

World of *Work*



International
Labour
Office
Geneva

THE MAGAZINE OF THE ILO

Green jobs

Climate change
in the
world of work

No. 60, August 2007

Also in this issue

Trade unions contend with climate change • Green jobs: Businesses face the storm • Working time around the world • Conservation and tourism in indigenous communities • The globe goes green • Photo report: Demobilizing child soldiers

MultiForum 07
pull-out poster

A voice for dialogue and decent work



In June, the ILO awarded its first annual Decent Work Research Prize to Nobel Peace laureate and former South African President Nelson Mandela and the eminent academic and specialist in social security, Professor Carmelo Mesa-Lago, citing their contributions to transforming the values of decent work into the reality of peoples' lives.

Both addressed the 3,000 delegates at the International Labour Conference, but for Mr. Mandela, honoured for his exceptional "lifetime contribution to knowledge, understanding and advocacy on the central concerns of the ILO",¹ it wasn't the first time he had spoken to an ILO annual meeting.

Seventeen years ago, on 8 June 1990, Mr. Mandela spoke to the 77th International Labour Conference. In one of his first visits to an international organization following his release from prison, he had saluted the ILO for its "enormous contribution" to the struggle for democracy and promotion of democratic principles in South Africa. This year, Mr. Mandela again addressed the ILO Conference, this time via a video-taped

message. He recalled his 1990 speech and said the ILO continued to "promote the values we share, the rights we all must respect and the ideal that progress is only possible through genuine dialogue".

"You have established these principles under the banner of what you call decent work," he said, "and today we can say that the principles of decent work exemplify our common values, our shared respect for dialogue and our concerns about the plight of our impoverished fellow citizens . . . Decent work is about the right not only to survive but to prosper and to have a dignified and fulfilling quality of life."

In 1990, Mr. Mandela's closing words, "Let us walk the last mile together", received a thunderous ovation from conference delegates. This time, he urged them to pave the way for improving the lives of the world's people, saying, "We rely on the ILO to continue the struggle to make decent work a global reality." As ILO Director-General Juan Somavia said, "we will always be inspired by his wisdom and his grace, the humility and truth, the words and the deeds of President Nelson Mandela."



World of Work magazine is published three times a year by the Department of Communication and Public Information of the ILO in Geneva. Also published in Arabic, Chinese, Czech, Danish, Finnish, French, Hindi, Japanese, Norwegian, Spanish and Swedish.

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Printed by ILO Turin

ISSN 1020-0010

¹ ILO Press release 38, 15 June 2007

Green jobs

The world of work is sensitive to changes in the environment. As climate change sweeps across the globe, governments, workers and employers are facing its incremental effects as well as searching for solutions to offset them. *World of Work* focuses on how climate change is affecting workplaces around the world and also looks at the new employment opportunities created by the global, national and grassroots initiatives promoting sustainable development and green jobs.



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Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 181 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.

Green jobs

Facing up to “an inconvenient truth”



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Over the last year or so, it has dawned on policy makers, businesses and the public around the world that climate change looks set to become the biggest social and environmental challenge of the 21st century. Peter Poschen, ILO Senior Policy Specialist and focal point on climate change, looks at the social and labour impacts of this complex global challenge.

GENEVA – Tackling climate change requires major economic, social and environmental transformations, most of which are interlinked. It raises complex issues about justice, reflecting the historical responsibility of industrialized countries for climate change and the need for a common effort into the future. It also involves thinking and action on a

different time scale: decades and even centuries rather than the usual business or electoral cycles.

Climate change is accelerating and needs to be tackled while the world approaches the “bottleneck” that will be reached around the year 2050. Until then the world population will continue to grow, but then stabilize at 9 or 10 billion people. Over the same period the world aspires to a significant increase in material well-being and to the eradication of the poverty that still affects almost half of today’s population. These goals can only be achieved through economic growth which generates more and better jobs for the 1.4 billion working poor who now live on less than \$2/day (ILO, 2006).

Turning on the heat – economic growth, energy and emissions

But the inconvenient truth is that economic development by doing business as usual is not sustainable. It will result in large-scale and lasting climate change caused by human activity with serious negative impacts for all life on earth, including humans. The main reason is the link between growth and the consumption of energy provided by fossil fuels such as coal, gas and petroleum. World gross domestic product (GDP) is widely expected to grow by 3 per cent annually and thus reach in the year 2030 some 240 per cent of what it was in 2000. In the past, economic growth and energy use have been closely correlated. Energy consumption is therefore expected to increase by 50 per cent until the year 2020.

Because of the energy sources and technology used today, energy consumption is also driving climate change. In 2001 around 80 per cent of all energy was supplied by fossil fuels, primarily coal, oil and natural gas. Burning these fuels in electrical power stations, cars, factories and homes releases carbon dioxide (CO₂), the most important cause of the “greenhouse effect” reducing the ability of the earth’s atmosphere to return part of the energy received from the sun back to space. More energy is retained and, over time, this leads to an overall rise in temperatures, i.e. global warming.

Fully three-quarters of CO₂ emissions are released through the burning of fossil fuels. The remaining 25 per cent comes mostly from land use change, particularly the destruction and conversion of forests. Both these types of emissions are the result of human activity. Prior to the Industrial Revolution, the atmospheric concentration of CO₂ was 280 ppm (parts per million). Today it is about 380 ppm, the highest concentration in 420,000 years. Emissions from human activities release some 6 billion tonnes of CO₂ per year to the atmosphere.

The consequences of these emissions have been periodically assessed by the Intergovernmental Panel on Climate Change (IPCC) (see box, p. 30). The Panel reports on the state of scientific knowledge based on inputs by some 2,500 scientists from around the world. The latest reports released in 2007 confirm earlier findings: temperatures are rising, rainfall patterns are changing, sea-levels are rising and extreme weather events are increasing. These changes have major impacts on economies and settlement patterns and therefore also on livelihoods and jobs. Countries, businesses and individ-

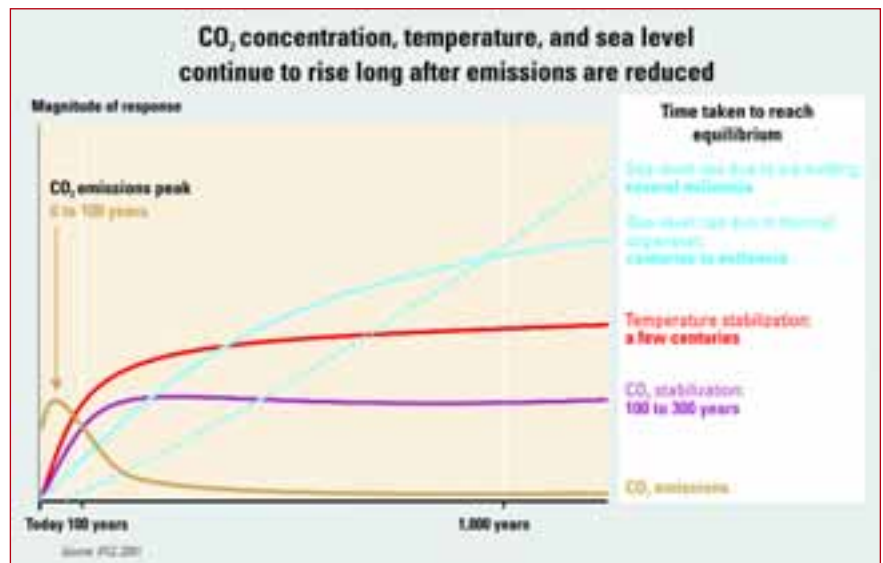
uals will have to adapt to cushion these impacts.

But adaptation is only possible up to a point, and merely addresses the symptoms but not the cause of the problem. If far too little has been done so far to reduce emissions of greenhouse gases, it is to a large extent due to the time lag between emissions and climate change. As can be seen in the graph, decades pass before emissions translate into significant warming of the atmosphere; after a century rises in sea level ensue, initially because the oceans get warmer, then increasingly because of melting ice caps.

There are two important implications of this time lag. First, the world is already committed to significant climate change, even if emissions stopped today. Second, emissions need to be reduced sharply in the next 10–20 years if humanity is to contain global warming to levels where the changes do not become self-reinforcing and likely to spiral out of control. The thresholds which should avoid unmanageable climate change are believed to be a maximum of 2°C in atmospheric temperature and a maximum concentration of 550 ppm of CO₂ by 2050. In order to remain below these thresholds, emissions will have to be reduced to a fraction of current levels. In industrialized countries, where per capita emissions are highest, they will have to be reduced by 60–80 per cent by 2050. Several European countries and also the state of California have adopted these levels as legally binding targets.



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>> Such targets will be difficult to achieve. MIT scientist Dr. Socolow reckons that CO₂ in the atmosphere at levels considered “safe” will mean emissions of 1 ton per person per year. The average US citizen produces that level of emissions just by using his or her car. In developing countries per capita emissions are low but rising rapidly. Using current technology and fuels, economic growth in developing countries produces almost 50 per cent more CO₂ emissions per dollar of value-added than in industrialized ones. On current trends, developing will be responsible for more than two thirds of the increase in greenhouse gases. China is thought to have overtaken the United States as the biggest emitter for the first time in 2006.

Climate change will have significant impacts on the structure of economies, settlement patterns, livelihoods and employment. These impacts will come from three sources (see sidebars on pages 7-8):

- Changes in the climate, which have already started to cause significant suffering;
- Adaptation to these changes in an effort to “limit the suffering”; and



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- **Mitigation**, i.e. measures to reduce emissions in order to “avoid the unmanageable” as Harvard’s Professor Holdren puts it.

How far these impacts are going to affect the livelihoods of individuals will depend on the location, the economic sector and the social group.

CLIMATE WITNESS

KERICHO, WESTERN KENYA – Nelly Damaris Chepkoskei grows maize and tea and keeps a few dairy cattle on her farm, and is a Community Mobilizer of a local volunteer group, Forest Action Network. She educates the local population on the importance of conserving forests: “I mainly work with women, who I believe have been left behind as far as conservation is concerned.” She also harvests indigenous tree saplings on her farm, either for sale or for donation to local schools. Over the past three decades she has witnessed erratic change in the climate and rainfall levels. “The dry season is hotter: all the grass dries up. There isn’t enough fodder for my cows, so there is a drop in milk production and also income. The soils are also left bare during the dry season, leading to erosion at the onset of the rains,” she says.

The temperature change has affected more than incomes and livelihoods. Hotter weather creates a breeding ground for diseases such as malaria. Although Kericho is a high-altitude area, with the increased temperature malaria spreads faster among a



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population that has not been frequently exposed to it. The persistence of longer, severe climatic conditions makes the area vulnerable to epidemics. Nelly says, “The cold weather used to ensure that mosquitoes could not survive here. Now, people are even dying from malaria, something that was virtually unheard of 20-30 years ago.”

Source: World Wide Fund for Nature (WWF). For more climate witness stories, see: <http://www.panda.org/climatewitness>

“SUFFERING” – THE SOCIAL IMPACT OF CLIMATE CHANGE

Contrary to popular perception, the main social impacts from climate change itself over the next few decades will not come from the slow but steady rise in average annual temperatures, changes in rainfall and rise of sea levels. More erratic weather patterns will do most of the damage. Extreme events like droughts, floods and violent storms are all expected to become more frequent.

As the IPCC (2007) points out, worryingly little is known about the employment and livelihood impacts of climate change. The sectors most likely affected are the ones most directly dependent on the weather, agriculture and tourism. This is bad news for employment and livelihoods. While the share of agriculture in world employment has been falling for decades and more people now work in services than in agriculture for the first time in human history, agriculture continues to be the single largest employer in the world.

Extreme weather can cause severe and lasting damage. A storm which struck the mega-city of Karachi in Pakistan in June killed over 200 people, mostly in poor, densely populated areas with precarious housing.

Damage to infrastructure like roads and powerlines disrupts economic activity and reduces incomes. Persistent drought has reduced the availability of hydropower from dams in developing countries such as Ghana and Uganda, provoking frequent load

shedding and disrupting life and economic development. According to some prognoses, extreme weather could lead to the displacement of some 50 million people over the next few years. The lack of access to social security systems is one of the reasons why people have little choice but to migrate when faced with natural disasters.

affected, not only because of their presence in agriculture, in agro-processing and in sectors like tourism, but also because of their family roles. Water is likely to become scarcer and fetching it may add to women's workload. Infectious diseases like malaria will increase, affecting the available labour force and the productivity of workers. There



Tourism has been one of the fastest growing employers in recent decades, including in developing countries. The consequences of Hurricane Katrina illustrate what extreme weather events can do to the tourism industry: New Orleans lost some 40,000 jobs and half of its population. Over two years after the event, many of the hotels are still in ruins.

Women stand to be disproportionately

will be more care work for family members, a task that tends to fall on women.

