

WORLD OF *Work*

THE MAGAZINE OF THE ILO

Unwelcome,
unwanted
and
increasingly
illegal:

**Sexual harassment
in the workplace**



INTERNATIONAL LABOUR OFFICE

The ILO in history



The birth of Convention No. 87, or What's in a name?

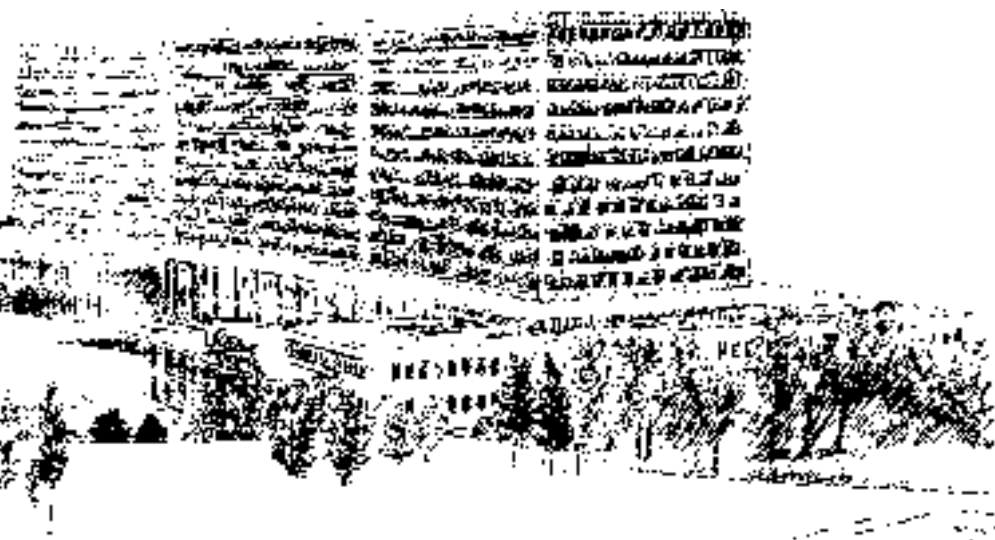
Fifty years ago, in 1947, the International Labour Organization's cornerstone human rights Convention No. 87 on freedom of association and protection of the right to organize first took shape. The issue came to the agenda of the International Labour Conference by a somewhat indirect route, via the Economic and Social Council (ECOSOC) of the then-fledgling United Nations. The World Federation of Trade Unions had complained to ECOSOC that attacks on trade union rights demonstrated "the persistence of certain countries of nefarious ideologies which have placed the world in deadly peril", adding "these rights were essential for peace and cooperation and should be assured on the international level". ECOSOC passed the matter to the ILO – the first time this procedure, newly agreed between the two bodies – had been employed.

The 1947 Conference put it to a tripartite Committee, which went on to adopt unanimously a resolution which included a call for the establishment of machinery for supervising freedom of association, together with an agenda of points for second discussion the following year with a view to the adoption of a Convention. The Conference voted the resolution through, again unanimously. The Committee reporter, French trade union leader Léon Jouhaux (soon to receive the Nobel Peace Prize) insisted that the resolution should lead to a Convention, for "the new world cannot be born and grow unless freedom of association is its keystone".

The chairman of that Conference Committee in 1947 was David A. Morse, an Assistant Secretary of Labor, and US Government representative on the ILO Governing Body. Morse did not occupy the chair when Convention No. 87 was finalized in 1948. By then he had been elected ILO Director-General, a post he was to hold for a record 22 years.

His chairmanship of the 1947 Committee was hailed by the head of the Swiss delegation, Prof. William Rappard, who noted the wisdom, impartiality and patience of Morse. William Rappard's name is today borne by the ILO's former headquarters building beside lake Geneva, now the home of the World Trade Organization.

Reference: 1947 Conference Record of Proceedings.



WORLD OF
Work

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

At the Ministerial Conference of the World Trade Organization in Singapore last December, the International Labour Organization (ILO) was notable in its absence.

Absent, perhaps, but hardly ignored.

How so? In their final Declaration, delegates at Singapore said this: “We renew our commitment to the observance of internationally recognized core labour standards. The International Labour Organization is the competent body to set and deal with these standards, and we affirm our support for its work in promoting them.”

The Director-General’s response was to say, “The ball is now in our court and we are very much aware of the responsibility this entails. I can assure you that we have no intention simply to hang on to the ball. We are going to play it.” To find out how, see excerpts from the Director-General’s press conference in this edition of *World of Work*.

It is one of a wide range of articles in this issue. In the cover story entitled “*Unwelcome, unwanted and increasingly illegal*”, Jane Aeberhard-Hodges of the ILO Equality and Human Rights Coordination Branch explains what constitutes sexual harassment in the workplace, where it happens most often, and what more and more legislatures and courts are doing about it.

Labour fallout from cyberspace is the focus of the story, “*Will the information age mean a virtual revolution in employment?*” The article examines the impact of something called “multimedia convergence”, or the converging of once distinct information-based industries, and the new social and labour issues emerging in a virtual world.

Efforts to help the very poor are the subject of the article, “*Washington Summit focuses new attention on microcredit*”. In addition to a report on the Summit, activities of the Social Dimension of Finance Unit of the ILO’s Enterprise and Cooperative Development Department are explained, microcredit is defined, and its beneficiaries are identified.

How the ILO’s International Programme on the Elimination of Child Labour (IPEC) works hand-in-hand with the Government of Pakistan to address child labour is the subject of “*The Sialkot Story*”. The programme in Sialkot, a town in Pakistan’s Punjab Province, shows how IPEC is helping the government to combat the practice and make selected villages “child labour free”, while providing alternative income so families won’t be driven to send their children off to work as a means of survival.

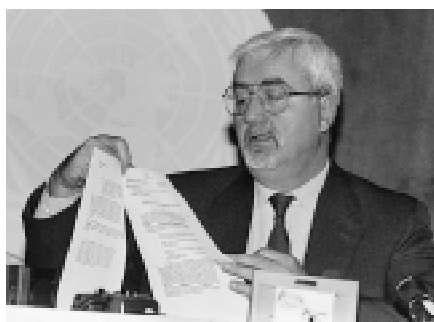
This edition also contains some new features. *The ILO in history* will relate the Organization’s past and present. *The ILO in the press* will provide selected press reaction. Existing features, *Around the Continents* and *Working World*, have been expanded to provide more information on ILO activities and trends. *The Open Forum* will provide a platform for airing the views of key officials outside the ILO. Finally, *World of Work* will inaugurate a letters-to-the-editor column, to be called *ILO Watch*, in its June edition. Readers’ letters are welcome.



Thomas Netter, *Editor*

Excerpts from the Director-General's press conference of January 1997

The social dimension of the liberalization of trade: “The ball is now in our court”



Pascal Voléry

Mr. Michel Hansenne, Director-General of the ILO, gave a press conference on 15 January 1997 in Geneva's Palais des Nations. His presentation and the great majority of the questions raised by international correspondents focused on the outcome of the Ministerial Conference of the World Trade Organization held on 9-13 December 1996, in Singapore. Excerpts:

● On his absence in Singapore

I do not know what induced certain countries to decide that it was preferable that I should not attend and that the invitation I had previously received should be withdrawn, but my immediate feeling is that I should thank them for doing so, as my staying away has meant that there has never been quite so much talk about the social dimension of the liberalization of trade. In fact, the speech that I did not deliver provoked what I described as “a deafening silence”. It is interesting to note that most of the people who took the floor in Singapore felt it necessary to refer to these social aspects of the globalization of trade. It thus seems more and more obvious that this represents an inescapable dimension of the process.

● On the ILO and the debate on the social dimension of international trade

It is now clear that States have opted for the ILO as the forum where this question is to be debated. The final Declaration of Singapore contains a very significant statement: “We renew our commitment to the observance of internationally recognized core labour standards. The International Labour Organization (ILO) is the competent body to set and deal with these standards, and we affirm our support for its work in promoting them”. So the ball is now in our court, and we are very much aware of the responsibility this entails. I can assure you that we have no intention simply to hang on to the ball; we are going to play it. ... Far from resting on our laurels, we are going to act immediately on the developments in Singapore and get down to work.

● On the ILO's strategy

We are going to do two things. First, we are going to pursue the campaign we started in 1995 in favour of the ratification of the seven ILO Conventions that have been recognized as fundamental, both within the ILO and at the Social Summit in Copenhagen (March 1995).

This campaign has already brought 22 ratifications, and it will be interesting to see after all that has been said in Singapore whether or not this process accelerates. At the end of the year I shall prepare a kind of overview of the situation. The coming months will provide us with a first opportunity to test the commitment undertaken by the various countries in Singapore. Will that commitment be followed up in practice? I hope that the fact of having cleared up the confusion as to the relations between

the WTO and the ILO will help to speed up the process of ratification.

The second major issue has of course to do with the supervisory machinery. It is all very fine adopting a series of Conventions, but can their application be properly supervised?

As you know, we have two types of supervisory machinery, and the one which generally applies to most Conventions comes into operation only if the States have ratified the Conventions. The big issue here is how the international community can supervise countries that are not playing the game, that have not ratified the Conventions. This whole question has been before our Governing Body for several months, and we held an important discussion on the subject last November. Some interesting pro-



Pascal Voléry

“So the ball is now in our court, ... and we have no intention simply to hang on to the ball; we are going to play it.”

posals have been made by the employers' group to strengthen our supervisory machinery and thus enable the ILO to follow up the application of the core

Conventions even if they have not been ratified. There was still some disagreement between the employers and the workers in November, but I hope that these difficulties will be overcome and that the March Session of the Governing Body will be a first step towards a consensus between them. Then the ball will be in the governments' court.

...One way of resolving the problem would be for our members to adopt a public and political declaration along the lines of the Declaration which was adopted in Philadelphia in 1944 and which is considered within the ILO as a kind of appendix to our Constitution. The challenge we are facing, then, is to reach agreement in 1997 on the preparation of a declaration for 1998 that would give us the fundamental basis to strengthen our supervisory machinery.

● *On the need to establish fundamental "rules of the game"*

If there are no rules, if there is no genuinely multilateral system to promote and enforce a number of fundamental rules of the game, then in the coming months or years we are liable in certain cases to see a return to all kinds of protectionist attitudes and schemes, such as boycotts and campaigns against certain products or against certain countries. For this reason we feel that it is more important than ever that there be an international forum and a system of multilaterally agreed and supervised rules.

...One thing I often say to developing countries – and you know how reluctant they sometimes are about strengthening the ILO – is that they will be the first to suffer from the absence of any effective machinery. If you come under attack tomorrow – and there have been a whole series of instances in recent months – how are you going to defend yourself? Especially if you do not even know whether those who are attacking you are being paid or supported behind the scenes by your main competitors. The economic war, or commercial war, is also going to take the social dimension as hostage.

...It is significant that the ILO is currently being approached by a series of enterprises, groups of enterprises and industrial sectors to help them devise codes of conduct – a "social label", so to speak. They are extremely concerned by the risk of having public opinion campaigns directed against them in certain countries because they are found to be using child labour, or to be employing people in unspeakable conditions, and so on. It is



Pascal Volery

"...The economic war, or commercial war, is also going to take the social dimension as hostage".

often said that the globalization of the economy entails a certain reduction in the power of the State. In some cases this is true, I think, but it seems pretty clear that the next five years are going to give rise to a series of movements of other social and economic actors on the international scene; this is why it is important that we try to create a multilateral system that is respected by one and all, so that the market place does not turn into a jungle.

...We must not imagine that in the years ahead the game is going to be played only between governments. That is what makes the International Labour Organization important, as we are not exclusively governmental but also composed of employers and workers. It is this that makes us feel that we are in a better position than anyone else to take these new movements, these changes, into consideration, and to ensure that a whole series of actors in the global economy are committed to observing a certain number of fundamental rules.

● *On the future role of the ILO*

We are today what we have always been. We are (1) a tripartite organization, (2) called upon to promote social justice, (3) by means of recognized international standards, (4) with an efficient system of supervision. This is what we have always been. What is new is that we have to play our role in a context that is rapidly changing with the creation of a global economy influenced by several factors, one of which is the liberalization of trade. Within this context it is increasingly important that the world trade partners accept to play the same game and to respect a number of rules.

Everything we have been doing at the ILO over the past two years has been aimed at distinguishing which rules are fundamental and which ones are not. The

criteria have been whether or not the rules are liable to handicap developing countries in their development efforts, whether or not they are liable to prevent them using their comparative advantages. We have identified a number of Conventions that everyone agrees must be respected. This raises two questions: (1) If everyone agrees that they must be respected, why don't they all ratify them; (2) Can the ILO be given the means to enforce them? I do not believe that in doing this we are changing the objectives, the role or the image of the ILO; I am simply trying to see what the next stage must be if, given the new context, we are to continue to be what we have been for the past 80 years.

● *On freedom of association and the Republic of Korea*

It is not for me to comment on or judge the Korean Government's decisions regarding its labour legislation. What is clear is that the legislation has been judged in an extremely negative light by the trade union organizations, which feel that they cannot accept what they call social regression in order to improve South Korea's competitive capacity. A significant aspect of the situation today is the tremendous international response that it has provoked, and the fact that the major international trade union federations have been involved in the dispute. This is a clear indication that with the globalization of the economy there are going to be more and more global reactions to initiatives taken by individual countries. There will, of course, be implications at the national level, but tomorrow there may well be repercussions at the international level too. So this seems to me to be clear evidence of the importance of the social dimension in the whole process that is under way.

The second point is that, although it is not for me to judge and although I have no intention of commenting on South Korea's legislation, I have, at the request of the ICFTU – and if they had not made such a request I would have taken it upon myself – voiced my concern regarding freedom of association to the President of South Korea. It seems obvious to me that, once a country has decided to become a member of the ILO, freedom of association is one of the major commitments by which it is bound. That being so, it is obvious that there will be no solution to the current dispute in Korea unless freedom of association, which in my view is an integral part of the democratic process, is respected. □



Jacques Maillard

On the cover

Unwelcome, unwanted and increasingly illegal:

Sexual harassment in the workplace

In recent years, growing recognition has been given to a subject that was once taboo: sexual harassment in the workplace. More and more, the problem of unwelcome and unwanted harassment of a sexual nature is being tackled in the legislatures, and visibly, in the courts. This month's interview faces the question of sexual harassment: what it is, where it happens, and what more and more countries are doing about it.

