International and Russian Experience in Developing Qualifications Systems Discussed in Moscow

On 7 December 2017, before the opening of the Third Forum “National System of Qualifications of Russia – 2017”, the National Agency for the Development of Qualifications held a conference ‘International and Russian Experience in Developing Qualifications Systems’. Representatives of government, business, trade unions, employer associations and education, as well as international experts, attended the conference. Olga Koulaeva, Director of the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia, took part in the forum.

Alexander Leibovich, General Director of the National Agency for the Development of Qualifications, stressed when opening the conference that its purpose was to examine international and Russian regional experience, while national-level issues would be discussed at the Third Forum on 8 December.

“When we started building a system of qualifications in Russia, we initially learned from international practices and actively engaged with the International Labour Organisation,” said Marina Maslova, Director of the Department of Wages, Labour Relations and Social Partnership at the Russian Ministry of Labour. “The resulting system of qualifications in our country is based on the tripartite cooperation of government agencies, employer associations and trade unions, which is consistent with international practices. However, over the past five years, we have also developed our own vision and mechanisms, and even our own traditions.”

“When we say that employers have been active in developing qualifications in Russia and that we have been introducing independent assessment of qualifications, our foreign colleagues find it both surprising and encouraging. It turns out that we are ahead of quite a few countries in this respect,” commented Alexander Murychev, Executive Vice President of the Russian Union of Industrialists and Entrepreneurs.

“We have been observing with great respect the large-scale processes unfolding in Russia in the sphere of qualifications,” said DWT/CO Director Olga Koulaeva.

“Russia amended its Law on Education and Labour Code, adopted a Law on Independent Evaluation of Qualifications and approved a considerable number of occupational standards. We support your work and hope that your experience may have a demand in other countries.”

The conference agenda included presentations by regional representatives who shared relevant local experience, and also featured an award ceremony to celebrate winners of the contest “Best Practices in Training, Professional Development and Retraining of Workers”. Alexander Leibovich, General Director of the National Agency for the Development of Qualifications, stressed that an authoritative jury led by Deputy Minister of Labour Lyubov Yeltsova chose the award winners. “These practices can be replicated by others in the education system and in the workplace, and we will help make it happen. I am confident that these efforts will have a systemic impact,” he said.

Working Meeting at the State Duma

On November, 7, 2017, Yaroslav Nilov, State Duma Member (LDPR) and Chair of the State Duma Committee on Labour, Social Policy and Veterans’ Affairs, held a working meeting with Olga Koulaeva, Director of the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia. They discussed prospects for cooperation between the ILO and the State Duma Committee and plans to host an exhibition at the Duma to mark the ILO’s 100th anniversary.

According to Olga Koulaeva, of the ten countries covered by the DWT/CO, Russia demonstrates the significant results in terms of ratification of relevant ILO conventions. It was decided to organise a visit for State Duma members and staff of the Committee on Labour, Social Policy and Veterans’ Affairs to the ILO DWT Country Office to facilitate a more in-depth understanding of its work and to support further collaboration for promoting better legislation and protection of rights at work.

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In addition to this, the meeting participants discussed plans for the State Duma to host an exhibition to mark the ILO’s centenary in 2019. The Committee will provide direct assistance in organising the event.
On 15 December 2017, the ILO together with the UNDP and the Ministry of Labour and Social Protection (MLSPP) of Azerbaijan signed a letter of Intent, making a commitment to developing their cooperation in advancing the Sustainable Development Goals (SDG) Agenda in Azerbaijan and supporting the MLSPP in the implementation of the National Employment Strategy and expanding the country's self-employment programme.

In his welcoming address, Minister Muslumov focused on his country's effective cooperation with international organisations such as the ILO and the UNDP, and referred to successful implementation of the projects “Development of National Social Protection System” and “Promoting Innovation and Employment in Azerbaijan” jointly with the UNDP.

Speaking about cooperation with the ILO, the minister highlighted Azerbaijan being elected to the ILO Governing Body, alongside the ILO’s technical support in designing and piloting employment incentives for disadvantaged youth (Active Labour Market Programmes/ALMPs), policy advice on the National Employment Strategy, and particularly the fact that these ALMPs are currently supported by the Reserve Fund allocation of AZN 6.000.000 under the Decree on Self-employment signed by the President of Azerbaijan on 7 April 2016. Minister Muslumov also praised the ILO’s support in building the Public Employment Service capacity to implement new measures in the labour market.

The minister expressed his gratitude to the ILO DWT/CO-Moscow for effective cooperation and pointed out a need to take it even further in areas such as Labour Market integration, promoting employment opportunities via employment subsidies and transition from informal to formal employment.

UNDP Resident Representative Ghulam Isaczai expressed his satisfaction with the level of UNDP/MLSP cooperation in advancing the SDG Agenda and emphasised the need to take the next step. According to Ghulam Isaczai, it was a historical day when the UNDP, the ILO and the MLSPP got together in a coordinated fashion to discuss further cooperation.

