote employment of disabled persons. ■

Source: www.panarmenian.net



Azerbaijan's trade unions in talks to protect migrants

The Azerbaijan Trade Unions Confederation has been conducting talks to conclude agreements with trade unions of Ukraine, Turkey and Russia's Leningrad and Astrakhan regions envisioning mutual social protection of migrant workers, the confederation's chairman, Sattar Mehbolliyev, told the conference in Baku on October 28.

The conference was devoted to the results of the migration project that the ILO has been implementing in the South Caucasus country.

"To effectively manage migration processes that are gaining pace in the CIS and all over the world in general, we try to coordinate our actions with other countries' trade union organizations and sign cooperation agreements," Mehbolliyev said.

"In particular, we have such agreements with Georgia and trade unions of Russia's Sverdlovsk region," Mehbolliyev said.

He noted that most migrants from Azerbaijan, including those who maintained their citizenship, reside in Russia.

Moreover, migrant workers from Azerbaijan are employed in Turkey, the United Arab Emirates and some European countries.

"At present, there are from 400,000 to 500,000 Azerbaijani migrants, who work abroad," Mehbolliyev said. ■

Source: <http://www.trend.az/>



Role of state employment service in ensuring decent work — conference in Azerbaijan

On October 26 Baku hosted the conference entitled “The role of the state employment service in ensuring decent work: modern approaches and priorities.”

It was organized by the Azerbaijani Labour and Social Protection Ministry and the International Labour Organization.

The international conference was aimed at studying experience of decent work promotion in Eastern and Central Europe, and at strengthening regional cooperation and knowledge exchange.



It brought together representatives of employment services from the CIS member-states, Eastern and Northern Europe, in particular, Russia, Croatia, Georgia, Turkey, Ukraine, Denmark and Sweden as well as ILO experts.

“Over the past eight years more than 900,000 new jobs were created in Azerbaijan.

Different areas of the agricultural sector and tourist services provide vast potential for the creation of new jobs in the country,” the chairman of the parliament’s social policy committee, Khady Radzhabli, told the conference.

He noted that for around three years Azerbaijan has been drafting a law on social services that if adopted will become a milestone event as concerns the improvement of social welfare of the country’s population.

“The law will allow to enlarge the scope of social services and increase the number of state-run structures and non-governmental organizations engaged in providing social services,” the parliamentarian said.

Azerbaijani Labour and Social Protection Minister Fizuli Alekberov noted that Azerbaijan’s priority in decent work promotion is attraction of highly skilled workforce.

“Along with this another priority for maintaining the economic growth rates is to develop the local workforce potential,” he said.

Alekberov underlined that informal employment that hampers decent work promotion remains an important problem for the ministry to resolve.

“To resolve this problem it is not enough to take administrative measures, it is necessary to boost cooperation with social partners,” Alekberov said.

Moreover, he noted that within the frame-

work of the second phase of Azerbaijan’s state programme for ensuring decent work new mechanisms and standards to determine a minimum wage will be established.

The programme’s first phase took place from 2007 through 2010.

Alekberov noted that his ministry was interested in studying and applying best practices in the fight against informal employment.

“The ministry takes active efforts against illegal employment using effective mechanisms in order to improve citizens’ social welfare and future retirement benefits,” he said. ■

Source: www.trend.az, www.newsazerbaijan.ru

Labour market survey to be conducted in Azerbaijan

The International Labour Organization will provide technical support to conduct a survey to study Azerbaijan’s labour market in 2012, the ILO Deputy Regional Director for Europe and Central Asia, Alena Nesporova, said at the meeting with Azerbaijani Labour and Social Protection Minister Fizuli Alekberov on the sidelines of the conference in Baku.

Until the end of the year the ILO will submit to Azerbaijan a package of employment policy proposals.

The minister noted that Azerbaijan continues to expand cooperation with the ILO in promoting decent work. ■



Vocational education and business: dialogue of partners

On November 18 Astana hosted the third international forum “Vocational education and business: dialogue of partners.”

The main goal of the international forum was to develop tools for further development of partnership to provide the economy with qualified specialists.

Participants in the forum also discussed priorities of cooperation between educational institutions and businesses in personnel training and a new model of management based on the principles of corporate responsibility of business and the government.

The number of vocational education institutions increased in Kazakhstan by 25 percent as compared to that in 1991, Education and Science Minister Bakytzhan Zhmagulov said.