Among regions, Africa stands to be most affected, with large numbers of vulnerable people and a low capacity to adapt even though the continent has historically contributed little to climate change and will not become a major source of emissions for the foreseeable future. Coffee is still Uganda's most important export and one of its biggest employers. The map shows the areas suitable for coffee growing: with a 2°C rise in temperature there would be no suitable areas left in the country. This could happen by the middle of the century, implying a massive restructuring in the economy.

An important fact stressed in the IPCC report is hardly reflected yet in the media: at least in the short to medium term, the social impacts of climate change depend more on the development path of economies and societies than directly on the changes in natural systems. Most of these impacts can be cushioned or averted altogether if policies and measures to adapt to climate change integrate the repercussions for employment and income.



"LIMITING THE SUFFERING" – WORKING TO ADAPT TO CLIMATE CHANGE

People, businesses, communities and countries have always adapted to changing conditions and so they will to alterations in the climate. Spontaneous as well as planned adaptation is already happening. Most of the planned adaptation concentrates on infrastructure like coastal defences and flood protection. Water harvesting and management will also be increasingly important. In these areas labour-based methods in public works programmes could create large numbers of jobs. The wages received in these works would help to make investments for adaptation in their jobs and small businesses.

In the tourism industry, adaptation will involve changes in the seasons. Cruise ships will avoid the Caribbean during the now extended hurricane season. The Mediterranean basin may become too hot during the summer months and tourists may prefer the cooler spring and fall. Labour peaks in hotels, restaurant, transport and so on will shift also. In the case of ski resorts, the change will be more

radical. Low-lying resorts will no longer have enough snow and have to find alternative activities.

Farmers are changing their agricultural practices, sometimes switching to entirely new crops. So far most adaptations in farming systems have related to agronomic practices like seed selection and irrigation and to the economic viability of alternative crops. There can also be significant shifts in employment and income opportunities. A recent FAO study in semi-arid Bangladesh found that mango is a good alternative to rice from an agronomic and an economic point of view. But the prospects for employment are less encouraging: mango requires much less work than rice and labour demand is highly concentrated in two short periods per year. That is bad news for the one-third of households in the region who depend on work as daily labourers in agriculture. Should the government assist the move into mango? If so, what could it do to assist the landless agricultural labourers?

This example shows that effective adaptation policies and programmes require a much better grasp of the problem and of options for tackling it. The "hotspots" need to be identified more clearly, i.e. the areas, sectors and population groups which will be most affected. The nature and dynamics of these effects need to be understood. This sort of mapping has been neglected in the past but has now started. The forthcoming *Human Development Report* by the United Nations Development Programme (UNDP), for example, will analyse the links between climate change, adaptation and poverty.

Information and even awareness in the industries and regions most concerned remains low. Even in Europe, a recent study found a general lack of preparedness and failed to put any numbers on the labour market consequences of adaptation. Much more work will be needed to chart these shifts to enable employers, workers and governments to anticipate and smooth these transitions.

"MITIGATION" – GREEN JOBS IN LOW-CARBON ECONOMIES

The world cannot deal with climate change by adaptation alone. A major reduction of emissions, known as "mitigation" in climate change jargon, is necessary and the first steps are being taken. One of the main challenges is to delink economic growth and development from emissions and to usher in low-carbon economies based on a much more efficient use of energy and raw materials.

The review of climate change by former World Bank Chief Economist Nicholas Stern has concluded that mitigation is technically possible. The review also concludes that the cost of stabilizing emissions at safe levels is rather modest and in any case far lower than the cost of inaction.

The IPCC has identified the technical and market potential for reducing emissions by sector. The biggest potential by far in both industrialized and developing countries is better energy efficiency in buildings. This is mostly insulation to reduce the need for heating and

cooling, representing 20-30 per cent of the total mitigation potential. Other sectors with significant potential are energy, agriculture, industry and transport. A low-carbon economy will not only use more efficient technology and more sources of energy with low or zero emissions but also reduce the proportion of energy-intensive goods and services, such as iron and steel, aluminium, cement, pulp and paper and transport.

While the cost may not be high, the changes in production and consumption patterns are likely to be far-reaching. That has provoked fears that mitigation may turn out to be a job killer and might curtail the prospects for developing countries. These fears look unfounded. A study published earlier this year by the European trade unions suggests that there will be major transitions in the labour market, but that there should be a small gain in total employment rather than a loss. Opportunities for new jobs outweigh the risks of job losses. The study finds that most of these shifts will be within rather than between economic sectors. Transport systems for example will shift towards more public transport and de-emphasize individual transport in cars. Additional jobs in public transport services and manufacturing of the equipment will more than compensate for the relative decline in the car industry. Research for the Apollo Alliance in the United States has come to similar conclusions.



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Picking the low-hanging fruit

Progress in tackling climate change will depend to a large extent on the ability to allay the fears surrounding the future for jobs, for poverty reduction and for development. This has been one of the main stumbling blocks for adopting national policies and for progress in international negotiations about climate policies. It will continue to loom large when talks about a post-Kyoto regime begin later this year under the United Nations Framework Convention on Climate Change (UNFCCC). Decent, green jobs contribute to sustainable economic growth and lift people out of poverty. They are central to the positive link that needs to be established between climate change and development.

Decent jobs, with high labour productivity but also with high eco-efficiency and low emissions, hold the promise to provide good conditions and incomes, be good for growth and help to protect the climate. Such “green jobs” already exist and some have known spectacular growth (see sidebar). They are found in sectors like renewable energy generation, in energy efficiency services and equipment manufacturing, in mass transportation, in smart urban growth, in the reclaiming of brown-field sites and in recycling. These sectors are far from marginal. In Germany, there are already 1.6 million green jobs, more than in the country’s large auto industry.



AN ENERGETIC VISION

SEGNY, FRANCE – Turnover has quadrupled in the last five years at “Nouvelle Vague”, say small-business owners Mathilde and Guy Esteves. “Installing solar panels in private houses used to be too expensive when we first started 27 years ago, and we only did three jobs over 20 years. But since the Kyoto Agreement we’ve had 185 clients.”

For Guy Esteves, a long-term vision has begun to pay off. Trained as a heating engineer, he was always interested in renewable energy and his small firm was one of the first in the Pays de Gex, Rhône-Alpes, to offer a complete package of solar and geo-thermal solutions to house-owners: analysis, advice, system design, supply and installation. Now he works with an enthusiastic team of 15 employees and has taken on two new ones in the last three months. “There’s a lot of interest; but we sometimes have to advise clients to do simple insulation first, before thinking about solar energy!” he says.

Important factors include improvement in the materials available: “They are much more productive than a few years ago,” say the Esteves. Another is increasing professional recognition and accreditation. Nouvelle Vague has young apprentices, and one of their partners, Les Compagnons du Solaire, has a one-year training scheme which is much in demand.

France is investing in renewable energy: Nouvelle Vague and its clients can call on financial assistance from various sources: tax credits for solar energy from the State (conditional on approval by ENERPLAN of the materials used); a forward-looking policy on the part of the Rhône-Alpes region; subsidies from l’Agence de Renouveaulement d’Energie (ADEME), and an active local organization, Hélianthe, which invites the public to “act together against climate change”.



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© Nouvelle Vague



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>> Fortunately, many green jobs belong to the “low-hanging fruit”. They are measures based on existing technology, where the benefits exceed the cost and which can generate large numbers of jobs. An example is the upgrading of buildings to reduce their emissions, as demonstrated by the Alliance for Work and the Environment in Germany. A joint initiative by trade unions, employers, government and environmental groups, it has improved insulation in 265,000 apartments. This has created 190,000 jobs, saved 2 million tonnes of CO₂ emissions and reduced heating bills. Total benefits from reduced unemployment, reduced heating and increased taxes are estimated at US\$4 billion, produced through initial government funding of only US\$1.8 billion. The scheme has been scaled up with government investment from 2006–2009 increasing more than fourfold to US\$8 billion.

Government policies and public-private partnerships will often be necessary to overcome obstacles. An example is the fact that prices of fossil fuel do not take into account the environmental cost of

their use. Government investment in technology and incentives for the adoption of renewable energy have helped to level the playing field. Investment in renewable energy leapt to US\$100 billion in 2006, shedding the image of a fringe technology.

Government policies also play a role in attempts to demonstrate that measures to arrest climate change can be engines of development. The bio-diesel programme in Brazil has been explicitly designed to provide access to large numbers of smallholder producers in poor rural areas of the country. Similarly, investment and concerted efforts are often needed to transfer technology and to develop the new skills required, particularly in small enterprises. In the absence of such measures, employment effects may be rather limited and income and wealth can become more concentrated rather than widely distributed.

Climate change and labour market transitions – a vital role for social dialogue

The world can ill afford to invest the massive resources required to address the climate crisis in ways that do nothing to tackle the global job crisis and poverty. Not only would such policies be costly, they would also be socially unsustainable. A much better outcome is possible.

Action on climate change, economic and social development and employment do not have to be competing needs. Investments in mitigating climate change have enormous potential to create productive and gainful employment for the 1.4 billion working poor in the developing world, but also for the tens of millions of unemployed in industrialized countries. The opportunities for win-win



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and co-benefits for growth with employment and poverty reduction are most obvious in climate change mitigation, but we believe the case can and must be made for adaptation as well.

But the kind of broad-based, inclusive growth and fair transition which benefits the billions of workers, smallholder farmers and small businesses who most need them, will not happen by default. It will take deliberate steps, policies for energy, industrialization and climate change designed to explicitly include green jobs as a goal and as a way of delivering development.

These policies and programmes will be most effective if they are designed and implemented with the active participation of those whose lives they affect: employers, workers and farmers from the national level down to the ground on farms and factory floors. They can help create large numbers of green jobs quickly and assist those whose jobs are not compatible with climate protection through a fair transition to other sources of work and income. The participation of the social partners in the allocation of carbon credits in Spain shows how valuable social dialogue can be for dealing with climate change. Tripartite consensus to guide the transitions in both growing and shrinking sectors and occupations could be the most effective way of tackling the challenge.

The ILO is joining forces with the United Nations Environment Programme (UNEP) as well as with other UN agencies and partners to help realize the potential for green jobs and a positive labour market transition in the face of climate change. In his report to the International Labour



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Conference on “Decent Work for Sustainable Development”, ILO Director-General Juan Somavia called for a major ILO programme on climate change. This ILO initiative responds to climate change as one of the three priorities for the UN system established by UN Secretary-General Ban Ki-moon. The ILO programme will help to fill the knowledge gaps, contribute to policy formulation and assist member countries as part of the Decent Work Country Programmes.



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Talking weather

Trade unions and climate change



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It's been a way of breaking the ice – but now it's time for real discussions and bargaining to find solutions to save not only the tops of the icebergs, but the whole planet. In order not to be a drop in the ocean the ILO needs to strengthen its capacity to address the issue of climate change and assist its constituents with the transition processes in relation to changes in jobs and qualifications. Lene Olsen of the ILO Bureau for Workers' Activities reports.

GENEVA – Climate change will affect not only the way we talk about weather. For many people around the world, particularly in developing countries, climate change will have a deep impact on working life, income and lifestyle. Not only will workers have to adapt to new and cleaner production methods, but in many cases workplaces may disappear due to unsustainable production or even because a particular geographical area no longer exists. In this scenario, whole communities might

even be forced to migrate. But even apart from such drastic impacts, the weather is already affecting specific sectors. Tourism is one example.

The tourism sector is highly susceptible to climate change. As a result of rising sea level, many coastal areas and small islands will have to address changes in relation to jobs. Sea-level rise in the Maldives (where tourism provides 18 per cent of GDP, 60 per cent of foreign exchange earnings and 90 per cent of government tax revenue) will mean, at best, severe coastal erosion, and at worst, that a large proportion of the land mass will disappear over the next 30 years and salt water intrusion will make the islands uninhabitable.

Coastal zones are not the only places affected; mountain regions will also face challenges in relation to economic activities and employment. A recent OECD study shows that skiing is sensitive to climate change. The Alps are particularly at risk and climate model projects show even greater changes in the coming decades, with less snow at

low altitudes and receding glaciers and melting permafrost higher up. Tourism in the Alps is important for the economy with 60–80 million tourists and 160 million ski days in France, Austria, Switzerland and Germany each year. Winter tourism in the mountains of North America may face the same problems. This will have an enormous impact on employees in this sector – travel guides, workers in hotels and restaurants and even in the transport sector, will be faced with greener pastures than they want.

Challenge to European economies

Climate change will be a challenge for employment in all economic sectors. In February 2007 the European Trade Union Confederation (ETUC) in cooperation with the Social Development Agency (SDA), which includes Syndex, the Wuppertal Institute and ISTAS, presented their joint study on the impact on employment of climate change and CO₂ emission reduction measures in the EU-25 to 2030. The study was commissioned by the European Commission, DG Environment, as a contribution to improve current understanding of the relationship between climate change and employment, and was supported financially by six European governments (Belgium, Finland, France, Italy, Spain and the United Kingdom).

