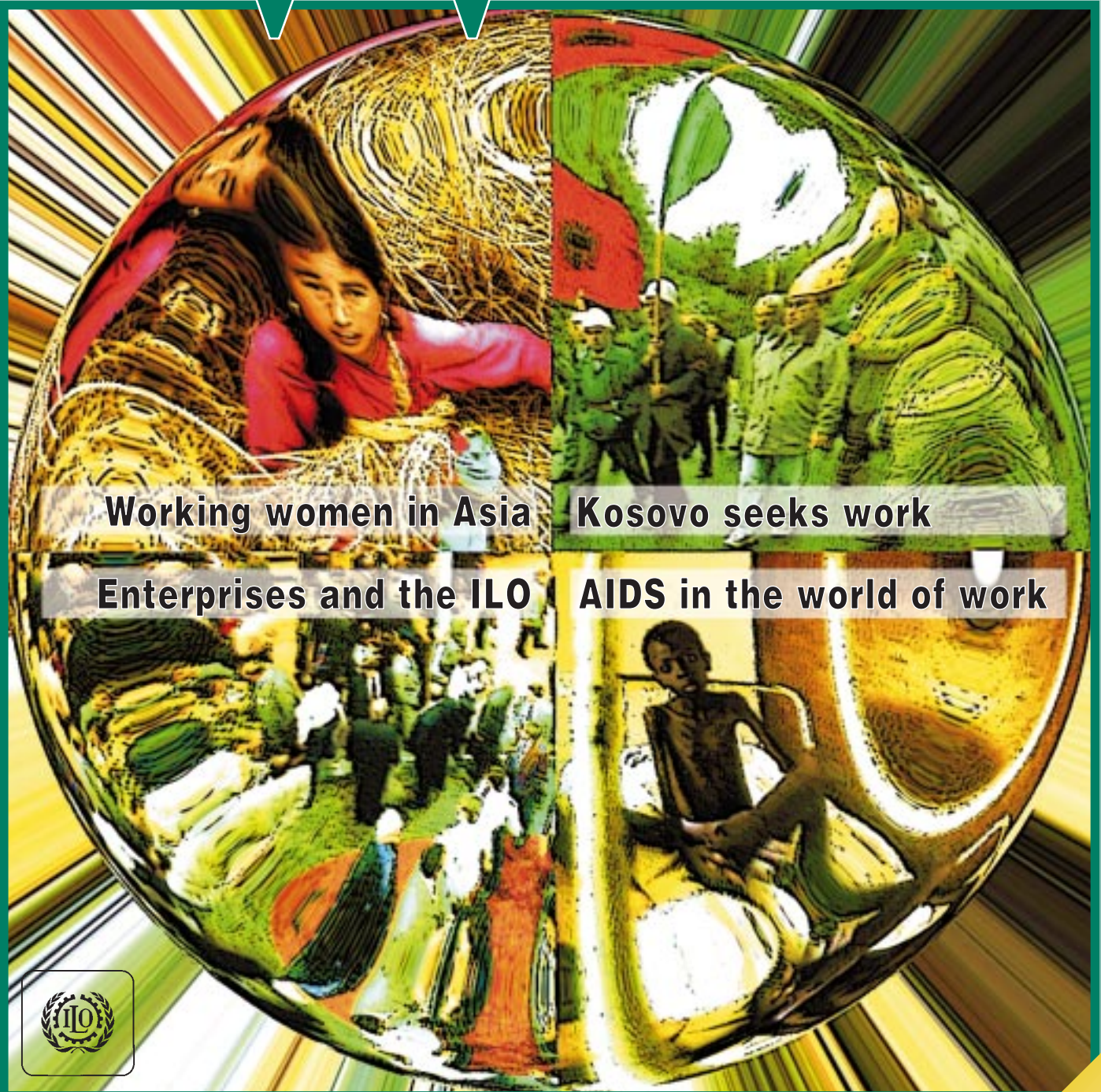


WORLD OF **Work**

THE MAGAZINE OF THE ILO



Working women in Asia

Kosovo seeks work

Enterprises and the ILO

AIDS in the world of work



INTERNATIONAL LABOUR OFFICE

No. 32, December 1999

Inside: ILO Y2K
Calendar



The ILO in history

How the “social partners” became so... The birth of tripartism

Right up to the time of the first International Labour Conference, Government delegates were firmly convinced that they held the reins of the ILO. It was only at the First Session of the new Governing Body, two days before the end of the first Conference in Washington in late 1919, that the “social partners” (employers and workers) made their first entrance onto the scene, making it clear that from then on they too were going to have a say.



Albert Thomas, the first Director of the ILO.

Of the 24 elected members of the Governing Body, only 21 were present at the sittings held on 27 and 28 November 1919. Absent were Government and Workers’ delegates of Germany (who had failed to get to Washington in time) and the Employers’ delegate of Italy. Arthur Fontaine was unanimously designated as the temporary chairman, and discussion immediately began on whether the further appointments to be made would be temporary or permanent.

Government delegates agreed that any final decision should be postponed until negotiations had been held between the various countries, especially as no candidates had yet been put forward. One way or another, it seemed fairly clear that Harold Butler, who had been responsible for organizing the Washington Session, would hold a key position in the new International Labour Office.

However, the Workers’ delegate of France, Léon Jouhaux, would not be deterred. Emphasizing the urgency of responding to the expectations of the workers, he advocated putting the ILO to work right away. Backed by the Workers and a section of the Employers, he first had Arthur Fontaine’s appointment as President confirmed and then persuaded the assembly to designate a permanent Director. After an initial and inconclusive vote that gave 9 votes to Albert Thomas and 3 to Butler, with 6 abstentions, a second vote was held for a provisional Director, as a result of which Albert Thomas was elected by 11 votes to 9.

As Mr. Phelan* was to put it later, the Government delegates – and especially the British and the French – were “disconcerted at finding the machine they had created showing an unexpected tendency to ignore governmental guidance”. Albert Thomas’ appointment was confirmed two months later, at the Second Session of the Governing Body in Paris.

Michel Fromont

*E. J. Phelan: *Yes and Albert Thomas* (New York, Columbia University Press, 1949), p.16.

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Writers wanted

To increase its coverage of labour issues and ILO activities worldwide, the *World of Work* seeks correspondents in Latin America, Africa, Asia and Oceania. Qualified journalists, writers and others with expertise in labour issues who wish to write for the magazine should contact the ILO Bureau of Public Information by mail, fax or e-mail. Articles are *only* done on assignment and in consultation with the Editor. Payment is commensurate with current levels for freelance articles and photos. Send cover letter with a *curriculum vitae* and references, if possible, to: The Editor, *World of Work*, International Labour Office, Bur. 1-123, 4 route des Morillons, CH-1211 Geneva 22, Switzerland, Fax: +4122/799-8577; E-mail: presse@ilo.org

Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 174 member States in common action to improve social protection and conditions of life and work throughout the world. The International Labour Office, in Geneva, is the permanent Secretariat of the Organization.



Women in Asia: Underpaid, undervalued and underemployed

New ILO report: *Gender equality closer, but much still to be done*

In Asia, poverty often has a woman's face. An ILO report, Towards Gender Equality in the World of Work in Asia and the Pacific, says that women in the region are poorer than men and hit harder by globalization. Across South-East and East Asia, the Asian financial crisis has toppled women back into uncertain, exploitative and poorly paid work, struggling to keep their families fed and clothed. A recent conference held to examine the evolution of the status of women in the years since the World Conference on Women in Beijing found that although there has been progress towards gender equality, much remains to be done.

MANILA, The Philippines – Across Asia today, the stories about women who felt the chill of the Asian financial crisis are legion.

There is the story of a Philippine woman who worked as a secretary in a rent-a-car firm before the peso collapsed in 1997, and looked forward with her husband to a bright future with their five children.

Today, jobless and recently widowed, she walks in and out of office blocks selling biscuits, earning 150 Philippine pesos (less than US\$4) per package. Her market is limited to the large offices with people who can afford a little luxury. Sometimes she gets a little clerical work

to augment her income. She hopes that one day, she might get “a regular job for a regular income to support my family, since I am all by myself now”.

Meanwhile, in the sprawling suburbs of Bangkok, Ratchanee M. prepares for another long day in the car. If she sells a life insurance policy, she'll earn the commission that will keep her family of four afloat for another month. If not, it will be more than just another frustrating day on the job. Before the crisis, Ratchanee and her husband owned two homes, had two incomes, and were part of Thailand's emerging middle class.

Now, her husband's company has no staff and no contracts. Ratchanee's former

company has closed its doors, her new job carries a token salary, and both their houses are on the market. Servicing their debts on the houses and on her husband's business has eaten away the family's savings, says Ratchanee. “I spend everything on the family.”

Underpaid, undervalued and underemployed

These women, and thousands more, have borne the brunt of the Asian financial crisis. Business closures and unprecedented unemployment took a heavy toll on women – heavier than on men.



ILO/Jacques Maillard



ILO

A new report* from the ILO Regional Office for Asia and the Pacific says that the disadvantage and discrimination that women face in the labour market makes them more vulnerable to events such as the Asian financial crisis. As enterprises failed and companies collapsed, women reeled under the multiple burden of retrenchment, falling incomes, and disappearing markets, as they struggled to provide their families' basic needs.

Even in countries which escaped the crisis, poverty wears a feminine face. Over-represented in agriculture where income levels are lowest, and earning barely enough to meet their personal needs in the informal sector, women are disproportionately represented in poverty.

At a recent regional consultation held by the ILO Regional Office for Asia and the Pacific to review progress since the Fourth World Conference on Women in Beijing, representatives of governments, employers and workers from more than 20 countries heard that despite some advances, a wide gulf still separates the region's women from genuine equality.

Fewer jobs mean family woes

The financial crisis has marred the lives of millions in the Asian region. For women, it has made the burden of ensuring their families' basic needs are met even heavier. "With decreasing household income, and

COMMON UNDERSTANDINGS: CONCLUSIONS OF THE ASIAN REGIONAL CONSULTATION

Improved data, measures to help migrant workers and the girl-child, social safety nets and better access to training and services were among the courses of action charted by participants in a consolidated statement of common understanding which will help guide ongoing ILO work in the region. Among the issues it addressed were:

- promoting equal employment opportunities;
- ratifying and applying international labour standards;
- data on gender gaps and emerging job opportunities;
- women's access to schooling, training, credit, resources and markets;
- child care and flexible work arrangements;
- measures to help migrant workers, including "rescue homes" and bilateral agreements;
- extending labour legislation to reach homeworkers;
- monetary evaluation of unpaid work;

- talking with international financial institutions to protect women from the burden of structural adjustment;
- gender-sensitization training for ILO staff and constituents, and involving women in every stage of technical cooperation work;
- social safety nets and organizing women in the informal sector;
- changing attitudes to gender questions;
- legislation to deal with workplace violence;
- equal access to social security benefits;
- ensuring protective legislation does not disadvantage women;
- supporting "family-friendly" employers, and encouraging employers to promote equality; and
- encouraging women's representation on tripartite and other decision-making bodies.

Note: The full text of the Common Understandings agreed during the Manila meeting are available at <http://www.ilo.org/public/english/270asie/index.htm>

decreasing state expenditures on health and social infrastructure, women's overwhelming responsibility to provide the

family's basic needs has become a particularly painful one," says the new ILO report. The loss of jobs, the report

ILO/M. Trajtenberg



ILO/Jacques Maillard





says, has pushed many women “back into informal sector or agricultural households where they had to cope with less income and higher burdens for themselves, their children and parents, and possibly their husbands who have lost their formal sector jobs”.

The crisis has brought women face-to-face with unemployment and worsening employment conditions. While overall unemployment rates for women may not have dramatically outstripped men’s as a result of the crisis, in some countries, such as the Philippines, women’s unemployment rose much higher, to 15%, compared to 12 % for men. In the Republic of Korea, while women’s unemployment is lower than men’s (at 5.8% compared to 8.5%), the women’s labour force participation rate has dropped by 4.4%, while men’s has remained virtually constant. Among regular workers, women’s employment has dropped by 20%, compared to only 6% for men. In Indonesia, although the women’s unemployment rate has increased by 14% and men’s by 27%, women’s incomes fell by 6% compared to the men’s which fell by 4%.

And, the report says, the crisis may well have been hardest on the women whose stories the data does not tell – those in the informal sector. “While both employment and wages in the informal sector have been negatively affected by the crisis, demand for the informal sector’s output has probably been hit harder, but cannot be assessed. A majority of women in developing countries of the region, including agricultural labourers, traditional artisans, weavers, vendors, homeworkers or other informal sector workers in urban areas are likely to have been particularly hard hit by the financial crisis.”

