

# NEWSLETTER

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

#3<sup>(66)</sup> September 2016

## Partners Thank ILO Office Director Dimitrina Dimitrova for Productive Cooperation

On 30 September 2016, Dimitrina Dimitrova, Director of the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia, completed her term in our region.

Speaking at the farewell ceremony at the UN House in Moscow, Ms Dimitrova said: "We are proud to say that the past four years were marked by very close and productive cooperation between the ILO Office for Eastern Europe and Central Asia and the constituents in the countries from the subregion. This resulted in strengthened institutional and expert capacity of Ministries of Labour, tripartite social dialogue commissions, Labour Inspectorates, Public Employment Services.

The ILO's technical support was focused on the national development strategies and broadening the range of issues for mutual cooperation. Now our cooperation covers employment promotion objectives, youth employment, labour law, skills development, social protection and OSH, among others. The increased support for the constituents was underpinned by successful fundraising of the ILO Office in Moscow to reach in 2016 nine technical cooperation projects. Another notable development is that partnership with donors has gone beyond the ILO traditional donors and between 2012 and 2016 the Russian government emerged as a major one. The first ever public-private partnership with the Russian

company LUKOIL has contributed to the promotion of youth employment in the CIS region and beyond."

Dimitrina Dimitrova spoke highly about the innovative initiatives of the Russian Federation made during the country's presidency in G20 and BRICS. She also noted a record number of the ILO Conventions ratified by Russia in the past four years.

Russian ILO constituents: Maxim Topilin, Minister of Labour and Social Protection, Lyubov Yeltsova, Deputy Minister of Labour and Social Protection, Alexander Shokhin, President of the Russian Union of Industrialists and Entrepreneurs, and Mikhail Shmakov, Chairman of the Federation of Independent Trade Unions of Russia thanked Ms. Dimitrova for the productive cooperation and wished her every success in her new position at the ILO Headquarters in Geneva.



The ILO Office Director awarded the RUE and FITUR Badges of Honour:

*Certificate of Holder of the Badge of Honour awarded to Ms. Dimitrova for her great personal contribution to fruitful cooperation between the Federation of Independent Trade Unions of Russia and the International Labour Organisation*

*Certificate of Holder of the RUEI Badge of Honour awarded to Ms. Dimitrova for her role in strengthening cooperation between the Russian Union of Industrialists and Entrepreneurs and the ILO, her effective work and contribution to the attainment of goals set by the Programmes of Cooperation between the Russian Federation and the ILO*



A letter of appreciation signed by the Minister of Labour and Social Protection Maxim Topilin says, "The Ministry of Labour and Social Protection is thankful to Ms. Dimitrova for her close and fruitful cooperation with the Russian Federation, her contribution to the implementation of the Programme of Cooperation between the Russian Federation and the ILO, her invaluable assistance in carrying out numerous joint activities in the frameworks of G20 and BRICS." ■



With Alexander Shokhin, President of the Russian Union of Industrialists and Entrepreneurs

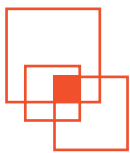


Maxim Topilin, Minister of Labour and Social Protection, visits the ILO Office to thank Dimitrina Dimitrova for productive cooperation



With Mikhail Shmakov, Chairman of the Federation of Independent Trade Unions of Russia





# ILO and Azerbaijan Sign Decent Work Country Programme



On 30 September 2016, the ILO Regional Director for Europe and Central Asia, Heinz Koller, and the Deputy Director of the ILO DWT/CO for Eastern Europe and Central Asia, Shurenchimeg Zokhiolt, took part in the signing ceremony of the Decent Work Country Programme (DWCP) for 2016-2020.

The first priority of the Programme signed by the ILO and the Azerbaijani constituents is to promote decent employment opportunities and quality jobs for inclusive growth.

Speaking at the signing ceremony, Heinz Koller said: "Azerbaijan is a young country with 27 per cent of the population aged 14-29. This is a strength for the country [...] and this is a big and stimulating challenge. [...] With the National Employment Strategy for 2016-2030 that we have developed together, I am confident that Azerbaijan is well-placed to successfully implement the Sustainable Development Goals in the field of employment under the new UN-Azerbaijan Partnership Framework (UNAPF)."

Two other priority areas identified in the Decent Work Country Programme - in continuity with the former DWCP - focus on employment, working conditions, occupational safety and health, and social dialogue. At the same time, the new DWCP places a greater emphasis on labour administration and labour inspection.

"Our joint work, including the objectives enshrined in the DWCP, will forge the future of the labour market and will contribute to the Initiative in view of the ILO Centenary," said Heinz Koller.