The study examines the impact on employment of global warming in Europe and looks at the challenges for employment of the transition towards a lower CO₂ European economy by 2030 in four economic sectors: energy production, transport, steel/cement production and construction/housing. Even moderate climate change will affect economic activity and employment in Europe, with some regions and economic sectors particularly vulnerable. Increased warming is likely to have damaging consequences and there is a need for better coherence between climate policies and employment policies. The study clearly recommends the active involvement of workers in the development of employment transition programmes and policies in relation to climate change. Social dialogue and collective bargaining are needed to implement adaptation and mitigation policies.

The study focuses only on the European Union, but there is no doubt that similar research will also be needed in developing countries in order to sufficiently analyse the social consequences of climate change and its impact on workers.

The role of the workers

It's time to act! More than one-third of the global population is economically active, hence it is important for workplaces to address the issue of climate change and its impact. Workers of the world and their organizations have a key role to play. Not alone, but in cooperation with their employer counterparts, the community at large and with local regional and international governments. From the local level to the international, from the shop-floor to the United Nations – everybody needs to combine forces.

Chapter 29 of the 1992 Rio Earth Summit's Agenda for Change – Agenda 21 – highlights the importance of strengthening the role of workers and their trade unions in sustainable development: "As representatives of the workers, trade unions are vital actors in facilitating the achievement of sustainable development in view of their experience in addressing industrial change, the extremely high priority they give to protection of the working environment and the related natural environment."

“As representatives of the
workers, trade unions are
vital actors in facilitating the
achievement of
sustainable development . . .”

Agenda 21, Chapter 29

The biggest challenge for the trade unions lies at the enterprise level. To influence the way their company or organization affects their workplaces, lives, surrounding communities and environment, freedom of association and the right to bargain collectively are fundamental. When these preconditions are met, trade unions and employers can jointly improve working conditions in relation to environmental issues at the workplace. They can develop purchasing and recycling policies aimed at environmental protection, favouring low-energy lighting, low fuel-consuming vehicles, biodegradable cleaning materials, wood from environmentally well-managed forests, recycled paper, the elimination of excessive packaging, and so on.



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>> Social dialogue for a just transition

But beyond these environmental issues, many workplaces might disappear completely through structural changes caused by the changing climate. This will have an enormous impact on employment, and workers and their organizations need to address socio-economic policies at national level. In order to have a “just transition”, socially, economically and environmentally, from unsustainable industries to more sustainable ones, workers, employers and governments need to cooperate. Social dialogue at national level through planning, education and preparation of changes will make such transition more fair and efficient.

Trade union organizations throughout the world are involved in activities for more environmentally sustainable development. In Germany for instance, the trade unions have been involved in energy policies for reducing CO₂ emissions, and an Alliance for Work and the Environment has been established, accompanied by an investment of US\$1.8 billion to promote such policies and direct them towards the creation of employment. In Spain, Sectoral Round Tables on Social Dialogue have been set up to implement the Kyoto Protocol in industrial sectors, with the participation of the Government, trade unions and business organizations. In Argentina the Government has adopted a programme on work and the environment, and in Brazil the Ministries of Environment and Labour are negotiating the adoption of a similar programme.

With globalization, many national enterprises have developed into multinationals. To ensure that workers' rights and working conditions are respected in all the workplaces of multinational enterprises, more than 50 International Framework Agreements (IFAs) have been negotiated and signed between multinational companies and the trade unions representing their workforces, which are themselves represented by individual Global Union Federations (GUFs). Many of these agreements also include “green” clauses setting out commitments on specific environmental issues.

In recent years trade unions have been significantly involved in lobbying for rights at the UN level in relation to environmentally sustainable development. Since the 1992 Rio Earth Summit, the trade union movement has been involved in the UN Framework Convention on Climate Change (UNFCCC) process. At the 12th annual Conference of the Parties (COP 12) of the UNFCCC held in November 2006, 32 trade unionists from 12 coun-

tries participated in labour activities supported by an extensive programme of lobbying government delegations for the implementation of the Kyoto Treaty.

CLIMATE CHANGE PRIORITIES PROMOTED BY TRADE UNIONS AT COP12

1. Undertake research to establish climate change linkages to employment.
2. Establish climate change linkages to sustainable development.
3. Promote worker participation as a key to determining sustainability of climate change policies.
4. Recognize the workplace as a key field of action for climate change.
5. Consider technology options that strengthen social engagement by favouring sustainable and labour-intensive energy solutions.
6. Fashion a long-term agreement for equitable sharing of the burden of emission reduction between developing and developed countries to extend beyond 2012.

At the 15th Annual Session of the United Nations Commission on Sustainable Development (CSD) held in May this year, a 50-member trade union delegation from 23 countries participated. Its aim was to put the world of work, workplaces and decent employment at the heart of policy recommendations for industrial development, as well as to ask national governments to assume a stronger role in oversight and services for climate change and atmospheric pollution. According to delegation coordinators, many long-sought references to the world of work, workers, workplaces, decent employment, social transition and trade union engagement were contained in the final text.

The role of the ILO

Success in all these initiatives depends on workers and trade union strength – workers who are organized into free trade unions and are able to bargain collectively at all levels. Respect for fundamental principles and rights at work, especially those set out in the ILO's Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and Right to Organise and Collective Bargaining Convention, 1949 (No. 98), is crucial if we want to avoid walking on thin ice. The ILO with its comparative advantage – its tripartite

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structure and standard-setting activities in relation to labour issues – has an important role to play in addressing the social impacts of climate change, not only in support to its constituents in implementing ILO standards, but also in its technical cooperation activities through its delivery system, the Decent Work Country Programmes (DWCPs).

Two structural challenges lie ahead for the ILO to address the social impacts of climate change. The first is the use of its delivery system, the DWCPs, and the second is its participation in the UN Reform Process. These challenges do not pertain specifically to climate change issues, but they will raise special concerns as this is a relatively new area for the ILO. As the DWCPs will be important instruments for ILO cooperation with other UN organizations, they will also play an important role for the ILO's influence on decent work and environmentally sustainable development in the UN Reform Process. The ILO's success in addressing climate change issues will thus depend largely on the success of its DWCPs.

A DWCP should work closely with constituents in placing decent work at the centre of national policy. The full involvement of ILO constituents, and partnerships with national and international actors and institutions, are essential to DWCPs and indispensable to their success. The strengthening of the capacity of constituents, and especially the workers, in the development and implementation of its activities through DWCPs is therefore important.

The ILO must ensure workers' participation in DWCPs and provide assistance to enhance their involvement. Awareness raising, training and education are needed, especially for trade unions in developing countries, to address issues in relation to climate change. It is necessary to raise competencies for workers and trade unions at all levels in order to enhance their role in negotiating fair transitions in relation to changes in jobs and qualifications. Practical guides, training materials and information tools need to be developed and translated into different languages. The conclusions from the Committee on Sustainable Enterprises of the International Labour Conference in June 2007 include some guidelines for the ILO on how to direct its activities and include workers and their unions in the promotion of sustainable enterprises. This involvement is important not only at enterprise level, but also at national and international level where major policy decisions are taken on climate change.



© ADME

Strong unions will strengthen the ILO's tripartite comparative advantage in the UN Reform Process and also prevent the ILO from drowning in a process which includes many actors and interests. Strong and effective unions will, together with employers' organizations and governments at national level, be able to implement DWCPs and also influence other UN organizations to promote decent work and reduce negative social effects of climate change.

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An unsustainable brew?

How conservation, tourism and climate change combine to challenge traditional lifestyles



For many indigenous communities around the world, livelihoods and ecology are inextricably linked. Indigenous people such as the Maasai in East Africa and Kuna Indians from Panama rely on the environment to make a living, and model their livelihoods and lifestyle on seasonal climatic changes. Two ILO interns, Ole Tingoi, a Laikipia Maasai from Kenya, and Niskua Kinid Igualikinya Hakansson, part Kuna from Panama and part Swedish Sami, share their experiences with how their communities are dealing with environmental issues and climate change.

GENEVA – Agriculture, forestry, fishing and livestock are among the most common sectors that make up the key sources of income for indigenous communities. However, with the increasing pres-

sure on ecology and climatic conditions induced by global warming, communities find themselves forced to trade in their traditional livelihoods for unsustainable practices.

Ole Tingoi is interning at the ILO for the Project to Promote ILO Policy on Indigenous and Tribal Peoples (PRO 169) and the ILO-INDISCO programme (see sidebar on page 18), promoting indigenous peoples' rights. Back home in Kenya, he has worked for the NGO Maasai Cultural Heritage for three years in planning cultural resources and advocating for recognition of national identity and heritage. He owns livestock which he keeps in the pastures. His community lives in the pastoral land while he resides in town in the agricultural land.

Ole Tingoi explains how the traditional Maasai livelihood of livestock ownership has come under



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Ole Tingoi

pressure in recent years. Private ranches owned by foreigners impede economic development and revitalization of the traditional lifestyles of the community. "Grazing patterns of our cattle and even our attempts to set up ecotourism are all affected by private ranches." Ole Tingoi's two homes are separated by an electric-fenced private ranch and he faces frequent commutes through the single road connecting the pastoral land with the agricultural land. In the dry seasons, he has to transport his entire herd across to the agricultural land where they may benefit from better pastures.

Another problem threatening Maasai livelihood is conservation measures. Ole Tingoi says: "It is no longer possible for the community to live alongside wildlife as we traditionally did; we can only graze in lands that the government has given us, which is not much." Land loss and diminishing grazing areas has created conflict between the livestock community, the agricultural community and the conservationists.

These two issues affecting the Maasai way of life and livelihood practices are exacerbated when we add climate change to the formula. As livelihood practices, especially pastoralism, rely heavily on climatic conditions, widespread climate change spells difficulties for Maasai herders. Lack of rainfall and drought is not new to the semi-arid plains of Africa, but recent changes in the climate have brought about prolonged dry spells and far-reach-

ing effects for the people.

Ole Tingoi explains that for the Maasai, seasonal changes form an integral part of how they organize their lifestyle and livelihoods. The grazing patterns of the livestock, for example, follow seasonal changes; the cattle graze and forage for longer parts of the day in the rainy season than in dry seasons.

However, with climate change the seasonal prediction of rainfall has become obsolete, as the precipitation patterns have changed completely and become erratic. Ole Tingoi recalls the 2004–05 year: "Our region had no harvest because of the lack of rain. The price of livestock had dropped steeply while the price of food went up. It affected the entire social and economic organization of the community."

Furthermore, the recurring and prolonged periods of drought have resulted in withering groundwater levels, and even complete drying up of streams and wells. Ole Tingoi recalls, "I remember when we were young, we used to have some shallow wells where you could get water most year round. These days the wells have dried up completely."

The Maasai reserve the water supply in the forests for crisis situations in case of drought. "But lack of rainfall means we have to rely on the forest water more and more which is also running out," he says.

What is the way around this problem? "Not much has been done about climate change excepting dialogue within the community on strategies to counter the occurrence of frequent droughts," says Ole Tingoi. Many members of the Maasai community have moved to big cities in order to pursue different kinds of employment. Tourism and craftsmanship are also other ways of earning a living – livelihoods which are neither asset-based nor reliant on climatic variability.

Ole Tingoi spells out what herders themselves can do in order to make their livelihoods sustainable: "Even the Maasai have their own drought-coping mechanisms. The NGO Maasai Cultural Heritage has proposed strategies such as commercialization of livestock, engaging in livestock marketing enterprises, and developing an early warning system to enable the community to get prepared. I anticipate these will pick up in the near future."



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Niskua, like Ole Tingoi, also works for PRO 169. Niskua lives in Panama where she studies International Relations and Environmental Science. She is interested in promoting sustainable development for her community. She explained that although climate change awareness is taking hold in Panama, there have not been overt effects on the environment. Because climate change is not a pressing issue in Panama as it is in the African savannah, Niskua talks not of climate change's effect on society, but rather of how the Kuna community is trying to cope with the influx of change brought by outside communities.

"The major environmental threat facing our community," she identifies, "is the lack of planning in the face of increased tourism." The Kuna are pursuing tourism alongside traditional occupations of fishing, agriculture and craftsmanship in order to improve living conditions.

Tourism raises issues of whether it is sustainable without adequate infrastructure, as it puts a pressure on culture and ecology. Tourism today though is strictly regulated and controlled by the General Kuna Congress. Outsiders are not allowed to set up businesses, including hotels. However, to create and maintain a tourism industry in indigenous areas, "a solid infrastructure needs to be established, including waste management, recycling facilities and training in ecotourism," says Niskua.

"Our area is not exploited; in fact it is traditionally kept and it remains in the hands of the Kuna. But as many people are starting to rely mostly on tourism to make a living, we need to make sure we have a proper system to offset the damages to our environment caused by it."

Niskua pinpoints the lack of a systematic recycling function as an example. Whilst the Kuna traditionally used mostly biodegradables, tourism inevitably opens the doors to imported products preserved in non-biodegradable material.

