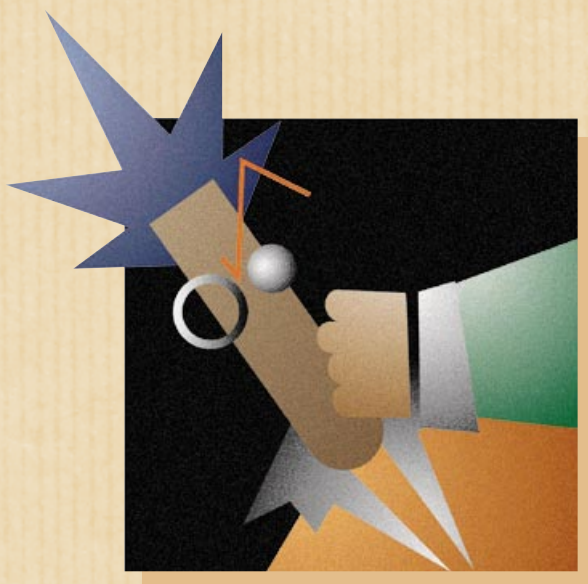
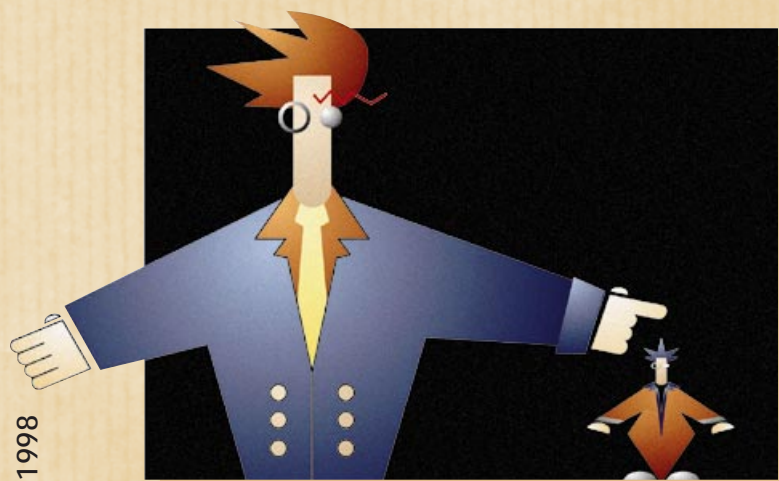


WORLD OF **Work**

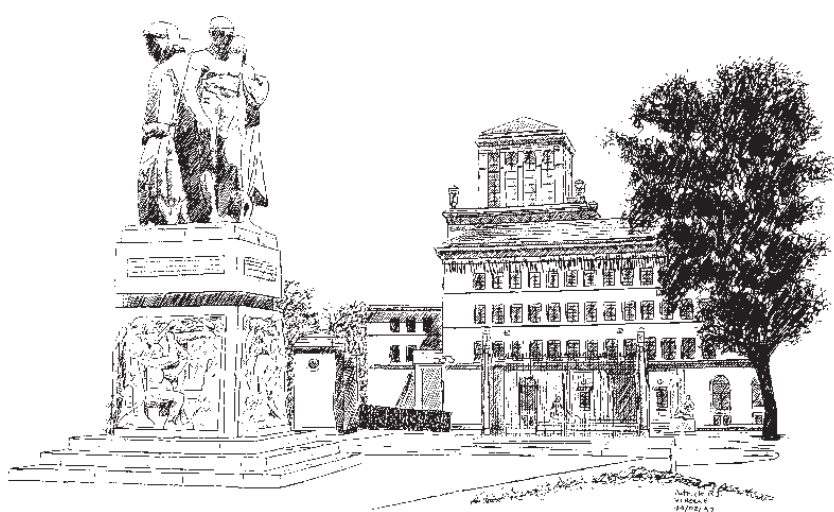
THE MAGAZINE OF THE ILO



WORKPLACE VIOLENCE: A NEW GLOBAL PROBLEM

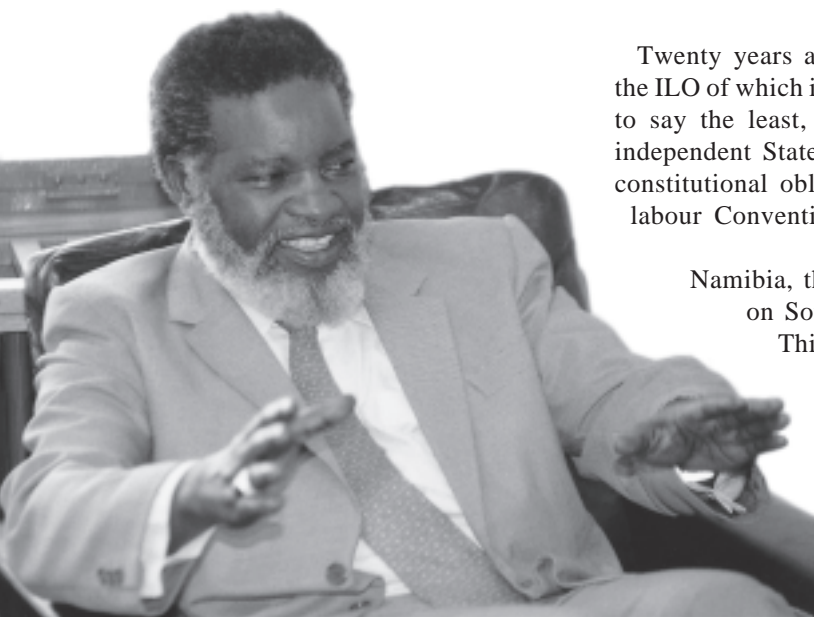


INTERNATIONAL LABOUR OFFICE



The ILO in history

Namibia's exceptional admission to the ILO



Twenty years ago, on 3 October 1978, Namibia was officially admitted to the ILO of which it became the 136th “member State”. It was an unusual member, to say the least, given that its territory did not, at that time, constitute an independent State and, consequently, was not in a position to meet all of its constitutional obligations, including the practical application of international labour Conventions.

Namibia, the former South West Africa, was still politically dependent on South Africa and, just like that country, lived under apartheid. This stood in contradiction to international law, given that, since October 1966, the United Nations General Assembly had terminated the Republic of South Africa’s mandate over the territory. In 1967, it had entrusted its official administration to the United Nations Council for Namibia (UNCN), it being clearly understood that the Council’s functions would cease once the country achieved independence. It was this Council which had requested Namibia’s admission to the ILO as a full member.

“We highly value the membership of Namibia in the ILO and hope that our country will, in the not very distant future, take its rightful place within the entire family of the United Nations system as a free, democratic and sovereign state,”

Mr. Sam Nujoma, SWAPO President, while at the International Labour Conference, Geneva, 1988

The issue proved to be an item of arduous debate at the International Labour Conference in June 1978. The majority of third-world nations (Group of 77), supported by the Workers’ Group, believed that any solution other than full membership “would not do justice to the legitimate aspirations of the people of Namibia”; the industrialized nations, supported by the Employers’ Group, advocated strict compliance with the ILO Constitution. They recalled the precedent of the negative response given in 1930 to the application for admission, submitted by the Free City of Danzig, a non-State entity. Above and beyond the legal arguments, the debate centred around whether the Organization, in the spirit of its Conventions regarding human rights and its commitment to support the newly independent nations of Africa, was capable of sending out a clear signal in favour of the emancipation of a people who had been an acknowledged victim of the aftermath of colonialism.

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It was the representative of the UNCN who succeeded in convincing the Conference. In his opinion, Namibia met all the criteria required of a State: an established population and territory, a stable and internationally recognized legal structure together with the capacity to enter into relations with other States. The signal went out: by 368 votes, with no opposition and 50 abstentions, the Conference decided to accede to the request submitted by the Council for Namibia, recognized as the *de facto* authentic Government.

And for 12 years – up till 21 March 1990, the date of its independence – Namibia came to occupy a place in the Organization, which, whilst being one of “full membership”, was still of a special order, given that the member was not in a position, *inter alia*, to draw up and implement labour legislation and regulations in keeping with ILO standards. The measure adopted to deal with an exceptional set of circumstances – and which was not to be permitted to act as a precedent – crystallized the Organization’s steadfast care for people’s dignity and freedom. It was a noteworthy episode in the struggle waged over 30 years against the apartheid regime in South Africa, a fight which was to result in the dismantling of that regime, free elections and, in 1994, the Republic of South Africa’s return to the ILO.

Michel Fromont

The views expressed are solely those of the author and do not constitute an endorsement by the ILO of the views expressed therein.

Source: The International Labour Organization, Victor-Yves Ghebali, Geneva, Georg éditeur, 1987.



M. Vanappe/ighem/UNHCR

Some of the priorities spelt out by the ILO for Namibia were income for women, access to credit and appropriate technology, management, income-generating activities and equality for women in education.



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Workplace violence is crossing all borders, be they national, workplace settings or occupational groups. A new ILO report says some workplaces have become “high-risk” and that women are especially vulnerable.



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SEX AS A SECTOR: ECONOMIC INCENTIVES AND HARDSHIP FUEL GROWTH

A new ILO report suggests that in spite of Asia’s economic crisis, economic and social forces driving the sex industry show no sign of abating, particularly in the light of rising unemployment. Prostitution in Southeast Asia has grown so fast in recent decades that the sex business has assumed the dimensions of a commercial sector which contributes substantially to employment and national income.

With an interview of Dr. Lin Lean Lim, editor of “The Sex Sector: The economic and social bases of prostitution in Southeast Asia.”

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UNIONS FACE CHALLENGE OF ECONOMIC CHANGE

Uganda’s surging economy and privatization drive are putting pressure on the country’s fragile systems of industrial relations. Geoffrey Denye Kalebbo, a journalist at *The New Vision* newspaper examines the state of labour relations in the country and highlights the challenge of establishing genuine tripartism in this growing, but still underdeveloped economy.

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UNION LEADERS SPEAK OUT: Kokori, Dabibi express appreciation for ILO support to win their release from prison

Chief Frank Ovie Kokori, Executive Secretary of the Nigerian National Union of Petroleum and Natural Gas Workers (NUPENG), was arrested by the then-governing Nigerian authorities in 1994, and released in mid-June along with Milton Dabibi, President of PENGASSAN, the union representing management staff in the oil and gas industry, who had been arrested in 1996. Both recently wrote to the ILO to express their appreciation for the organization’s help.



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A NEW KIND OF TRAFFICKING: CHILD BEGGARS IN ASIA

Until recently, the incidence of child beggars was overshadowed by the more visible and voluminous trade in women and children being trafficked for prostitution. But experts see begging as the newest trend in child trafficking throughout the Mekong region.



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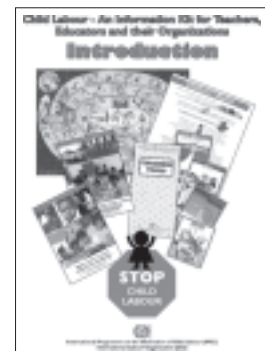
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Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 174 member States in common action to improve social protection and conditions of life and work throughout the world. The International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

When working becomes hazardous

Punching, spitting, swearing, shooting: Violence at work goes global

Workplace violence – be it physical or psychological – has gone global, crossing borders, work settings and occupational groups. A new ILO report says some workplaces and occupations have become “high risk”, and that women are especially vulnerable. The report highlights this burgeoning global problem, and provides ways for policy-makers to promote dialogue, policies and initiatives which can repudiate violence and remove it from the workplace now.

Homicide and rape. Kicking, biting, punching. Harassment, including sexual and racial abuse. Bullying, mobbing, victimizing. Leaving offensive messages, name-calling. Deliberate silence.

All in a day's work?

Above are just some behaviours lumped under the definition of “violence in the workplace.” The list (*see box*) is large, and contains actions which border on acceptable behaviour. Others can be interpreted differently from one culture to another.

Yet despite the ambiguity, the presence of violence in its multifarious forms – whether subtle, overtly physically, or psychological – appears to be a growing concern in workplaces worldwide.

These are some of the main messages in a new ILO report entitled, *Violence at Work*.¹ The 156-page report has just been issued by the International Labour Office and is the most extensive worldwide survey of violence in the workplace.

The report found that outbursts of violence occurring in workplaces around the globe suggest that the issue is becoming increasingly global, transcending the boundaries of a particular country, work setting or occupational group. Some workplaces and occupations involving people working alone or at night are increasingly at higher risk than others. Women are especially at risk, because so many are concentrated in the high-risk occupations, particularly as teach-



ers, social workers, nurses, and bank and shop workers.

The aim of the report is to provide information and analysis enabling policy-makers in government agencies, employers' and workers' organizations, health and safety professionals, personnel managers, trainers and workers to promote dialogue, policies and initiatives to repudiate violence and remove it from the workplace now.

Psychological violence

Not all violence is physical. In recent years, new evidence has emerged of the impact and harm caused by non-physical, *psychological* violence. Such psychological violence includes bullying and mobbing.

Workplace bullying is one of the fastest-growing forms of workplace violence.

It constitutes offensive behaviour through vindictive, cruel, malicious or humiliating attempts to undermine an individual or groups of employees through such activities as making life difficult for those who have the potential to do the bully's job better, shouting at staff to get things done, insisting that the “bully's way is the right way”, refusing to delegate because the bully feels no one else can be trusted, and punishing others by constant criticism or removing their responsibilities for being too competent.

Research carried out in the UK found that 53 per cent of employees had been victims of bullying at work and that 78 per cent had witnessed such behaviour. The impact on those concerned can be severe. A Finnish study on the effects of bullying on municipal employees indicated that 40 per cent of bullied workers felt “much” or “very much” stress, 49 per cent felt unusually tired on the job, and 30 per cent were nervous “often” or “constantly.”

Ganging up or mobbing is a growing problem in Australia, Austria, Denmark, Germany, Sweden, the United Kingdom

and the United States. It involves ganging up on or "mobbing" a targeted employee and subjecting that person to psychological harassment. Mobbing includes constant negative remarks or criticisms, isolating a person from social contacts, and gossiping or spreading false information. In Sweden, it is estimated that mobbing is a factor in 10 to 15 per cent of suicides.

"The new profile of violence at work which emerges is one which gives equal emphasis to physical and psychological behaviour, and one which gives full recognition to the significance of minor acts of violence," says Vittorio Di Martino, co-author of the ILO report.

Work alone at your peril

Automation, subcontracting, teleworking, networking and the "new" self-employment are leading to an increase around the world in the number of people working alone. Working alone is not automatically more dangerous than other employment, but does have its special situations.

Workers working alone in small shops, gas stations and kiosks are often seen as "easy" targets by aggressors. In the United States, gas station workers rank fourth among the occupations most exposed to homicide. Cleaners, maintenance or repair staff and others who work alone outside normal hours are at special risk of suffering physical and sexual attacks. Of lone workers, taxi drivers in many places are at the greatest risk of violence. Night-time is the highest-risk driving period, and as in other occupations, customer intoxication appears to play a role in precipitating violence. A 1990 Australian study of taxi drivers disclosed that taxi drivers ran 28 times the risk of non-sexual assault



Keystone

and almost 67 times the rate of robbery compared to the community at large.