Over the past year Kazakhstan formulated principally new approaches to the development of the vocational training system – it has already created the national council bringing

together leading employers and business associations and launched sectoral and regional councils. The educational holding Kasipkor that will become the nucleus of modernization of the vocational education system is being created on the basis of the world’s best practices and principles.

“For four months of the employment programme’s implementation almost 66,000 people have already been encompassed by vocational training at 450 vocational education institutions, including personnel retraining and career advancement,” Deputy Labour and Social Protection Minister Birzhan Nurymbetov said.

Taking part in the forum were representatives of the presidential administration, government, parliament, business associations, national and international companies from Turkey, Britain, Germany and Norway as well



as experts of the ILO, UNESCO, the European Union, the World Bank and the British Council.

The ILO was represented at the forum by National Coordinator in Kazakhstan Talgat Umirzhanov. ■

Source: www.kt.kz, www.bnews.kz

ILO and UNDP pool efforts to improve maternity protection in Central Asia

Work and family have been the foundation of most people's lives. At the same time, a conflict between them is often observed. In Central Asia, the socio-economic changes after the collapse of the Soviet Union have substantially transformed the labour market situation and working environment for women and men.



Challenges of balancing work and family responsibilities, first of all, affect women. In Central Asia, while the role of child caring

traditionally remains on the shoulder of women, the options and accesses to public support on child caring have been substantially decreased due to budgetary constraints of the government. Additional problems caused by massive increase of labour migration by men with the increase of female-head families have deteriorated the situation further. Such a situation reinforces socio-economic and gender inequalities, and provides a ground for gender-based discrimination.

All these problems were high on the agenda of the ILO/UNDP joint subregional seminar on improving maternity protection systems for a better balanced work and family responsibilities in Central Asia that took place in Dushanbe on December 1.

"Unemployment and poverty force many people to leave the country in search of a job.

At the same time the highest share of migrants are men, while women make up only 6 percent, and those women who remain in the

country face many hardships. Many of them have to become their families' breadwinners," said Zahira Virani, UNDP Tajikistan, Country Director, a.i.

Mariko Ouchi, ILO Moscow Senior Social Security Specialist, told about the ILO approaches to and global experience of maternity protection and work-and-family balance. Shurenchimeg Zokhiolt, Deputy Director of the ILO-Moscow, moderated one of the plenary sessions.

ILO and UNDP consultant Marina Baskakova drew participants' attention to the communalities of post-Soviet countries' socio-economic and legal set-ups in relation to maternity protection and work and family and its challenges under the new country environment.

Takhmina Mahmud, ILO Focal Point for HIV/AIDS and the world of work for Tajikistan, focused attention on healthy maternity for women living with HIV.

Participants analyzed Tajikistan's maternity protection policies and stressed the need for modernizing the effective legislation to ensure observance of the rights of women and gender equality. ■



Kyrgyzstan to create labour market data collection and analysis system

On November 23 Kyrgyzstan's Ministry of Labour, Employment and Migration hosted a roundtable meeting focusing on the creation of a labour market data collection and analysis system in the republic.

The ministry's state secretary, Tynychbek Tabyldiyev, noted that a new labour market data collection and analysis system is targeted at resolving problems of the republic's unemployed persons.

"The information system will meet the demands of a new employment policy concept in Kyrgyzstan," he said.

"The United Nations recommends governments of its member-states to promote productive employment and decent work as the central issue of their national development programmes," ILO National Coordinator in Kyrgyzstan Bolotbek Orovkov said.

He underlined that it was very important for the labour market statistics and the data collection and analysis system to contribute to the formation and implementation of the

national development programme, which should focus on the creation of conditions for decent work promotion.

ILO experts Ina Pietschmann (ILO Moscow) and John Stewart (ILO Geneva) are engaged in drafting the republic's labour market data collection and analysis system.



The event brought together employers, trade unionists and experts of international organizations. ■

Source: <http://www.ca-news.org/>



Belarus to hold regular employment surveys

Household employment surveys will become regular in Belarus beginning from 2012 and will be conducted every three months, the press officer of the National Statistics Committee (Belstat), Yelena Kondratenko, said on November 10.

In November Belstat carried out an experimental household employment survey to test sampling methodologies.

The similar surveys are applied all over the world to analyse the labor market and to get a full picture of unemployment for taking optimal solutions on how to regulate the problem.