Salim Muslumov, Minister of Labour and Social Protection of the Population, expressed his deep appreciation to the ILO for its support in all priority areas, par-



Meeting with Salim Muslumov, Minister of Labour and Social Protection of the Population



Minister Salim Muslumov, Heinz Koller and Shurenchimeg Zokhiolt visited a vocational education centre in Baku and attended the awarding ceremony for trainers of the ILO's the Start and Improve Your Business (SIYB) Programme.



ticularly in employment promotion and youth employment.

Mammad Musayev, President of the National Confederation of Employers (Entrepreneurs) spoke about initiatives to support entrepreneurship and business environment where the ILO has made a valuable contribution.

Sattar Mehbaliyev, Chair of the Azerbaijan Trade Union Association, stressed the role of trade unions in promoting fundamental principles and rights at work.

Heinz Koller congratulated the Minister and the social partners on another equally important achievement, that of the establishment of a new Tripartite Commission on Economic and Social Affairs. Everything is now in place to allow a smooth, active and effective social dialogue, he said.

The ILO officials also took part in the International humanitarian Forum held in Baku on 29 and 30 September 2016. Addressing the Round Table on the human capital of migrants and refugees held during the Forum,

Heinz Koller congratulated the Government of Azerbaijan for organizing this important event, in particular at a time when migration has become a burning issue in the region.

On 30 September, Mr. Koller and Ms. Zokhiolt attended the UN Country Team meeting, with the participation of Cihan Sultanoglu, Chair of the Regional UN Development Group Team, UNDP Assistant Administrator and Director of the Regional Bureau for Europe and CIS (RBEC). Heinz Koller shared information on recent ILO activities in the country with the UNDP Team and UNCT members. He noted the role of the ILO-UNDP cooperation in achieving the UN Sustainable Development Goals, particularly SDG 8 on decent work and productive employment. ■



## Meeting of Trade Union Leaders of Central Asian Countries



On September 13, Almaty (Kazakhstan) hosted a high-level meeting of union leaders from Central Asian countries chaired by Maria Helena

Andre, Director of the ILO's Bureau for Workers' Activities (ACTRAV).

The meeting attended by union leaders from Kazakhstan, Kyrgyzstan, Tajikistan and Uzbekistan featured a presentation and discussion of the Future of Work Initiative and addressed the unions' role and involvement in the "centenary conversations."

In her opening remarks, Maria Helena Andre stressed the importance for unions to take a lead in the discussion of the Future of Work Initiative and confirmed that ACTRAV will continue to support national workers' organisations in building new capacities and knowledge to engage in the discussion and promotion of the Future of Work Initiative.

She further said that unions' participation in the debate of the future of work is crucial, because it presents a unique opportunity to reply to the challenges in the world of work. Addressing inequalities is a top priority on union agenda today.



The adoption of international labour standards (ILS) should start with ratification, to be followed by implementation and promotion.

It was the first meeting of union leaders from Central Asian countries since the breakup of the Soviet Union – and the first visit of the ACTRAV Director to the region.

### Maria Helena Andre stressed the importance for unions to take a lead in the discussion of the Future of Work Initiative

Workers of the region are currently facing new challenges driven by factors such as the economic crisis in Russia, declining oil prices, devaluation of national currencies, labour migration, informal economy, and a rise of radical political and religious movements. The ILO Subregional office and ACTRAV have been implementing a series of projects and bilateral activities to support the promotion and implementation of fundamental principles and rights at work.

Today, two DWCPs have been adopted in the region – in Tajikistan and Uzbekistan. Three of the six National Union Centre leaders in Central Asian countries are women. ■

## Roundtable for Employers' Organizations in Bishkek



On 21 July 2016, the ILO organized a round-table for three Employers' Organizations in Bishkek to discuss the recommen-

dations of the Joint Report on creating an enabling environment for sustainable enterprises in Kyrgyzstan.

The Report is based on a thorough research among 300 companies all over the country on possibilities and obstacles to create such an environment in the country. The three Employers' Organizations that have been actively involved in the process are the National Confederation of Employers, the National Alliance of Business Association "NABA", and the Association of Young Entrepreneurs "JIA".

One of the recommendations to the Employers' Organizations is to promote

the improvement of the regulatory framework in the country and implementation of ILO Conventions in the field of labour relations.

The event was organised by the ILO project "From the Crisis towards Decent and Safe Jobs", Phase II, supported by the Ministry for Foreign Affairs of Finland. ■



## Russian Delegation's Study Visit to Geneva



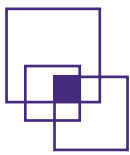
On September 13-14, 2016, a tripartite Russian delegation led by Andrey Pudov, State Secretary and Deputy Minister of Labour and Social Protection of the Russian Federation, made a study visit to the ILO HQ in Geneva to discuss pension system development. The Federation of Independent Trade Unions was represented by its Secretary Igor Shanin, and Elena Feoktistova, Director of the Russian Union of Industrialists and Entrepreneurs, represented employers.