**Olga Koulaeva: “If you ask me to describe Azerbaijan in just three words, I would say DEVELOPMENT, INNOVATION AND REFORMS”**

Director of the DWT/CO-Moscow Olga Koulaeva spoke highly of cooperation with Azerbaijan. “If you ask me to describe Azerbaijan in just three words, I would say DEVELOPMENT, INNOVATION AND REFORMS”, she said. The DWT/CO-Moscow director highlighted the role of Azerbaijan’s newly established tripartite commission on economic and social affairs for building effective national social dialogue. Olga Koulaeva also referred to the ILO’s support to Azerbaijan in the preparation of the National Employment Strategy, in designing and implementing self-employment programmes and Public Employment Service capacity-building, in advancing the ILO’s Future of Work initiative and the SDG Agenda, in assisting in the country’s transition from informal to formal economy and providing youth employment subsidies for vulnerable youth. The DWT/CO-Moscow director informed the participants about the upcoming visit of ILO Director-General Guy Ryder to Azerbaijan in May 2018.

Finally, Minister Muslumov announced Azerbaijan’s intention to host the World Expo 2025 and proposed to make Future of Work as its central theme – in line with the ILO initiative.

**Congratulations on Winning Human Rights Award!**

On December 8, 2017 Kubat Otorbaev, Ombudsman of Kyrgyzstan, awarded Amina Kurbanova, ILO National Project Coordinator of ‘Combating Child Labour in Central Asia – Commitment Becomes Action’ project in Kyrgyzstan, for her valuable contribution to the cause of defending human rights in Kyrgyzstan, in particular the rights of the child. The award ceremony was part of a half-day event to mark the Human Rights Day. The event was organised by the Ombudsman Institution and supported by the EU Rule of Law Project. The Ombudsman awarded a number of UN agencies, including the ILO, UNFPA and UN OHCHR, for their contributions.

The IPEC project started its active cooperation with the Ombudsman Institution last year by engaging with the Peer Review exercise and supporting the preparation of a Special Report on the labour rights of women and children. The findings and recommendations of this Special Report were presented to the Parliament earlier this year and forwarded to relevant government ministries for further action. The Report includes two separate sections on women’s labour rights, and on the situation with child labour.

The Project will continue working together with the Ombudsman Institution to promote ratification of the ILO Protocol on Forced Labour and to facilitate a series of steps to combat child labour and forced labour.

Our congratulations to Amina!
ILO as well,” said Ibrahim Totokrulov, member of the young people seeking self-fulfilment in other areas current entrepreneurs, but more broadly, active. The programme is designed to engage not only incentives stimulating their entrepreneurial activity. “The purpose of the forum is to showcase and promote youth entrepreneurship, and help create opportunities for startups and current entrepreneurs. We plan to offer this type of training next year,” said Ekaterina Belokopytova, Chair of the Lipetsk Economic Development Department, handed graduation certificates to entrepreneurs having successfully completed the course. “This will not be the last seminar we have organised for aspiring and current entrepreneurs. The training was organised by the ‘Energy’ Business Academy with support from the Lipetsk City Administration as part of the ILO’s Start and Improve Your Business (SIYB) programme. The seminar featured practice-oriented master classes emphasising hands-on business skills. “The most important thing is for you to have achieved the objectives you set yourself on the first day of our training. Please do not put aside the knowledge and skills you have built here but make sure to apply them,” said Alexander Shakurin, international SIYB trainer. Ekaterina Belokopytova, Chair of the Lipetsk Economic Development Department, handed graduation certificates to entrepreneurs having successfully completed the course. “This will not be the last seminar we have organised for startups and current entrepreneurs. We plan to offer this type of training next year,” said Ekaterina Belokopytova. ■

The Pskov State University Faculty of Management hosted a launch of ‘You Are an Entrepreneur’ training programme for aspiring entrepreneurs. Representatives of the Foundation for Guarantees and Business Development in Pskov Region presented the objectives of the ‘You Are an Entrepreneur’ Federal Programme implemented by the Agency for Youth Affairs (Rostmolodezh), and highlighted the opportunities offered by the programme which is designed to introduce young people in basic entrepreneurial skills. Modules of the ILO’s “Start and Improve Your Business” (SIYB) programme are used in the training.

On 22 November 2017, Karachaevo-Cherkessia hosted a business forum ‘You Are an Entrepreneur’. Some 150 young business leaders attended the event held at the Palace of Culture in the republic’s capital Cherkessk.

The forum sessions featured talks by some of the best business trainers in the North Caucasus sharing their knowledge and expertise with Karachaevo-Cherkessia’s youth.

“The purpose of the forum is to showcase and promote youth entrepreneurship, and help create incentives stimulating their entrepreneurial activity. The programme is designed to engage not only current entrepreneurs, but more broadly, active young people seeking self-fulfilment in other areas as well,” said Ibrahim Totokrulov, member of the regional team of the federal educational project ‘You are an entrepreneur’.