The sample survey is mainly targeted at studying the state of and dynamics of the labour market and at getting most objective consolidated statistics on economically active, inactive, employed and unemployed people in compliance with the standards of the International Labour Organization.

It is also targeted at incorporating statistics on the reasons of unemployment, job search means and time, intentions and readiness for employment. ■

Source: <http://www.belta.by/>



Migrant workers employed in agricultural sector – roundtable in Astana

On October 13 Kazakhstan's Labour and Social Protection Ministry hosted a roundtable meeting focusing on working conditions of workers employed in the agricultural sector.

The event was organized by Kazakhstan's Labour and Social Protection Ministry and Union of Commodity Producers and Exporters.



Sorting tobacco leaves in the Almaty region

Taking part in the roundtable meeting were representatives of the ministries of agriculture, education and internal affairs, the prosecutor-general's office, the International Labour Organization, the Kyrgyz em-

bassy in Kazakhstan, the republic's committee on the rights of the child, non-governmental organizations and agricultural companies.

They shared experience of implementing state policies for effective management of labour resources, elimination of child labour and application of best agricultural practices.

Participants in the roundtable meeting stressed importance of coordinating efforts of Kazakhstan's governmental structures, Kyrgyzstan's consulate-general and non-governmental organizations to provide legal assistance to migrant workers employed in the agricultural sector.

Participants adopted a resolution targeted at improving working and living conditions of migrant workers, ensuring their children's access to education and implementing social projects on preventing child labour and providing counseling assistance for farmers and migrant workers on the territory of the Almaty region under administrative and financial support of the regional budget. ■

Source: www.enbek.gov.kz

Our colleague awarded for contribution to promoting trade union movement



Chairman of the Estonian Trade Union Confederation, Harri Taliga, and Sergeyus Glovackas

On November 25 at the sixth congress of the Estonian Trade Union Confederation our colleague, Senior Specialist in Workers' Activities Seregyus Glovackas was awarded the Golden Honor Pin for his contribution to the development of the Estonian trade union movement.

For ten years Glovackas had worked for the International Trade Union Confederation (ITUC) and one of his areas of responsibility was the Estonian Trade Union Confederation and other trade unions of the Baltic states.

We congratulate Seregyus and wish him successful work with the ILO Moscow team and further promotion of the trade union movement in the region. ■



Georgia's employers strengthen anti-trafficking efforts

A year ago Georgia's employers and business associations signed the Code of Conduct on Trafficking in Human Beings and Forced Labour. The Code was developed by the Georgian Employers' Association in consultation with the ILO and with the employers' organizations and business associations working in Georgia.

On December 2 the Georgian Employers' Association held a workshop on both imminent and long-term plans for the Code's promotion.

During the workshop 21 new companies and business-associations from different sectors of economy signed the Code of Conduct.

The president of the Georgian Employers' Association, Elgudja Meladze, said through this process approximately 80 percent of the Georgian economy would be covered by the Code. He underlined that the business community was keen to support the country's anti-trafficking efforts.

The Georgian Employers' Association was the first employer organization in the post-Soviet space to develop and adopt such a Code of Conduct. ■

Trade unions promoting migrants' rights

On November 8-12 the ILO Moscow Office held a seminar on problems of labour migration and observance of trade unions' rights in the town of Abakan, the Republic of Khakassia, Russia's Siberian Federal District.

This event became a concluding one in a series of seminars organized by the ILO Moscow Office, the ILO Bureau for Workers' Activities (ACTRAV) with the active support of the Federation of Independent Trade Un-

ions of Russia within the framework of 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.

During this year such seminars took place in all federal districts of Russia.

The achieved results really moved forward the process of migration cooperation in the region and improved awareness of active trade unionists as concerns international efforts in protection of trade unions' rights.

The two regional agreements on cooperation in labour migration signed between trade unions of the Volgograd region and the Confederation of Trade Unions of Armenia and between trade unions of the Yekaterinburg regions and trade unions of Azerbaijan can be taken as telling examples of such fruitful cooperation.

Last spring the Federation of Independent Trade Unions of Russia and the Azerbaijan Trade Unions Confederation signed a cooperation agreement in Baku. ■



Our publications

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



The World Social Security Report 2010/11 is the first in a new series of biennial reports from the ILO that monitor social security coverage.

This timely report takes a comprehensive look at how countries are investing in social security, how they are financing it, and how effective their approaches are.