The Russian delegation met with specialists of the ILO Social Protection Department/Public Finance, Actuarial and Statistics Branch (PFACT). A meeting was held with Heinz Koller, Regional Director of the ILO Regional Office for Europe and Central Asia.



The discussion "Pension Age Reform: Fiscal, Demographic, Legal Aspects, Impacts to the Labour Market – Principles and Global Trends," moderated by Mariko Ouchi, Senior Social Protection Specialist at the ILO Regional Office for Eastern Europe and Central Asia, was attended by members of the Russian delegation and representatives of the ILO's Social Protection Department, including Anne Drouin, PFACT Chief, Hiroshi Yamabana and Costas Stavrakis, PFACT Senior Social Protection Actuaries, and Andres Acuna Ulate, PFACT Social Protection Actuary. ■



# Round Table on Implementation of International Labour Standards in Uzbekistan



A round table on progress in the cooperation between Uzbekistan and the International Labour Organization (ILO) was held in Tashkent on 4

August 2016.

It was attended by approximately 68 participants representing the tripartite Uzbek constituents – senior officials and staff of the Ministry of Labour and Social Protection of the Population, Federation of Trade Unions, Chamber of Commerce and Industry – as well as other Uzbek ministries and institutions, the ILO, the World Bank, International Finance Corporation, International Organization of Employers, representatives of EU, UN, UNICEF, Permanent Mission of Uzbekistan in Geneva, OSCE and Embassies of the US, Swiss, France and UK in Uzbekistan.

The overall framework for Uzbekistan's cooperation with the ILO is the Decent Work Country Programme (DWCP). The current DWCP was signed in 2014 and is ending in 2016. The round table affirmed the extension of the programme beyond 2016.

## Uzbekistan and ILO to Draft New Decent Work Country Programme for 2017-2019



The Government of Uzbekistan and the International Labour Organization (ILO) have launched preparations for a new Decent Work

Country Programme (DCWP), said a representative of the Republic's Federation of Trade Unions to RIA Novosti.

He added that, "A working group has been set up to draft a new DWCP for 2017-2019, scheduled to be signed in the first quarter of next year."

According to the representative, the new programme will tighten oversight of cotton harvesting, build public awareness of available feedback mechanisms and confidence in using them, and enhance employer responsibility for compliance with the ILO conventions.



Kari Tapiola, the Special Adviser for the Director-General of the ILO, Heinz Koller, the ILO Regional Director for Europe and Central Asia, Alisher Shaykhov, Head of Chamber of Commerce and Industry of Uzbekistan, Tanzila Narbaeva, the Chairperson of Federation of Trade Unions of Uzbekistan, Bohodir Nizamov, the Deputy Minister of Labour of Uzbekistan

The ILO Regional Director for Europe and Central Asia, Heinz Koller attending the round table, stated that in the next phase, the DWCP "should be deepened to look into the priority issues arising out of the modernization of the Uzbek economy, to look into issues of employment policy, occupational safety and health, and labour inspection". Koller also stated that "effective labour market policies need accurate information and tools for coping with challenges, in particular awareness raising, measures for occupational safety and health, and a further development of labour inspection. Feedback is equally important at each stage".

In April 2014, the Government and social partners of Uzbekistan and the ILO signed the DWCP for 2014-2016. Through the programme, the ILO supported the implementation of the National Action Plan to eliminate child labour. The programme also addressed the conditions of work and employment in agriculture, including in the cotton-growing industry, in order to promote their development in line with international labour standards and Decent Work principles.

### A working group has been set up to draft a new DWCP for 2017-2019

In April 2008, Uzbekistan ratified the ILO Convention Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour.

In November 2015, monitoring with participation of ILO experts focused on child labour in the cotton industry found no systemic involvement of minors in cotton harvesting in Uzbekistan. However, one of the recommendations from the monitoring was to pursue further efforts to eliminate any risks of adults' forced labour in cotton harvesting. ■

As a result of monitoring and awareness raising by the Uzbek tripartite constituents, with support by

### Heinz Koller: "Effective labour market policies need accurate information and tools for coping with challenges."

the ILO, child labour has become socially unacceptable. It is no longer an issue in the annual cotton harvest, as the ILO monitoring report noted last year. Further advances have taken place in ensuring that cotton picking is carried out voluntarily. The round table participants were informed about awareness raising and other measures to guarantee that Uzbek workers are not obliged to pick cotton against their will. Decent conditions are a significant factor for voluntary and productive work. ■

## Appointments



Nicolas Studer has joined the ILO Decent Work Technical Support Team and Country Office for Europe and Central Asia on 1 September as Wages Specialist. He is a trained economist and statistician, holding degrees from Ecole Polytechnique, ENSAE-Paristech and Paris School of Economics.