Causes and costs of violence in the workplace

Is the "disgruntled worker" the "everyman" of workplace violence? News reports of violent workplace incidents often stress

Examples of violent behaviour at work	
homicide	bullying
rape	mobbing
robbery	victimizing
wounding	intimidation
battering	threats
physical attacks	ostracism
kicking	leaving offensive messages
biting	aggressive posturing
punching	rude gestures
spitting	interfering with work tools and equipment
scratching	hostile behaviour
squeezing, pinching and related actions	swearing
stalking	shouting
harassment, including sexual and racial abuse	name-calling
	innuendo
	deliberate silence

acts of an individual: enraged, aggrieved, irritated or frustrated for one reason or another, either personal or professional, or under the influence of alcohol or drugs. However that perception may be repeated in the media, the report stresses that a far more promising approach to

workplace violence can be found in an "interactive" analysis of both individual and social risk factors. Studies cited in the report indicate that workplace violence often stems from a combination of causes, including individual behaviour as well as the work environment, the conditions of work, the way in which co-workers interact, the way that customers or clients interact with workers, and the interaction between managers and workers. (See table: Examples of violent behaviour at work).

"We reject the idea that the sole reasons for workplace violence stem from the individual," says Mr. Di Martino. "We will never succeed in either preventing further violence or dealing with violence after it occurs by moving solely on that premise."

What is the cost? Violence causes immediate and often long-term disruption to interpersonal relationships, the organization of work and the overall working environment, the report says. Employers bear the direct cost of lost work and improved security measures. Indirect costs include reduced efficiency and productivity, loss in product quality, loss of company image and a reduction in the number of clients. Some examples of the costs of violence include the following:

In the United States, the total costs of workplace violence to employers amounted to more than \$4 billion in 1992, according to a survey conducted by the National Safe Workplace Institute. In Canada, wage-loss claims by hospital workers from acts of violence and force have increased by 88 per cent since 1985, according to the British Columbia Workers' Compensation Board. In Germany, the direct cost of psychological violence in an enterprise of 1,000 workers has been calculated at US \$112,000 (200,000 DM) per year, along with \$56,000 of indirect costs.

Tackling violence at work now

On a March day at Dunblane Primary School in Scotland, a lone gunman stalks into the gymnasium and opens fire. In moments, a teacher and 15 children lay dead on the polished wooden floor, having sustained a total of 58 gunshot wounds. A few weeks later, at the national historic site in the small Australian island state of Tasmania, a lone offender, armed with a military type assault rifle, kills 35 people and wounds more than 30 others including park employees.

These two incidents, occurring in disparate and far removed parts of the world regarded as areas completely immune from such horrific events, show that violence at the workplace can strike at any time, in any place.

The report says that there is growing recognition that in confronting violence a comprehensive approach is required. Instead of searching for a single solution good for any problem and situation, the full range of causes which generate violence should be analysed and a variety of intervention strategies adopted. The response to workplace violence is too frequently limited, episodic and ill-defined.

“Violence at work is detrimental to the functionality of the workplace, and any action taken against such violence is an integral part of the organizational development of a sound enterprise.”

“There is also growing awareness that violence at work is not merely an episodic, individual problem but a structural, strategic problem rooted in wider social, economic, organizational and cultural factors,” says Mr. Di Martino. “Violence at work is detrimental to the functionality of the workplace, and any action taken against such violence is an integral part of the organizational devel-



Jacques Maillard

Is the “disgruntled worker” the “everyman” of workplace violence?

opment of a sound enterprise.”

“Beyond Violence”, the last chapter of “Violence at Work” addresses this response, which takes the matter from an issue for discussion to an issue for action. It stresses the importance of a preventive, systematic and targeted approach to violence at work, the emergence of specific legislation on violence at work, the key role of guidelines in shaping an effective response, and the importance of both immediate intervention and long-term assistance to victims of violence.

Some early intervention measures which can produce more permanent results include:

- Disseminating information about positive examples of innovative legislation, guidance and practice in this area, to act as multipliers for other anti-violence initiatives.
- Encouraging anti-violence programmes, particularly at enterprise level, specifically addressed to combating violence at work.
- Assisting governments, employers’ and workers’ organizations to develop effective policies against violence at work.
- Assisting in the elaboration of train-

ing programmes for managers, workers and government officials dealing with or exposed to violence at work.

- Assisting in the elaboration of procedures to enhance the reporting of violent incidents.
- Assisting in coordinating different anti-violence initiatives at different levels into organized strategies and plans.

Focusing international action

The ILO’s concerns and actions in areas closely related to violence at work have resulted in a series of studies and publications, in particular on occupational stress, and drug and alcohol abuse in the workplace. A specific form of violence – sexual harassment – has, for a long time, been high on the action agenda of the ILO.²

Calls for action, such as the urging of the International Federation of Commercial, Clerical, Professional and Technical Employees (FIET) for the development of guidelines and/or a Code of Practice on violence at work are being met in the ILO’s 1998-1999 programme of work, including means of gathering data, research, assessment of legislation, identi-

fication and dissemination of “best practices” information, and production of material specifically addressed to the needs of women.

A wave of recent incidents has added to the urgency of the task. Say the authors in conclusion: “Let us repudiate violence

and remove it from the workplace now!”



¹ Violence at work, by Duncan Chappell and Vittorio Di Martino. International Labour Office, Geneva, 1998. ISBN 92-2-110335-8. Price: 25 Swiss francs.

² The ILO was the first international body to adopt an instrument containing an express protection against

sexual harassment. The Indigenous and Tribal Peoples Convention, 1989 (No. 169), states that governments shall adopt special measures to ensure that the people concerned enjoy equal opportunities and equal treatment in employment for men and women, and protection from sexual harassment” (Article 20, para. 3(d)).

VIOLENCE COUNTRY-BY-COUNTRY: A TRICKY NUMBERS GAME

A 1996 European Union survey based on 15,800 interviews in its 15 member States showed that 4 per cent of workers (6 million) were subjected to physical violence in the preceding year; 2 per cent (3 million workers) to sexual harassment; and 8 per cent (12 million workers) to intimidation and bullying.

Impressive data. However, comparing rates of violence between countries is difficult. Official statistics on workplace homicide, physical and sexual attacks, sexual harassment and psychological violence vary widely, are often inadequate or don't exist at all.

Here are some country snapshots of violence at work cited in the report, including the sources of the data.

The United States

In the United States, nearly a thousand Americans are murdered on the job each year and workplace homicide has become the leading cause of death for women and the second leading cause of death for men. According to a 1992-1996 National Crime Victimization Survey (NCVS)¹ “during each year, U.S. residents experienced more than 2 million violent victimizations while they were working or on duty. The most common type of workplace violent crime was simple assault with an estimated average of 1.4 million victimizations occurring each year. While at work U.S. residents also suffered 395,000 aggravated assaults, 50,000 rapes and sexual assaults, (and) 83,000 robberies.”

Workplace violence in the United States is clustered in certain occupations. Taxicab drivers have

the highest risk of workplace homicides of any American occupation. The retail trade and service industries account for more than half of workplace homicides and 85 per cent of non-fatal workplace assaults.

The United Kingdom

A survey conducted by the British Retail Consortium into crime in the retail sector found that more than 11,000 retail staff workers were victims of physical violence on the job in the 1994-95 financial year, and 350,000 suffered threats and verbal abuse. The majority of physical attacks – 59 per cent – occurred when staff members were trying to prevent theft. Other causes of physical violence derive from dealing with troublemakers, 16 per cent; robbery incidents, 10 per cent; angry customers, 5 per cent; drunk or drugged people, 5 per cent. The risk of physical violence was put at 5 attacks per 1,000 staff members; threats of violence, 35 per 1,000; and verbal violence, 81 per 1,000.

Japan

A severe economic recession led to major corporate downsizing, shattering long-held assumptions about staying with one company for the duration of one's working life. The loss of lifetime job security and seniority systems has been accompanied by alleged bullying of white-collar workers. The Tokyo Managers' Union established a “bullying hotline” which received more than 1,700 requests for consultations in two short periods in June and October of 1996. Stress was a common complaint of all callers, with many seeking urgent mental health treatment.

Families whose members had committed or attempted suicide were among the callers.

Germany

An extensive national survey conducted in Germany in 1991 by the Federal Institute of Occupational Health and Safety disclosed that 93 per cent of the women questioned had been sexually harassed at the workplace during their working lives.

The Philippines

Migration for work purposes has long been a feature of the Filipino employment market. According to data gathered in the Philippines, more than half of all overseas Filipino contract workers are women. Many are hired for domestic service and entertainment. Research has shown that these Filipino women workers are frequently and disproportionately affected by violence associated with their employment. “Many affected workers report maltreatment, a general term that includes pulling the hair, battering, beating the hands with any instrument, burning of the flesh of the victim, banging the head against the wall, throwing of toxic, chemically dangerous liquids,” the report says. “Employers commonly hold the worker's passport as a way of ensuring continued subservience.”

¹ “Workplace Violence, 1992-96: National Crime Victimization Survey,” Bureau of Justice Statistics (U.S. Department of Justice), Special Report, Washington, DC, June 1998



Jacques Maillard

The economics of sex

Sex and Economic incentives: hardships fuelled

The report is based on detailed studies of prostitution and commercial sex work in four countries – Indonesia, Malaysia, the Philippines and Thailand. The authors of the ILO report emphasize that the scrutiny of the “sex sector” of these four countries does not suggest that they have a unique prostitution problem or that their social, moral or economic values are especially aberrant. In fact, the national case studies in the report “are illustrative of the situation in many countries”, and prostitution and its attendant problems are universal.

“If the evidence from the recession of the mid-1980s is any indication, then it is very likely that women who lose their jobs in manufacturing and other service sectors and whose families rely on their remittances may be driven to enter the sex sector,” says Ms. Lin Lim, the ILO official who directed the study.

As to the prospect of a slowdown in the demand for commercial sex services following region-wide declines in personal income, the ILO report notes that “poverty has never prevented men from frequenting prostitutes, whose fees are geared to the purchasing power of their customers”. Moreover, after decades of interaction with other economies, the sex industry in Asia is effectively internationalized: overseas demand is likely to be unaltered by domestic circumstances and may even be fuelled as exchange rate differentials make sex tourism an even cheaper thrill for customers from other regions.

Although researched prior to the current crisis, the ILO report warns that the growing scale of prostitution in Asia, combined

A new ILO report* suggests that in spite of Asia’s economic crisis, economic and social forces driving the sex industry show no signs of slowing down, particularly in light of rising unemployment in the region. Prostitution in

with its increasing economic and international significance, has serious implications relating to public morality, social welfare, transmission of HIV/AIDS, criminality, violations of the basic human rights of commercial sex workers, and commercial sexual exploitation especially of the child victims of prostitution.

Yet, there is no clear legal stance nor effective public policies or programmes to deal with prostitution in any of the countries.

“The sex sector is not recognized as an economic sector in official statistics, development plans or government budgets.”

Governments are constrained not only because of the sensitivity and complexity of the issues involved but also because the circumstances of the sex workers can range widely from freely chosen and remunerative employment to debt bondage and virtual slavery. The countries have, however, taken action to eliminate child prostitution, an activity the ILO report characterizes as “a serious human rights violation and an intolerable form

s a sector: ntives and uel growth

Southeast Asia has grown so rapidly in recent decades that the sex business has assumed the dimensions of a commercial sector, one that contributes substantially to employment and national income in the region.

of child labour". Child prostitution risks growing as poverty and unemployment strain family incomes and contribute to the expanding ranks of street children who are an increasingly common sight on the streets of cities worldwide.

Major employment and revenue generator

The report says that although the exact number of working prostitutes in these countries is impossible to calculate due to the illegal or clandestine nature of the work, anywhere between 0.25 per cent and 1.5 per cent of the total female population are engaged in prostitution.

Estimates made in 1993-4 suggest that there were between 140,000 to 230,000 prostitutes in Indonesia. In Malaysia, the estimated figures for working prostitutes range from 43,000 to 142,000, but the higher figure is more probable, according to the ILO analysis. In the Philippines, estimates range from 100,000 to 600,000, but the likelihood is that there are nearly half a million prostitutes in the country. In Thailand, the Ministry

of Public Health survey recorded 65,000 prostitutes in 1997, but unofficial sources put the figure between 200,000 and 300,000. There are also tens of thousands of Thai and Filipino prostitutes working in other countries. The prostitutes are mainly women, but there are also male, transvestite and child prostitutes.

Including the owners, managers, pimps and other employees of the sex establishments, the related entertainment industry and some segments of the tourism industry, the number of workers earning a living directly or indirectly from prostitution would be several millions. A 1997 study by the Ministry of Public Health of Thailand found that of a total of 104,262 workers in some 7,759 establishments where sexual services could be obtained, only 64,886 were sex workers; the rest were support staff including cleaners, waitresses, cashiers, parking valets and security guards.

A Malaysian study lists occupations with links to the sex sector as medical practitioners (who provide regular health checks for the prostitutes), operators of food stalls in the vicinity of sex establishments, vendors of cigarettes and liquor, and property owners who rent premises to providers of sexual services. In the Philippines, establishments known to be involved in the sex sector include special tourist agencies, escort services, hotel room service, saunas and health clinics, casas or brothels, bars, beer gardens, cocktail lounges, cabarets and special clubs.

The sex sector in the four countries is estimated to account for anywhere from 2 to 14 per cent of Gross Domestic Product (GDP), and the revenues it generates are crucial to the livelihoods and earnings potential of millions of workers beyond the prostitutes themselves. Government authorities also collect substantial revenues in areas where prostitution thrives, illegally from bribes and corruption, but legally from licensing fees and taxes on the many hotels, bars, restaurants and game rooms that flourish in its wake.

In Thailand, for example, close to US\$300 million is transferred annually to rural families by women working in the sex sector in urban areas, a sum that in most cases exceeds the budgets of government-funded development programmes. For the 1993-95 period, the estimate was that prostitution yielded an annual income of between US\$22.5 billion and US \$27 billion.

In Indonesia the financial turnover of the sex sector is estimated at US\$1.2 billion to US\$3.3 billion per year, or



Interview with Dr. Lin Lean Lim, editor of "The Sex Sector: The economic and social bases of prostitution in Southeast Asia"

World of Work (WoW): Has the sex sector in Asia become an economic sector, and how is it developing?

Ms. Lin Lim: Prostitution in Asia appears to have grown to a point where we can talk about an economic sector providing significant employment and income to large numbers of people who are either directly or indirectly involved in the sector. It also appears to have changed in response to the changing tastes and sophistication of customers, as well as the enforcement of legislation and because there are increasing national and international vested economic interests linked to the sex sector.

WoW: Does this represent a kind of "globalization" of prostitution?

Ms. Lin Lim: Yes, and we can talk about this globalization from two perspectives. The first is the fact that there appears to be growing international trafficking of women and children across national borders into the sex sector. And the second, of course, is the fact that growing sex tourism brings customers from other countries to – in this case – the south-east Asian countries.

WoW: What is the scope of the sex sector, and how is it linked to other sectors?

Ms. Lin Lim: The phrase "sex sector" implies that we cannot just look at prostitutes and individuals who are working as prostitutes, but must recognize the fact that it is a highly organized sector with linkages to some segments of the tourist industry, the

(cont'd on p. 12, col. 3)

The Child Victims of Prostitution

The ILO stresses that whereas adults could choose sex work as an occupation, children are invariably victims of prostitution. "Child prostitution differs from – and should be considered a much more serious problem than – adult prostitution." Children, in contrast to adults, "are clearly much more vulnerable and helpless against the established structures and vested interests in the sex sector, and much more likely to be victims of debt bondage, trafficking, physical violence or torture. Commercial sexual exploitation is such a serious form of violence against children that there are lifelong and life-threatening consequences."