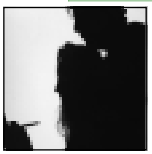
In a recent article in the International Labour Review, Jane Aeberhard-Hodges of the Equality and Human Rights Coordination Branch of the International Labour Organization in Geneva, examined judicial and arbitral trends regarding sexual harassment. In her study, Ms. Hodges found that serious concern with sexual harassment at work is recent, but growing.

Twenty years ago, it was not recognized as a problem, the phenomenon was ill-defined and legal protection was almost non-existent. Today, men and women, employers and workers, lawyers and judges need to know what it is, what rules apply, and what limits exist.

Ms. Hodges spoke recently with World of Work magazine on what

constitutes sexual harassment, outlined legislative action and judicial decisions concerning the practice and work worldwide and how recent trends show an evolution in social responses to it.

World of Work: *We hear much about sexual harassment at work today. What constitutes sexual harassment?*



Ms. Hodges: Most definitions of sexual harassment combine three elements. Accordingly, sexual harassment involves unwanted behaviour of a sexual nature, and a perception by the victim that it has become a condition of work, or creates a hostile, intimidating and humiliating working environment. It can involve physical contact, expression of sexual innuendoes, sexually coloured comments and jokes, the exhibition of pornography, or unnecessary and unwanted comments on a person's appearance. There are many examples throughout the world of well-known cases that constitute sexual harassment. In an overwhelming number of cases, the victims are women, but there are more and more cases of men being harassed by women. There are also cases of "same-sex" sexual harassment.

World of Work: Where does it usually occur and why?



Jane Aeberhard-Hodges

Ms. Hodges: Sexual harassment occurs all over the world. Many studies show that the primary victims are younger women in their first jobs, or women returning to the workplace after a career break. The victim is usually vulnerable, due to age for instance or employment status. In some cases, the timidity – what

you might call society's conditioning – of the victim is also a factor.

World of Work: How pervasive is this problem, especially in the workplace?

Ms. Hodges: The studies are striking. Millions of women are suffering sexual harassment, as we speak. The problem is how to point them out, even though, as I said, the definition is pretty simple. Studies carried out here in Switzerland, for example, show that even on a confidential basis, few women would make official complaints of being sexually harassed. So, the official figures we have, based on public studies, are probably the tip of the iceberg.

World of Work: Are there still some societies where sexual harassment is tolerated, expected as part of getting a job?

Ms. Hodges: In some countries, apparently yes. I think the whole idea of *droit de cuissage* is gone, although some might say that it is still alive in some places but in a different form. But in some cases, it is certain, that sexual harassment occurs, particularly in terms of getting a job. There have been reports that in some European cultures, for example, women find sexual harassment offensive, but accept it as an unpleasant fact of life.

World of Work: In your study, have you seen any kind of increase in reporting of cases?

Ms. Hodges: Definitely. In fact, the United States Equal Employment Opportunity Commission (EEOC) has published figures in 1996 estimating over 15,000 reported cases. These are allegations and not all of them will be substantiated. But they have seen an enormous increase in such reports, from some 6,000 cases annually reported to the US EEOC in the late 1980s.

World of Work: Until the mid-1980s, few countries had adopted explicit legislation on the subject. What kind of legislation has in the past, or is now being adopted and applied, and how would you characterize the difference between the two?

Ms. Hodges: The evolution of such legislation over the past 20 years has been significant. Specific laws now address sexual harassment as a wrong and as

SEXUAL HARASSMENT AND THE LAW WORLDWIDE: WHAT ARE THE TRENDS?

Until the mid-1980s few countries had any explicit legislation on sexual harassment, though broader legislation has been increasingly applied to the problem, resulting in relevant jurisprudence. From the early 1990s many more countries have passed specific legislation – some 36 countries now have such legislation. In a recent article in the *International Labour Review (ILR)*, Vol 135 (1996), No. 5, entitled "Sexual harassment in employment: Recent judicial and arbitral trends" Jane Aeberhard-Hodges, an ILO lawyer explains recent trends.

Trends in judicial decisions concerning women workers may be one of the more reliable indicators of women's status – as pointed out in the *ILR* more than twenty years ago by another ILO lawyer, Felice Morgenstern, writing on women workers and the courts. [Vol.112 (1975), No. 1, July] Then, sexual harassment did not even figure among the subjects taken up. But her point is proven by the topics she did take up then – access to employment, job tenure, equal pay, retirement age, social security, maternity protection and family responsibilities – all problem areas in which there has been enormous

progress in 20 years' time, partly thanks to legislation backed up by the courts.

In the more recent article, Ms. Hodges mines a wide range of sources – reported judicial decisions and arbitral awards, academic journals, UN and other international reports, the results of monitoring the implementation of ILO standards, and the press – for understanding on how sexual harassment is being defined and what rules apply. That can be explicit national legislation on sexual harassment, reflecting perhaps the European Commission's Code of Practice on sexual harassment at the workplace, but also equal employment opportunities (discrimination) and human rights legislation, labour legislation, civil remedies such as torts and negligence, and even criminal law. Not only does she offer a valuable review of recent decisions in all regions, including determination of liability, remedies and sanctions, she also provides an impressive list of references for those wishing to pursue the question. This important study goes a long way towards clarifying this difficult, critical subject.

unacceptable in places of employment. In addition, there are labour codes addressing the issue and laws on human rights and equality covering all aspects of gender-based discrimination. But there are very few international instruments, as I have pointed out in the International Labour Review, that take on sexual harassment specifically at the international level, such as the 1992 General Recommendation under the United Nations Convention on the Elimination of Discrimination Against Women (CEDAW). The ILO is, in fact, the only organization with a Convention containing a provision banning sexual harassment, in this particular case, against indigenous women. We do not, however, have an ILO convention against sexual harassment. Rather, this subject has been treated in ILO Convention No. 111, in the context of sex discrimination.

World of Work: *How many countries have taken specific action, adopting legislation regarding sexual harassment, sexual discrimination, etc.?*

Ms. Hodges: The number of countries is adding up. Currently, there are some 36 countries with legislation specifically targeted against sexual harassment. In addition, if you start looking at countries which have very broad health and safety legislation, this could also be extended to cover sexual harassment as a danger to the health, both mental and physical, of an employee. There are also remedies for sexual harassment to be found in implementing workers compensation legislation.

World of Work: *What is the driving force behind this upsurge in legislation and official interest in adopting new legislation, or implementing or reinterpreting existing laws and conventions?*

Ms. Hodges: This has to be answered on several levels. First, you cannot deny that society in both developed and developing countries is far more aware today than yesterday that harassment, particularly of women, is a common and dangerous issue in the workplace. Then there is the role played by women's groups, non-governmental organizations and trade unions in the context of this issue. Another example is the international conferences run by the United Nations, such as the Fourth World Conference on Women held in 1995 in Beijing. Delegates to that Conference addressed workplace issues, and the ILO was there, represented, visible, and able to say, yes, we don't have a

Convention on this but we have standards which can be used, and have been used. One major impact of the Beijing Conference was to give international recognition to the issue, and to open up a discussion on such issues in the context of women's rights and human rights. Finally, the fact that instead of losing cases, women are increasingly winning them, has had the effect of sparking interest in the public in legal means of gaining redress for sexual harassment.



"...society in both developed and developing countries is far more aware today than yesterday that harassment, particularly of women, is a common and dangerous issue in the workplace."

World of Work: *Is the new sense of interest in laws on sexual harassment, coupled with an increasing number of such laws, having a "trickle-down" effect in the workplace, and what is the ILO doing in this area?*

Ms. Hodges: Laws and enforcement procedures are pointless unless they have an impact at the workplace. I think in North America, in Western Europe and in other areas, women are now prepared to make complaints because they see that these do not fall on deaf ears. In many situations, however, the impact has been less striking. That is why working with groups like trade unions is an important strategy of the ILO. Unions in places where a majority of workers are women, vulnerable women, can go out and inform employees of their rights, of existing laws and how they can use them. Another area is among employers. The

EXCERPTS FROM THE ILO POLICY ON SEXUAL HARASSMENT

Sexual harassment is defined as any unwanted conduct of a sexual nature which in the reasonable perception of the recipient interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive working environment. It is particularly serious when behaviour of this kind is engaged in by any official, male or female, who is in a position to influence the career or employment conditions (including recruitment, assignment, contract renewal, performance appraisal or promotion) of the recipient of such behaviour...

It is essential to emphasize that sexual harassment refers to conduct which is unwanted and unwelcome to the recipient, unreciprocated and imposed. This is the key factor that distinguishes it from friendly, flirtatious or other relations which are freely and mutually entered into...

Individuals who believe they are being sexually harassed are encouraged to notify the alleged harasser that his or her behaviour is unwelcome, and it is expected pursuant to this policy that such conduct should immediately cease...

Bureau for Employers' Activities has just produced a quality brochure which features a whole page on sexual harassment. Also, our work with recently democratized or recently independent countries has led to the rewriting of numerous labour laws, with, in a large number of cases, attention being paid to sexual discrimination in employment. The process is lengthy and involves very specific work, but in the long term it is paying off in its impact and results. □

ILO Symposium on multimedia convergence

Will the information age mean a virtual revolution in employment?

It has been widely suggested that the economic impact of new information technology will be as far-reaching as the industrial revolution. Indeed, thanks to advances in computer and communications technologies, once distinct information-based industries are "converging" with broadcasting and telecommunications, creating new jobs, and eliminating old ones. The International Labour Organization (ILO) has begun to tackle the social and labour issues expected in a virtual world.

"The information technology revolution is a key element in globalization," affirmed Kari Tapiola, Deputy Director-General of the ILO, in his opening address to the Symposium on Multimedia Convergence. "But what does it really mean for governments, employers and workers and their organizations when information becomes the world's principal economic resource and the economy restructures itself accordingly? How can we prepare ourselves for the changes ahead?"

Preparing for such change was the subject of the three-day Symposium, held 27-29 January at ILO headquarters in Geneva. More than 60 participants and experts from 31 countries – representing governments, employers and workers – discussed the social and labour issues arising from convergence. Employment, training and labour relations were the main focus of discussion.

The increased consumption of leisure and information products has been one of the hallmarks of the post-industrial, information-based economy. The entertainment and mass-media industries have surged to the forefront of industry earners as middle-class consumers have committed an ever-growing portion of their incomes to entertainment. The media portion of the industry is expected to be among the fastest growing segments.

Despite their tremendous variety, the products of the entertainment and mass-media industries share one core characteristic: they are knowledge-intensive. Teams of highly skilled writers, editors, performers, designers, and technicians provide the imagination, inventiveness and technological sophistication which make each product unique. It is the sum

of these creative talents, diverse skills, and the mastery of information technology which instills value into the paperback books, plastic disks and cassettes which consumers buy. Indeed, one might well argue that the multiplicity of material forms in which these products appear – cassettes, records, newspapers – merely disguises the fact that only one product is being sold, and that product is electronically processed information.

In the new information and entertainment age, technology is beginning to "byte"... In television, "one-man crews" abound.

This central shared trait makes it possible and increasingly necessary to consider the media and entertainment industries, not in their historic specificity, but in their ever-growing digitalized unity. Thanks to advances in computerization and communications technologies, previously distinct information-based industries – such as printing and publishing, graphic design, the media, sound-recording and film-making – are converging into one. Information is their common product. "Nations, enterprises and individual workers who are able to acquire, transform and use information productively and imaginatively will benefit from the technological advances now set in motion," says Tapiola.

Each of the industries cited above has its own origin and history. Until recently, each had its own technology too. But with the advent of digitalization, all forms of information – whether based in text, sound or images – can be converted into

bits and bytes for handling by computer. Digitalization thus allows music, cinema and the written word to be recorded and transformed through similar processes and without distinct material supports. Previously dissimilar industries, such as publishing and sound-recording, now both produce CD-ROMs, rather than simply books and records.

Structural change

Technological innovation has been accompanied by profound structural change within the industries. In some countries, limitations on cross-media ownership have been relaxed allowing large media firms to acquire highly diversified holdings in film-making, music, radio and television broadcasting, as well as book, magazine and newspaper publishing. This horizontal integration allows one media product to be commercialized in a variety of formats (books, films and sound recordings) as well as in distinct end-markets (cinemas, television, and video rental shops, for example). It also concentrates control and marketing power in the hands of surprisingly few big players. In 1995, for example, just five record companies accounted for over 70 per cent of sales in the \$40 billion global pre-recorded music market.

Just as technology has given large media and communications firms a global reach, it has also encouraged the proliferation of small players; indeed, an industry structure is emerging based on major conglomerates and myriad small enterprises. Individuals, teams and small and medium-sized enterprises create high-quality multimedia products, such as CD-

ROMs, or provide niche services, such as building Web sites or developing on-line advertising campaigns. A plethora of small electronic publishing and multimedia service companies generate much of the content, as well as much of the employment, of this emerging industry. Many of these might qualify as micro-enterprises composed of two to ten employees, sometimes connected merely by a modem and a telephone line. "The whole notion of a workplace is changing from one rather finite entity to a potentially very extensive network," says Tapiola.

Employment and changing skills requirements

For some occupational groups, particularly those engaged in providing creative content, the multimedia revolution promises tremendous growth in opportunities for work as distribution channels multiply. In 1995, the production of films and audiovisual products employed more than 850,000 people in Europe, compared to only 630,000 a decade before. At least one observer believes that by the year 2010, films, multimedia and television will be the single largest employer in Europe. Musicians provide the notable exception to this optimistic forecast for creative content providers. Electronic music synthesizers have markedly reduced employment possibilities for studio musicians, for example.

For other workers, particularly those in craft occupations tied to particular technologies, the challenge will be to acquire new skills and adapt to new modes of working in a context of diminishing opportunity in their former specialties. Technology has erased or reduced the entrance barriers to much technical work by becoming more user-friendly. Skills have become more easily transferable from one domain or type of equipment to another, enabling more cross-over among technical and non-technical staff.

Many future jobs will be based on technology which is today in its infancy; these jobs will call for undreamed-of

skills. While many job-specific skills are acquired in the workplace, either through employer-provided training schemes or informally through the sharing of knowledge among colleagues, employers will increasingly expect applicants to come to the job with a skills portfolio which is already well-stocked.

