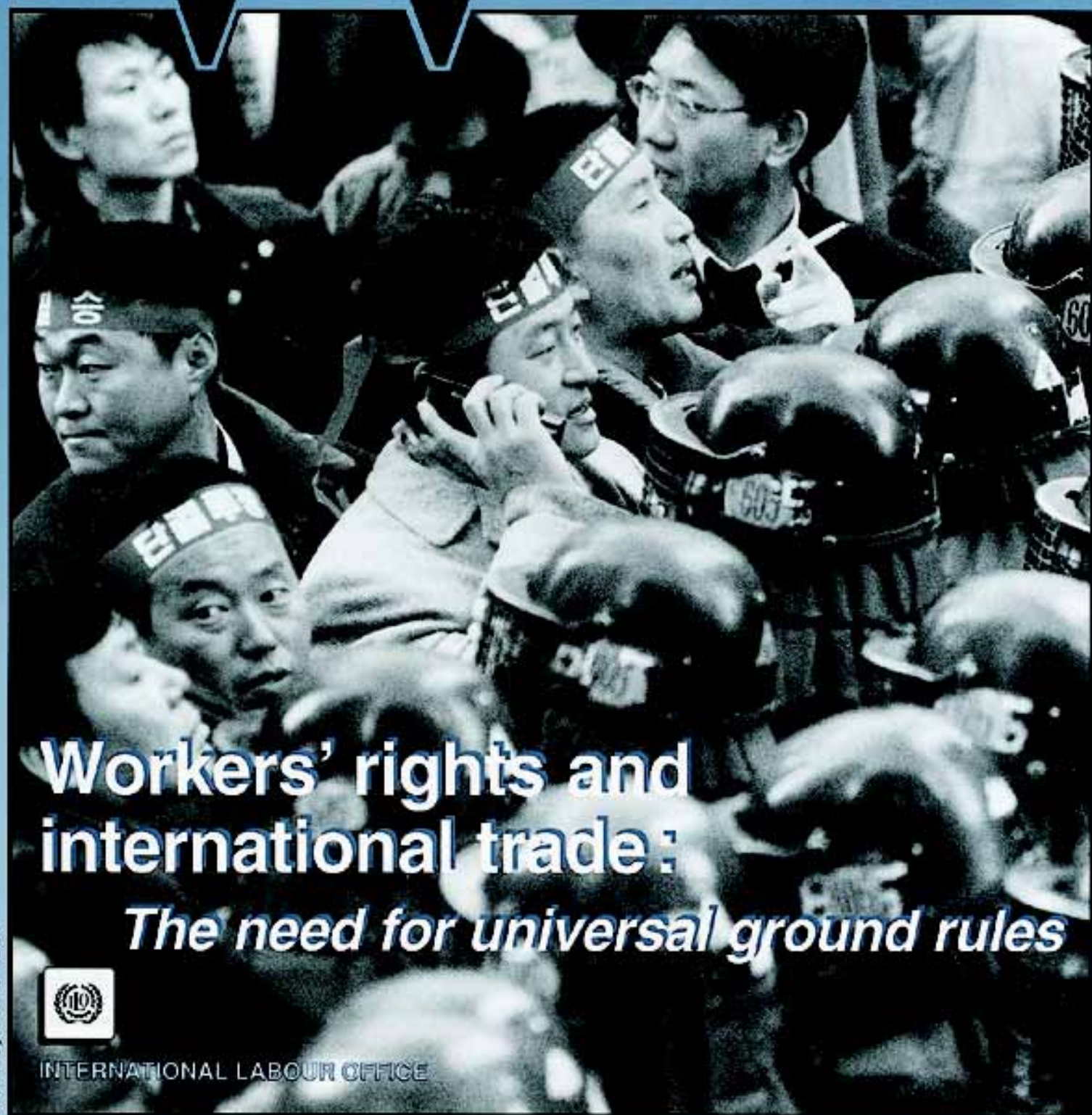


WORLD OF **Work**

THE MAGAZINE OF THE ILO



**Workers' rights and
international trade:**

The need for universal ground rules



INTERNATIONAL LABOUR OFFICE



The ILO in history

Putting “teeth” into ILO conventions: How a supervisory system was born

In 1926, the still relatively new International Labour Organization faced a problem: how to make the “best and fullest use” of reports by member States under the ILO Constitution, on the application of ratified Conventions. By 2 May 1927, ILO Director Albert Thomas was able to invite eight eminent experts on labour legislation to the new headquarters of the Organization to begin considering member States’ reports.

The genesis of this meeting – and its legacy – provides a glimpse of how the ILO’s supervisory system was born, and became what it is today.

The problem facing the Organization was this: the Constitution provided for member States to report on measures taken to fulfil their obligations, but contained no specific provisions for verification. Both the Governing Body and the Conference lacked the time and expertise needed for detailed evaluation. Still, it was agreed the reports were important to “throw light upon the practical value of the Conventions themselves and to further their general ratification”.

Thus, in June 1926 the International Labour Conference requested the Governing Body to appoint a technical Committee of Experts, chosen “not as representatives of States or particular interests, but because of their expert knowledge” of the subject. It was simultaneously decided to set up a tripartite Conference Committee each year to discuss any problems identified in the experts’ reports regarding the application of the Conventions.

And so the system of regular supervision of the application of ILO standards came into being. Since then, the workload of the Committee of Experts has increased dramatically. In 1927, the eight Committee members examined 180 reports from 26 member States. This year, the 19 international jurists on the Committee have examined 1,145 of the 1,806 reports requested. Seventy years after it began, their work remains the Organization’s fundamental machinery for ensuring effectiveness in standard-setting activities.

Sources: Record of Proceedings, International Labour Conference, Eighth Session, 1926, and Tenth Session, 1927, Geneva; Report of the Committee of Experts on the Application of Conventions and Recommendations, Report III (Part 1A), ILC, 85th Session, 1997; Minutes of the 33rd Session of the Governing Body, October 1926.



World of Work magazine is published four times per year by the Bureau of Public Information of the ILO in Geneva. Also published in Chinese, Czech, Danish, Finnish, French, Hungarian, Japanese, Norwegian, Russian, Slovak and Swedish.

- Editor: Thomas Netter
- German edition: Hans von Rohland
- Arabic edition: Khawla Mattar, ILO Office, Beirut
- Spanish edition: in collaboration with the ILO Office, Madrid
- Production Manager: Kiran Mehra-Kerpelman
- Cover photo: J.M. Turpin/Gamma

This magazine is not an official document of the International Labour Organization. The opinions expressed do not necessarily reflect the views of the ILO. The designations employed do not imply the expression of any opinion whatsoever on the part of the ILO concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

Reference to names of firms and commercial products and processes does not imply their endorsement by the ILO, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

Texts and photographs may be freely reproduced with mention of source. Written notification is appreciated.

All correspondence should be addressed to the Bureau of Public Information, ILO, CH-1211 Geneva 22, Switzerland.

Tel. +4122/799-7912
Fax +4122/799-8577
<http://www.ilo.org>

Readers in the U.S. should send their correspondence to the International Labor Office, Washington Branch, 1828 L Street, N.W., Suite 801, Washington, DC 20036. Tel: +202/653-7652 Fax: +202/653-7687

Printed by ATAR SA, Geneva
ISSN 1020-0010

CONTENTS

New Report: "Serious abuses" of labour rights found in some 20 countries	5
Amsterdam Conference boosts campaign against child labour	8
Turkey: "The extent of the child labour problem in the country should not be underestimated"	11



Globalization and labour: New universal ground rules needed	12
Employers: After Singapore, the ILO must act, and quickly	14
Open Forum: ICFTU: "Globalization must include social justice for all workers"	15
From war to work: Giving peace – and people – a chance	16

Migrants facing risks of abuse and exploitation	20
Front desk? Send me a computer!" The hotel and tourism sector	22
ILO organizes international conference on national rehabilitation funds	25
Media focus: The ILO in the press	29
The ILO on the World Wide Web	32



Features

THE ILO IN HISTORY	2
EDITOR'S NOTE	4
AROUND THE CONTINENTS	26
WORKING WORLD	28
MEDIA SHELF	34

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.



Editor's Note

The impact of globalization on employment and conditions of work is the dominant theme in this edition of *World of Work*. No less than three articles offer perspectives on one of the leading issues on the international agenda.

The cover story “International trade and labour rights” suggests how “social progress” and globalization can be reconciled. In his report to the International Labour Conference, the Director-General says social progress is “indispensable to the consolidation of the multilateral system” and cannot be abandoned as the global economy expands. To meet this challenge, the Director-General is urging the ILO’s 174 member States to consider measures to ensure that social progress goes hand-in-hand with trade liberalization. The article “Globalization and labour: new universal ground rules needed” outlines the proposals, including increased observance of core labour standards.

Since the Ministerial Conference of the World Trade Organization (WTO) in Singapore, many sides have commented on its impact. In “Employers: After Singapore, the ILO must act, and quickly”, J.J. Oechslin, Chairman of the International Organization of Employers agrees that as for the “social dimension of international trade” the ball is indeed now in the ILO’s court.

Guy Ryder, Director of the Geneva office of the International Confederation of Free Trade Unions (ICFTU) says while labour’s assessment of globalization is less enthusiastic, in the end the question is not how to stop globalization, but “how to direct it in a way that serves the objectives of social justice for all.” As Ryder says in “ICFTU: Globalization must include social justice for all workers,” this involves “setting ground rules for the global economy” that will link trade and labour standards and promote world employment.

World of Work will continue to give extensive coverage to the ongoing debate during the International Labour Conference in June – and, no doubt, well beyond.

A handwritten signature in black ink, appearing to read 'Tom Netter', with a horizontal line extending to the right.

Thomas Netter, *Editor*

268th Session of the ILO Governing Body

New Report: “Serious abuses” of labour rights found in some 20 countries

At its recent session, the Governing Body called on authorities in a score of countries to free detained trade unionists, expedite labour law revisions and take other actions. The GB also praised some states for taking actions that will facilitate collective bargaining and reintegrate fired workers into the workplace.

Denouncing endemic violence against trade unionists – including murder, disappearance, intimidation and harassment in Colombia, Nigeria and Sudan – the Governing Body of the International Labour Office called for revisions to labour law and practice in these and 17 other countries. The Governing Body also appealed to the Government of Korea to examine the possibility of a high-level tripartite mission in order to ensure that ongoing revisions to labour law are consistent with the principles of freedom of association.

It noted with satisfaction revisions to Canadian (Yukon) legislation that will facilitate collective bargaining in the teaching profession and the reintegration of fired workers in Malaysia.

The recommendations, presented in the Report of the ILO’s Committee on Freedom of Association, were adopted unanimously by the ILO Governing Body at its first 1997 session which ended on 26 March. The Report presents definitive conclusions on 14 complaints of infringement of trade-union rights and interim conclusions on ten complaints. Overall, the Committee considered 73 cases of infringement of trade-union rights in 41 countries.

The Committee on Freedom of Association, established in

1951, oversees compliance with the fundamental principles of freedom of association, which guarantee, inter alia, the right of workers to organize and to engage in collective bargaining. It meets three times annually and consists of three government representatives, three employer representatives and three worker representatives.

Below are summaries of the Committee reports:

Nigeria

The Committee’s report underscored the “persistent deterioration of trade union rights in Nigeria.” It said a series of actions and decrees issued since 1994 indicated “a systematic approach to diminishing trade union rights.” The Committee “reiterated in the strongest

possible terms the Governing Body’s appeal to the Government to accept an ILO mission at the earliest possible date.” The subject of numerous rulings by ILO supervisory bodies, Nigeria was cited in a special paragraph by the 1995 and 1996 International Labour Conferences for non-respect of the civic liberties essential to trade union rights.

Colombia

While recognizing that “the complex and serious climate of violence prevailing in Colombia,” affects all segments of society, the Committee noted that, in particular, “the trade union movement has been subject to serious attacks.” In light of the large number of unsolved acts of violence, the Committee stressed “the total ineffectiveness of the judicial system and the intervention of a separate military jurisdiction concurrently within the civil system.”

In particular, the Committee expressed “serious concern” at the extent of “violent death, disappearances and other acts of violence against trade union officials and members, as well as raids on trade union headquarters and trade union members’ homes.”

A special mission of the ILO mission to Colombia (carried out from 7 to 11 October 1996) described the



Grégoire Korganow

country's civil strife as "one of the most virulent and persistent in the world," estimating the number of murders committed in 1995 "at between 25,000 and 30,000, not counting other kinds of attack."

In particular, it said that the judiciary needs strengthening: "If the population becomes disenchanted with the justice system, it can be assumed that this will be an additional incentive to resort to violence as a means of settling disputes, even individual ones." As evidence of the inadequacy of judicial resources, the special mission noted that in Bogota, a city of roughly 7 million persons, "there are only 16 labour courts of the first instance."

The Committee members expressed extreme concern at the increase in paramilitary or self-defense groups in many parts of the country "whose acts of violence primarily affect trade unionists in many regions of the country." They called on the Government "to take the necessary measures to dismantle the paramilitary groups which prevent the normal development of trade union activities." As an antidote to the violence, the Committee called for increased "social concertation" notably between labour and capital which could generate "an important contribution to establishing a culture of peace to replace the culture of war."

Sudan

Regarding "very serious allegations of arrest and detention of trade union members," the Committee urged the Government of **Sudan** to "take the necessary measures to guarantee that trade union members and officials are not subjected to measures of arbitrary arrest, detention and sentencing."

Complaints lodged by the legitimate Federation of Workers' Trade Unions of Sudan (FSTS) allege violation of workers rights, including the dismissal without appeal of more than 95,000 employees in state-run enterprises. FSTS has also brought allegations of torture and ill-treatment of trade unionists in sectors as diverse as housing, railways, textiles and water and widespread restrictions on trade union activity in the aftermath of the country's legislative revision which led to adoption of the 1992 Trade Union Act.

The Committee also requested the Government to open inquiries into the alleged deaths by torture of a number of prominent trade unionists between 1990 and 1995 (including Mr. Mohamed Babiki, Mr. Yousif Hussain, Mr. Abdel Moniem

Suliman, Mr. Abdel Moniem Rahma, and Mr. Wad Medani Gezira) in order to establish the precise circumstances of their deaths and "to take the necessary steps for legal proceedings against the guilty parties and for the redress of the prejudice suffered."

Calling attention to the many and serious incompatibilities between Sudan's Trade Union Act and the principles of freedom of association, the Committee requested the Government of Sudan to review its legislation, drawing particular attention to the legislative aspects regarding the application of the Right to Organize and Collective Bargaining Convention, 1949 (No. 98), which Sudan has ratified.

Republic of Korea

The Committee appealed to the Government of the **Republic of Korea** to examine the possibility of a high-level tripartite mission in order to ensure that ongoing revisions to labour law are consistent with the principles of freedom of association.

In response to complaints made by the Korean Confederation of Trade Unions, the Korea Automobile Workers' Federation (KAWF) and the International Confederation of Free Trade Unions regarding a controversial amendment to the Korean labour legislation, the Committee urged the Government to "take the necessary measures to render trade union pluralism legal without delay."

The Committee noted as "an important development," the recent agreement to reopen the debate in the National Assembly on labour legislation, and "trusts that it will lead to further change in accordance with the recommendations it has already made." The Committee asked to be kept informed of ongoing revisions to the legislation and noted with regret that "a number of provisions which are contrary to freedom of association principles include many points which do not appear to have been amended by the new legislation."

The Committee underlined "the importance that it attaches to the recognition of the right of workers to organize without distinction whatsoever, including public servants and teachers", and said that this principle "implies that the Korean Teachers and Educational Workers' Union (CHUNKYOJO) should be registered without delay."