The programme targets young people aged 17 to 30 and offers five training modules: Introduction, Translate your idea into a feasibility study, Set up your business, Start-up capital, and Financial planning.

Generate Your Business Idea (GYB) training offered as part of the programme is designed to help each learner develop a feasible and viable business idea. Anastasia Ivanova, director of the Foundation for Guarantees and Business Development in Pskov Region and a certified trainer of the ILO’s “Start and Improve Your Business” (SIYB) programme, delivered this module. The leading trainer of the entire programme is Alexey Glyzin, a young businessman from Astrakhan, director of the Astrakhan Innovation Centre and a certified trainer of the International Labour Organization. ■

The programme offers the participants plenty of opportunities to learn new skills and also to discuss problems and challenges with industry experts, explore solutions, and jointly develop mechanisms for better networking.

Speakers at the forum included Kamila Badrakova, leader of the North Caucasus business community and business trainer with the ILO. Aliy Tambiev, CEO of the Karachaevo-Cherkessia Development Corporation, and Nauruz Bayramkulov, Head of the Corporation’s Department for Investment Projects, addressed the young people and shared their professional experience.

As part of the event, the Palace of Culture hosted an exhibition of projects run by the republic’s young entrepreneurs. ■

The forum’s training seminars and master classes offered the participants plenty of opportunities to learn new skills and also to discuss problems and challenges with industry experts, explore solutions, and jointly develop mechanisms for better networking.

“The most important thing is for you to have achieved the objectives you set yourself on the first day of our training. Please do not put aside the knowledge and skills you have built here but make sure to apply them,” said Alexander Shakurin, international SIYB trainer. Ekaterina Belokopytova, Chair of the Lipetsk Economic Development Department, handed graduation certificates to entrepreneurs having successfully completed the course. “This will not be the last seminar we have organised for startups and current entrepreneurs. We plan to offer this type of training next year,” said Ekaterina Belokopytova. ■

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On 18 December 2017, Galina Karelova, Federation Council of the RF Vice Speaker, met with Olga Koulavea, Director of the ILO DWT/CO for Eastern Europe and Central Asia. They discussed the key topics of the ILO’s reports to be presented at the Second Eurasian Women’s Forum in September 2018. Strengthening the role of women in achieving balanced economic development will be one of the Forum’s central themes. The parties agreed that the ILO would take an active part in related discussions, as well as present an analytical report on the status of women in the labour market over the past 20 years and launch one of its global centenary initiatives focusing on women’s advancement in the labour market. ■

ILO to Present New Initiatives at Women’s Forum

Start and Improve Your Business Programme Relevant for Our Region

You Are an Entrepreneur: Training for Aspiring Entrepreneurs Launched in Pskov

A Business Forum in Karachaevo-Cherkessia

To Apply Knowledge in Practice

Life in Lapland
Three Russians who live with HIV for over than 10 years urge to pass HIV test and start timely treatment in case of a positive result in a set of communication materials developed by International Labour Organization (ILO) under its global Initiative “Voluntary Confidential Counselling and HIV testing at the Workplaces” - VCT@WORK.

The personal stories of Aleksander (lawyer), Paulina (lawyer), and Svetlana (psychologist) show that HIV-infection can enter life of any person and that timely treatment enables to continue fruitful and full-fledged life, get an education, succeed in profession, have a family and healthy kids.

Globally only 70% of people living with HIV know their status. In case of men, it is less, just about 50% men living with HIV know their status. Workplaces can do a lot in expanding HIV testing that allows workers to know their status early and, with treatment, if needed, live a healthy and productive life.

This is demonstrated by three inspiring stories. Paulina manages her own small business and lives with HIV 15 years, she addresses the audience with the following words: “Timely HIV test saved my life. I am on treatment with some delay but it is working very well – I am alive and feel fine. Today I manage my own business. I work a lot and love what I am doing. HIV today is not a death sentence. Let’s pass the HIV test! Do it today, now!”

In a strong message – “I passed HIV test. What about you?” – leaders of the world of work from Sverdlovsk territory gave their examples of passing an HIV test. Deputy Heads of employers’ and workers’ unions, deputy head of municipality, three representatives of the large industrial enterprises – “Sverdlovsk railroads”, “Serov Ferro-alloy Factory”, and “Severskiy Pipe Factory” state.

Continued on page 6
Preparation for HIV/AIDS in the Workplace Programme Launch

Between August and December 2017, Sverdlovsk, Irkutsk and Chelyabinsk Regions hosted a series of training seminars ‘Strengthening HIV/AIDS in the Workplace Programmes’ held as part of the ILO-Russia Programme of Cooperation for 2017-2020. These two-day sessions were offered to representatives of regional departments of labour, trade union federations, employment services and representatives of major industrial enterprises, healthcare and educational providers.

