

WORLD OF Work

THE MAGAZINE OF THE ILO

An ILO Special Report

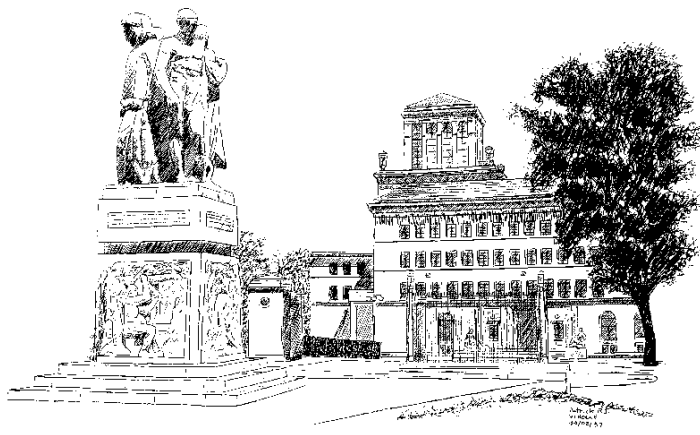
Maternity protection: How women are faring worldwide



No. 24, April 1998



INTERNATIONAL LABOUR OFFICE



The ILO in history

The ILO and child labour: Old milestones and new

1919

An institution's history, just like a road, is marked by milestones which, at distant intervals, indicate progress on specific issues. Among the milestones dating back to the very beginning of the Organization are efforts against child labour, first addressed at the time of the ILO's founding in the form of the Minimum Age (Industry) Convention, 1919 (No. 5).

A more recent milestone in the ILO's long march against child labour dates back over a quarter of a century. On 26 June 1973, the International Labour Conference adopted – with 238 votes in favour, none against and only 24 abstentions – the Convention concerning the minimum age for employment (Minimum Age Convention, 1973, No. 138). The Convention states the minimum age may not be set lower than the age of completion of compulsory schooling and, in any event, not less than 15 years (initially 14 years in developing countries).

Although the principle behind the debate was not in question, discussion was nevertheless lively. Speakers agreed that child labour threatened the chances of a child for a worthwhile future and that childhood years should be devoted to education and development, rather than labour. The question, however, was at what age the threshold should be set, above all in the poorer nations where even the most meagre income from any family member could be essential to a family's survival. And, speakers asked what should be done with young people if the school system was incapable of looking after them?

In the tripartite committee established to prepare the text, a spokesman for the employers sought to define the dilemma facing countries of the South. Speaking out of concern for the unintended consequences of a well-intentioned action rather than as



Child workers
in coal mines, (Germany).
(ILO Photo)

The Global March against child labour which will arrive in Geneva during the 86th International Labour Conference in June this year. (ILO Project photo)

a sign of resistance, he said: "On the one hand, schools are scarce. And on the other hand the proposed Convention now aiming at 15 for admission to employment would make it impossible to employ any 14-year-old. Where would this lead? To the creation of a social problem for which the ILO would be partly responsible."

Ultimately, when the Conference adopted the flexibility and progressive implementation clauses, it set standards which today constitute the essential guidelines of policies which the Organization proposes to its member States.

To date Convention No. 138 has been ratified by 61 countries. At the same time, data indicates that child labour is increasing relentlessly – to some degree, because information is more accurate these days, but also because the scourge of child labour is far from abating.

As early as 1972, a worker spokesman on the tripartite committee, the Malaysian trade unionist P. P. Narayanan, put the major difficulty in a nutshell: "Until the consciences of all member States is really pricked, and until social reformers, including trade unionists, agitate vigorously and create a movement for the liberation of child labour, total abolishment of child labour will not be achieved to the extent that we would wish."

Today, thanks to an awareness campaign conducted by the ILO via the International Programme on the Elimination of Child Labour (IPEC) in particular, as well as by a large number of NGOs and the world's media, consciences are awakening. One event providing symbolic evidence of this will occur this June, when a global march, including child rights advocates, NGOs, trade unionists and youth against child labour arrives in Geneva during the 86th International Labour Conference. At the same time, the Conference will hold a first discussion on a new Convention for the immediate suppression of extreme forms of child labour. And the ILO, in its struggle against child labour, will eventually be able to erect yet another milestone.