The crisis’ record of hurting the most vulnerable also saw it reach migrant workers and the girl-child, and is generally believed to have pushed more girls and boys out of school and into work. In the Philippines, the impact seems to have been worse for girls than boys, and in Indonesia, enrolment rates have declined further for girls than boys.

Even in the countries which escaped the crisis, women’s lives are hard. Income levels are lowest in agriculture and related activities, where women are over-represented. In Pakistan in 1995, 67% of women laboured in agriculture com-

pared with 44% of men; in Cambodia, 79% compared with 71% of men; in Nepal, 91% compared with men’s 75%; and in Bangladesh, 78% against men’s 54%.

Is the situation improving?

Despite the gloomy picture of women’s poverty and their vulnerability in times of crisis, the Manila meeting heard that there are signs that the situation is continuing to improve – if only slowly. The gender gap between labour force participation rates, for example, narrowed between 1990 and 1997 by two per cent in Indonesia, the Republic of Korea, Malaysia, the Philippines and Singapore; by three per cent in Australia and Hong Kong, China. The report pointed to the importance of both economic and social measures to achieve gender equality.

“On its own, market-led economic growth appears insufficient to achieve gender equality in the world of work – both because prevailing cultural factors impede progress towards equality and because policies have to be in place to transform the economic potential into equitable distribution of gains,” the report says. “In the absence of supportive policies, men rather than women will benefit from economic growth.”

In terms of legislation, the report found advancements in a number of countries – including new legislation on sexual harassment and, a gradual move away from protective legislation and towards legislation promoting equal employment opportunities.

In a message read at the opening session, ILO Director-General Juan Somavia said the report showed there had been some progress at the regional level towards women’s economic empowerment.

“But it is important to stress that more jobs for women should not compromise on quality, and that in order to ensure gender equity, economic growth should go hand-in-hand with better jobs,” he said, noting that this was something that would be an important consideration at the special session of the United Nations General Assembly scheduled for June of next year. The session will consider progress in the five years since Beijing (referred to as “Beijing+5”).

“We are still way behind our purported goals,” said Philippines Government Secretary of Housing Ms. Karina Constantino-David. “The general indication is that women remain marginalized and discriminated against in every part of the world.”

Describing the Beijing Platform for Action adopted at the Beijing Conference as a “compass that points us in the direction of a fairer more equitable society,” ILO Regional Director for Asia and the Pacific Ms. Mitsuko Horiuchi urged participants at the regional consultation to adopt strategies that would achieve those goals – protecting the human rights of women and girls, eradicating women’s poverty, eliminating violence against women, promoting economic autonomy and removing barriers to women’s roles in public life.

“Gender equality is really only another way of saying justice,” Ms. Horiuchi said. “Discrimination on the basis of sex is unfair, it is unjust and it is discrimination for no other reason than that we are born women.” She cited some improvements in the region – among them the jobs created by economic growth and an increasing recognition of sexual harassment in the workplace as a violation of women’s human rights – however, she said the Asian financial crisis has revealed the dark side of globalization, and women were at particular risk.

The preparations for the Beijing+5 Special Session served as a reminder to redouble efforts to implement the Beijing Platform for Action, said former Philippines Senator Leticia Ramos Shahani. “Yet despite our most intense efforts we are sometimes overwhelmed by the vast amount of work that remains to be done in the field of women’s rights and its related problems of poverty, unemployment, and discrimination.” Even so, Ms. Shahani said, we should not lose hope, and should remember that changes in attitude and structural reform move slowly. □

– Penelope Ferguson, ILO Bangkok and ILO reports

* “Towards Gender Equality in the World of Work in Asia and the Pacific”, Technical report for discussion at the Asian Regional Consultation on Follow-up to the Fourth World Conference on Women, Manila, 6-8 October 1999, International Labour Office, Regional Office for Asia and the Pacific, ISBN 92-2-111854-1, Bangkok, September 1999.

In search of a “social vaccine”

ILO, social partners adopt comprehensive strategy for HIV/AIDS in Africa's world of work

Meeting under the auspices of the ILO in Namibia, representatives of governments, and employers' and workers' organizations from 20 African states recently adopted a blueprint for a region-wide response to HIV/AIDS. The Platform for Action adopted by the meeting said HIV/AIDS had taken a “catastrophic toll in Africa, decimating its population, tearing apart the very social fabric of its society and threatening its economies”.

WINDHOEK, Namibia—When scores of government, worker and employer representatives from across Africa gathered here recently to discuss HIV/AIDS¹, it was not long before the sense of the meeting was clear: AIDS, the delegates agreed was no longer a health problem. It was a “developmental crisis with potentially ominous consequences for Africa and the world”.

With that, the officials from some 20 countries, as well as the ILO, the Joint United Nations Programme on HIV/AIDS (UNAIDS), non-governmental organi-

zations and observers,² proceeded to accept a ringing call for action against the disease, declaring AIDS “the most serious social, labour and humanitarian challenge of our time”.

“A culture of silence, fear and denial continues to reign and prevent action,” the unanimously adopted Platform said. “The stigma and the fear engendered by AIDS fuels discrimination, persecution and ignorance. Despite this, the spread of AIDS can be prevented. In the absence of a cure, what is needed is a “social vaccine”

which includes such elements as social inclusion, income and job security, social security and solidarity.”





The meeting, organized in collaboration with UNAIDS and stemming from calls for urgent action by the Organization of African Unity (OAU) at a meeting held in Windhoek earlier this year, was the first such tripartite conference to gather such a wide range of representatives of governments, workers and employers from the region. In addition, it was the first in a series of activities to be carried out at national and regional levels, in collaboration with the ILO and other concerned international organizations and donor agencies. It would also lead to an African Platform of Action which could eventually be adopted at the ILO's African Regional Labour Conference in December, in Abidjan, Côte d'Ivoire.

The scope of the problem

The meeting opened with a report on the dire consequences of the HIV/AIDS epidemic, showing that the disease is increasingly threatening all sectors and levels in the world of work. The report shows that the pandemic is "affecting and ultimately killing the most productive members of the labour force" in many African countries with increasing rapidity".

The AIDS pandemic... is the most serious social, labour and humanitarian challenge of our time. AIDS and HIV have taken a catastrophic toll in Africa, decimating its population, tearing apart the very social fabric of its societies and threatening its economies. Its toll of debilitating illness, widespread and indiscriminate death, deteriorating quality of life and life expectancy, threatens to reverse the hard won social and economic gains of African countries...

– *Windhoek Platform for Action*

"The true cost of this pandemic is almost incalculable and its repercussions in terms of deteriorating child survival, diminishing life-expectancy rates, overburdened health-care systems, the increasing number of orphans and substantial financial losses in the business world, are enormous," the report says.

In the past two decades, nearly 50 million people have been infected with HIV. As of the end of 1998, UNAIDS said over 33 million persons were living with HIV/AIDS worldwide. Some 14 million people have died of AIDS, with some 2.5 million deaths recorded in 1998 alone.

Of the global total, UNAIDS said 95% of all HIV-infected people live in the developing world. Globally, women comprise 43% of all people over 15 with HIV or AIDS. HIV infections occur at the rate of 11 every minute of every day. About two-thirds of the world's people with HIV/AIDS – or 22.5 million – live in sub-Saharan Africa. In Botswana, Namibia, Swaziland and Zimbabwe, between 20 and 25% of all persons aged 15 to 49 are now infected with HIV or have AIDS, although in some areas infection rates are as high as 50%.

UNAIDS said that in 1998, 90% of all newly diagnosed HIV infections occurred in Africa, despite the fact that the continent has only 10% of the world's population. Some 95% of all AIDS orphans in the world – children who have lost their mother or both parents before their 15th birthday – live in Africa. ILO and UNAIDS data indicate that AIDS has now become the number one cause of morbidity and mortality in Africa, surpassing malaria.

Case study: Rwanda, Tanzania, Uganda and Zambia

An ILO study carried out on the labour force in Rwanda, Tanzania, Uganda and Zambia showed that 80% of persons infected in those countries are between the ages of 20 and 49. "In other words, AIDS is affecting, and ultimately killing, the most productive labour within the formal sector. Many were experienced and skilled workers in both blue collar and white collar jobs."³

In Zambia, the report said, 96.8% of all AIDS-related deaths in 18 firms covered, occurred among workers aged 15 to 40. Between 1984 and 1992, mortality had risen fivefold, with AIDS-related illness accounting for 56% of the deaths among general workers, 71% among lower level workers, 57% among middle level workers, and 62% among the top level managerial workers.

THE WINDHOEK PLATFORM FOR ACTION

In addition to expanding cooperation with other organizations on AIDS issues and considering co-sponsoring the UNAIDS programme, delegates also called on the ILO to:

- apply "concepts, methods and tools it has developed on labor and social issues for responding to the design of research and programmes on HIV/AIDS;
- expand its capacity to deal with HIV/AIDS, especially in its multidisciplinary teams through training, resource mobilization and secondment of experts from UNAIDS;
- undertake research and surveys to determine the implications of HIV/AIDS for the world of work, including its efforts on the growth of the labour force and participation rates, women, child labour, union membership, productivity, informal sector and small enterprise development;
- document and disseminate information through all appropriate means on national experiences including best practices;
- engage in advocacy and training on HIV/AIDS and the world of work, targeting the political leadership, workers' and employers' organizations and civil society;
- include HIV/AIDS in its regional meetings and consider organizing a special session on the subject at the International Labor Conference;
- integrate HIV/AIDS issues and gender components in all ILO programmes and technical cooperation projects in the region;
- develop a policy, programme and structure to address the issue of HIV/AIDS in the world of work; and,
- strengthen the capacity of its social partners to formulate and effectively implement programmes and activities at the national and enterprise levels.

The pandemic has manifested itself in the world of work – the area of the ILO's mandate – in the following ways: discrimination in employment, social exclusion of persons living with HIV/AIDS (PLWHA), additional distortion of gender inequalities, increased numbers of AIDS orphans, and increased incidence of child labour. It has also disrupted the performance of the informal sector and small and medium enterprises (SME's). Other manifestations are low productivity, depleted human capital, challenged social security systems, and threatened occupational safety and health, especially among certain groups at risk, such as migrant workers and their communities, and workers in the medical and transport sectors.

– Windhoek Platform for Action

“Employers naturally tend to worry about the backbone of their businesses – their employees – and the affect the pandemic could have on their busi-

nesses,” the ILO study says. “HIV/AIDS makes the cost of doing business more expensive, while at the same time lowers worker productivity and decreases overall demand for goods and services.”

General impact on work

The ILO report says HIV/AIDS has wreaked havoc on both the formal and informal sectors, among women at work and in the home, the elderly and children. In the case of the formal sector, HIV/AIDS has led to skyrocketing illness and death among employees at all levels, absences due to illness, the need to care for ill family members or attend funerals, increased costs for insurance, retraining and disability.



WHO/UNAIDS

“AIDS does not discriminate among the level of workers,” the ILO report says. “It decimates management and the skilled labour force. Finding qualified top management and skilled line workers to replace those who die or can no longer work can be extremely difficult. Productivity suffers; it takes time to replace workers, particularly skilled or senior workers.”

In the case of employers, the report says, “many fear addressing AIDS in the workplace could be too costly, while others are concerned they don’t know how best to approach the issue. Surveys reveal that few companies have established comprehensive prevention, care and support interventions in their workplace.”

AIDS has also had considerable impact on the informal sector, where many unsuccessful aspirants or retrenched workers surface alongside those who are without adequate education and skills. Many workers living with HIV/AIDS and working in this sector either lose their means of livelihood or see their businesses collapse due to their inability to work. Even if they enter a period of remission or recovery, it is often difficult to resume work because personal resources have been depleted.

Women are also seriously affected, both due to their greater vulnerability to transmission, as well as their lack of

AIDS AND THE EMPOWERMENT OF WOMEN: THE NEED FOR “VOICE AND CHOICE”

WINDHOEK – Is the empowerment of women one of the keys to preventing the further spread of HIV/AIDS? “Economic empowerment of women is absolutely vital to slowing or stopping AIDS,” said ILO Executive-Director Mary Chinery-Hesse. “Women need voice, women need choice. Only then can we hope to stop AIDS.”

During a discussion on gender issues today, delegates were told that women around the world, and African women in particular, were more often than not ruled by men in their professional as well as personal lives, dramatically increasing their vulnerability to infection with HIV and other sexually-transmitted diseases.

Information provided to UNAIDS and others included that:

- Girls are getting infected at much higher rates than boys their own age. In some countries, infected girls aged 15 to 19 outnumber boys

in the same age group by six to eight times;

- Older men are increasingly infecting girls and young women. The age of sexual initiation of girls is becoming younger, partly due to the belief that they are “AIDS-free” or because of a myth that sex with a virgin can cure AIDS;

- An increasing number of households are headed by women, girls and orphans as a result of the deaths of spouses and adults due to AIDS; and,

- Increased mother-to-child transmission has led to higher maternal mortality, and more and more orphans.