As with adult prostitution, it is not possible to have precise figures on the extent of child prostitution. A 1997 report put the number of child victims of prostitution at 75,000 in the Philippines. In Thailand, a 1993 estimate was between 30,000 and 35,000 child prostitutes. In Indonesia, a 1992 survey found that one-tenth of the prostitutes were below 17 years of age and of those who were older, more than a fifth said they had started working before the age of 17. In Malaysia, more than half of those "rescued" from various sex establishments were under 18 years of age.

between 0.8 and 2.4 percent of the country's GDP, with much of prostitutes' earnings remitted from the urban brothel complexes they work in to the villages their families live in. In the Jakarta area alone, there is an estimated annual turnover of

US\$91 million from activities related to the sale of sex.

Economic incentives drive the industry

While many current studies highlight the tragic stories of individual prostitutes, especially of women and children deceived or coerced into the practice, the ILO survey points out that many workers entered for pragmatic reasons and with a general sense of awareness of the choice they were making. About one-half of Malaysian prostitutes interviewed for the study said it was "friends who showed the way to earn money easily", a pattern that is replicated in the other study countries.

Sex work is usually better paid than most of the options available to young, often uneducated women, in spite of the stigma and danger attached to the work. In all four of the countries studied, sex work provided significantly higher earnings than other forms of unskilled labour.

In many cases, sex work is often the only viable alternative for women in communities coping with poverty, unemployment, failed marriages and family obligations, in the nearly complete absence of social welfare programmes. For single mothers with children, it is often a more flexible, remunerative and less time-consuming option than factory or service work.

Surveys within sex establishments reveal that while a significant proportion of sex

(cont'd from p. 11, col. 3)

hotel industry, the sale of cigarettes and liquor, and other very powerful and vested interests. We emphasize the economic basis of prostitution to draw attention to the fact that to deal with the problem one has to address the organizational structures of the sector. We should also recognize that macroeconomic development policies of governments could indirectly contribute to its growth.

WoW: What are these macro-economic policies?

Ms. Lin Lim: Let me be clear. In none of the countries we studied is it the intention of the government to promote the growth of the sex sector. In the Philippines and Thailand, prostitution is illegal. Still, policies to encourage the growth of tourism, promote migration for employment, promote exports of female labour for earning foreign exchange have contributed indirectly to the growth of prostitution. Also, by contributing to a rising disparity in incomes between rural and urban areas, development policies in some countries have caused the marginalization of some segments of their labour force. Inadequate economic opportunities for those with low levels of education and, very importantly, the lack of social security or social safety nets for the poor, may also have contributed to the growth of prostitution as a sector.

WoW: How has prostitution in this area evolved over the years?

Ms. Lin Lim: This report was written before the current Asian economic crisis. But earlier evidence from the economic crisis in the mid-1980s suggested that there was an increase in prostitution, particularly among women sending remittances to their rural families, who had come to depend on these remittances for survival. So from that perspective there obviously is a danger that as people lose their jobs, they may be forced into prostitution as a means of survival, not just for themselves, but for their families. The danger, obviously, is that it will not be just relative poverty that will drive an increasing number of people into prostitution, but absolute poverty which is increasing with the crisis.

WoW: What are governments doing?

(cont'd on p. 13, col. 3)



Jacques Matillard

In many cases, sex work is often the only viable alternative for women.

workers claimed they wanted to leave the occupation if they could, many expressed concern about the earnings they risked losing if they changed jobs.

Even so, the surveys also reveal that in the experience of most of the women surveyed, prostitution is one of the most alienating forms of labour. Over 50 per cent of the women surveyed in Philippine massage parlours said they carried out their work "with a heavy heart", and 20 per cent said they were "conscience stricken because they still considered sex with customers a sin". Interviews with Philippine bar girls revealed that more than half of them felt "nothing" when they had sex with a client; the remainder said the transactions saddened them.

Surveys of women working as masseuses indicated that 34 per cent of them explained their choice of work as necessary to support poor parents, 8 per cent to support siblings and 28 per cent to support husbands or boyfriends. More than 20 per cent said the job was well paid, but only 2 per cent said it was easy work and only 2 per cent claimed to enjoy the work. Over a third reported that they had been subjected to violence or harassment, most commonly from the police but also from city officials and gangsters.

A survey among workers in massage parlours and brothels in Thailand revealed that "most of the women entered the sex industry for economic reasons." Brothel workers were more likely to say that they became prostitutes to earn money to support their children, while massage parlour women were often motivated by the opportunity to earn a high income to support their parents. Almost all of those surveyed stated that they knew the type of work they would be doing before taking up the job. Almost one-half of the brothel workers and one-quarter of the massage

parlour workers had previously worked in agriculture. A further 17 per cent of the masseuses said they had previously worked in home or cottage industries and 11 per cent had been domestic servants.

The rationale, in Thailand and elsewhere, was that in exchange for engaging in an occupation which is disapproved of by most of society and which carries known health risks, "the workers expected to obtain an income greater than they could earn in other occupations". In nearly all segments of the sex trade, that expectation was fulfilled, and remittances from the women working in the sex industry provide many rural families with a relatively high standard of living. The earnings of Thai sex workers varied widely according to the sector and the number

Prostitution and the Feminization of Migration

Significantly, the country studies encountered few, if any, women working as prostitutes in the towns or villages where they grew up. Prostitutes tend to be procured from rural areas or small towns for the cities or, as young, first-time job seekers new to urban areas, are vulnerable to being drawn into the sex sector.

The ILO report also cites available evidence to suggest that there has been a rise in international trafficking of women and children for the sex sector. Underground syndicates operate "ruthlessly efficient" networks, often with official connections, to recruit, transport, and sell women and children across national borders.

An estimated 20,000 to 30,000 Burmese women work in the sex sector in Thailand; nearly all are illegal immigrants at constant risk of arrest and deportation, and 50 per cent are estimated to be HIV positive. In India, some 100,000 Nepalese women work as prostitutes, with an additional 5,000 Nepalese trafficked to the country each year. An estimated 200,000 women from Bangladesh have been trafficked to Pakistan over the past decade and thousands more to India.

The report also identifies the feminization of labour migration as one of the major factors fuelling growth in the sex sector. It says that some 80 per cent of the Asian female migrant workers legally entering Japan in the 1990s were "entertainers", a common euphemism for prostitutes. Most are from the Philippines and Thailand. Thai women work as prostitutes throughout Asia as well as in Australia, Europe and the United States. Flows of prostitutes throughout south and southeast Asia are described as almost "commuter-like" in their regularity and complexity.

(cont'd from p. 13, col. 3)

Ms. Lin Lim: Governments have always faced difficulties in dealing with prostitution because of the sensitivities and complexities of an issue that is economic in nature but carries strong social biases, as well as serious implications related to public morality, social welfare, criminality, and health concerns, in particular for transmission of the human immunodeficiency virus (HIV) which causes AIDS. Other complexities include the large range of vested interests, religious factors and very importantly, human rights considerations. And then there is the "underground" nature of the sector, which also adds an element of complexity. These different perspectives make it hard for governments to take clear legal stands or adopt effective policies and programmes regarding the sex sector.

WoW: Why do women enter the sex sector and what are their working conditions like?

Ms. Lin Lim: There are a range of circumstances. Some enter freely as a form of sexual liberation, or by "choice", as the only economic opportunity available in the case of persons with extremely low education levels. In other cases, women are in the sex sector as a result of debt bondage or have been tricked into it. Depending on the mode of entry into the sector, the working conditions differ from a remunerative and relatively good working situation, to abusive and exploitative conditions involving virtual slavery. What the report emphasizes then is that the policies and programmes have to address differently the needs of the different groups involved in the sector. The emphasis is that adult prostitution has to be treated very differently from child prostitution. In the case of adult prostitution, one could take the stand that where prostitution is legal, proper working conditions and labour legislation should be applied to sex workers, just as they apply to other workers. But the ILO is very firm on the fact that child prostitution cannot and should not be treated in the same way as adult prostitution. Child prostitution is a serious violation of human rights and an intolerable form of child labour that must be eliminated.

(cont'd on p. 14, col. 3)

What is to be done?

A major hurdle to the formulation of effective policy and programme measures to deal with prostitution has been “that policy-makers have shied away from directly dealing with prostitution as an economic sector”. The report states categorically that it is outside the purview of the ILO to take a stand on whether countries should legalize prostitution. While fully acknowledging the complexity of cutting through the many ambivalent, inconsistent and contradictory perceptions swirling around prostitution, the report does, however, offer some recommendations on developing a policy stance:

- Target child prostitution for elimination.
- Recognize the variety of circumstances prevailing among prostitutes and eliminate abuses.
- Focus on structures which sustain prostitution, not just the prostitutes themselves.
- Carry out official macroeconomic Analysis to assess, for example, the health impact of the sector, the scope and magnitude of labour market policies needed to deal with workers in the sector and the possibilities for extending the taxation net to cover many of the lucrative activities associated with it.
- Examine the health aspect, not only among prostitutes but also among clients, especially since the chain of transmission of disease from the sex sector to the population involves clients who also have unprotected sex with their spouses or others.

of transactions engaged in, but surveys showed a mean income per month of US\$800 for all women, with a mean of US\$1,400 for massage parlour workers and US\$240 for women in brothels.

Studies of prostitution in Indonesia consistently show relatively high earnings compared with other occupations in which women with low levels of education are likely to find work. The personal incomes of high-range sex workers in large cities (for example call girls working in high-priced discos and nightclubs) can be as high as US\$2,500 per month, a level which far exceeds the earnings of



Jacques Maillard

The prostitutes are mainly women, but there are also male, transvestite and child prostitutes.

middle-level civil servants and other occupations requiring a high level of education. Average monthly earnings in the middle range of the sector were estimated at around US\$600 monthly and US\$100 at the low end (when the exchange rate was US\$1= 2,000 rupiahs).

In contrast, the earnings and working conditions are miserably low at the bottom end of the market; sexual transactions in cheap brothels can be as low as US\$1.50 and prices on the streets of slums or alongside market areas and railroad tracks are even lower, with comparatively higher risks in terms of personal safety and exposure to sexually transmitted diseases and HIV/AIDS.

In Malaysia, earnings in the sex sector are higher relative to earnings in other types of unskilled employment. In manufacturing, for instance, average wages per annum in 1990 were US\$2,852 for skilled workers and US\$1,711 per annum for unskilled workers. In comparison, a part-time sex worker in the cheapest of hotels who received US\$4 per client, seeing about ten clients daily and working only once a week for about 12 hours, earned US\$2,080 per annum.

One such sex worker explained “I can earn enough to look after my two young children. It is so difficult to get someone to look after them when you work elsewhere. Here I only come when I need the money and it is easy to find a babysitter for just one day.”

All four country studies point out, however, that the information was gath-

ered from establishments and individual prostitutes willing to be surveyed. The picture is incomplete for those establishments, especially brothels, which virtually enslave the workers and of those women and children who are the victims of serious exploitation and abuse.

^{2/} The Sex Sector: The economic and social bases of prostitution in Southeast Asia edited by Lin Lean Lim, International Labour Office, Geneva, 1998. ISBN 92-2-109522-3. Price: 35 Swiss francs.

(cont'd from p. 13, col. 3)

WoW: Why do you stress the social bases of prostitution?

Ms. Lin Lim: To draw attention to the fact that in addition to the well-organized aspects of the sector and economic interests, the sex sector is also driven by social forces highlighting the inequality of relations between men and women. In many of these societies – patriarchal societies – there is a different set of moral standards and codes of conduct for men and women. And there are also codes of conduct and social norms that dictate relations between parents and children. Some daughters go into prostitution to help support families as a form of repayment to their parents.

Unions face challenge of economic change

Uganda's surging economy and privatization drive are putting pressure on the country's fragile systems of industrial relations. Geoffrey Denye Kalebbo, a journalist at The New Vision newspaper examines the state of labour relations in the country and highlights the challenge of establishing genuine tripartism in this growing, but still underdeveloped market economy.

KAMPALA, Uganda – Last May, worker representatives took to the streets in Kampala to denounce some of the country's leading hotels for insisting that employees in these newly privatized enterprises put in long hours, without expecting overtime pay. Similar accusations were brought against textile and food producers in the eastern city of Jinja in Uganda's principal industrial zone, where labour relations have been aggravated by the continual talk of cost-cutting and maximizing profits, which come in the wake of enterprise restructuring.

Former Labour Minister Paul Etiang says that with responsible trade unions it is possible to cultivate a conducive climate for improved labour relations.

"Employers need to adopt a positive attitude towards trade unions because poor working conditions have not yet been completely eliminated in this country and the world at large", he argues.

What is certain is that in Uganda, as in so many developing countries, catering for the work force remains a major problem, in spite of economic growth. Amidst pervasive poverty and vast restructuring requirements, the poor wages and harsh conditions of millions of workers mean that discontent over inequity and social injustice are never far removed from economic policy making.

Although privatization is widely touted as one of the major factors in the recent surge in economic growth, leaders of the National Organization of Trade Unions (NOTU) continue to decry the growing

exploitation of workers in newly privatized enterprises.

In the last two years alone, more than 50 formerly state-owned enterprises have been sold or otherwise transferred to private hands as part of an overall drive to reduce government involvement in the economy and to generate productivity.

Job losses and unfair labour practices

Few Ugandans dispute the overall trend of the Government's economic policy, but many are increasingly concerned about job losses and unfair labour practices. Others are concerned that the country is plunging headlong into the new world of private enterprise and entrepreneurship, without updating its labour market institutions and legislation, including a Trade Union Act, that date back to the mid-1970s, the era of Idi Amin.

Most Ugandans recognize the limits of government management of the economy and acknowledge that privatization has boosted prospects in key industries, notably tourism, textiles and agriculture, which were previously mismanaged. In some sectors, notably hotels and tourism, privatization has helped to create many new jobs. However given the extent of poverty throughout the country, many more jobs and income opportunities will be needed if the employment shock that so often accompanies privatization is to be contained.

The consequences of privatization are

only a small part of the difficulty facing workers in Uganda. If job prospects in the new private sector look daunting, the dwindling state sector looks even worse. In spite of recent economic successes, Uganda faces strict spending limits dictated by World Bank and IMF agreements, which means that in the event of industrial disputes, the margin for manoeuvre is slim. This only deepens the impasse between the workers' demands and what the government can offer. Under such circumstances, politics and economics risk becoming critically intermeshed.

Two years ago, medical workers went on strike seeking improved pay and working conditions. Though the strike was considered by some as a deliberate move to embarrass the government by portraying its health policy as a failure, the government insisted there would be no immediate pay increases for the medical workers, because overall revenue collections were still low. The medical workers are still waiting.

Another perennially disgruntled group of public sector employees is teachers, who have long complained of poor and untimely pay, appalling working conditions and general negligence by the Ministry of Education. Teachers' problems are compounded by problems in organizing unions.

Moses Nkalubo, a teacher at a leading high school in Uganda, Makerere College, says that "for teachers it is the individual interests at play; no collective bargaining."

There have been a number of unsuc-

successful attempts to register the teachers' trade union in the past three years, but conflict between two rival groups has made it difficult for the teachers to have a common voice. The result is that the authorities have refused to recognise and register their union.