Former administrator of the French statistics institute (INSEE), Nicolas started his career working as an evaluation coordinator for MIT's the Poverty Action Lab working on different projects in Africa. He later joined the French Ministry of Social Affairs where he was in charge of evaluating public policies, with a focus on hospital financing and youth empowerment programs. He then moved to the French Treasury where he was responsible for labour market analysis and forecasts and advices on employment policies. He most notably participated in the design a change in the indexation of the minimum wage and a cut in social contribution for low-wage earners. Finally he was sent to the French Embassy in Germany, where he was responsible for financial and macroeconomic issues which involved many discussions with the social partners on the impact of Germany's wage policies for the Economic and Monetary Union.

Meanwhile, Nicolas has participated as a short term expert in several technical cooperation projects on social protection, mainly in Azerbaijan and Ukraine.

He is a French native speaker, is fluent both in English and German and has a working knowledge of Russian. ■



# Education to Help Combat Child Labour



On 14 September 2016, Tajikistan hosted a workshop on child labour to discuss the country's strategy for using education to com-

bat hazardous forms of child labour. Further expansion of educational programmes, efforts to involve children in school education and other measures are part of the endorsed National Action Programme (NAP) for 2015-2020 outlining steps towards the elimination of

hazardous forms of child labour for children aged 18 and younger.

The workshop was attended by 16 senior-level officials, including members of the Parliamentary Commission on Education and Legislation, representatives of the Federation of Trade Unions, the Union of Education and Science Employees, the Ministry of Education and Science, and the Academy of Sciences. The workshop was based on the ILO's *Eliminating the Worst Forms of Child Labour: Handbook for Parliamentarians* (2002), available in Russian.

The audience discussed the global situation with child labour based on the ILO Global Report, child labour trends in Tajikistan based on data from the 2013 Child Labour Survey, international instruments, such as ILO Conventions Nos.138 and 182 and the UN Convention on the Rights of the Child, Tajikistan's domestic legislation and institutional framework for prevention and elimination of child labour, and the ILO-IPEC work.

The workshop also featured a presentation of the endorsed National Action Plan for the Elimination of the Worst Forms of Child Labour in 2015-2020. Members of the Union of Education Employees presented educational programmes designed to involve children in schools.



The workshop participants emphasised the vital importance of expanding access to quality education for working children. They also discussed effective approaches to mobilising public opinion to raise awareness of the issues and eliminate hazardous child labour through education.

The workshop was organised as part of the programme "Strengthening the Capacity of the Union of Education Workers to Engage in Advocacy Campaigns for Quality Education against Child Labour" and delivered by members of the Union of Education Employees of Tajikistan who have been trained in a series of capacity-building and awareness-raising seminars conducted by the ILO-IPEC and Education International in Tajikistan between 2010 and 2016. ■

## Training Seminar on Eliminating Child Labour in Tajikistan



On 11 August 2016, Khorog, the capital city of Gorno-Badakhshan Autonomous Region of Tajikistan, hosted a training seminar on the

elimination of child labour in agriculture and the implementation of the National Plan for the Elimination of the Worst Forms of Child Labour (WFCL) at farms.

The choice of Khorog as the seminar venue was not accidental. According to a national survey, the highest levels of child labour in Tajikistan have been found in Gorno-Badakhshan Autonomous Region (53.1 percent), followed by Khatlon Region (37.7 percent), districts of republican subordination (15.6 percent), and Sogd Region (14.8 percent), and the lowest in Dushanbe (1.9 percent).

Muhayo Khosabekova, ILO-IPEC National Project Coordinator in Tajikistan, addressed the audience which consisted of representatives of local authorities, including experts on children's rights, and agricultural employers. She explained the concept, components and consequences of child labour and elaborated on the findings of a large-scale national survey of child labour, conducted in 2012 and 2013 and covering more than



6,000 households across Tajikistan. One of the survey findings was that 503,000 children, or 23.4 percent of the country's 2,231,000 children aged 5 to 17, were involved in child labour.

The survey also noted that as many as half of these children could be working in hazardous or unhealthy conditions potentially likely to cause the child's death, permanent injuries or serious health problems.

Using interactive learning methods, the seminar organisers and participants discussed the role of agricultural employers in the elimination of child labour and in advancing the goals of the country's National Action Plan for the Elimination of WFCL in the Republic of Tajikistan in 2015 to 2020.