Ms. Chinery-Hesse said that while gender promotion programmes, such as those being carried out by the ILO, ought to have more HIV/AIDS components, and any new strategy for combating HIV/AIDS must include elements addressing gender as a critical issue.



empowerment in the workplace and in their personal lives. Some women may lose the ability to care for their families, others who admit to being infected with HIV may be denied it. In some cases, women with HIV are beaten and ejected from their homes by husbands, even if the man infected them. The death of either spouse often leads to a decline in income or depletion of savings, but the death of the woman invariably has serious consequences for children, as well as the elderly in the household.

In the case of children, many find themselves orphaned at an early age, or forced to leave school to care for families where a mother has died. Children often find themselves thrust into the position of head-of-household by the deaths of both parents, and are unable to meet such demands. Many children surveyed have said failure to meet these needs would force them into delinquency, the streets or prostitution. Orphaned boys may turn to paramilitary activity for protection and subsistence.

Social partners agree: AIDS must be stopped

The clear message from all those at the meeting was that a means was needed to combat AIDS, and that no time could be lost in finding such a means. Said Mary Chinery-Hesse, Executive Director of the ILO Social Protection Sector and the most senior ILO official at the Windhoek conference, "While the whole world is waiting for a vaccine in the medical field to prevent HIV/AIDS, let us make use

of ILO facilities and values such as tripartism, equality, and social justice, to effectively develop a 'social vaccine'."

This call found support from both workers and employers. Noting the workshop was "long overdue," the representative of the workers' participants, Mr. M. Basha of the Organization of African Trade Union Unity-OATUU, called the impact of HIV/AIDS in the workplace alarming. While OATUU had already organized programmes to fight HIV/AIDS, he said he hoped the ILO would develop effective strategies which would include workers and their representatives.

The ILO should strengthen its activities in fighting HIV/AIDS in the Region through improved knowledge, vigorous advocacy and expanded services. The ILO tripartite structures provide a unique mechanism for intensifying the response to HIV/AIDS.

– Windhoek platform

The representative of the employers' participants, Mr. R. Iacona of the Ethiopian Federation of Employers, added that employers could not fight HIV/AIDS in the world of work alone and that action was required by all social partners.

Other delegates raised points including confidentiality and the need for employers to support infected workers who were normally breadwinners for a large number of dependents; the need to counter the taboo around sexually

transmitted diseases; concern that women were bearing more than their share to cope with the disease; implications on the training of infected employees; and the difficulty in counseling at company level given the premise of confidentiality was highlighted.

Noting, however, that even in the absence of a vaccine or cure, the transmission of AIDS was preventable, delegates endorsed the concept of a "multi-dimensional response" involving a so-called "social vaccine" which would include such elements as preventing social exclusion, protecting incomes and social security schemes, and promoting solidarity with people with AIDS. □

¹ HIV stands for the human-immunodeficiency virus, which causes AIDS. AIDS is the acronym for Acquired Immunodeficiency Syndrome.

² In addition to the ILO and UNAIDS, participants in the "Regional Tripartite Workshop on Strategies to Tackle Social and Labour Implications of HIV/AIDS" included representatives of governments, workers and employers invited from Botswana, Burundi, Cameroon, Central African Republic, Democratic Republic of the Congo, Côte d'Ivoire, Djibouti, Ethiopia, Ghana, Kenya, Namibia, Nigeria, Rwanda, Senegal, South Africa, Swaziland, Tanzania, Uganda, Zambia, and Zimbabwe. In addition, participants included the Organization of African Trade Union Unity (OATUU), United Nations agencies and offices including the United Nations Development Programme (UNDP) and United Nations Children's Fund (UNICEF), the African Development Bank (ADB), and other governmental and non-governmental organizations concerned about the impact of HIV/AIDS in the world of work.

³ Data collected by the ILO for the ECA Joint Conference of Ministers of Finance and Ministers of Responsible Economic and Social Development and Planning, in Addis Ababa, May 1999.

AIDS comes to Babylon

Windhoek – Ever since independence, Namibia's capital, Windhoek, has coped with a river of people flooding its suburbs, building squatter camps with names like Babylon and Freedom Land which symbolize their residents' hopes for the future. Along with the people came some work, with the arrival of a few enterprises. But for most, arrival in Babylon and the other camps has meant a continued struggle for survival.

Now, AIDS has become another threat to the inhabitants of these camps, espe-

cially the women. Many women here bring up their children on their own, the fathers a long way away working in South Africa, vanished into thin air or dead of AIDS.

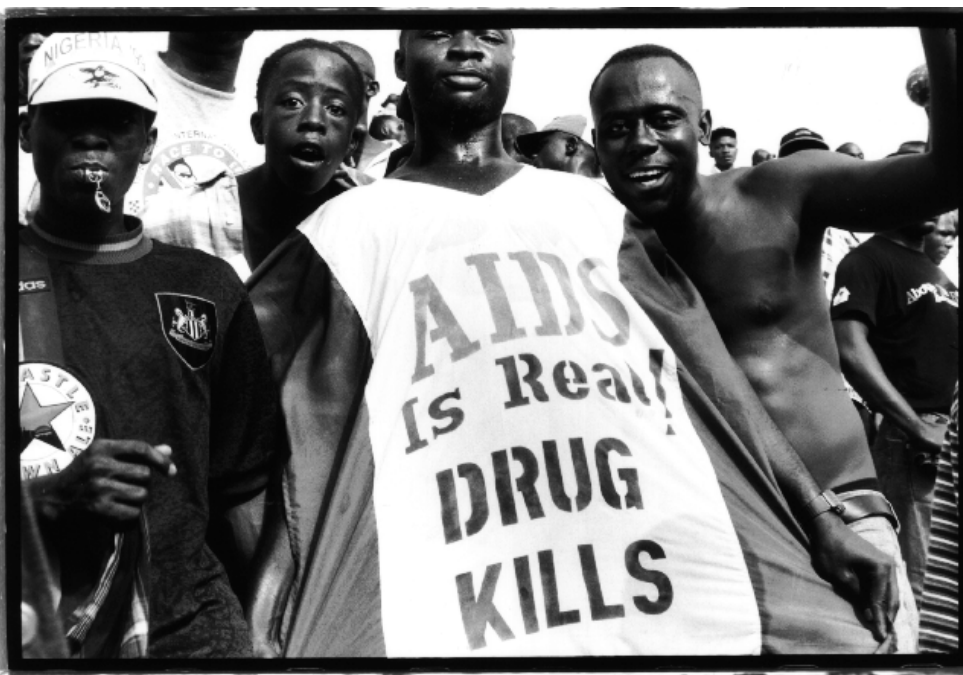
A few hundred yards from these shantytowns, in an industrial area, jobs are scarce. A poster at the entrance gate of a cooked-meat factory informs job seekers that there are no vacancies. A little further on, in the reception hall, a framed notice describes the firm's values and objectives: the pursuit of excellence in production and services, but also concern

with general welfare, the full development of the individual and a good quality of life for all.

The company employs 247 persons. Looking at the national statistics, one could estimate that many of them – 50 to 60 – are living with HIV/AIDS. This year, three staff members died of the disease. "But that's only a rumour", explains the firm's human resources officer. Officially, I've never yet received any excuse or medical certificate that mentions the word AIDS."

– Jacky Delorme

An Interview with Hannie Dlamini



All of Swaziland knows Hannie Dlamini. The 34-year old builder is one of the first people in the country to have publicly declared that he is living with HIV. For him, the biggest enemy is not disease but hypocrisy. Interview:

“I was what they call “a ladies’ man”. In 1991, I was bursting with energy,

I looked like a football player. So when they told me I was HIV positive – a doctor had persuaded me to take the test after a series of health problems – I thought they were joking. At the time everyone was convinced that an infected person had to be just skin and bones. At first I simply didn’t believe

it and I went on living and working as if nothing was the matter. The woman I was living with became pregnant. After the birth of my child she left me. Then I met my future wife and the family got even bigger.

“Little by little, I had to face the facts. I even agreed to speak in a video they were making for a prevention campaign. In mid-1995, I and a few other HIV-positive people set up the Swaziland Aids Support Organization (SASO). Through our association we are also trying to educate families and employers in the hope of ending the discrimination to which we are exposed. There are too many people feeling isolated, asking themselves ‘why me?’ when they are told they are HIV-positive.

“We also believe we can share our experience and knowledge, especially in order to fight the false equation ‘HIV = AIDS = death’. The length of time between these three stages can vary enormously. This depends on many factors. For the moment, I’m in good health, my family too. Of course, we can’t count on Western medicines, but there is a booklet that helps us a lot: “*Food for people living with HIV/AIDS*”. It gives us lots of advice on how to live and what to eat.”

– Jacky Delorme

AIDS and the price of gold

In the headquarters of South Africa’s mining companies, HIV/AIDS incidence among staff members and miners is watched almost as closely as the price of gold. The gold mining regions, South Africa’s “El Dorados”, frequently attract workers from poor or remote regions and neighbouring countries. Work in the subterranean galleries, sometime several kilometres down, is as tough as it is dangerous, but wages which far exceed the national average make all the difference. Most workers sleep in singlemen hostels, only returning to see their families for occasional visits. Such conditions provide fertile ground for a flourishing sex industry, while the rates of HIV infection are rising dramatically.

Since the early 1990s, the mining concerns have been introducing AIDS prevention programmes for miners. These include massive distribution of condoms,

treatment and medical follow-up for sexually transmitted diseases (STDs), and health education. But this has not proved enough.

In 1996, in the mining town of Virginia, one company, helped by a number of national and foreign organizations as well as by the National Union of Miners (NUM), initiated a more ambitious programme. Women prostitutes are involved in this new strategy for fighting HIV/AIDS. Some of them are trained to provide a liaison between sex professionals and medical staff.

As a result, the HIV infection rate has been halved and the company has saved two million dollars in expenditures on medical costs as well as production losses. The results were so encouraging that two other major gold mining companies have joined the programme. The Lesedi programme, as it is now called, is today

directed by a tripartite committee which includes representatives of the Government, the employers and the NUM.

If it had not been for the spectacular rise to over \$300 an ounce a few weeks ago, the least profitable mines would have been scheduled for closure, others would have seen mass dismissals, and the social benefits introduced at the end of Apartheid would have been threatened, including assistance to those with the AIDS virus.

– Jacky Delorme

Jacky Delorme is a Brussels-based journalist who reports frequently from Africa. He reported these stories recently while attending the workshop on the social and labour implications of HIV/AIDS in Windhoek, Namibia and is responsible for their content.



Rebuilding after the war

In Kosovo, a nation looks for work in a “catastrophic” labour market

A recent study* by the ILO says at least two-thirds of Kosovo’s working-age population is officially out of work, and those with jobs are working in “a vast grey economy” under employment conditions which amount to “a legal vacuum”. The report says that since the war, fundamental labour market institutions have declined to a “catastrophic” extent. Journalist Michael Jordan visited Kosovo and filed this report.

G LLOGOVC, Kosovo – On a cold and drizzly day in November, one look at the bombed-out Ferronikeli metallurgical plant here presented a gloomy picture of the future of Kosovo. The ferrous nickel foundry in this industrial town 32 kilometres southwest of the capital, Pristina, once employed some 2,000 workers.

Now a gutted shell, its roof girders are twisted and blackened and its yellow sheet metal dangles from the exterior. Inside, the floor that once glowed in the light of furnaces is a mass of charred machinery. The only sound is the growl of a lone tractor hauling away charred metal scraps.

“I know how sacred this factory is to our people,” says Halit Kurumeli, 48, as he operated a mud-spattered tractor pulling away the debris. “When it was producing, we had good salaries and a good life.”

The condition of the Ferronikeli plant is symbolic of the situation throughout Kosovo today. The land is littered with tens of thousands of burnt-out homes, businesses and institutions, the land infested with land mines and scarred by mass graves.

Labour market is “catastrophic”

For many workers, the situation is equally grim. A recent study by the International Labour Office details an economy and society in which the fundamental labour market institutions have declined to a “catastrophic” extent during a decade which saw civil strife and warfare combined with a precipitous drop in overall GDP of 50 per cent.”

The report notes that it is extremely difficult to obtain reliable data, with so many official records proving either unreliable or destroyed. However, out of

the current population about 1.8 to 1.9 million people – down from 2.3 million in 1997 – among Kosovo’s working-age population – around 1,330,000 people – only 35 per cent (approximately 469,000) can be described as economically active, while 65 per cent (861,000) are economically inactive or unemployed.

Agricultural activities employ 106,300 people, approximately 23 per cent of the active workforce. Women would appear to be particularly hard-hit by unemployment since, the report notes, “a large percentage of the economically active population are men”.