Sources: *ILO Record of Proceedings of the International Labour Conference, 1972, 1973*. To serve as a basis for the first discussion of the Convention in June, the International Labour Office has prepared two reports. A first report (*Child labour: Targeting the intolerable*, International Labour Conference, 86th Session, 1998, Report VI (1) summarizes the issues. Replies of governments to an ILO questionnaire on the content of the new instruments have been summarized in a second report (V(2)) which also includes proposed Conclusions for new instruments.



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

- Editor:
Thomas Netter
- German edition:
Hans von Rohland
- Arabic edition:
Khawla Mattar
ILO Office, Beirut
- Spanish edition:
in collaboration with the
ILO Office, Madrid
- Production Manager:
Kiran Mehra-Kerpelman

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

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

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

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

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

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

Printed by ATAR SA, Geneva
ISSN 1020-0010

CONTENTS

- *Governing Body* 6

GOVERNING BODY MEETS, EXAMINES LABOUR RIGHTS, DRAFT DECLARATION ON FUNDAMENTAL RIGHTS AND ELECTS NEW DIRECTOR-GENERAL

The Governing Body of the ILO, at its 271st meeting, established a Commission of Inquiry to examine long-standing allegations of abuses of trade union rights in Nigeria. A report of the Committee on Freedom of Association cited the “grave and urgent” situations in Colombia and Sudan, but hailed progress in the Republic of Korea and Djibouti. The Governing Body also placed a draft Declaration on principle on the fundamental rights relating to the ILO mandate on the agenda of this June’s International Labour Conference and elected Mr. Juan Somavía of Chile to serve as the next Director-General of the ILO.



- *Global oil refining: stable for now, but expect pressure to grow on jobs* 9

OIL EMPLOYMENT, PRODUCTION SHIFT GLOBALLY

Although world refinery employment has been relatively stable since the early to mid-1980s, pressure is growing on jobs in the industry. A new ILO report says rising competition, excess capacity and the rising cost of investments needed to meet tightening environmental controls threaten the profitability of the oil refining industry and cast a shadow over the prospects of oil refinery workers, particularly in OECD countries.

- *Q & A on child labour* 11

MOVE TOWARDS NEW ILO STANDARDS ON CHILD LABOUR

The International Labour Conference will debate proposed new international labour standards on child labour in June. The subject of the new standards is extreme forms of child labour: work that is likely to jeopardize the safety, health and morals of children; slavery and practices similar to slavery; and child prostitution and pornography. This article describes major issues likely to be debated during the Conference.



Cover story

- *Maternity protection at work* 15

THOUGH LEGAL PROTECTION FOR PREGNANT WORKING WOMEN IS INCREASING RAPIDLY, THE GAP IN EMPLOYMENT TREATMENT FOR MEN AND WOMEN STILL EXISTS

Since the Maternity Protection Convention (No. 103) was adopted in 1952, ILO member States have made considerable progress in providing maternity benefits to employed women. Yet most still fall short of ensuring universal coverage for all working women. While the vast majority of countries around the world provide paid maternity leave by law and many offer health benefits and employment safeguards, the gap between law and practice remains wide.

News Section 20

- *Skills training in Latin America: Private sector lends a hand to underprivileged youth*
- *ILO calls for more democracy and social justice in Asia*
- *Tripartite ILO meeting in Bangkok to discuss financial crisis in east and south-east Asian countries*
- *Two years after Beijing: The ILO lists Conference follow-up*
- *A case worth pointing out: Child labour in Mauritius is a thing of the past*



Features

THE ILO IN HISTORY 2

The ILO and Child Labour: Old milestones and new

WORKING WORLD 24

Social partners, labour law, social contracts, employment, working conditions, David Morse, annual survey of targeting of media workers.



AROUND THE CONTINENTS 26

Fighting job discrimination, Affirmative Action supported in Namibia and South Africa, the ILO in the Arab States, Albania, Latin America, Jobs for Asian Women, etc.