**One of the survey findings was that 503,000 children, or 23.4 percent of the country's 2,231,000 children aged 5 to 17, were involved in child labour**

In addition to this, the seminar participants discussed assessing the risks and hazards faced by children working in agriculture, building systems for monitoring farms to facilitate detection of child labour and to track progress in its elimination.

The training was organized by the ILO, in collaboration with the Ministry of Labour and Employment and the Union of Employers of the Republic of Tajikistan. ■

Source: <http://news.tj/en>



## First Meeting of National Tripartite Committee for Decent Work in Tajikistan



On July 28, 2016 the Ministry of Labour, Migration and Employment of Tajikistan hosted the first working meeting of the

National Tripartite Committee for Decent Work (NTCDW).

The Committee was established as part of the ILO's pilot initiative in 15 member countries, including Tajikistan, aimed at strengthening the role and increasing the involvement of ILO's tripartite partners in the design, implementation and evaluation of ILO programmes and projects.

In his opening address, Emin Sanginzoda, First Deputy Minister of Labour, Migration and Employment of Tajikistan, introduced the Tripartite Committee's objectives and mandate.

Azizbek Sharipov, Chair of Employers Union of Tajikistan, and Marhabo Saidova, Deputy Chair of the Federation of Independent Trade Unions of Tajikistan, expressed their gratitude to the ILO for taking the initiative to strengthen the role and involvement of social partners in the NTCDW work. Sobir Aminov, ILO National Coordinator in Tajikistan, presented a draft schedule of the Committee's sessions, which was unanimously approved by the Committee members.



The National Tripartite Committee for Decent Work replaces the Tripartite Advisory Group set up earlier to monitor the implementation of the Decent Work Country Programme (DWCP) in Tajikistan for 2015-2017.

The Tripartite Committee will operate with technical support from the ILO Country Office for Eastern Europe and Central Asia and work to disseminate information about the Decent Work Country Programme among the target audiences of government ministries and departments, employers, and broader public.

In addition to this, the Committee will advise all development partners on the ILO's policy. It will help the ILO to integrate priority areas of work and results achieved by development cooperation projects implemented as part of the DWCP in other national programmes, such

as the Labour Market Strategy of the Republic of Tajikistan till 2020, the National OSH Programme for 2013-2016 and others, as well as the United Nations Development Assistance Framework (UNDAF) for Tajikistan for 2016-2020.

The Committee will facilitate social dialogue among the key stakeholders in advancing the decent work agenda and support national decent work priorities.

And finally, an important part of the Committee's operation will be to monitor the implementation of the Decent Work Country Programme and evaluate decent work efforts and their impact on the country's sustainable development. ■

### Appointments



Anton Hausen joined the ILO Moscow team as Chief Technical Adviser of the USDOL funded TC project "Support to the Implementation of the Decent Work

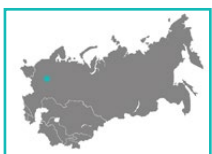
Country Programme" based in Tashkent, Uzbekistan.

He has experience in management of development cooperation with a number of international organizations including the MFA of Finland, Red Cross, Plan international, Unicef and the ILO. Hausen worked for the ILO as an Associate Expert in Zambia on a sub-regional capacity building project on the elimination of child labour and as a Technical Officer on a global project on improving beneficiary monitoring of projects in HQ/Geneva.

He has previously worked in Central Asia in Tajikistan, Kyrgyzstan, and Uzbekistan, where he was the Team Leader for the ILO Monitoring of Child Labour in Cotton in 2013. He has done numerous consultancies for the ILO on the access to education and social protection by households vulnerable to child labour, improving working conditions of young workers, quality assurance of service provision.

Anton Hausen has experience in programming of labour issues from 30 countries and 20 years of professional experience in development of which over 5 in the ILO. ■

## South Urals Railway Joins ILO Global HIV/AIDS Initiative



The South Urals Railway operations in Chelyabinsk Region are piloting the ILO's Global Voluntary and Confidential HIV Counselling and

Testing at Work (VCT@WORK) Initiative on behalf of the Russian Railways Company.

On 26 September 2016, 219 South Urals Railway employees accessed voluntary and confidential HIV counselling and testing in the workplace. More than 200 representatives of the administration, HR and OSH services, trade unions, and subdivisions of the railway com-



pany attended a workshop on HIV/AIDS in the world of work.

### 219 South Urals Railway employees accessed voluntary and confidential HIV counselling and testing in the workplace

Vitaly Schetinin, First Deputy Minister of Health in Chelyabinsk Region, addressed the participants, emphasising the importance of large companies' involvement in workplace HIV prevention programmes for curbing the increase in new HIV infections. ■





## Russian Federation: Towards More Protection of Young Workers



A youth forum in the Far-Eastern Federal District of the Russian Federation from 21-23 June 2016 highlighted the need to protect the rights of young workers. The meeting was organized by the ILO's Bureau for Workers' Activities (ACTRAV) in cooperation with the Federation of Independent Trade Unions of Russia (FNPR).