“Along with its employment system,” the report says, “Kosovo’s wage system also collapsed.” While many businesses continued to pay wages, during and after the NATO campaign, war damage resulted in the provisional closure of some of the main employers in Kosovo’s economy. No salaries were paid in public services, which were abandoned by the Serbian authorities. Public enterprises accounted for as much as 80 per cent of Kosovo’s GDP, covering such key infrastructure as energy production, water supply, transport and telecommunications, which are essential to the rest of the economy.

Administrative and legal machinery have been similarly degraded. The report says that the systems of social protection (governing old-age and disability pensions, and health and unemployment insurance), which were already malfunctioning before the war, as well the overall legal and judicial system governing employment and collective labour relations in general, are also in a state of collapse.

The result, according to Mr. Lajos Hethy, the author of the report and a former Secretary of State of the Hungarian Ministry of Labour, is much the



Michael Jordan/November 1999

same: "The simultaneous loss of all these support structures means that employed people are seeing their salaries disappear with no job prospects available, while pensioners and the unemployed have seen their revenues cut."

"The current labour market and social systems," Mr. Hethy insisted, "must be turned around in order to provide badly needed jobs, income and social protection to a sorely affected population in a highly volatile situation."

The report emphasizes that the employment problem is not only due to declining economic performance and military action, but can be traced back to several interacting factors, including discriminatory legislation and hiring practices of the Federal Republic of Yugoslavia during the 1990s. The adoption of the FRY's Labour Act for Extraordinary Circumstances resulted in the dismissal of 145,000 Kosovo ethnic Albanians from civil administration, public services and economic enterprises.

Survival strategies

The history of the Ferronikeli plant is a case in point. In 1991, the authorities ousted the entire team of Albanian managers. Some 1,250 workers were kept on, because they worked near the 1,600 Celsius furnaces.

Mr. Kurumeli, who worked as a forklift operator at the time, was among those considered expendable because of his trade. After being fired, Mr. Kurumeli said, he and his wife "lived like dogs," eking out a living from odd jobs in agriculture or relying on humanitarian assistance for survival. When the situation intensified last year during a series of offenses in Kosovo, Mr. Kurumeli says he joined thousands of men in the Kosovo Liberation Army (KLA), taking to the hills with his comrades.

Other workers fired because of their ethnicity found alternative means of survival, some of which continue to function today. Many became small-time entrepreneurs in the grey economy, especially in imported goods. Hundreds of thousands emigrated abroad, sending remittances home.

Many ethnic Albanians now go to Turkey, for example, to purchase cheap clothing and materials to sell in war-ravaged Kosovo. Almost anything can be purchased on the main streets of Pristina, as many Kosovars peddle their wares from their cars. Many young boys hawk black-market cigarettes in cafes, res-

taurants and on street corners.

Not everyone has the stomach for the fast-paced, sometimes dangerous and lawless hustle on the streets. A 26 year-old Kosovar named Shukri, who ran his own shoe shop, then became a candy-importer, says he is interested in manufacturing furniture or detergents but will wait before making a move.

"Today, you have people who one day are selling shoes, the next milk and the next plastics," said Shukri, who like many has found a way of surviving by working as drivers, guards, translators or secretaries for foreign humanitarian aid agencies. "I'll wait until things settle down, and people choose what they want to do."

What is clear is that the engine which will drive Kosovo's reconstruction for the time being is, in fact, construction. There is an enormous amount of work to be done, and contractors are already reaping the benefits. But in this area too, there is abuse and distortion in such social issues as wages.

In some towns, Albanian workers line up early – at 5 a.m. – hoping for a full day's work in construction which will pay about 2 Deutsche marks (DM) per hour. At the same time, there may be over-qualified but unemployed civil engineers doing carpentry or roofing work for 80 DM a day.

"Emergency issues could be addressed by maximizing the employment impact," said Gianni Rosas of the ILO Europe Office. "Reconstruction efforts represent a great potential for employment. This is why it is important to get certain messages and principles across. Although this is an emergency situation, it can be used to lay some bricks towards the sustainability of employment."

Is humanitarian assistance 'humanitarian'?

One example of the dual-edged nature of humanitarian assistance is the plight of Albanian teachers and health-care workers. For the past decade they operated Kosovo's "parallel" school



Michael Jordan/November 1999

and hospital systems – practically without wages. Now, the United Nations has taken over state administration and responsibility for salaries to 47,000 employees in the public services. In October, when disbursements to teachers were slow coming, they went on strike. They received token payments – 300 DM for school directors, 200 DM for teachers and 100 DM for support staff – but say this isn't enough.

"Now is the time to do something for people who haven't been paid for ten years and also had their houses burned," says Lutfi Mani, president of the union for primary-school teachers. Although he concedes that at least they have jobs, he adds, "The strikes will continue, because our families are in a situation where they can't survive."

The purges of ethnic Albanians from their jobs over the years led to the founding of the first-ever Association of Independent Trade Unions in Kosovo, in 1990, in Pristina. The umbrella organization, headed by economics professor Hajrullah Gorani now represents 24 unions and a quarter-million workers.

"No transition is milk and honey, but it will certainly be easier than life under occupation," says Professor Gorani. "Our freedom is more appreciated by us than anything else." □

**From "Employment and Workers' Protection in Kosovo," Lajos Herthy, International Labour Office, Geneva, October 1999. For more information please consult our web page at the following address:*

<http://www.ilo.org/public/english/280europ/about/iba/index.htm>

(See also p. 23 - Declaration calls for "decent work" in southeastern Europe).

ILO REPORT: Four strategic priorities for kickstarting Kosovo reconstruction

The ILO report highlights four strategic priorities necessary to kick-starting the reconstruction programme and laying the basis for an improved labour market and social system in Kosovo. These priorities are:

- To restart and maintain production in public enterprises, initially in power plants (a top priority of the UN Administration) and mines, in order to boost activity in other sectors, such as agriculture and food processing;
- To reduce the extremely high unemployment rate as soon as possible by direct job creation in labour intensive reconstruction projects;

- To promote and assist through labour, economic processes which generate the most jobs, such as investment in small and medium-sized enterprises, and vocational training in construction-related trades, such as carpentry, electricity and plumbing;

- To revive or re-establish unemployment insurance and pension systems to contribute to the support of the large number of people who are likely to remain jobless in the short to medium-term and to the survival of the many (including widows, orphans, the elderly and the disabled) who may never work and currently have no financial assistance whatsoever.



Eric Lauwers/Kosovo Oct. 1999

In spite of the considerable difficulties faced by the workforce in Kosovo today, the report cites three potentially positive counter-currents which may eventually contribute to an improved labour market as the predominantly clandestine or underground nature of today's economy comes increasingly to the surface.

First, it is estimated that 400,000 Kosovars work abroad and their remittances are important, particularly to the ethnic Albanian community, which has operated an extensive "parallel" network of activities in such areas as education and health services, from which they were formerly excluded. It is estimated that these "parallel" jobs provided paid employment prior to the military conflict, for an estimated 24,500 people, a number which could well grow.

Second, Albanian experts report that the "grey economy" does provide a considerable source of income and provisional employment, although it is not known what impact such unreported and unregistered (and untaxed) activities have on overall employment.

Third, the presence of the UN Administration, as well as other international organizations and NGOs, has already made a contribution to employment by hiring local technical staff (in the form of assistants, interpreters, secretaries, drivers, etc.). More substantial employment benefits can be expected to result from the reconstruction and rehabilitation programmes managed by UNDP, UNICEF, KFOR and others, both in terms of the quantity and quality of jobs, and the respect for legal standards.

The report notes that "the UN Administration, as a direct or indirect employer and maintainer of Kosovo public services of some 47,000 employees, is in a position to enforce labour law, to set up proper registration in its own field of authority and to formulate similar requirements for the rest of the Kosovo economy. Such efforts could be backed by job inspection, following up the implementation of essential labour requirements."

The report proposes a two-stage action plan to boost employment, develop a wage system and sustainable financing for public service salaries, reinforce social assistance schemes and contribute to the enforcement of labour law and the re-establishment of tripartite labour relations.

Seeking “A New Spirit of Enterprise”

Excerpts from the main addresses at the ILO Enterprise Forum

GENEVA—Some 600 CEOs, government, corporate and labour leaders, and economic experts met at the second ILO “Enterprise Forum” on 5-6 November to discuss the theme “A New Spirit of Enterprise in the 21st Century.” Below are highlights of the talks given by the main speakers. The complete texts are available on the ILO website, at: www.ilo.org

“... In the ILO we recognize that the single most important task facing the International Labour Organization in the 21st century will be the provision of opportunities for decent work for women and men. In my first report to the Organization, entitled precisely *Decent Work*, I have pointed to the importance of addressing problems of work, both in the organized and unorganized sectors; the need to create an environment of equity and security for sustained growth; and the need to promote the principle that all those who work have rights at work. We need to globalize social progress... The reality of the future is a global economy marked by increasing integration of economic and social policies; an expanded reflection of personal values in terms of market signals; and a growing realization of the primacy of human needs as the ultimate goal and prime actor of the economic process. Both business and the ILO have to work with and within this environment. These are the realities of the future. If globalization forgets people, people will oppose globalization. And we all know that this process has begun.”

– Juan Somavia, Director-General of the International Labour Office

“... In a world of common challenges, we are finding common ground, and that

is why I am asking corporate leaders to join the United Nations in a global compact to protect human rights, labour standards and the environment... The International Labour Organization is uniquely placed to promote such cooperation. I believe this Enterprise Forum can help make the global compact a reality. Together we can safeguard open markets while meeting the needs of the world’s people, tomorrow and today.”

– Kofi Annan, Secretary-General of the United Nations

“... The 1998 Declaration is of essential significance for the ILO. But we have to recognize that up until today it has still not really had the necessary general impact to become the spearhead of ILO action and promote the social dimension of globalization... Therefore, I would invite the tripartite membership of the ILO to quickly agree on the way for the Organization to achieve effective and proactive application of the Declaration. Let us work together and combine our efforts so that the Declaration and the principles it contains become an integral part of the macroeconomic policies for structural adjustment implemented on the national and global levels.”

– Pascal Couchepin, Minister for Economic Affairs, Switzerland

“... Many countries do not provide sex-disaggregated statistics to show how many jobs women create, or to quantify women’s contribution to the economy. Unless we have readily available sex-disaggregated statistics, the mainstreaming of gender

issues will be just cruising along without a proper road map. The ILO must change the mind-set of politicians and policy-makers and convince these men, I am sorry to say, convince them to allocate adequate funds in the census and other national economic surveys and studies, to include the collection of gender-specific data and public sex-disaggregated statistics.

“... To move forward, the ILO must continually and consistently assess what works, what works better, what does not and why. I can guarantee you that from any enabling programmes you deliver for women, you will have plenty of success stories to tell...”

– Angeline Low, Chief Executive Officer, Ken Resources Pty Ltd

“... Enterprises are aware of the impact of the effects of globalization within the domestic and increasingly international economy. Some of these impacts, they can manage; others they cannot, particularly when they are imposed. The pressures on enterprises to compete are high. The social expectations from them for job growth and enhanced social development can at times be overwhelming. In addition, they are increasingly meeting mostly hostile approaches from NGOs who bring a very broad-based agenda to the table. Regardless of their representative character, NGOs need to take care that, while pursuing their goals, they also consider the real environment within which they are operating, so that they do not compound the problems an economy and its people face in adjusting to the global marketplace. They need to ensure that their agenda positively contributes to the social partners’ attempts to produce social

improvement and development rather than weakening or diverting them. This is particularly important for developing countries, which are largely rural-based and struggling with the expectations of the developed world..."

– *Ashraf Tabani, Chairman, Seri Sugar Mills, and President, International Organization of Employers*

"... Business needs to see that part of its global task is not just the pursuit of profit, but, as we have said, the raising of the standards of people in this world, be they women who are clearly a disadvantaged group, the poor, the rural masses... That, I think, is something that has not always been on the agenda of boardrooms of major multinational companies... Trade unions have got some self-analysis to do. We have to take upon ourselves more the championship of the unemployed and those employed in the informal sector. The unemployed and those in the informal sector are sisters, brothers, our children, our relatives, and indeed in many parts of Africa they were our brothers and sisters, because they have been decanted from formal employment through structural adjustment programmes into the informal sector... We have to, all of us, be prepared to champion the cause of those who haven't got voices to be raised on their behalf. We have to stop, as trade unions, demonizing multinational companies. I think they are engines for technological change and can raise standards around the world. There are those who are doing it in an exemplary manner and there are those who are not. We have to be more sophisticated in how we delineate the criticism which is due to those that are due it, and encourage those to whom criticism should not be applied. In that sense, we have to accept, as trade unions, that healthy and profitable businesses are an essen-

tial prerequisite of job creation and the creation of jobs with decent standards..."