MEDIA FOCUS: THE ILO IN THE PRESS 28

Maternity protection, alcohol and drug abuse, the Asian crisis, child labour draw press coverage

MEDIA SHELF 31

ISEP BROCHURE: INTERNATIONAL SMALL ENTERPRISE PROGRAMME 34

Unlocking the job-creation potential of small enterprises



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



Gover draft D and ele



The Governing Body¹ of the ILO, at its 271st meeting, established a Commission of Inquiry to examine long-standing allegations of abuses of trade union rights in Nigeria. A report of the Committee on Freedom of Association cited the “grave and urgent” situations in Colombia and Sudan, but hailed progress in the Republic of Korea and Djibouti. The Governing Body also placed a draft Declaration on principle on the fundamental rights relating to the ILO mandate on the agenda of this June’s International Labour Conference and elected Mr. Juan Somavía of Chile to serve as the next Director-General of the ILO.

The Commission of Inquiry regarding trade union rights in Nigeria was established according to procedures under Article 26 of the ILO Constitution, which are

invoked in the event of persistent and serious violations of international labour standards and repeated refusal of a member State to align its labour practices with the recommendations of the ILO’s supervisory mechanisms.

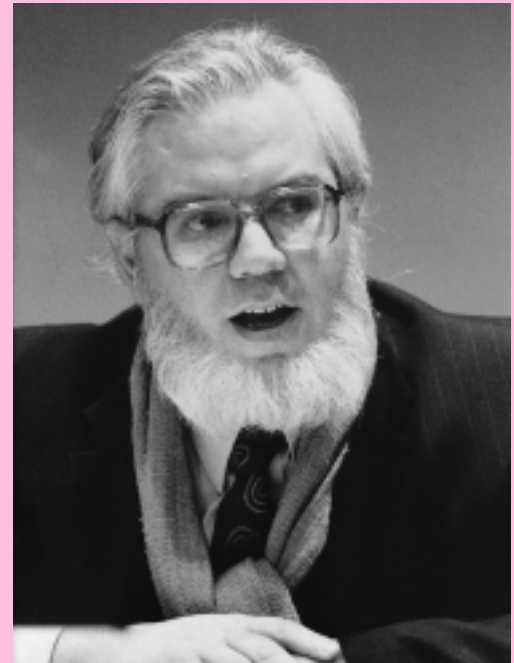
The ILO’s Committee on Freedom of Association has repeatedly called on Nigeria to release imprisoned trade unionists, end harassment of trade unions and take measures to guarantee respect for the civil liberties essential to trade union rights. In recent findings, the Committee underscored the persistent deterioration of trade union rights and denounced the non-respect of civil liberties in Nigeria.

In its current session, the Committee expressed its “outrage” at the manner in which the Nigerian Government has ignored repeated requests to modify its labour regime.

Ignoring calls for a mission

The Committee said the Government of Nigeria had repeatedly ignored calls for the mission to examine trade union rights in the country and to visit trade unionists detained without trial, at least one of whom has been detained for more than

Chilean elected



Mr. Juan Somavía

The Governing Body of the International Labour Organization elected Mr. Juan Somavía of Chile to serve as the next Director-General of the ILO. He was elected by a vote of 44 votes for his candidacy. A majority of the 56 eligible votes was necessary to be elected. There were no abstentions. Ms María Nieves Roldan-Confesor (Philippines) received 12 votes. Mr. Somavía’s five-year term of office begins

Governing Body meets, examines labour rights, Declaration on Fundamental Rights elects new Director-General



Jacques Maillard

to ILO top job

on 4 March 1999.

In a statement accepting the results of the vote, Mr. Jorge Arrate Mac Niven, Minister of Labour and Social Affairs of the Government of Chile, thanked the Governing Body members for their support and said that “the election of Mr. Somavía marks the first time in the 79-year history of the ILO that a representative of the Southern hemisphere has been elected to the post of Director-General,” adding that this was an important day for Chile as the post of Director-General of the ILO is “the highest attained by a Chilean citizen in the UN system to date.”

An attorney by profession, Mr. Somavía has had a long and distinguished career in civil and international affairs, serving, inter alia, as Chairman of the preparatory Council of the World Summit for Social Development (held in Copenhagen in 1995) and President of the UN Economic and Social Council (from 1993 to 1994). He has held the post of Ambassador of Chile and served as an Adviser to the Foreign Minister of Chile on Economic and Social Affairs.

Mr. Somavía is currently Permanent Representative of Chile to the United Nations in New York, a position he has held since 1990. He recently served as Representative of Chile in the UN Security Council. He was born on 21 April, 1941, and earned degrees in law and economics from the Catholic University of Chile and the University of Paris.