Enterprise-based training may no longer be sufficient to meet the needs of future media workers. The employment structures of many firms in these converging industries rely on a diminishing core of permanent, or at least long-term, employees and on a growing portion of contingent workers employed part-time, temporarily or on a project-by-project basis. Because of their part-time status and especially in the instance of short-term engagement, these employees rarely, if ever,

acquired before being hired, either through formal education, previous work experience or at their individual initiative.

Participants at the Symposium stressed the cardinal importance of training and retraining in order to ensure both the growth of the industry and the capacity of the workforce to respond to ever-changing demands.

International labour standards

Workers in the converging multimedia industry should enjoy the same rights, in terms of freedom of association and collective bargaining as other workers, in line with ILO principles as contained in the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87), and the Right to Organize and Collective Bargaining Convention, 1949 (No. 98), and in the related jurisprudence of the ILO supervisory bodies. National systems of social and labour protection may also need to be adapted to meet the needs of tomorrow's workforce. Recently adopted ILO Conventions and Recommendations of particular interest to part-time workers and teleworkers include the Part-Time Work Convention, 1994, (No. 175) and Recommendation (No. 182), and the Home Work Convention, 1996 (No. 177), and its accompanying Recommendation (No. 184).

"There was a clear understanding among participants in the recent meeting that there is a role for the ILO to play with regard to the social aspects of globalization, which has been spurred by the information technology revolution," said Marc Blondel, Secretary-General of the *Confédération générale du travail - Force ouvrière*, who chaired the meeting. "Respect for international standards – particularly those concerning freedom of association and the right to collective bargaining – were reaffirmed." □



benefit from employer-provided training packages, which are largely directed to permanent staff.

Also, small and medium-sized enterprises account for the most dynamic employment growth in this sector. Many operate with just a handful of employees; few are able to offer training themselves or to release staff from ongoing work. These employers depend almost entirely on the skills that their employees have

Photo: Jacques Maillard/ILO for EBU

Spain's strategy: "Defending values, promoting change"

Faced with soaring unemployment, Spain's labour market must be improved. The ILO is satisfactorily putting into practice on behalf of the Spanish Government the strategic principles and actions under the slogan "preserve values, promote change," says Dr. Javier Arenas, in an interview he gave to World of Work.

World of Work: *Given the fact that employment is one of your Government's fundamental objectives, what is our present situation?*

– **Mr. Arenas:** Spanish society can no longer support the higher rates of unemployment of the European Union and the Organization for Economic Cooperation and Development (OECD), nor can it continue to resist their lower employment rates. Therefore it cannot be satisfied with a system of labour relations which makes the creation of stable employment difficult, also during phases of sustained economic growth.

– **World of Work:** *What is the role played by the labour reforms in the furtherance of the objective to create employment? What reforms would be advisable in Spain and what process is involved?*

– **Mr. Arenas:** The labour market in Spain must be improved. However, before taking any concrete steps, the present Government will wait to see the results of the social dialogue undertaken with respect to the autonomy of employers' and trade union organizations. While this attitude does not imply in any way a desire to avoid responsibility, great hopes are placed on the responsibility of the social partners in Spain.

– **World of Work:** *The principle of tripartism is a fundamental part of the*



His Excellency, Dr. Javier Arenas, Minister of Labour of Spain

mandate of the International Labour Organization. What importance does your Government attribute to the social dialogue?

– **Mr. Arenas:** From the moment it was formed, the new Spanish Government has stressed its desire to revive the social dialogue, in the conviction that this is of fundamental importance to Spain's economic development. Therefore, since last May, the Government and the social partners have agreed to initiate a process of social dialogue through which a series of round-table groups was set up to deal with various problems.

The result of these conversations has been really positive and has included the signing of the Agreement on Consoli-

dation and Rationalization of the Social Security System, the satisfactory conclusion of the Agreement on Employment and Social Security for Farmworkers, the further progress made in the efforts to avoid legal recourse in labour relations through the Agreement on Extrajudicial Solution of Labour Conflicts. In addition, Directives of the Community have been reviewed in so far as they pertain to the prevention of work hazards under the Basic Agreement on the Accident Prevention Regulations. The negotiations on Occupational Training also led to an Agreement. On the other hand, the dialogue between employers' and trade union organizations on the reform of the labour market remains open.

– **World of Work:** *Governments are faced with a difficult challenge in their efforts to bring about compatibility between economic globalization and the demands of a competitive market on the one hand, and the safeguarding of the Welfare State on the other. What future do you see for this welfare state in countries of the European Union on the eve of the twenty-first century?*

– **Mr. Arenas:** At the present time, the need for economic growth and an increase in employment is unquestionable. Also, there can be no doubt that in the course of the present economic reforms we must adapt ourselves to the globalization of the economy. Our enterprises must be competitive at world level. Also, their

ability to create jobs will depend on their ability to compete. The best guarantee of a viable welfare society is economic growth leading to stable employment. It is not possible at the present time to imagine that any country which is unable to compete will be in a position to maintain a high level of solidarity. And of course, social security is an unanswerable argument as far as our Government is concerned, firmly committed as it is to maintaining the present levels, not only in the field of public health but also in social security and occupational safety and health.

– World of Work: Spain is at the head of the list of member countries as regards the number of Conventions it has ratified, its contribution to the regular budget and its support for ILO programmes of cooperation, especially in Latin America. How do you evaluate these facts and what are your predictions for the future?

– Mr. Arenas: The ILO has successfully dealt with the emerging problems of a multi-polar world, which include the new conditions in labour relations, the need to promote a social dialogue and to take joint social action, the modern forms in which employment is offered, the injustices arising from the sometimes uncontrollable growth of the economy, and



Ministry of Labour, Spain

His Excellency, Dr. Arenas, signing the Agreement on Employment and Social Security for Farmworkers

be gradually intensified inasmuch as cooperation is inseparable from normative action in international labour law and should contribute significantly to the application of the latter. Indeed, Spain has come to be one of the foremost

one involving globalization of the economy, the ILO is playing a fundamental role in coordinating the two factors of economic progress and social advancement through cooperation and co-determination.

Nevertheless, there is a fundamental need for a change in the organization of the ILO and for modernization of the International Labour Code, including a rapid and constant revision of international Conventions, rendered difficult to apply and even obsolete as the result of current economic and social conditions. This implies, on the other hand, a need to work out new, flexible, precise and suitable standards in order to regulate aspects of social justice arising from new needs on an international scale. It is not possible to ignore the high priority which must be given to the work of revision so that international labour standards may be closely tied to reality and bring satisfactory results on a universal scale.

In this context of synergy between the fulfilment of the basic rights of workers on the one hand, and technical assistance and cooperation on the other, I believe that it will be possible to develop progressively and continuously the points of convergence with regard to the social effects of the liberalization of international trade. □

“The Spanish Government supports the work of the ILO, which is designed to promote democracy and strengthen the cause of human rights, and...its efforts to strengthen international labour instruments designed to support the right to organize and the right to collective bargaining, and abolish compulsory labour and child labour”.

parallel to this, unemployment and the problems involved in the maintenance of social security systems.

The Spanish Government supports the work of the ILO, which is designed to promote democracy and strengthen the cause of human rights, and it notes with satisfaction the result of its efforts to strengthen international labour instruments designed to support the right to organize and the right to collective bargaining, and abolish compulsory labour and child labour. The Spanish Government also supports measures designed to eliminate discrimination in hiring and on the job.

In the future, this role of the ILO should

contributors in extra-budgetary terms on a global scale to the ILO technical cooperation programmes.

– World of Work: In the present political and economic international context, what should be the international role of the ILO and what internal changes should it undergo?

– Mr. Arenas: The ILO is putting into practice in a satisfactory way on behalf of the Spanish Government the strategic principles and actions set forth in the Report of the Director-General submitted to the 81st Session of the International Labour Conference (1994) under the slogan “Defending values, promoting change”. In a context such as the present

The Sialkot Story: Making villages “child labour free”

ILO IPEC Programme provides an alternative to working children

Child labour remains a global problem of paradoxical proportions. Universally, there is a growing consensus that child labour should be banned. Yet, on another level, children are sent to work in the belief that their labour is necessary if the family is to survive. In Sialkot, Pakistan, the International Labour Organization is helping to find innovative solutions.

At an age when other children around the world are chasing footballs after school, many young boys and girls in the village of Sialkot in the Punjab Province of Pakistan are stitching them together.

And with demand certain to be boosted by next year's World Cup competition in France, production is hotting up.

The children in Sialkot – some of them as young as seven – sew the balls to-

gether either at home or in small workshops. Some never go to school. But making footballs isn't the only example of child labour there. Sialkot has another large industry employing boys alongside men: the manufacture of surgical instruments, where the youngsters work as filers and polishers. Numerous other children are forced to work the kilns making bricks, or remain unpaid for jobs repairing agricultural machines and collecting garbage.

Manufacturing industries like Sialkot's play an important role in Pakistan's economy. In 1995-96, football exports brought in nearly 1.3 billion Rupees (Rs.), while the value of surgical instruments exported was nearly Rs. 1.5 billion. In 1993-94, when demand was boosted because of the 1994 World Cup tournament in the United States, around 35 million balls were exported, to a value of nearly Rs. 3.2 billion. Football production is now rising again in advance of the 1998 competition.

Despite the economic importance of the football stitching, surgical instrument and similar industries, Pakistan recently asked the ILO's International Programme on the Elimination of Child Labour (IPEC) to develop a new programme to eliminate “hazardous and exploitative” child labour in Sialkot. The request was made by Pakistan's National Steering Committee on Child Labour in response to a study carried out in 1996 with the assistance of IPEC. (Attention was focused on the production of footballs by child labourers following an international campaign launched by the International Confederation of Free Trade Unions (ICFTU) in 1996).

The IPEC study – a detailed survey of the working children of Sialkot and their lives – found that 7,000 children between the ages of five and 14 years work full-time in football stitching, with 7,700 in the same age brackets working full-time in grinding and polishing surgical instruments. Many thousands more



Gamma/Paris

Children in Sialkot – some of them as young as seven – sew the balls together either at home or in small workshops. Some never go to school. The ILO is helping to find innovative solutions to the problem.



Jacques Maillard

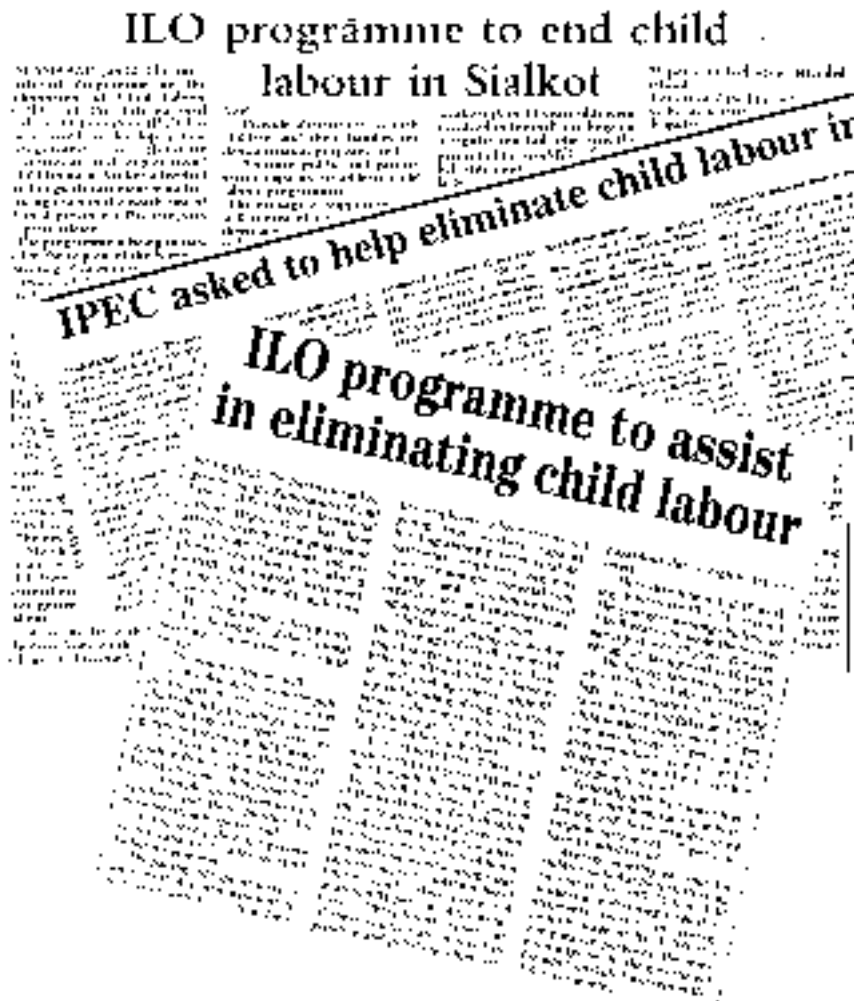
work part-time in both industries outside school hours.

The children come from large families, with often two or more children working in the same industry. In 12 per cent of cases, the children's parents had taken an advance equivalent to two to three months of the child's future earnings, although child bondage is not considered to be prevalent in these two sectors.

The children make up 17 per cent of the workforce in football stitching and around 31 per cent in the manufacture of surgical instruments. For between eight and nine hours of work every day, the child football stitchers earn roughly half the adult minimum wage of Rs. 1,650 *per month for unskilled work*, and the instrument polishers an average of nearly Rs. 1,300. These proportions compare favourably to other sectors of child labour in Pakistan.

The stitching of footballs and the filing of surgical instruments are the most labour intensive and time-consuming phase in the manufacturing process. Both skills take on average one year to learn. The work is subcontracted to villages around Sialkot, where it is done in homes and small workshops by men, women, girls and boys, though exclusively by child and adult males in the case of the filing of instruments.

The large quantities of metal dust generated by grinding and polishing is a definite health hazard for the children employed in the manufacture of surgical instruments. On the other hand, child football stitchers, who work on average one hour more per day for far less pay, appear not to face any major health and safety problems. Only minor injuries from the needles and other tools used in stitching are reported.



ILO in the press in Pakistan

Outside of working hours, most of the boys do outdoor sports, while the girls tend to be involved in household duties.

Literacy and schooling rates among children who stitch footballs are relatively high compared to those in other parts of Pakistan, though generally girls had lower literacy and enrolment rates than boys. But among 208 boys manufacturing surgical instruments who were interviewed for the IPEC study, the majority had dropped out of primary school. The major reasons given for dropping out were lack of interest in education due to uninteresting curricula, unsympathetic teachers and an uncomfortable school environment. Many schools in Sialkot have no roof, and children sit outside under the trees.