– *Lord Bill Brett, Chairman of the Workers' Group of the Governing Body of the ILO*

"... In the past, wealth used to trickle down but now it sticks at the top unless somebody takes it and pushes it – as I have to say, Bill wants to do. But that requires a positive act of will, and so the danger is that as economies get more successful they get more divided. The chief executives of American companies in the Fortune 500 last month on average earned 464 times the pay of the people at the bottom – 464 times... do they deserve it? Well, it is hard to say but that is what they can command in the market place... Who controls the elephants? We have 70 corporations in the world today that are bigger in terms of revenue than Cuba. Who do I choose, Cuba? Because Cuba is the largest of the centrally planned economies of the world and all these States – corporate States – are actually centrally planned economies. It always seems to me rather ironic that the captains of industry demand to live in a democracy but actually run totalitarian states for themselves... Now, who is responsible for these elephants? To who are they accountable? Not to their own

people, apparently. Not to any one government because they dance around the world, so they try to be nice to the governments where they work – so that they are not accountable to them, only apparently to their shareholders, to their financiers, who are nice people of course – I have met some of them – but who are interested only in their dividends and in the increasing value of their shares. So how can I be confident that these elephants who are so necessary will do good in the world? I am afraid to say it depends entirely, I think, on the moral values of the people – the mahouts – the people who are riding the elephants."

– *Charles Handy, expert on management and social development*

"... The decline of the 'nation state' is an undeniable fact, as the ILO already pointed out five years ago. This means that social policy too will increasingly have to advance beyond the frontiers of the national state. The more frontiers are opening up and markets are integrating, the greater the need to invest in maintaining societal cohesion through social policy. This, it appears to me, is only logical. Because a free market and free trade in products and services do not only result in greater prosperity, they also unleash forces that lead to greater inequalities in income and greater economic instability. And this results in a necessity for a supporting social policy.

But I would like to stress today that social policy is more than a mere buffer for the sometimes ruthless laws of the market. There is a growing awareness that modern social policy and an intensive social dialogue can contribute to strengthening competitiveness, enhancing the capability to adjust and, as a result, to improving economic performance."

– *Klaas G. de Vries, Minister of Social Affairs and Employment, the Netherlands*



ILO/Jacques Maillard

Working World

NEGOTIATIONS

● In **France**, an agreement concerning work during the night of 31 December 1999 to 1 January 2000 has been signed between the Syntec employers' association and the trade unions representing the data processing sector. The agreement, which is supplemented by Labour Ministry Decrees, specifies the types of work concerned, the methods to be used in selecting the workers, the text of a declaration to be addressed to the labour administration, and extra wages to be paid by way of compensation.

● Trade unions and public authorities in **Canada** have reached an agreement over the issue of equal pay for equal work for men and women, breaking a 14-year standoff. The agreement involves payment of more than three billion Canadian dollars in back pay to 230,000 public servants in that country. (*Financial Times*, 30-31 Oct. 1999)

● Companies of the Volkswagen group in **Argentina and Brazil** have signed the first cross-border collective agreement in Latin America with the trade unions, for the relevant sectors in those two countries. The agreement covers information, workers' representation, competitiveness, conflict resolution and, more specifically, vocational training, which is to be recognized by the respective companies. (*ILO, Lima*)

A regular review of trends and developments in the world of work

WORKING HOURS

➤ In **Germany**, the proportion of part-time work rose by 19% in 1998. Expressed as a percentage of employment as a whole, part-time work has progressed by 0.7% over the past five years.

In **Austria**, working hours are organized according to 17 different models; 500,000 persons, 80% of whom are women,

are working part-time.

For the first time, **Portugal** has adopted a law on part-time work, which reproduces the provisions of the European Union's directive. The law also provides for financial incentives in the form of reduced social security contributions to promote this type of employment (*Social international*, Oct.-Nov. 1999)

TURBULENCE

● Burmese troops have reportedly used force to prevent the return to **Myanmar** of workers from that country whom the Thai authorities wanted to expel. Some 600,000 clandestine Burmese workers who had fled to **Thailand** are threatened with expulsion. The Burmese troops are refusing to admit them on the ground that they may include members of the armed opposition. (*Financial Times*, 4 Nov. 1999)

● In **Guatemala**, banana plantation workers about to go on strike in protest against the dismissal of 897 of their number by the *Compania de*

Desarrollo Bananero S.A., are reported to have been threatened with death by 200 armed men at Morales, a town 200 km. from Guatemala City. (*Reuters*, 29 Oct. 1999)

TRADE UNIONISM

● On 4 November 1999, the International Federation of Employees, Technicians and Supervisory Staffs (FIET) organized an international day of action in protest against working conditions in call centres. According to the Association, "workers in call centres all over the world are faced with problems of the same kind: security of employment, ...stress, long hours and heavy workload, ...harassment, ...lack of respect and of appropriate consultations..." (*FIET on line*, Nov. 1999)

● A new form of trade union tactics is emerging: use of the Internet and e-mail to publicize local labour conflicts and enlist worldwide support.



ILO

Stop press... Stop press...

U.S. RATIFIES ILO CONVENTION AGAINST THE WORST FORMS OF CHILD LABOUR



ILO Director-General Juan Somavia and U.S. President Bill Clinton at the signing of Convention No. 182.

Keystone

➤ SEATTLE – Juan Somavia, Director-General of the ILO hailed the signing by U.S. President Clinton of the instruments of ratification of the new international Convention against the worst forms of child labour as “an important boost to the campaign for universal adoption of this landmark agreement.”

“President Clinton’s action today, following the US senate’s unanimous approval of the Convention on 5 November, offers strong evidence of the rapidly growing global movement to target and eradicate the most abusive forms of child labour,” the Director-General said. “It is our fervent hope that each and every one of the 174 member States of the ILO will soon follow

this example so that, building on this achievement, the 21st century may become the first to be child labour free”.

The International Labour Conference adopted Convention No. 182 on 17 June 1999 by a unanimous vote. The ILO immediately launched a global campaign for ratification encouraging every country to place the issue high on the agenda of their legislative bodies. The Seychelles and Malawi were the first two countries to ratify Convention No. 182. Because ILO Conventions enter into force twelve months after the registration of a second ratification, Malawi’s ratification on 19 November means that the Convention will enter into force on 19 November 2000.

The technique seems particularly well-suited to action in subsidiaries of multinationals, as attested by the success achieved by the International Federation of Trade Unions of Chemical, Energy, Mining and Miscellaneous Industries Workers (ICEM) on the occasion of a strike in a plant of the Continental Tyre Company. (*Wall Street Journal Europe*, 21 Oct. 1999)

COURT PROCEEDINGS

● In the **United States**, the number of court cases involving stock options in connection with workers’ dismissals is growing. The amount of compensation which can be claimed in the event of dismissal is controlled by a ceiling, but stock options do not come under the same heading as wages. Workers who have been

dismissed are suing employers in order to obtain reparation for losing the right to sell the options at the same time as losing their employment. (*Financial Times*, 21 Oct. 1999)

SOCIAL BENEFITS STATEMENT

● Employers in **Morocco** have agreed on the usefulness of a social benefits statement, especially in terms of anticipating developments in human resources, facilitating internal communications and measuring economic performance. (*Social international*, Nov. 1999)

● The concept of a social benefits statement first emerged in the **United States** in 1929. A legal obligation to produce a social benefits statement exists in Belgium, France and Portugal. (*Social international*, Nov. 1999)

● In **France**, the Schneider Electric group has just distributed to each of its employees a personalized social benefits statement recapitulating all information concerning wages, absences from work, leave and social security status, in particular as regards retirement benefits, etc.

(*L’Usine nouvelle*, 28 Oct. 1999)

● The Government of **Ireland** is about to introduce a minimum wage, which had not previously existed in that country. The minimum wage is expected to correspond to about 60% of the average wage, and there will be a reduced rate for young workers under 18 years of age. (*Social international*, Nov. 1999)

● In **Italy**, the Electrolux Co. has proposed to its immigrant workers to take three leave periods at a time so as to enjoy longer holidays in their home countries. This offer has, however, been challenged by certain political groups which think it is discriminatory towards other workers. (*Libération*, 15 Nov. 1999)

● The Asian Development Bank has decided to reorient its activities towards, inter alia, microfinancing, rural electrification, and the construction of access roads between rural areas and markets. This step, which is intended to prioritize the struggle against poverty, represents a move away from financing heavy infrastructure (major roads, factories, etc.). (*Financial Times*, 10 Nov. 1999)



ILO/Jacques Maillard



LONDON—The working group noted that although there were a considerable number of international instruments which dealt with certain aspects of the problems relating to abandonment, death and personal injury of seafarers, none adequately addressed the problem comprehensively.

The Working Group, which was established following submissions to the IMO Legal Committee during 1998 and 1999, agreed that a joint IMO/ILO approach was the best way to examine the problems and make recommendations to the parent bodies.

ment, and is concerned with ensuring that ships comply with international standards, including financial security.

The Working Group noted that compliance with international standards was essential and that nothing should be done that would encourage substandard shipping.

The Working Group agreed that:

Flag States should establish real and effective mechanisms to meet their obligations and to ensure that shipowners repatriate their crew members/seafarers and address all aspects of the problem.

A number of ILO instruments contain clauses relating to conditions of work on board ships and the rights and duties of shipping employers and employees, while IMO is the United Nations agency concerned with safety of shipping and protection of the marine environ-

The main issues arising from problems of abandonment of ships' crews include repatriation, support for crew members while stranded, immigration status, and the question of the payment of outstanding remuneration.

The ILO should promote ratification of Repatriation of Seafarers Convention (Revised), 1987 (No. 166), evaluate the extent of noncompliance with existing relevant ILO instruments, and assess the inherent weakness of these Conventions with regard to crew claims.

The Working Group is expected to meet again during the year 2000, following discussions at IMO and ILO. It is expected to review existing instruments relating to abandonment, death and personal injury of seafarers, and to consider possible longer-term arrangements, such as the establishment of an international fund or national measures to deal with the situation. □

— Source: IMO Fax 14/99

Declaration calls for “decent work” in southeastern Europe

SOFIA—Representatives of governments, employers and workers from eight countries (Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Hungary, Romania, the Former Yugoslav Republic of Macedonia, and Turkey) adopted the *Sofia Declaration*, which endorses the Stability Pact for South Eastern Europe and underscores the need for “sound economic and social policies, and of social justice” in coping with the fallout from the civil and economic crises affecting workers and employers throughout the region.

The Sofia Declaration was adopted by social and labour leaders after two days of tripartite negotiation in the Bulgarian capital on 21-22 October. The Declaration insists that sound economic growth and development policies need to be pursued together and stressed the importance of taking “full account of the social dimensions of the reconstruction and restructuring”.

The Declaration said that economies of the region are faced with poverty and inadequate systems of social protection, which “have been the result of protracted conflicts in the region culminating in the recent Kosovo crisis, which hampered to a very large extent our efforts towards transition to a market economy with social stability”.

It highlights the ILO commitment to providing decent work, meaning productive work in which rights are protected, and which generates an adequate income with adequate social protection. The employment-oriented policies it endorses should go hand in hand with adequate monetary, fiscal, industrial, educational and labour market policies. It calls for ‘special attention’ to “fight corruption, administrative barriers and the shadow economy”.

The Sofia Declaration calls for the social partners to become active participants in the preparation and implementation of the Stability Pact, which was adopted in Cologne, Germany in June 1999, and subsequently endorsed in the Sarajevo Summit Declaration of 30 July, 1999. The Declaration adopted today urges that the Stability Pact be developed as “a concrete instrument fostering democracy and human rights” and called for the following objectives to be taken into account:

- promotion and realization of fundamental rights at work;
- increased opportunities for women and men to secure decent employment and income;
- enhanced social protection for all; and
- strengthened tripartism and social dialogue.

AROUND THE CONTINENTS

A regular review of the International Labour Organization and ILO-related activities and events taking place around the world.

PAKISTAN: FROM WORK TO SCHOOL

▲ IPEC and UNICEF want to build on their success in eliminating child labour in the soccer ball and carpet-weaving industries. The two UN organizations have indicated they wish to expand the programmes to other employment arenas in Sialkot, including motor garages, farms, and the surgical industry.