Voting was by secret ballot, with all 56 titular members of the Governing Body entitled to vote.

three years. In light of the Government’s persistent lack of co-operation, it said “other types of action should be taken in order to enable some progress in the very serious matters raised in this case,” which led to the decision to conduct an inquiry under Article 26.

The procedures under Article 26 involve the naming of an independent, tripartite commission of investigators who will hold hearings and, if possible, conduct an on-the-spot investigation in Nigeria before reporting its results to the Director-General of the ILO.

The labour practices of Nigeria were cited in special paragraphs by delegates to the International Labour Conference in both 1996 and 1997. The Commission of Inquiry is a final recourse in the ILO supervisory system. The decisions of the Commission are not subject to appeal by any ILO body. In the event of an unfavourable finding on its labour practices, Nigeria’s only recourse would be to the International Court of Justice.

One other country is currently under scrutiny by a Commission of Inquiry – Myanmar, which has repeatedly been cited for the use of forced labour.

The Committee on Freedom of Association, established in 1951, oversees compliance with

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

Report of the Committee

The latest Report of the Committee on Freedom of Association adopted at the same session of the Governing Body drew special attention to the grave and urgent situations prevailing in Colombia and Sudan, where the exercise of trade union activity is frequently subject to violations of human rights, including the imprisonment, torture, death and disappearance of trade unionists.

In response to widespread allegations of murders and other acts of violence against trade union officials, members and their families in Colombia, the Committee deplored the extent of violence, threats and intimidation directed against Colombian trade unionists and the impunity of the perpetrators. The Committee noted that a large number of violent incidents have occurred in the agricultural and oil sectors, although evidence of violence and intimidation affects workers and unionists in all sectors of activity, including the banking sector. The Committee deplored the impunity that prevails for the perpetrators of these violent acts and noted that since this case was last examined in 1996, “the Government has not provided information on



a single case of detention, trial and judgement of those responsible for these acts.”

An annex to the report lists 40 trade unionists who were killed or have disappeared since 1996 on which the Government has not communicated its observations. The annex also cites attempted murders, death threats, detentions, raids on homes and targeting of union premises.

The Committee noted that people in the armed forces and police commit illegal and arbitrary acts in the course of their military and police activities and that thousands of Colombians are terrorized by paramilitary groups. It called upon the Government of Colombia to take measures to guarantee the correct comportment of its security forces and ensure respect for human rights.

In response to allegations made by the (legitimate) Federation of Worker's Trade Unions of Sudan of government interference in trade union activity in Sudan, including anti-union reprisals, the arrest of trade unionists and acts of violence against them, the Committee urged the Government to open an inquiry into the arrests and torture of a number of trade unionists and the deaths of two others, and to take legal proceedings against those responsible.

The Committee deeply regretted the lack of response of the Sudanese Government to the allegations, despite the fact that it has been invited on several occasions to provide more information. The Committee pointed out that massive dismissals of workers in the light of Sudan's privatization policy continued in 1997, and underlined the many and serious incompatibilities between Sudan's 1992 Trade Union Act and the principles of freedom of association.

Progress in the Republic of Korea

The ILO's Committee on Freedom of Association noted the progress made on freedom of association in the Republic of Korea. It expressed its pleasure that the new President of Korea, Kim Dae-Jung, ordered an amnesty concerning, in particular, trade unionists detained as a result of their trade union activities. It said that a Ministry of Justice plan to deal fairly, rapidly and leniently with 152 unionists who are the subject of investigation was “welcome news”.

In addition, the Committee requested the Government of Korea to speed up the process of legalizing trade union pluralism at the enterprise level, to extend the right of association to teachers, pub-

lic servants and other categories of public workers subject to restrictions and to register the Korean Confederation of Trade Unions as a trade union organization as soon as possible. The positive assessment and recommendations on the Republic of Korea were made on the basis of a tripartite mission of the Committee on Freedom of Association, the first of its kind, which visited the country in early February.

An improved situation in Djibouti

On the basis of a direct contact mission to Djibouti, the Committee on Freedom of Association also examined the trade union situation in Djibouti. It noted that there are currently no people held in detention for activities relating to the exercise of freedom of association. It was also pleased to note that the keys to the premises of one of the central trade union organizations, which had been closed by the police, were returned to the union leadership, and that many workers dismissed for their participation in strikes and demonstrations have been reinstated in their jobs. The Committee asked, however, that the Government exercise the greatest vigilance in continuing to promote and defend freedom of association in Djibouti.