It urged the Government to proceed with the registration of the KCTU as well as of the KAWF, the National Council of Subway Workers' Union and the Federation of Hyundai Group Trade Union.

The Committee expressed concern over the large number of trade unionists detained in Korea and requested the Government to "drop the charges against trade unionists for pursuing their legitimate trade union activities, including strike action, and to release those who are still detained."

During the debate, the government representative of the Republic of Korea mentioned the adoption in recent days of new legislation, which will be examined by the Committee on Freedom of Association when it is again seized of this case.

Swaziland

In response to allegations of intimidation, harassment, arrest and detention of trade union leaders, and at the invitation of the Government, the ILO sent



ICFTU/Brussels

The Committee on Freedom of Association also requested an independent investigation into the abduction and mistreatment of a leading trade unionist, Mr. Jan Sithole, in 1996.

a special mission to Swaziland in October 1996. The report highlights "considerable distrust between the Government of **Swaziland** and its private sector social partners," following a controversial re-drafting of the country's Industrial Relations Act. It describes the political climate as "intolerant of any trade union activity that is not directly related to workers' shop-floor and labour relations needs."

On the basis of the report and its own deliberations, the Committee on Free-

dom of Association drew the attention of the Government to "numerous provisions of the Industrial Relations Act which are incompatible with the principles of freedom of association" and urged it to "take the measures necessary in the very near future so that the Act is amended accordingly."

The Committee urged the repeal of restrictions on the rights of organizations to hold meetings and peaceful demonstrations, saying these "can result in serious violation of freedom of association."

Regarding allegations of a 16 year-old schoolgirl being killed by a stray police bullet during a January 1996 stay-away from work, the Committee urged an independent inquiry into the matter in order to determine responsibility. It also requested an independent investigation into the abduction and mistreatment of a leading trade unionist (Mr. Jan Sithole) in 1996.

The Committee also urged revisions to laws used to ban strike action and called for charges against trade unionists to be dropped and for fired trade unionists to be reinstated in their jobs.

Other decisions taken

In other decisions, the Committee urged:

- the Government of **Bangladesh** to "take appropriate steps to ensure that the Bangladesh Independent Garment Workers' Union is registered as a trade union organization."

- Regretted, with respect to a complaint involving trade union rights in **Bolivia**, that the Government failed to send requested information despite the fact that "a state of emergency declared in April 1995 has come to an end" and urged the Government to redress any wrongs that might have been inflicted on trade unionists and reinstate in their jobs "those who might have been dismissed for their trade union activities."

- Requested the Government of **Brazil** to annul fines imposed on the Single Federation of Oil Workers for their participation in a 1995 strike in the PETROBAS enterprise and urged that provisions of a labour bill presently being examined by the National Assembly omit provisions for fines or sanctions in the case of legitimate strike action, as these may have an intimidating effect on trade unions and their legitimate activities.

- Regretted that provisions of **Canada's** labour law (Bill C-76) "eliminate for a three-year period any potential forum for the consultation of workers' organizations on matters of job security" and urged the Government to "refrain

ILO GOVERNING BODY RECOMMENDS REDUCED BUDGET, UNVEILS NEW PROGRAMME OF ACTION

The Programme and Budget for 1998-99 recommended by the recent session of the ILO Governing Body includes a decrease in real terms from 1996 to 1997.

The US\$ 557.8 million budget for ILO activities around the world in 1998-99 is to be submitted to the 1997 International Labour Conference, opening in Geneva on 3 June. The total sum represents a 5.6 per cent decrease in real terms compared with the 1996-97 budget.

The 1998-99 Programme places special emphasis on four major areas:

- **Active promotion of fundamental labour rights and strengthening of related supervisory mechanisms**

- **Combating child labour**
- **Following up the World Summit for Social Development and the Fourth World Conference on Women**

- **Reinforcing action to promote occupational safety and health**

The new budget also covers a wide range of activities including the launch of an International Small Enterprise Programme (ISEP) reflecting the growing importance of the role played by small and medium-sized enterprises in employment promotion and poverty alleviation. It also provides for the convening of an "ILO Social Forum" to reinforce action promoting respect for fundamental workers' rights, tripartism and active dialogue among the social partners.

from imposing any further restrictions on negotiations of job security matters."

- Requested the Government of **Costa Rica** to reinstate in their jobs the largest possible number of executive board members of the Agricultural Development Institute Employees Union, nine of whom were dismissed. A separate case

involving Costa Rica and the National Medical Union was adjourned.

- In a complaint involving the Government of **Denmark** and the Danish Nurses' Organization (DNO), the Committee ruled that a legislative intervention which put an end to an industrial action in the hospital sector in 1995 "cannot be considered to be an infringement of the ILO principles on freedom of association." However, it considered that the statutory renewal and extension of collective agreements concerning nurses was not in conformity with the principles of free collective bargaining.

- Requested the Government of **Ethiopia** to carry out independent investigations into allegations of attacks on the premises of the Federation of Commerce, Technical and Printing Industry Trade Unions and the physical assault of the union Treasurer, Mr. Malatu Gurmu.

- Noted, in a complaint involving the murder of a trade unionist in **India**, Ms. Ahilya Devi, that formal murder charges have been brought and requested the Government to keep it informed of developments in the legal proceedings.

- Regretted that trade union officials in **Pakistan**, were beaten up and detained in the course of carrying out trade union activities in 1996. It drew attention to the fact that detention of trade unionists for reasons connected to their activities in the defense of workers "is contrary to the principles of freedom of association."

- Requested, in response to allegations in **Peru** of mass dismissals of trade union officers, freezing of trade union funds as well as draft legislation contrary to freedom of association, that the Committee be kept informed of legal proceedings. It also urged the Government to ensure that enterprises avoid discriminating against union workers in hiring and, "to take measures to amend legislation" so that workers' and employers' organizations may exercise the right to collective bargaining at all levels.

- Recommended, in response to allegations in **Romania** of police intervention in a labour dispute and infringements on the right to strike, that the Government take steps to amend legislation and legal provisions restricting the right to strike and to ensure that police intervention "take place in full observance of the elementary guarantees applicable in any system that respects basic civil liberties." In a separate complaint it urged the Government "to ensure that the authorities exert no influence or pressure which might in practice affect the exercise of the right to strike." □



Targetting “crimes against children”

Amsterdam Conference boosts campaign against child labour

The worst forms of work exploitation continue to plague children the world over. In a new effort to focus attention on this problem, the Government of the Netherlands, with active support and cooperation by the ILO, organized a Conference in Amsterdam on 26-27 February. After two days of testimony on what were termed “crimes against children,” delegates issued a ringing call: forge global solidarity as a matter of “paramount urgency” to fight child labour.

AMSTERDAM – Slavery, trafficking, forced labour, bonded labour, serfdom, sexual exploitation, work in mines, factories and farms. A Dickensian vision of the industrial revolution past? Not at all. These are among the “most intolerable forms of child labour” as practised around the world today, and they afflict tens of millions of children.

Finding a means of building political energy toward ending slavery, bondedness and other such practices was the goal of over 250 delegates from 30 countries – including government ministers from both developed and developing countries – who gathered at Amsterdam’s Koepelkerk Conference Centre on 26 to 27 February.

And when the meeting ended, the most abusive forms of child labour were unanimously condemned, with the delegates calling for solidarity on a global scale to meet the challenge of “eradicating child exploitation as a matter of paramount urgency.” In addition, some US\$1 million was pledged by the Government of the Netherlands, which also launched an appeal to other governments to join in funding a new worldwide, statistical and trend-spotting system for implementation by



the ILO’s International Programme on the elimination of Child Labour (IPEC).

An insult to human rights and individual dignity...

Opening the meeting in the presence of Her Majesty, Queen Beatrix of the Netherlands, Conference Chairman Ad Melkert, Minister for Social Affairs and Employment of the Government of the Netherlands, decried intolerable forms of child labour as “an inheritance from the industrial revolution,” adding “It is high time to get rid of this inheritance.”

He said that “prosperity is underpinned by adults who are thoroughly prepared, both physically and mentally,” and not by “children who never received any education, who are badly, if ever, paid for work performed in miserable, unhealthy, hazardous and even criminal conditions.” He called on delegates to avoid lecturing and finger-pointing and to “generate a partnership in place of provocation” and insisted that “the flagrant exploitation of children has to be banned.”

“We must simultaneously offer alternatives to the children and their parents, in-

cluding education, health care and employment," he noted.

"Those of us who remember what the situation was like a decade ago, remember a few individual voices crying in the wilderness... But now the issue has jumped to the top of the international agenda. I think it can be stated that the battle against child labour is being won."

– Assefa Bequele of the ILO,

In his opening comments, ILO Director-General Michel Hansenne defined intolerable forms of child labour as work in slavery or slave-like conditions; forced labour; prostitution; work in mines and factories, deep-sea fishing and commercial agriculture." He denounced the practice of employing millions of children in such sectors as "a veritable insult to human rights and an intolerable assault on the dignity of the individual."

Hansenne outlined a programme based on the proposed new ILO Convention forbidding all extreme forms of child labour. He also proposed that ILO and UN member States adopt a time-bound programme of action to eliminate child labour, focusing initially on degrading and particularly hazardous forms of work. He called for complete prohibition of work by young children (under the ages of 12 or 13) and protection for girls, who are frequently forced into paid domestic service or lured into prostitution and pornography.

"The challenge is for governments of developing countries to address the needs of the poorest of their poor, and for the governments of rich countries to back up their insistence on observance of universal standards with a commensurate commitment to increased resources to attack world poverty," Hansenne said. He also noted that concerted international action was necessary for stopping such exploitative activities as the cross-border sale and trafficking of children, and proposed that "a crime against a child anywhere be considered a crime everywhere."

The Conference Chairman, in his conclusions, called upon the ILO to expand the scope of its work, and to report regularly on global trends in the number of children removed and rehabilitated from exploitative situations and provided with alternatives. He said; "This systematic worldwide monitoring would be a mechanism to review periodically and to identify best practices in combating child labour."



Hendriksen/Valk

Her Majesty, Queen Beatrix of the Netherlands greeted by ILO Director-General Michel Hansenne (left) as Mr. Ad Melkert, Minister for Social Affairs and Employment of the Government of the Netherlands (centre) looks on.

The scope of the problem

The ILO estimates that out of 250 million children working, at least one-third work under exploitative and hazardous conditions.

Given the scale of the problem, the immediate target for action must be the most abusive forms of child labour, such as slavery, sale and trafficking of children, forced or compulsory labour like debt bondage, prostitution, pornography, drug-trafficking, and other illegal activities. The Conference highlighted in particular the alarming increase of sexual exploitation.

Child labour is a worldwide problem occurring in both developing and industrialized countries. In developing countries, 90 per cent of rural working children are engaged in agriculture-related activities, often in family-run businesses and in remote areas, and therefore difficult to track down. Exposure to pesticides, notably in agricultural sectors, is a major cause of infant mortality. An ILO-supported study in the Philip-

pires revealed that over 60 per cent of child workers were exposed to chemical and biological hazards, and that 40 per cent had suffered serious injuries or illnesses resulting in amputation or mutilation.

Exposure to dangerous chemical materials is also to be found in manufacturing sectors, like carpet weaving or mines, where children are also subject to long hours, heavy lifting and machinery. By nature, children are more likely to have more serious occupational accidents than adults.

"At work, we suffer maltreatment, hunger and illness, and are in danger of being raped. We do not get any type of protection from society."

– a 17 year old girl from
Central America

In the service sector, tens of millions of children, the majority girls, work long hours as domestic servants, often receiving no more than board and lodging. Child workers are also more vulnerable



to physical and psychological abuse. In domestic service, beatings, insults, punishments and sexual abuse are common.

It is believed that long hours of work not only impair physical and emotional development, but also the child's learning ability. A US study demonstrated that the academic performance of teenagers between 12 and 17 is adversely affected if they work 15 hours a week. The consequences on children from developing countries who work at earlier ages and for longer hours are likely to be far worse. Moreover, although many children who work continue to study, many others do not go to school at all.

There is a strong analogy between statistics of the ILO on child labour and UNESCO's on school attendance. According to UNESCO, 128 million children were excluded from education in 1990. The ILO figure of some 120 million children working on a full-time basis seems to indicate that many of the children excluded are now engaged in an economic activity.

In many cases, child labour costs little or nothing. If paid at all, children often get little more than pocket money, and in most cases less than adults' legal minimum wages for unskilled labour. It is not known how much children earn in the sex industry, but it is likely that the organizers get the bulk of the revenues.

"There is no protection, the food is bad, and we have to work all day breaking stones to look for minerals."

– A Latin American miner, working since age 12

Poverty is clearly the main reason for the supply of child labour. Children of landless peasants or of underemployed parents are at greater risk since, by working, they can contribute between 20 and 25 per cent of the family income.

Poverty is, however, not the only cause. Children working in exploitative or harmful conditions often come from disadvantaged and economically vulnerable population groups, including female-headed households, lower castes, indigenous or tribal people and migrant families. Many cultures also favour the education of sons over daughters, thus placing girls at higher risk of becoming child workers.

Child labour is also generated by deficiencies in educational systems. School is regarded as too expensive and attendance represents a loss of earning to poor families. Globalization of the economy

and liberalization of international trade can also be seen as factors contributing to child labour.

"I am from a village and most of my family are, or have been, working children. It is unthinkable that one could prohibit child work without abolishing poverty."

– a 21 year-old girl, former child labourer from West Africa

Steps toward eradication of the problem

In order to eradicate this problem the Conference delegates insisted on development and enforcement of international and regional cooperation regarding existing ILO instruments on the elimination of exploitative and hazardous child labour in order to set up alternatives for working children, especially in education, health care and employment.

The ILO-IPEC programme, which runs some 700 action programmes in 27 countries, has three main aims: prevent and combat child labour through the development of support services; assist in the withdrawal of children from work in selected villages to become "child-labour free"; and to provide alternative income sources for children and their families. It also seeks to change community attitudes towards child labour.

IPEC, in partnership with the Sialkot Chamber of Commerce and Industry (Pakistan) and UNICEF, is working to eliminate child labour in the soccer ball industry in Sialkot, (see *World of Work* No.19, March 1997). Children removed from the workplace are provided with rehabilitation, education and in-kind assistance.

The Amsterdam Conference highlighted that all aspects of child labour should be covered, including prevention and monitoring at the national level, the provision of assistance to potential victims and their families, awareness-raising campaigns, and the social protection and rehabilitation of exploited children.

In his concluding statement, Melkert urged participating countries and ILO and United Nations member States to "launch a time-bound programme of action to eliminate child labour and to immediately put an end to its most intolerable forms – slavery and slave-like practices, forced or compulsory labour, including debt bondage and employment in any type of work that is dangerous, harmful or hazardous or that interferes with their

education." He said that "there must be a total prohibition of work by the very young and special protection for girls," and warned of the increasing risks posed by criminality.

"This systematic worldwide monitoring would be a mechanism to review periodically and to identify best practices in combating child labour."

– Ad Melkert, Minister for Social Affairs and Employment, The Netherlands

The Amsterdam Conference is one of the major international meetings on child labour foreseen in 1997, the other being the Oslo Conference, organized by the Government of Norway, to be held in October. The Amsterdam Conference, in collaboration with the ILO and international agencies, is part of an increasing international effort to find equitable and enduring solutions to the problem of child labour in all countries. □



85TH SESSION: INTERNATIONAL LABOUR CONFERENCE

The 85th Session of the International Labour Conference will be held in Geneva from 3 to 19 June 1997. The Session will be opened by a report of the Chairman of the Governing Body on the work of the GB during the preceding year, and will be called upon to examine and adopt the programme and budget of the ILO for the 1998-99 biennium.

The Conference will also receive the report of the Director-General, devoted this year to the standard-setting function of the International Labour Office.