Taking Action

What is being done to eliminate child labour in Sialkot?

The new IPEC programme consists of a package of measures designed to:

- Prevent and combat child labour through the development of support services in both public and private sectors.
- Make selected villages "child labour free" by helping the children withdraw from the labour market.
- Provide alternative income sources for such children and their families through solutions that can serve as models.

The package of support services will consist of a combination of direct action with the children, families, employers, subcontractors and young adult workers; capacity building among governmental departments, employers' organizations, the nongovernmental community and community-based organizations.

Above all, the IPEC programme aims to raise awareness among all members of the Sialkot community of the damage caused by child labour – both to the children and their chances in life, and to society as a whole. □

ILO unites with industry groups to combat child labour

The International Labour Office has formed a partnership with the Sialkot Chamber of Commerce and Industry (SCCI) and UNICEF with the goal of eliminating child labour in the soccer ball industry in Sialkot, Pakistan, during the next 18 months. The Agreement, signed in Atlanta, Georgia, on 14 February 1997, marks the first time multinational corporations and their local suppliers have teamed up with international organizations to eliminate child labour from this specific industrial sector.

The Sialkot district alone produces nearly 75 per cent of the world's hand-stitched soccer balls for export. The balls generate US\$ 1 billion in retail sales annually. A recent ILO study estimated that as many as 7,000 children currently work in the industry.

The Agreement follows an initiative launched by The World Federation of Sporting Goods Industry and the Soccer Industry Council of America, which represent more than 50 sporting goods brands, to eliminate child labour from the production of soccer balls in Pakistan.

Spending on the Sialkot project is expected to reach approximately US\$ 1 million during the next 24 months, including contributions of at least US\$ 500,000 from the ILO (consisting of funds received from the US Government), roughly US\$ 360,000 from local manufacturers (to fund the costs of the independent monitor), US\$ 100,000 from the Soccer Industry Council of America (to support elements of the Social Protection Programme) and US\$ 200,000 from UNICEF.

The Agreement sets up a programme to assist manufacturers and assemblers of soccer balls in identifying and removing child labourers from the industry and providing them with educational and other opportunities. The programme, which is voluntary, calls upon manufacturers to publicly commit to a series of actions designed to prevent the practice of stitching by children

under 14 years of age, by requiring the formal registration of all contractors, all stitching locations and all stitchers (including documentation of their ages).

Mr. Kari Tapiola, ILO Deputy Director-General, praised the Agreement as an important first step in linking the energies of international organizations, industry groups, workers and governments in the battle against the scourge of child labour. He called upon all signatories to work vigilantly to meet the terms of the agreement and



will be set up to implement the terms of the accord, provide technical co-operation and make public, on a regular basis, status reports on the project and its results.

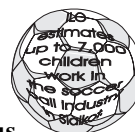
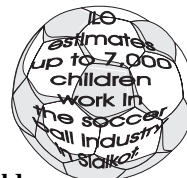
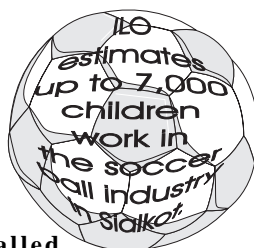
Manufacturers also commit themselves to working closely with the ILO and other organizations in order to ensure that children removed from the workplace are provided with rehabilitation, education and in-kind assistance consistent with the Social Protection Programme outlined in the Agreement. In addition to providing immediate practical assistance, the Programme will seek to change community attitudes toward child labour, notably by increased awareness-raising among the affected community and income generation.

called upon other industry groups to take similar initiatives.

The ILO's International Programme on the Elimination of Child Labour (IPEC) is also working in Sialkot on a broader initiative encompassing other sectors where child labour is to be found, such as the manufacturing of surgical instruments, brick kilns, domestic service, agriculture and other hazardous forms of work.

The Agreement contains provisions for the establishment of an internal monitoring system to exercise oversight within companies (including contractors and subcontractors) producing soccer balls. Under the terms of the Agreement, manufacturers also agree to comply with independent monitoring. An Independent Monitoring Body will be established to provide periodic reports to the World Federation of Sporting Goods Industry for public dissemination to customers and consumers worldwide.

A Coordinating Committee, including ILO, UNICEF and SCCI plus the international non-governmental organization Save the Children Fund (UK),



GOAL: Reducing number of child labourers

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.

Media focus: The ILO in the press

*ILO Press Release:
Global unemployment crisis continues*

The Guardian

26 November 1996 (UK)

World's jobless total 1 billion

WORLDWIDE unemployment has reached one billion, representing crisis levels not experienced since the depths of the 1930s depression, the International Labour Organization reports today.

The latest figure is up more than a fifth from the 1994 estimate of 820 million, and means that almost one in three of the global labour force is now out of work or under-employed.

The ILO report blames the industrialized countries for sacrificing the goal of full employment to anti-inflation policy and feeding the swelling tide of joblessness, which is described as "neither politically nor socially sustainable"...

EL MERCURIO

28 de noviembre de 1996 (Chile)

...La OIT se niega a aceptar el status quo. "El desorden que reina en los mercados de trabajo no es ni inevitable ni irreversible", dice y añade que el pleno empleo debería ser un objetivo central de la políticas económicas y sociales de los países.

El director general va más allá y reta a políticos y economistas diciéndoles que es posible hacer nada para reducir la cesantía, que en una economía cada vez más competitiva, lo mejor que cabe esperar es un crecimiento sin empleo o que los índices actuales son, en cierta forma, el resultado natural e inevitable del libre juego de las fuerzas del mercado...

Frankfurter Allgemeine

26 November 1996 (Germany)

...Nach Ansicht der ILO sind die Zeiten der Vollbeschäftigung dennoch nicht endgültig vorüber: "Das Konzept sollte, in angemessener modernisierter Form, ein wichtiges Ziel der Wirtschafts- und Sozialpolitik bleiben." Als bestes Mittel zur Eindämmung der Arbeitslosigkeit wird höheres Wachstum in den Industrieländern verlangt. Denn das Internationale Arbeitsamt sieht bisher keine Beweise dafür, daß wegen der Globalisierung oder der Fortschritte in der Kommunikationstechnik die Beschäftigungsintensität wirtschaftlichen Wachstums abgenommen hat. Sie stützt sich dabei auf die Nachfrage der Wirtschaft nach Arbeitsstunden in den vergangenen dreieinhalb Jahrzehnten. Diese Meßziffer der Beschäftigung hat sich tatsächlich zwischen 1960 und 1995 in den Vereinigten Staaten nur geringfügig abgeschwächt, und selbst in Europa war der Rückgang minimal. Das bestätigt die ILO indirekt auch in ihrer Meinung, daß die Globalisierung der Wirtschaft und der intensivere Handel zwischen Industrie- und Entwicklungsländern nur wenig beitragen zu der größeren Arbeitslosigkeit...

*ILO Press Release:
ILO calls for immediate action against
intolerable forms of child labour*

FINANCIAL TIMES

12 November 1996 (UK)

Rise in child labour to 250m

About 250m children are working in developing countries, nearly twice previous estimates, according to a report published today by the Interna-

tional Labour Organization.

The ILO argues that, given the scale of the problem, the immediate target for action must be the most abusive forms of child labour, such as slavery, debt bondage, child prostitution, hazardous work and the very young.

While it will take years to eliminate child labour completely, "there are some forms of child labour today which are intolerable by any standard", Mr. Michel Hansenne, ILO director-general, said in the report.

An ILO survey published earlier this year estimated that 73m children aged between 10 and 14 were working full-time in 100 countries. The new estimates suggest that 120m children of five years and upwards are working full-time, and another 130m are working part-time...

LA NACIÓN

12 de noviembre de 1996 (Argentina)

...En su informe, la OIT informó que había encontrado evidencias de cinco redes internacionales de tráfico de menores, incluida una que opera en América latina y otra en Europa oriental, que se lleva a niñas de Belarus, Rusia y Ucrania con destino a Hungría, Polonia y los países bálticos: Aunque el informe no ofreció detalles específicos sobre esta situación en América latina, los niños callejeros en países como Colombia, México y Brasil suelen sufrir este tipo de explotación.

El aumento de la población y de la pobreza en algunos países en vías de desarrollo ha resultado en el aumento de la cantidad de menores que se ven obligados a trabajar. En países donde muchos adultos están subempleados, es más probable que los niños trabajen...

(continued on page 20)

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Media focus: The ILO in the press
(continued from page 17)

DIE ZEIT

6 Dezember 1996
(Germany)

...In der Elfenbeinküste arbeiten Kinder in den Goldminen. In Kolumbien atmen Jugendliche auf den Blumenfeldern Pestizide ein. In Nepal pflücken junge Mädchen bis zu vierzehn Stunden täglich Tee. In Malaysia wird gewerkschaftlich organisierten Näherinnen gekündigt. Doch, man könne durchaus etwas tun... Nur sei die richtige Organisation dafür nicht die WTO, sondern die Internationale Arbeitsorganisation (ILO) in Genf, um "als allerletztes Mittel" Länder mit besonders schlimmen Arbeitsbedingungen zu bestrafen. Die ILO hat längst Konventionen verfaßt, die menschenunwürdige Arbeitsbedingungen verbieten. Und in der ILO haben die Entwicklungsländer viel mehr zu sagen als in der WTO, der Verdacht des Kolonialismus kann also nicht aufkommen...

ILO Press Release:
ILO meeting targets sweatshops in footwear, textiles and clothing; adopts resolution on child labour

LE FIGARO

premier quotidien national français

29 octobre 1996 (France)

Textile et chaussure: la nécessité de la clause sociale

L'emploi dans le secteur textile a progressé, en vingt ans, de 597 % en Malaisie, de 416 % au Bangladesh et de 334 % en Indonésie. Durant la même période, il a chuté de 58 % en Allemagne, 55 % au Royaume-Uni et de 49 % en France. Ces pourcentages très frappants illustrent mieux que tout commentaire une situation qui a totalement bas-

Clarín

Argentina



culé au profit des pays en développement. Les statistiques diffusées à Genève par l'Organisation internationale du Travail soulignent l'ampleur des bouleversements survenus dans un secteur aujourd'hui sinistré en Europe et en Amérique du Nord...

...Le chambardement s'accompagne dans les deux cas d'une montée en force du secteur informel supplantant petit à petit le mode traditionnel. L'institution internationale évalue à quelque 23,6 millions le nombre des travailleurs employés dans le secteur formel du textile et de la chaussure dans le monde. "Personne ne sait exactement combien travaille dans le secteur informel mais leur nombre doit être de cinq à dix fois plus important", affirme Kari Tapiola, directeur général adjoint du BIT...

The News

(Pakistan)

7 November 1996

...The meeting has concluded that "the fight against clandestine work should be intensified" in the TCF sector. It has noted that "efficient tripartite coordination at the national and international levels of the action against the so-called "sweatshops" can reduce the pressure on wages and general working conditions resulting from unfair competition created by enterprises which do not comply with fiscal and legal obligations, which exploit workers and disrupt markets."

LE FIGARO

premier quotidien national français

14/15 décembre 1996 (France)

L'Organisation mondiale du commerce a trouvé un point d'accord sur les normes sociales en adoptant un texte très édulcoré.

...La dimension sociale de la globalisation qui n'aurait dû constituer qu'un problème marginal a transformé l'enceinte de l'OMC en champ de bataille. A l'issue d'un combat douteux dont est sortie, en fait, seul vainqueur, provisoire, l'Organisation internationale du Travail (OIT), parée de toutes les vertus par l'ensemble des intervenants à condition qu'elle ne sorte pas de son rôle, un paragraphe a finalement été inclus dans la déclaration finale.

Les normes fondamentales du travail y sont reconnues. "L'Organisation internationale du Travail est l'organe compétent pour établir ces normes et s'en occuper, et nous affirmons soutenir les activités qu'elle mène pour les promouvoir", affirme le texte...

Press Conference of the Director-General of the ILO, Mr. Michel Hansenne

Journal of Commerce

16 January 1997 (USA)

Labor watchdog stresses core social standards

...The chief of the International Labor Organization warned Wednesday entire sectors and countries could be threatened with consumer-led boycotts if no progress was achieved in enforcement of core social standards world-wide.

In a bid to avert such a development, Michel Hansenne, ILO director-general, unveiled a set of policy initiatives to beef up the role of the labour watchdog.

At the recent World Trade Organization summit in Singapore, trade ministers, with the exception of the U.S. and France, refused to grant the WTO a mandate to examine the linkage of trade and labor.

Instead, they designated the ILO as the "competent body to set and deal with these standards".

Mr. Hansenne said, following Singapore: "the ball is in our camp, and we intend to play the ball". But he is also anxious to see that the message from Singapore was not just platitudes.

The ILO chief is hopeful ILO member states will give the green light to his proposals in meetings slated for March and June this year, and to sign off on a major declaration of commitments in 1998...

日本経済新聞

Nihon Keizai Shimbun

16 January 1997 (Japan)

Tension Continues in the Strike of Korea

韓国スト緊張続く

Right for Freedom of Association should be respected, says the ILO director-General. "Freedom of Association is one of the major commitments that member of the ILO is bound," says Mr. Michel Hansenne, Director-General of the ILO, concerning the strike of the South Korean trade unions in the press conference held on 15 January. He emphasized the importance of the Korean government to respect workers' freedom of association to solve the situation.

THE IRISH TIMES

21 January 1997 (Ireland)

ILO split on labour standards shakes tradition of consensus

When some developing countries succeeded in having an invitation to the International Labour Organization's secretary general to address the World Trade Organization conference in Singapore withdrawn, it proved something of a pyrrhic victory. In the event 130 of the 138 delegates who addressed the WTO conference on the vexed issue of labour standards supported the ILO's right to monitor those standards. Support for the ILO was not, of course, disinterested. Moral outrage at the exploitation of 250 million children in sweat shops, mines, plantations and sites across the developing world was matched by concern about the economic implications having to compete with cheap labour. At Singapore the developed world agreed to soften its stance on labour regulation in order to ensure the opening of international markets to its high tech products. In effect, it handed, over the baton of social protection to the ILO.