"Our tourism industry, managed solely by the Kuna, is still coping with this change. But we need professional training in how to set up waste management and recycling systems so that we do as little harm to the environment as possible. Now, many Kunas are working towards creating a sustainable tourism industry, especially since there is a demand for ecotourism these days."

PRO 169

The ILO adopted a new Indigenous and Tribal Peoples Convention (No.169) in 1989. This Convention sets as goals both the creation of opportunities for decent work among indigenous peoples and the protection of their unique cultures.

The ILO's work for indigenous peoples is two-fold. The Project to Promote ILO Policy on Indigenous and Tribal Peoples (PRO 169) works at the policy level to integrate the principles set forth in Convention 169 into government practices, to increase dialogue between indigenous peoples and national governments, and to raise awareness and understanding of the Convention. In this regard, it also undertakes capacity-building initiatives for all concerned actors at national, regional and international levels. In 2006, PRO 169 was particularly active in Bangladesh, Bolivia, Burkina Faso, Burundi, Cambodia, Cameroon, the Republic of Congo, Guatemala, Honduras, India, Kenya, Morocco, Nepal, Pakistan, Peru, the Philippines and the Russian Federation. PRO 169 also cooperates with the African Commission on Human and Peoples' Rights to research legislation in Africa protecting indigenous and tribal peoples. The ILO-INDISCO programme complements the work of PRO 169 by undertaking initiatives on economic development and decent work that is appropriate for the particular cultures, aspirations and specificities of indigenous peoples. In 2006, INDISCO undertook activities in Cambodia, Kenya and the Philippines.



Niskua Igualikinya Hakansson

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Child soldiers

Leaving the guns, learning for the future

Many of the 30,000 children involved in armed conflict in the Democratic Republic of the Congo (DRC) between 1996 and 2003¹ have been demobilized. But the most difficult mission is still to be accomplished: to bring these children back to normal life. Last May, ILO photographer Marcel Crozet followed the paths of these child soldiers from their recruitment by armed militia to their reintegration into civilian and professional life.

In July 2004 the Government of the DRC started a comprehensive disarmament, demobilization and reintegration programme (DDR). Militia that accept the peace process join camps where they are disarmed and sent to orientation centres. Adults may choose between going back to civilian life or voluntary integration into the army of the DRC, while children are systematically demobilized and sent to local or international NGOs working in transit and orientation centres.

At this stage, the ILO's International Programme on the Elimination of Child Labour (IPEC) intervenes via its local partners. Based on ILO expertise in the promotion of decent work the IPEC programme concentrates on economic and social aspects of the reintegration of youth into civilian life. Since its start in October 2003 some 2,700 youth associated with the militia have been reintegrated into social and professional life in the DRC.

Depending on their age and qualifications, beneficiaries of this programme may learn to read



From guns to guitars

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and write, continue their studies or participate in vocational training to facilitate their economic reintegration as tailors, carpenters, bakers, etc. During their stay in the centre, which normally lasts three months, everything possible is done to readapt them to civilian life. They can also receive the necessary tools (boat, fishing net, sewing machine, etc.) to start a professional activity.

Having been separated from their families for several years (more than two and a half years on average), traumatized by the scourge they have endured, and some of them orphaned, these children need more than schooling and training. They also learn how to express their needs and participate in activities to rediscover a life without violence.

Here is the story of some of these children.

¹ Data from the World Bank and the Government of the Democratic Republic of the Congo.



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Most of the children in the transit and orientation centres (TOC) have learnt how to handle a weapon before knowing how to read and write.



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Arrest of a suspect by the army in a Bukavu street

The demobilization of girls is even more delicate than that of boys. Considered as “spouses” by the militia rather than soldiers, they have often suffered sexual abuse and been sent back to their homes when they became pregnant. If they succeeded in escaping the girls were stigmatized and rejected by their communities.



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Child Soldiers recruited by the Mai Mai militia



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The Mai Mai are traditional warriors and fetishists who carry out ritual magic. Particularly violent, they have the reputation of being invincible, based on esoteric rituals involving ablutions of themselves and their arms. This is why – even if they are not under the influence of drugs – the children on the frontline believe they are protected against enemy bullets.

Even if the average age of recruited child soldiers is about 12, many of them are much younger. The picture shows a child who has fled the Mai Mai militia, holding his demobilization certificate.



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Kafende ranges his fishing nets



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Returning from fishing on Lake Kivu

Kafende, Kazaroho, Ombeni and Muhindo received these two traditional pirogues and the fishing nets after their vocational training. They share these tools and the benefits from fishing activities within a small cooperative established by the programme.



© M. Crozet/ILO

These two ex-militia men of the RCD (Movement for Democracy in Congo) are originally from Rwanda but have chosen to enrol in the regular army of the Democratic Republic of the Congo, their former enemy



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Kafende and Kazaroho



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Ombeni was born in Kaliba in the province of Katana. At the age of 15 he was abducted by RCD militia on his way to school. For two years, he became a child soldier on the Uvira plateau. Managing to escape, he survived in Katana for a year before joining the IPEC programme and receiving training as a fisherman. Today, he makes a living from fishing on Lake Kivu.



Pascatia shows her vocational training certificate delivered by the IPEC programme

Fifteen-year-old Pascatia comes from Cigoma. When she was 12, the Mai Mai abducted her and took her to the jungle. For two years she worked as a “housewife” and occasionally as a spy. By some miracle she escaped the usual fate of the “spouses” of the warlords, including the risk of HIV/AIDS

and pregnancy. During a battle with another militia she managed to escape. After her demobilization, Pascatia joined the IPEC programme to be trained as a stockbreeder. Taking care of two goats and a pig, Pascatia continues to go to school. She had explicitly asked for it.



Félicité was abducted at the age of 14 by the Mai Mai militia in Katana who kept her for a year. She was pregnant when she succeeded in escaping.

After her training as a tailor, she runs a workshop that functions as a cooperative, together with four other girls.



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After demobilization Nathalie followed a training course as a mechanic and received a toolbox at the end of the course. Six months ago she started to work for a major garage in Bukavu. Dieudonné, her employer, has already trained more than a hundred apprentices over the last 25 years. He thinks that Nathalie will make her way. She is paid the same salary as a man.



© M. Crozet/ILCO

Murhalla was demobilized in 2003. Today, he is 20 years old and optimistic about his future. After only a few months of training, manually skilled Murhalla is already able to produce electric guitars on his own. CAPA, the vocational training centre he is working for, sells the instruments to shops in town. Each guitar has been signed by the person who produced it.



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The watchtower at the entrance of the CAPA vocational training centre in Bukavu

Spotlight on working time

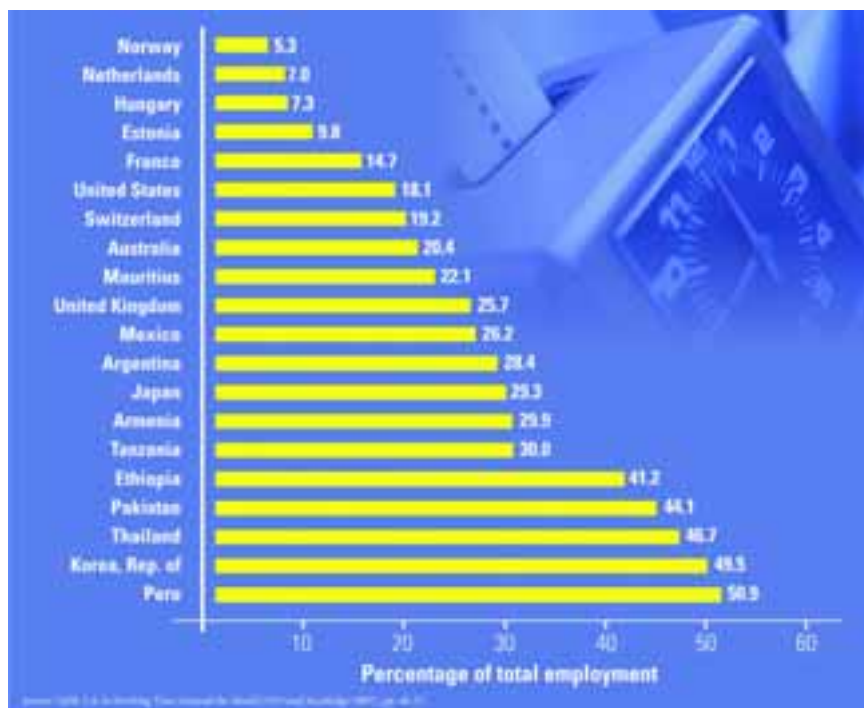
Nearly a century after adopting its first international standard on working time, a new ILO study estimates that one in five workers around the world – or over 600 million persons – are still working more than 48 hours a week, often merely to make ends meet.

GENEVA – According to a new ILO study, *Working time around the world: Trends in working hours, laws and policies in a global comparative perspective*,¹ an estimated 22 per cent of the global workforce, or 614.2 million workers, are working “excessively” long hours. At the same time, many short-hours workers in developing and transition countries may be underemployed and thus more likely to fall into poverty.

This groundbreaking study of over 50 countries reviews global working time issues – including national laws and policies, trends in actual working hours, the specific experiences of different economic sectors and different types of workers, as well as the implications for future policies relating to working time. The report is the first-ever global comparative analysis of national laws, policies, and actual working hours which is focused on developing and transition countries.

“The good news is that progress has been made in regulating normal working hours in developing and transition countries, but overall the findings of this study are definitely worrying, especially the prevalence of excessively long hours,” says Jon C. Messenger, Senior Research Officer for the ILO’s Conditions of Work and Employment Programme and a co-author of the study.

Among those countries with the highest incidence of long working hours for 2004–05 (defined as more than 48 hours per week), Peru topped the list at 50.9 per cent of workers, the Republic of Korea at 49.5 per cent, Thailand at 46.7 per cent (in the year 2000), and Pakistan at 44.4 per cent. At the other end of the spectrum, developed countries such as Norway, the Netherlands and France, as well as transition economies such as Hungary and Estonia, reported the lowest incidence of long hours.



Long hours: Workers working more than 48 hours per week (selected countries, 2000-2005)

Gender and age appear to be important factors in determining working hours. Despite women’s increased participation in paid labour, there is a clear “gender gap” in working hours worldwide: men tend to work long hours, while women are far more likely to work short hours (less than 35 per week). Women’s availability for paid work appears to be constrained by the time they devote to their household/domestic responsibilities. They continue to bear the primary responsibility for “unpaid” work in households and providing care for family members, not only children but also the elderly and individuals suffering from diseases such as HIV/AIDS. Among married couples with children, men’s paid working hours tend to increase while women’s paid working hours decrease. For example, in Hungary the presence of children in the family resulted in men working 13 to 19 per cent longer than women, and this increased with more children in the family. In Malaysia, an estimated 23 per cent of women stopped paid work altogether due to childcare reasons.



¹ *Working time around the world: Trends in working hours, laws and policies in a global comparative perspective*, by Sangheon Lee, Deirdre McCann and Jon C. Messenger, Routledge, London and ILO, Geneva, 2007.





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Age is a less powerful but nonetheless important factor in shaping working hours. Both younger and retirement-age workers appear to work slightly shorter hours than prime-age workers, often reflecting the insufficient employment opportunities for these former groups. Working hours were also found to be substantially lower for the oldest age group (65 years or older).

“Tertiarization” – that is, the expanding service sector – and informal employment, two of the hallmarks of today’s global economy, are also major sources of longer working hours. Working hours in the services sector and its subsectors tend to be the most varied, and these hours are particularly long in industries such as wholesale and retail trade, hotels and restaurants, and transport, storage and communications, all of which also commonly involve shift work and “unsocial” hours. For instance, in Mexico a higher proportion of workers spend more than 48 hours per week on the job in the wholesale and retail trade than any other industry. And in the security industry, which has among

the longest legal hours of any industry, working hours in countries such as Jamaica have been estimated at 72 hours per week.

Informal employment provides at least half of total employment in all regions of the developing world, with about three-fifths of it consisting of self-employment. The distribution of working hours is highly diverse, with some people working very long hours, while others are actually working short hours. As noted, gender seems to be key: while self-employed men are likely to work either very long or very short hours (the latter mostly due to underemployment), short hours are clearly the rule for self-employed women. It appears that these women are using self-employment to realize reduced hours, which they cannot obtain in the formal economy, in order to earn some money while simultaneously carrying out their family responsibilities.

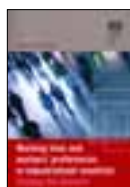
Attempts to reduce hours in developing countries have been unsuccessful for various reasons, including the need of workers to work long hours simply to make ends meet, and the widespread use of overtime by employers in an effort to increase their enterprises’ output under conditions of low productivity. While promotion of working time flexibility is often proposed as an alternative to long working hours in policy documents, these measures are not much used in practice in these countries. Laws and policies on working time have a limited influence on actual working hours in developing economies, especially in terms of maximum weekly hours, overtime payments, and their effect on hours worked in informal employment.