*In other matters, the Conference will: hold a single discussion on revision of the **Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96)**; a first discussion on **general conditions to stimulate job creation in small and medium-sized enterprises**; and, a first discussion on **contract labour**. The Conference will also have before it the question of an amendment to the Constitution of the ILO enabling the Conference to abrogate international labour Conventions deemed obsolete.*

Turkey: "The extent of the child labour problem in the country should not be underestimated"

In Turkey, the prevalence of child labour is growing in parallel with an increase in the population. Traditionally, Turkish children have helped with the work being done in rural areas. Now, with migration to the cities and unplanned urbanization on the rise, children are increasingly working in shops and even factories.

These children can be exposed to a number of risks including carrying heavy loads, occupational accidents and long working hours which can interfere with schooling. Children working in the leather industry, for example, may be affected by harmful solvents, while others working on the streets may be kept from the opportunity to acquire skills.

The Turkish Confederation of Employer Associations (TISK) has therefore called for thorough and comprehensive education as an "absolute necessity" in combating child labour. In "Child Labour in Turkey"*, a booklet prepared in cooperation with the International Labour Organization's IPEC programme, TISK says the extent of child labour in Turkey should not be underestimated.

"The working conditions of children in the unregistered sector, caused by

strict obligations placed on the registered sector, is a growing problem, but has not yet reached the size of abuse," the report says.

Of the total number of persons employed in Turkey in 1994, one in 20 – or about 4 million – are children between the ages of six and 14. Seventy-two per cent of these children worked and also attended schools, while 28 per cent worked but did not attend school. Among these child labourers, about 26 per

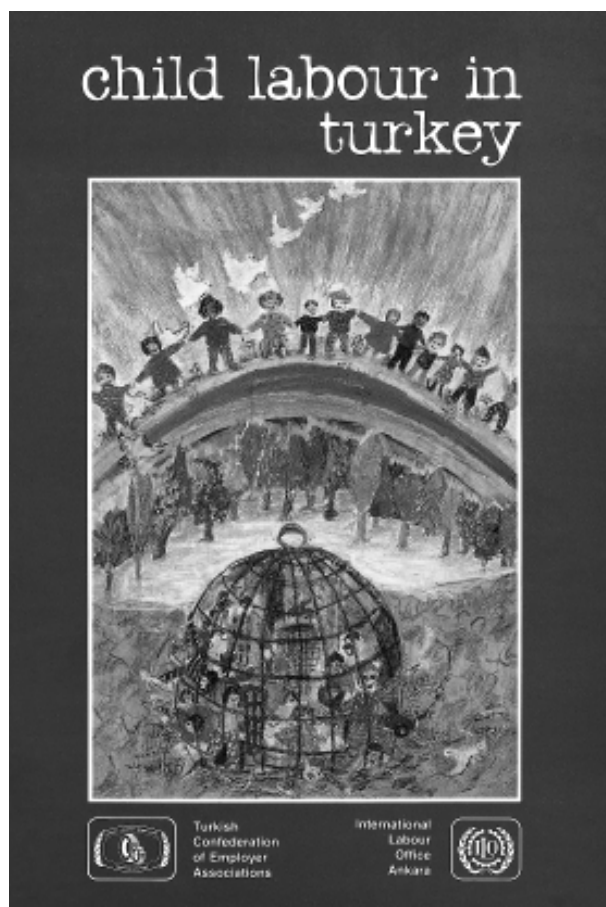
cent worked in the agricultural, industrial, trade and service sectors, while about 74 per cent worked in domestic labour.

Another problem concerns the need for children in some families to work to augment adult income. Some children do not attend school because of the need to earn income, according to data provided by the State Institute of Statistics. TISK believes there is a need to ensure legal protection of working children from exploitation and abuse through an understanding and definition of their needs.

In the informal sector, where problems relating to child labour are growing, those problems have been compounded by the inability of legislation to keep pace with economic development.

"In this sector, basic legislation related to the rights of the child should be strongly enforced, while those economic barriers imposed by the government on the formal sector should be eased," TISK recommended.

Turkey was one of the initial six countries to undertake direct action to combat child labour in 1992 through IPEC programmes and assistance. Working within the framework of IPEC, three action programmes have been undertaken since 1993. □



Picture by Ebra Yildiz, 13 years, UNFPA International Poster Contest on Population and Environment among children, 1991.

*Child Labour in Turkey, 1997, ISBN 92-2-110505-9.



Globalization and labour: New universal ground rules needed

Social progress is “indispensable to the consolidation of the multilateral system” says ILO Director-General Michel Hansenne. Yet while globalization can be “an unequalled factor of progress and peace, it cannot be left to its own devices.” In a new attempt to reconcile these issues, the Director-General has urged the ILO’s 174 member States to consider measures ensuring that “social progress” and “humane conditions” accompany trade liberalization. The issue will be at the forefront of discussions at this year’s International Labour Conference.

How will the world’s workers fare as globalization picks up speed? That is the object of the Director-General’s report,¹ to be addressed to the International Labour Conference this year. In it, the Director-General says the global liberalization of trade, “must go hand-in-hand with social progress”, adding: “There must be evidence that its promises are not vain or illusory.”

Designed to examine and confront fears of the potentially negative social impact of “the infatuation with globalization, the obsession with competitiveness and

the casting aside of values”, the ILO Director-General’s report sets out his vision of a revitalized system of international labour standards which encompasses:

- Universal respect for fundamental human rights in the workplace as defined in the seven core Conventions of the ILO on: freedom of association and collective bargaining (No. 87 and No. 98); forced labour (No. 29 and No. 105); non-discrimination (No. 100 and No. 111); minimum age (No. 138).

- A solemn “Declaration”, to be adopted in 1998, complementing the ILO

Constitution by providing for strengthened supervisory mechanisms to promote these principles and monitor universal compliance.

Among other measures, the Director-General’s report also calls for the regular publication of progress reports by the ILO on the efforts made in each country to translate the economic development resulting from the liberalization of trade into genuine social progress and the introduction of a voluntary, global system of “social labelling” to guarantee that internationally traded goods are produced under humane conditions.

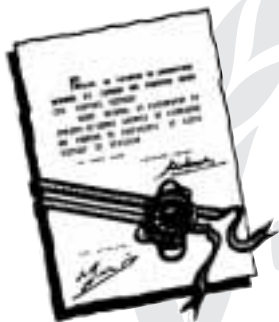
In a second, more technical section, the report outlines proposals aimed at strengthening the relevance and efficiency of future ILO standards through a more judicious choice of subjects for international legislation, the introduction of an overall evaluation procedure, and a more systematic use of the whole range of tools available under the ILO Constitution.

Establishing universal ground rules

Early attempts to forge a direct link between international trade and fundamental labour rights through a system of sanctions – the so-called “social clause” – led to reciprocal accusations of social dumping and disguised protectionism. Though at times appearing hopelessly deadlocked, discussions conducted in various international fora – notably the ILO – have nonetheless seen a consensus emerge on two interrelated considerations:

The comparative advantages that developing countries derive from their lower wages and levels of social protection are

ILO’S CORE CONVENTIONS



- | | |
|--|----------------|
| 1. Forced Labour Convention | 1930 (No. 29) |
| 2. Freedom of Association and Protection of the Right to Organize Convention | 1948 (No. 87) |
| 3. Right to Organize and Collective Bargaining Convention | 1949 (No. 98) |
| 4. Equal Remuneration Convention | 1951 (No. 100) |
| 5. Abolition of Forced Labour Convention | 1957 (No. 105) |
| 6. Discrimination (Employment and Occupation) Convention | 1958 (No. 111) |
| 7. Minimum Age Convention | 1973 (No. 138) |

legitimate as long as they serve to encourage development and are not maintained artificially as a commercial strategy.

If globalization is to fulfill its promise, it needs an agreed social dimension for workers in countries at all stages of development; in the absence of a sense of multilateral fair-play, unilateral actions (trade disputes, consumer boycotts and various sorts of trial-by-accusation) will multiply, generating uncertainty and weakening political support for liberalization – leading to new protectionism.

The bottom line is that this process of freer trade and improved living and working conditions can only hope to develop if there is universal respect for fundamental human rights in the workplace.

A global campaign encouraging States which had not already done so to ratify the ILO's seven core Conventions has secured 29 new ratifications since March 1995. This brings the total number of ratifications among the ILO's 174 members States to 815 out of a possible 1,218.

The next step, says Mr. Hansenne, would be to consider respect for these principles to be implicit in membership in the Organization and to issue a solemn "Declaration" to that effect, which would be binding on all member States, *whether or not they have ratified the relevant Conventions*.

This is already the case where the Freedom of Association Conventions and principles are concerned. The Governing Body of the ILO will be called upon in November of this year to decide whether and to what extent this might serve as a reference, or to devise alternative supervisory mechanisms.

Monitoring social progress

Each country, emphasized Mr. Hansenne, should furthermore act in accordance with the principle that "all workers in a country, and not only those working for the world market, should be able to have a fair share of the fruits of globalization". He said this was neither unrealistic nor impossible to achieve; indeed, "such policies should logically take shape during discussions between the social partners on the use of the benefits reaped from globalization and the distribution of its cost."

These trends, suggested Mr. Hansenne, could be effectively monitored through regular reports by the ILO on social progress – or the lack thereof – in member States, followed by tripartite debates allowing the public everywhere to evaluate the



"...difficulties posed by globalization were not confined to any single region of the world." Above, in March this year, unrest at IG Metall, Germany...

efforts made in each country to translate the economic development resulting from the liberalization of trade into genuine social progress.

In the absence of transparency and dialogue, globalization is likely to be seen more as a threat than as a promise. And under such circumstances it would prove "highly likely that public opinion will continue to believe widely that globalization inevitably implies a downward levelling of pay for jobs of equal skills in a market in which goods and capital can freely circulate."

A global social label

In his report, Mr. Hansenne points out that "social progress is no longer only a matter for States; it is increasingly becoming a matter for other actors, in particular manufacturing enterprises, wholesalers and retailers, and consumers." He cited in particular a growing awareness among multinational enterprises of the social and environmental repercussions of their activities – not to speak of their image – and among consumers in developed countries of the consequences of their purchasing decisions.

The convergence of these concerns is leading to a proliferation of voluntary charters, codes of practice, and labels of different sorts purporting to guarantee the manufacturer's or distributor's respect for a given set of criteria. These have, in some instances, proven to be useful in the promotion of desirable social ends.

However, Mr. Hansenne also warned that labelling may, "depending on its origin or the methods used, risk being arbitrary, singling out a particular right or product or being put to improper use." It may, for example, be directed only at export sectors, thus abandoning workers in domestically traded sectors. Im-

proper or selective uses could prompt boycotts, leading to job losses rather than production improvements in targeted industries.

A better alternative, says Mr. Hansenne, would be a "global social label" awarded to countries which show comprehensive respect for fundamental labour rights and principles and which agree to submit to reliable and legally autonomous international inspections. "It would be perfectly feasible to provide for such a system of inspection under an international labour Convention which, because of its voluntary nature, would allow each State to decide freely whether to give an overall social label to all goods produced on its territory – provided that it accepts the obligations inherent in the Convention and agrees to have monitoring on the spot." Ratifying such a Convention would be attractive not only on moral grounds but for sound business reasons as well.

Driving forces for change

In his report, Mr. Hansenne refers to the many political and institutional forces driving calls for improved social performance in the increasingly interdependent world economy. He cites the similarity of social and industrial unrest which took place in France and more recently in the Republic of Korea as evidence that the difficulties posed by globalization were not confined to any single region of the world.

Nearly one billion persons around the world, approximately 30 per cent of the global work force, are currently unemployed or underemployed, the ILO reported in November 1996², pointing also to growing numbers of "working poor" – workers earning very low wages. The ILO believes that nothing short of a renewed international commitment to full employment is required to reverse these trends.

The pervasiveness of the challenge underscores "how important it is, in the context of trade liberalization, to guarantee fundamental rights which should allow the social partners to claim freely their fair share of the economic progress generated by the liberalization of trade" and that observance of core ILO labour standards is the best way to ensure respect for those rights.

Institutional support for the approach is building well beyond the ILO. The UN World Summit for Social Development (in Copenhagen, 1995) agreed on the need to actively promote respect for ILO Conventions on the prohibition of forced and child labour, freedom of association, the right to organize and bargain collectively, and the principle of non-discrimination.

The most recent and perhaps most significant show of support for fundamental rights in the context of trade liberalization came at the Ministerial Conference of the WTO in Singapore,



Associated Press

...in Belgium, a Renault worker argues with a policeman at a demonstration in April 1997 protesting the closure of the plant.

where the ministers, while agreeing that the comparative advantage of countries, particularly low-wage developing countries should not be called into question, renewed their "commitment to the observance of internationally recognized core labour standards [and] recognized that the ILO was the competent body to

set and deal with these standards". □

¹ The ILO, standard setting and globalization – Report of the Director-General, *International Labour Conference, 85th Session, 1997*, International Labour Office, Geneva. ISBN 92-2-109882-6.

² World Employment 1996/97 – National policies in a global context. *International Labour Office, Geneva*. ISBN 92-2-110326-9.

Employers: After Singapore, the ILO must act, and quickly

Since the Ministerial Conference of the World Trade Organization (WTO) in Singapore, many sides have commented on its impact. In this excerpt, J.J. Oechslin, Chairman of the International Organization of Employers agrees that as for the "social dimension of international trade" the ball indeed is now in the ILO's court." Adds Oechslin: "Action must be taken, and quickly."

The Declaration adopted on 13 December last by the WTO Singapore Ministerial Meeting is very significant in many aspects, but especially as regards the "social dimension of international trade". The following excerpt ... from the Declaration is, I believe, particularly important: "We reject the use of labour standards for protectionist purposes and agree that the comparative advantage of countries, particularly low-wage developing countries, must in no way be put into question." That puts an end to the debate on the "social clause", at least within the WTO. There is a risk it may crop up in other organizations, perhaps in a different form.

But the above excerpt must be read in conjunction with the commitment which precedes it to "observe internationally recognized core labour standards", to recognize the ILO as the competent body to set and deal with these standards and to support its work in promoting

them. Even though the Director-General was not invited to Singapore – which was regrettable – his Organization was very much in the minds of those present.

The ball is therefore now in the ILO's court, and action must be taken, and quickly.

ILO standards do not represent a set of minimum fundamental rights, but rather a whole series of Conventions and Recommendations of a rather high level which not all countries ratify – indeed, far from it. ILO standards in fact cover many fields, most of which cannot be said to be "fundamental rights".

To respond to the Singapore Declaration, the ILO must therefore concentrate on the essential. A first step has been taken in defining a set of seven core Conventions dealing with freedom of association, the right to bargain collectively, the fight against forced labour, discrimination and child labour. As concerns the latter, the Convention in question will be the one to be drawn up in 1998 and 1999. The Director-General is carrying out a campaign to encourage more ratifications of these instruments. But Member States are totally free in this respect, and some may have good reasons why not to ratify.

A way must be found therefore of overcoming the problem of non-ratification. The Constitution, which was supplemented by the Declaration of Philadelphia – which in fact has since been incorporated into the Constitution itself

– includes, at least implicitly, reference to certain rights which all member States must respect. This is not, however, very clear and could lead to some controversy. The employers are therefore proposing that a Declaration be drawn up, clearly stating the basic principles covered by the core Conventions and giving them the highest authority possible. Various means would be sought of promoting their respect by all countries without going as far as the procedures governing the supervision of ratified Conventions.

With regard to freedom of association and the right to bargain collectively, a special mechanism exists which applies to all member States and which enables complaints to be examined by a tripartite committee. The latter has established an abundance of jurisprudence. For this reason, it would certainly not be wise to extend its competence to other rights, or to set up a similar body.