The report also analyses the role of social security systems in buffering the effects of the crisis.



The CD which compiles all ILO publications in the Russian language related to the National Qualification Systems and the handbook for a migrant worker in Azerbaijan were prepared within the framework of the EU-



financed ILO project "Increasing the protection of migrant workers in the Russian Federation and enhancing the development impact of migration in Armenia, Azerbaijan and Georgia."

The handbook contains useful information related to the stay and employment of foreign citizens in Azerbaijan. The handbook designed with the support of the Azerbaijan Trade Unions Confederation can be of practical help not only to foreign citizens, but also to their employers as well as trade unionists and non-governmental organizations specializing in migration issues.



ILO publications on fight against human trafficking and forced labour come out in Armenia

The ILO handbook for labour inspectors on forced labour and human trafficking in the Armenian language was presented in Yerevan on October 4. The event was organized within the framework of the *ILO project on strengthening of comprehensive anti-trafficking responses in Armenia, Azerbaijan and Georgia* in cooperation with Armenia's State Labour Inspectorate.

The handbook is a tool for training. It 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.

The head of the labour and employment department of the Ministry of Labour and Social Issues, Tadevos Avetisyan, stressed the need for labour inspectors to increase their capacity to combat forced labour and

trafficking in human beings and establish working modalities with other law enforcement authorities that are already addressing this phenomenon.

The launch of the handbook was followed by a training workshop on forced labour and trafficking in human beings for labour inspectors.

The second training workshop that took place at the end of November brought together state labour inspectors from all Armenian regions. The workshop was conducted by Peter van Hauwermeiren, Director of the Social Inspectorate of Belgium's Ministry of Social Security. ■

A new training manual on combating human trafficking for law enforcement agencies in Armenia was presented in Yerevan on October 26.

The manual was developed by a group of national experts within the framework of the *OSCE-ILO-ICMPD regional project on strengthening of comprehensive anti-trafficking responses in Armenia, Azerbaijan and Georgia*, funded by the EU. It is designed for training of all law enforcement practitioners in the anti-trafficking sector, including prosecutors, police, judges, border guards and labour inspectors.

The Organization for Security and Cooperation in Europe contributes to the anti-trafficking efforts of governmental institutions and civil society. In particular, it helps

to increase the law enforcement agencies' capacity and to consecutively improve application of the national mechanism, said Carel Hofstra, the Deputy Head of the OSCE Office in Yerevan.

From this point of view this manual can help to introduce more coordinated and significant approaches as concerns the retraining of law enforcement practitioners in the anti-trafficking sector, he said.

"The audience encompassed by the manual designed for law enforcers has been expanded and includes labour inspectors. We are confident that aside from strengthening the national structures' capacity the manual can also contribute to stronger cooperation between law enforcement agencies and Armenia's State Labour Inspectorate," Nver Sargsyan, ILO National Anti-Trafficking Project Coordinator in Armenia stated. ■

Source: <http://armtoday.info/>

On November 17, the ILO Research Toolkit **Hard to see, harder to count. Survey guidelines to estimate forced labour of adults and children** was officially launched in Yerevan.

The presentation was followed by the workshop on data gathering in the field of trafficking and forced labour.

ILO Geneva Consultant Michaele De Cock presented both the methodology as well as the use of the methodology by the National Statistical Service of the Republic of Armenia. ■

Social Issues, Tadevos Avetisyan, stressed the need for labour inspectors to increase their capacity to combat forced labour and

In Brief

■ New 7th edition of the ILO's "Key indicators of the labour market" now available



On October 17 the International Labour Organization issued the 7th edition of its flagship "Key Indicators of the Labour Market (KILM)", covering 18 indicators on employment and decent work with the latest available data for more than 200 countries, areas or territories worldwide.

A key new element of the 7th edition of the KILM is the first international database of national estimates of working poverty, based on data from 54 countries and disaggregated by age group and sex. This enhanced database provides new global figures regarding those who work but are living with their families below the USD 1.25 and USD 2 per person, per day poverty lines.

■ Five international organizations call for coordinated policy action to restore confidence and improve growth and employment prospects

Still recovering from the 2008 financial crisis the global economy is experiencing growth but may now be entering a new and more dangerous phase. The world economy is going to grow by just 4 percent in 2011 and 2012, according to the joint communiqué by Federal Chancellor of Germany Angela Merkel, Secretary-General of the Organization for Economic Cooperation and Development (OECD) Angel Gurría, Director-General of the World Trade Organization (WTO) Pascal Lamy, Director-General of the International Labour Organization (ILO) Juan Somavia, Managing Director of the International Monetary Fund (IMF) Christine Lagarde and World Bank Group President Robert B. Zoellick on the occasion of their meeting in Berlin on October 6.