Seminar participants had an opportunity to improve their knowledge about HIV and develop proposals for interagency collaboration around ‘HIV/AIDS in the World of Work’ programmes in their regions. In turn, representatives of OSH and HR services and trade unions of major industrial enterprises elaborated action plans to implement education and awareness-raising programmes at their facilities. The companies included Seversky Pipe Plant, Sinarsky Pipe Plant, Uralmashzavod, Uralvagonzavod, Uralasbest”, ChTZ-Uraltrac, Turbina, and others.

The ILO’s new videos featuring stories of three Russians living with HIV (see more about them in our September issue) elicited a strong response in the audience. The participants found it particularly striking that one of the heroes featured in the videos, Svetlana Izambaeva, was among the trainers. Svetlana gave a talk and answered questions from the audience about her life as a working woman living with this health condition.

In addition to this, a one-day training seminar was held for AIDS Centre personnel on how they could engage with workplaces. M. Charchidi, Head of Social Partnership Section at the Regional Ministry of Labour in Irkutsk Region, reviewed some of the key HIV/AIDS terms with the seminar participants, and then they prepared and presented draft HIV/AIDS programmes which they were expected to promote at different levels in their regions.

Tajikistan Creates Framework for ILO Forced Labour Protocol Ratification

On 22 November 2017, a meeting of Tajikistan’s Tripartite-Plus Working Group was held jointly with the Ministry of Labour, Migration and Employment (MLME) and ILO-IPEC in preparation for ratification of the ILO Forced Labour Protocol 2014. The Working Group operating under the MLME auspices, consists of 25 representatives of the country’s key government ministries and agencies and other partners, including the Ministry of Labour, Migration and Employment, the Ministry of Interior, the Ministry of Health, the Ministry of Education, the Ministry of Agriculture, the Ministry of Finance, the Ministry of Justice, the Committee on Women and Family Affairs, the Statistics Agency, the President’s Executive Office, organisations of employees and employers, the Federation of Independent Trade Unions, and UNICEF and IOM. The WG’s membership makes it possible to address various stakeholder perspectives in the final package to be submitted to the government.

The meeting featured a presentation by an external consultant who made an overview of the 2014 Protocol and its Recommendation 209, and of ILO Conventions 29 and its Recommendation. Then the participants discussed the forced labour challenges in Tajikistan, examined the latest global estimates of forced labour and discussed how Tajikistan may benefit from the ratification.

The working group was established following an awareness-raising workshop on the 2014 Protocol on Forced Labour held on 30 May 2017. The workshop aimed to explain the Protocol’s key provisions and potential benefits of its ratification for Tajikistan. The event helped engage the country’s tripartite constituents and relevant stakeholders in sharing relevant knowledge and practices and contributed to political commitment to ratify and implement the Protocol.

The WG will have a series of meetings; their next session will discuss a draft document prepared by the external consultant and provide a review of the Protocol’s consistency with the national legislation, an economical analysis, and a justification of the ratification, and then the document will be presented for further action on ratification.

Future of Work through the Eyes of Young Scientists

On 6 October 2017, in the framework of the XII Science Festival, the Moscow State University with support of the ILO, hosted the International round table “Future of Work through the eyes of young scientists”.

Nicolas Studer, Wages Specialist, ILO DWT/CO Moscow, and Mariya Aleksynska, Economist, Labour Market Specialist, ILO HQ/INWORK participated in the event. Mariya Aleksynska made a presentation on “Non-standard employment”.

Continued from page 4

ILO Global Initiative “Voluntary Confidential Counselling and HIV testing at the Workplaces” is being implemented since June 2013 in 30 countries around the world including Russia. Till the end of 2016, over 6 million workers were reached by detailed information on HIV and AIDS including HIV testing and treatment. Over 4 million of them took the HIV test; received counselling and 103,000 who tested positive were referred to treatment.

ILO works closely with its constituents and AIDS territories in Russian Federation under its VCT@WORK Initiative. Sverdlovsk territory AIDS Center and ILO have organized training programmes for enterprises, unions and labour department on HIV and AIDS and the work of work in Ekaterinburg. The communication package having videos and posters is meant to further boost the VCT@WORK initiative in the region and in the Russian Federation.

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ILO Project Helps Disadvantaged Young People Enter the Labour Market

The ILO supports the Agency for Employment of the Perm Territory, Russian Federation, in improving its package of programmes and services to the population. For that purpose, the ILO pilots wage subsidy programme with mentorship targeting disadvantaged young people.

Galina Babich: “We hope that this programme will help young people to develop their capacities and professional skills, and ease their school to work transition”

The Perm Territory is one of the target regions of the Russian Federation within the ILO Project “Partnerships for Youth Employment in the CIS” implemented by the ILO Moscow with support of the LUKOIL Company.

With the ILO support, a local youth employment partnership was established in Perm Territory (the city of Vereschagino) involving regional authorities, social partners, private companies and educational institutions. This mechanism allows consultations and discussions among various actors who put together their strengths and comparative advantages to address in practical terms the issue of youth employment in the region.