The plight of the teachers is singular but not unique in Uganda, where representation of workers by trade unions is often inadequate. In some cases, union representation is nonexistent, either because of resistance from employers or, failure of unions themselves to organize effectively. Some workers do not even know the role of the trade unions they belong to.

In Uganda, the trade union movement came into being in its current form after the enactment of the 1975 Trade Union Decree. Today, however, the rights of trade unions is enshrined in Article 40(3) of the Constitution, which stipulates that "every worker has a right to form or join a Trade Union of his or her choice for the promotion and protection of his or her economic and social interests." Workers are also entitled to collective bargaining and representation and to withdraw their labour. A total of 17 trade unions are registered under their umbrella organization – the National Organization of Trade Unions (NOTU).

Mobilizing workers

Sam Lyomoki, a Member of Parliament with a track record for representing workers' interests, says there is general lack of mobilization for workers to join trade unions. He postulates, "There is widespread apathy and ignorance among workers on the importance of trade unions in this country." He says there is "a perception that government seems to favour employers and always threatens workers when they come up to air their grievances."

But the Commissioner for Labour, Dr. David Ogaram, says some workers' unions have abandoned their traditional role of fighting for workers' interests to marshal political capital. "A trade union cannot be registered and recognized if its members are involved in politics. This is why we have not registered the teachers' union whose two rival factions seem to be more involved in politics than in representing workers' interests," said Dr. Ogaram.

Lyomoki, however, has another view. "We need young and dynamic politicians to lead trade unions", he says. "And this is what is happening and it provides a way forward." □

Letters from Nigeria

Kokori, Dabibi express appreciation for ILO support to win their release from prison

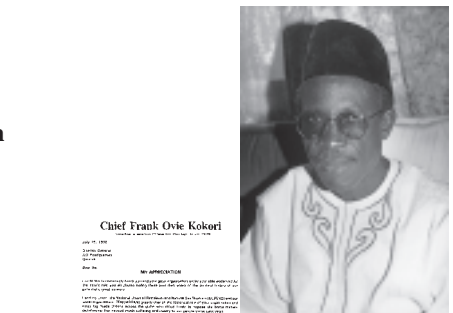
Chief Frank Ovie Kokori, Executive Secretary of the Nigerian National Union of Petroleum and Natural Gas Workers (NUPENG), was arrested by the then-governing Nigerian authorities in 1994, and released in mid-June along with Milton Dabibi, President of PENGASSAN, the union representing management staff in the oil and gas industry, who had been arrested in 1996. Over the past four years, both unions had been subject to repression and forced to accept leaders appointed by the military Government in violation of ILO Conventions Nos. 87 and 98, which guarantee the independence of workers' organizations.

In the letter below, dated 16 July 1998, Chief Kokori expresses his thanks to the Director-General and the ILO for "your able leadership" and for the "heroic role" played in the history of Nigeria. (A similar letter was received from Chief Milton G. Dabibi.)¹

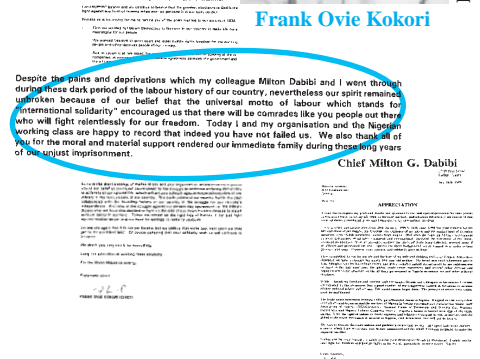
Referring to his and Dabibi's union organizations, Chief Kokori wrote they "greatly cherish the historical role of your organization and other big trade unions across the globe who stood firmly to oppose the brutal military dictatorship that caused much suffering and misery to our people these past years".

"Despite the pains and deprivations which my colleague Milton Dabibi and I went through during this dark period of the labour history of our country, nevertheless our spirit remained unbroken because of our belief that the universal motto of labour which stands for 'international solidarity' encouraged us that there will be comrades like you people out there who will fight relentlessly for our freedom".

"Today, I and my organization and the Nigerian working class are happy to record that indeed you have not failed us," he



Emanuel Marandaz



Despite the pains and deprivations which my colleague Milton Dabibi and I went through during those dark period of the labour history of our country, nevertheless our spirit remains unbroken because of our belief that the universal motto of labour which stands for 'international solidarity' encouraged us that there will be comrades like you people out there who will fight relentlessly for our freedom. Today I and my organisation and the Nigerian working class are happy to record that indeed you have not failed us. We also thank you for the moral and material support rendered our immediate family during these long years of our unjust imprisonment.

Chief Milton G. Dabibi

wrote. "We also thank all of you for the moral and material support rendered our immediate family during these long years of our unjust imprisonment."

Noting that "the trade unions of our country had in the past collaborated with the founding fathers" of Nigeria for the struggle for independence, Chief Kokori added that "we have also decided to fight on the side of our downtrodden masses to install political sanity in our land. Today we remain on the right side of history in our just fight against totalitarianism and we have no apology to make to anybody."

Chief Kokori concluded his letter by expressing the hope that "your solidarity with us will continue to blossom".

In his letter, Chief Dabibi said that "Nigeria's future is bound with that of the trade unions. Until the right of unions to freely organise and collectively bargain as well as interact with the global trade union movement is secured in Nigeria, civil democratic rule will not be secure."

¹ The publication of these extracts should in no case prejudice the conclusions of the Direct Contacts Mission carried out in Nigeria by a representative of the Director-General of the International Labour Office in August 1998, of which a report will be submitted to the Governing Body at its session in November 1998.

Scared, hungry, enslaved

A new kind of trafficking: Child beggars in Asia

Until recently, the incidence of child beggars was overshadowed by the more visible and voluminous trade in women and children being trafficked for prostitution. But experts see begging as the newest trend in child trafficking throughout the Mekong region.



Hans van der Grint, ILO-IPEC, Southeast Asia

“Begging to differ in Bangkok – I’m really a trafficked child from Cambodia”.

POIPET, Cambodia — The children had been caught begging illegally in Bangkok and deported by Thai immigration authorities. Now, they sat quietly in single file on the dusty ground, sweating under the high sun, tired from their bumpy four-hour ride to the Cambodian border and awaiting an uncertain future. Some will be claimed by their parents, others handed over to charities or officials, and a few will slip through the net altogether, cajoled or coerced by agents into returning to Thailand.

The youngest was a four-year-old named Bon. His dirty condition, club foot, and twisted legs were a contrast to the wide grin on his face. The child traffickers loitering at the border kept a sharp eye on him; a handicapped child brings in more money.

A few days before, compassionate and unsuspecting foreigners had been dropping coins into outstretched tin cups, confident that their donation to a scarred street child would buy food for him. Not so. The money will end up in an agent’s pocket, confirming the equation that wealthy tourist plus needy child equals money.

Until recently, the number of child beggars was dwarfed by trade in some 80,000 women and children being trafficked since 1980 for prostitution. But experts are seeing a rising number of trafficked children used for begging throughout the Mekong region. Since 1997 the number of children caught begging illegally in Bangkok – 95 per cent of them Cambodian – has more than doubled to 1,060.



Hans van der Glind, ILO-IPEC, Southeast Asia

“Viet Nam – Will this happy child be tomorrow’s trafficked one?”

A symptom of Cambodia’s pain

That they are Cambodian should come as no surprise. Neither should the fact that they ended up in Thailand, still the region’s economic hub despite Asia’s ongoing economic crisis.

Cambodia is limping into recovery from a long period of civil war and many Cambodians face malnutrition, poor health, and excessive poverty, with little hope for the future. Life expectancy is 53 years, literacy is 35 per cent, and nine-tenths of the population lives in the countryside, still littered with land mines. Cambodia ranks 153rd out of 175 countries on the Human Development Index of the United Nations Development Programme (UNDP), which rates living standards.

“Previously a few individuals would come, but now it is becoming a business”, said Claudia Coenjaerts, Subregional Programme Coordinator for the ILO’s International Programme on the Elimination of Child Labour (IPEC) in the ILO Regional Office for Asia. “It is an earning opportunity for more and more criminals, and law enforcers really don’t care. It’s an easy way to make money, so people at the border wait for the children, to take them away. It is one of the most horrendous forms of forced labour.”

However abhorrent any trafficking in children, the trade in beggars may be even more sinister than initially thought.

Dr. Dominica Garcia of the Jesuit Refugee Service works with children at Bangkok’s immigration centre. Recently

she treated two little boys aged four and eight who had unnatural deformities.

“I hoped I was mistaken”, she said, “but these children looked as though they had been mutilated on purpose.” Their feet were swollen, some of their fingers appeared as though they might have been hacked off, and there was a clear dent on their skin which could have been the mark of a tightly tied piece of string.

However abhorrent any trafficking in children, the trade in beggars may be even more sinister than initially thought.

As border officials patrol the rows of silent children, Veng, a strong-looking youth of 15, looks around warily. He is an old Thailand hand, ten years old the first time he left Cambodia.

“I was swimming in the river and a Vietnamese man came into the water and pulled me out”, Veng said. “He put something on my face and made me sick, and put me into a taxi and brought me to Bangkok.”

“He taught me how to beg, where to put my cup, how to ask for money. I was afraid but he beat me if I didn’t make money. He took it all and kept it and gave me some food but never enough. I was always hungry.”

These days Veng crosses the border willingly. Free from his agent, he prefers

begging in Bangkok to starving in Phnom Penh.

Children living in a foreign country with foreign customs and language are easily deceived and often treated like slaves. In their isolation, they don’t know where to turn for help.

Veng is a trafficked child. According to a just-released ILO report, a trafficked child is one “who is recruited and transported from one place to another across a national border, legally or illegally, with or without the child’s consent, usually but not always organized by an intermediary: parents, family member, teacher, procurer, or local authority. At the destination, the child is coerced or semi-forced (by deceptive information) to engage in activities under exploitative and abusive conditions.”

Held captive, the children might receive as little as US\$0.25 a day in pocket money. But they may hand their agent US\$20 or more every day.

Some, like Veng, become experienced and escape, striking out on their own. They learn how to avoid the police and may even become traffickers themselves, shuttling between Bangkok and the border, and earning money from the trade. They sleep under bridges, in parks or along highways, with other marginal dwellers. As illegals, they shift around more and may end up in the drug trade or prostitution.

Exploitative child labour

According to the ILO report, trafficked migrant children are among the most severely affected victims of exploitative child labour. The report, commissioned by ILO-IPEC from the Institute of Population and Social Research of Mahidol University in Thailand, says children living in a foreign country with foreign customs and language are easily deceived and often treated like slaves. In their isolation, they don’t know where to turn for help. They can’t use normal channels, and often face discrimination and harassment.

Some are victims of kidnapping or coercion but most trafficked children are sold or given up by relatives. Don, 14, and his ten-year-old sister were asked

to go to Bangkok by their mother.

“School was finished and my neighbour saw me and wanted to take me,” he said. “My parents said I should go because they needed money.” Don was spotted begging by Thai police and couldn’t escape without leaving his little sister behind. So they both got caught.

To help stop this trafficking, ILO-IPEC recently brought together experts from throughout the Mekong region to draft a framework for cooperation and action.

ILO-IPEC Action

“We will have to see what works and what doesn’t,” says Ms. Coenjaerts of ILO-IPEC. “Part of the difficulty is that these children are hidden and invisible, which makes them very difficult to identify. Interventions will be needed both at the national level and the subregional level, aiming to prevent the problem, harmonize legislation, coordinate information and establish bilateral agreements”.

One way is to prevent child labour at the community level by showing children and their parents the real problems they will face if they go to the city, and by organizing community-based surveillance. Families are often lied to by agents and promises of jobs and money are rarely kept. The other approach is through rehabilitation and re-integration once the children return home. Since many children have been forced to lead a criminal existence, reintegrating them into everyday life is not easy.



Part of the difficulty is that these children are hidden and invisible, which makes them very difficult to identify. Children on streets in Bangkok.

ILO-IPEC

With the support of the Government of the United Kingdom, ILO-IPEC launched a project to combat trafficking in children and their exploitation in prostitution and other intolerable forms of child labour in South Asia and the Mekong subregion. The research done in the first phase would help identify appropriate concrete action programmes. The subregional consultation brought together technical experts from the Mekong region. A similar but separate set of activities is conducted in South Asia, and a consultation will be held in October.

ILO-IPEC has accumulated vast experience in combating child labour in Asia and elsewhere in the world by working through local partners and country-owned programmes. To promote a sustainable impact, it focuses on a number of key elements: a commitment of governments, proper situation analysis, work through a national plan of action, capacity-building, awareness-raising, legislation and enforcement, direct action, repli-

cation and expansion, and mainstreaming of successful pilot activities. The lessons learned from six years of IPEC experience, particularly those programmes which already focus on the worst forms of child labour, will be the building blocks for a coherent programme to combat trafficking in children.

Numerous country specific, bilateral and regional activities were identified during the consultation. The IPEC strategy is to attack child trafficking on three fronts: through programmes of direct assistance, both preventive and curative; through advocacy and campaigns; and through institutional capacity-building in the fields of legislation, networking and the collection of data and information. Subregionally, the harmonizing of legislation between different countries, the development of bilateral agreements and mechanisms to prevent trafficking and enable a coordinated return of victims of trafficking, and the coordination of such interventions, will be invaluable interventions.

Given the illegal and fluid nature of the trade, tackling child trafficking has to be a joint effort across borders by governments and NGOs. But experience on the ground is limited and few organizations work with child beggars, though this may change as the problem grows.

Child labour is at the top of the international agenda. Delegates to the International Labour Conference in June called for a new Convention which would immediately penalize the worst forms of child labour, the scope of which includes, among others, slavery and practices similar to slavery, such as the sale and trafficking in children, forced or compulsory labour, debt bondage or serfdom.

It would reinforce the ultimate goal of the ILO Minimum Age Convention, 1973 (No.138), to abolish child labour. By concentrating on its most extreme forms, the new Convention would provide immediate protection, paving the way for the longer-term and broader effects of Convention No. 138. □



News Section

“Food processing” takes on new meaning

Changes in technology, habits, and globalization altering the face of food and drink industries

Recent leaps in technology, rapid changes in consumer patterns and lifestyles, and the onset of globalization, are transforming the food and drink (FD) industries worldwide, according to a new ILO report*. These

developments, the report says, present the FD industries with daunting challenges and opportunities.

Given the sector’s still significant role in manufacturing employment in industrialized economies, and increasingly in

emerging countries, how events unfold will also affect the size of the labour market in FD industries. In 1995, employment in the FD sector in the European Union totalled 2.3 million, with bakery, meat, and dairy products representing the top three branches. Similarly, in the United States employment in the food and drink sector, in the same year, stood at 1.5 million and in Japan at 1.2 million.

The evolution of food industries employment in many industrialized countries varies, ranging from marginally increasing to sharply declining. In some subsectors in many developing countries, however, the general trend has been upwards. In the decade between 1985 and 1995, employment in food products in Indonesia increased from 300,000 to nearly 600,000, while in the rapidly expanding Chinese economy, it rose from 2.3 million to 3.1 million. Employment has also been edging upwards in Egypt, Chile, Colombia, India, Romania, and other nations. In the case of the drink industries, in both industrialized and developing countries, employment has been on the decline as a result of modern automation machinery.