Participants shared best practices on the protection of labour rights for youth and the promo-



tion of young leaders in the remote regions of the Russian Federation.

Representatives from Yakutiya, Sakhalin, Magadan, Khabarovsk and Amur regions addressed several topics related to the protection of young workers, including social protection of young people, training and promotion of young leaders, social partnership, lobbying interests of young people through the authorities, legal guarantees of the rights of young people, and youth employment in Russia's Far-North territories.

### The Forum brought together 180 young trade unionists

Sergeyus Glovackas, Senior Specialist for Workers' Activities discussed ILO activities on youth employment and the role of international labour standards to protect trade union rights.

Other participants and presenters included N. Degtiarev, Chairperson of the Trade Unions



of the Sakha (Yakutiya) Republic A. Belyaev, FNPR Secretary, responsible for the Far-Eastern Federal District, and A. Soloviev, Vice Prime-Minister of the Republic for Youth Affairs, and other heads of the Khulus region where the forum was held.

The Forum which was held in the Republic of Sakha (Yakutiya) in the Russian Federation brought together 180 young trade unionists, officials of the Far-Eastern Federal District, the ILO and FNPR representatives. ■

## Central Asia Youth Discuss Promoting Trade Union Rights



On 5-7 of July 2016 in Kyrgyzstan a meeting of Central Asia Young Trade Union Activists' Network was organized with support of the ILO. The topic of the meeting was "Fundamental workers' rights and their promotion by young trade unionists". The event brought together more than 25 participants from Kazakhstan, Kyrgyzstan and Russia.

Sergeyus Glovackas, Senior Specialist for Worker's Activities of the ILO Office in Moscow, made an overview of the situation with the rights of trade unions and the state of the trade union movement in the world and the region. Participants

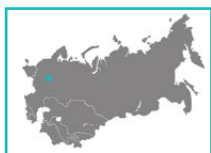
were greeted by vice-Presidents of the Federation of Trade Unions of Kyrgyzstan – Ryzgul Babaeva and Jeenbek Osmonaliev. The participants discussed key ILO Conventions related to the trade union movement and the freedom of association.

Dmitry Chuikov, Chairman of the Astrakhan regional union of culture workers, member of the FNPR Youth Council, and Julia Velichko, head of organizational work and information department of the Murmansk Regional Council of Trade Unions, presented the experience of the Russian trade unions in protecting workers' rights, "cases" of complaints to the Committee on Freedom of Association, the European Court of Human Rights, as well as the trade union "public monitoring" activities.

Members of the Youth Council of the Federation of Trade Unions of Kyrgyzstan – Elena Chub and Nazar Dzhaneliev – organized some interactive activities for the participants, including team building, promotional video, photo actions, elements of organizing, union slogan battle and many other interesting exercises.

The next important stage was to identify priorities for further activities of the Central Asia Young Trade Union Activists Network and methods of communication between the participants. Young trade union leaders have proposed the following topics: social security and gender equality, youth and employment policies. They also stressed the need to review the progress made in the period between the meetings, as well as to listen to reports by each organization during the meetings. ■

## New Opportunities, New Perceptions: Wage Subsidy Programme for Young Job Seekers in Kalmykia



A new documentary has been added to the ILO's Moscow video library. The new video is about the project "Partnerships for Youth Employment in the Commonwealth of Independent States," implemented by the ILO Moscow office in Moscow with financial support from the LUKOIL Company.

The main character, Marina Dzhungurova, a young woman living in Kalmykia, is a beneficiary of the wage subsidy programme, a key component of the ILO's project. We can see her at work, together with her colleagues, and at home with her family. Thanks to the

programme, Marina found a full-time job that she had not been able to find for a long time. Now her employer trusts the young woman with big responsibilities, appreciating her skills and commitment.

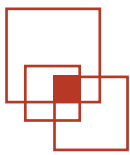
The innovative strategy built on a partnership of employers, trade unions and youth organisa-

tions is changing the employment situation and benefitting both the young people who have found jobs and their employers. ■

Watch the video:

[http://www.ilo.org/global/about-the-ilo/multimedia/video/video-news-releases/WCMS\\_499414/lang-en/index.htm](http://www.ilo.org/global/about-the-ilo/multimedia/video/video-news-releases/WCMS_499414/lang-en/index.htm).





## Occupational Safety and Health **High on the Agenda**



On September 8 and 9, 2016, Bishkek hosted an important event – the ILO seminar “Proposals for the implementation of recommendations developed within the National OSH Profile for the Kyrgyz Republic.”