Draft Declaration on Fundamental Rights

A draft Declaration of principles on the fundamental rights relating to the ILO mandate together with an appropriate follow-up mechanism, will be submitted for approval to the Governments, trade union federations and employers' organizations of the 174 member States of the ILO when their representatives meet for the Organization's annual Conference next June.

“The Governing Body authorizes the Director-General to prepare a draft of a possible Declaration of principles concerning fundamental rights and its follow-up mechanism for the 86th session (1998) of the International Conference, taking into account all the views presented in the debate in the Governing Body”, said Mr. Ahmed El Amawy, Egyptian Minister of Manpower and Immigration, and Chairman of the Governing Body, in announcing the decision. “In order to arrive at the most acceptable solutions”, he added, “these proposals



should be prepared in close consultation with the tripartite constituents” of the ILO, composed of governments, workers' and employers' organizations.

Though its precise content and the modalities for its follow-up have yet to be determined, the draft Declaration is to promote the fundamental principles and objectives of the ILO Constitution which have been developed in the seven “core” Conventions of the ILO² relating to the right of freedom of association, the right to organize and to bargain collectively, the abolition of forced labour and of child labour, equal pay for work of equal value and nondiscrimination in employment.

In the course of this session, the Governing Body's Committee on Legal Issues and International Standards took note of the progress achieved in the ILO's drive to promote universal ratification of the “core” Conventions. Since the campaign began, in May 1995, the Committee was told, 82 new ratifications have been registered. The number of countries which have adhered to all seven Conventions has risen during that time from 23 to 35.

The Committee on Technical Cooperation discussed the achievements and future choices of the ILO's International Programme on the Elimination of Child Labour (IPEC). IPEC is recognized as the foremost operational instrument in the worldwide campaign against child labour. The members of the Committee agreed that the programme's strategic direction should be built around the proposed new ILO Convention against the most intolerable forms of child labour, scheduled for discussion at this June's International Labour Conference. □

¹ The Governing Body – composed of 28 government members, 14 employer members and 14 worker members – is the executive arm of the ILO and takes decisions on the implementation of ILO programmes and policies. It meets three times annually. Ten of the government seats are permanently held by major industrialized countries. The remaining members are elected for three years by governments, workers and employers, respectively, taking account of regional distribution.

The Chairman of this session of the Governing Body was Mr. Ahmed Ahmed El Amawy, Mr. Jean-Jacques Oechslin (France) the employer Vice-Chairman and Mr. William Brett (United Kingdom) the worker Vice-Chairman.

² Those on freedom of association and collective bargaining (No. 87 and No.98); Forced labour (No. 29 and No. 105); Non-discrimination (No. 100 and No. 111); and Minimum age (No. 138).

Oil employment, production shift globally

Global oil refining: Stable for now, but expect pressure to grow on jobs

Although world refinery employment has been relatively stable since the early to mid-1980s, pressure is growing on jobs in the industry. A new ILO report¹ says rising competition, excess capacity and the rising cost of investments needed to meet tightening environmental controls threaten the profitability of the oil refining industry and cast a shadow over the job prospects of oil refinery workers, particularly in OECD countries.

There was a time when the “oil shocks” of 1973-74 and 1979-80 prompted speculation that oil was about to become “yesterday’s fuel”. Yet in the years since the late 1980s, gyrating oil prices – with the exception of a brief

spike during the Gulf war – have become a thing of the past.

Instead, an industry once known for its shock quality is today characterized by steady growth, both in consumption and production. World refinery employ-

ment has remained relatively stable at around 1 million since the early to mid-1980s.

Indeed, “yesterday’s fuel” remains an important commodity. And while there is a growing consensus that oil demand will continue to grow, the only uncertainty is by how much.

Tripartite Meeting on Oil Refining Employment reaches unanimous agreement on many issues, expresses “serious concern” over imprisonment of oil union leaders

Despite a controversy about the imprisonment of oil trade union leaders from Nigeria which threatened to disrupt the proceedings, the Tripartite Meeting on Employment and Industrial Relations Issues in Oil Refining, held in Geneva on 23 to 27 February, reached unanimous agreement on many of the issues that it considered.