The structure of the FD industries makes it clear that with global competition intensifying, the stakes are high.



Jacques Maillard

Automated bottling plant in a beer factory in the Czech Republic. In the case of the drink industries, in both industrialized and developing countries, employment has been on the decline as a result of modern automation machinery.

"Food and drink manufacturers must remain attuned to consumers' changing preferences and tastes and be able to adapt flexibly to the market environment if they are to survive and grow in the global market," concludes the report.

In 1994, the world's ten largest companies accounted for 41 per cent of global sales, compared with only 30 per cent in 1974. Sales of the top 100 companies in 1994 reached US\$826.4 billion, sharply up from US\$143.5 billion in 1974. In the United States, food production in 1995 reached US\$394.8 billion, in the European Union, food, drink and tobacco production totalled 521 billion Ecu, and this year is expected to top 590 billion Ecu.

Failure to react swiftly to the new realities could seriously jeopardize the viability of companies in branches of FD industries in rich and poor countries alike, and trigger higher job losses than the anticipated number that inevitably will be scrapped because of technological changes. Strategic moves to find appropriate solutions, however, in a host of areas from automation and product innovation, marketing distribution, and training to upgrade skills like numeracy and computer literacy, can help generate new sales and job opportunities.

In order to compete in the saturated industrialized markets, "manufacturers must be able to market what consumers want", suggests the report, adding that "they must be able to add value" through product innovation or new products. Automation in areas such as the slaughtering of poultry, fruit and vegetable canneries, breweries and other drink industries, has eliminated jobs in many companies located in rich and emerging countries. But it has also created demand for multiple-skilled technicians, electrical engineers, and other staff.

The outsourcing by FD companies, under pressure to slash costs to remain competitive, of cleaning, transportation, catering, maintenance and data processing activities, has also resulted in job losses. On a brighter note, the report documents that new jobs have been created with the development of new technologies and products, or shifts in consumer habits.

Advances in freezing technology have seen the value of frozen products expand in the United States from US\$7.9 billion in 1970 to US\$59 billion in 1995. Frozen products have also notched double-digit growth in France, the United Kingdom and other European countries. In one Japanese company, despite the installa-

TRIPARTITE MEETING: RAPID RESPONSES TO CHANGE ARE NEEDED

The Tripartite Technical Meeting on Technology and Employment in the Food and Drink Industries took place at ILO Headquarters from 18 to 22 May 1998. It adopted a series of conclusions highlighting that the rapid changes being faced in the industries required quick responses to ensure enterprise competitiveness, a skilled and motivated workforce, and a culture of trust and cooperation between employers and workers.

The meeting also concluded that planning, training and timely consultations were key and could help mitigate the potential adverse effects on employment of the intro-

duction of new technologies. Special attention should be given to the most vulnerable groups of workers to enable them to develop required new skills.

Participants noted that the rate of accidents and illness remained high and required attention, such as through the training of medical personnel, establishment of joint safety and health committees and an emphasis on safe working practices. Environmental concerns were emphasized as key. Four resolutions were adopted on the employment of women, child labour, freedom of association and the future activities of the ILO in relation to the FD industries.

tion of state-of-the-art computer technology, employment increased, largely due to the growing demand for frozen foods. Employment in the meat products branch in the United States has continued to rise, largely due to increased demand for poultry products.

New foods, more jobs

The development of food technology, including biotechnology and food chemistry, observes the report, is also generating new job openings in areas such as research and development.

"Increased sales of new and higher value added products should create more employment opportunities."

The production of safer and more disease-resistant products and the application of biotechnology to produce "functional foods" which reduce blood sugar levels and lower the risk of heart disease is another promising area. By the year 2000, biotechnology-related food products are projected to exceed 70 billion pounds. In 1995, the biotechnology-related FD market in Japan was worth 111.2 billion yen, up sharply compared with 18.4 billion yen in 1989.

The outlook is also upbeat for the niche "natural food industry" which especially caters for consumers apprehensive about biotechnology products. In the United States, this segment in 1994 had sales totalling US\$7.6 billion and in 1995 approximately 889 new organic products were introduced on the market.

The importance of safe food manufacturing practices based on internationally

recognized standards, such as ISO 9000, is also increasing demand for microbiologists and trainers specialized in food safety and hygiene. Moreover, increasing public awareness about the effect of liquid and solid waste pollution has created demand for environmental control specialists.

Although the infusion of new automation technologies has eliminated many health and safety risks, the FD industries are still among the most hazardous. In 1994, workers in the food and drink industries in the United States, for example, were the most exposed to occupational injuries and illnesses, with 17.1 incidents per 100 workers, far exceeding exposure in other industries; for example: textile, 8.7; chemical, 5.7; petroleum, 4.7; and transportation and public utilities, 9.3. In France, the FD industries were the fourth most hazardous group in terms of frequency and severity of injuries, while in neighbouring Germany the rate of occupational accidents in meat processing was "considerably higher than in many other industries or branches".

Finally, the ILO report highlights that in many industrialized and developing countries female manual and non-manual workers in the FD industries earned substantially less than their male counterparts.

By John Zarocostas

* Technology and Employment in the Food and Drink Industries. *Report for discussion at the Tripartite Meeting on Technology and Employment in the Food and Drink Industries, Geneva, 1998. ISBN 92-2-110967-4*

Forced labour in Myanmar

Report of ILO Commission of Inquiry reveals widespread and systematic use of forced labour in Myanmar (Burma)

The obligation to suppress the use of forced or compulsory labour is violated in Myanmar in national law as well as in actual practice, in a widespread and systematic manner, with total disregard for the human

dignity, safety and health, and basic needs of the people, according to a report¹ issued by a Commission of Inquiry appointed under the Constitution of the International Labour Organization.



Faith Doherty/SAIN

“...a saga of untold misery and suffering, oppression and exploitation of large sections of the population inhabiting Myanmar...”

The Commission said that the impunity with which Government officials, in particular the military, treat the civilian population as an unlimited pool of unpaid forced labourers and servants at their disposal, is part of a political system built on the use of force and intimidation to deny the people of Myanmar democracy and the rule of law. Any person who violates the prohibition of recourse to forced labour in international law bears

an individual criminal responsibility, the Commission said.

Those were among the findings included in the report, published on 21 August, of the Commission of Inquiry appointed in March 1997 under article 26 of the ILO Constitution. The Commission received a mandate to examine the observance by Myanmar of the Forced Labour Convention, 1930 (No. 29), following a complaint lodged by 25 Worker

delegates to the 83rd Session of the International Labour Conference in June 1996. The Commission, appointed by the Governing Body, was composed of the Right Honourable Sir William Douglas, PC, KCMG, former Chief Justice of Barbados, Chairperson of the Commission, Mr. Prafullachandra Natvarlal Bhagwati, former Chief Justice of India and Ms. Robyn A. Layton, QC (Australia), Barrister-at-law.

In the course of its inquiry, the Commission received over 6,000 pages of documents and heard testimony given by representatives of a number of non-governmental organizations and by some 250 eye-witnesses with recent experience of forced labour practices, during hearings in Geneva and in the course of the Commission’s visit to the region. Summaries of the testimony given by these witnesses, including women and children who had fled from forced labour, are appended to the Commission’s report.

The Government of Myanmar, which had been invited to take part in the proceedings, abstained from attending the hearings and did not authorize a visit by the Commission of Inquiry to Myanmar, arguing that “such a visit would not contribute much towards resolving the case” and “would interfere in the internal affairs of [the] country.”

The Myanmar authorities stated in response to the initial complaint and supplementary evidence that they were “aware of the criticisms made by some Worker delegates” related to the use of labour in Myanmar and stated that a “considerable portion of the criticisms relating to Myanmar are unfortunately based on biased and specious allegations made by expatriates living outside Myanmar...who wish to denigrate the Myanmar authorities for their own ends.”

As was noted by the Commission of Inquiry, its report “reveals a saga of untold misery and suffering, oppression and exploitation of large sections of the population inhabiting Myanmar by the Government, military and other public officers. It is a story of gross denial of human rights to which the people of Myanmar have been subjected particularly since 1988 and from which they find no escape except fleeing from the country.”

In its conclusions on the substance of the case, the Commission stated “there is abundant evidence before the Commission showing the pervasive use of forced labour imposed on the civilian population throughout Myanmar by the

authorities and the military for portering, the construction, maintenance and servicing of military camps, other work in support of the military, work on agriculture, logging and other production projects undertaken by the authorities or the military, sometimes for the profit of private individuals, the construction and maintenance of roads, railways and bridges, other infrastructure work and a range of other tasks.”

The Commission also stated that “In actual practice, the manifold exactions of forced labour often give rise to the extortion of money in exchange for a temporary alleviation of the burden, but also to threats to the life and security and extrajudicial punishment of those unwilling, slow or unable to comply with a demand for forced labour; such punishment or reprisals range from money demands to physical abuse, beatings, torture, rape and murder.”

Forced labour in Myanmar is widely performed by women, children and elderly persons, the Commission’s conclusions stated, as well as persons otherwise

unfit for work, and is “almost never remunerated nor compensated”.

“Porters, including women, are often sent ahead in particularly dangerous situations as in suspected minefields, and many are killed or injured this way,” the Commission stated. “Porters are rarely given medical treatment of any kind...and some sick or injured are left behind in the jungle.”

“Similarly, on road-building projects, injuries are in most cases not treated, and deaths from sickness and work accidents are frequent on some projects,” the Commission stated. “Forced labourers, including those sick or injured, are frequently beaten or otherwise physically abused by soldiers, resulting in serious injuries; some are killed, and women performing compulsory labour are raped or otherwise sexually abused by soldiers.”

In view of the Government’s flagrant and persistent failure to comply with the Forced Labour Convention, the Commission of Inquiry urges the Government to take the necessary steps to ensure:

(a) that the legislation be brought into

line with the Convention without further delay, at the very latest by 1 May 1999;

(b) that in actual practice no more forced or compulsory labour be imposed by the authorities, in particular the military; and,

(c) that the penalties which may be imposed for the exaction of forced labour be strictly enforced, with thorough investigation, prosecution and adequate punishment of those found guilty.

Under Article 29 of the ILO Constitution, the Government of Myanmar shall inform the Director-General of the ILO whether or not it accepts the recommendations contained in the report of the Commission. At its 273rd Session (November 1998), the Governing Body of the ILO should have before it the reply of the Government.

Source: ILO Press release 98/31

¹ Forced Labour in Myanmar (Burma). *Report of the Commission of Inquiry appointed under article 26 of the Constitution of the ILO to examine the observance by Myanmar of the forced Labour Convention, 1930 (No. 29)*. Geneva, 1998.



Peace building in the Philippines

Following a peace agreement, the ILO recently initiated a two-year project on vocational skills training and enterprise development with the Moro National Liberation Front (MNLF). As Arend van der Goes of the ILO office in Manila reports, the project aims to rehabilitate war-torn areas and lay the foundations for sustainable peace.

Mindanao, known as the “Promised Land”, is the second largest island in the Philippines. It produces more than half of the nation’s fruit, cocoa, corn, coffee, castor, cotton and coconut, but has also been the arena of 400 years of conflict over land and resources, starting with Spanish rule and lasting through the American occupation, until today.

Unable to subjugate the Muslims (Moros), or the tribal groups (Lumads)

with the sword or the cross, the so-called “Imperial Manila” tried other approaches. Policies on land resettlement resulted in a large influx of Christian migrants. This was coupled with policies on land ownership favouring individual ownership over the Moro’s and Lumad’s communal ownership. A correspondingly biased business environment completed the picture and provided ample fuel for open conflict. The past decades, however, also brought about a realization of the need for peace.

Negotiations started in the 1970s and resulted in a peace agreement late in 1996 with the largest rebel force, the Moro National Liberation Front (MNLF). Since then, the UN as well as the World Bank and USAID have started peace-building and rehabilitation programmes in the area. The UN focuses on HRD, basic services, farm-based livelihood, an

information referral system, and family planning.

The ILO, in turn, recently initiated a two-year project on vocational skills training and enterprise development. The project aims to rehabilitate war-torn areas and lay the foundations for sustainable peace.

The skills being taught are of immediate use for the men and women beneficiaries for use in rebuilding houses, roads, and other largely infrastructure-related activities. The enterprises to be developed are based upon traditional crafts like basketry, and loom-weaving and are mainly home-based.

Market potential and organization of beneficiaries are key concepts to attain employment and self-employment.

Networking and mainstreaming are the strategy in ensuring sustainability. So rather than isolating rebel trainees, they will be taught alongside their Christian brothers and sisters by mainstream institutions, both public and private.

The transformation from war to peace also requires different leadership skills. Rebel commanders are to be trained on better planning, managing and organizing of community enterprises. But it is not only a question of acquiring skills: a change in mindset from the military to more democratic principles will be crucial.



Traditional war victims, finally, are the young, who without exception are lagging far behind the national average in terms of schooling. The ILO aims to provide a limited group of youths with vocational preparation and technical literacy training in anticipation of follow-up education. The basics on which tools can do what, will be used as an entry point for the curriculum.

In total, some 1,200 men, women and children from all MNLF areas throughout Mindanao will benefit from the ILO activities. Although limited in numbers, it is hoped that the spreading of benefits will usher in the reign of peace and stability and thereby realize further democratic development with the structures and networks set up by the project.

Arend van de Goes, ILO Manila

Reconstructing the labour market in Bosnia

In Bosnia and Herzegovina, 60 per cent of the active population is without work. The return of 300,000 refugees, most of whom had been living in Germany, could well jeopardize the efforts being made to rebuild an already fragile labour market. Following a request from the Government of Bosnia and Herzegovina, the ILO organized a workshop for 26 regional managers from the country's employment service. The workshop took place in Daun, Germany, from 27 July until 7 August 1998, with the support of the German Federal Employment Office.

The goal of the workshop was to allow participants to pool their thoughts on the organization and activities of employment services with a view to defining suitable programmes for the two constituent parts of Bosnia and Herzegovina

(the *Federation of Bosnia and Herzegovina* and the *Serb Republic*) which could be put forward for funding from the international community. An important aspect of the workshop was the attempt to bring together participants representing all the country's different ethnic groups.

Employment services there are still divided into administrations based on the country's internal divisions and on the administrative structure established following the Dayton Agreements, which contain no social provisions. This means that instead of a common employment authority at the federal level, there is a separate Serb employment service for the Serb Republic, a Bosnian service at Sarajevo in the Federation of Bosnia and Herzegovina, and a Croatian employment service in Mostar.

Contacts with the employment services in the neighbouring countries (Germany, Belgium and France) were a vital bonus and were made possible by holding the workshop close to the common borders

between the countries concerned. These contacts gave participants insights into the workings of several European employment services.

In response to the participants' wishes, organizers proposed a discussion document containing points on which the participants agreed. A reference to ILO international standards posed no problems. Also included was a reference to the need for vocational training with the support of the international community.

Most importantly, however, the workshop showed that senior managers from Bosnia and Herzegovina could work together effectively to meet the professional challenges facing them in a way that transcended conflicting community interests (although these were by no means absent).