The ILO International Programme on the Elimination

of Child Labour (IPEC) recently launched a new programme in Pakistan to prevent and remove children from the hazardous work in the production of surgical instruments and place them in schools. The IPEC/UNICEF projects have two main components:

- A workplace prevention and monitoring programme to systematically identify and remove children from hazardous jobs, and
- a social protection programme to provide children and their families with edu-

cation, rehabilitation counselling, and other services. *For further information, please contact the ILO International Programme on the Elimination of Child Labour (IPEC), phone: +4122/799.6486; fax: +4122/799.8771; e-mail: ipecc@ilo.org*



of Child Labour (IPEC) recently launched a new programme in Pakistan to prevent and remove children from the hazardous work in the production of surgical instruments and place them in schools. The IPEC/UNICEF projects have two main components:

LABOUR PROTECTION IN RUSSIA

▲ The precarious financial situation of most Russian enterprises and the decline of labour inspection institutions have led to a significant deterioration of working conditions in Russia and other CIS countries. Of the total number of workers in Russia, those working under hazardous labour conditions rose in the period 1990 to 1997 from 17.8 to 21.2 per cent for industrial enterprises, and from 6.9 to 9.7 per cent

in the construction sector. The death rate is 2.4 times higher than in Western countries. In January 1999, proposals for two projects on occupational safety and health (OSH) in Russia were approved by the Danish development agency DANIDA. The ongoing ILO/DANIDA projects include the promotion of an OSH Information Network for Russian speaking countries, seminars for OSH Information Centre Staff and the translation of major ILO publications like the Encyclopaedia of Occupational Safety and Health into Russian.

For further information, please contact the ILO Moscow Office, phone: +7095/925.5025; fax: +7095/956.3649; e-mail: ovchinnikova@ilo.org

LABOUR ADMINISTRATION INFORMATION SYSTEM

▲ Efficient labour administration, capable of responding to changing economic and social conditions, makes a vital contribution to the improvement of working conditions and national development. Current analytical data on the different labour administration organs in the world and information on different types of labour administration systems around the world are provided by

ATLAS, another ILO database. The information is presented in the form of short descriptive articles, statistics and organizational charts referring to five topics: national context, actors in the system, role of the actors, system of labour inspection, and employment services. ATLAS offers its users access to a number of complementary sources of information, including ILO databases such as NATLEX (on national legislation), SSW (on social security worldwide) and LABORSTA (on labour statistics).

For further information, please contact the ILO Government and Labour Law and Administration Department, phone: +4122/799.6279 (7052); fax: +4122/799.8266; e-mail: admitra@ilo.org

ILO, PAHO SIGN AGREEMENT ON HEALTH INSURANCE

▲ The ILO and the Pan American Health Organization (PAHO) have agreed to work together to help countries in Latin America and the Caribbean develop policies to extend health care coverage to marginalized populations, including workers in the urban and rural informal sectors. Under the agreement, the ILO and PAHO will study microinsurance plans and other alternatives for expanding health care coverage, and ways to strengthen current health insurance programmes. The initiative also calls for

a comparative study of national health insurance policies to determine how many people are excluded and why.

PROMOTING COLLECTIVE BARGAINING IN EASTERN EUROPE

▲ Collective bargaining between workers and employers in Central and Eastern Europe is still not as widespread as it should be, particularly on the sectoral level. On 24-25 June 1999, the ILO Multidisciplinary Team for Central and Eastern Europe (CEET), in cooperation with the Ministry of Labour and Social Policy of Poland, organized a sub-regional seminar on the promotion of collective bargaining in Central and Eastern European countries, in Warsaw. A broad consensus was reached at the meeting to further develop closer cooperation with the ILO, with a view toward strengthening collective bargaining and promoting better institutions and mechanisms in law and practice for conducting "genuine" negotiations.

For further information, please contact Mr. Giuseppe Casale, CEET, phone: +361/301.4900; fax: +361/353.3683; e-mail: budapest@ilo.org

STIMULATING RECOVERY FROM FINANCIAL AND SOCIAL CRISES IN ASIA

▲ The Asian financial crisis has dramatically demonstrated the urgent need for new ways in which enterprises can assist in containing the social impact of the crisis while meeting the challenge of survival in an increasingly competitive market place. As an important regional event leading to the Second ILO

Enterprise Forum in November 1999 in Geneva, a tripartite "Asia-Pacific Round Table on Enterprise-Society Partnerships" was held in Bangkok from 22 to 24 September 1999 with participants from 12 countries in the region and Hong Kong (China). The discussion focused on human resource management, corporate citizenship and small business development. Participants reviewed enterprise-level cases of how companies have dealt with new challenges and tried to identify some emerging lessons learned to be disseminated to a wider audience, including the November Forum.

For further information, please contact the Entrepreneurship and Management Development Branch of the ILO, phone +4122/799.6512; fax: +4122/799.797; e-mail: badia@ilo.org

INTERNATIONAL LABOUR MIGRATION DATABASE

▲ Information on international labour migration is usually difficult to obtain, although it is of great value to promote informed debate on migration policy issues. The ILO has developed an International Labour Migration Database (ILM) to make in-

formation on international migration widely available. ILM is based on responses of ILO member States to a questionnaire survey mailed in 1998 to obtain basic data on stocks and flows of migrant labour. The actual ILM database contains statistics on regular migration, but a section on irregular migration estimates is foreseen. A Visitor's Corner allows users to deposit potential inputs into the Statistics component.

For further information, please contact the ILO's Migration Branch, phone: +4122/799.6667; fax: +4122/799.8451; e-mail: migilm@ilo.org; website: <http://www.ilo.org/public/english/90travai/migrant/index.htm>

SOCIAL BUDGETING

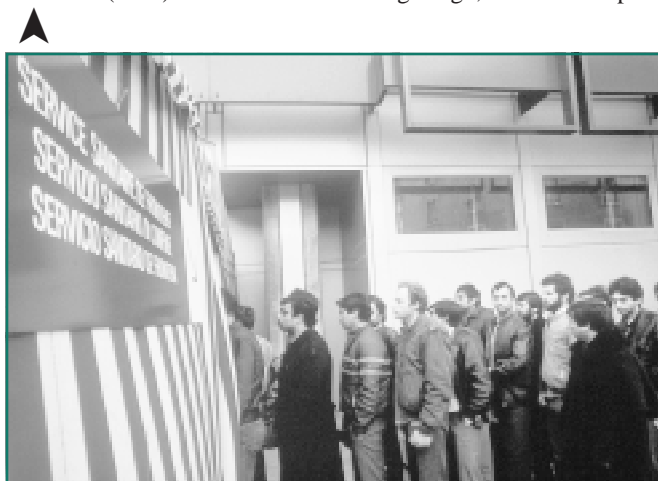
▲ The success or failure of handling public finances through governments and public or semi-public institutions has a direct impact on economies and on the well-being of people. Social budgeting is part of the routine management of public finances. Governments which fail to use such an instrument and the information it provides will inevitably tend to mismanage any new or existing social protection systems. "Social Budgeting", a recent ILO pub-

lication, is intended to be a practical guideline on how to establish information about social protection expenditure and revenue. It addresses the past and the future; i.e., it is about how to set up a reasonable statistical basis of the finances of social protection, and explains how to develop a meaningful projection that allows for a useful look into the future. The book is part of a series on quantitative techniques in social protection including the monograph "Modelling in Health Care Finance", which was published in early 1999.

For further information, please contact the Financial, Actuarial and Statistical Branch of the ILO Social Security Department, phone: +4122/799.7565; fax: +4122/799.7962; e-mail: secfas@ilo.org

WORKERS' EDUCATION IN INDONESIA

▲ Industrial relations, including trade union registration and the prevention and settlement of labour disputes consistent with the fundamental principles and rights at work – particularly freedom of association and the effective recognition of the right to collective bargaining – are part of the ongoing labour law reform programme which is being implemented in Indonesia. The programme builds on consultation, with the social partners and other concerned groups, with ILO technical assistance and funding support from the Dutch government. The ILO's Bureau for Workers Activities and the British Government's Department for International Development (DFID) support this process with a workers' education project, a contribution to the development of strong, democratic and accountable



ILO/Jacques Maillard



trade union organizations, good industrial relations, and better working and living conditions of workers. The immediate objectives are to strengthen trade unions' ability to participate effectively at the local level in collective bargaining, to develop local union structures and capacity in delivering education programmes, handling health and safety issues and promoting equal opportunities.

For further information, please contact the ILO Indonesian Workers' Education project

office in Jakarta, phone: +6221/759 04073; fax: +6221/769-1406; e-mail: quinn@actrav.or.id

INDUSTRIAL RELATIONS IN THE 21ST CENTURY

▲ The International Industrial Relations Association (IIRA) held its 3rd Regional Congress of the Americas in Lima (Peru), from 13 to 16 September 1999. Pre-congress activities included a seminar focusing on "Industrial Rela-

tions in Peru", and an international seminar on "The Role of Human Resources in Economic Development". The Congress agenda concentrated on three major themes: the effects of globalization in industrial relations, industrial relations and the size of the undertaking, and industrial relations in the 21st century, in addition to a round-table on "Economic development and employment". The Congress offered an excellent opportunity for more than 300 industrial relations practitioners and academics from the region, as

well as from other parts of the globe, to exchange views and discuss progress made in practice. The IIRA will hold its next World Congress on Industrial Relations in Tokyo (Japan), from 29 May to 2 June 2000. The ILO International Institute of Labour Studies is among the founding members of this association.

For further information, please contact the International Industrial Relations Association Secretariat, phone: +4122/799.6841; fax: +4122/799.8541; e-mail: mennie@ilo.org



ILO/STEP TECHNICAL WORKSHOP ON SOCIAL PROTECTION FOR WOMEN IN THE INFORMAL SECTOR (6-8 December, Geneva)

A Technical Workshop has been co-organized by the Strategies and Tools against Social Exclusion and Poverty (STEP) Programme of the ILO and an international network called Women in the Informal Economy: Globalizing and Organizing (WIEGO), with the financial support of the International Development Research Centre (IDRC) from Canada, and the World Bank.

The purpose of the workshop was:

- ▶ to identify effective approaches for providing social insurance to workers and especially women in the informal sector;
 - ▶ to learn from existing innovative social insurance schemes, managed by organizations of women in the informal sector, unions, the private sector, governments, NGOs and beneficiary organizations, such as credit unions, and to promote cross-fertilization of "good practices";
 - ▶ to prepare recommendations for pilot activities, research and policies for the ILO, WIEGO and other development agencies/institutions involved in promoting social protection for all;
 - ▶ to contribute to the ILO/STEP endeavour to prepare for both the "Copenhagen +5" and "Beijing +5", conferences in the year 2000.
- The participants came from 24 countries from all regions, representing organizations, governments and the academics who implement and promote social protection programmes for women in the informal sector. Representatives from the donor community were also invited. A number of resource persons from the ILO participated from the field, as well as different Departments such as the Bureau of Workers' Activities and the Bureau of Employers' Activities.

The meeting was an important event to demonstrate the ILO's commitment to promoting the equality of rights for all women workers.

In order to promote the broad-based development of viable community initiatives, STEP operates on the following three strategic levels:

Development of knowledge

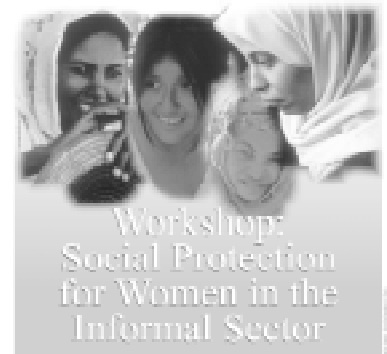
- Identify and analyse the most relevant experiences which exist among the poorest, and develop case studies
- Document lessons learned and strategies based on community initiatives
- Develop flexible methods and transferable know-how

Advocacy

- Promote the recognition of the fundamental rights of the excluded
- Advocate the extension of social protection to the excluded
- Reinforce the ILO's influence in new international development thinking
- Mobilize the donor community, including financial institutions

Development of services

- Formulate, design, implement and evaluate technical cooperation projects
- Capacity-building of local organizations
- Develop practical tools and training materials for use by various target groups
- Disseminate STEP's accumulated know-how
- Provide networking services
- Offer advisory services to constituents in developing strategies and policies



(For more information on STEP, see back cover)



Monde

THE

TIMES

IN THE PRESS...IN THE PRESS...IN THE PRESS...IN THE PRESS...

Women, Kosovo, AIDS, Enterprise Forum, Informal Sector

CHINA DAILY

(China, 8.10.99)

Women worse off after crisis

MANILA (Agencies via Xinhua) — Asian women and children were left worse off than men after the region's gravest financial crisis in half a century, the International Labour Organization (ILO) said in a report released yesterday.

Shrinking economies left more women out of work than men and those who managed to hold on to their jobs had to make do with lower pay. The crisis "is generally believed to have pushed more girls than boys out of school and into the workplace," the UN agency said in the regional report.

Daily News

The Quality English Daily with the largest circulation in Sri Lanka

Women in Asia are the last hired, first fired -ILO

Hundreds of thousands of people lost their jobs during the Asian economic crisis, and most of them were women, the International Labour Organization said on Tuesday Oct 05.