It has become quite clear from all these discussions that ILO procedures are badly understood beyond specialized circles. This is why the Organization has sometimes been considered as incapable of ensuring respect of its principles. It is therefore imperative that it become more conspicuous. The ILO must prove that it has indeed received the Singapore message and that it is actively committing itself in that direction. The promotion of fundamental rights, together with employment promotion, also correspond to the mandate given to the ILO by the Copenhagen Summit.

ICFTU: Globalization must include social justice for all workers

In a recent interview with **World of Work**, Guy Ryder, Director of the Geneva office of the International Confederation of Free Trade Unions (ICFTU) spoke about trade union developments around the world, and particularly on the impact of globalization and social justice.

Below are his comments on a range of current issues.

Below are his comments on a range of current issues.

World of Work: We hear much about trade unions in transition countries. How quickly are free trade unions developing, and what are some of the constraints on this process?

– **ICFTU:** From the beginning of the process, trade unions in transition countries faced serious problems, notably the lack of credibility of trade unionism resulting from experience with state-run trade union organizations that didn't really represent workers' interests. From then on, they often operated in an environment where politicians and governments saw the transition process as rapid "shock-therapy", moving countries from central planning to the free market as quickly as possible. That meant an unfriendly or openly hostile attitude to trade unions in many cases.

Added to that was the serious and often dramatic economic and social dislocation caused by transitions of this nature. Take, for example, the dramatic situations we are seeing in Albania, Bulgaria and Russia where the overwhelming task of trade unions is simply to try to ensure that workers are paid for working. This said, it is clear that the experience of transition is generating greater appreciation and understanding of the need and value of trade unions as agents of social justice. We have seen remarkable performances by trade unions in these countries in this regard.

– **World of Work:** The recent agreement to end child labour in Sialkot, Pakistan is a good example of produc-

tive alliances involving governments, international organizations, NGOs, the private sector, and trade union and employers organizations. Do you see this is a harbinger of future such collaboration to end the practice of child labour?

– **ICFTU:** For trade unions, the signing of the agreement in the IPEC project for eliminating child labour in Sialkot is indeed welcome. Perhaps it is worth recalling that this positive development originated in a campaign by the ICFTU to focus world attention on child labour in the manufacture of soccer balls in Sialkot. From there, the international trade union movement entered into a very positive dialogue with the world's soccer administrators in FIFA, and this subsequently led to action by the industry itself. In this sense, industry-trade union cooperation has been at one stage removed and we believe that it is now important that trade unions play their role in IPEC activities in Sialkot, together with employers and the local and national authorities. They are certainly ready to do that.

– **World of Work:** Proposals for labels and codes of conduct guaranteeing that products are being produced in a socially responsible manner are proliferating. The Director-General recently suggested a system of global social labels to avoid the pitfalls and potential for manipulation of the current practice. How does the ICFTU view this?

– **ICFTU:** This is an area of growing importance to which trade unions are giving considerable attention. It is vital that the fundamental rights of workers set out in ILO standards be respected everywhere in the world. Incorporating them in labelling schemes and codes of conduct is one way of pursuing this goal. So, the Director-General's proposal is certainly interesting and merits serious examination. The workers group has already welcomed work being done in the ILO on labelling and codes of conduct and obviously the Director-General's initiative offers a way of developing that further. As we get deeper into this subject, it is to be expected that the importance of credible monitoring of labelling schemes and codes of conduct will come to the fore.

– **World of Work:** What impact has globalization had on employment, working conditions and workers' rights around the world?

– **ICFTU:** Generally, trade unionists' assessment of the effects of globalization is less enthusiastic than that of other observers. But the question is not how to stop globalization, but rather how to direct it in a way that serves the objective of social justice for all. Workers are concerned that the potential for increased growth and living standards offered by globalization may not be realized. For too many working people, globalization means greater job insecurity, downward pressure on working conditions, loss of control and influence over their working lives and greater inequality in and between societies. The ILO's overriding task, as recognized by the Director-General in his report to the 75th anniversary conference in 1994, is to move globalization away from this harsh reality and towards meeting the demands of global social justice. This involves setting ground rules for the global economy in the way workers' groups have consistently advocated, particularly in linking trade and labour standards, and by greater international cooperation to promote world employment. □



Giving peace – and people – a chance

From war to work: In a world of “local conflicts”, the ILO helps build peace

Though the ashes of world war have long been cold, national and regional conflicts have continued to smoulder. From Asia to Africa, from Europe to the former Soviet Union, the number of “local” conflicts has more than doubled since 1989. But what do people do when peace accords are concluded? Building sustainable peace through employment promotion for the war-affected is the goal of a major ILO programme that strives to reintegrate millions of former combatants and victims of war into civil society.

In Angola and Mozambique, tens of thousands of ex-combatants have traded war and weapons for work and employment. Instead of learning to shoot and kill, they are learning to use new skills to reintegrate themselves into the peacetime workforce in the process.

In Central America, new ways of providing financial credits, such as seed money for starting up businesses, have reached 1.3 million people, including former jungle fighters. And in Cambodia, returning refugees and internally displaced persons are developing small enterprises, learning trades and finding new jobs.

From Asia to Africa, from Central America to Central Europe, these are some examples of how war-affected populations and ex-combatants are being reintegrated into new, peaceful civil societies. Through skills training and employment-related activities such as microenterprise development, the International Labour Organization (ILO) has mounted a major effort in recent years to turn swords into ploughshares (*see pp. 18-19*).

Mounting problem, growing concerns

In a world torn by civil strife and other local armed conflicts, the aftermath of such conflicts is as serious as the fighting itself. Whole cities have been destroyed, the countryside ravaged by bombs, land mines and ecological disasters. Many millions have died, and those fighters

fortunate enough to return from combat, some injured or disabled, have sometimes found members of their families also injured or disabled and displaced. Relationships have been disrupted, wives and daughters sexually abused, homes destroyed and communities robbed of their traditional structures. In many regions, the infrastructures of countries or war-affected communities have either ceased

to work efficiently or collapsed altogether. National, regional and local economies have been crippled, and in many areas, basic social services have ceased to exist.

Agencies working in the field, including the ILO, face a growing number of extremely difficult requests for technical assistance in such highly unstable situations, where time is of the essence. Until now, there were few concrete, successful



Helping people and economies to get back on their feet after conflicts is vital various bodies have often not been related to market opportunities.

examples providing models for action. In the past, the focus had been largely on reintegration of former combatants – a vital step if peace efforts were to be sustained – because if ex-combatants were not equipped to return to civilian life they could threaten the security of the country as well as the peace process itself.

Now, however, attention is turning to other vulnerable groups affected by war – in particular women, young people and the disabled. And greater consideration is being given to longer-term reconstruction efforts which must accompany such immediate measures such as returning displaced persons and refugees to their communities, demining of the land and the reconstruction of basic infrastructure.

Wars bring with them demographic changes as well as reproductive and other health concerns. Yet the chaos of post-conflict situations makes it extremely difficult for these changes to be assessed accurately. These, however, need to be taken into account in effective planning in the war-affected context. Communities, including the potential workforce, need skills and entrepreneurship to get back on their feet.

The burden of women

Although the consequences of war affect all population groups in a country, women

bear a disproportionate burden. Women constitute the bulk of the internally displaced and refugee populations during armed conflict and of the general population in its aftermath. An imbalance in sex ratio is often created, with women outnumbering men, leading to changes in family composition and gender relations within households, including an increase in the number of female-headed households. Migration increases, leading to a weakening or complete breakup of the extended family, denying households the security this formerly provided.

Dramatic changes occur in women's roles and in the general sexual division of labour. War and postwar situations often create non-traditional tasks for women in addition to their traditional roles, to ensure survival of the family and other dependants. They must also face demanding psychological and physical burdens. Both during war and in its aftermath, women face reproductive, health care and psychosocial problems, often resulting from rape and other sexual abuses, as well as unsanitary birth conditions.

The impact on the young and the disabled

War poses adult problems for huge numbers of children and adolescents. Child victims of war include child soldiers who

Web Page on the Strategies and Programmes for Conflict-affected Countries

The ILO Action Programme for Countries Emerging from Armed Conflict is establishing a presence on the Internet World Wide Web. The site will include brief descriptions of each relevant ILO experience in conflict-affected countries, containing the following information:

- Name of project/activity and project number
- Starting and completion date
- Costs and source of funding
- Background
- Objectives
- Beneficiaries
- Project strategy
- Outputs
- Lessons learned
- Responsible ILO office/branch

The information can be accessed through the ILO Home Page: <http://www.ilo.org> (direct by using the URL <http://www.ilo.org/public/english/60empfor/polform/prog.htm>)



Jacques Maillard

for building long-term peace. Many skills training programmes implemented by

have seen more death and destruction than many adults, orphans for whom foster families can never be found, and the young who cannot return to their original communities and, out of desperation, may become street children. As in the case of women, some children have been physically or sexually abused and are suffering from trauma and/or sexually-transmitted diseases, including AIDS and infection with the human immunodeficiency virus (HIV). In many cases, youngsters with psychological traumas are unable or unwilling to rejoin the education system, and as a consequence find it harder than usual for their age group to find employment or to set themselves up in business.

War also sows a bitter harvest in injuries and resulting disabilities, in the form of land mines sown during a war and left behind to trap the unwary when the conflict ends. Unfortunately, disabled people are sometimes regarded as even more of a burden in postwar times than otherwise; they are seen as people needing charity rather than the support and respect they require to become self-reliant.

For all groups affected by wars – and

this includes aid workers – post-traumatic stress can lead to serious problems, about which more has become known in recent years. These range from alcohol and drug abuse to the inability to get back to the world of work. Most important, post-traumatic stress disorder has to be confronted as an important factor contributing to the continuation of violence.

Approaching the problem

Helping people and economies to get back on their feet after conflicts is vital for building long-term peace. It entails a variety of approaches. Many skills-training programmes implemented by various bodies have often not been related to market opportunities. Frequently, *self-employment* is the only option available to people at a time when the possibilities of wage employment are being rebuilt.

Where possible, employment-intensive works programmes are implemented, which are often the first interventions requested by a country emerging from armed conflict. Such programmes have the advantage of providing employment and opportunities to relieve acute distress, while at the same time helping to rebuild the key infrastructures which will, in their turn, bring about further development and create new jobs.

The first phase of intervention in a country emerging from armed conflict usually takes place in a rather unstable situation – with a government in crisis, unable or unwilling to concentrate on security. Thus, donors often respond to perceived needs exclusively at the local level for fear that their programmes will be diverted from the population in need. In such situations, leadership by the United Nations and its agencies is of great importance. The affected communities should be consulted on the design of programmes to strengthen their capacity as a top priority in the development of such programmes, since it is those communities themselves which must bear the brunt of reintegration. In this domain, the ILO has the advantage of long experience and worldwide capacity, as well as direct links with key social partners and the knowhow to promote social dialogue.

The ILO approach

In Africa, Asia and Central America, the ILO approach has been to combine

ILO EXPERIENCE IN REINTEGRATING CONFLICT

In **Azerbaijan**, the ILO has trained personnel of the Ministry of Labour and other institutions dealing with training and reintegration of war-affected populations in community-based training programmes and support services for the most disadvantaged. The project enhances the national capacity for tailor-made training aimed at employment-generation and creating self-employment opportunities in depressed areas.

In **Central America**, the ILO component of the sub-regional PRODERE project focused on the provision of credit and related business and group organization assistance. The ILO and UNDP promoted the Local Economic Development Agency (LEDA) concept covering economic planning, entrepreneurship, enterprise creation, training, marketing, and other business-related areas. Since its implementation, PRODERE has reached more than one million beneficiaries, of which some 100,000 benefited from loans and training under the ILO component.

The ILO has implemented a short-cycle skills and business-training scheme for 5,000 ex-combatants in **Nicaragua**. The beneficiaries were also able to take advantage of a previous project which strengthened the main vocational training institution, INATEC, and its extension services.

The ILO has recently provided assistance to the Government of **Mali** to establish a programme of reintegration for 6,000 ex-combatants and the local communities to which they are returning in the north of the country.

In **Angola**, after the peace agreement of 1991, the ILO prepared training for employment programmes supporting the reintegration of ex-combatants. The first project aimed at self-employment and income-generation. It assessed skills in demand in the postwar reconstruction phase in sectors which promised growth. A network of 37 training centres was formed with specific programmes designed for each. Between 1992 and 1994, a total of 5,000 demobilized soldiers underwent skills and business training before the restart of hostilities.

Following the second peace agreement, the ILO is providing technical support for a new reintegration programme aimed at 25,000 ex-combatants. It will provide them with short-cycle skills and business training as well as toolkits to assist them in finding jobs or becoming self-employed. The project will be linked gradually to the community rehabilitation programme, a larger employment programme aimed at war-affected populations.

T AFFECTED POPULATIONS: SOME EXAMPLES

The ILO has carried out a skills-training project for Afghan refugees in **Pakistan** and for returnees and war-affected communities in Afghanistan. In refugee camps in both countries, training in occupational skills was carried out, mainly in reconstruction. Instructors and administrative and supervisory training was provided. Inside Afghanistan, mobile training units were set up to work in conjunction with the communities themselves as active partners in the training programmes. The project also trained local staff working for NGOs, in part in order to prepare the nucleus of a future civil administration and training infrastructure in the country. In a comprehensive Disabled Afghan Project, ILO has successfully provided technical support in the area of vocational rehabilitation and employment creation.

Three ILO projects in **Cambodia** on small-enterprise development, vocational training and employment-intensive works are now entering a second phase. They provide demand-driven services for war-affected populations in general, including returnees and internally displaced persons, with up to 80 per cent participation of women. Vocational training is provided through mobile training units, public and private training institutions, and outside local expertise. Local Economic Development Agencies (LEDAs) have been established through NGOs to deliver business training, credit and follow-up services. The labour-intensive works programme is carried out with the help of both public and private contractors.

In **Mozambique**, the ILO is providing backstopping in the implementation of provincial-level skills and business-training activities for ex-combatants. More than half of the 18,000 former combatants planned to receive this training have already participated in the project, having either already completed or currently attending courses, or having availed themselves of self-employment toolkits. Another 500 ex-combatants have followed a course on starting and managing their own businesses. The ILO provides technical backstopping, curriculum development, teacher training and quality control. The organization has also established an information and referral system for ex-combatants. The project is now moving into a second phase covering war-affected populations in general.

vocational training with micro- and small enterprise development, and wherever possible in the same geographical area, employment-intensive works programmes. Vocational training is provided through a variety of local training providers, including government institutions, NGOs, religious groups and artisans. Small-enterprise development is organized through Local Economic Development Agencies (LEDAs) which assist with business support services. In some cases the LEDAs also assist in obtaining credit, one of the main roadblocks to the development of small-scale enterprises, especially in the aftermath of armed conflict when a community's infrastructure is often partially or completely destroyed.

In a number of countries, including Afghanistan and Uganda, ILO activities have continued even in combat areas. In Mozambique, more than 9,000 ex-combatants have followed skills-training courses, on completion of which they were able to obtain essential toolkits to start their own businesses. More than 70 per cent of those trained became employable, and more than 600 microenterprises were created, resulting in more than 2,000 jobs.

The ILO is currently implementing a multidisciplinary action programme on skills and entrepreneurship development in countries emerging from armed conflict*. This programme is geared to strengthening the capacity of relevant national personnel in planning more effective reintegration of war-affected populations. By reinserting them into the *working* population, the ILO hopes to speed up the postwar stabilization of the society, thereby helping to diminish the disastrous after-effects of these conflicts and to avert further resort to wars in the same societies.