A meeting such as this one gives rise to hopes which – as Mr. Scharrenbroich, Assistant Director-General of the ILO emphasized at the closure of the session – must be realized. □



Georges Cabrera/ILO

The ILO in Sialkot, Pakistan

Just weeks before the Football World Cup teams' kick-off in France on 10 June, the ILO took a media team from Europe to visit Sialkot, Pakistan, where 75 per cent of the world's soccer balls are hand-stitched. According to the ILO, some 5,000 to 7,000 children currently work in the soccer ball industry in the Sialkot region. To tell the story, nine journalists spent five days with ILO staff, travelling to villages and visiting homes, stitching centres, non-formal learning and rehabilitation centres, the Sialkot Chamber of Commerce and Industry and some large modern manufacturing facilities. Excerpts from some of their articles were published in the previous issue of World of Work (No. 25, June/July 1998), and several others are printed hereunder.

Excerpt from an article issued by the Norwegian News Agency (NTB) (Norway) 3 June 1998 (Original in Norwegian)

Tahira sews as long as her health allows it. *Twelve year old Tahira sews footballs. She will continue to do so. She doesn't have much choice if she and her sisters are to go to bed without feeling hunger.* (...) ILO representative Antero Vahapassi from Finland regrets the situation for the village women wasn't discussed before the agreement with the football industry was signed in Atlanta in February 1997.

"We now have to engage more strongly to set up small local sewing centres for women in the villages. If we can't make it there will be a risk that many women will lose an essential additional income", he says.

Faiz H. Shah, managing director of the grand producer Saga, is sceptical about small village centres as this can lower the quality control. Saga, which delivers to Nike amongst others, has invested in larger sewing centres with several hundred workers.

One of Saga's seven sewing centres is for women only. Managing director Faiz H. Shah puts it forward as a model enterprise. The workers have their own health service, shop and reasonable salary com-

pared to Pakistani standards: Up to 4,000 rupees – 700 kroner – a month.

Optimists hope that industrialisation like this, of an until now home based production, can give regulated working conditions, trade unions and higher wages. But to get there many village women will lose their jobs.

Lars Hjorthol

Excerpt from an article which appeared in the International Herald Tribune (United Kingdom) 11-12 July 1998 (Original in English)

Where the Soccer Balls Are Made
In a Pakistani Village, a Mother and Child Sew for £1,50 a Day

... Just about every brand of ball is sewn in the region of Sialkot, in the Punjab. If the child had television, or even radio, she might appreciate how big business has hijacked sport. She might hear that Umbro has just signed a new five-year, \$80 million sponsorship deal with England's Football Association, or that Nike has exclusive rights to Brazil for \$400 million over 10 years. Adidas pays the French, Germans and eight other World Cup nations.

The amounts dwarf anything the International Labour Office, representing the United Nations, is able to pour into its

mission to break the link between Third World poverty, illiteracy and child labour. The total ILO budget for the Sialkot project amounts to \$1 million.

Tahira Bibi is one of some 7,000 children stitching balls in this Punjab region, which also puts children to work in more dangerous occupations such as making surgical instruments, smelting or night-time street vending.

The hazards of stitching balls are insidious: swollen finger joints, and eye and back strain.

An ILO monitoring plan has helped wean some 2,800 boys and girls into rudimentary education through 90 scattered classrooms. Tahira Bibi went to one of these classrooms once, not two minutes' skipping distance from her house in Munde ke Bairian. It is of no consequence whether she liked it or not...

Rob Hughes

Excerpt from an article which appeared in L'Equipe (France) 13 June 1998 (Original in French)

Little hands, bleak future

Pakistan: According to the ILO, some 10,000 Pakistani children stitch footballs. To fight against this exploitation, a programme is being implemented, limited as



yet, but there is still hope.

... The sporting-goods multinationals are now worried about the modern-day colonizers image that has been given to them, not without reason, by the international organizations, trade unions, and those who defend human rights. Even more serious for these firms is the fact that customers now want to know in what conditions were the T-shirts, shoes, footballs that they are buying manufactured. Still limited in France, this healthy consumer revolution seems to be one of the reasons why Nike has lost a large part of the US market since the last six months.

So, it is not purely because of humanitarian reasons that most of the major sporting goods companies are watching their subcontractors carefully. Officially, their footballs are not stitched by children but by adults in stitching centres registered by the Sialkot Chamber of Commerce and Industry and controlled by the ILO. The flamboyant headquarters of Saga Sports Ltd (the Pakistani leader) closely resembles Disney world. This firm is currently producing footballs for Nike and has obtained from Adidas the exclusive rights for those that will be sold for the World Cup in 2002. The slight Napoleon twist to the garden, the large swimming pool, the exuberance of the flower beds would not be out of place in a luxurious industrial zone of a western country.

The managers of Saga Sports are very proud to be, since recently, reachable via the Internet. In air-conditioned offices, the atmosphere is muffled and noiseless, the employees dressed in western clothes. Saga is one of the 34 manufacturers out of the seventy football exporting ones, who are committed to not using child labour. In the huge workshops which surround the administrative seat of Saga City, men and women, separated by a curtain (Islam in Pakistan is radical), work in decent conditions: a crèche, a canteen and a medical service are available to them. From now on, to make monitoring easier, the production has moved from the "home centres" which dot the 1,600 villages of the region to "stitching centres" where around 400 persons are employed.

The firms have a group bus pick-up system to encourage workers to leave their village each morning to go to the factories, the footballs cost 20% more. The concentration of football production in the factories has reduced child labour in the Sialkot region by 50%. The objective of the Chamber of Commerce is to totally eliminate the phenomenon within five years. But the conditions required by the sport multinationals cost a lot. "The large firms should help us", pleads Dr. Faiz Shah, Director of Saga Sports Ltd. "We cannot alone absorb the cost of new factories and increased

salaries. If we increase our prices, the American firms will go to China instead. We have already lost 20% of our share of the U.S. market." *Antoine Bigo*

Excerpt from an article which appeared in *Die Tageszeitung* (Germany) 6-7 June 1998 (Original in German)

A soft "plunk" ten times a day

...Dr. Faiz Shah, a SAGA director, proudly shows his visitor through one of these factories. A big hall, bright and clear, with 500 men seated – some on little stools or carpets – stitching soccer balls. The ILO inspectors, who drop by at irregular intervals, can see at a glance that no children under 14 are employed here. Rijk van Harlem, the Dutch chief inspector from the ILO, praises the working conditions in the SAGA factories: ventilators in the ceilings and walls of the hall ensure a pleasant temperature. There are no flies here like in the Kubra family's mud hut; instead there are washbasins and clean toilets, a friendly canteen, a little infirmary and a shop selling basic foodstuffs and other daily necessities at reasonable prices.

When questioned, the men, who all stitched formerly for SAGA or other companies in their villages, are mostly satisfied with their present working conditions. Some complain, however, about the long journey to and from work and the daylong separation from their wives and families.

This complaint touches on a central problem of the Atlanta Agreement and the structural transformation it ushered in. Village social structures, which had hitherto remained largely intact, have been torn apart. And, to make matters worse, the women, who until early 1997 accounted for about 58 per cent of all soccer-ball stitchers, are gradually being deprived of their jobs. Because, owing to the strict observance of Islamic customs in Pakistan, most women, especially in rural areas, are unable to work outside the home or in big factories beyond their villages – and certainly not under the same roof as strange men. Only one of SAGA's existing ten stitching factories is reserved for women, and is currently operating at only 50 per cent of capacity with a staff of 274 mostly young female employees. Other companies have as yet failed to build any stitching centres for women.

The second key issue is the loss of family earnings when children are deprived of their stitching work. There is no provision for compensation in the Atlanta Agreement. Piece wages for girl and boy stitchers over 14 years of age have not been increased. And the corporations are not paying Pakistani exporters higher prices for soccer balls produced without child labour and

under better social conditions.

But higher export prices and hence fairer wages are quite conceivable. Since mid-April, the Wuppertal firm GEPA and its partners in the European Fair Trade Alliance have been selling top-class match and training soccer balls. The Alliance pays the Talon manufacturing company in Sialkot – also a signatory to the Atlanta Agreement – a 25 per cent higher export price. Talon has undertaken to put most of this increase towards a 35 per cent rise in piece wages.

It is hoped that in this way two family members over 14 years of age can jointly earn at least 6,000 rupees a month through full-time employment, enough to provide a livelihood for the entire family. The rest of the increase is to be used to fund social welfare and pension insurance schemes for stitchers, and micro-credit for low-income families and village schools.

Andreas Zumach

Excerpt from an article which appeared in *El País* (Spain), August 1998 (Original in Spanish)

No immediate end to child labour in Pakistan as the ILO gets working children into school

The International Labour Organization (ILO) has launched a campaign to eradicate the exploitation of children. The programme has reached Pakistan, where the Organization estimates there are 3.4 million working children, 7,000 of them employed in the football industry. But for the ILO, only children below the age of fourteen who are prevented from attending school are "exploited".

The initial results of the ILO programme in Pakistan were shown to a group of European journalists. The ILO is confident that it can repeat its success in Bangladesh, where children have been replaced by adults in the textile industry. But things are more complicated in Pakistan. Children here work at home and inspectors only visit companies employing more than ten people.

The Pakistani programme was launched in October 1997 on the basis of commitments given by 34 companies. The ILO has two main weapons in its armoury – reports of abuses and an information campaign. Children go to school in return for incentives for their families – better wages for the adults, facilities to promote the integration of women at work and access to credit. The programme has a budget of US\$990,000, of which US\$770,000 will be provided by the ILO in Geneva and the rest by the employers. Ninety-one new schools have been established and already 2,800 children have entered school. Progress is being made, it seems.

Angels Piñol

Working World

FLEXIBILITY

● In **France**, an agreement has been signed by the Metal Trades and Mining Federation (UIMM) and three trade union federations representing about 40 per cent of employees. The agreement concerns the application of the new law introducing a 35-hour work-week. However, since the agreement significantly increases the overtime limit, it will not directly stimulate job creation, which was the main purpose of the law. (*Libération*, 10 August, 1998)

● In the **United States**, employees of Bell Atlantic stopped work in August in protest at

increasing job insecurity. This follows major strikes carried out by UPS and General Motors workers for similar reasons. (*Financial Times*, 30 June 1998; *Libération*, 11 August 1998)

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

LABOUR LAW

● In order to combat unemployment and encourage recruitment, the Government of **Brazil** has announced a far-reaching reform of the country's labour code. As part of this reform, provisions are being introduced for a part-time contract of 25 hours per week aimed principally at women and young people, the maximum period of temporary lay-offs is being extended to six months, fines for minor breaches of labour law are being reduced, compulsory contributions to trade unions are being scrapped and workers will be allowed to join unions of their choice. The Single Central Organization of Workers (CUT), the country's main trade union organization, has said that the proposed reforms will not generate jobs but will reduce workers' rights. (*Financial Times*, 10 August 1998)

RECRUITMENT

● A survey conducted by the Information Technology Association of America has revealed a shortage of about 346,000 information technology specialists. The "Year

2000 problem" is making the problem worse but does not in itself explain the deficit which, according to the same survey, may reach 1.6 million workers by 2005. The **United States** Bureau of Labor Statistics for its part estimates that the sector will create 1.3 million jobs over the next ten years. (*Workforce*, July 1998)

● The effectiveness of different methods of selecting job candidates is a matter of dispute. One **French** IT company, *Norsys*, which employs 65 people, has solved the problem by recruiting without selection. Candidates whose application has been in the pile longest are invited to visit the company and talk to experienced employees. If still interested in a job, they are offered a six-month contract with the possibility of a permanent position after that. Of 40 IT specialists recruited in this way, only one left the company after two months. (*Argus*, July-August 1998).

MOBILITY

● According to the Bureau of Labor Statistics in the **United States** – and contrary to widely held views – job security is not in decline. A study shows that the average tenure of workers in a particular job has actually increased from 3.5 years in 1983 to 3.8 years in 1996, although this average figure masks a disparity: the average tenure for men fell from 4.1 to 4 years, while the figure for women rose from 3.1 to 3.5 years. (the *International Herald Tribune*, 3 July 1998).



Keystone



Keystone

About 12,000 Hyundai Motors Co. workers attend a rally for a strike to fight against layoffs at the Hyundai factory in Ulsan, south of Seoul.

● A number of surveys suggest that loyalty of employees to their company is weakening.

– A study carried out by the consultants Ray & Berndtson among 1,900 professionals in **Europe** shows that the majority are not satisfied with conditions in their companies and one in two is thinking of changing employers.

– According to the Ministry of Labour of **Japan**, the number of young graduates leaving their companies after less than three years in their post has increased. The figure has risen from 24.3 per cent in 1992 to 27.9 per cent in 1994.

– According to two surveys carried out in the **United Kingdom**, employers there believe the turnover of employees is too high – 13 per cent overall, 26 per cent in the retail sector, 9 per cent in production. Employers have proposed a number of ways – such as pay hikes – of enhancing employee loyalty. (*Argus*, July-August 1998).

THE CRISIS IN ASIA

The Geneva-based **International Organization for Migration (IOM)** fears that

the economic crisis in Asia may unleash a drastic rise in the number of irregular foreign workers and spawn trafficking in a region where there are already about two million such workers, most of them in Malaysia and Thailand. (*IOM News*, No. 2, 1998).

● In the **Republic of Korea**, Daewoo has held back from laying off 2,995 workers after reaching an agreement with the trade unions. The unions for their part have agreed, following a ballot among their members, to a wage freeze and the abolition of a number of perks. At the same time, Hyundai has laid off 1,569 workers. Many of their colleagues occupied their plant during the annual holiday in protest. (*Le Figaro*, 7 July 1998; *Libération*, 8 August 1998)

SOCIAL ACTION

As part of its “social agenda”, the Government of **Chile** has submitted to Parliament its bill increasing pension payments and the bill has been passed. A group of 350,000 pensioners – the worst off – will be the first to benefit from the increase, and increases for other groups will be phased in be-

tween January and October 1999. (*Latin America Monitor*, August 1998)

● The **United Kingdom** Government has just introduced a minimum wage of £3.4 an hour which will come into force from April 1999. Two million wage earners should benefit. A lower minimum wage is envisaged for young people. (*Le Monde*, 20 June 1998).

SOCIAL MOVEMENTS

● In **South Africa**, 40,000 chemical industry workers (petroleum, pharmaceuticals, rubber, glass and plastic) went on strike in August to demand a salary increase of 10.5 per cent, instead of the 6 per cent they received, as well as a reduction to 40 hours of their work week. (*Marchés tropicaux*, 7 August 1998) □

EMPLOYMENT

● **Unemployment has fallen almost everywhere in the European Union. Following the economic upturn, the number of registered unemployed in the European Union has dropped below 18 million. In Germany, for example, the number of unemployed fell by 300,000 between January and July. A notable exception is Italy, which is suffering the consequences of restrictions due to its qualification for the common currency.**

Unemployment rate in particular countries (as a percentage of the active population)

	January 1998	July 1998	Change
Germany	12.6	10.7	- 1.9
Spain	19.7	18.9	- 0.8
Portugal	6.6	5.9	- 0.7
Ireland	9.7	9.2	- 0.5
Netherlands	4.7	4.2	- 0.5
France	12.1	11.8	- 0.3
Italy	12.2	12.5	+ 0.3

(*Le Figaro*, 7 August 1998)

AROUND THE CONTINENTS

FREEDOM OF ASSOCIATION

The Governing Body Committee on Freedom of Association is the centerpiece of a specialized ILO mechanism through which governments, employers' and workers' organizations from all over the world can bring to light cases in which the ILO's principles on freedom of association are not fully observed. Since the beginning of 1996, the Committee noted with satisfaction measures to give effect to those principles, including:

- the freeing or acquittal of trade unionists in Congo, Côte d'Ivoire, Dominican Republic, India, Indonesia, Mauritania, Nigeria and the Republic of Korea;
- the registration of trade union organizations in Argentina, Bangladesh, Mauritania, Mexico, Pakistan and the Philippines;
- the consultation of organizations of employers and workers in Burundi;
- the establishment of labour tribunals in Guatemala;
- the reinstatement of dismissed trade unionists in Congo, Costa Rica, Dominican Republic, Malaysia, Romania and Turkey; and
- the re-establishment of collective bargaining in the public sector in Canada (Yukon).