"Women faced difficulties with employment conditions, and in retaining work (during the crisis) ... That women are the first to be fired and the last to be hired is still true to this day," said ILO regional director Mitsuko Horiuchi. In a report released on Tues-

day, the ILO said the rate of unemployment among women in Asia was greater than among men during the crisis in 1997 than in pre-crisis years.

Women were also paid less, it said.

Horiuchi, who authored the report, said: "The wage difference has not been justified or explained by educational background. Women are still facing discrimination."

The ILO blamed a lack of political will in enforce-

Millions of women underpaid, under-employed: ILO

Asian women worse off than men after crisis

MANILA, Oct 5, (AFP) Asian women and children were left worse off than men after the region's gravest financial crisis in half a century, the International Labour Organization (ILO) said in a report released here Tuesday.

Shrinking economies left more women out of work than men while those who held on to their jobs had to make do with less pay, and the crisis "is generally believed to have pushed more girls than boys out of school and into work," the UN agency said in a regional report.

ILO officials told a news conference they had yet to quantify the possible effects of the crisis on the problem of trafficking in women and children, an acute problem in a number of less developed countries in Asia even before the mid-1997 currency meltdown.

The findings "show how vulnerable women" in a region where "millions of

women are underpaid and under-employed and millions more are working without pay in all," said ILO regional director Mitsuko Horiuchi.

While situations varied greatly among countries in the region, available data generally indicate "that the situation of women has deteriorated further than the situation of men," said Roger Behning, an ILO director for Southeast Asia and the Pacific.

The report said that the women's labor force participation rate in South Korea dropped 4.4 per cent since the crisis, while the rate for men had remained "virtually constant." "Among regular workers, women's employment has dropped drastically by 30 per cent, indicating higher rates of retrenchments, while that for men has dropped by only six per cent."

In the Philippines, women's unemployment surged 15 per cent, compared to 12 per cent for men.



Handelsblatt

Die Wirtschafts- und Finanzzeitung (Germany, 20.10.99)

Kosovo fällt hinter den Zustand vieler Entwicklungsländer zurück

HANDELSBLATT, 20.10.1999

hbd GENE. Mehr als vier Monate nach Ende des Krieges befindet sich die Wirtschaft des Kosovo weitgehend in einer „Grauzone“, die hinter die Zustände vieler Entwicklungsländer gefallen ist. Selbst Nummernschilder für Kraftfahrzeuge vermisst jetzt eine Expertengruppe der Internationalen Arbeitsorganisation (ILO), die vor Ort recherchierte. Deren Bericht stellte gestern der ILO-Regionaldirektor für Europa und Zentralasien, Heribert Scharrenbroich, in Genf vor.

Zwei von drei Bewohnern des Kosovos seien arbeitslos, Frauen sind davon besonders betroffen. Fast ein Viertel der noch verbliebenen Beschäftigten verdingte sich in der Landwirtschaft. Exakte Angaben sind kaum zu ermitteln, nur die Verwaltung unter Aufsicht des Uno-Administrators, die direkt oder indirekt 47 000 Personen beschäftigt, bietet verlässliche Zahlen über ihren Bereich.

MANILA BULLETIN

THE NATION'S LEADING NEWSPAPER

(Philippines, 10.10.99)

ILO support for stronger gender perspective pledged

By E. T. SUAREZ and J. TORRELL, T. GAMBOA

FINANCIAL TIMES

(U.K. 18.10.99)

Workers in Kosovo

The International Labour Organisation in Geneva releases a report on employment and social protection for workers in Kosovo in the aftermath of the conflict. The report notes that two-thirds of the Kosovo workforce did not have jobs before the conflict – for instance, many ethnic Albanians in public service lost their jobs – and previous labour market structures have disintegrated. The ILO report says priorities must be to establish a salary system for public services, to re-establish social protection, especially for pensions, and to rebuild the legal system.

LE FIGARO

premier quotidien national français

(France, 22.10.99)

DÉVELOPPEMENT

Balkans : le BIT affirme la nécessité d'un volet social

Pour garantir le succès du pacte de stabilité de Sarajevo lancé en juillet, le Bureau international du travail rappelle la nécessité de le bâtir sur la justice sociale.

SOFIA : Jean-Louis VALIDIRE

« Les séquelles des quatre guerres qui ont ébranlé l'ex-Yougoslavie ont réduit les possibilités de relever les défis des réformes structurelles. » Le constat du premier ministre bulgare, Ivan Kostov, était, hier, partagé par tous les participants à la conférence du Bureau international du travail organisée à Sofia. La guerre au Kosovo a également provoqué des dommages collatéraux sur les économies des pays des Balkans.

La situation au Kosovo est, bien entendu, la plus dramatique. Dans un rapport rendu

public juste avant la conférence, le BIT relevait que, « sur les 1 330 000 individus qui composent la population en âge de travailler (dans la province), seuls 35 % peuvent être considérés comme économiquement actifs ».

Le pays est en totale désérence administrative, et les rouages déjà grippés de l'organisation sociale ont explosé, notamment les systèmes de protection sociale et de réglementation collective du travail. La guerre a provoqué la cessation provisoire d'activités de nombreux employeurs. Par ailleurs, note le rapport, « aucun salaire ne fut payé dans les administrations publiques qui avaient été abandonnées par les Serbes ».

Business Day

(South Africa)

Namibian workshop focuses on HIV/AIDS

Eighty percent of deaths from the disease occur in Africa

Reneé Grawitzky

GOVERNMENT, labour and business representatives from sub-Saharan African countries meet in Windhoek this week to develop a common approach to HIV/AIDS in the workplace.

The regional tripartite workshop organised by the International Labour Organisation (ILO) and the Joint United Nations Programme on HIV/AIDS (UNAIDS) takes place as statistics reveal 22.5-million of the 33-million people worldwide who have contracted HIV/AIDS live in sub-Saharan Africa.

As a result about 80% of the world's total deaths from AIDS each year occur in Africa, with about 5 500 funerals held a day.

LE FIGARO

premier quotidien national français

(France, 26.10.99)

Le commerce : deuxième employeur d'Europe

Le commerce a créé plus de 22,5 millions de postes, soit 16 % de l'emploi européen total. Entre 1985 et 1995, il a créé 1,5 million d'emplois, la moitié du nombre de ceux perdus dans l'industrie manufacturière.

GENÈVE : Laurent MOSSU

Le commerce est l'un des principaux créateurs d'emplois dans le monde : 53 millions entre 1990 et 1997. A un mois du lancement de la réunion ministérielle de l'OMC à Seattle, l'enquête menée dans 93 pays par l'Organisation internationale du travail (OIT) témoigne de la dynamique du commerce de gros et de détail, stimulé par les nouvelles technologies, l'évolution de la demande des consommateurs et le processus de libéralisation.

S'il est incontestable que la libéralisation économique entraîne souvent des coûts so-

ciaux à court ou moyen terme, il apparaît aussi, dit l'OIT, que « ces coûts sont plus que compensés par les gains à long terme qu'entraîne cette libéralisation ». La mondialisation a donc du bon. Ses effets sur l'emploi varient selon les régions. Au cours des dernières années le nombre des travailleurs employés dans les industries d'importation et d'exportation a progressé plus que dans d'autres secteurs d'activité. Le commerce est ainsi devenu le deuxième employeur d'Europe avec plus de 22,5 millions de travailleurs, soit 16 % de l'emploi total. Tandis que d'autres domaines licencieaient, il a créé 1,5 million d'emplois de 1985 à 1995, soit la moitié du nombre de ceux perdus dans

Le commerce, machine à créer des emplois

Part du commerce dans l'emploi total en 1997 (en %) | Progression moyenne annuelle de l'emploi (1985-1997) en %

Pays	Part du commerce dans l'emploi total en 1997 (en %)	Progression moyenne annuelle de l'emploi (1985-1997) en %
Australie	20,5	1,1
Autriche	17,7	1,1
Belgique	15,3	1,1
Canada	14,7	1,1
Espagne	15,6	1,1
Allemagne	15,8	1,1
France	15,9	1,1
Grèce	15,2	1,1
Irlande	14,3	1,1
Italie	14,2	1,1
Japon	14	1,1
Corée	13,9	1,1
Etats-Unis	12,7	1,1
Inde	10	1,1

BERNER ZEITUNG BZ

(Switzerland, 19.10.99)

Informelle Arbeit herrscht in vielen Ländern vor
In zahlreichen Ländern schafft einzig der informelle Sektor neue Arbeitsplätze. Dies geht aus einer Studie der Internationalen Arbeitsorganisation (ILO) hervor. Bis zu 60 Prozent aller Arbeitnehmerinnen und Arbeitnehmer seien in Entwicklungsländern in diesem Sektor tätig. Die informelle Arbeit umfasst Tätigkeiten wie Autowaschen oder Lieferdienste. dpa

Neue Zürcher Zeitung

(Switzerland, 15.10.99)

Die ILO fordert Aktionsplan gegen Aids in Afrika

«Grösste Herausforderung unserer Zeit»

Windhoek, 14. Okt. (afp) Die Internationale Arbeitsorganisation (ILO) hat die Staaten Afrikas aufgefordert, die Immunschwächekrankheit Aids zur nationalen Katastrophe zu erklären und dringende Massnahmen zu ihrer Bekämpfung zu ergreifen. Die Krankheit sei die grösste Herausforderung unserer Zeit, erklärte die Organisation nach einer dreitägigen Konferenz von Regierungsvertretern, Gewerkschaftern und Arbeitgebern in der namibischen Hauptstadt Windhoek. Die Ausbreitung von Aids führe in Afrika zu einem Sinken der Produktivität und bedrohe die sozialen Sicherungssysteme, hiess es in einer gemeinsamen Erklärung weiter. Aids stelle ein grosses Hindernis für die wirtschaftliche und soziale Entwicklung Afrikas dar. «Aids ist nicht mehr nur ein Gesundheitsproblem. Es ist eine Entwicklungskrise mit möglicherweise ersten Auswirkungen für Afrika und die Welt», warnte die Organisation.

Die ILO forderte in einem Aktionsplan ein Ende der Diskriminierung der Aids-Kranken, bessere Fürsorgesysteme für Aids-Waisen sowie Beschäftigungsprogramme für HIV-Infizierte. 22,5 Millionen der weltweit 33 Millionen mit dem HI-Virus infizierten Menschen leben in Afrika. Die Zahl der Aids-Waisen unter 15 Jahren wird nach Schätzungen des Uno-Kinderhilfswerks Unicef bis zum Jahr 2000 auf mehr als 10 Millionen steigen. 90 bis 95 Prozent der betroffenen Kinder leben auf dem afrikanischen Kontinent.

DAILY NEWS, Monday, November 15, 1999

(Tanzania, 15.11.99)

Somavia wants business solve global challenges

(Geneva, Sunday) THE director-general of the International Labour Office (ILO), Mr Juan Somavia, has urged business leaders to become "part of the solution" to the problems of globalisation by addressing the issues of social equity, human dignity and labour rights through corporate responsibility.

In an address to some 600 CEOs, government, corporate and labour leaders and economic experts attending the second "Enterprise Forum" organised by the ILO, Mr Somavia outlined series of actions he said were essential

to avoiding the negative impacts of globalisation.

"Globalisation has brought both prosperity and inequalities, which are testing the limits of collective social responsibility," Mr Somavia said.

"If we are to avoid a serious backlash against the process of globalisation, concerted action is needed." Such action, he said, included:

- providing disadvantaged countries an opportunity to develop the business environment and infrastructure without which they will see themselves left further behind in the global market;

- giving "a human face to the market" amid the growing realization that markets do not function in isolation from their social and political contexts; and

- involving "those with the most direct stake in globalisation - business" as "part of the solution by addressing issues of equity, human dignity and labour rights, and by lifting those who are in danger of being left behind."

"The pressure for change is already being felt," Mr Somavia said. "Business is facing intensified social demands for good corporate practices. This has a direct bearing on

consumer demand and corporate reputation through the media. A good corporate social image is increasingly essential for business success."

"At the ILO, we are keenly aware of the need for a more inclusive process for defining the emerging rules of the global market place to ensure that we achieve balanced development which "maximizes market potential and social justice, competition and community," Mr Somavia said. "In this respect, there is an urgent need to develop a framework which integrates the economic and social aspects of development."



(Switzerland, 18.10.99)

GENÈVE/BIT/SECTEUR INFORMEL/SYNDICATS

Expansion du secteur informel dans le PVD
Les syndicats cherchent à mieux l'organiser =

Genève (ats) Le secteur informel absorbe jusqu'à 60 % de la main d'œuvre dans les villes des pays en développement (PVD). Dans de nombreux pays, il est le seul secteur à créer de nouveaux emplois. Une réunion s'est ouverte lundi au BIT pour améliorer le sort des ces travailleurs.