For this initiative, 8 companies and 15 young people who had difficulties in entering the labour market due to different reasons were identified by the employment center. Young women and men have a chance to improve their professional skills, supported by mentors, while employers can strengthen cooperation with the Public Employment Service. Pilot implementation of the programme includes its monitoring and final assessment followed by drawing policy recommendations. This will contribute to strengthening capacities of the PES staff to design and implement active labour market measures, strengthen outreach to employers and offer services to the disadvantaged groups of population.

“We hope that this programme will help young people to develop their capacities and professional skills, and ease their school to work transition”, – said Galina Babich, Head of the Employment Center in Vereschagino. An important value is added to the pilot by selecting a local coordinator, previously unemployed Alexander Ruchkin, who is a young man with disabilities. “The project is really great, especially for such a small town as Vereschagino where there has been always lack of vacancies, and it was hardly possible to find a job without prior professional experience. Participation in the programme gives a chance to get formal job, social security and an opportunity to show your skills,” he says.

Young Trade Union Leaders of the Caspian Sea Region

Members of the Caspian Sea Region Youth Trade Union Network founded in 2013 with support from the ILO’s Youth Employment Partnerships in CIS Project met in Astrakhan on the 15-16 November 2017.

The event devoted to the ILO’s Future of Work Centenary Initiative was co-organised by the Astrakhan Regional Association of Union Organisations and the Astrakhan Regional Trade Union of Culture Workers and held under the auspices of the Federation of Independent Trade Unions of Russia and the ILO.

Young trade union leaders from Russia, Azerbaijan and Kazakhstan discussed a range of topics, including digitalisation and robotisation of economy, youth employment, and the future role of trade unions.

Julia Sutina, Youth Employment Project Coordinator of the ILO Office for Eastern Europe and Central Asia; Anna Sahlkova, Programme and Project Coordinator of ITUC-PERC; Natalia Kchemina, Deputy Chief Editor of Solidarnost, the central trade union paper; Ksenia Mikhailicheva, Lawyer of the Social and Labour Rights Centre, and Natalia Klimenko of the Astrakhan Regional Employment Agency contributed to the seminar as experts.

Young trade union leaders from Russia, Azerbaijan and Kazakhstan discussed digitalisation and robotisation of economy, youth employment, and the future role of trade unions.

The seminar featured reports explaining the Future of Work Initiative and the role of trade unions in the context of ongoing transformations of the world of work.

In addition to this, each participating country presented the situation of young people in their local labour markets and measures taken to reduce unemployment and encourage transition to formal economy.

Discussed Future of Work

The participants shared their vision of further development of the Caspian Sea Region Youth Trade Union Network and future roles and practices of trade unions, and came up with an initiative of creating a single informational space for young trade union leaders of the Caspian Sea region.

Young People in Azerbaijan to Benefit from Wage Subsidies

On 28 November 2017, a UNEC2B virtual labour exchange was launched in Azerbaijan. Speaking at the launch ceremony, Salim Muslimov, Minister of Labour and Social Protection, stressed the challenges faced by the country’s youth in finding employment and explained how the new wage subsidies programme would address the situation.

“In 2018, we plan to subsidise young employee’s wages. It means that we will help young people find employment and then subsidise half of their wages and social security deductions,” the Minister explained.

According to Muslimov, this programme implemented jointly with the International Labour Organization (ILO) is expected to cover a thousand students next year and five thousand students in 2019.
On 17 November, 2017, St. Petersburg hosted the 30th anniversary meeting of the Advisory Council for Labour, Migration and Social Protection of the Commonwealth of Independent States (CIS) member states.

The high-level event was attended by the CIS Ministers of employment and social policy and chaired by Maxim Topilin, Russian Minister of Labour and Social Protection.

The parties discussed the some of the outcomes of CIS member states cooperation in the social and labour spheres and future objectives. They also examined the implementation of the CIS Economic Development Strategy till 2020, the Conceptual Framework for incremental transition to a common labour market and labour migration regulation throughout the CIS, and Priority Actions for its realisation in 2017-2020. In particular, the ministerial meeting focused on ICT applications in the social and labour spheres. In addition to this, the meeting participants examined the challenges of population ageing and approaches to providing better social services for the elderly.

In his address, Mikhail Pouchkin, Senior Employment Specialist with the ILO Moscow Office, referred to the shared challenges caused by the unprecedented pace and scale of changes in the world of work and concluded that “consistent promotion of decent work principles ... is a reliable recipe for sustained and inclusive growth both in the CIS countries and globally”.

Mikhail Pouchkin:

“Consistent promotion of decent work principles ... is a reliable recipe for sustained and inclusive growth both in the CIS countries and globally.”

Labour Code Amendments

In October of this year the Ministry of Labour and Social Affairs of Armenia requested ILO assistance in the ongoing Labour Code reform process. The ILO provided the Ministry with a Technical Memorandum containing a number of recommendations concerning Labour Code amendments proposed by the Government. In addition, on 12 December, the Ministry of Labour and Social Affairs organized a Round Table on the Draft Law on Labour Code amendments Representatives of the Confederation of Trade Unions of Armenia, the Republican Employers’ Union of Armenia, Government bodies, partner organizations and NGOs attended the Round Table.