As the WTO delegates dispersed, the ILO secretary general, Mr. Michel Hansenne, met the director general of the WTO, Mr. Renato Ruggiero, to discuss the implications of the paragraph on labour standards eventually incorporated into the new WTO agreement. This acknowledges that the ILO "is the competent body to set and deal with standards". But it also "rejects the use, of labour standards for protectionist purposes". The "comparative advantage of countries,

particularly low wage countries, must in no way be put in question".

South

January 1997 (U.K.)

No go at the WTO

Compromise, self-delusion and deadlock in Singapore

The first ministerial meeting of the World Trade Organization (WTO), held in Singapore in December, turned out to be an interminable haggling affair, as expected.

There was a whiff of compromise, of self-delusion and of deadlock. But to the relief of everyone, there were no bitter public disagreements. For this the credit must go to the political skills of WTO director-general Renato Ruggiero. On the controversial social clause and labour rights issue, ministers hammered out a classic compromise in the final communiqué, affirming support for "core labour standards". However, instead of giving in to US, French and Norwegian demands for further work on labour standards, they prevented any future involvement of the WTO in labour issues. This is a sensible approach, for surely the best forum to discuss labour rights and related issues must be the International Labour Organization (ILO). If the US had had its way, that would have spelt the beginning of the end for the ILO, an institution not exactly the darling of the Republican right in the US Congress...



Extracted from *The Observer* - London, 1 Dec. 1996

Work for all is still just the job

New weapons against child trafficking in Asia

Commercial sexual exploitation of children has become an issue of global concern, and appears to be on the rise. Children are increasingly being bought and sold across national borders by organized networks for work in sweatshops and brothels. The ILO has launched a new programme to eliminate the practice.

In Asia, trafficking in children both between and within various countries is on the increase. In recent years, large numbers of children from Cambodia, China, Laos and Myanmar have been forced to work as prostitutes in Thailand. Both girls and boys from poor rural areas are lured by professional recruiters and traffickers with promises of legitimate jobs in Thailand's booming economy. The trafficking routes are well known, but are difficult to close down. Girls from Myanmar are brought into Thailand through various border check-points. In Cambodia, they arrive via several transit points into Thailand. Girls from south China enter by way of Myanmar, and children from Laos are brought across the Mekong River into various provinces in north and northeast Thailand.

According to the Thai Police Crime Suppression Bureau, more than half of the girls and young women removed from brothels in Thailand over the last few years were from Myanmar and China. In October 1994, 80 out of 152 girls

removed from brothels in Bangkok were from Myanmar. In February 1995, 10 out of 23 rescued in Khon Khaen Province came from Myanmar and China. So did 17 of 19 girls brought out of brothels in Chiang Mai Province in March 1995. Aside from prostitution, children from Myanmar are also commonly found in Thailand near the border with Myanmar working in construction sites, gas stations, restaurants and on fishing boats.

Widespread traffic

But child trafficking is by no means restricted to south-east Asia. In south Asia, thousands of Nepali and Bangladeshi girls and women are reportedly sold every year to brothels in Calcutta, Bombay and Delhi. The Government of Nepal estimates that in 1992, at least 200,000 Nepalese women and girls were working as prostitutes in India. In fact, the governments of both of these countries acknowledge the problem. In

Bangladesh, the Government estimates that several thousand women and children have fallen victim to trafficking for work, including prostitution, in south Asia and the Middle East. Other reports suggest that the problem may also exist in Pakistan and Sri Lanka, among others; child prostitution in Sri Lanka, mostly of boys, has also emerged as a serious problem.

Fighting the problem

In the face of the increasing evidence of child trafficking, the International Labour Organization (ILO) has launched a new programme aimed at eliminating child prostitution and other intolerable forms of child labour in ten Asian countries. It specifically targets children under 18 who are at risk and are victims of trafficking in the Mekong Basin and in south Asia. Priority is given to girls, children from ethnic minorities and tribal populations, and to children under 12 years of age. The programme, carried out by the ILO's International Programme on the Elimination of Child Labour (IPEC) (see box p. 23) covers Cambodia, China, Thailand and its neighbouring countries and Vietnam, as well as Bangladesh, Nepal, Pakistan and Sri Lanka.

IPEC has initiated several activities in the field, which will be the basis for this programme. A 1995 child labour workshop in Nepal included child trafficking in the national framework of action, and assistance has been provided to NGOs in undertaking preventive measures against such trafficking in follow-up action on the Stockholm Congress Against Commercial Sexual Exploitation of Children (August 1996) and in the formulation of a draft national plan of action. In Bangladesh, IPEC is preparing a project document for joint activities

REVEALING A HIDDEN TRAGEDY

The number of working children around the world remains elusive. Because it is often illegal and clandestine, child labour lies beyond the reach of conventional demographic or labour statistics.

But change is on the way. New survey methods are penetrating the screen of obscurity which has concealed the problem from public view for too long. The findings of ILO surveys testing a new and more accurate methodology reveal a desperate situation, in magnitude far beyond what was earlier supposed:

- Some 250 million children between the ages of 5 and 14 are working in developing countries – 120 million full-time, 130 million part-time.
- About 61% of these children, or nearly 153 million are found in Asia, 32%, or 80 million, in Africa and 7%, or 17.5 million in Latin America.
- Child labour exists in many industrialized countries as well, and is emerging in East European and Asian countries whose economies are in transition.



Jacques Maillard

The Government of Nepal estimates that in 1992, at least 200,000 Nepalese women and girls were working as prostitutes in India. In the picture, negotiating the sale of a Nepalese girl.

of the Government with the ILO and UNICEF. The problem of child prostitution was highlighted at a national workshop on child labour held in Sri Lanka in September 1996.

The ILO considers child trafficking to be a form of forced labour, in flagrant violation of the ILO's Forced Labour Convention, 1930 (No. 29). This international standard calls for countries to "suppress the use of forced or compulsory labour in all its forms within the shortest possible period". All of the countries covered by the new ILO-IPEC programme, except China, have ratified this Convention and are bound by its terms. The ILO is also calling for the adoption of a new international convention focusing on the most intolerable forms of child labour, including hazardous occupations, slavery, servitude, forced labour, bonded labour, serfdom and prostitution.

Programme targets

The aim of the ILO-IPEC programme is to develop and strengthen special task forces on child trafficking at the national and provincial levels in each of the participating countries. These task forces will be composed of governmental and non-governmental organizations, and the ILO will assist in the formulation and adoption of national plans of action. All aspects of the issue will be covered, including prevention, monitoring and

enforcement, the provision of assistance to potential victims and their families, awareness-raising campaigns, and the social protection, rehabilitation and repatriation of the exploited children.

January 1997 saw the beginning of the first phase of the programme, thanks to the financial support of the Government of the United Kingdom, and will last six months. This phase will involve the preparation of country reports, including facts and figures on the scope and magnitude of the problem, an analysis of existing legislation, enforcement practices and gaps, and an assessment of the strengths and weaknesses of existing responses. Model strategies will be developed and two subregional consultations will be carried out, in Thailand and Nepal, to design and adopt a comprehensive coordinated programme to stop child trafficking in each subregion. Organizations already active in the field will participate in these consultations, as will potential new partners in the public and private sectors, and experts in key technical areas such as legislation, law enforcement, education and social services.

The trafficking of children for their commercial exploitation in prostitution or other illegal sexual practices, together with the use of children for the production of pornography, has been condemned by the ILO as an "affront to the conscience of humankind" which cannot be tolerated in any society. The IPEC programme and the proposed Conven-

tion on child labour are two new weapons in the ILO's arsenal for dealing with these problems. □

IPEC

Launched in 1992, the IPEC programme is designed to help countries build up a permanent capacity to address the problem of child labour. It fosters the development of an effective partnership between government services, employers' organizations, trade unions, non-governmental organizations and other interested parties including universities and the media.

IPEC activities are aimed at three priority groups:

- children working under forced labour conditions and in bondage;
- children in hazardous working conditions and occupations;
- very young working children (under 12 years of age) and girls.

ILO-IPEC is now operational in 27 countries around the world: Argentina, Bangladesh, Bolivia, Brazil, Chile, Colombia, Costa Rica, Ecuador, Egypt, El Salvador, Guatemala, Honduras, India, Indonesia, Kenya, Nepal, Nicaragua, Pakistan, Panama, Paraguay, the Philippines, Peru, Sri Lanka, Thailand, Turkey, the United Republic of Tanzania, and Venezuela.

ACTION AGAINST CHILD PROSTITUTION

▲ **The ILO devotes a major part of its efforts to eliminating child labour.** Commercial sexual exploitation is one of the most brutal forms of violence against children. It is estimated that in Asia for instance, over one million children are victims of the sex trade. In Thailand, the ILO's International Programme on the Elimination of Child Labour (IPEC) has supported several preventive programs run by governmental and non-governmental organizations. IPEC is supporting similar projects in Nepal, Kenya and Brazil, working with NGOs, employers' organizations and governments. In response to the Declaration and Agenda for Action adopted at the Stockholm Congress on Commercial Sexual Exploitation of Children, IPEC will strengthen ongoing projects at the national level and implement a regional program to combat child trafficking in Asian countries.

For more information, contact the International Programme on the Elimination of Child Labour (IPEC), Mr. Gert A. Gust, IPEC Programme Manager, tel. +4122/799.8181.

COOPERATION WITH ROMANIA ON CHILD LABOUR

▲ **There is evidence that child labour also exists in many industrialized countries,** including Italy, Portugal, the United Kingdom and the United States. The problem is also emerging in many Eastern European and Asian countries which are in transition to market economies. The President of Romania, Mr. Emil Constantinescu dedicated a large part of his New Year's Declaration to the problems of children in his country.

Romanian Prime Minister, Mr. Victor Ciorbea, has appealed for urgent ILO support to address the child labour situation in Romania. IPEC will survey and analyse the child labour problem there, and develop an action programme.

For more information, contact IPEC, Mr. G. Lochner (see above).

TRADE UNIONS AGAINST CHILD LABOUR

▲ **Trade unions are especially well placed to extend protection to working children and advocate the rights of children to education,** while at the same time asserting the rights of adult workers to adequate remuneration, thereby reducing poor families' dependency on child labour. An interregional ILO project funded by the Norwegian government will enhance the capacity of international trade union organizations to act on child labour. In a second phase of the project, workers' organizations at the national level will be enabled to fight against child labour through information campaigns, monitoring, collective bargaining and other activities at the grassroots level.

For more information, contact Mr. G. Myrstad, Bureau for Workers' Activities, tel. +4122/799.8094

WAGES IN RUSSIA AND UKRAINE

▲ **At the end of August 1996, wage arrears in Ukraine** had reached 312 trillion karbovanets or nearly 2 billion US dollars. The situation is even more dramatic in Russia: the wage debt amounted to more than 40 trillion roubles in September 1996, or nearly three times the amount in December 1995. Concerned over the social impact that could be

caused by wage arrears, the IMF and the ILO organized a joint tripartite seminar on wage policies in Ukraine on 26-27 November 1996 – a first in the region.

For more information, contact the ILO's Central and Eastern European Team, Oscar de Vries Reilingh (Director), Mozsar utca 14, H-1066 Budapest, tel. +361/301-4900, fax: +361/153-3683.

REDUCING POVERTY IN ASIA

▲ **Despite reports about fast economic growth in some Asian countries,** the Asia-Pacific region has the largest concentration of poverty in the world, estimated at more than 800 million. New research carried out by the ILO in a number of countries – Bangladesh, China, India, Indonesia,

violation organized by the ILO in Bangkok from 5 to 7 February. The workshop formed part of the UNDP-funded Regional Poverty Alleviation Programme for Asia and the Pacific. The aim is to help governments develop coherent national and social policies and promote action to overcome social exclusion.

For more information, contact the ILO Regional Office for Asia and the Pacific, UN Building, 11th floor, Rajdamnern Avenue, Bangkok 10200, Thailand, tel. +662/288-1710; 288-1234.



Jacques Maillard

New research carried out by the ILO in a number of countries...reveals that there were significant reductions in the incidence of poverty between the 1960s and the early 1990s, though the gap in incomes widened at the same time.

Malaysia, Mongolia, Nepal, Pakistan, the Philippines and Thailand – reveals that there were significant reductions in the incidence of poverty between the 1960s and the early 1990s, though the gap in incomes widened at the same time. The studies formed the basis of discussions at an Asian Regional Policy Workshop on Macro Policies and Micro Interventions for Poverty Alleviation.

PALESTINE EMPLOYMENT PROJECT

▲ **A new programme has been launched to tackle acute employment problems in Gaza and the West Bank.** With the support of Sheikh Hamden Bin Rashid Al Maktoum, Deputy Ruler of Dubai and Minister of Finance

CONTINENTS

and Industry of the United Arab Emirates, the ILO has recently launched the Palestinian Employment Program (PEP).

The project will strengthen the capacity of the Palestinian Authority, especially the Ministry of Labour, to formulate and implement a comprehensive and productive job creation policy in the West Bank and Gaza Strip.

The Palestinian Authority has already created a commission which will oversee the project and insure coordination of employment planning policies among different agencies. Strategies include stimulating agro-based manufactured exports, maximizing the impact of infrastructure development on employment and establishing a credit system to support small and micro-enterprises. Upon completion of the project, the Palestinian Authority is expected to have staff capacities to continue and expand the employment programme.

For more information, contact Mr. M. Abella, Migration for Employment Branch, tel. +4122/799-7982.

MANAGEMENT OF REHABILITATION FUNDS

▲ Special funding mechanisms in support of the employment of disabled persons were reviewed at the International Conference on Policies and Management of National Rehabilitation Funds held in Warsaw from February 27 to March 1, 1997. The meeting was organized by the ILO in

collaboration with the State Rehabilitation Fund for Disabled Persons of Poland, and with support from the French Rehabilitation Fund AGEFIPH and the German Ministry for Labour and Social Affairs. Participants compared the national rules and practices of national rehabilitation funds, exchanged information on the management and operation of these

funds and formulated recommendations and guidelines which may be useful for countries wishing to create or improve national funding schemes in support of the employment of disabled persons.

For more information, contact the ILO's Vocational Rehabilitation Branch, Mr. R. Ransom, tel. +4122/799-8335, fax: +4122/798-8685 □



Jacques Maillard

The International Federation of Journalists (IFJ) sees "worrying rise" in killings and intimidation

IFJ REPORTS AT LEAST 47 JOURNALISTS AND MEDIA STAFF KILLED OR MISSING IN 1996

The International Federation of Journalists (IFJ) says 47 journalists and media workers were killed while carrying out their work in 1996. While not giving comparative figures for war deaths as opposed to killings in other situations, the Brussels-based group of journalists' federations cited a "worrying rise" in deaths and intimidation occurring in non-conflict zones or as a result of investigative work.