Le secteur dit informel regroupe un large éventail de petits emplois irréguliers et souvent constitués d'expédients, aussi bien dans le commerce que l'agriculture, la construction, l'industrie, les transports ou les services. Il est en plein essor.

Ces emplois représentent la grande majorité des nouveaux emplois

PROGNOZY Międzynarodowe Biuro Pracy

(Poland, 22.11.99)

Nieźrównoważony wzrost w Polsce

Polska gospodarka osiągnęła imponujące wyniki gospodarcze. Jeszcze kilka lat temu wydawało się to niemożliwe – podał w swoim raporcie Międzynarodowe Biuro Pracy z Genewy (MBP). Zwraca ono jednak uwagę na silne dysproporcje regionalne w naszym kraju.

Według raportu, liberalizacja handlu i inwestycje przyczynią się do rozwoju i modernizacji produkcji w Polsce. Mimo spowolnienia tempa wzrostu gospodarczego w 1999 r. Polska – według MBP – najszybciej wśród państw Europy Środkowej i Wschodniej przechodzi proces transformacji gospodarki.

Początkowo ograniczenie produkcji miało wpływ na wzrost bezrobocia. Jego obecny poziom 10-11 proc. uznawany jest przez biuro za wysoki. Chwali ono w swoim raporcie Polskę za to, że udało się go zredukować go z wcześniejszego poziomu 15 proc. Zdaniem MBP, inwestycje zagraniczne przyczyniły się np. do wzrostu wynagrodzeń w firmach z udziałem kapitału zagranicznego.

Raport podaje jednak, że znacząca większość nowych miejsc pracy i możliwości zdołania dochodów skoncentrowała jest w dużych miastach, w szczególności

Media shelf

In print

■ **Employment and Labour Market Policies in Transition Economies.** By Alena Nesporova, ILO. ISBN 92-2-111673-5. Price: 15 Swiss francs.

The transition process has confronted the former centrally planned economies with new challenges: The need to extensively restructure their national economies and put them back on a sustainable growth path; to renew demand for labour and raise employment; to fight against unemployment, poverty and social exclusion of vulnerable social groups. To cope with these difficult tasks, all the transition countries substantially amended national labour legislation, restructured or established new national labour market institutions, and introduced a wide range of labour market policies, both passive and active. The results so far are mixed. This report gives a comparative analysis of labour market problems in ten transitional countries – Azerbaijan, Bulgaria, Croatia, Czech Republic, Estonia, Hungary, Kazakhstan, Poland, Russian Federation and Ukraine – selected to represent a good cross-section of Central and Eastern Europe, and the Commonwealth of Independent States. It examines the main economic and social constraints on improving their employment performance, and assesses and compares their institutional and policy responses to employment problems.

■ **The Roles of Evaluation for Vocational Education and Training; Plain talk on the Field of Dreams.** By W. Norton

Grubs and Paul Ryan, ILO. ISBN 92-2-110855-4. Price: 30 Swiss francs.

In this enlightening book, the authors start from the premise that some plain talk is needed on the subject of vocational education and training evaluation. After discussing the conceptual issues involved, they focus on the “why” and “how” of evaluation before presenting and assessing the value of a broad range of evaluation techniques. Finally, they consider the use and abuse of evaluation results in policymaking, particularly in relation to recent trends and issues in vocational education and training such as decentralization, a declining role of the State, a shift towards work-based learning and a concern for issues of equality.

■ **Adjustment, Employment & Missing Institutions in Africa.** Edited by Willem van der Geest and Rolph van der Hoeven. ILO. ISBN 92-2-110858-9. Price: 40 Swiss francs.

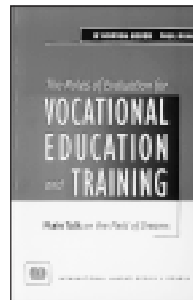
This book identifies “missing institutions” as a major reason for the often patchy implementation of structural re-

form policies. In most African countries the labour force is growing faster than new jobs, leading to increased informalization of the economy. Case studies concentrate on Kenya, Uganda, Zambia, Zimbabwe and Malawi, where less than 10 per cent of the labour force work in the formal sector, as compared with some 20 to 40 per cent in the 1960s. Public sector employment has been reduced but there have not been enough jobs to compensate in the rest of the formal sector. Education and training institutions also have difficulties providing skills for the restructured markets.

In many cases reform policies tend to be seen as directives coming from abroad or from a distant finance ministry. The lack of institutions, of democratic policy making and/or consultation among major social groups has weakened their impact. Rebuilding institutions and improving democratic policymaking are essential for better implementation of reforms.

■ **Freedom of Association; An annotated bibliography,** ILO. ISBN 92-2-011370-8. Price: 25 Swiss francs.

This unique bibliography covers all the major sources of international law on freedom of association and provides a fully referenced guide to supervisory bodies and procedures. It offers information on the array of global and regional institutions – the ILO, the United Nations, the Council of Europe, the European Union, the Organization for Security and Cooperation in Europe, the Organization of African Unity, the Arab Labour Organization and the Organization of American States, inter alia. Some secondary material is identified as well.



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This practical reference is an invaluable resource for officials, researchers and activists concerned with human rights and, in particular, protection of freedom of association and trade union rights.

■ **Sexual Harassment: Addressing sexual harassment in the workplace.** A management information booklet. An ILO survey of company practice, by Ariane Reinhart, ILO 1999. ISBN 92-2-111382-5. Price: 12 Swiss francs.

Developing effective means of addressing the issue of sexual harassment in the workplace is becoming an increasingly important concern for companies in all parts of the world. Apart from the need to comply with legislative requirements, failure to adequately address the issue of sexual harassment can have very significant negative consequences for a company's image and its employees' loyalty and productivity. For the ILO, addressing the issue of sexual harassment is directly linked to the core concerns of improved working conditions and respect for the dignity of workers.

This publication is intended to give managers access to information about what is currently being done by a number of companies in their efforts to address sexual harassment through their policies and programmes. It is not intended to provide an exhaustive review of the field, nor does it represent an official ILO position or endorsement with regard to the various examples and cases covered by the survey on which it is based.

It is the first in a series of publications by the Employment Sector's Job Creation and Enterprise Department, which will make examples of company practice available to managers in emerging areas, which pose important managerial challenges while touching upon key ILO values and concerns.

International Social Security Review Vol. 53, No. 1, January-March 2000

Contributing to the ongoing debate among social policymakers, practitioners and researchers worldwide about the way public pensions should be organized, the latest issue of the *International Social Security Review* seeks to answer the question, "Pension reform: Where are we now?"

Should individuals take greater responsibility for their own retirement? Or is the social protection of retired persons simply too important for pension arrangements to be left solely to the vagaries of market forces? In his introduction, Warren McGillivray recalls the varying conditions in industrialized, transition and developing countries before reviewing the alternatives, the arguments for and against, and the reforms already planned or in place.

Attention is shifting, he says, from a focus on economic considerations to how schemes can be effectively designed, implemented and administered so as to ensure efficient delivery of adequate pensions. And this, after all, is the purpose of statutory pension schemes in the first place.

Pursuing the theme, issue 1/2000 of the *Review* provides a platform for representatives of two of the major international institutions concerned with pension reform to put their case forward. Robert Holzmann presents the approach of the World Bank and Colin Gillion that of the International Labour Office. In addition, Karl Gustaf Scherman describes the ISSA's *Stockholm Initiative*, an attempt to find a consensus in this vital domain.

Also in this issue, as well as the regular, comprehensive round-up of all the latest publications in the social security field, Bernd Steinke reports on a major comparative study conducted by the ISSA, examining rehabilitation initiatives for disability self-help groups in five European countries.

In the *Review's* "Opinion" feature, John Dixon boldly goes where few have dared by offering a global ranking of national social security systems: 172 countries are assessed in terms of their system design merits and shortcomings and placed in order, from the best to the worst. How does your country's social provision rank? Which country has the best-designed system? To find out, read the *International Social Security Review*.

■ **International Social Security Review.** ISSA, Geneva. ISSN 0020-871X.

The *Review* is the world's major international quarterly publication in the field of social security (www.issa.int: "Publications"). It appears in four languages (English, French, German and Spanish). Articles by leading social security experts around the world present international comparisons and in-depth discussions of topical questions as well as studies of social security systems in different countries, and there is a regular, comprehensive round-up of the latest publications in its field.

The English edition of the *International Social Security Review* is distributed by the UK publishing firm Blackwell Publishers Ltd. Subscribers receive *Trends in Social Security* free of charge.

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■ WOMEN, GENDER AND WORK (Part II).

International Labour Review, Vol. 138 (1999), No. 4. ISSN 0020-7780. Price: 90 Swiss francs; US \$72; UK£44 special issue on women, gender and work). What is demonstrated in all the articles is the value of a gender perspective when considering any of the many policy options relating to the level, quality and distribution of employment. Only then can one understand the integrated whole.

Estimating equal opportunity

At the end of the 20th century, the achievement of equal opportunity for men and women in employment would seem to be one of the least controversial of objectives. Yet the reality is rather different, even in Europe. Janneke Plantenga and Johan Hansen examine the extent of equal opportunity in the European Union. In this remarkable empirical study, one finds as relevant an operational definition of equal opportunity in employment as one is likely to find. The authors include its basic determinants, such as equal sharing of household work and equal education; indicators, such as wage differences and unemployment; and situate the question in the context of overall employment opportunities and economic growth. In other words, they break the question down into its constituent elements and then use available data to address the larger policy issues, all in an unusually integrated fashion. The result may be surprising. There are too many industrialized countries

where opportunities are now less equal than they were a decade ago. This preliminary study already indicates some clear policy priorities for those who are serious about achieving equal opportunities and it should be an incitement to further examination of the empirical evidence and refinement of the method.

The law has the potential of being a major instrument for achieving and maintaining equality of opportunity and treatment. Here Ingeborg Heide examines the development of supra-national law in the European Union. This up-to-date and timely review of European law is placed in its larger historical and social context. As such it constitutes an unusual reference work on the development of European institutions and the emergence of supra-national law in general. She goes on to illustrate this development with highlights from the case law of the European Court of Justice in respect of equal pay and equal treatment and, in the process, shows how the concept of non-discrimination has evolved. This article is a most useful source of information on equality legislation and current case law in the European Community.

The new family

As Martin Carnoy points out, "Globalization and the intensified economic competition it engenders are profoundly altering the way we live and relate to each other." The particular strains imposed on the family by that competition, and the flexibility it demands, are the focus of his article. The family – which is, along with the

workplace, the principal means by which people become socially integrated – is called upon to play an even greater sustaining role than in the past, because of the increased individualization and differentiation at work. Yet the family itself is undergoing changes, such as slower formation and shorter duration, which tend to undermine its ability to fulfil that role. This raises questions about the options or models of flexible work on offer. Social cohesion is at risk, perhaps as never before. Carnoy puts the family at the center of an integrated view of adjustment to an emerging world order.

Gender differences in styles of management

A sense of feminine and masculine characteristics across cultures is posited by Marie-Thérèse Claes in her article on management styles. Women are now sometimes sought as managers for their advantages in communication and teamwork. What are perceived as feminine characteristics, such as co-operation and flexibility, seem to be well-suited to a world of uncertainty and stress. She argues that "the masculine culture of large corporations cannot easily adapt to a context of uncertainty and constant evolution". In effect, she reinforces the argument of Carnoy in respect of pressures from globalization. The vision she sets out is one in which "the masculine and feminine models co-exist and operate in synergy". We must incorporate both elements in order to manage businesses or other organizations in a way which satisfies both commercial and human needs.

Labour market indicators

Sara Elder and Lawrence Jeffrey Johnson summarize what the best of current international data reveal on gender differences in the labour market. They present highlights from research they have carried out for the ILO on indicators of labour force participation, employment (by status and by sector), working time, work in the informal sector, unemployment, and education for women and men. While the results confirm many of the patterns already described in other studies, these findings strengthen the statistical bases for those conclusions and are thus a most welcome addition to the evidence of differences in the labour market experience of men and women.

Books

A substantial set of reviews and notes – on the theme of this special issue and on others – completes this special issue of the *International Labour Review*.

* * * * *

In compiling a selection of articles to present and analyse women, gender and work there were many topics which came to mind. It was not possible to cover all, not even in a double special issue. Amongst those that await further examination from a gender perspective are agriculture and rural development, social protection and income security, workers' organizations, and labour standards, to which should be added the specific problems of men at work and men's stake in gender equity.

This special issue is the beginning of what must be continuing attention to our world, in all its permutations and complexity, through the distinct eyes of men and women, so that we may better understand the whole. □

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