These are incorporated in a twelve-paragraph text comprising the Conclusions of the meeting on the subjects covered in its title and in four resolutions dealing with freedom of association; health, safety and environmental protection; voluntary oil industry initiatives aimed at protecting the environment; and the promotion of good industrial relations practices.

The Nigerian issue arose because the Worker delegates to the Meeting at first refused to participate in discussions in the presence of a Nigerian government delegate unless he could give assurances that the two trade union leaders in question would be released from detention. In the end, the Meeting noted its “serious concern” about

this matter and lent its support to efforts under way in the Governing Body to resolve the problem. Statements made on the question by the workers’ and employers’ groups and by the Chairman are reflected in the report of the Meeting.

Panel discussions, involving invited outside experts as well as delegates, took place on “Staffing levels, work practices, and refinery performance”, and on the question “Does the oil industry have, and can it attract, the workforce that it needs?” On the former question, a prominent oil consultant with a detailed data bank covering some two-thirds of world refining capacity, noted that while the more efficient refineries tend to have lower manning levels than comparably sized refineries which are less efficient, it was not the case that an inefficient plant could become more efficient by sacking a lot of workers. He also indicated that trade unions were not a bar to excellent performance. There was also a panel on ILO activities of interest to the oil and gas sector.

Trouble in the refining industry

Yet all is not well in the oil refining industry. The report on “Employment and Industrial Relations Issues in Oil Refining”, prepared for a tripartite meeting of refining industry experts, notes that despite growing concern about the climatic effects of using hydrocarbon fuels, demand for refined petroleum products is enjoying slow, steady growth in most countries. At the same time, rapidly rising demand for transportation fuels in developing countries, especially in Asia, is expected to be a major source of future growth. Nevertheless, the report says environmental considerations related to global warming and urban air quality, and government fiscal measures may also serve to depress demand.

Governments from 19 countries met from 23 to 27 February at ILO headquarters in Geneva with representatives of trade unions and employers’ organizations to discuss these and other challenges to the oil refining industry. It was the first ILO meeting devoted solely to the refining sector of the petroleum industry.

The author of the report, Mr. Jon McLin, a Senior Industrial Specialist at the ILO, said that although wages and working conditions are generally better in oil refining



than in many other sectors, "industrial relations are becoming difficult in a number of countries; as pressures mount, they threaten employment levels and change the nature of the remaining jobs".

The report cites four major issues of industrial relations in the refining sector: job security, contract labour, health and safety, and wages and working conditions. In addition, it points out the widespread allegations of non-respect in many regions for the ILO's principle of freedom of association and the right to collective bargaining (Conventions Nos. 87 and 98), which remain hotly contested issues in the oil industries of many countries.

Despite the ILO's insistence that "in the treatment of all such problems of industrial relations, there should be no differentiation in respect of the petroleum industry," many countries restrict independent trade union activities and prohibit industrial action in the oil sector on the grounds that the industry is an "essential service" or "a strategic industry".

The report cites a number of cases involving oil refining workers, from countries in different regions and at different levels of economic development, which have come before the ILO supervisory organs, including the Committee on Freedom of Association, or have otherwise attracted international attention. These include Brazil, the Islamic Republic of Iran, Nigeria and the United Kingdom. Other countries which have been the object of scrutiny by ILO supervisory bodies for their policies concerning strikes or imposing compulsory arbitration in the oil industry include Indonesia, Pakistan and Peru.

Countries in which the oil sector continues to be considered a special case justifying certain restrictions on the right to strike, include Mexico (where the Constitution designates oil as a strategic industry, and procedures to exercise the right to strike are very cumbersome); Egypt (where strikes are prohibited based on sensitivity and the public sector character of the industry); Kuwait (where strikes are illegal, though they have occurred); Turkey (where legislation was enacted requiring that oil sector disputes be settled by compulsory arbitration; and Singapore (where petroleum is classified as an essential service, but strikes are authorized subject to certain conditions).

Other countries where the right to strike in the oil sector is restricted include Azerbaijan, Belarus and Costa Rica. The report notes that in practice strikes have not been common in the refining sector,



ELF - Chatin

even in countries where the right exists, due to the relatively good pay and working conditions.