Decent working time: five criteria

The framework for promoting decent work in the area of working time, which was originally developed in an earlier ILO study focused on industrialized countries,² is both grounded in ILO standards and complemented by available research. It proposes that decent working time arrangements need to fulfil five inter-connected criteria: they should preserve health and safety; be “family friendly”; promote gender equality; enhance productivity; and facilitate worker choice and influence over working hours. Working time around the world applies this broad framework to developing and transition countries, taking into account their different realities.

Healthy working time

Preserving workers’ health and workplace safety



² *Working time and workers’ preferences in industrialized countries: Finding the balance*, edited by Jon C. Messenger, 2004; reprinted ILO, Geneva, 2007.

is a basic goal of working time policies. Reducing long working hours lessens the risk of occupational injuries and illnesses, and their associated costs to workers, employers, and society as a whole. Laws and regulations that establish limits on working hours, such as the 48-hour limits in the Hours of Work Conventions, Nos. 1 and 30, and the 40-hour limit in the Forty-Hour Week Convention (No. 47), are a necessary minimum condition for restraining excessively long hours of work. But as legal limits alone are unlikely to be sufficient, there also needs to be a credible enforcement mechanism, such as the labour inspectorate, as well as compliance with the established “norms” among enterprises.

Long working hours and overtime work are often used to compensate workers for low wages in developing and transition economies. Attention to wage policies, and in particular to minimum wages, can thus make an important contribution towards breaking the vicious circle of low pay and long hours.

“Family-friendly” working time

The reconciliation of work and family life needs to be a prominent concern of economic and social policies in countries at all levels of development. Preserving sufficient time to combine paid work with family and domestic obligations, such as childcare and elder care, should be an integral element of these policies. Flexi-time, emergency family leave, and part-time work are all measures

that can be adapted to national circumstances. At the same time, many less developed countries also need different measures from those in the industrialized world, such as ensuring accessible transport and water supplies, and investment in labour-saving domestic technologies.

Gender equality through working time

In designing any work–family reconciliation measures, it is vital to analyse their impact on gender equality by taking into account women’s disproportionate responsibility for caring and domestic obligations, while avoiding the assumption that these concerns only apply to women.

The promotion of part-time work as a work–family measure is an important issue in this regard. The flexibility to combine paid labour with non-market work is one reason why informal work is so favoured by women. In the formal sector of developing economies part-time work is still relatively rare, mostly due to the low wage levels which make it infeasible for most workers. Moreover, the experience of industrialized countries suggests that the provision of part-time employment alone is not sufficient, and that there is also a need for the availability of high-quality part-time positions across all jobs and occupations, as well as allowing for smooth transitions between shorter and longer hours.

The measures used to attain these goals will be shaped by local institutions and traditions, but can



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>> be informed by the principles and measures found in the ILO's Part-Time Work Convention, 1999 (No. 175). Further gender equality initiatives in areas such as hiring, wages and benefits, and career development are also needed.

Productive working time

Excessive hours tend to be not only unhealthy and unsafe, but unproductive as well. Reasonable statutory hours limits can provide an incentive for firms to modernize their working time arrangements and to invest in improving their equipment and technology and in enhancing the skills of their workforce. But as long working hours and low wages are often linked, efforts to reduce working hours, if carried out without addressing low wages, can easily result in avoidance of the law and/or an increase in multiple job-holding among workers. Improved productivity should go hand in hand with reduced working hours and higher hourly wages. It is therefore necessary to encourage and assist enterprises to improve their productivity through providing workplace training to both managers and workers, including on how to improve the planning and management of working time and workloads.

Choice and influence over working time

Reductions in working hours can play a role in advancing the influence workers have on their schedules by allowing them a greater degree of choice over how they divide their time. Working time flexibility measures need to be tailored towards balancing flexibility with protection, through means like absolute maximums on the hours worked per week, advance notice periods,

and measures towards individual influence, such as the right to refuse to work on traditional rest days. Some individual choice measures are already in operation in developing economies, although they only appear in a few countries and firms. The vast majority of governments and enterprises could introduce simple individual choice techniques, such as rights to notice of when overtime will be required; choice regarding whether and when to work overtime hours ("voluntary overtime"); consultation on starting and finishing times; and even flexi-time schemes.

In crafting appropriate working time policies, the needs and circumstances of the country in which they will be implemented must be taken into account, including its level of development, industrial relations and legal systems, and cultural and social traditions. Also, it is clear that, rather than a deregulatory approach towards working hours, strong regulation that is widely enforced and observed is necessary as the basic framework within which working hours are arranged in developing and transition economies. Finally, there is a great need for social dialogue to permit workers' needs and preferences to be heard and acted on, to enhance firms' productivity, and to allow workers and employers to work together towards realizing high-skill, high-quality firms and economies.



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PLANET WORK

A REVIEW OF TRENDS AND DEVELOPMENTS IN LABOUR ISSUES

The globe goes green

While ILO Director-General Juan Somavia in his speech to the International Labour Conference in June called for sustainable development and green jobs (see News, p. 33), the outside world had a few news stories as well. Planet Work looks at some of climate change's news, stories and events making headlines around the world today and also at how businesses are adapting to this issue.

The global phenomenon of climate change is no longer on the sidelines. As Arctic icecaps melt, the African savannah's riverbeds crack and oceans flood onto towns and cities, people everywhere fear the worst. Homes ruined, jobs lost and families relocated – this is the situation that has already swept across many parts of the world. Is this also the future that awaits the rest of us? As we grapple with a world that is a few degrees too hot, our ways of attempting to offset the effects of global warming are resulting in both loss of investment in sectors such as forestry and oil and an increase of employment in emerging fields such as biofuels, hybrid technologies and other clean-energy businesses.

THE G8 SUMMIT

■ The most breakthrough news this year on the issue of climate change is the pact formed by the G8 summit. In June 2007 the G8 met in Germany to agree on a landmark deal, with the industrialized countries pledging to make “substantial” cuts in greenhouse gas emissions. The G8 statement says: “Global greenhouse gas emissions must stop rising, followed by substantial global emission reductions.” (*BBC News*, June 2007)

■ The G8 meeting is a major advance in world leaders' commitment towards environmental protection. US Presi-



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dent George Bush said, “I’ve recommitted myself today that the United States will be actively involved, if not taking the lead, in a post-Kyoto framework, a post-Kyoto agreement. I view our role as a bridge between people in Europe and others in India and China.” German Chancellor Angela Merkel also claimed that she was “very satisfied” with the outcome. However, other reactions have been lukewarm. Environmentalists are complaining that the deal sets neither actual numbers nor deadlines and that action may be too late. (*CNN.com*, 8 June 2007)

■ Developing countries around the world also oppose the G8 decision to curb carbon emissions. Indian Minister

of State for Industries Ashwani Kumar reinforced India’s position on climate change. While it is crucial to address the critical issues, there ought to be an equal balance based on development in the emerging economies, that is, the curbing of carbon emissions should be on a per capita basis. “The terms of the debate and the idioms of the dialogue should not be such as to unjustifiably transfer the major burden of sustainable development on developing countries,” he said. Even though India is one of the larger consumers of energy in the world given its large population, the carbon emission per capita is only one-fourth of the global average and just 4 per cent of that of the United States. (*NewsPost*, 16 June 2007)





THE INTERGOVERNMENTAL PANEL ON CLIMATE CHANGE (IPCC)

The **Intergovernmental Panel on Climate Change (IPCC)** was established in 1988 by a joint collaboration between the World Meteorological Organization (WMO) and the United Nations Environment Programme (UNEP). The role of the IPCC is to assess on a comprehensive, objective, open and transparent basis the scientific, technical and socio-economic information relevant to under-

standing the scientific basis of risk of human-induced climate change, its potential impacts and options for adaptation and mitigation. The IPCC produces at regular intervals assessment reports on the state of knowledge on climate change. The Fourth Assessment Report (May 2007), is available at www.ipcc.ch.

IMPACT OF GLOBAL WARMING

■ Global warming has already caused the upheaval of communities, that is, environmental migration. According to Michele Klein Solomon of the International Organization for Migration (IOM), this trend will continue: “All around the world, predictable patterns are going to result in very long-term and very immediate changes in the ability of people to earn their livelihoods.” The Christian Aid agency predicts that by 2050 there will be close to one billion people displaced as a result of global warming. Flooding, droughts, desertification, and rising sea levels are a few of the environmental mayhems that could very well force people to flee in order to survive and find decent work in less harsh conditions. (*Boston Globe*, 18 June 2007)

■ The early months of this year heralded an epic drought situation in Australia, perhaps the first climate-change driven disaster to strike a developed nation. The Murray-Darling basin in south-eastern Australia that yields 40 per cent of the country’s agricultural produce suffered as a result of the lack of rainfall and near-drying of two of the major rivers that feed into the region. As irrigation became impossible and bushfires ran amok, farmers and pastoralists abandoned properties and sold off livestock at rock-bottom prices. Although the Intergovernmental Panel on Climate Change (IPCC) report (see sidebar) has warned Australia and New Zealand on the impact of global warming, one being that by 2030, production from agriculture and forestry is likely to decline due to increases in droughts and fires, Australia is one of the world’s biggest ener-



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gy consumers and one of the only two industrialized nations – the other being the United States – not to have ratified the 1997 Kyoto Protocol. (*The Independent*, April 2007)

■ The Europe Caribbean Business Forum held in Trinidad on 8 June discussed the effects of climate change on economy and development in the Caribbean. The conference recognized that climate change presented a major development challenge for the Caribbean, one that had not been widely understood by either the government or the private sector. Jamaica’s Foreign Minister and Minister of Foreign Trade Anthony Hylton said that it was imperative for every company with an ethical approach to commerce to incorporate environmental costs and a response to climate change into their business plans. As a result of climate change, the future of the Caribbean would face food and energy insecurity, a water crisis, infrastructure problems and a decline in biodiversity. Solutions would include businesses reducing their carbon footprint (see sidebar); the public sector offering incentives to the private sector to reduce emissions; and adopting the mitigation of climate change as part of the entire region’s business vision. (*Jamaica Gleaner*, 17 June 2007)



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WHAT IS A CARBON FOOTPRINT?

Recent concerns about curbing carbon emissions and the advent of carbon-trading have spurred new schemes to track down a business's or an individual's energy consumption. Today's new byword, **carbon footprint**, is a representation of the effect human activities have on the climate in terms of the total amount of greenhouse gases produced (measured in units of CO₂). It is a measure of the impact we make individually on the earth by the choices we make in our daily lives. For example, the units of energy produced from our consumption of heat, power, or transport-related activity all contribute towards our carbon footprint.

There are several websites (www.carbonfootprint.com) that allow individuals to calculate their personal carbon footprint. By measuring the carbon footprint through such tools as carbon calculators, we can get a better sense of what the individual impact is and which parts of our lifestyle require the greatest attention. Companies are also able to calculate their impact and thus identify how to minimize consumption and leverage their supply chains.