"We welcome the outcomes of the most recent G20 Employment and Labour Ministers' meeting, which we see as an important contribution to the creation of new jobs and the reinforcement of social protection." They also called on the countries to continue to resist protectionist pressures.

■ Youth for Trade Unions!



The first international trade union youth forum that took place in Almaty on October 10-11 sought to boost social activity of young men and women.

The forum entitled "Youth for Trade Unions!" was devoted to the Day of Trade Unions of Kazakhstan and the 20th anniversary of Kazakhstan's Independence.

The event was organized by the Federation of Trade Unions of the Republic of Kazakhstan and the International Labour Organization.

Delegates highlighted that promotion of decent work for young people should become the social policy priority. Trade unions will continue to further take efforts to enhance youth employment, ensure qualitative education and access to the labour market.

Source: www.kazpravda.kz

■ Azerbaijan and Bulgaria expand cooperation in social sector



The memorandum on cooperation in the social sector signed between Azerbaijan and Bulgaria in Baku on November 14 opens high prospects for both countries, Azerbaijan's Labour and Social Protection Minister Fizuli Alekberov said after the talks with his Bulgarian counterpart Totyu Mladenov.

"The two countries are undergoing the transitional period in economy and facing similar problems. The experience of how these problems can be solved is interesting for each country," Alekberov said.

He underlined that modernization of mechanisms of labour market management is important for both countries.

The two countries signed the memorandum during Bulgarian President Georgi Parvanov's official visit to Azerbaijan.

Source: <http://www.trend.az/>

■ Strengthening tripartite governance of social security systems

Two day executive courses on strengthening the tripartite governance of social security systems was organized in Dushanbe, Tajikistan, on September 26-27 and in Bishkek, Kyrgyzstan, on September 29-30.

The main objective of the executive workshops is to inform and update ILO's tripartite constituents dealing with social security and social protection issues on the latest developments in these fields.

The courses were organized by ILO Moscow Senior Social Security Specialist Mariko Ouchi, and Chief of Education, Training and Capacity Building, Social Security Department, ILO Geneva, Alejandro Bonilla-Garcia within the framework of the Decent Work project.

■ ILO conducts study on cooperatives in relation to labour migrants in Kyrgyzstan



A study on cooperatives in relation to labour migrants was launched in Kyrgyzstan in October by the ILO Cooperative Branch ILO/COOP. The purpose of the study is to give a better understanding of the status and impact of the cooperative movement in Kyrgyzstan with particular emphasis on their links with migrant workers and to evaluate the need of taking action in promoting the development of new migrant cooperatives or improving the initiatives currently undertaken by cooperatives. The study is led by Igor Votch-Boldyrev.

■ ILO experts help to develop social dialogue in Kyrgyzstan



Youcef Ghellab, Senior Specialist in Social Dialogue and Labour Law, ILO Geneva, and Alain Pelce, Senior International Labour Standards Specialist, ILO Moscow, visited Bishkek, Kyrgyzstan, on November 28 to meet partners and discuss the development of social dialogue and application of international labour standards in relation to the Decent Work Country Programme for 2012-2015. Alain Pelce conducted a seminar on the application of international labour standards through social dialogue for constituents.

■ ILO pilot project on child labour monitoring officially launched in Kyrgyzstan



On November 30, Kyrgyzstan's Minister of Social Protection Aygul Ryskulova visited Dordoy Bazaar (market) to officially launch the ILO pilot programme on establishing a child labour monitoring system in the Sokuluk district (Chui region), Ak-Sui district, the town of Karakol (Issyk-Kul region) and the Sverdlovsk district of Bishkek. During the action representatives of the ministry, local legislatures and other interested parties were able to monitor in what conditions children work, while working children shared their problems.

Beginning from October 20, six monitoring groups carried out 15 observer missions to labour exchanges, fields, livestock bases and markets, Dordoy Bazaar and Alamedin Bazaar that actively use child labourers. As a result, around 100 children engaged in the worst forms of child labour were identified and taken under control. Source: www.kabar.kg