The seminar that was held upon the request from the Ministry of Labour and Social Development of the Kyrgyz Republic and the State Inspection on Ecological and Technical Security under the Government of Kyrgyzstan, was opened by Kudaibergen Bazarbaev, Minister of Labour and Social Development.

The seminar participants learned about the ILO's recommendations concerning workplace safety assessment and staff education and training in occupational safety and health. The recommendations also address other activities of the labour inspection bodies.

The second day of the seminar featured a discussion of the country's priority areas for improving occupational health and safety, and the way forward.

The event was held as part of the ILO project “From the Crisis towards Decent and Safe Jobs” implemented with support from the Ministry for Foreign Affairs of Finland. ■

## Armenian Employers Trained to Develop **Strategic Position Papers**



On 4-6 July 2016, staff, management and board members of the Republican Union of Employers of Armenia (RUEA) participated in a training on

advocacy process and development of the strategic position papers.

The training was facilitated by Arnout De Koster, external consultant with extensive experience in training employers' organizations (EO) in advocacy, and Vladimir Curovic, ILO Moscow Senior Specialist for Employers' Activities.

The training was devised in three parts; the first one was an introduction in the advocacy process for an EO, followed by the second part on theoretical aspects of development of strategic policy papers and position papers by employers' organizations.

The concluding part of the training was practical exercises when the participants drafted their own strategic policy papers on Enabling Environment for Sustainable Enterprises (ESEE). As a first step they were asked to review the ESEE report and formulate a set of main conclusions from employers' perspective and the key recommendations for policy improvement by RUEA. These conclusions and recommendations form a basis for the draft RUEA strategic policy paper on ESEE.

The participants were unanimous in their opinion that after the training their knowledge and capacity to develop strategic policy papers and organize effective advocacy campaigns has increased. The RUEA staff and management have stressed the need for further training in other aspects of advocacy process. The RUEA will continue to work on its strategic policy document and they will receive an additional practical support from the ILO. ■

## ILO to Update National OSH Profile **for Tajikistan**



In September 6, 2016, a round table was held in Dushanbe featuring a presentation of the country's draft National OSH Profile.



The National OSH Profile is currently being updated by the ILO, upon request from the National Tripartite Committee for Decent Work, in close cooperation with members of the working group led by Emin Sanginzoda, First Deputy Minister of Labour, Migration and Employment of Tajikistan.

Comments and other feedback from the round table will inform further work to finalize the draft National OSH Profile scheduled to be presented in its final version by the end of 2016. Both the preparation of the National OSH Profile and the round table have been part of the ILO project “From the Crisis to Decent and Safe Jobs,” implemented with support from the Ministry of Foreign Affairs of Finland. ■

## Training for OSH Trainers **in Uzbekistan**



On 8 to 12 August 2016, a training seminar for national OSH trainers was held in Tashkent as part of the Occupational Safety and Health project aiming to strengthen employer capacity to contribute to the implementation of the fundamental principles and rights at work. The project's objec-

tive is to strengthen the Chamber of Commerce and Industry's capacity as employers' organisation to improve employee workplace conditions and social protection.

The seminar, organised by the Chamber of Commerce and Industry in collaboration with the ILO, was held in the framework of Uzbekistan's DWCP for 2014-2016.

A group of national OSH trainers was formed following the CCI/ILO first collaborative OSH seminar held in March 2016 for the staff of the CCI's territorial divisions. This time, the trained OSH specialists expanded the scope of issues covered by the training, taking into account their regional specifics. In addition to this, they developed the skills needed for teaching the course independently – each participant had a chance to practice teaching a training session on a specified topic. ■





# Our PUBLICATIONS

All publications can be found at our website [www.ilo.ru](http://www.ilo.ru)



## Rules of the Game: a Brief introduction to International Labour Standards

*In Russian*

This is a Russian translation of a publication produced by the International Labour Office in Geneva.

Aimed at a non-specialist audience, this revised publication provides an introduction to international labour standards and discusses their importance in today's global economy, the subjects they cover, how they are applied and supervised, and where further information can be sought. It's a revised edition in Russian language with added new conventions and protocols ratified in Russian Federation.

The key role international labour standards can play in the context of the ongoing employment crisis is highlighted in the publication. This new edition, which also coincides with the ILO's 95th anniversary, will translate into an even wider dissemination of the Organization's standards-related activities.



## Building a Preventative Safety and Health Culture

**A guide to the Occupational Safety and Health Convention, 1981 (No. 155), its 2002 Protocol and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).**

*In Russian*

This is a Russian translation of a publication produced by the International Labour Office in Geneva.

Occupational accidents and diseases create a human and economic burden, which constitutes a serious concern for the ILO and its constituents. Tackling this challenge requires a collective effort by governments, employers and workers to build, implement and continuously strengthen a preventative safety and health culture.