Lejo Sibbel, Senior Specialist on International Labour Standards and Labour Law of the ILO DWT/CO in Moscow and Julia Lear, Labour Law Specialist of the Labour Law and Reform Unit (ILO Geneva), participated in the discussion, providing clarifications from the point of view of conformity of relevant provisions of the Draft Law with relevant international labour standards, as well as international best practices.

In his concluding remarks Lejo Sibbel welcomed the constructive and transparent approach taken by the Ministry in the development of the amendments, as well as the open and lively debates with the social partners and other stakeholders. He noted that the amendments of the Labour Code, as they currently stood, were a step forward to bringing the Labour Code of Armenia into conformity with international labour standards.

To further discuss remaining issues, a consultative meeting was organized on December 13 with participation of the National Tripartite Commission members. Following the discussions, Lejo Sibbel provided relevant clarifications as requested by the Commission members, and committed to further assist the tripartite partners in the labour law reform process.

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Appointments

On 22 November 2017, Bakytzhan Abdraiym was unanimously elected Chairman of the Federation of Trade Unions of the Republic of Kazakhstan.

Before his election to the position of FPRK Chairman, Bakytzhan Abdraiym was a member of the Majlis of Kazakhstan’s Parliament. He is 52 and has extensive work experience in various fields.

Bakytzhan Abdraiym was born on 13 May 1965 in Karatau, Zhambyl Region. Earlier in his career, he worked as a legal adviser, economic adviser and state arbitrator with the State Arbitration (Commercial) Court of Kazakhstan. He holds a degree in law from the Kirov Kazakh State University.

In 1993, he was elected judge of the Supreme Arbitration Court of Kazakhstan. Starting in 1995, he served as a Supreme Court judge. Between 2000 and 2002, he chaired the Union of Judges of Kazakhstan. Starting in 2000, he co-chaired a working group drafting a Model Civil Procedure Code for the CIS Inter-parliamentary Assembly. In 2001, he was appointed to the Supreme Judicial Council.

Beginning in 2002, he served as Head of the President’s Representative Office in Parliament and after March 2006, he headed the Secretariat of the Senate of Kazakhstan’s Parliament. In 2006, he became rector of the Akmola University of Technology and Business. In March 2007, he was appointed Chairman of the Committee for Judicial Administration with the Supreme Court of Kazakhstan. For three years from 2008 to 2011, he taught at the Gumilev Eurasian National University and served as its rector.

From 2012 to 2013, he held the position of president with the Centre for Military and Strategic Studies affiliated with the Ministry of Defence of Kazakhstan, and then in 2013 he was appointed Deputy Minister of Defence. Starting in May 2014, he held the position of Deputy Minister of Justice of Kazakhstan.

Bakytzhan Abdraiym holds numerous awards and the title of Honorary Judge of Kazakhstan.
Volga Federal District to Learn from Unions’ International Experience

On 14 November 2017, Kirov hosted a conference held under the aegis of the Federation of Independent Trade Unions of Russia (FNPR) and the International Labour Organisation, with support from the Kirov Regional Government. The conference theme of ‘International Guarantees of Trade Unions’ Human Rights Activity: Cooperation Programmes between the Russian Federation and the International Labour Organisation’ attracted participants from all of the 14 regions which constitute the Volga Federal District.

Sergey Nekrasov:
“Kirov Region is a vast and highly-developed region on the Volga, making it particularly important for us to see how Russian and international legislation protecting workers’ rights is implemented here”

Addressing the conference opening plenary were Alexander Chemin, First Deputy Chairman of the Kirov Region Government; Sergey Nekrasov, First Deputy Chairman of the Federation of Independent Trade Unions of Russia; Sergeyus Glovackas, Desk Officer for Europe and Central Asia of the Bureau for Workers’ Activities; Vladislav Trubmikov, FNPR Secretary and Representative in the Volga Federal District; Vladimir Bykov, Chairman of the Kirov Region Legislative Assembly, and heads of government agencies, local employers, chairs of regional trade union organisations, representatives of the Kirov Regional Federation of Trade Union Organisations, and union activists.

The conference agenda featured a discussion of challenges in the implementation of international guarantees in the national legislation, a review of ILO/Russia cooperation programmes, exchange of good practices of conducting collective bargaining, documenting collective bargaining efforts from the regional perspective, and working out recommendations for the implementation of social security standards stipulated in ILO Convention No. 102 of 1952.

Welcoming the conference participants, Alexander Chemin emphasised that wide participation of strong social actors is essential for the development of the state and society. “It will be very interesting for us to examine, in particular, the experience of European trade unions in spheres such as labour relations and collective bargaining,” he said.

Sergey Nekrasov, FNPR First Deputy Chair, noted that “Kirov Region is a vast and highly-developed region on the Volga where virtually all sectors of the Russian economy are represented, making it particularly important for us to see how Russian and international legislation protecting workers’ rights is implemented here.”