The death toll, contained in the IFJ annual report for 1996 is "bad enough", according to IFJ officials, but doesn't come close to 1994, when 120 journalists and media workers were killed, many of them during the Rwandan genocide. (See chart)

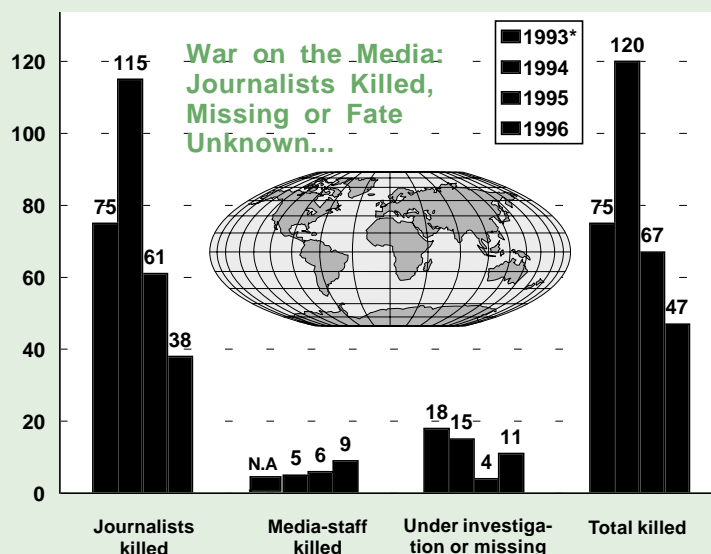
While conflicts all around the world have taken a serious toll in this decade, the IFJ reports a rise in the number of journalists being killed to halt investigations. Aidan White, General Secretary of the IFJ says the case of Veronica Guerin, an Irish reporter shot to death on a Dublin street last year underscores the risks involved in investigative journalism, adding: "Ms Guerin's death is not

isolated. This sort of assassination takes place alarmingly often."

The IFJ report calls killing only the tip of an iceberg of violence against the media, noting that journalists are routinely beaten up, harassed or intimidated and are in constant danger of serious assault for confronting censorship, corruption and media manipulation.

The IFJ is urging publishers and media enterprise owners to do more to protect their staff, and has called for an international code of practice among media professionals to ensure that life insurance, medical assistance, risk-awareness training and social protection are provided for journalists. The IFJ says failure to investigate murders "only encourages the killers."

Further information or a copy of the report is available from:
International Federation of Journalists, 266 rue Royale, 1210 Brussels Belgium
Ph: +322/223-2265; Fax: +322/219-2976
<http://www.ifj.org>



* Journalists and media staff listed separately only since 1994 (Source: IFJ)

Working World

LABOUR RELATIONS

● The Czech Republic has experienced its first **large-scale strike movements** since the "Velvet Revolution" of 1989. Last February, teachers observed a go-slow strike to protest staff reductions and increase of teaching hours, as well as to demand salary increases. Railroad workers, disturbed by a restructuring which cut one out of three jobs, paralyzed rail traffic for two days.

● The new law on **industrial relations** has come into force in South Africa. The law will promote the signing of collective agreements in industrial sectors and establish a Conciliation, Mediation and Arbitration Commission to resolve conflicts. The law is expected to allow peaceful resolution of labour conflicts. Only one-fourth of labour conflicts are now resolved without recourse to strikes. The ILO was involved in drawing up the new law.

● The Government of Chile has submitted a proposal to Parliament for the ratification of the **Labour Relations (Public Service) Convention, 1978 (No. 151)**. The Convention would allow procedures to be set up for collective bargaining, conciliation or arbitration, and thus avoid the recourse to "wildcat" strikes which highlight the current absence of regula-

tion apart from the prohibition of strikes in this sector.

SOCIAL BENEFITS

● The year 1996 saw continuing **reform of social benefits** in Côte d'Ivoire. Employers can now unilaterally cancel social benefits which exceed the minimum required by the Labour Code; a trial period is introduced upon recruitment; and, new regulations apply to temporary employment and part-time work, to working hours and overtime, to advance notice of termination and to sick leave.

● In Bolivia, legislation creating **private pension funds** has been signed into law and will become operative this year. From now on, workers must deposit 10 per cent of their

monthly salary in an individual account held by one of two pension funds administered by foreign companies.

The Bolivian Workers Confederation opposes the proposal. Its proponents argue that poor management has pushed the existing system close to bankruptcy.

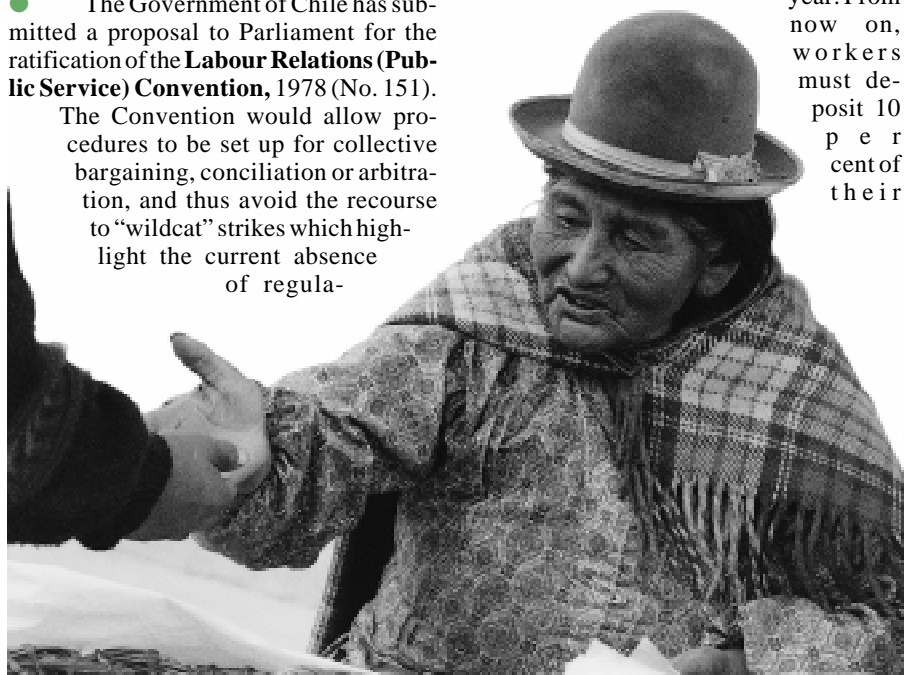
● In the Netherlands, a new law prohibits all **discrimination between full- and part-time workers**. Working conditions of part-time workers cannot be inferior to those of their full-time colleagues. They must benefit from continuing education and cannot be the first to be laid off because of shorter working hours. On the other hand, overtime will only be paid at a higher rate beyond 38 hours, the normal work-week.

● The European Parliament has adopted a directive on the **secondment**, by an enterprise in one of its member States, of workers on the territory of another member State, in the framework of a provision of transnational services. Such workers must benefit from the legal or contractual measures of the host country in certain areas: hours of work, leave, minimum wage, occupational safety and health, non-discrimination, etc.

LABOUR TRENDS

● Swiss voters **rejected a bill on "night work"** in a December referendum. The law would have authorized night work for women, allowed shops to open six Sundays a year without prior authorization, reduced the time slot entitling workers to higher pay for night work, and permitted employers to compensated such workers either by more pay or time off. This bill resulted from the decision taken by the Government in 1992 to revoke the ILO Night Work (Women) (Revised) Convention, 1948 (No. 89).

● **"Telework" is on the increase.** Several studies show the number of people



In Bolivia, from now on workers must deposit 10 per cent of their monthly salary towards a pension fund.

using computers to work from home, cars or a "satellite office" is more than 8 million in the United States, 500,000 in the United Kingdom, 150,000 in Germany, 100,000 in Spain and 30,000 in Ireland. Telework is most widespread in Ireland and the United States, amounting to 3.8 per cent and 6.5 per cent of the workforce, respectively. Telework is most used, in decreasing order, for text and data processing, programming, writing, translation, accounting, order processing and secretarial work, design and architecture...

Telework in the European Union

COUNTRY	TELEWORKERS (THOUSANDS) ¹	TELEWORKERS (% OF WORKING POPULATION)
Great Britain ²	563.0	2.2
Germany	149.0	0.4
Spain	97.0	0.5
Ireland	32.0	3.8

¹ 1994 figures for those who use computers in their work from home, their car or a satellite office.

² Including Northern Ireland.

Activities in which telework is most used

Activity	%
● Text and data processing	53
● Programming	38
● Writing and editing	33
● Translation	32
● Accounting	28
● Order processing and secretarial work	23
● Design and architecture	17
● Sales and marketing	16
● Training, research and consulting	14
● Repair work	12
● Management	6

Study carried out by Empirica, a communications technology research company. Bonn, 1994.

● **Part-time work continues to expand** in the OECD countries, involving one out of every six workers. In France, where until now the practice was less common than in neighbouring countries, the increase is appreciable: 9 per cent in 1982, 12 per cent in 1992, and 16 per cent today. It applies primarily to jobs requiring few skills, in personal services, commerce or crafts. A significant proportion of part-time workers – 29 per cent of the women and 36 per cent of the men – would prefer to work more.

● **The Ministry of Employment in France has just published figures on strikes in the country in 1995. They show a very sharp increase in the number of working days lost: nearly six million, including 3.7 million in the public sector and 2.1 million in the private sector. In 1994, the number of lost working days was only around 750,000. Most affected were the public transportation and post and telecommunications sectors.**



Keystone

Striking truck drivers block the motorway outside of Toulouse, in southern France, 21 November 1996. Truck drivers demanded higher salaries and early retirement.

CONFERENCE

● **Amsterdam Child Labour Conference:** 26-27 February, 1997. An international round-table conference on the most intolerable forms of child labour around the world was held in Amsterdam on 26-27 February at the initiative of the Government of the Netherlands and with the active support of the International Labour Office. The Conference was chaired by Mr. Ad Melkert, Minister of Social Affairs and Employment of the Netherlands.

The aim of the Amsterdam Child Labour Conference was to raise international awareness about and stimulate action towards eradication of the most harmful forms of child labour – slavery, debt bondage, child prostitution, and work in hazardous occupations and industries.

Her Majesty Queen Beatrix of the

Netherlands opened the meeting. Among the major speakers were Mr. Melkert, Mr. Michel Hansenne, Director-General of the ILO and Ms. Carol Bellamy, Executive Director of UNICEF.

MILESTONES

● **The first independent trade union in Cambodia** has been established. It held a congress in December 1996, in Phnom Penh, two months after a wave of strikes among the country's rapidly growing, foreign-owned garment industry enterprises. The 800 participants in the congress demanded extended workers' rights. They received messages of support from the International Confederation of Free Trade Unions and the ILO.

□



Water as a source of employment

Water is the basis of all life and has become an increasingly limited resource. Today some 80 countries, accounting for 40 per cent of the world's population, experience serious shortages in their water supply.

Water can also be a source of employment. The provision of irrigation facilities, for instance, creates jobs and income opportunities, particularly when local resource-based methods are applied in the execution of irrigation projects. The results from four ILO employment-intensive works programmes in Morocco, Sudan, India and Madagascar show that the application of labour-intensive methods or intermediate technologies for irrigation development allows between 33 and 77 per cent of the funds invested to be used for the workers' remuneration.

Most water needs occur in irrigated farming, which consumes almost 70 per cent of the water resources currently exploited, and these play an important role in food production. (Nearly one-third of agricultural production comes from irrigated land.)

Small-scale irrigation works can be executed using mostly locally available resources but there is also scope for applying improved indigenous technologies. In the execution of large-scale irrigation projects, investigation of alternative project designs, development of adequate managerial capacity through training, improvements in the traditional labour-intensive technologies and the scaling down of capital-intensive imported technologies adapted to local conditions have to be considered.

ILO projects reconcile the need to upgrade outdated irrigation technologies for achieving satisfying performances with social imperatives like the creation of jobs and the distribution of income amongst the most underprivileged members of society, which are also the most numerous. These projects also promote organization and collective negotiation at the local level through contractual approaches in the informal, unorganized sector.

Some projects at a glance

● **CAMBODIA:** In the framework of the Employment Generation Programme for Cambodia, an ILO project to rehabilitate and put under maintenance 96km of secondary canals in the Bovel and Barai irrigation systems which extend over a Command Area of about 12,000 hectares. Water user groups were established throughout these systems. Important effects include improved water storage and expanded irrigation coverage which contribute to the development of agriculture and provide short-term and long-term employment and income opportunities.

● **NEPAL: Irrigation Development.** The ILO-assisted Dhaulagiri Irrigation Development Project in Nepal used a contractual approach to allow local people to get more actively involved in irrigation construction works and to have



Nepal Special Public Works Programmes Manuals are available in limited numbers, through the ILO Country Office, P.O. Box 8971, Kathmandu, Nepal, and from the Development Policies Department, ILO, CH-1211, Geneva 22, Switzerland.

a say in the local development process.

Consequently, the ILO project tried to increase the effect of expenditure in public works on local employment and income distribution by shifting to more local-resource-based methods and contractual arrangements which do not necessarily favour urban-based contractors. Similar ILO projects have proved that local wage incomes can be increased up to 50 per cent or more of the total cost.

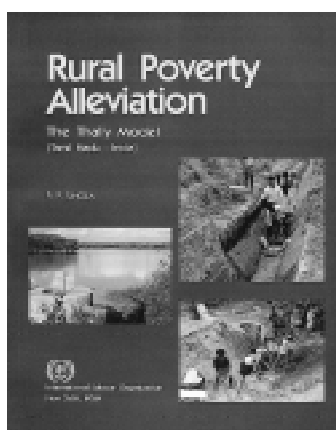
The project has proposed a piecework system of construction management which provides for contracts to be awarded to community-based construction groups or local contractors. Rural communities take responsibility for constructing and managing their irrigation systems, which is a pre-condition for sustainable operation and maintenance of these schemes.