This guide explains how the ILO Occupational Safety and Health Convention, 1981 (No. 155), its 2002 Protocol and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), aim to achieve this.



**The Enabling Environment for Sustainable Enterprises in Georgia – 2016.  
The Enabling Environment for Sustainable Enterprises in Armenia – 2016.  
The Enabling Environment for Sustainable Enterprises in Kyrgyzstan – 2016**

*In Georgian, Armenian, Russian and English*



These publications contain comprehensive analysis of the business environment of Georgia, Armenia and Kyrgyzstan. They provide a full review of the 17 factors identified by the International Labour Conference as the key conditions for an enabling business environment.

The Enabling Environment for Sustainable Enterprises in Georgia-2016 was published in Georgian and English. The report on Armenia was published in Armenian and English. The report on Kyrgyzstan was published in Russian and English.



# News in BRIEF

## Statement by ILO Director General Guy Ryder on the International Day of the World's Indigenous Peoples

ILO Director General Guy Ryder made a statement on the first International Day of the World's Indigenous Peoples (9 August) after the adoption of the 2030 Agenda for Sustainable Development and the Paris Agreement on climate change.

He noted that indigenous and tribal peoples are uniquely vulnerable to discrimination and exclusion. They face specific difficulties in accessing quality education, decent work opportunities, support for income generating activities, and social protection. They are also among the most affected by the impacts of climate change and land dispossession.

Guy Ryder stressed that "we must ensure that indigenous and tribal peoples are able to realize their full potential as partners in delivering on the promise of inclusive, productive and sustainable development."

## Monitoring ILO's SIYB Programme in Tajikistan

On 26-29 July 2016, John Blik, ILO-Moscow Senior Enterprise Specialist, visited Dushanbe to monitor the implementation of the ILO's Start and Improve Your Business (SIYB) Programme.

John Blik met with the Agency of Labour and Employment under the Ministry of Labour, Migration and Employment of Tajikistan to discuss an assessment of loan procedures and

also non-financial support provided under the SIYB programme to help unemployed citizens of Tajikistan in starting and improving small business enterprises.

The programme has high relevance for Tajikistan where more than 36,200 jobs were lost in the first half of 2016, according to the Presidential Statistics Agency. Job closures and layoffs occurred mostly in agriculture, but also in manufacturing, construction, financial services and other sectors of the country's economy.

In addition to meetings with the ILO project staff and ILO national coordinator, John Blik also met with local employers' organizations to discuss the EESE National Assessment report and followed up on the current situation of entrepreneurs – recipients of loans and SIYB training.

## Kyrgyzstan: Training for Social Workers

The Ministry of Labour and Social Development of the Kyrgyz Republic, in partnership with the Union of Social Educators and with technical support from the ILO, has completed the training of social work specialists in the basic course "Identification and Social Support of Families and Children in Difficult Situations."

The purpose of the training was to build competences and strengthen inter-agency cooperation in identifying children and families in difficult situations, including children involved in the worst forms of child labour, and offering them social services they need.

The training has been delivered as part of the Inter-Ministerial Action Plan to Prevent the Involvement of Children in the Worst Forms of Child Labour in the Kyrgyz Republic in 2016-2018.

## Global youth unemployment is on the rise again

The International Labour Organization estimates that the global youth unemployment rate is expected to reach 13.1 per cent in 2016 and remain at that level through to 2017 (up from 12.9 per cent in 2015).

The ILO's World Employment and Social Outlook 2016, Trends for Youth report shows that as a result, the global number of unemployed youth is set to rise by half a million this year to reach 71 million – the first such increase in 3 years.

## EESE Process in Armenia

The ILO, in coordination with the Republic's Union of Employers of Armenia (RUEA), has launched an assessment of Armenia's policy reform aimed at creating an enabling environment for sustainable enterprises (EESE). The assessment is based on the ILO's EESE toolkit.

The EESE process started in Armenia in 2015 with an extensive review and discussion of business constraints. During phase two of the process, the ILO will shift the main focus to policy reforms designed to lift such constraints.

A number of issues were addressed by the kick-off workshop in Yerevan on September 19, including wages, informal employment, innovative economy and trade. The workshop attracted a broad audience, including representatives of the Armenian Ministry of Labour and Social Affairs, Ministry of Education and Science, Ministry of Economy, labour unions, John Blik, ILO's Senior Enterprise Specialist responsible for coordinating the EESE process in the Caucasus and Central Asia, and international consultant Lilith Melikyan.

The workshop was well received and facilitated an extensive discussion of key policy areas. The findings from the EESE process in Armenia are expected to be presented in the end of this year.

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