Combating Child Labour and Human Trafficking in Central Asia: Consultations in Kyrgyzstan

On 25 October 2017, the ILO Technical Cooperation Project “Combating Child Labour and Human Trafficking in Central Asia,” in partnership with the Federation of Trade Unions of Kyrgyzstan, held National Consultations with trade union leaders on “Roles and Strategies of Trade Unions in Achieving Sustainable Development Goals.”

On 31 October, the ILO Project jointly with the Agency on Corporate Social Responsibility, organised half-day consultations with representatives of the business community “Dialogue with Business Community: Preventing Child and Forced Labour as a Strategic Agenda for Business.” The participants discussed companies’ preparedness to taking steps towards child and forced labour prevention, including potential approaches and solutions, challenges and obstacles, and priority measures which business and government could undertake to prevent child and forced labour.

Sergeyus Glovackas reminded the audience of the ILO’s upcoming 100th anniversary in 2019 and mentioned the Future of Work Centenary Initiative which has been developed for that date. “One of my objectives during this conference is to hear proposals towards this ILO initiative from the regions on the Volga,” he said.

Appointments

On 2 December 2017, the Belarusian Congress of Democratic Trade Unions (BKDP) held its the Tenth General Assembly Meeting in Minsk. Alexander Yaroshuk who has chaired the BCDTU since 2002 was re-elected for another three-year term.

Alexander Yaroshuk was born on 16 November 1951 in the village of Vnuchki, Kamenets District, Brest region. In 1974, he got a degree in scientific agronomy from the Kursk Agricultural Institute (Russia) and in 1990, completed courses in political science and sociology at the Minsk Higher Communist Party School.

His first employment was in 1974-1975 as agronomist with the Dimitrov State Farm of Kamenets District, Brest Region. After two years of military service, he was employed in various positions with agricultural enterprises in Brest Region between 1976 and 1991.

In 1991, he was appointed Head of Agricultural Policy Department of the Belarus Communist Party Central Committee. Between 1991 and 1996, he served as Deputy Chief of Department with the Belarus Ministry of Agriculture and Food. Between 1996 and 1998, Yaroshuk held the position of First Deputy Chairman of the Brest Oblast Communist Party Executive Committee. In 1998 to 1999, he served as Chairman of the Minsk Regional Committee of Natural Resources.

In 1999, Yaroshuk headed the National Committee of the Belarusian Trade Union of Agro-Industrial Complex Workers which is part of the Federation of Trade Unions of Belarus. Since 2002, he has served as BCDTU Chairman.

He ran for presidency in 2001, but was not registered as a presidential candidate, as he had not collected the required number of voter signatures.

Since 2014, Alexander Yaroshuk has been Vice President of the International Trade Union Confederation. In June 2016, he was elected to the Governing Body of the International Labour Organisation.
International Conference on Key Aspects of Pay in Northern Territories: International and National Perspectives

On November 16-17, 2017, the city of Surgut, Khanty-Mansiysk Autonomous District – Ugra, hosted the international conference ‘Key Aspects of Pay in Northern Territories: International and National Perspectives’, organised by the Russian Oil, Gas and Construction Workers’ Union (ROGWU) jointly with the International Labour Organisation, IndustriALL Global Union and the All-Russian Sectoral Association of Employers in the Oil and Gas Industry.

The conference participants discussed pay-related considerations and concerns in respect of employees working in northern territories, factors determining their decent wage, as well as effectiveness and sufficiency of existing benefits and guarantees for employees of enterprises based in Russia’s Far North and equated localities. In addition to this, the conference discussed social and economic development of northern territories, relevant government guarantees, and northern residents’ living standards and quality of life.

The conference participants came up with a series of recommendations concerning decent wages for employees based in the Far North and equated localities, addressed to the Russian State Duma and Federal Government, to employers operating in the Far North and equated regions and their associations, and to the Federation of Independent Trade Unions of Russia (FNPR).

Representatives of federal and regional legislative and executive authorities, oil and gas companies and industry unions, and staff members of the FNPR and industry unions attended the conference.

The International Labour Organization was represented by Rafael Peels, ACTRAV Wage Specialist, Sergeyus Glovackas, Desk Officer for Europe and Central Asia of the Bureau for Workers’ Activities (ACTRAV), and Harri Taliga, ILO expert, who presented an overview of social protection practices in the EU countries.

Project “Applying G20 Training Strategy” in Kyrgyzstan

On 2-3 October 2017, Manager/CTA of the ILO TC Project “Applying G20 Training Strategy” Cezar Dragutan and Vladimir Gasskov, an international consultant, had a mission to Bishkek for technical consultations with constituents and other major project stakeholders.

On 2 October, ILO experts had a meeting with a Deputy Minister of Education Kudaiberdy Kojobelkov and representatives of the Ministry of Labour and Social Development and Agency for Initial and Secondary Vocational Education. On 3 October, mission members had a technical consultation meeting with 25 representatives of Agency for Initial and Secondary Vocational Education (TVET Agency), the Ministry of Education, the Ministry of Labour, National Statistical Committee, Federation of Federation of Trade Unions, Employer Organizations, international development partners and other project stakeholders.