The trade unions and employers' organizations have an important role to play in post-conflict reconstruction efforts. At a recent (February 1997) organized by the ILO's Bureau for Workers Activities and the Irish Confederation of Trade Unions workshop, held in Dublin, and attended by trade unionists from Bosnia, Mozambique, Palestine and Northern Ireland, the participants discussed how unions could engage in and reinforce the peace process and support the reconstruction of civil and democratic society. □

* For further information on this action programme, please contact the Coordinator, Eugenia Date-Bah, Training Policies and Systems Branch, ILO, CH-1211, Geneva 22. Telephone: +4122/799-7908, fax +4122/799-7650.

The above map does not imply endorsement by the ILO of any specific stand regarding the delimitation of international boundaries or the status of any territory, and does not pretend to reflect the legal or *de facto* acceptance by States of such boundaries.

They are numerous and they work around the world: an estimated 42 million migrant workers who provide cheap, unskilled or semi-skilled labour in scores of countries.



Jean Mohr

Migrants facing risks of abuse and exploitation

As the number of migrants swells, so do their problems: fraud, exorbitant fees, non-existent jobs, dangerous work

As more and more immigrant countries opt for temporary versus permanent migration, millions of the world's migrant workers face a constant danger of exploitation, according to a new report* by the International Labour Office. The search for solutions to this universal problem occupied some 60 representatives from 31 countries at a tripartite meeting held in the ILO from 21 to 25 April.

They are numerous and they work around the world: an estimated 42 million migrant workers who provide cheap, unskilled or semi-skilled labour in scores of countries. In the hope of finding good jobs, they often are forced to sacrifice nearly everything temporarily. They may trade family and home life for a risky working life involving fraud, low pay, poor working conditions, and inadequate job security.

They are the migrants of today's global economy, and they are perhaps the world's most inherently vulnerable and unprotected category of workers. And as more

and more immigrant countries choose temporary over permanent migration as a way of meeting the challenges of a rapidly globalizing economy, the problems faced by migrants are growing commensurately.

"Though most of these workers cross borders in the hope of improving their lot, exploitation is a constant danger for migrants," said Roger Böhning, an ILO official and one of the report's authors: "Inequities are particularly likely to be present when non-nationals are admitted temporarily for the purpose of fixed-term employment."

In addition, as the power of private, fee-charging recruitment agencies grows rapidly, many migrant workers – especially those in unskilled or non-technical jobs – suffer a host of indignities, including wholesale fraud, exorbitant fees, non-existent jobs, and often poor or even dangerous working conditions, the report says.

Migrants are rarely if ever treated on a par with nationals, nor are they adequately covered by existing international labour standards forged by the ILO over the past 75 years.

In addition to sub-standard working

conditions, migrants may be put up in substandard housing at exorbitant rents, at the mercy of unscrupulous employers to whom they are tied for the duration of their admission. Migrants may also be obliged to contribute to social-security funds without ever receiving anything in return. The activities and rights of guest workers are restricted as a rule, at least initially. In spite of low levels of social protection, seasonal workers are often left to their own devices once the work is finished, and even prevented from moving to non-seasonal employment. Guest workers are often separated from their spouses and children, and sometimes separated from the society at large in restricted housing areas.

The trend toward temporary employment prevails irrespective of geography or levels of economic development of receiving countries. For example, in Canada, a traditional immigration country, the number of temporary worker visas issued quadrupled during the last decade. The average annual inflow of temporary workers into Canada was two and one half times larger than the number of permanent immigrants, with 234,000 temporary workers compared to 114,000 immigrant workers.

In the United States, another large immigration country, the number of non-immigrant work visas grew by 4 per cent annually, from 340,000 in 1990 to 413,000 in 1995. If business workers providing temporary services for their country or company had been included in the migration figures, the number of working, non-immigrant arrivals would have climbed from 3 million to 3.6 million.

Much the same pattern prevails in Australia, another traditional immigration country.

France has about 100,000 permanent immigrants, of whom 80,000 are from outside the EU: temporary workers included about 11,000 seasonal workers from Morocco and Poland. Germany has about 150,000 seasonal workers and another 100,000 foreign guest and contract workers. A middle-income country such as Mexico admits more than 70,000 workers from Central America each year for seasonal work in agriculture.

Throughout the Pacific-rim, which is a relatively newer destination for migrants, there are hardly any permanent migration-for-work schemes.

In the early 1990s, Japan established an elaborate system of more temporary openings for highly qualified foreigners and persons of Japanese descent, plus training-with-employment schemes for people from less developed countries in the region.

CONCLUSIONS OF THE TRIPARTITE MEETING OF EXPERTS ON FUTURE ILO ACTIVITIES IN THE FIELD OF MIGRATION

The Tripartite Meeting (Geneva, 21-25 April) examined the special protection problems faced by citizens of one country who are employed, or pursue time-bound activities in another country, and it adopted a series of guidelines to inspire national action and ILO activities. Among the most important elements of the guidelines adopted at the meeting, were the following points on special protective measures for migrant workers in time-bound activities:

- *"Tying time-bound migrants to a particular employer, occupation or sector is normal but, on human rights grounds, cannot be extended indefinitely. On economic grounds, too, the practice of tied employment in selected sectors should be strictly limited in time because it is tantamount to a measure of protection of employers, occupations or sectors benefiting from access to foreign workers at the expense of other employers in the same country or abroad."*

- *"Prolonged separation and isolation of family members lead to hardships and stress affecting both the migrants and the dependants left behind, which may give rise to social, psychological and health problems, and even affect workers' productivity. Therefore, family reunification should be facilitated. Even in the case of seasonal and special-purpose workers, countries should favourably consider allowing family migration or reunification."*

- *"Migrant workers and members of their families should not be subject to measures of arbitrary expulsion. Migrants who are the object of an expulsion order should enjoy due process of law in respect of the expulsion procedure. They should further have the right to claim unpaid wages, salaries, fees or other entitlements due to them."*

On special protective measures for migrant workers recruited by private agents:

- *"In order to prevent or eliminate fraudulent or abusive malpractices on the part of private agencies, both migrant-sending and migrant-receiving countries should supervise the activities of private recruitment by means of appropriate national laws or regulations and in consul-*

tation with representative organizations of employers and workers. These laws or regulations should provide adequate sanctions against abuses or malpractices such as: forcing the migrant worker, upon arrival in the receiving country, to accept a contract of employment with conditions inferior to those contained in the contract which he or she signed prior to departure; withholding or confiscating passports or travel documents."

- *"Both migrant-sending and migrant-receiving countries should ensure that adequate machinery and procedures exist for the investigation, if necessary, of complaints concerning the activities of recruitment and placement services, involving, as appropriate, representatives of employers and workers."*

- *"Migrant-sending as well as migrant-receiving countries should encourage the self-regulation by private agents of their profession. Self-regulation should include the adoption by private agents of a code of practice to cover, inter alia, the principle that private agents should not knowingly recruit workers for jobs involving undue hazards or risks or where they may be subjected to abuse or discriminatory treatment of any kind; the principle that migrant workers are informed, as far as possible in their mother tongue or in a language with which they are familiar, of the terms and conditions of employment; and, maintaining a register of all migrants recruited or placed through them, to be available for inspection by the competent authority, provided that information so obtained is limited to matters directly concerned with recruitment and that in all instances the privacy of the workers and their families is respected."*

Where widespread and persistent exploitative practices are known to the Office or brought to its attention by ILO constituents, the Meeting also urged the Director-General to inform the government concerned and solicit its observations on the matter, and inform the relevant Committee of the Governing Body with a view to proposing to the Government concerned that a pattern or practice study be carried out in the territory of the member State under whose jurisdiction the exploitation is viewed as occurring.

The number of migrant workers in the Republic of Korea, which developed similar training-with-employment schemes for the country's small to medium-sized enterprise sector, has trebled in recent years, from around 44,000 in 1992 to 136,000 in 1996.

The former socialist countries are also part of the trend. In the Czech Republic there were 14,500 foreign work-permit holders in mid-1992, nearly 32,900 in 1994 and 67,300, in addition to 67,000 Slovaks, in 1996. In the Russian Federation, which was previously isolated from international migration networks, the recent abolition of the State monopoly over placement will surely spur migration flows (although private recruitment agencies have already placed hundreds of Russians abroad, many in well-paid employment).

Simultaneously, private, fee-charging recruitment agencies are rapidly coming to dominate the organization of tempo-

rary migration with, for example, as much as 80 per cent of all movements of labour from Asian to Arab countries – one of the world's largest migrant flows – being handled by private agencies. In Indonesia, the Philippines and Thailand, private agencies dominate the organization of migration for employment abroad, “accounting for anywhere from 60 to 80 per cent of all migrant workers hired.”

The report cites the private sector's undoubted efficiency and mobility in matching workers to jobs, but highlights a number of undesirable consequences, including fraud, exorbitant fees and unacceptable conditions of employment for migrant workers. The report cites the effect of private agencies as having been “especially hard on unskilled and non-technical workers”.

Though statistics on fraud are rare, common recruitment malpractices in sending countries include:

- soliciting applications and demand-

ing fees for non-existent jobs;

- withholding or giving false information on the nature of the jobs and terms of employment;

- charging fees well above the maximum allowed by regulations or the actual cost of recruitment;

- selecting applicants not on the basis of job qualifications, but on the amount of money they are willing to pay to get the job.

The goal of the Meeting of Experts was to come out with guidelines on how Governments might improve protection of migrant workers in temporary employment and those recruited by private agents (*see box*). The meeting enunciated the principles for treatment of temporary migrants who are inadequately covered by existing ILO Conventions. □

**Protecting the most vulnerable of today's workers – Tripartite Meeting of Experts on Future ILO Activities in the Field of Migration. ILO, Geneva, 1997. ISBN 92-2-110465-6*

“Front desk? Send me a computer!”

The hotel and tourism sector: New technology spawns a revolution in travel jobs

Will the hotels and travel agencies of the future be high-tech wonders, impersonal palaces of whirling computers, ergo-beds with remote controls, pre-cooked meals and guest-room telephones with interactive flat-screen televisions?

Or will the technological revolution buffeting the travel world liberate hotel and tourism workers from tedious tasks like peeling potatoes or counting beans so they can provide more personal service and customer care?

The computer and new technologies are revolutionizing the hotel, catering and tourism sector,* one of the most significant employment sectors in the world today, which includes services provided by many others such as agricultural, transport, cultural and health services. It provides employment for one out of ten workers around the world, or some 212 million people. In 1995, the

sector produced 10.9 per cent of the world's Gross Domestic Product (GDP) and contributed US\$ 1.6 trillion in wages and salaries, according to the World Travel and Tourism Council (WTTC).**

How is technology impacting on this massive sector? For example, a traveller who once relied on a travel agent can now make airline reservations directly with the airlines through the Internet. In terms of management procedures, new technology is affecting every element of travel, from speeding up reservation systems and check-in, to preparing and cooking food. The waiter taking orders also becomes an inventory specialist: orders for food and drink, while going to the bar or kitchen, also go to the computer, telling managers what's moving and helping take stock of what's on hand and what needs to be prepared.

Vacuum-packed food provides another time- and labour-saver. Kitchen staff will

no longer have to spend time peeling and washing vegetables, skinning fish and handling meat. A recipe which previously would have required 11 different fresh items, now may call for just two. The hard-earned skills of a chef may now be less in demand than those of the kitchen manager, concerned more with “hot and cold flows”, and “on-the-plate regeneration” than correcting the seasoning in the gazpacho.

What's at stake, and who's affected

By the year 2010, tourism, measured in terms of international arrivals, is expected to double to more than 1,000 million (one billion), while the number of jobs in the sector will also grow to over 385 million benefiting developing countries as much as industrialized areas. Tourism ranks first among world export

groups, ahead of petroleum, motor vehicles and electronic equipment. In terms of international tourism receipts, Europe tops the list, followed by the Americas, East Asia and the Pacific, Africa, the Middle East and South Asia.

Forecasts of international tourism suggest the fastest growth in East Asia and the Pacific, followed by South Asia, facing these countries with some major challenges.

Growth in the industry is being driven by higher dispensable family incomes, lower prices, greater international mobility, the removal of travel restrictions, greater interest in culture and the environment, and better technology for booking and billing, as well as more information before travelling.

In the United States, those with the highest incomes which can be used for tourism, fall into the 35-45 and over 60 age brackets. The 35-45 age group will account for 21 per cent of the population by the year 2000. The over 60 group is growing at a fast pace everywhere.

The impact on jobs

In addition to tourists, those working in the sector – and the way they work – will also be strongly affected by new technologies. Overall, the effect will be the computerization of a number of repetitive and low-skill jobs and the enhancement of managerial work. Staff formerly bogged down in labour-intensive work will be freed-up to provide more personal service and care of customers.

In the hotel industry, the role of management is becoming more client-oriented while the profile of the new manager will be of a person with knowledge of computer systems, ability to make rapid judgements based on new types of information, and a high level of person-to-person skills. Certain skills and occupations are being devalued, but other more challenging jobs are being created. In the “hotel of the future”, employees will have to be more knowledgeable about technology and how it can provide better service to guests.

However, new technologies are likely to bring more interesting and rewarding work to management and front office but more mundane, although mixed, duties for other employees, particularly in large enterprises. The hotel industry is still marked by a high proportion of female and migrant workers, a relatively young and low-skill workforce, relatively low wages, high turnover and precarious working conditions.

In catering, while some arduous tasks are being removed, the new food technologies are contributing to a de-skilling of jobs and therefore a reduction in pay. Agribusiness has assumed much of the previous work of kitchen employees, such as deboning and treating meat, and this may compensate to some extent for any losses in jobs.

In travel agencies, the picture is unclear. According to one school of thought, easy and sophisticated communication is increasing job opportunities among agencies. Traditional skills in ticketing, routing, scheduling and package selling are being replaced by those in sales and

marketing, specific knowledge of computerized reservations systems, and the ability to make full use of computers. There are more and more small agencies serving as points-of-sale, helping tour operators to penetrate a growing market.

From the second point-of-view, new technologies appear as a serious threat to the very survival of travel agencies as ticketless travel increases as well as direct access to information, booking and electronic payments. The technological revolution in this industry is considered to be not yet at its peak and the effect on employment difficult to predict.

The future is said to belong to those



Jacques Maillard



Jacques Maillard

Electronic reservations systems: wave of the future?

who can provide immediate, accurate, varied, complete and reliable information as opposed to delivering tickets and brochures.

The introduction of new technology is of course of concern to employers and trade unions. Employers see an improvement in working conditions and a flattening of traditional hierarchical structures in which workers are given more say. However, one of the main areas of contention between employers and trade unions is who is to be responsible for the choice of appropriate technology and management systems. Trade unions also fear job instability, irregular working hours, involuntary part-time work, unattractive working environments and lower pay.

But workers welcome new machines and procedures when they are consulted and are actively involved in their introduction and application.

In general, technological progress, seen as data processing and new food preparation techniques, has created a poten-

tial for higher labour productivity and therefore higher salaries for highly skilled staff. Other staff, however, are facing decreased demand for their particular skills. The ILO report says that what is now needed is a flexibility to work in different departments, at different hierarchical levels and at varying hours.