FUTURE OF CURRENT FORMS OF WORK

■ Biofuel is a form of renewable energy that is derived from biomass such as agricultural products. People are turning to biofuel as an alternative to natural resources such as petrol and oil. The emerging multi-billion-dollar a year biofuel industry wants to provide as much as 25 per cent of the world's energy within 20 years. However, the cultivation of food for energy involves large-scale industrial farming which, according to many environmentalists including Jan van Aken of Greenpeace International, Amsterdam, might not be an efficient form of agriculture: "More and more people are realizing that there are serious environmental and food security issues involved in biofuels. Climate change is the most serious issue, but you cannot fight climate change by large scale deforestation." A report compiled by UN-Energy in April 2007 claims that the rush towards growing food for energy can have negative implications for farmers and the urban and rural poor in developing lands. Food prices will become more volatile and the increased food insecurity will put pressure on their limited finances. (*The Guardian*, 9 May 2007)

■ Mining giant BHP Billiton announced that it would spend no more than 0.2 per cent of annual profits on measures to abate greenhouse gas emissions. BHP chief executive Chip Goodyear said it would be "naïve" to think that countries would forgo coal to benefit the environment and that it is more realistic to look at minimizing carbon emissions as the way to move forward without "stifling economic development in developing and developed countries". Australian Conservation Foundation chief Don Henry said the mining corporation's plans were "disappointingly weak" and required more commitment. "We would urge BHP Billiton to play a more public and constructive role in the climate change policy debate in Australia," he said. (*Earthtimes.org*, 18 June 2007)

■ Afforestation initiatives in Bangladesh have been on the rise. Small industries and research communities have undertaken work in forestry, and more than 335,000 beneficiaries are involved in social afforestation through profit-sharing principles, creating massive rural employment opportunities and resulting in poverty alleviation. Indigenous people of the area have been given resources and financial backing to get involved in the afforestation process. These projects are also flood-preventative measures for the future, as the low-lying regions of Bangladesh are prone to flooding, and many fear that parts of it might become submerged within the next 50 years. (*The New Nation*, 14 June 2007)

■ Tourism in Africa has developed immensely as a result of ecotourism, attracting vacationers from industrialized countries in search of unspoilt wilderness. The United Nations and international conservation bodies such as the World Wide Fund for Nature (WWF) back the ecotourism trend. They view the development of sustainable tourism as a way of combining local needs for poverty alleviation with care for the environment. Eugenio Yuris, head of the World Tourism Organization's sustainable tourism section, says, "One can safely say that the growth we observe in Africa . . . is mainly based on ecotourism growth." However, many places including Kenya have faced damages related to high-volume, >>



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Sustainable forestation in Rwanda

>> low-cost ecotourism, demonstrating that it is necessary to create a strong, regulatory foundation. In other places like São Tomé and Príncipe, ecotourism is just gathering pace. (*Enquirer*, Cincinnati.com, 10 June 2007)

■ Another important environmental issue in developing countries is water management and how that can be used to boost local employment. According to Ugandan Minister of Water and Environment Maria Mutagamba, paying for the numerous foreign water technicians absorbs 35 per cent of Africa's total official development aid. An average of 6,000 people die every day of water-related diseases such as diarrhea, parasites and dehydration, says the UNESCO-IHE Institute of Water Education. Mutagamba suggested that it would be more cost-efficient to employ qualified Africans and

African expatriates and encourage local communities to manage their own water supplies. (*Reuters*, 15 June 2007)

NEW ENERGY EMPLOYMENT

■ Businesses are starting to seriously consider how they can tackle climate change. They are adopting greener attitudes and preparing for a carbon-constrained future by investing in technologies that will produce cleaner energy. Global investment in renewable power-generation, biofuels and low-carbon technologies rose from \$28 billion in 2004 to \$71 billion in 2006, says New Energy Finance. (*The Economist Special Report*, June 2007)

■ Many new sectors of employment are being created as a result of the world-wide trend to cut carbon emissions. The head of SRI research at Merrill Lynch says that not only can businesses cut energy and costs and minimize the risks of disruption to their supply chains and workforce, but they can also create new products and set the agenda on regulations and policies such as the upcoming carbon-trading schemes in the United States. Legislation is likely to get tougher and affect a wider variety of sectors. As quantifying and circulating emissions

data become the standard, investors will judge employers on new environmental valuation measures such as revenues per tonne of CO₂. (*Climate Change Corporation*, 18 June 2007)

■ Solar energy is another clean-energy business that is picking up. Renewable sources provide 13 per cent of the world's energy needs and solar power hopes to join the main sources of renewable energy, geothermal and hydro-electric power and biomass. Many governments have set targets for the proportion of their nation's energy to be supplied by renewable sources. However, as the scope of private-sector involvement is limited given the scale of building dams or, in the case of solar power, the shortage of silicon that is needed for solar panels, subsidies are becoming available. Many governments are experimenting with different types of subsidies, such as the feed-in tariff system which involves a fixed payment for electricity; the quota-and-trade system which stipulates that a set proportion of electricity from a power distributor must come from renewable sources; and the US's production tax credit, which gives renewable-energy producers \$0.019 per kwh to encourage investment. (*The Economist*, June 2007)



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96th International Labour Conference

The 96th International Labour Conference adopted a new international labour standard for the fishing industry, considered new approaches to promoting sustainable enterprises and decent work and took a host of other actions. The 15-day Conference heard seven eminent speakers, saw the awarding of the first ILO Decent Work Research Prize and provided a platform for the launch of a new partnership aimed at eliminating child labour in agriculture.



From left to right, Mr. Michel Barde, Vice-President of the ILC (representing the Employers), Mr. Marc Blondel, Vice-President of the ILC (representing the Workers), Mr. Kastriot Sulka, President of the ILC, H.E. Mr. Carlos Antonio da Rocha Paranhos, Vice-President of the ILC (representing the Governments).

GENEVA – The Conference was presided over by Mr. Kastriot Sulka, Deputy Minister of Labour, Social Affairs and Equal Opportunities of Albania. Conference Vice-Presidents were H.E. Mr. Carlos Antonio da Rocha Paranhos (Governments) from Brazil, Mr. Michel Barde (Employers) from Switzerland and Mr. Marc Blondel (Workers) from France.

In a wide-ranging analysis of the role of decent work in promoting sustainable development, ILO Director-General Juan Somavia called for the strengthening of the ILO's capacity on a number of fronts. He urged delegates to consider a new "Green Jobs Initiative" to support sustainable development and called for new approaches to dealing with trade and employment, labour market analysis and the reduction of "global decent work deficits".

Mr. Somavia said a key issue for action now was decent work as part of economic, social and environmental policies. "There is a tremendous opportunity before us," he said. "The UN Environment Programme estimates that the market for clean energy technology could be worth \$1.9 trillion by the year 2020. That's a lot of investment and a lot of jobs."

Regarding trade and social policies, Mr. Somavia recalled that the ILO and the World Trade Organization (WTO) had recently published a "sober" report on trade and employment, concluding that "trade liberalization produces both job destruction and job creation".

"This Conference has reconfirmed the great demand for decent work in all regions. We conclude with a message that is tuned for the times: Decent work lies at the heart of sustainable development. We have heard from leaders from every corner of the globe who have underscored the priority of making the global goal of decent work a local reality."

Juan Somavia

The Director-General suggested that the ILO's Governing Body could discuss the issue in its Working Party on the Social Dimension of Globalization this November, and follow up with the required technical work.



SEVEN EMINENT GUEST SPEAKERS

The Conference hosted five heads of State and Government and two crown princes, including H.E. Ms. Michelle Bachelet, President of Chile, H.E. Mr. John Kufuor, President of the Republic of Ghana and Chairperson of the African Union, His Highness Shaikh Salman bin Hamad Al Khalifa, Crown Prince of the King-

dom of Bahrain, the Most Hon. Portia Simpson-Miller, Prime Minister of Jamaica, H.E. Mr. Abdoulaye Wade, President of the Republic of Senegal, His Royal Highness Felipe de Borbón, Prince of Asturias, and H.E. Mr. Mahinda Rajapaksa, President of the Democratic Socialist Republic of Sri Lanka.



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H.E. Michelle Bachelet, President of Chile



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H. E. Mr. John Kufuor, President of the Republic of Ghana and Chairperson of the African Union



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H.H. Shaikh Salman bin Hamad Al Khalifa, Crown Prince of the Kingdom of Bahrain



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The Most Hon. Portia Simpson-Miller, Prime Minister of Jamaica



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H.R.H. Felipe de Borbón, Prince of Asturias



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H.E. Abdoulaye Wade, President of the Republic of Senegal



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H.E. Mr. Mahinda Rajapaksa, President of the Democratic Socialist Republic of Sri Lanka

A working agenda

Conference delegates also gave overwhelming support to new standards designed to improve the conditions of millions of men and women working in the fishing sector. The new standards contain provisions designed to ensure that workers in the fishing sector have improved occupational safety and health and medical care at sea; that sick or injured fishers receive care ashore; receive sufficient rest for their health and safety; have the protection of a work agreement; and have the same social security protection as other workers.

The Convention, to be known as the Work in Fishing Convention, 2007 and the Recommendation will come into effect when they are ratified by ten (including eight coastal nations) of the ILO's 181 member States.

In its conclusions, the Conference Committee on Sustainable Enterprises said that sustainable enterprises are a principal source of growth, wealth creation, employment and decent work. To realize these gains, a conducive environment for sustainable enterprises is essential, including peace and political stability, good governance and the rule of law, social dialogue, respect for universal human rights and international labour standards, entrepreneurial culture, sound economic policies, fair competition and access to financial services, physical and technological infrastructure, education and training, and environmental sustainability, the Committee said. At the level of the enterprise a number of practices are important, including social protection, social dialogue and good industrial relations, sound human resource development practices, conditions of work, productivity, wages and shared benefits, corporate social responsibility, and corporate governance.

The Conference also adopted a programme and budget for the 2008–09 biennium of US\$641.7 million. The budget level is at the same level as that recommended by the Governing Body and represents no change in real terms for the next biennium. The Committee on the Application of Standards again held a special sitting on the application by Myanmar of the Forced Labour Convention, 1930 (No. 29), following up measures taken in the context of Article 33 of the ILO Constitution. In addition to this special sitting, the Committee carried out the examination of 25 other individual cases covering the whole range of concerns addressed in ILO standards. Noting the lack of progress with respect to freedom of association in Belarus, the Committee also expressed in a special paragraph its concern about the situation in the country. The General Survey discussed by the Conference Committee this year was on forced labour (for more information on the Committee and its reports please check <http://www.ilo.org/public/english/standards/norm/index.htm>).



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The International Labour Conference also dealt with the annual ILO report on the situation of workers of the occupied Arab territories which has continued to worsen dramatically over the past year. According to the report, the number of households below the poverty line jumped by 26 per cent between March 2006 and March 2007, while per capita gross domestic product (GDP) in the occupied Arab territories was 40 per cent lower in 2006 than in 1999. The report also said seven out of ten households, comprising some 2.4 million persons, are in poverty.

The findings of the report are based on missions sent to the occupied Arab territories and Israel and to the Syrian Arab Republic earlier this year to assess the situation of workers of the occupied Arab territories, including the West Bank, Gaza and the Golan. For more information, please refer to *The situation of workers of the occupied Arab territories*. Appendix to the Report of the Director-General to the International Labour Conference, 96th Session, International Labour Office, Geneva, 2007, at:

<http://www.ilo.org/public/english/standards/re/m/ilc/ilc96/pdf/rep-i-a-ax.pdf>

World Day Against Child Labour 2007

New global partnership against child labour in agriculture



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On 12 June 2007 the ILO joined forces with five key international agricultural organizations to launch a new landmark global partnership to tackle child labour in agriculture.

Worldwide, agriculture is the sector where by far the largest number of working children can be found – an estimated 70 per cent, of whom 132 million are girls and boys aged 5-14. These children are helping to produce the food and beverages we consume.

Members of the new partnership signed into existence during the ILO's annual International Labour Conference are: the ILO, Food and Agriculture Organization (FAO), International Fund for Agricultural Development (IFAD), International Food Policy Research Institute (IFPRI) of the Consultative Group on International Agricultural Research (CGIAR), International Federation of Agricultural Producers (IFAP) and International Union of Food, Agricultural,

Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF).

Key areas of cooperation for the new partnership are policies and activities to:

- promote the application of laws on child labour in agriculture, especially to ensure that children do not carry out hazardous work in agriculture
- improve rural livelihoods, and mainstream child labour issues into national agricultural policies and programmes
- reduce the urban, rural and gender gap in education
- promote youth employment opportunities in agriculture and rural areas

"I very much welcome this partnership with these international agricultural organizations because it is only by mainstreaming child labour issues into mandates and policies and by working together that we can strengthen the worldwide movement to eliminate child labour," said ILO Director-General Juan Somavia. "Through a concerted effort, we can reach the target of ending the worst forms of child labour by 2016."

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Making future harvests without child labour



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Child cutting sugarcane on the island of Iloilo, Philippines

MANILA, Philippines – Rudy is the fifth in a family of seven children. At 15, he dropped out of high school to help his father on the farm. His two elder brothers had died in a tragic accident shortly before.

Rudy felt he was duty-bound to help provide for his younger siblings. "I was afraid that my younger brother and sister

would also have to quit school and work because we didn't have enough money," says Rudy.

According to a survey conducted in 2001, more than 60 per cent of working children aged 5 to 17 work on farms in the country. An estimated five million families depend on seasonal contract work on sugarcane plantations, which causes many children to drop out of school.

In Western Visayas, the country's leading sugar-producing region, 88.3 per cent of families with working children earn below P10,000 (US\$200) a month – every hand, therefore, is needed to improve the family income.

Working for long hours under the scorching heat of the sun, children risk hurting themselves with the "spading", the local name for the large heavy machete used in cutting sugarcane. They are also exposed to chemicals and fertilizer which they handle with their bare hands.

In 2006, the ILO's International Programme on the Elimination of Child Labour (IPEC) partnered with the Sugar Industry Foundation, Inc. (SIFI) to address child labour in Western Visayas. SIFI is a foundation in the Philippines where sugar farmers, sugarmill owners and representatives of farm labourers come together to address the concerns of sugar workers.

Under the IPEC-SIFI programme, working children were given technical skills training and scholarships for further schooling, while over 100 family members working on sugarcane farms participated in seminars to enhance their business skills.

Rudy joined over 80 others who were given skills training. After a 75-day, on-the-job training in a company that leases heavy equipment for construction work, Rudy was hired by the same company as a mechanics assistant. As Rudy is still under the age of 18, tasks and conditions are still to be monitored since he is not to do dangerous work according to ILO standards on child labour.