● **DAMS IN MOROCCO:** With its semi-arid climate, Morocco opted for a technology designed to collect surface water through the construction of hill-side dams. This choice was not only

determined by technical and economic factors but was also the result of a political decision by the Government in its fight against unemployment.

Medium-sized dams such as those built in Morocco have the advantage of not requiring heavy investment and being planned on the basis of technologies adapted to local conditions. They contribute to higher living standards of rural populations by providing water for irrigation, domestic water supply and livestock watering. While the jobs created during the construction stage have only a temporary character, new employment and income opportunities in the irrigated area downstream are durable.

● **INDIA:** A pilot project was undertaken in Thally, in Dharmapuri district of Tamil Nadu, based on the ILO's Employment-intensive Works Programme (EIWP). It offers a promising breakthrough with its innovative approaches, in fulfilling the immediate and longer term objectives of providing job opportunities of a short-term character and creating durable com-



To obtain a copy, contact the Development Policies Department of the ILO.

munity assets through local resource-based programmes which could provide sustained incomes to the local people. Encouraged by its success, the Government of Tamil Nadu is replicating this model in other areas of the State.

With the publication of the above booklet, the means of action of the ILO's technical assistance – covering socio-economic surveys leading to the formulation of the Thally technical cooperation project, conducting research, preparation of investigative studies, collection and dissemination of information and advisory assistance for wider replication – have been fully applied. The projects have led to an improved participation of local communities in infrastructure programmes which influence their daily lives. □



ILO/Almassy

Putting people to work

Irrigation and road development projects are part of the ILO's Employment-Intensive Programme (EIP). Over the last five years, EIP has helped over 30 member States undertake employment-intensive infrastructure projects, creating jobs and reducing poverty.

The EIP targets workers and the unemployed, especially in unorganized sectors. It also helps to establish domestic construction industries by developing small enterprises.

The benefits of the Programme are even wider: it also promotes democratization at the grass-roots level by assisting people to organize themselves and negotiate with public authorities for a greater share of, and more control over, national investment resources.

EIP has helped to forge new links between employment policies, private sector development and the promotion of relevant labour standards. In introducing investment policies which take into account both economic and, more important, social concerns, the ILO can help its constituents to develop new tools to enforce respect of basic labour standards.

EIP projects are underway or planned for Cambodia, Ethiopia, Ghana, Guinea, Indonesia, Laos, Lesotho, Madagascar, Malawi, Mozambique, Namibia, Nepal, the Philippines, Sierra Leone, South Africa, Zaire, Zambia and Zimbabwe.

Sketch on p.28 from Nepal Special Public Works Programmes Manual No.3

A US\$22 billion plan for 100 million poor households

Washington Summit focuses new attention on microcredit

The Microcredit Summit held in Washington from 2 to 4 February attracted some 3,000 participants to consider helping the poorest of the poor – many of them women – through “microcredit.” The Summit endorsed a plan to mobilize nearly US\$22 billion in credit and technical assistance over eight years to help some 100 million households beat poverty. For the International Labour Organization, the key issue is that this initiative draws attention to the social dimension of finance.

In the normally staid and business-like world of international development aid, the recent Microcredit Summit in Washington, DC was a show-of-shows.

In addition to the usual experts and officials, luminaries attending this first Microcredit Summit included the Queens of Spain and Belgium, presidents and prime ministers, the American First Lady, Hillary Rodham Clinton, and several high profile heads of national and international development agencies.

Mrs. Clinton, recalling her visits to microcredit projects from Bolivia to Bangladesh, said she had seen how microfinance could make inroads into alleviating extreme poverty around the world. Queen Sophia of Spain said such loans gave the poor leverage in the economy and “allow them to become players, not recipients of charity”.

But in addition to the luminaries, the organizers of the Summit made a point of involving major international agencies, including the World Bank, the United Nations Development Program (UNDP), the International Labour Organization and others in the United Nations system, as well as banks, corporations and foundations. They all agreed that small loans – often no more than a hundred dollars – can open up significant economic opportunities. By the same token, they concurred that accessible deposit facilities are vital for the poor to ensure basic social protection.

According to UNDP, the poorest 20 per cent of the world’s population, i.e., 1 billion people, account for only 0.2

“The time has come to recognize microcredit as a powerful tool in the struggle to end poverty and economic dependence. We have assembled to launch a global movement to reach 100 million of the world’s poorest families, especially the women of those families, with credit for self-employment by 2005.”

- From the Microcredit Summit Draft Declaration

percent of commercial lending. Women’s access to credit is particularly limited, despite their overwhelming contribution to production and incomes. In African countries, for example, women account for more than 60 percent of the agricultural labour force, and contribute up to 80 percent of the total food production, yet they receive less than 10 percent of the credit provided to small farmers.

Facilitating access to credit

One way to facilitate access is to use joint inability: small credits are often secured by no more than a collective pledge from neighbours. The best-known institution of this kind is the Grameen Bank in Bangladesh with two million poor clients – most of them women – in 36,000 villages.

In industrialized countries, microfinance schemes have also grown remarkably over the last decade. For example, in the United States there were less than ten job-creation and self-employment programmes based on microfinance ten years ago. Today there are nearly 400 programmes which have allowed hundreds of thousands of people in the inner cities or depressed regions to start their own businesses. Micro businesses in the US with one to four employees generated 43 per cent of the net new jobs created from 1990 to 1994. The ILO is reviewing these experiments within the framework of the “Social Banking Action Programme” run by its Enterprise and Cooperative Development Department.

Addressing the 3,000 summit participants, ILO Deputy-Director General Kari Tapiola recalled how the decisions and actions of financial institutions affect the jobs, incomes and life opportunities of millions of people in developing and industrialized countries. “In several countries we observe that social objectives can be achieved by policies targeted at the financial sector, sometimes even more effectively than conventional, labour market policies,” he said. “This is the message of the Summit; namely, to apply financial instruments, like microcredit, to social concerns, like poverty eradication.”

The ILO therefore welcomed the initiative of the Microcredit Summit to draw attention to the social dimension of finance. According to the organizers of the Summit, the meeting was designed

to follow up on the final declarations of a continuum of international conferences held over the past five years: the Earth Summit, the World Summit for Children, the Cairo Conference on Population, the Social Summit in Copenhagen and the Fourth World Conference on Women. It was the World Summit on Social Development in March 1995 which formally established the links between finance on the one side and poverty, unemployment and social exclusion on the other.

The ILO approach to tackling poverty

For the ILO, poverty alleviation, whether in the North or the South, is a strategic aim which needs to be tackled from at least four angles:

- Employment creation, for example through policies which encourage investments in small and medium-sized enterprises;
- Self-employment, for example through credit schemes which reach the poor;
- The creation of equitable conditions in market access and economic opportunities; and,
- Empowerment and self-reliance, for example by bringing the poor together and helping them form associations of their own.

To address these issues, the ILO has launched a portfolio of activities which highlight the social dimension of finance, analyse what works in microfinance and



Jacques Maillard

For the ILO, poverty alleviation, whether in the North or the South, is a strategic aim which needs to be tackled from several angles, including self-employment; for example, through credit schemes which reach the poor.

give guidance to policy-makers. The ILO is not a financial agency. Its comparative advantages are policy analysis, advocacy, action research, information dissemination and pilot projects. The ILO supports, for example, non-governmental organizations (NGOs) in Africa, Asia and Latin America, with from 5,000 to 250,000 members. On the basis of a Letter of Guarantee, issued by a large Swiss bank, the participating organizations have been able to negotiate credit lines in local banks up to four times the

size of their guarantee fund.

Another example is the partnership with the Central Bank of West African States in Dakar, Senegal. The ILO has set up a programme in support of decentralized financial systems which train staff, provide hands-on assistance and facilitate the flow of information about what works in the village banks and credit unions in the seven member countries of the West African Economic and Monetary Union. The Programme has also created a data bank giving the key characteristics

THE SOCIAL DIMENSION OF FINANCE

The Social Dimension of Finance Unit of the ILO focuses on financial sector issues that have major implications on poverty, unemployment and social exclusion. One of these issues is market access. Many potential entrepreneurs as well as existing small enterprises face serious difficulties to access financial services which would enable them to invest and create jobs, because financial institutions generally prefer to deal with larger companies and corporations. Some entrepreneurs have overcome this constraint by way of financial self-help organizations such as savings and credit cooperatives, joint liability groups and mutual guarantee associations.

To improve access to financial services by small enterprises, governments also intervene in the financial market; for example, through the creation of develop-

ment banks, special loan and guarantee funds, and monetary policies such as preferential discount rates. This has not always worked out to the advantage of smaller enterprises; in fact, in many instances it has further distorted the market. Another issue relevant to the ILO's work is therefore how policies affect market access of firms of different sizes and ownership.

The Social Dimension of Finance Unit is at the service of ILO constituents to provide information, advice and support in the field of finance. The Unit seeks to enhance the capacity of decision-makers in Government, the social partners, banks and private sector organizations to develop and implement socially compatible policies and measures to improve the access of small and micro-enterprises to financial services. To this end, the Unit undertakes research; for example, on the sustainability of

guarantee funds and collateral substitutes. It assesses the impact of credit and tests delivery mechanisms with regard to transaction costs and accessibility to the poor. The Unit also initiates and manages technical cooperation projects to strengthen financial self-help organizations like credit unions and village banks. It also maintains a programme of technical publications and disseminates information on the current issues related to the social dimension of finance.

For more detailed information, please contact the Social Dimension of Finance Unit of the ILO, Office 10-21, Enterprise and Cooperative Development Department, 4, route des Morillons, 1211 Geneva-22, Switzerland; tel: +4122/799-6070; fax: +4122/799-7691; <http://www.ilo.org>, e-mail: enterprise@ilo.ch



and financial performance indicators of approximately 200 networks.

“Women earn only 10 per cent of the world’s income, and own less than 10 per cent of the its property. Of more than one billion adults without access to basic education, more than 600 million are women. Of 1.3 billion people living in absolute poverty today – earning, or living on, less than US\$1 a day – over 900 million are women ...”

– Source: *The United Nations Development Fund for Women (UNIFEM)*

The Social Dimension of Finance Unit of the ILO is working on the following questions: How do credit schemes affect income distribution? Can credit schemes alleviate the problem of bonded labour? What are the effects of liberalization of the financial sector on the access by the poor to credit and other financial services? How can international aid best link microcredit with non-financial factors such as skill transfer, organizational development, policy dialogue, etc.?

In microfinance, the ILO is also actively engaged in several international networks; for example, the Donors Working Group on Financial Sector Development, and the Consultative Group to Assist the Poorest (CGAP). The involvement of the ILO in microfinance is likely to increase in the years to come, says a senior ILO official who attended the Summit.

“As the Philadelphia Declaration says that ‘all national and international policies and measures of a financial character should be accepted, only insofar as they promote the achievement of social justice’,” the official says “this means that we as an organization must even more forcefully play the role of a social conscience, in our dialogue with international financial institutions.” □

(By HvR, with staff reports)

For more information from the organizers of the Microcredit Summit, contact:

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Web site www.igc.apc.org/results/

HOW MICROCREDIT HAS HELPED THREE WOMEN: CASE HISTORIES

Khady

Khady Ding of Senegal is the mother of four children. Several years ago she could barely take care of her family. With no access to loans or business skills to pull herself out of poverty, Khady lived day-by-day, accepting aid from relief agencies when they visited her village.

In 1990, members of Khady's community established a village bank with financial and technical support from Catholic Relief Services. Soon after, Khady received her first loan of US\$ 40, which she used to purchase livestock to raise on her small plot of land.

Since she joined the bank, Khady's life has improved dramatically. She now has cows, chickens, sheep and a horse to ride in her fields. Her dedication to raising and selling healthy animals provides Khady with a steady income, and her excellent repayment status allows her to take out larger loans, which she repays in monthly installments.

Khady takes care of her family without outside help, and she is learning to read in the bank's literacy programme. Overcoming total despair, she has become a real leader in her community.

Nurjahan

Nurjahan is a borrower of the Grameen Bank in Bangladesh. Her name means “the light of the world”. Abandoned by her parents at three months of age and raised by a neighbour, Nurjahan was married at twelve only to be abandoned by her husband a year later, while three months pregnant. She then returned to the family who had raised her, cooking for them while raising her son.

Before joining the bank, Nurjahan had never earned more than US\$37.50 in a year and owned no land. After five years as a borrower, her annual income is US\$ 250 (just above the national average) and she owns two goats, one pregnant cow, ten hens, and two-thirds of an acre of land. The land cost US\$ 1,000, more than four times the average annual income. Seasonally, she employs two farmhands to assist with her rice crop. In a country where only 46 per cent of the children reach grade five, Nurjahan's son is now in eighth grade.

Judy

Judy struggled for years to raise her children while living on public assistance in Chicago, Illinois. A woman of quiet dignity who has known great sorrow, including the death of a child, she was anxious to build a better life for herself and her children.

To supplement her meagre benefits, she began selling shoes door-to-door. But despite her ambition and natural ability to sell, Judy remained dependent on welfare and the protection afforded her and her children by Medicaid health insurance. A minimum-wage sales job with no health benefits was not the future she was looking for, yet she wanted to work.

Judy's caseworker referred her to the Women's Self-Employment Project (WSEP). Founded to increase the incomes and self-sufficiency of low- and moderate-income women in Chicago who are interested in self-employment, WSEP is one of many organizations helping women create their own jobs in some of the poorest communities in the United States. Judy's first loan was for US\$ 600. After two and one-half years establishing a consistent customer base and using progressively larger loans, she has opened her own shoe store.

Today, Judy operates her own retail business. Her youngest son, who frequently accompanied his mother to her borrowers meetings, is familiar with almost every aspect of his mother's retail operation and intends to become a businessman himself some day.

– All of above from the Microcredit Summit Web site

Book Review

Productivity and Quality Management: A Modular Programme

A joint publication of the International Labour Office (ILO)
and the Asian Productivity Organization (APO)

Productivity and quality are two of the most important contributing factors in economic and social development, and are important instruments for an equitable distribution of wealth, sound industrial relations and democratic workers' participation.