There is widespread consensus that formal training in the sector falls short of its new requirements for skilled workers. Hotel and tourism schools are having problems keeping up with technological changes which require investment in equipment and the retraining of trainers. Many countries have no special structures for training hotel and tourism staff. □

**New technologies and working conditions in the hotel, catering and tourism sector, ILO Sectoral Activities Programme. ISBN 92-2-110430-3, Swiss francs 17.50.*

***Estimates of the WTTC include all travel-related consumption, both for business travel and personal holidays, such as transportation costs, restaurants meals, hotel accommodation and so on.)*

CONCLUSIONS OF ILO TRIPARTITE MEETING ON TECHNOLOGY IN THE HOTEL, CATERING AND TOURISM SECTOR: A SUMMARIZED SELECTION

Among the key conclusions of the *Tripartite Meeting on the Effects of New Technologies on Employment and Working Conditions in the Hotel, Catering and Tourism Sector*, held at the ILO Headquarters from 12 to 16 May 1997, were:

- The hotel, catering and tourism sector is probably the most dynamic of any economic activity;

- ILO constituents should have access to accurate data on employment and working conditions in the sector so that all parties can plan to deal with expansion and innovation. In addition, the ILO should become the prime repository of statistics on employment and working conditions in the sector and analyse and disseminate them;

- Investments in new technologies, in particular, are more likely to yield the expected benefits if workers and their representatives are properly informed and consulted at the appropriate stage to ensure agreement and commitment;

- Collective agreements should specify how new technology should be managed including the establishing of appropriate work practices;

- The evolution of the hotel, catering and tourism sector and the introduction of new technology requires training in communication and interpersonal skills both for those currently employed and those seeking employment in the sector;

- More attention should be devoted to training trainers, managers and supervisors, particularly in the sustainability of the sector and environmental and health concerns, managing change, and creating an environment enabling workers to make the best use of and benefit from newly-acquired skills;

- Small and medium-sized enterprises need special attention, and tripartite efforts should be directed towards finding solutions to finance training and provide management training;

- Open communication and consultation between employers and workers' organizations are essential, regardless of the size of the enterprise. Resulting collective agreements should be recognized and implemented.

- Notwithstanding the Employers' initial and continuing opposition to the *Working Conditions (Hotel and Restaurants) Convention, 1991 (No. 172)*, the Office should organize tripartite meetings at the national and regional levels, if requested, to inform participants about the Convention and discuss its contents in the context of local or regional conditions in the sector.

A detailed report on the meeting, including a summary of the discussions and the final conclusions will appear in the next issue of *World of Work*.

Report From Warsaw

ILO organizes international conference on national rehabilitation funds

Are quotas for employing disabled persons and levies against firms failing to meet the quota effective? In an effort to stimulate discussion among countries with such quota/levy systems and those considering such policy options, the ILO recently organized an "International Conference on Policies and Management of National Rehabilitation Funds" (27 February-1 March 1997) in Warsaw, Poland.

The tripartite meeting gathered some 75 participants from 18 countries, including representatives of national fund agencies, government ministries and organizations representing employers, workers and disabled persons. The 11 invited participant countries included Austria, Belgium, China, France, Germany, Hungary, Japan, the Netherlands, Poland, the Russian Federation, and Ukraine. Observer countries participating included the Republic of Belarus, Bulgaria, Croatia, the Czech Republic, Estonia, and Lithuania.

The meeting was jointly sponsored and organized by the State Fund for Rehabilitation of Disabled People of Poland, with support from the French National Rehabilitation Fund, AGEFIPH, and the German Ministry of Labour and Social Affairs. Mr. Heribert Scharrenbroich, Assistant Director-General Responsible for ILO Activities in Europe spoke at the opening ceremony.

The ILO believes that workers with disabilities should enjoy the same rights to freely chosen, quality employment as non-disabled workers. This is reflected in Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), which calls upon member States to formulate, implement and periodically review a national policy favouring the training and employment of disabled

persons. Some 58 countries have ratified this Convention.

Often special measures are required to prepare disabled individuals for the world of work, and to adapt the workplace for disabled workers. Governments are increasingly seeking effective approaches to encourage and facilitate the employment of persons with disabilities in the open labour market.

The Conference concluded that quota/levy systems offer employers a choice: to hire disabled workers, or to contribute to a fund. In some countries, employers may partially meet their obligation by purchasing goods or services from sheltered workshops which employ disabled persons. The levies collected from employers are used for two general purposes: either to finance a variety of activities aimed at preparing disabled individuals for, increasing their access to, or maintaining their employment in the open labour market or in sheltered employment; or to provide financial incentives and assistance to employers to compensate for the costs or anticipated disadvantages related to the employment of a disabled worker.

Among the activities financed by national funds are: awareness raising among employers; preparing disabled individuals for work (assessment, guidance, rehabilitation, training services); facilitating access to work (job search and placement services, transport, recruitment incentives, credits for the creation of workplaces); job retention and redeployment (wage subsidies, resettlement allocations); support in the working environment (adaptation of work stations, improving workplace accessibility); research and innovation; sheltered work; and other measures (technical aids, housing, therapeutic workshops). □



Conference conclusions:

- The right of disabled persons to freely chosen, quality, productive employment, and alongside non-disabled persons, should be respected, promoted and facilitated.

- Governments should adopt national policies and legislation to further the employment of disabled persons in the open labour market, as well as in sheltered environments.

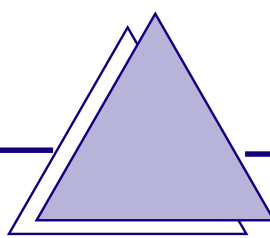
- Quota/levy systems and related national rehabilitation funds represent in certain situations important, potentially effective, policy options and methods to promote and facilitate the employment of persons with disabilities.

- Rehabilitation funds should not substitute for government responsibility, and expenditure, to create and maintain services and structures required to prepare and place disabled individuals in productive employment.

- Management of rehabilitation funds should involve representatives of government, and employers', workers' and disabled persons' organizations.

- National funds should be monitored and evaluated, to ensure accountability and to determine the extent to which objectives are met in a cost-effective, sustainable manner.

- The ultimate measure of the success of quota/levy systems and national rehabilitation funds is whether they result in a substantial increase in integrated employment opportunities for individuals, those with more as well as less severe disabilities, women and men, in high-skill in addition to low-skill jobs, in rural and urban areas.



AROUND THE CONTINENTS



CONTRACT LABOUR

▲ An Asian-Pacific Regional Seminar for Trade Union Organizations on Contract Labour was held in New Delhi from 21 to 25 April 1997. A similar event took place in Mexico City for the Latin American region from 21 to 23 May 1997. Participants assessed the extent of contract labour in the region and examined the potential for effective regulation through law and practice. They also discussed problems concerning employment and working conditions of contract workers and strategies for better protecting the interests of these workers.

For further information, please contact the ILO Bureau for Workers' Activities (ACTRAV) at: tel. +4122/799-7021; fax: +41-22-799.6570 or by e-mail to the ACTRAV webeditor: hyniewski@ilo.org

SMALL BUSINESSES TO PREVENT SUBSTANCE ABUSE

▲ Substance abuse in the workplace deteriorates workers' health, increases safety risks, lowers productivity and negatively affects family welfare. Egypt, India, Malaysia, South Africa and Zimbabwe have joined an ILO project aimed at developing strategies to prevent alcohol- and drug-related problems in the small business sector. Funded by Norway, "Mobilizing small businesses to prevent substance abuse" is the first of its kind to focus specifically on the small business community in which some 80 per cent of the workforce is engaged.

For further information, please contact Mr. B. Shahandeh, ILO Vocational Rehabilitation Branch (REHAB), at: tel. +4122/799-6833; e-mail: shahandeh@ilo.org

ILO TECHNICAL COOPERATION

▲ The total figure of project approvals recorded in 1996 was US\$ 114.5 million, a slight increase compared to 1995 (US\$ 114 million). Of this amount, multi-bilateral approvals

were US\$ 78.8 million or 69% of total approvals. Within the multi-bilateral programme, nearly 46% comprised contributions to the International Programme on the Elimination of Child Labour (IPEC), the most significant contribution coming from Germany (US\$ 33.8 million). UNDP project approvals increased by 57% from US\$ 16.9 million in 1995 to US\$ 26.5 million in 1996. Africa accounts for 22% of the total approvals, followed by Asia with 17% and Latin America with 7%. The Arab States region accounted for 4%, the same as in 1995.

For further information, please contact Mr. D. Duysens, Promotion of Active Partnership and Technical Cooperation Department of the ILO (PROPAR/TEC) at: tel. +4122/799-6379.

CAN EUROPE SUSTAIN ITS WELFARE STATES?

▲ The national social protection systems in Europe are under challenge: some critics see them as no longer economically affordable. The ILO discussion paper, "Are there better ways to cut and share the cake?" questions this notion of economic non-affordability and shows by comparing the American and European socio-economic systems, that "there are different ways to cut the cake", but that there is a good chance that workers' wages and transfers will add up to the same share.

For further information, please contact Mr. M. Cichon, ILO Social Security Department (SEC/SOC), at: tel. +4122/799-6630.

INDUSTRIAL RELATIONS AND GLOBALIZATION

▲ The ILO/Japan Regional Programme on Industrial Relations in Asia was established in 1987. The programme has made a significant contribution to developing understanding and expertise among governments, employers' and workers' organizations in Asia and the Pacific region. A new phase of the programme started in mid-1996 will help

to develop effective workplace relations which will facilitate the increasing integration of national economies in Asia, in regional and world markets.

For further information, please contact David Macdonald (ILO/EASMAT), tel. +662/288-226, fax: +662/280-1735, e-mail: macdonald@ilobkk.or.th

EMPLOYEE OWNERSHIP IN CENTRAL AND EASTERN EUROPE

▲ Employee ownership has rapidly become a predominant property form in much of Central and Eastern Europe. A project of the ILO's multidisciplinary team for Central and Eastern Europe (CEET) has now led to a publication. "Privatization surprises in transition economies" investigates the impact of employee ownership on the transition process under way in Central and Eastern Europe and tries to identify its particular strengths and deficiencies (see page 34).

Privatization surprises in transition economies: Employee-ownership in Central and Eastern Europe, by M. Uvalic and D. Vaughan-Whitehead (eds.), Edward Elgar (in cooperation with the ILO), 1997. For further information, please contact Mr. D. Vaughan-Whitehead, Central and Eastern European Team, Budapest, Hungary, at: tel. +361/301-4900; fax: +361/153-3683.

TOWARDS A REAL "WORKERS' PARADISE"

▲ *Labour With a "Human Face": Post-Communist Unions Reform, Reflecting Modern Times.*

When the Berlin Wall fell in 1989, many observers predicted that the old Communist trade unions – standard-bearers for the staid, socialist status quo – would crumble as well. But it didn't happen. Rather, labour unions in Central and Eastern European (CEE) countries have overcome the "inheritance" of old structures, undergoing a profound transformation in the process. New unions have been set up,

and cooperation among different unions is generally improving.

Yet worsening common problems of poverty, unemployment, bad working conditions and weakening social security all pose threats that did not exist in the previous reality of the CEE. Meanwhile, all unions have fewer means for defending members.

According to a new study carried out by the ILO Bureau in Budapest with support from the Netherlands,* trade unions in the emerging economies of the CEE face the parallel problems of sustaining credibility as genuine representatives of the interests of their members and a worsening environment for their work.

The ILO cooperates with 45 trade union confederations in the 18 countries covered by the Central and Eastern European Multidisciplinary Team (CEET). The ILO Bureau for Workers' Activities (ACTRAV) and CEET work together to support the building of independent, democratic and representative unions. Information dissemination and contacts with unions in other parts of the world are among their most important tasks. Education has been arranged in the past three years, with the support of the Dutch Government and trade unions, on collective bargaining, occupational safety and health, privatization and gender issues. A new activity was a regional seminar for trade union journalists on their new role within unions and on relating to "mainstream" media. Trade union educators from the entire region have built networks with the ILO, the international trade union organizations and, most importantly, among themselves.

As part of the project, over 3,000 negotiators of collective agreements were interviewed on their experiences. Results show that between 7 and 20 per cent of local negotiators have no financial information on the enterprises they bargain with. Also, concepts of negotiating between two independent sides are vastly different in CEE countries and those in Western Europe. Often, the role of the employer is far from clear, particularly in recently privatized companies. Implementation of collective agreements is another big concern. The results have been published as a book, available from the ILO-CEET office in Budapest. It is the most comprehensive struc-

tured body of recent information on collective bargaining in the region.

The key issue in the ILO's work has been to support trade unions in their efforts to participate in decision-making in their countries, to build relations with employers and governments in order to represent their members, and to advance democratic reforms. The biggest problem for unions in the region is falling membership. In particular, employees in the new private enterprises – and in the large informal economy – have been beyond the unions' reach. Better organizing must be at the centre of all future efforts. The ILO's role can be to expand its services in the processes of managing information in all its forms: research, analysis, publishing, workers' education – using information as a weapon and tool for

better organizing and effective policy-making. In addition to traditional methods, use of the Internet is among the topics of ILO training.

Globalization and regional economic integration have recently become a major concern for trade unions, especially in countries which seek membership in the European Union. Helping unions in these processes which eventually change their work context profoundly, will be among the priorities for the next phase of ILO support to CEE trade unions. □

*Trade Union Experiences in Collective Bargaining in Central Europe: A Report of an ILO Survey in Bulgaria, Czech Republic, Hungary, Poland and Slovakia (ISBN 92-2-110464-8) Available in English from the ILO-CEET office in Budapest, or the Bureau for Workers' Activities of the ILO, Geneva.

ILO TURIN CENTRE: UNITED NATIONS STAFF COLLEGE



Jacques Maillard

▲ **TURIN** – On his first official visit to Italy since being appointed Secretary-General of the United Nations in January 1997, Kofi Annan inaugurated the UN Staff College at the International Training Centre of the ILO. In his address, the Secretary-General acknowledged the ILO's Training Centre for hosting the college on its campus and allowing it to benefit from expertise accumulated over 30 years in the service of development. The system-wide initiative will include a curriculum involving managerial reform, coordination, coherence and quality service. ILO Director-General Michel Hansenne said the new facility would be open to all agencies in the United Nations system, and would provide training for "development and growth".

Working World

SOCIAL ISSUES

- In **Burkina Faso**, 6 per cent of the heads of companies are women, according to a recent census by support organizations for small enterprises. This proportion rises to 99 per cent if very small enterprises are included. Activities carried out by small and very small enterprises are mainly in the areas of commerce (50 per cent) and services (40 per cent). In 68 per cent of cases, their financing is based on personal savings.

- Two **Swiss** nongovernmental organizations, the *Declaration de Berne* and *Terre des Hommes*, have launched a campaign directed at people

in Switzerland who wear athletic shoes. They are requesting them to send a card to the manufacturers demanding that they adopt a code of practice in keeping with the Conventions of the ILO. This campaign for sports shoes, produced "while respecting dignity", is entitled: "Look beyond your soles".

- A recent survey on child labour in **Cambodia** by the National Institute of Statistics of the Ministry of Planning, in collaboration with the ILO, has found that some 600,000 children aged 5-17 – or about 16 per cent of children in that age group – are currently economically active. The great majority work in

rural areas (90.6 per cent). The study also found that 60 per cent of working children have dropped out of, or never attended school. One alarming finding was the existence of "slave-like" conditions for some working children. Also, an increasing number of girls has been sold into prostitution, the report said.

In response, the Ministry of Social Affairs, Labour and Veteran Affairs, on behalf of the Royal Government of Cambodia, has signed an agreement with the ILO to formalize a new programme on child labour. Plans call for a National Framework of Action to serve as a blueprint for further expanding the ILO's International Programme on the Elimination of Child Labour (IPEC) programme in Cambodia. The Government of Denmark is providing financial support for the expansion.

- The Austrian network for medical studies of work has examined more than 1,000 work posts in the banking and transport sectors where computer screens are used. Of those working in these posts, 54 per cent said their eyes sometimes suffered by the end of the day, 13 per cent said they suffered often and more than half said that their visual acuity fell during the day. Among the causes are poor installation of screens, failure to take the prescribed breaks and failure by the companies to legally comply with checking work posts.



Jacques Maillard

WORKING AND JOBS

- In **Algeria**, the legal working week has been reduced from 44 hours to 40 hours, following negotiations between the government and the trade unions.