For further information please contact Mr. Gernigon, Freedom of Association

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

Branch (LIBSYND), phone: +4122/799.7122; Fax: +4122/799.7670; e-mail: libsynd@ilo.org

LABOUR STATISTICS

In 1997-98, the ILO provided various forms of technical assistance to help member States to produce useful, reliable and comparable labour statistics in line with international standards. Specific technical advisory services were delivered to more than 25 countries. Technical cooperation projects on national labour statistics are ongoing in Armenia, Georgia, Nepal, Turkey, and the West Bank and Gaza Strip. Based on the recently developed and tested specialized methodologies on child labour and the informal sector, national sample surveys have been, or are being, conducted in some 20 countries.

For further information please contact Mr. Ashagrie, Statistics Department (STAT), phone: +4122/799.8631; fax: +4122/799.6957; e-mail: stat@ilo.org

MICROFINANCE

The difficulties experienced by very small enterprises in gaining access to finance remain an important obstacle to their growth and the

realization of their potential for job creation. In the field of microfinance, the ILO provided assistance over the last three years through technical cooperation projects in a number of countries, including:

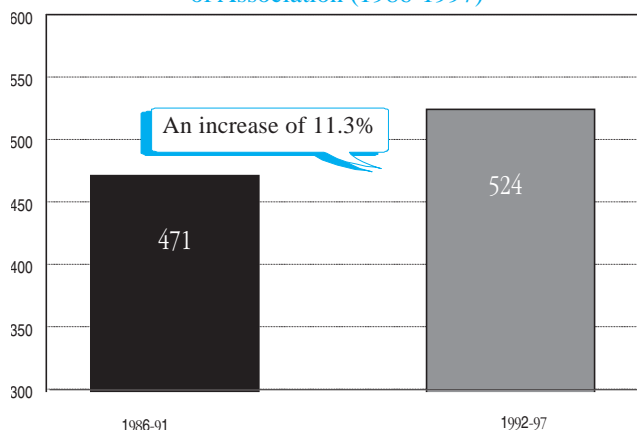
- Cambodia, where the Association of Cambodian Local Economic Development Agencies evolved into a fully self-financing organization offering financial services, advice and training to micro- and small enterprise clients, 90 per cent of which are run by women;
- Madagascar, where the ILO is supporting a professional association of mutual financial systems;
- Zimbabwe, where the Social Development fund, managed by the Ministry of Labour, has recently opened a micro-finance facility to fund very small start-up ventures; and
- seven West African countries, where the ILO, in partnership with the regional central bank, operates a programme to support village banks and women's savings groups.

For further information please contact Mr. Balkenhol, Enterprise and Cooperative Development Department (ENTREPRISE), phone: +4122/799.6070; fax: +4122/799.7691; e-mail: balkenhol@ilo.org

EXPORT PROCESSING ZONES

The ILO's Action Programme on Social and Labour Issues in Export Processing Zones (EPZs) visited zones in 15 countries and some 100 enterprises ranging from local family-run SMEs to giant multinationals. The preliminary findings of the programme, which will be discussed at an international tripartite meeting in Geneva from 28 September to 2 October 1998, suggest that host countries could benefit more by rewarding policies and practices which are in the long-term interest of the economy, including sound human resources development, positive labour relations systems, better infrastructure planning, the sharing of technology and the development of linkages with local enterprises. The resulting compilation of information, which is one of

Number of cases examined by the Committee on Freedom of Association (1986-1997)



Source: Director-General's ILO activities report, p. 7



Export processing zone in the Philippines.

ILO project photo

running during the biennium 1996-97, was to improve the management and co-ordination of the action taken by national and international partners in such situations. In this case, the Centre was able to draw on the ILO's experience of emergency programmes to create jobs, assist small enterprises and provide training for employment for demobilized soldiers.

For further information please contact the ILO Turin Centre, phone: +39011/693.6111; fax: +39011/310.2529; e-mail: pubinfo@itcilo.it

ENHANCED COOPERATION WITH CUBA

The profound changes experienced by the Cuban economy following the collapse of the Soviet bloc have resulted in far-reaching changes in the labour market. From a situation in which the State was the only employer, the private sector has been developing and now accounts for some 12 per cent of the workforce. In 1996-97 an ILO/UNDP project on labour reconversion was carried out to help the ILO's Cuban constituents gain a better understanding of the emerging labour market and establish a basis for cooperation with the ILO in the years to come.

For further information please contact Mr. Maninat, ILO Area Office in Mexico, phone: +525/250.3224; fax: +525/250.8892; e-mail: mexico@ilo.org

SOCIAL FUNDS

Social Funds, a new generation of social safety nets, are increasingly becoming a popular instrument of social policy, especially in developing and transition countries where they may bridge the gap between macro-economic reforms and the population groups most adversely affected by them. A Workshop convened by the ILO from 29 September to 1 October 1997 reviewed the experience of the ILO Action Programme on Social Funds in 1996-97. The review focused particularly on the role of employment-generation programmes in social safety nets and the integration of a gender perspective in the operation of Social Funds.

For further information please contact Mrs. Berar-Awad, Development Policies Department (POLDEV), phone: +4122/799.6906; fax: +4122/799.6489; e-mail: poldev@ilo.org □

the most comprehensive in the world on EPZs is available on the Internet at <http://www.ilo.org/public/english/80relpro/legrel/tc/epz/index.htm>

For further information please contact Mr. van Heerden, Labour Law and Labour Relations Branch (LEG/REL), phone: +4122/799.6156; fax: +4122/799.8749; e-mail: heerden@ilo.org

INFORMAL SECTOR ACCESS TO INFORMATION

Improving the access of micro-enterprises to information and disseminating innovative approaches to the promotion of these ventures are the objectives of the ILO's PROMICRO project covering Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua and Panama. As the Dutch funded PROMICRO project has expanded in scope and associations of micro-entrepreneurs in the region have become better organized, the project has improved the dissemination and sharing of information among micro-enterprises through interconnected computerized databases. Through the Web site, <http://www.sipromicro.or.cr>, micro-enterprises will be able to avail themselves of market opportunities. The project is to end by March 1999, although it is envisaged to pursue it under a different approach.

For further information please contact PROMICRO, ILO Area Office in San José, Costa Rica, phone: +506-253.7667; fax: +506-224.2678; e-mail: promicro@oit.or.cr

CHEMICAL SAFETY CARDS

Under the auspices of the joint WHO/ILO/UNEP International Programme on Chemical Safety (IPCS), the ILO manages the development, translation and dissemination of International Chemical Safety Cards (ICSCs) carrying clear and standardized health and safety information on chemical substances used at the workplace. ICSCs are produced and undergo international peer-review by a group of 15 national specialized institutions. Additional input is provided by workers' and employers' organizations. The ICSC project is mainly funded by the European Commission. In addition to English, French, Spanish and German, ICSCs are available in Japanese, Chinese and Swahili. Translations into Russian, Korean, Urdu, Singhalese, Arabic and Vietnamese are ongoing or planned.

For further information please contact Mr. Takala, Occupational Safety and Health Branch (SEC/HYG), phone +4122/799.6716; Fax: +4122/799.6878; e-mail: takala@ilo.org

CRISIS AND EMERGENCY SITUATIONS

The UNDP division responsible for crisis and emergency situations entrusted the ILO's Turin Centre with responsibility for an interregional training programme for national and United Nations officials who might need to intervene in situations of emergency and humanitarian crisis. The principal objective of the project,

- Violence on the job: A global problem
- Sex industry in Asia
- Forced labour in Myanmar

 **Violence on the job: A global problem**
(ILO Press Release No. 98/30)

FINANCIAL TIMES

20 July, 1998 (United Kingdom)

Eight hours of threats, bullying and assault

Andrew Bolger examines the various forms of physical and psychological abuse some people endure at work.

Sometimes work can be murder: for women in the US, homicide is the leading cause of death at work; for men it is the second leading cause, after road accidents. On average 20 people a week are murdered while they go about their work and 18,000 are assaulted...

The ILO describes its report as the most extensive worldwide survey. In fact, it draws on a plethora of surveys and statistics but its authors acknowledge the impossibility of reconciling widely differing methodological and statistical approaches. It is, nevertheless, full of graphic examples.

Badische Zeitung

21 July 1998 (Germany)

Belästigt, geschlagen und ermordet ILO-Bericht zur Gewalt am Tatort Arbeitsplatz

Gewalt am Arbeitsplatz und sexuelle Belästigung ist nach einer Untersuchung der Internationalen Arbeitsorganisation (ILO) ein weltweites Phänomen. Besonders häufig kämen Fälle körperlicher und psychischer Gewaltausübung in Frankreich, Großbritannien, Rumänien, Argentinien und Kanada vor, heißt es in einem jetzt in Genf vorgelegten Bericht.

In den USA werden danach jährlich 1000 Menschen während der Arbeit ermordet.

Mord ist noch vor den Unfällen die Haupttodesursache bei Frauen, die am Arbeitsplatz umkommen. Bei Männern steht Mord an zweiter Stelle. Jährlich werden eine Million US-Amerikaner bei der Arbeit angegriffen und in 16 Prozent der Fälle verletzt.

The Independent

25 June 1998 (Bangladesh)

Govt-ILO joint plan to explore jobs for women

The government has taken up a massive project in association with International Labour Organisation (ILO) to explore jobs for women who constitute 60 per cent of the country's workforce, reports UNB.

Labour and Manpower Minister MA Mannan said this in the city yesterday while briefing newsmen on his return from the 86th annual Conference of ILO in Geneva.

"We focused on our labour standard, mainly of women, both in the Conference and ministerial meetings," said the Minister, who led an 18-member delegation to the ILO Conference from June 2-18.

Le Soir

24 June 1998 (Belgium)

Michel Hansenne: Sur la Conférence annuelle de l'OIT et son retour sur la scène politique belge

– Ce ne serait pas un cadeau de bienvenue si votre parti devait se retrouver au centre d'un procès Dassault bis, comme ne l'a pas exclu le procureur général Liekendael, dimanche dernier !

– Si procès il y a et si condamnation il devait y avoir, ce serait le passé. Dieu soit loué, les initiatives des dernières années sur le financement des partis devraient mettre notre démocratie à l'abri des tentations. Pour le reste, ces affaires montrent que nous avons eu trop ten-

dance à considérer que l'Etat, c'était nous. On a trop tendance à lotir l'Etat, à s'en approprier des parts.

Je crois que notre système politique est en train de sombrer. Il se révèle inadéquat. C'était un système qui fonctionnait bien pour assurer une certaine redistribution des richesses; il se révèle extraordinairement peu efficace pour en assurer la production. La méfiance de la population à l'égard du politique est bien plus liée à ces faibles performances qu'au fait que l'on vivrait dans un pays non démocratique.

The Washington Post

20 July, 1998 (USA)

U.N. Surveys Workplace Violence On a Global Scale, Assault Rates for U.S. Men, Women Are Mixed

It's become a staple of journalism: A terrifying workplace attack, and a grim-faced expert dourly proclaims it yet another example of all-American violence.

But according to the International Labour Organization (ILO), a United Nations agency, Americans may be giving themselves a bad rap.



20 July, 1998

Report: Violence on the job is global problem

Geneva (CNN)–Violence at the workplace, including homicide, sexual harassment and mobbing, is a global problem that transcends the boundaries of a particular country, work setting or occupation group, a U.N. report said Monday.

The "Violence at Work" report by the Geneva-based International Labor Organization admits that comparisons



between different countries are difficult because of a lack of statistics. For their report, researchers drew on previous studies, including a wide-ranging 1996 report that drew information from 32 countries on workers' perceptions of how they were treated on the job. Despite this caveat, the ILO said its newly released report was the "most extensive worldwide survey of violence in the workplace." And co-author Vittorio Di Martino said that violence at work has become a global concern and may include psychological as well as physical violence.

news

19 July, 1998 (Canada)

Canada ranks high for reported workplace violence

Toronto (CP)—Occupational hazards used to mean faulty, outdated machines or exposure to toxic gases. When problems with colleagues and co-workers came up, people used to shrug it off as a bad day at the office. Now the average Canadian worker realizes hazards include anything from threats and bullying to sexual assault – and even murder – on the job. "Ten years ago violence at work was considered part of the job", says a senior officer of the Health and Safety Branch

of the Canadian union of Public Employees. "These days, however, more people recognize workplace violence as an occupational hazard", says Anthony Pizzino of CUPE, which represents employees throughout Canada.



21 July 1998 (France)

Un quart des françaises harcelées au travail
Etude du Bureau international du Travail
L'Organisation mondiale dénonce dans un épais rapport publié hier les violences physiques et psychologiques subies par les employés de tout pays. En France, près de 20% des femmes disent avoir été victimes de harcèlement sexuel.

Le tableau récapitulatif des violences sur le lieu de travail, selon les pays, place la France championne toutes catégories. Selon cette étude, publiée hier par le Bureau international du Travail (BIT), 11,2% des hommes et 8,9% des femmes de France ont été victimes d'agressions physiques durant leur vie professionnelle. Et 19,8% des françaises ont été harcelées sexuellement. Pour donner un ordre d'idée, la moyenne des agressions physiques, dans le cadre d'un emploi, en Europe de l'Ouest se monte à 3,6% pour les

hommes et autant pour les femmes. Le harcèlement sexuel touchant 7% des européennes. L'Organisation prend garde toutefois à nuancer ces résultats. "Les statistiques dans ces domaines sont souvent inadéquates ou carrément inexistantes selon les pays", soulignent les auteurs du rapport, Ducan Chappel, président de la cour d'appel du tribunal administratif de Sydney, Australie, et Vittorio Di Martino, spécialiste des questions de stress et de violence au travail à l'Université de Bath, Grande-Bretagne. Pour pallier cette carence, les rapporteurs se sont appuyés sur une étude réalisée en 1996 par le secteur *Justice et criminalité* des Nations Unies. Enquête portant sur la façon dont les travailleurs de trente-deux pays perçoivent ce qu'ils endurent sur leur lieu de travail.