Agriculture is one of the most dangerous sectors and is especially perilous for children. Exposed to the same hazards as adults in agriculture, children are at even greater risk because their bodies and minds are still developing and they lack work experience. In some cases, work begins for children as young as five, and children under 10 years account for 20 per cent of child labour in some rural areas, according to estimates by the ILO's International Programme on the Elimination of Child Labour (IPEC).

At the same time, the ILO stressed that not all work that children undertake in agriculture is bad for them or would qualify as work to be eliminated under Convention No. 138 or Convention No. 182. Tasks appropriate to a child's age and that do not interfere with a child's schooling and leisure time can be a normal part of growing up in a rural environment.

For more information, please visit the IPEC website at: www.ilo.org/childlabour



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ILO awards Decent Work Research Prize to Nelson Mandela and Carmelo Mesa-Lago

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Professor Carmelo Mesa-Lago, Professor Emeritus and specialist in social security, is awarded the first annual Decent Work Research Prize

On 15 June the ILO awarded its first annual Decent Work Research Prize to Nobel Peace laureate and former South African President Nelson Mandela and to the eminent academic and specialist in social security, Professor Carmelo Mesa-Lago, citing their contributions to improving the lives of people around the world.

© Photo ILO



In a ceremony at the ILO's annual International Labour Conference, Mr. Mandela received an exceptional prize for his extraordinary lifetime contribution to knowledge, understanding and advocacy on the central concerns of the ILO. Mr. Mesa-Lago received his award for major scholarly contributions to the analysis of socio-economic relationships and policy instruments for the advancement of decent work, in particular on social security and pension reform.

ILO Director-General Juan Somavia said: "If any one person embodies the values of decent work, it is President Mandela. As a lawyer, an activist, a prisoner, a politician and a statesman, Nelson Mandela has lived the ideals of the ILO – through his lifelong pursuit of dialogue, understanding, fairness, social justice and, above all, dignity."

Carmelo Mesa-Lago, Professor Emeritus on Economics and Latin American Studies of the University of Pittsburgh, Pennsylvania, USA, was cited for having had through his research a notable impact on social security and pension reform processes in Latin America for many years.

Created by the ILO's International Institute for Labour Studies (IILS), the Decent Work Research Prize, which draws on the endowment from the Nobel Peace Prize awarded to the ILO in 1969, rewards outstanding contributions to the advancement of policy-relevant knowledge on the ILO's central goal of decent work for all.

The awards were decided by a jury of eminent international experts in labour and social policy issues. The IILS was established by the ILO in 1960 as a centre for advanced studies in the social and labour field to further a better understanding of labour issues through education and research.

A representative from the Nelson Mandela foundation accepts the first annual Decent Work Research Prize on Mr. Mandela's behalf

Call for nominations The ILO Decent Work Research Prize 2008

Under the rules of the ILO Decent Work Research Prize, individuals and institutions can nominate candidates, but only individuals qualify as candidates. Each nominee must have the support of at least one member of the ILO's tripartite constituency (i.e. a government or a workers' or employers' organization) and one leading academic in the area of labour and social policy. The letters of support should come from different regions of the world.

The jury will examine candidates' scholarly publications, taking account both of the excellence of the work and its practical relevance for policy purposes.

An official Call for Nominations with detailed information on the dossiers to be submitted for participation in the ILO Decent Work Research Prize 2008 will be launched shortly and appear on the websites of the ILO (www.ilo.org) and of the ILS (www.ilo.org/inst).

299th Session of the **Governing Body**

The ILO's Governing Body elected H.E. Mr. Dayan Jayatilleka, Ambassador and Permanent Representative of Sri Lanka to the United Nations in Geneva, as Chairman for its 2007–08 Session. Mr. Jayatilleka replaces Mr. Mdladlana, Minister of Labour of the Republic of South Africa, who served as Governing Body Chairman during the 2006–07 Session. Mr. Jayatilleka has held positions as senior lecturer at the University of Colombo, political analyst and media commentator.

Daniel Funes de Rioja, President of the Social Policy Department of the Argentine Industrial Union and Chairman of the Employers' Group of the Organization of American States from 1995 to 1998, was re-elected as Employer Vice-chairperson. Sir Leroy Trotman, General Secretary, Barbados Workers' Union and spokesperson of the Workers' Group in the Governing Body, was re-elected Workers' Vice-chairperson.



Mr. Juan Somavia, Director-General of the ILO with Mr. Dayan Jayatilleka, elected Chairman of the ILO Governing Body for 2007–2008

The three will serve as Officers of the Governing Body during its 2007–08 Session.

The Governing Body also approved the 346th and 347th Reports of the ILO Committee on Freedom of Association, examining 30 cases. Altogether there are currently 121 cases before the Committee. (For further information, see <http://www.ilo.org/public/english/standards/norm/index.htm>)

Republic of the **Marshall Islands** becomes 181st ILO member State

GENEVA – The Republic of the Marshall Islands has become the 181st member State of the ILO following receipt in Geneva of a letter from Mr. Gerald M. Zacios, Minister of Foreign affairs, stating on behalf of the Government that Marshall Islands had formally

accepted the obligations of the ILO Constitution.

Marshall Islands membership became effective on 3 July 2007. The country has been a member of the United Nations since 17 September 1991.

ILO African Regional Meeting adopts Decent Work Agenda 2007–15



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Panel discussion, 11th African Regional Meeting, Addis Ababa, April 2007

ADDIS ABABA – The 11th African Regional Meeting of the ILO, held in Addis Ababa from 24–27 April, adopted a sweeping new Decent Work Agenda in Africa 2007–15 designed to stimulate the creation of millions of decent jobs and improve the lives of the Continent's working poor.

The new initiative, called “Decent Work Agenda in Africa 2007-15” was adopted following four days of intense discussion by some 500 delegates at the ILO meeting who heard urgent calls for development from three heads of State and Government. The Agenda commits the ILO's tripartite constituency to the development of Decent Work Country Programmes as the mechanism for mainstreaming policies for more and better jobs into national development strategies.

“The Agenda is an excellent combination of policy directions and tools for implementation,” said ILO Director-General Juan Somavia in closing remarks to the International Labour Organization's 11th African Regional Meeting. “The

targets we adopted are ambitious but achievable. This is Africa deciding where it wants to go and how to get there. It is based on partnership and dialogue between Africa's employers, workers and governments and with our counterpart agencies in the multilateral system.”

Among its key objectives is an agreement to forge strong new links between the ILO and its African member States as well as international organizations such as the UN Development Programme (UNDP) to promote employment-intensive growth.

UNDP Administrator Kemal Dervis cited the growing collaboration between his Organization and the ILO as an example of the new effort by international organizations to “deliver as one” for the benefit of all. In an indication of how this will work, he called for poverty reduction strategies that “fully integrate the employment dimension” and said that “Decent Work is at the heart of development and has to be also at the heart of the United Nations various work on development”.

Delegates called on the ILO to develop a significant programme of support for the Agenda requiring a strengthening of institutions from the local to the continental level to promote the goal of full and productive employment and decent work for all. The final statement also urged the ILO to work with its African and international partners to develop a comprehensive approach focusing on improving governance of labour markets and strengthening the capacity of labour administrations and the social partners.

The meeting endorsed a number of targets for the ILO's African member States to be achieved by 2015, including employment promotion and enterprise development, the extension of social protection, fostering social dialogue and respect for fundamental principles and rights at work. It also called on the ILO to work with governments, employers and workers to encourage all member States in Africa to have Decent Work Country Programmes by the end of 2009.

G8 supports the ILO's Decent Work Agenda



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Meeting from 6–8 June 2007 in Heiligendamm, Germany, the G8 summit supported the ILO's Decent Work Agenda as central to globalization with social progress.

The G8 stressed the equal importance of the four strategic goals of the ILO's Decent Work Agenda: creating decent and productive employment, promoting access to social protection systems, strengthening dialogue between the social partners and the respect for core labour standards. Core labour standards include the prohibition of child labour and forced labour, the elimination of discrimination at work and the right of unions to organize.

The final declaration of the summit includes a call on member States of the World Trade Organization (WTO) to promote the implementation

of internationally recognized core labour standards in close cooperation with the ILO. Furthermore, the G8 commit themselves to include decent work and the respect of ILO core labour standards in their bilateral trade agreements, recalling that labour and social standards should not be used for protectionist purposes.

The Director of the ILO office in Germany, Wolfgang Heller, stressed the role of the German federal government in this respect: "We salute the personal engagement of Chancellor Dr. Angela Merkel for a fair globalization and her recognition of the importance of the ILO's balanced Decent Work Agenda. The Chancellor has emphasized several times that globalization, including the opening of markets to trade, should be based on common values as represented in the fundamental principles and rights at work defined by the ILO."

In their common declaration on the issue of >>

>> “growth and responsibility in Africa” the heads of State and Government of the G8 also supported the extension of health care and health insurance in Africa. The ILO, which has long-standing experience in assisting member States to establish social security systems, also wel-

comes this measure and supports G8 donor countries in their corresponding efforts.

The G8 statement includes a call for ILO involvement in an international effort to “give more visibility and clarity” to relevant Corporate Social Responsibility Standards (CSR).

ILO RESOURCE GUIDE ON THE INFORMAL ECONOMY

The ILO Library has developed a resource guide providing easy access to key data on the informal economy, highlighting the diversity and economic importance of the sector. This information-rich collection is made available via links to ILO publications, statistics, labour standards, research and initiatives, as well as other resources from around the world.

Researchers and decision-makers will have access to references and full-text versions of publications on different aspects of the informal economy, including employment and unemployment, social protection, safety and health at work, and equal opportunity.

The resource guide is available in English, French and Spanish:

<http://www.ilo.org/public/english/support/lib/resource/subject/informal.htm>

<http://www.ilo.org/public/french/support/lib/resource/subject/informal.htm>

<http://www.ilo.org/public/spanish/support/lib/resource/subject/informal.htm>



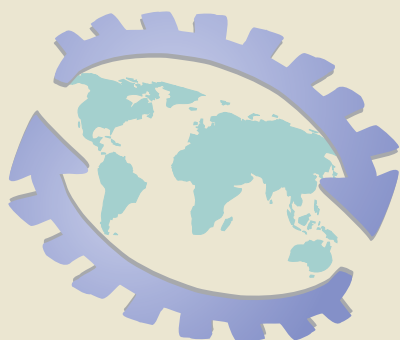
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A REGULAR REVIEW OF THE INTERNATIONAL LABOUR ORGANIZATION AND ILO-RELATED ACTIVITIES AND EVENTS TAKING PLACE AROUND THE WORLD



Consolidating peace in Liberia

■ The ILO Liberia Programme is now fully operational with the arrival of staff in the first half of 2007. The comprehensive programme approach covers labour-based infrastructure works, public-private partnerships (PPP) in solid waste management and support to government institutions and employers' and workers' organizations. Prior to the arrival of the programme staff a number of advance activities were undertaken including: quick employment impact measures through clearing of solid waste backlog and street sweeping in Monrovia, labour-intensive spot improvements of roads in Grand Kru County and a study on "Employment Opportunities and Working Conditions for Rural and Peri-urban Youth in Liberia".

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Reducing poverty in urban Africa

■ The ILO's technical assistance to the Yaoundé Sanitation Project started in March 2007. The project aims at promoting urban projects as a way of engaging more local people and resources and contributing towards reducing poverty in large urban areas such as Yaoundé, Cameroon. This will include training in community contracting and labour-based approaches; and sensitization for these approaches of local communities, NGOs, small contractors, municipal technical services, and ministries involved in the project. The project will demonstrate construction techniques on five kilometres of drainage using the labour-based approach, which will not only improve the living and working environment for the informal economy operators in Yaoundé but

demonstrate the impact of this approach on reducing poverty in other urban areas. The four-year project is funded by the African Development Bank (AfDB).

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Employment creation and peace building in Nepal

■ The Dutch Government has approved the "Employment Creation and Peace Building based on Local Economic Development" (EmpLED) project. Its objective is to contribute to national peace building and poverty reduction in selected districts in Nepal, applying the ILO's approach to local economic



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Female agricultural workers during the harvest

development as an integrating framework for the creation of decent work at the local level. The comprehensive project approach, involving several ILO programmes and departments, will involve local stakeholders in the planning and implementing of local development strategies and ensure that women and men in the targeted communities will be effectively engaged in, and benefit from, improved access to decent and productive local employ-



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Working on a construction site in Katmandu

ment and economic development opportunities. The project will have a community-based infrastructure component and will promote the use of local resource-based infrastructure development approaches in two districts in the country.