- In **Brazil**, the Lower House of Parliament has adopted a draft bill instituting a temporary work contract. The aim is to reduce the cost of labour and stimulate job creation. The proportion of temporary work contracts allowed will be contingent on the company's size: 50 per cent on temporary contracts in enterprises of up to 49 people; 35 per cent in enterprises of 50 to 199 employees; and, 20 per cent in enterprises with 200 or more employees.

- Graphology is used in some countries, namely

France, to evaluate candidates prior to recruitment, and not at all in other countries. The newspaper, *Le Monde*, carried out a test in which it submitted to specialists two letters written by an ambidextrous person, one written with the right hand, and the other with the left. The personality descriptions proved contradictory. Other tests have shown that results improved when the graphologist had access to the curriculum vitae of the candidate. A report by Professor Lyon-Caen for the Ministry of Labour in 1992 had already criticized this method as not pertinent and ethically questionable.

● Reports of a spectacular decline in unemployment in the **United Kingdom** have been contested on several fronts. According to some economists, the 15 consecutive months of a decline in the rate of unemployment, which stands today at 6 per cent, can be attributed more to changes in the methods of calculation (30 such changes since 1979), than to the liberalization of the labour market. This would explain why since 1992, 383,000 jobs were created while the number of unemployed in surveys fell by 771,400.

● The ILO Statistical Office has analysed the figures for strikes and lock-outs in 1995 in **51 countries** in which data were available. Some 27 million workless days were registered for a total of 460 million employees, or an average of 59 days per 1,000 employees. The highest figure is for **Costa Rica** with 3,000 days per 1,000 employees, while there were no strikes or lock-outs registered in **Belarus, the Isle of Man, Moldova, Myanmar, Singapore, Slovakia** and **St. Vincent**.

● In **Denmark**, people benefiting from special "parental and sabbatical" leave under the country's social security programme will be receiving smaller benefit



Jacques Maillard

● Advertising legend David Ogilvy once told his employees "The consumer is not a moron. She is your wife." Today, as the *New York Times* reports, he might say "She is also your boss." At Ogilvy's advertising firm, a mother of three, married 27 years, has become chief executive, and is one of a "growing cadre of female executives climbing to the very top levels of the advertising business." But what about total female representation in the industry? According to a recent survey cited by the *Times*, women accounted for 56 percent of the industry's workforce in 1995, but constituted only 17 per cent of the executives earning more than \$200,000 per year. The same ratio prevails in the publishing and printing industries. Evidently, while women are climbing the corporate ladder, for most the glass ceiling is still a long way off.

cheques as of 1 April. Payments for such leaves – currently 70 per cent of the maximum unemployment benefit (DKr 2,625) per week – will be reduced to 60 per cent of the maximum. The new cuts follow an earlier reduction in 1995, from 80 per cent to 70 per cent. The programme was instituted in 1994 as a means of allowing job rotation between those who are working, and those who are out of work. However, the programme proved so popular that it has resulted in a labour shortage in certain professions (such as nursing) and financial problems. Nevertheless, the number of unemployed in Denmark fell from 383,600 in the first quarter of 1994 to

281,400 in the third quarter of 1995.

DISCRIMINATION ISSUES

● The **Brazilian** Government has launched a large advertising campaign against sex tourism and child prostitution. The campaign is directed at those who organize trips for this purpose, and prospective clients of child prostitutes have been warned of severe consequences, including prison terms. Associations for the protection of children are concerned that Brazil might surpass certain Asian countries as a favoured destination for sex tourism.

● In the **United States**, suits by employees alleging systematic age discrimination in their companies have been on the increase over the past four years. In 1996, 68 complaints were lodged, compared with 30 in 1992. Two large companies recently had to settle with employees who complained that they had lost their jobs because of their age and were replaced by younger staff. Age discrimination during restructuring is, in fact, widespread throughout the world. The ILO *World Labour Report* points out that the rate of unemployment among those more than 55 years of age is five times greater than among young people and 1.5 times greater than among young adults.

● A recent court ruling in the US State of Massachusetts has come up with a new definition of sexual harassment: men behaving badly, even among themselves. In a recent decision in favour of three lumberyard employees, the Massachusetts Supreme Judicial Court said "lewd horseplay" and raunchy talk on the job can constitute sexual harassment, even if only men are involved. In reaching the decision, which supported a lower court ruling awarding the three a total of \$144,000 in damages, the court rejected company arguments that the actions failed to meet legal definitions of sexual harassment because those involved were male and heterosexual.

MILESTONES

● The **Netherlands** leads the world in growth in the number of enterprises, according to a study by IEM (the Economic Institute of Small and Medium-sized Enterprises). After deducting enterprise bankruptcies, the current growth rate in the country has been calculated at 5.8 per cent. In Ireland and Germany, the figure is 3.8 per cent, while in the United States, Switzerland and Norway, it is 3 per cent. □

Media focus: The ILO in the press

**ILO Press Release:
Amsterdam Conference Condemns
Intolerable Forms of Child Labour:**

日本経済新聞

Nihon Keizai Shimbun
25 February 1997 (Japan)



Strong move towards the abolition of child labour: ILO will combat child labour in Pakistan & Child Labour World Conference will be organized by the Government of the Netherlands

Geneva (By Seiichiro Mishina) - International commitment towards the abolition of child labour is in increase. ILO will start the activity to eliminate child labour in the sporting goods industry in Pakistan, while the Government of the Netherlands will organize a conference to raise international awareness on 26-27 February. In developing countries, many children work under the slavery condition or forced to work for prostitution. The situation should be improved as multinational corporations which operate in developing countries with its headquarters in industrialized countries are partly responsible for this appalling situation, says the ILO.



3 de marzo de 1997 (Spain)

La lacra afecta a más de 250 millones de menores

La OIT hace un llamamiento contra el trabajo infantil en el mundo

NEGOCIOS/AMSTERDAM

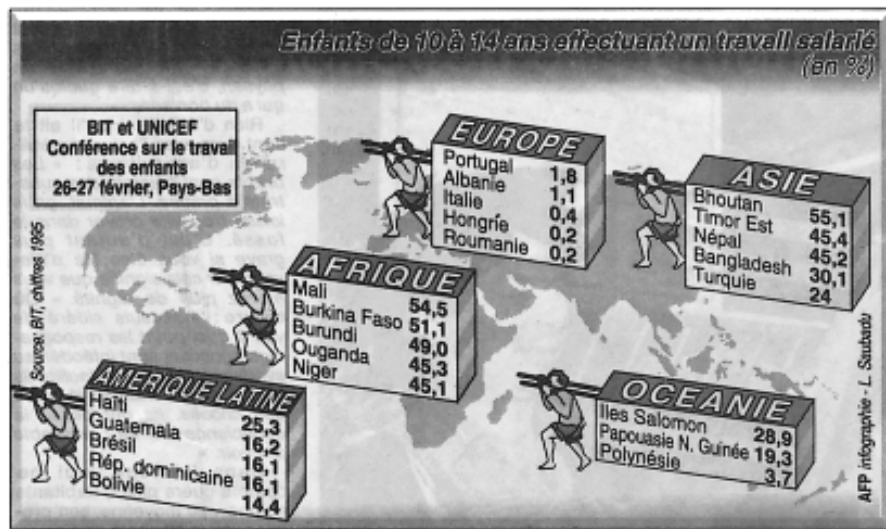
El secretario general de la Organización Internacional del Trabajo (OIT), Michel Hansenne, ha hecho un llamamiento a la prohibición inmediata del trabajo infantil en el mundo, del que son víctimas 250 millones de niños. En su discurso de inauguración de la Conferencia Internacional sobre Formas Intolerables del Trabajo Infantil, que se ce-

lebró la semana pasada en Amsterdam, Hansenne apeló a los expertos, gobiernos y sindicatos para que pongan fin de inmediato al trabajo infantil. Hansenne también denunció la utilización de mano de obra infantil en trabajos de alto riesgo, como la manipulación de productos químicos y con maquinaria. Igualmente, expresó su confianza en que en la Conferencia sobre Trabajo Infantil que se debe celebrar en Ginebra en 1999 se firme una Convención Internacional para la prohibición de trabajo infantil, que sea vinculante y comprenda a los menores de 5 a 18 años...



73 Million Children in Labour Market Suffering Severe Dangers and Appalling Conditions

AFP Infographie - L. Saubadu



ILO Press Release:
ILO Director-General calls for
establishment of Universal
Ground Rules

LE FIGARO
premier quotidien national français

23 avril 1997 (France)

Le rapport du
Bureau international
du Travail

Le BIT milite pour la
reconnaissance d'un «socle
social fondamental»

Pour le Directeur général du BIT, Michel Hansenne, il existe sept conventions internationales de base dont le respect doit s'imposer rapidement.

«Il est inutile de ressusciter à tout bout de champ, le fantôme de la clause sociale. Laissons-le au placard. Le débat est clos pour une période longue et dont je n'imagine pas la fin.» Le Directeur général du Bureau international du Travail est on ne peut plus clair. Tirant la leçon des divergences, des oppositions et des clivages qui se sont fait jour depuis plusieurs années, et notamment lors de la récente conférence de l'Organisation Mondiale du Commerce à Singapour, il entend tourner la page pour mieux développer et réorienter l'action de son institution et promouvoir par d'autres méthodes la justice

sociale. Il identifie ainsi trois directions susceptibles de permettre un renforcement de la production normative pertinente du BIT, une meilleure surveillance des mises en œuvre des réglementations du travail et l'introduction d'un label social.

En présentant hier à Genève le rapport qu'il destine à la grande Conférence internationale du Travail de juin prochain, Michel Hansenne a mis l'accent sur la nécessité de défendre «le socle social fondamental» constitué des sept principales conventions internationales. Elles portent notamment sur le travail forcé, la liberté d'association, le droit d'organisation et de marchandage collectif, l'âge minimum et la discrimination...

Frankfurter Allgemeine
ZEITUNG

23. April 1997 (Germany)

ILO schlägt soziales Gütezeichen vor
zur Sicherung universaler
Arbeitsnormen im Welthandel

km. GENÈVE, 22. April. Angesichts der Globalisierung der Wirtschaft sollten universale Arbeitsnormen besser beachtet werden, damit es zwischen Handelsliberalisierung und sozialem Fortschritt einen Gleichschritt gibt. Dafür plädiert der Generaldirektor der Internationalen Arbeitsorganisation (ILO), Michel Hansenne, in einem Bericht, der am Dienstag in Genf veröffentlicht worden ist. Hansenne regt unter anderem ein freiwilliges soziales Gütezeichen für jene Länder an, die fundamentale Arbeitsrechte einhalten. Die Globalisierung, so heißt es in seinem Bericht für die ILO-Konferenz im Juni,

könne zwar in beispielloser Weise Fortschritt und Frieden mehren, doch man dürfe diesen Prozeß nicht sich selbst überlassen.

Die Initiative der UN-Sonderorganisation war zu erwarten, nachdem die Welt Handelsorganisation (WTO) im Dezember eine eigene Sozialklausel abgelehnt hat, die notfalls mit Handelssanktionen hätte durchgesetzt werden können. Entwicklungsländer fürchteten, eine solche Klausel werde zur Ausrede für einen Protektionismus der reichen Länder, die sich über „soziales Dumping“ beklagten. Um einen Konflikt zu vermeiden, bestätigte die WTO bei ihrer Ministerkonferenz in Singapur zwar das Recht armer Länder, ihre Lohnvorteile im Handel zu nutzen, bekräftigte aber zugleich, daß es universale Grundrechte der Arbeitnehmer gebe. Darum soll sich weiterhin die ILO kümmern, der nicht nur 174 Staaten, sondern auch Gewerkschaften und Unternehmensverbände angehören.

FINANCIAL TIMES
23 April 1997 (UK)

ILO chief in appeal for
“social labelling”

A global system of “social labelling” should be introduced to guarantee that internationally traded goods are produced under humane working conditions, according to a report published yesterday by Mr. Michel Hansenne, Director-general of the International Labour Organization.

Introducing the proposal, which will be debated at the ILO's summer conference, he said “it would be perfectly feasible for a system of inspection under an international labour convention, which would allow each state to decide whether to give an overall social label to all goods produced on its territory, provided it accepted the obligations inherent in the convention and agreed to have independent monitoring on the spot”.

Acceptance of “social labelling” would be voluntary among ILO members.

Mr. Hansenne's proposal is part of the Geneva-based organization's strategy to link social progress in the workplace more closely to the liberalization of world trade. This follows recognition by the WTO that the ILO is the “competent body” to deal with the relationship between trade and labour standards.

The ILO Director-general also favours the creation of universally accepted ground rules ensuring respect for fundamental human rights at work...



The ILO on the

 Overview	 What's New	 Publications
 International Labour Standards & Human Rights		 Information Resources
 ILO Press & Speeches		 GB, Meetings & Conferences
 Current Programme Topics	 Department Home Pages & Official Directory	 Employment Opportunities

**Full text search of ILO's Web site is available.
Links are provided to selected labour-related sites.**



Click on *What's New* to get a quick idea of the newer and most recent inputs to the Home Page.



The *Overview* will get you information on the: ILO Constitution, Declaration of Philadelphia and the ILO's history and mandate.



The principles that lie at the core of ILO's mandate. More on standards from: **ILOLEX**, a database on international labour standards; **NATLEX**, a bibliographic database featuring national laws on labour, social security and related human rights; **Legislative Information**, a monthly bulletin of recent labour legislation.

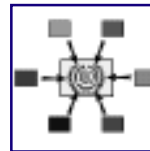


Press Releases; Press Kits on special programmes, publications launched or major events (with *downloadable* photographs); ILO information leaflet; selection of the Director-General's speeches.



Current Programme Topics: Child labour: with information on ILO's technical cooperation programme on child labour; Employment: with links to some major ILO publications on employment; International labour standards; Social security: provides a link to a detailed fact sheet; Workers' activities: Links available

to programmes, projects, news, publications, training and contacts.



A rapid trip around the Organization at headquarters and the rest of the world. International Occupational Safety and Health Information Centre; Employment and Training; Enterprise & Cooperative Development; Equality for Women; Rehabilitation Branch: Global Applied Disability Research & Information Network on Employment & Training; International Programme on the Elimination of Child Labour; International Training Centre, Turin. Also, get information from the ILO Programme Directory on contact points around the world.



See what's new in print, what CD-ROMs are available, together with a catalogue of material, and information on how to order.



Access to the ILO's online and CD-ROM data bases. Further details on how to obtain ILO products and services and contact the ILO Library.



The ILO Governing Body's recent and forthcoming documents and other relevant reference material on procedures and membership. Details on upcoming meetings and conferences.