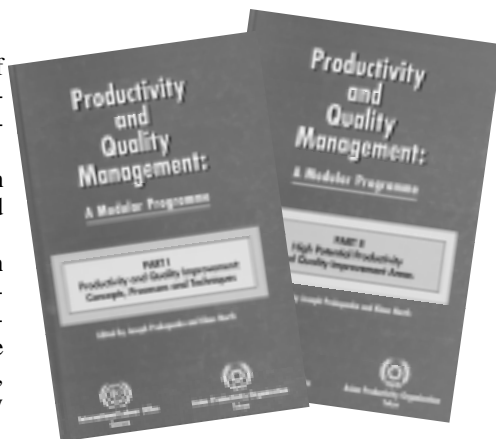
Over many years, the ILO has been assisting its member countries to promote productivity and quality improvement through management and enterprise development projects and programmes, as well as consultancy and advisory services.

This joint publication is an essential contribution to the activities of the ILO and APO in promoting effective and social-oriented development, competitive enterprises and entrepreneurship. These factors are the best strategies for poverty alleviation, promotion of employment and improving the quality of working life, as well as achieving sustainability in the development of countries, enterprises and people.

The Programme consists of 23 modules and a guide on how to use them. Part I provides the latest concepts, factors and barriers to productivity and quality improvement, techniques on how to assess problems and measure productivity, as well as the productivity-improvement cycle and major techniques for mastering its elements. Part II discusses the most important productivity and quality-improvement areas, where to look for hidden reserves, and how to tap them.

This Programme could be considered as a flexible, result-oriented training system. But it is not just for training. It is aimed at changing the enterprise culture, and structure, achieving positive results in productivity, quality, profitability, improving motivation, and creating better industrial relations, developing human resources and improving conditions of work.

The flexibility of this system is pro-



vided by the modularization of the programme and the availability of a guide for the trainer and management consultant on how to identify and analyse enterprise problems, how to trace people who are the sources of problems, how to identify their personal training and development needs, how to design a tailor-made programme using this system, and how to implement it in order

to improve organizational effectiveness and efficiency.

This Modular Programme helps managers to shift their concerns and managerial style from vertical, autocratic management to horizontal, integrative management, introducing more participatory culture, improving development and better use of a company's intellectual capital.

This Programme is for enterprise managers, productivity and quality specialists and consultants, management training and development professionals, project managers, officials from government agencies, and employers' and workers' organizations.

The ILO is not just selling the Modular Programme. It could provide also the training of trainers and consultants services on how to use this programme more effectively and get better practical results.

ABOUT THE EDITORS

Joseph Prokopenko works for the Enterprise and Cooperative Department, ILO, Geneva. He has published extensively on economic policies, productivity and competitiveness, privatization and restructuring, and human resource development. He also actively participates in management consulting, advisory services to governments and employers' organizations, training and educational activities.

Klaus North is Professor of International Management at Wiesbaden Politechnic, Germany, and a researcher in environment and business management. He has published widely on productivity, quality and environment management. He is also an international consultant, and a visiting professor to a number of universities.

This Programme was developed from the contributions of 27 internationally recognized authors from Australia, Austria, Belgium, Canada, Germany, Japan, India, the Netherlands, the Philippines, Sweden, Switzerland, the United Kingdom and the United States. □

Productivity and Quality Management: A Modular Programme

Edited by Joseph Prokopenko and Klaus North. US\$ 75.00 per set (Part I and Part II). ISBN: 92-833-2185-5.

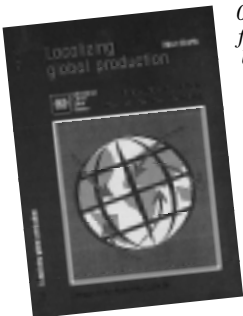
Part I: Productivity and Quality Improvement: Concepts, Processes and Techniques. Part II: High Potential Productivity and Quality Improvement Areas.

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In print

Media shelf

■ **Localizing global production: Know-how transfer in international manufacturing, Management Development Series No. 33, by Klaus North, February 1997. ISBN 92-2-109512-6; ISSN 0074-6703. Swiss francs 30; US\$ 27; UK£ 16.20.**



Making global production work locally requires the capacity to generate know-how in one region and to deploy it speedily elsewhere. This book explains how to do this successfully, while avoiding common pitfalls. Based on specially commissioned studies from a variety of countries, it examines the implications of adopting new manufacturing practices or new models of work organization, such as total quality management, just-in-time or small-group activities. The effects of different transfer patterns are also considered. A major contribution to the debate on globalization, offering practical advice to policy-makers and enterprises.

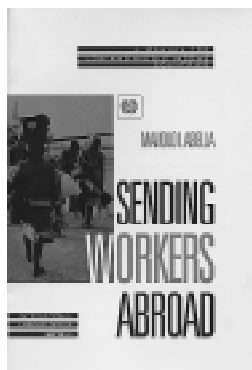
■ **We can make it: Stories of disabled women in developing countries, by Susan Epstein, January 1997. ISBN 92-2-110327-7. Swiss francs 15; US\$ 13.50; UK£ 8.10.**



The will to succeed is a powerful economic force. In this inspiring book 25 disabled women from Asia, Africa and Latin America tell how they defied the odds to become educators, lawyers, farmers and shopkeepers. Their success is measured not only in monetary terms but in the number of obstacles they have overcome. The women speak candidly and eloquently about discrimination, motivating influences, the quest for education and employment, and the desire to be wives and mothers. They also offer pragmatic advice for policy-makers so that more disabled women can achieve their potential and contribute to society.

■ **Sending workers abroad, by Manolo Abella, February 1997. ISBN 92-2-108525-2. Swiss francs 20; US\$ 18; UK£ 10.80.**

This book examines the role played by the state and private sector in organizing labour migration, and the economic and social issues raised by such migration policies and programmes. It explores the question of whether, and how, migrant workers should be controlled and regulated to safeguard the interests of the sending state without infringing on the basic rights of the individual. Drawing on the experience of several countries, Abella illustrates the key elements of



migration programmes and suggests principles and concepts that could be used to reconcile some of the inherent conflicts among policy goals.

■ **Danger: Children at work, by Valentina Forastieri. (In preparation for 1997. ISBN 922-109520-7).**

Traditionally, child labour has been viewed mainly from political, sociological and economic perspectives. Much has been written and debated concerning the rights and well-being of children and their need for protection. However, little in-

formation is available concerning the actual conditions under which these children work and the impact on their health. This book proposes protecting children through the development of a programme on occupational safety and health which is part of an overall national policy for the elimination of child labour.

The book focuses on the issue of working children's health with the aim of filling the information gap in this area through the use of both occupational safety and health and public health measures. It includes procedures to identify hazardous working conditions, provides guidance for the development of improved methods and instruments to assess and protect working children, and supplies basic information and guidance for labour inspectors, including a method of workplace risk assessment. It also provides basic references for physicians on possible child-related occupational diseases and guidelines for advocacy groups on awareness raising and the identification of hazardous conditions.

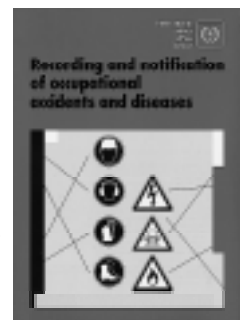
■ **Management development: A guide for the profession (in preparation for 1997. ISBN 92-2-109196-1).**

As enterprises adapt to global trends including structural adjustment, decentralization, privatization and an awareness of the need for more responsive organizational structures, the importance of the development of human talent has become heightened. This guide provides practical information relating to the need to update management training and development approaches, methods and techniques in the light of these trends and new management practices. The principal aim of this book is to function as an international state-of-the-art guide to managers, management consultants and management develop-

ment professionals based on a solid theoretical approach and reflecting the best practices of business firms, public organizations, training and development institutions, business and management schools and management consultants in various countries. Prepared within the framework of the ILO Management and Enterprise Development Programme, it reflects the results of intensive studies of multinational teams of human resource development professionals and their analysis of the latest trends in the fields of management training and development. The authors represent the best business schools, universities, and consulting companies recognized for their experience and contributions to management development. Six are present or former ILO officials specializing in this area. A proper balance has been achieved between concepts and ideas on the one hand and practical suggestions on the other.

■ **Recording and notification of occupational accidents and diseases: An ILO code of practice, November 1996. ISBN 92-2-109451-0. Swiss francs 20; US\$ 18; UK£ 10.80.**

This code of practice seeks to improve preventive occupational safety and health measures by offering detailed and practical guidelines to improve the recording and notification of accidents and diseases. Topics include legal and administrative arrangements, enterprise-level recording, the extension of safety and health provision to the self-employed, the compilation of statistics and the investigation of occupational accidents and diseases.



■ **Sources and Methods: Labour Statistics. Volume 5, Total and economically active population, employment and unemployment (population censuses). Companion to Yearbook of Labour Statistics, Second Edition. ISBN 92-2-010384-2.**

This volume presents methodological descriptions of population censuses carried out during the period 1989-94 in 115 countries, areas and territories. It is an updated version of the first edition issued in 1990 which covered the period 1945-89. The



the comparability of the statistics provided by countries.

■ **Statistics on occupational wages and hours of work and on food prices. October Inquiry results, 1994 and 1995.** (Special supplement to the *Bulletin of Labour Statistics*). Trilingual (English, French and Spanish). ISBN 92-2-007351-X. Swiss francs 35.

This volume presents the latest results of the ILO October Inquiry, a worldwide survey of wages and hours of work relating to 159 occupations in 49 industry groups and of retail prices of 93 food items, conducted with reference to the month of October each year. It was initiated in 1924 to give effect to a resolution of the First International Conference of Labour Statisticians (1923), and has been conducted regularly ever since. A major revision and expansion of the Inquiry was introduced in October 1985.

The occupations and industry groups covered comprise, as far as possible, those which are important in terms of the number of persons employed in them, those which fall within the scope of the ILO Industrial Committees and similar bodies, and those which are important in terms of employment of certain types of workers (such as women, salaried employees, and so on). The food items covered are, to the extent possible, representative of the dietary habits in countries throughout the world.

■ **Protecting the least protected: Rights of migrant workers and the role of trade unions (Guidelines for trade unions)**, prepared by the Bureau for Workers' Activities, Interdepartmental Project on Migrant Workers (1994-95), ILO, Geneva. ISBN 922-110121-5.

An important objective of this project was to help governments, employers' and workers' organizations to deal more effectively with the regulation of migration flows and protection of the rights of migrant workers. This study, based largely on information gathered through specifically designed questionnaires sent to trade union organizations, examines their role and experience in protecting the rights of migrant workers. More specifically, it examines what role trade unions should or could play in protecting the rights of migrant workers, and identifies ways and means of strengthening such a role in an important area of major policy concern. The views and opinions expressed in this report reflect

those of the authors, and not necessarily those of the ILO.

■ **Russian unemployment and enterprise restructuring: Reviving dead souls**, by Guy Standing. The ILO Studies Series A study prepared for the ILO. ISBN 0-31216134-4 (in the United States); ISBN 0333-66872-3 (world except United States).

Russian unemployment in the 1990s as a result of "shock therapy" has been much worse than many economists claimed. This book, based on a survey of Russian enterprises, covering hundreds of thousands of workers over six years, examines how factories responded to unprecedented pressures, highlighting employment cuts,

changing corporate governance and unanticipated labour market outcomes.

Based on the survey, unemployment is estimated to be three times the official figures. The fall in employment is even greater, but is masked by the tragedy of falling life expectancy. It proposes a novel scheme for the future – promotion of human development enterprises – as well as several more pragmatic forms.

This is the first attempt to present a comprehensive institutional perspective on a transitional industrial labour market, and will be followed by analyses or further rounds of the Russian Labour Flexibility Survey.



International Labour Review

■ In Vol. 135 (1996) No. 5, the *Review* takes up some major questions about which people are confused: the effect of globalization on employment, what constitutes sexual harassment, the meaning of statistics on race and gender, and the role of government in achieving growth with equity.

Are uncontrollable global forces determining employment and incomes, undermining governments and the scope for national economic and social policy? Eddy Lee analyses the major anxieties undercutting the real potential for moving towards full employment worldwide. At the workplace there is confusion as to what constitutes acceptable behaviour of men and women towards each other. Can the workplace be both human and respectful of human rights? In this issue Jane Aeberhard-Hodges describes current trends in judicial action against sexual harassment in employment, worldwide. Yet sometimes confusion is warranted. People "can choose to downplay or emphasize the characteristics of their birth and upbringing, motivated by personal, cultural, financial or political factors," as Carolyn Shaw Bell points out. So users of data, beware. Robert Lucas and Donald Verry draw on good data to illustrate growth with equity – the case of Malaysia – and they explain the role of government in achieving the remarkable results. In the interest on inhibiting misuse of personal data, the ILO has just issued a code of practice, the text of which is reproduced in the *Perspectives* section.

Books reviewed take up key issues in women's employment as well as the youth labour market.

■ Vol. 135 (1996) No. 6. Special issue: *Perspectives on the nature and future of work*.

The role and value that work ought to have are the subject of intense debate. The *Review's* new contribution to the debate is in the form of a set of ten articles by leading experts from different disciplines (law, sociology, philos-

ophy, anthropology) but one tradition, European and essentially French, all examining facets of work.

This multidisciplinary approach, and the respective roles of law and the social sciences, are explained in the *Introduction* by Alain Supiot. Then Robert Castel in *Work and usefulness to the world* shows how workers acquired social dignity through the law, and suggests a new role for the law in introducing statutory guarantees into today's flexible conditions of employment. Gérard Heuzé-Brigant in *Work and identity in India* shows that industrialized countries' dominant concept of work is not universal, while Dominique Méda in *A perspective on work as value* shows that it is also confined to a particular period. The next three articles explore the boundaries of wage employment: *Decline and resurgence of unremunerated work*, by Raymond Le Guidec; *Work and the public/private dichotomy*, by Alain Supiot; and *Work and training: A blurring of the edges*, by Françoise Favennec-Héry. The last three articles are prospective. Jean-Baptiste de Foucauld in *Post-industrial society and economic security* argues for a right to work written into labour law, while Ulrich Muckenberger in *Towards a new definition of the employment relationship*, suggests ways in which employment relationships could be "re-regulated" in keeping with the requirements of economic efficiency and human diversity, on the basis of a new type of social communication. By way of conclusion, Gérard Lyon-Caen highlights the emergence of a new field of research in *Byway of conclusion: Labour law and employment transitions*.

Issues in the Books section include the conflict between individualism and collective community, and loyalty as a foundation of business. New ILO publications include two important reports, on world employment and child labour, respectively.

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One in a series of public information presentations on the International Labour Organization. (To contact the Bureau of Public Information, see page 2).