For more information, please contact ASIST Asia-Pacific: asist-ap@ilo.org

Tsunami follow-up

■ In the aftermath of the Tsunami 2004, the ILO has been supporting the recovery process driven by a large number of local and international donors. The ILO is providing advisory services to the Government of Sri Lanka to strengthen livelihood coordination and planning at the national and regional level. This work has a large infrastructure component. It is estimated that rehabilitation and reconstruction tasks will need to continue for the coming two to four years to fully restore livelihoods together with the related infrastructure and services. For this reason, the ILO has now prepared an

outline for a follow-up programme “Work for Peace and Prosperity”, which will incorporate and build upon the income recovery support mechanisms set up and strengthened under the “Income Recovery Technical Assistance Programme” (IRTAP) currently implemented by the ILO. It will expand this programme to fully cater for the Tsunami- and conflict-affected population as well as the population living below the poverty line.

For more information, please contact ASIST Asia-Pacific: asist-ap@ilo.org



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Sea Quiz

■ The ILO has prepared “SeaQuiz, a game on the ILO Maritime Labour Convention” as part of its campaign to promote this new international labour standard. Adopted in February 2006, the Convention provides comprehensive rights and protection at work for the world’s more than 1.2 million seafarers. It consolidates and updates more than 65 international labour standards related to seafarers adopted over the last 80 years. The Convention sets out seafarers’ rights to decent conditions of work on a wide range of subjects, and aims to be globally applicable, easily understandable, readily updatable and uniformly enforced.

For more information, please contact the International Labour Standards Department: norms@ilo.org



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ILO launches Global Social Trust

■ Last April, the ILO launched an unique international solidarity fund, the Global Social Trust, to provide health insurance and pension coverage to the most vulnerable in Ghana. The new initiative, launched by the ILO's Social Security Department, is the first of its kind, and will involve the transfer of funds collected by the OGB-L ONG Solidarité Syndicale from individuals in Luxembourg to families in Ghana – mostly pregnant women and mothers with young children. The initiative is designed to address the fact that in some parts of sub-Saharan Africa less than 10 per cent of the active population is covered by a health insurance system or a pension system.

For further information, please consult: <http://www.ilo.org/public/english/protection/secsoc/gst/index.htm>

New ILO study on employment in ASEAN countries

■ To ensure sustainable growth and build a thriving community by 2015, Member States of the Association of Southeast Asian Nations (ASEAN) must increase labour productivity and narrow development gaps between members, according to a new ILO report. It compiles for the

first time comprehensive employment and social statistics – including labour productivity, employment by sector and the informal economy – for the ASEAN countries. According to the report, between 2000 and 2006 total employment in ASEAN increased by more than 11 per cent to 263 million, with more than 27 million new jobs being created. At the same time the ASEAN regional unemployment rate rose from 5 per cent to 6.6 per cent, with young people being disproportionately affected. The report also says that despite

recent economic growth the region remains home to millions of working poor. In 2006 more than 148 million of ASEAN's 262 million workers did not earn enough to lift themselves and their families above the standard US\$2 per person per day poverty line.

For more information, please contact the ILO Regional Office for Asia and the Pacific: bangkok@ilo.org

ILO, ASEAN STRENGTHEN THEIR PARTNERSHIP



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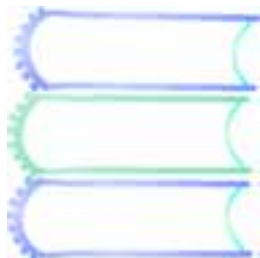
On 20 March 2007 the Secretariat of the Association of Southeast Asian Nations (ASEAN) and the ILO signed a Cooperation Agreement to strengthen their collaboration and partnership. ASEAN Secretary-General Ong Keng Yong and ILO Director-General Juan Somavia signed the Agreement in Geneva, Switzerland. The Agreement signals the commitment of both organizations to address labour and employment issues in the ASEAN region and promote social progress. Under the Agreement, the ASEAN Secretariat and the ILO will deepen their collaboration in the implementation of programmes and projects, including in the areas of occupa-

ing level meetings.

ASEAN, comprised of Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand and Viet Nam, has a population of more than 560 million, spending more than US\$400 billion every year, and a labour force of 330 million. Between 2000 and 2006 the ASEAN region performed at an annual average real GDP growth rate of 5.7 per cent. The region's unemployment rate, however, has increased from 5 per cent to 6.6 per cent during the same period. Exports from ASEAN totalled US\$650 million in 2005, accounting for around 22 per cent of Asia's total exports.

tional health and safety, HIV/AIDS and the workplace, the employment implications of trade liberalization, youth employment, vocational training, social security and labour migration. The two agencies will also cooperate in the exchange of information, research studies, and representation at work-

MEDIA SHELF



■ **Eradication of forced labour: Report of the Committee of Experts on the Application of Conventions and Recommendations**

Report 96 III (Part 1B)
ISBN 978-92-2-118134-7. ILO, Geneva, 2007. US\$20; £11; 16 Euros; 25 Swiss francs.

Also available in French and Spanish.

This report offers a general survey concerning the Forced Labour Convention, 1930 (No. 29), and the Abolition of Forced Labour Convention, 1957 (No. 105) and the information on the application of Conventions and Recommendations (articles 19, 22 and 35 of the ILO Constitution).



■ **Labour and social trends in ASEAN 2007: Integration, challenges and opportunities**

ISBN 978-92-2-119838-3. ILO, Bangkok, 2007.

The third report of its kind, this volume provides an overview of recent labour market trends in ASEAN, followed by thematic chapters on key employment and social issues and a statistical annex. It also aims to assist in the follow-up to the January 2007 ASEAN Summit in the Philippines, where ASEAN leaders declared the goal of accelerating integration among member countries with the aim of establishing the ASEAN Community by 2015.

Further information: *ILO Regional Office for Asia and the Pacific, bangkok@ilo.org*



■ **Labour and the environment: A natural synergy**

ISBN 978-92-807-2740-1. UNEP, Nairobi, 2007. US\$25

This book links the work of UNEP to the role workers can play in the implementation of environmentally sustain-

able development strategies. It focuses on workers' perspectives on specific issues such as climate change and energy, public access to resources and services, occupational, environmental and public health, chemical risks and hazardous substances; and on establishing a Common Framework for Action towards sustainable consumption and production patterns, corporate social responsibility and accountability, education, capacity building and knowledge sharing, interacting with other stakeholders and fostering workers' involvement in the environmental agenda.

Further information: *United Nations Environment Programme, unepub@unep.org; web: www.unep.org*



■ **A manual for gender audit facilitators: The ILO Participatory Gender Audit methodology**

ISBN 978-92-2-119825-3. ILO, Geneva, 2007. US\$32; £16; 24 Euros; 40 Swiss francs

The first of its kind in the UN system, this manual provides gender audit facilitators with guidelines and practical instructions on how to plan and implement participatory gender audits in an organizational context. Structured chronologically, it provides the facilitators with a set of tools that help examine the extent to which equality is being institutionalized; it identifies good practices in technical work; and points to effective and efficient ways of moving forward in mainstreaming gender in all work activities.



■ **El movimiento obrero en las Américas y su lucha contra el trabajo infantil in the Americas** (The trade union movement in the Americas and its fight against child labour)

ISBN 978-92-2-319899-2. San José, ILO-IPEC, 2007.

Increasing concern about child labour, its implications and its consequences, has become the centre of discussions at the national and international level. The trade union movement in the Americas has played a major role in the process of abolishing child labour in the continent. This study tries to put together relevant information on the approach and analysis of trade union organizations on the subject, from the mid-nineties to the present, emphasizing their importance and engagement in the fight to prevent and eradicate child labour.

Further information: *www.oit.org.pe/ipec*



■ **Qualitative indicators of labour standards: Comparative methods and applications**

David Kucera (ed.)

ISBN 978-1-4020-5200-2. Springer, Dordrecht, 2007. Social Indicators

Research Series, vol. 30. Hardcover

Measuring compliance with labour standards is an undertaking intrinsically fraught with difficulty. The growing use of qualitative indicators of labour standards thus raises questions about comparative methods of construction as well as the appropriateness of particular methods for particular applications. This volume results from a seminar organized by the ILO to address such questions, bringing together experts from the ILO, universities and NGOs.



■ **Tackling hazardous child labour in agriculture: Guidance on policy and practice**

ISBN 92-2-118933-3. ILO, Geneva, 2007.

This comprehensive guidebook provides policy-makers and stakeholder organizations – employers' organizations, trade unions, occupational safety and health agencies/institutions, agricultural agencies and others – with information and ideas needed to plan, formulate and implement policies and programmes to tackle hazardous child labour in agriculture. It contains useful lists of resources and reference materials intended to address the needs of a variety of key audiences, especially partner organizations.

Further information: *www.ilo.org/childlabour*



■ **Working time and workers' preferences in industrialized countries: Finding the balance**

Jon C. Messenger (ed.)

ISBN 978-92-2-119697-6. ILO, Geneva, 2007. Copublished with

Routledge. US\$40; £20; 30 Euros; 45 Swiss francs

The gradual reduction in weekly working hours in the first half of the last century, which culminated in the widespread adoption of the "standard" working week, was grounded in a concern for health and safety and the preservation of time outside of paid labour. This has now given way to a diversification and individualization in working hours as employers have responded to the competitive pressures of globalization by requiring that productivity be enhanced through changes in

working-time schedules. A common goal to remove or liberalize restrictions on unsocial hours and vary working hours has now emerged. This book draws together an international team of contributors to examine the process.



■ **Working time around the world: Trends in working hours, laws and policies in a global comparative perspective**

Sangheon Lee, Deirdre McCann and Jon C. Messenger

ISBN 978-92-2-119311-1. ILO, Geneva, 2007. Hardcover. US\$125; £65; 95 Euros; 155 Swiss francs

This book will be of great interest to policy-makers engaged with working conditions or health and safety, labour market experts, trade union leaders and workers' organizations, as well as academics and researchers in the fields of industrial relations, labour economics and labour law.

See this book featured on page 25.

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VOL. 146 (2007), NO. 1-2**



■ **Application of labour and employment law beyond the contract of employment**

The personal scope of employment law is the subject of much ongoing debate. Arguing that an exclusively contractual analysis of this domain is unsatisfactory, Mark Freedland constructs a European-based empirical typology distinguishing the personal work relations of "standard employees", public officials, "liberal professions", individual entrepreneurial workers, marginal workers, and labour market entrants. These categories and their inter-relationships are then analysed dynamically in terms of "personal work nexuses" – a concept encompassing complex legal ramifications beyond the contractual framework. The conclusions highlight the value of this analytical approach to recent efforts by the ILO and the European Commission to "modernize" labour law.

■ **Beyond corporate codes of conduct: Work organization and labour standards at Nike's suppliers**

What role can corporate codes of conduct play in monitoring compliance with international labour standards and improving working conditions in global supply chains? Addressing this question, Richard Locke, Thomas Kochan, Monica Romis and Fei Qin first summarize the results of research on factory audits of working condi-

tions in 800 of Nike's suppliers in 51 countries and two intensive case studies. They then discuss how the codes fit into the broader array of institutions, policies and practices aimed at regulating and improving working conditions, suggesting an evolutionary and complementary approach to regulating working conditions in global supply chains. They outline additional research and institutional innovations needed to test these ideas.

■ **The distribution of earnings in OECD countries**

Earnings inequality in the OECD countries is commonly seen to have widened considerably since 1980 – and this is generally explained by the steady increase in relative demand for skilled labour due to skill-biased technical change and the growing exposure of unskilled workers to international competition through globalization. But this single explanation now looks questionable: the increase in inequality has been uneven across countries, and greater earnings dispersion has mostly been occurring at the top of the distribution. Anthony B. Atkinson takes a fresh look at the evidence and considers alternative explanations to supplement that provided by the race between technology and education.

■ **Outsourcing, offshoring and productivity measurement in United States manufacturing**

Productivity growth in a sector or economy

is the economic basis for improvements in workers' wages. Recent growth of domestic and foreign outsourcing in developed economies greatly complicates the measurement and interpretation of this key economic indicator and may result in inflated and misleading increases in productivity statistics. In the context of United States manufacturing, Susan Houseman points to several pieces of evidence that suggest these effects of outsourcing and offshoring on productivity measures are significant. These factors may help explain why wage growth for most United States workers has been relatively low in spite of high measured productivity growth.

■ **The informal economy, insecurity and social cohesion in Latin America**

Most Latin American countries adopted the welfare state as a model, though developing it in very different ways and, often, imperfectly because of structural differences between them and the industrialized countries. Social protection coverage is still patchy, with many informal-sector workers not covered and widespread public feelings of insecurity. Victor E. Tokman examines the complicated structural and labour situation and the latest ideas in Latin America and the European Union to strengthen social cohesion. He analyses approaches to incorporating the informal sector into the modern sector, addressing social exclusion, combining flexibility for employers with security for workers, and achieving near-universal social protection.

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LABOUR AND SOCIAL ASPECTS OF GLOBAL PRODUCTION SYSTEMS: ISSUES FOR BUSINESS



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A global meeting for employers organized by the ILO Bureau for Employers' Activities. Speakers will include leading thinkers and practitioners from business, trade unions, academia, NGOs and the development community.

No. 60, August 2007



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