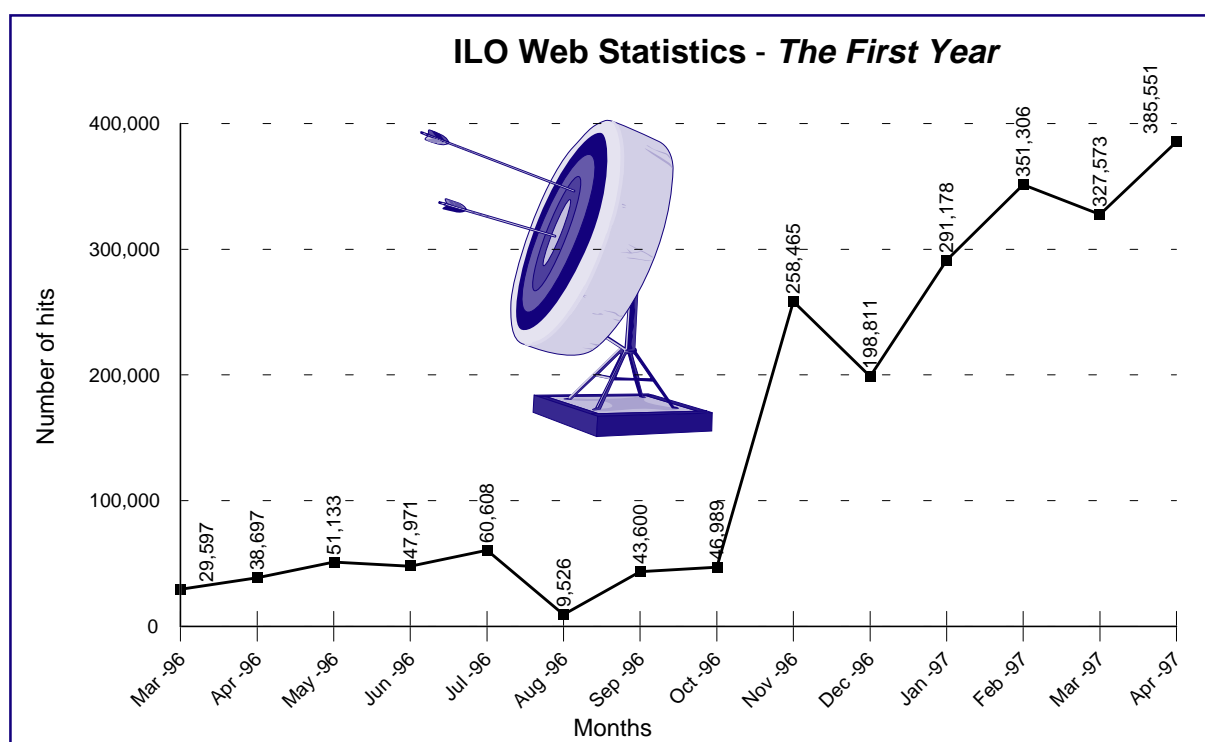


Employment Opportunities advertises job vacancies within the Organization. It also provides details on the ILO's Young Professionals Programme and Internship Scheme with information on how to apply.

World Wide Web

Massive Growth at <http://www.ilo.org>

The ILO has been on the World Wide Web since March 1996. From a small site made up of a few documents covering press-related materials, information services, publications, and fact sheets on ILO history and core mandate areas, The site has grown to approximately 1,500 documents. From March of 1996, the number of monthly “hits” has risen from 29,597 to over 385,000.



As of April 1997, the ILO site has grown to include:

- The speeches of the Director-General
- Information on *Employment Opportunities*
- Information on the *Enterprise Forum*
- Governing Body documents for the 268th Session
- Information Resources
- *International Labour Review*
- *ILOLEX*
- *NATLEX*
- The *Programme & Budget 1996-97 and 1998-99*
- Recent publications
- Information on social security
- The *World of Work* magazine
- Workers' activities information.

New documents to look out for in the future include information on *employment and training, cooperatives, child labour, tribunal cases*, information from the *New York Liaison Office* and the *Moscow Area Office*.

Mito Tsukamoto



In print

Media shelf

■ **Employment policies and programmes in Central and Eastern Europe**, edited by Martin Godfrey and Peter Richards, 1997. ISBN 92-2-109515-0. Swiss francs 30.

Governments of economies in transition face formidable labour market problems. Many countries of Central and Eastern Europe are devoting considerable efforts to building labour market institutions and designing policies and programmes to meet the challenge of growing unemployment and the under-utilization of labour. These problems will only finally be solved by restructuring the economy towards profitability and efficiency, and by reviving the demand for labour.

This comparative volume contains country studies on Bulgaria, the Czech Republic, Hungary, Poland, Romania, Slovakia, Slovenia and Ukraine. It looks at government responsibilities in relation to employment, ways of improving the operation of the labour market (through laws, regulations, assistance with job search, and so on), the range and content of programmes (including the degree of decentralization), and the financing of employment services and unemployment benefits. An introductory chapter summarizes the labour market performance of Central and Eastern Europe in the light of the Western European experience.

The book is a rich fund of valuable information for policy-makers, economists and students concerned with the economies in transition. In view of the major financial constraints faced by many of these countries, it is particularly important to discover which policies and programmes are most cost-effective.

■ **Privatization surprises in transition economies: Employee-ownership in Central and Eastern Europe**, edited by Milica Uvalic and Daniel Vaughan-Whitehead, 1997. ISBN 1-85898-621-4.

This book provides first evidence on employee ownership in Central and Eastern Europe. It also provides an overview of

individual countries' experiences and makes some important policy recommendations.

It is a wide-ranging survey which considers employee ownership within privatization legislation and its diffusion and implementation problems in 14 transitional economies. Using empirical evidence on the impact of this privatization method, the authors address issues such as enterprise restructuring, employment, wages, productivity and investment policies.

This book also presents some of the weaknesses of this form of privatization and identifies such possible improvements as the use of employee ownership in combination with other privatization methods.

■ **Critical issues for women in the world of work: Actions to overcome obstacles to equality**. Selected excerpts from *International Conferences (1993-95)*, 1996. ISBN 92-2-110360-9.

Several of the critical areas of concern identified in the

recent international conferences.

This compilation is an attempt to identify the key labour-related recommendations, which were made at the international level, which are of relevance to the work of the ILO to further its commitment to the protection and advancement of women workers. It should help to raise awareness of the nature of the commitments made at the international level and be useful as a reference guide to those working towards the advancement of women in the world of work at the international, regional, national and local levels.

The conferences covered in this document are: the Fourth World Conference on Women (1995) and the five regional preparatory conferences, the World Summit for Social Development (1995), the International Conference on Population and Development (1994) and the World Conference on Human Rights (1993).

The document concludes with a section on the contribution to be made by the relevant social actors, individually and together, in order to ensure the successful implementation and follow-up to these recommendations.

■ **Affirmative action in the employment of ethnic minorities and persons with disabilities**, edited by Jane Aeberhard-Hodges and Carl Raskin (in preparation for 1997). ISBN 92-2-109521-5.

International attention – both academic and media – centred on affirmative action in employment following the European Court of Justice's recent *Kalenke* decision and the 1995 US Supreme Court's decision limiting the ambit of federal affirmative action programmes. These decisions concerned, inter alia, measures in favour of women, and reflect the fact that affirmative action to eliminate sex-based discrimination has been in place in many countries for a long time and has been widely

debated in both Europe and North America. But what is the situation of affirmative action aimed at eliminating employment discrimination based on national extraction and disability? What is being done to equalize the employment and training opportunities of individuals and groups who have suffered discrimination because they belong to an ethnic minority or have a physical or mental handicap?

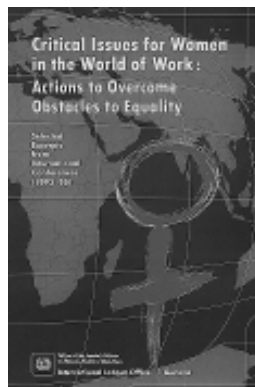
This book, using the insight of eight country studies, describes current trends in the implementation of affirmative action in employment for these two groups, whether it be by legislative enactments, general policy measures, voluntary programmes, or a mixture of these elements. While noting that no one method appears to correspond to an ideal "model", the editors analyse which approaches have worked best in the particular national circumstances and highlight pitfalls that have come to light through the national case studies. They draw conclusions for policy makers who are faced with the challenge of preserving equal opportunities and treatment for all, while using the tool of affirmative action for those two groups so as to ensure that past injustices are remedied and all members of society can develop their material and social well-being. And this, after all, is the fundamental aim of the ILO.

■ **The ILO, standard setting and globalization – Report of the Director-General**, International Labour Conference, 85th Session, 1997. *International Labour Office, Geneva*. ISBN 92-2-109882-6. Swiss francs 15. (See p.12 in this issue).

■ **Rural women in micro-enterprise development: A training manual and programme for extension workers**. ISBN 92-2-110508-3. Swiss francs 60.

If you are looking for a training manual to train extension workers in the development of micro-enterprises and self-employment with a special focus on women, this is the one that can meet your needs. This long awaited training manual demonstrates how to elaborate microenterprise development activities for poor women in developing countries, and can be used for both training and as a guide for projects aiming at the promotion of self-employment for women.

The manual was developed and tested within the framework of two ILO/Netherlands-assisted technical cooperation projects in Zimbabwe and Tanzania. While it was developed through African



"Platforms and Programmes for Action" at the international level are closely linked to the ILO's fields of competence and mandate. The ILO is committed to an effective follow-up to the Beijing Conference and other



experiences, the ILO believes it can be adapted to other cultural or socio-economic situations. The training manual, divided into seven modules, places an emphasis on the practical application of the knowledge to be gained from training through learning-by-doing, or establishing and implementing the Back-Home Action Plans.

■ **Environmental business management, (2nd edition), Management Development Series No.30, by Klaus North (in preparation for May-June 1997). ISBN 92-2-109516-9; ISSN 0074-6703. Swiss francs 35; US\$ 31.50; UK£ 18.90.**

The protection and safeguarding of our environment by enterprise management is an important issue in today's society. This book is for business managers and those in a position to assume responsibility for redirecting business activities. It encourages them to take account of the needs of our threatened planet and dwindling natural resources, while at the same time redefining the commercial interests involved.

This introduction to the role of enterprises in the environmental debate highlights opportunities for and threats to sustainable development. It leads the reader through the morass of existing and proposed regulations and guidelines which cover the areas encompassed by the term "environmental management": the use of hazardous chemicals; toxic wastes and emissions; occupational health and safety; and environmental impact analysis.

This second edition has been completely revised and updated to cover such current issues as measurement of environmental performance, quality aspects, and environmental management systems (EMS) as stipulated by the

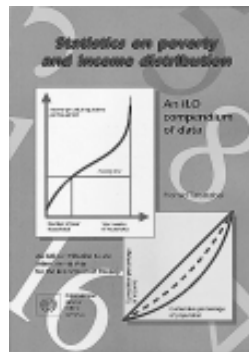
European Management Audit Scheme (EMAS).

Klaus North, formerly a researcher in the Entrepreneurship and Management Development branch of the ILO, is now Professor of International Management at Wiesbaden Business School, Germany. He is the author of *Localizing global production: Know-how transfer in international manufacturing* (Geneva, ILO, forthcoming), and of a number of other publications on the environment and management.

A training videocassette entitled *The Green Challenge* has been produced by TV Choice Productions (London, 1996) in collaboration with UNEP and the ILO, based on the ideas contained in this book.

■ **Statistics on poverty and income distribution: An ILO compendium of data (2nd edition), by Hamid Tabatabai, October 1996. ISBN 92-2-109505-3. Swiss francs 27.50; US\$ 24.75; UK£ 14.85.**

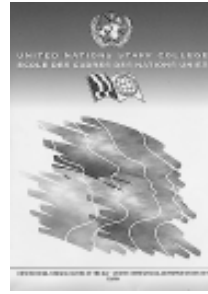
This publication provides easy access to many existing statistics on poverty and income distribution



in developing, transitional and industrialized countries at the national and regional levels. Part I contains a compendium of more than 3,000 observations, while Part II provides supplementary technical information.

A useful tool for development researchers and practitioners.

■ **United Nations Staff College at the International Training Centre of the ILO, Programme Offerings 1997:** Courses offered include: Management Skills/Organizational Learning/Change; Peace-keeping/Peace-making/Crisis Management; Economic and Social Development; and Coordination Training. For further information, contact the International Train-



International Labour Review

The 1997 spring issue (Vol. 136, No. 1) – marking the *Review's* début as a quarterly – takes up labour flexibility, conflict and dispute resolution. The articles in this issue focus on the Americas and western Europe, where relatively high standards of living and a tradition of labour protection have made flexibility a priority issue. A "perspective" also discusses parental leave, a means of increasing flexibility, and several of the books reviewed deal with aspects of flexibility and labour conflict as well as the economics of ageing.

Since the early 1980s democratization and neo-liberal economic policies have spread in Latin America. This has meant pressure for greater labour flexibility, an erosion of trade union power and disruption to the traditionally interventionist, protective State. Reviewing labour law reforms in Latin America from the 1980s to the early 1990s, Arturo Bronstein provides examples of both pro-flexibility and protectionist reforms and details their impact on employment relationships at the national level.

Labour markets and employment practices in Silicon Valley are of considerable interest, given the area's important role in the Information Age. Martin Carnoy, Manuel Castells and Chris Benner examine "temporary help services", direct hiring on temporary contracts, part-time work, self-employment, home-based work and subcontracting between 1984 and 1995. They find that highly skilled labour is proving more flexible than employers would like – though the resulting culture of flexibility means the low-skilled get more flexibility

than they would like. Trends in atypical (temporary and part-time) employment in the countries of western Europe (1983-91) are discussed by Andries de Grip, Jeroen Hoebenbergh and Ed Willems. They find signs of convergence in these countries' temporary employment rates, especially for professional and agricultural workers, but conclude that the creation of temporary jobs may not have a favourable impact on the rate of unemployment.

Trends in labour conflict in the countries of western Europe (1970-93) are examined by Maximos Aligisakis. Indicators such as the number of disputes per year or work days lost to strikes confirm a general tendency towards reduced open labour conflict since the early 1980s. However, interesting regional differences are identified: the propensity to strike has been rising in Greece and Austria and, more recently, in Belgium, Sweden and Switzerland, but falling in Italy, Iceland, Finland, Portugal and the United Kingdom.

Finally, Arnold Zack addresses the question of how to achieve efficient resolution of industrial disputes – a source of rising costs and delays for governments, employers and workers. He proposes Alternative Dispute Resolution – a system, long used in North America, which has just been expanded in the United States by a new Due Process Protocol for protecting the statutory rights of individuals. This, Zack argues, is especially valuable in cases where there is no union representation.

ISSN 0020-7780. Swiss francs 80, US\$ 72, UK£ 44 for a one-year subscription.

ILO publications on sale can be obtained through major booksellers or ILO local offices in many countries, or directly from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. Tel: +4122/799-7301; fax: +4122/799-8578; <http://www.ilo.org>. Catalogues or lists of new publications are available free of charge from the above address. The ILO Publications Center in the US can be contacted at tel: +301/638-3152; fax: +301/843-0159; e-mail: ILOPubs@Tasco.com; Web site: <http://www.un.org/depts/ilowbo>.

Confronting the occupational safety and health challenge

Inadequate information is responsible for a large proportion of the deaths and injuries suffered by workers every year. Government programmes are impeded by lack of data on the prevalence and impact of accidents and disease. Employers are unable to profit from the experience of their peers and workers are frequently unaware of the dangers presented by the products and processes with which they deal.

The Occupational Safety and Health (OSH) Branch of the ILO is confronting these challenges. Conventions and Recommendations

improve both the health and safety of workers. They set a level playing field that facilitates trade in the globalizing economy. Codes of practice, training and technical cooperation are all being linked to a new ILO Global Programme on Occupational Safety, Health and Environment which will mobilize resources for the reduction of work-related accidents and disease.

The International Occupational Safety and Health Information Centre (CIS) helps people keep

abreast of developments in occupational safety and health. The Centre maintains an ever-growing file of references to new documents that can help specialists identify and eliminate workplace hazards. This database is available in print as a bimonthly bulletin and in electronic form. Thousands of people refer to this information in one form or another every year.

Other important reference collections include the ILO's Encyclopaedia of Occupational Safety and Health and a five-language OSH glossary. Collections of documents on topics such as chemical safety and law satisfy specific information needs. CIS combines a focus on OSH, international coverage, and publication in numerous languages. It responds to queries from ILO constituents and supports networking. This has pushed the number of national focal points to over 100, ensuring a flow of information from those who have it to those who need it.

For further information contact:

Occupational Safety and Health Branch
or the International Occupational Safety
and Health Information Centre, ILO
CH-1211 Geneva 22,
Switzerland.
Tel: +4122/799-6740;
Telefax: +4122/799-8516.
email: cis@ilo.org
<http://turva.me.tut.fi/cis/home.html>