✓ Sex industry assuming massive proportions in Asia (ILO Press Release No. 98/31)



東南アジア4国の性産業、GDPの2-14%を占める。インドネシア、マレーシア、フィリピン、タイの4か国では国内総生産(GDP)に占める性風俗産業の割合が2-14%に達している。

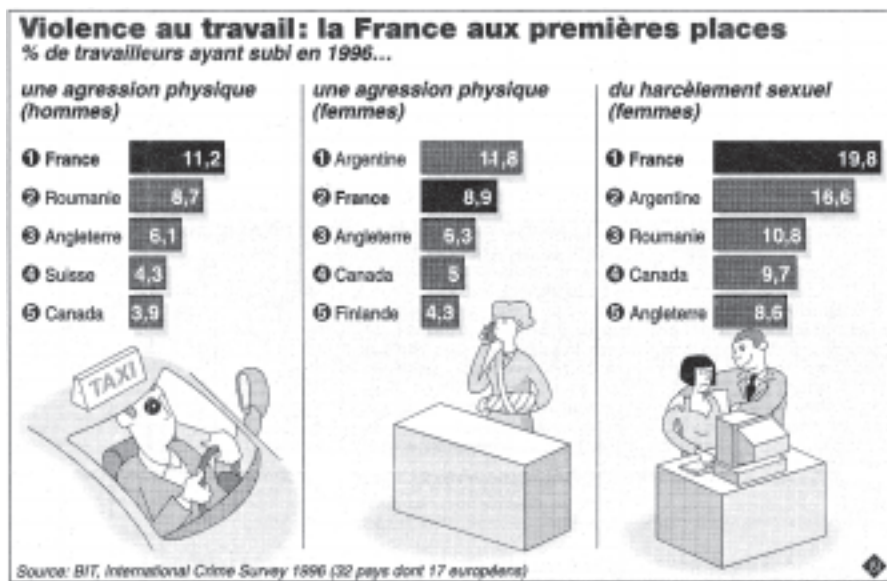
国際労働機関(ILO)が19日発表した「東南アジアにおける女性の経済的・社会的地位に関する報告書」で、性風俗産業の年間売り上げがGDPの0.8-2.4%に相当する約33億米ドルに達していると推定している。

報告書は、性風俗産業を営む女性が増えていると見ており、娯楽産業など女性が増えている家族が金に頼る状況が売春に発展する懸念を挙げるのではないかと指摘している。

国際労働機関(ILO)が19日発表した「東南アジアにおける女性の経済的・社会的地位に関する報告書」で、性風俗産業の年間売り上げがGDPの0.8-2.4%に相当する約33億米ドルに達していると推定している。

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Le Parisien 21 July, 1998 (France)



2-14% of GDP in Southeastern Asia comes from the sex industry.

In Indonesia, Malaysia, Philippines and Thailand, 2-14% of GDP comes from the sex industry. This was reported by the ILO...

In the research conducted between 1993 and 1994 it found out that there are more than one million women engaged in the sex industry.

LE FIGARO

premier quotidien national français

19 August, 1998 (France)

Asie: la crise pousse à la prostitution

Le Bureau international du travail estime que l'industrie du sexe représente jusqu'au 14% du PIB des pays de l'Asie du Sud-Est.

L'industrie du sexe est devenue en Asie du Sud-Est un secteur commercial à part entière, générateur d'emplois et de forts revenus. Elle fait vivre, outre les prostituées, des millions de travailleurs, représente un pourcentage non négligeable – de 2 à 14% – du produit intérieur brut de la région et fournit des recettes indirectes considérables aux pouvoirs publics sous forme de taxes et autres prélèvements fiscaux. Dans un rapport publié à Genève, le BIT souligne l'ampleur du phénomène que la crise économique ne peut qu'accroître.

THE ASIAN WALL STREET JOURNAL

19 August, 1998 (Hong Kong, China)

U.N. Measures Economic Effect of Sex Trade

A United Nations labor organization said that keeping Asia's flourishing sex industry underground makes it harder to stop the exploitation of children and the spread of AIDS. But the group stopped short of recommending legalization.

The International Labor Organization studied the sex business in Indonesia, Malaysia, the Philippines and Thailand. In a report...the group said that the sex trade – either directly or indirectly, by bolstering the hotel and bar industry – contributes as much as 14% of these countries' domestic economies. A legalized, licensed sex trade would also provide tax revenues otherwise lost to the underground economy, said Lin Lim, the editor of the study.

...At least 350,000 prostitutes work in the four countries, and the figure could be as high as 1.2 million, the study says. ...The study didn't count child prosti-

tutes, nor did it address the spread of AIDS among sex-trade workers...

The sex industry is especially important in supporting poor, rural communities left behind by the rapid social change and economic growth of the cities.

The New York Times

20 August, 1998 (USA)

U.N. Urges Fiscal Accounting Include Sex Trade

The sex trade is a flourishing economic enterprise, and should be officially recognized as such, according to a new report issued by the ILO, the United Nations labor panel. The study stopped short of calling for legalization of prostitution. Its author, Lin Lim, emphasized at a press briefing that there was a vast difference between adult prostitution and child prostitution, which the ILO wants eliminated.

"These are two different phenomena," she said. "All child prostitution is intolerable, but adults choose it for a variety of reasons. Many choose it as the most viable, lucrative alternative."

the African

ANDRE ET HIDE
THE TANZANIAN DAILY

21 August, 1998 (Tanzania)

Millions survive on sex in Asia

Millions of people across Southeast Asia depend for their livelihoods on the sex industry, which accounts for between two and 14 per cent of some countries' gross domestic product.

The International Labor Organization (ILO) has compiled studies on prostitution...carried out since 1993 [which] estimated there were 200,000-300,000 prostitutes in Thailand, 140,000-230,000 in Indonesia, 100,000-600,000 in the Philippines and between 43,000 and 142,000 in Malaysia.

ABC

MADRID

20 August, 1998 (Spain)

La OIT sugiere que el reconocimiento oficial de la

prostitución sería útil

Supone en países del sureste asiático hasta un 14 por ciento del PIB

La OIT hizo ayer pública un informe sobre la industria del sexo en cuatro países del sureste asiático, en el que indica que sería «sumamente útil» el reconocimiento oficial de la prostitución.



Report of ILO Commission of Inquiry reveals widespread and systematic use of forced labour in Myanmar (Burma) (ILO Press Release No. 98/32)

Liberation

20 August, 1998 (France)

Un rapport dénonce le travail forcé en Birmanie

Le recours au travail forcé ou obligatoire serait généralisé ou systématique en Birmanie, avec un mépris total de la dignité et de la santé, a indiqué l'Organisation internationale du travail (OIT). Selon l'enquête de cette agence des Nations Unies, les fonctionnaires du gouvernement birman, et en particulier les membres des forces armées, imposent dans tout le pays un travail forcé pour la construction et l'entretien des camps militaires, des routes ou des exploitations agricoles.

The Daily Telegraph

20 August, 1998 (United Kingdom)

UN report condemns Burma's forced labour

The use of women, children and the elderly as forced labour is systematic and widespread in Burma, and shows "total disregard for human dignity" by the military government, a United Nations report has said.

The report by the International Labour Organisation, based in Geneva, added that women forced to work are often raped. The ILO said its accusations were based on the findings of a commission of inquiry that gathered evidence from eyewitnesses and non-governmental groups.

It said forced labour was most widespread in work for the army as well as in building, logging, farming and road and rail construction. (Reuters, Geneva)



In print

Media shelf

■ **The Sex Sector: The economic and social bases of prostitution in Southeast Asia** Edited by L. Lean Lim, 1998 ISBN 92-2-109522-3. Price: 35 Swiss francs.; US\$24.95; £13.95



Recognizing that prostitution has strong economic and social bases, the authors of this study focus on the commercial sex sector, and its institutional structures and connections with the national and international economies. Case studies of Indonesia, Malaysia, the Philippines, and Thailand are illustrative of the situation in many countries which have a significant sex sector. The book examines how vested economic interests and unequal social relations between the sexes and between parents and children interact with considerations based on human rights, workers' rights, morality, criminality and health threats, to influence the legal stance adopted by governments and the social programmes targeting the sex sector. A chapter specifically addresses child prostitution and explains why it should be treated as a much more serious problem than adult prostitution.

■ **Management Development: A guide for the profession.** Edited by J. Prokopenko, 1998, ISBN 92-2-109196-1. Price: 45 Swiss francs; US\$40; £24

Provides practical information relating to the need to update management training and development approaches, methods and techniques in the

light of global economic trends and new management practices. The principal aim of this book is to function as an international state-of-the-art guide for managers, management consultants and management development professionals, based on a solid theoretical approach and reflecting the best practices of business firms, public organizations, training and development institutions, business and management schools and management consultants in various countries.

■ **Terms of employment and working conditions in health sector reforms.** Sectoral Activities Programme, ILO Geneva, 1998. ISBN 92-2-111070-2. Price: 17.50 Swiss francs.

The report reviews the impact of health sector reforms on health workers and the implications of changes in employment and pay, labour relations, working conditions and



terms of employment on the general performance of health systems, in the light of the links between health policy, human health and the economy. In seven chapters, the re-

port outlines the changes brought about through health sector reforms and highlights the relevance of the ILO's activities to the management of change in partnership with the workforce. It also deals with international labour standards of specific relevance to health care workers.

■ **Labour and social issues relating to export processing zones,** ILO Geneva, 1998. ISBN 92-2-111357-4. Price: 15 Swiss francs.

Some 27 million people currently work in some 850 export processing zones (EPZs) in their countries. Foreign investment is a crucial component of zone investment, and governments are competing with each other in offering generous incentives and privileges to attract investors and entrepreneurs. Zone-operating countries hope that EPZs will contribute to overall economic development and employment creation. However, they often encounter social and labour problems in the process, particularly in situations where investors have been allowed to depart from basic labour standards. Given the widespread lack of adequate and appropriate institutions for labour-management relations in EPZs, social and labour issues can become matters of major concern.

The ILO has been concerned with social and labour issues in EPZs since the early 1980s. The material for this report

was collected in the course of missions to several countries including Bangladesh, China, Costa Rica, Dominican Republic, Honduras, Ireland, Madagascar, Malaysia, Mauritius, Mexico, Morocco, the Philippines, Singapore, Sri Lanka, Tunisia and the United States. Information was also collected on southern Africa and on the Caribbean. The enterprises studied were mainly in the textile, clothing and footwear, electrical and electronics sectors, and ranged from local family-run enterprises to giant multinationals.



■ **The World Employment Report 1998-99. Employability in the global economy: How training matters.** ISBN 92-2-110827-9. Price: 45 Swiss francs.

The increasing pace of globalization and technological change provides both challenges and opportunities at a time when the global employment situation remains grim, and levels of open unemployment and underemployment remain high in most countries. In taking advantage of these opportunities as well as in minimizing the social costs which the transition to a more open economy entails, the level and quality of skills which a nation possesses are becoming critical factors.

The *World Employment Report 1998-99* reviews the global employment situation and examines how countries in different circumstances and stages of development can develop the best training strategy, and how flexible and responsive training systems address these far-reaching changes. It presents a close analysis of training systems worldwide, and an examina-

tion of training strategies for increasing national competitiveness, improving the efficiency of enterprises and promoting employment growth. The report critically examines policies and targeted programmes for improving women's employment opportunities and enhancing the skills and employability of informal sector and vulnerable groups of workers (especially at-risk

youth, long-term unemployed, older displaced workers and workers with disabilities). It suggests specific policy reforms for making training more efficient and effective.

Given the rapid and continuous



pace of change in the demand for new skills, the report concludes that training and lifelong learning need to be given the highest priority. The best results from enhancing the education and skill levels of the workforce are

achieved in an overall growth-promoting environment and when training decisions are taken in close consultation between the government, employers and workers.

The *World Employment Report 1998-99* is the third in a series of ILO reports which offer an international perspective on current employment issues. □

Labour Rights, Human Rights: A special issue of the *International Labour Review*

■ **Labour Rights, Human Rights:** A special issue of the *International Labour Review*, 1998, Vol. 137, No. 2. [Spanish edition: Vol. 117]

The double anniversary of the adoption of the ILO's Freedom of Association and Protection of the Right to Organise Convention (No. 87) and the Universal Declaration of Human Rights in 1948 is cause for celebration despite the continuing infringement of human rights and denial of the right to organize. These are remarkable instruments which have undeniably contributed to the important gains that have been achieved in human rights since 1948. Yet they are not static instruments, of historical interest. They, and particularly Convention No. 87, are vital means of pursuing the right of workers and employers to form organizations of their own choosing without prior authorization.

The *International Labour Review* has chosen to recognize the importance

of this anniversary by publishing a special issue (Vol. 137, No. 2) on Labour Rights, Human Rights. In a set of invited articles, this issue sets out the larger context within which to understand the role of Convention No. 87, offers highlights of the history leading up to its adoption, shows how its provisions have taken on precision in nearly 50 years of ILO supervision, explains the impact it has had across the globe, and closes with a view to the future represented by the adoption of the ILO Declaration of Fundamental Principles and Rights at Work. Nicolas Valticos, Harold Dunning, Lee Swepston, Geraldo von Potobsky and Hilary Kellerson have each contributed, from their substantial knowledge and experience in the design and oversight of ILO standards, to this special reference issue on the value of Convention No. 87.

Appended to this issue are the authentic texts of Convention No. 87, the Universal Declaration of Human Rights and the ILO Declaration of Fundamental Prin-

ciples and Rights at Work; an excerpt of the report of the ILO's Committee of Experts on the occasion of the double anniversary being celebrated this year; and a substantial annotated bibliography (prepared by the staff of the *ILR*) on the international protection of freedom of association.

The contents are as follows:

- *Introduction* (editorial).
- *International labour standards and human rights: Approaching the year 2000*, by Nicolas Valticos, Judge at the European Court of Human Rights and former ADG of the ILO.
- *The origins of Convention No. 87 on freedom of association and the right to organize*, by Harold Dunning, former Chief of Workers' Relations in the ILO.
- *Human rights law and freedom of association: Development through ILO supervision*, by Lee Swepston, Chief of the ILO's Equality and Human Rights Coordination Branch.

□ *Freedom of association: The impact of Convention No. 87 and ILO action*, by Geraldo von Potobsky, formerly Chief of the ILO's Freedom of Association Branch, and of the Application of Standards Branch.

□ *The ILO Declaration of 1998 on fundamental principles and rights: A challenge for the future*, by Hilary Kellerson, formerly Deputy Legal Adviser of the ILO.

□ *Appendices*, with the authentic texts of Convention No. 87, the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work.

□ *International protection of freedom of association: An annotated bibliography*, with Universal sources of international law, regional law, independent reporting of violations and selected secondary sources.

ILO/IPEC Information Kit for Teachers

Learning about child labour

Educators and teachers play a key role in combating child labour. A new *Information Kit for Teachers, Educators and their Organizations*, developed by the ILO's International Programme on the Elimination of Child Labour (IPEC) aims to mobilize and assist teachers, trainers, boards of education, trade unions, and religious, non-governmental and employers' organizations within action programmes and campaigns against child labour.

Teachers who can take action in schools and communities to prevent child labour and positively influence children can benefit especially from the kit. Adapted for national or local use, teachers may also use it to raise awareness in the community, especially among parents.

The information kit on child labour is a major output of an interregional project "Mobilizing Teachers, Educators and their Organizations to Combat Child Labour" developed in close cooperation with Education International, the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the United Nations Children's Fund (UNICEF), as well as national educational specialists from Africa, Asia and Latin America. The second phase of this project which started this summer in Bangladesh, Brazil, Egypt, Kenya, Nepal, Paraguay, the Philippines, Peru and Tanzania is being implemented by IPEC with funding from the government of Norway.

Child Labour - An Information Kit for Teachers, Educators and their Organizations

Introduction



For further information please contact the International Programme on the Elimination of Child Labour (IPEC), phone: +4122/799.6486; fax: +4122/799.8771; e-mail: ipec@ilo.org



International Programme on the Elimination of Child Labour (IPEC)
International Labour Organization (ILO)