Cezar Dragutan presented project overview and future plans such as stakeholders’ knowledge exchange, trainings, and creation of National Project Steering Committee. Vladimir Gasskov presented international policy HRD requirements to skills development systems and advance experience of strategic planning and monitoring of skills development processes.

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Start Your Business: Manual

In Russian

This is a Russian edition of a publication prepared in ILO, Geneva.

The SYB manual is a result of a collective effort and reflects the experience and knowledge gathered by implementing the programme for nearly three decades. In particular, the contributions of SIYB Master Trainers and Trainers who have tested, designed and implemented the programme in different countries over the years have been invaluable.

Social Protection Assessment – Based National Dialogue. Towards a Nationally Defined Social Protection Floor in the Kyrgyz Republic

In Russian and English languages.


This is a mapping and assessment of existing social security and social protection policies and programmes; identification on of coverage gaps and implementation on issues; development of priority scenarios to fill the gaps; a rapid costing exercise to estimate the costs for each scenario and policy recommendations to extend social protection to establish a national social protection floor.
International Conference “The Future of Work We Want: Workers’ Perspective”

From 18 to 20 October, 2017, the ILO and Bureau for Workers’ Activities (ACTRAV) organized a conference “The Future of Work We Want: Workers’ Perspective” in Geneva.

The participants discussed challenges faced by the world of work in the ILO member states. They also viewed possible policy measures taken by governments and social partners as a means of promoting and protecting the rights of working women and men.

Director of the Russian Center for Social and Labour Rights Elena Gerasimova participated in the conference and was one of the speakers at the panel session.

Roles of Unions in Achieving SDGs Discussed in Kyrgyzstan

On 30 November 2017, technical consultations on ‘Roles and Strategies of Trade Unions in Achieving Sustainable Development Goals’ were held in Kyrgyzstan with leaders of the Federation of Trade Unions regional offices. Some 35 leaders and representatives of unions in Naryn, Yssyk-Kul and Talas regions learned about labour-related SDGs and corresponding targets.

The consultations focused specifically on Target 8.7 “Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.”

Union representatives discussed strategies and methods of eliminating child labour and forced labour in the country.

The event was organized as part of the ILO Technical Cooperation Project ‘Combating Child Labour and Human Trafficking in Central Asia – Commitment becomes Action.’

Presentation of the Training Manual "Georgian Labour Law and International Labour Standards"

On December 14, the High School of Justice of Georgia and the International Labour Organization presented the training manual – “Labour Law of Georgia and International Labour Standards”. The training manual was developed within the framework of cooperation between the High School of Justice and the ILO Project Improved Compliance with Labour Laws in Georgia, funded by the United States Department of Labor. As a result of the collaboration carried out since 2015, a training module on labour law issues was developed and delivered through a series of ongoing trainings of judges and other court staff. A core group of judges was trained to deliver the training, as well as develop the training manual together with local and international ILO experts. By incorporating national legislation and jurisprudence, the manual is a unique, world-first adaptation of an existing ILO training manual for judges, lawyers and legal educators. The manual will be used by the High School of Justice as the main resource during trainings for judges as well as other court staff.

OSH Standards Updated in Kazakhstan

On 28 November 2017, a government meeting was held in Kazakhstan featuring a report by Minister of Labour and Social Protection Tamara Duisenova about the ongoing efforts to update the country’s occupational safety and health (OSH) standards in accordance with international requirements.

“The process should be completed by 2021. We have taken steps to encourage employers to ensure better protection of workers’ safety and health. Thus, more than 1,400 enterprises in the country have implemented the OSH standards recommended by the ILO,” Duisenova said.

The Minister added that the comprehensive measures undertaken by the government and employers have resulted in positive dynamics in terms of creating safe working conditions for employees. “In 2016, the number of victims of occupational injuries dropped by 24% compared to 2015,” she noted.

Results of the Decent Work Country Programme Discussed in Tajikistan

On 5 October 2017, the Ministry of Labour, Migration and Employment of Tajikistan hosted a meeting of the National Tripartite Committee for Decent Work (NTCDW). It was opened by Emim Sanginzoda, First Deputy Minister of Labour, Migration and Employment.

Azizbek Sharipov, Chairman of Employer’s Union of Tajikistan, expressed overall satisfaction with the implementation of the DWCP 2015 – 2017; however, he noted that the programme should focus more on employers’ capacity building components. Nigora Nazarzoda, First Deputy Chair of FITUT, welcomed the Committee members and ILO representatives and wished them fruitful discussions at the meeting.

ILO was represented by Cezar Dragutan, ILO G20 Skills Project CTA, who provided an overview of the G20 Skills project, with countries to be covered and expected results in Tajikistan and Artiom Sici, ILO Social Protection Officer in Tajikistan.