The report says that while labour productivity varies widely from country to country, it nonetheless rose substantially during the past decade. Overall world employment in oil refining remained stable, at about 1 million. The bulk of job reductions came in the Organization for Economic Cooperation and Development (OECD) countries, where the industry is mature, and in central and eastern Europe, which, since 1989, experienced a decline in refinery employment estimated at about 200,000 jobs, with further reductions likely.

Among the major industrialized countries, France, Germany, Italy, the Netherlands, the United Kingdom and the United States all experienced sharp declines in refinery employment. The major cause of employment reduction in these countries is increasing productivity due to advances in technology, with virtually all refining companies installing integrated information systems to control production and reducing the number of management layers.

Growth in Africa, Asia and the Middle East

Meanwhile, employment grew in Africa and Asia, as well as the Middle East where refining capacity also grew. However, "employment levels remain modest, reflecting both the labour market situation and the relatively modern, capital intensive character of refinery installations," the report says.

Privatization and the effects of commercial liberalization are making themselves felt in a number of large refining countries, including Argentina, Brazil,

Mexico and Nigeria, and are generating increasing fears of job losses. In regional terms, the report considers Latin America, where the oil industry is heavily protected as "second only to central and eastern Europe in the vulnerability of its refinery staff to employment changes associated with privatization and liberalization."

In Argentina, where the process of restructuring has gone furthest, the number of employees of the formerly state-owned company YPF was reduced from 50,000 to under 6,000 between 1991 and 1997. In Brazil, the state-owned company Petrobras has seen its protected status erode and the number of employees in the refining sector drop by 23 per cent since 1989.

The report says that "Mexico has perhaps the most uncertain employment prospects in the region." Pemex, the state-owned company, "has undergone employment reductions even greater in absolute terms than those of YPF in Argentina".

Impact of environmental issues seen

In addition to increased commercial pressure, the report says that "environmental legislation related to oil products has been getting tighter in most parts of the world". It identifies a clear trend towards "an international levelling up of environmental standards". This means that refiners must not only build new plants in conformity with the tighter specifications, but also retro-fit earlier plants. Both involve major investments if the refiners are to continue operating. But even exiting the business is expensive, as "the cost of closing a medium-sized refinery in an OECD country can be in the order of US\$ 200 million," the report says.

The report also notes that the task of refiners is further complicated by the so-called "ratchet effect" of much environmental legislation in which "tighter specifications, which are generally introduced in accordance with a phased schedule, are frequently modified before they have had time to take effect". Given the several years' lead time involved in building or modifying refineries, "the equipment to respond to last year's requirements may not yet be in place when new legislation is enacted". □

¹ *Employment and Industrial Relations Issues in Oil Refining. Report for discussion at the Tripartite Meeting on Employment and Industrial Relations Issues in Oil Refining. International Labour Office, Geneva, 1998. ISBN 92-2-110769-8.*

Q & A on Child Labour

Move towards new ILO standards on child labour

The International Labour Conference will debate proposed new international labour standards on child labour in June. The subject of the new standards is extreme forms of child labour: work that is likely to jeopardize the safety, health and morals of children; slavery and practices similar to slavery; and child prostitution and pornography. This article describes major issues likely to be debated during the Conference.

What is the genesis of this debate?

Over the past few years, interest has been growing towards adopting new ILO standards which would focus on the worst child labour abuses. The decision of the Governing Body of the ILO to place the subject on the agenda of the International Labour Conference was reinforced by a Resolution on child labour adopted by the International Labour Conference in 1996, which stated that within the context of the progressive elimination of child labour, there was a need “to immediately proceed with the abolition of its most intolerable aspects...”. These included slave-like and bonded conditions, dangerous and hazardous work, involvement of the very young and the commercial sexual exploitation of children.

This interest in the new standards was expressed once again among the member States of the ILO in their replies to a questionnaire on the possible content of new standards. A record number of 116 governments replied,

with an almost equal number of additional replies from employers’ and workers’ organizations. These replies gave overwhelming support for new standards on extreme forms of child labour. The range of comments reflected a consensus that the persistence and seriousness of the child labour problem warranted renewed international action focused specifically on extreme or intolerable forms of child labour.

The replies also showed a perceived gap in international standards. While the United Nations Convention on the Rights of the Child, and ILO instruments, particularly the Minimum Age Convention, 1973 (No. 138), and the Forced Labour Convention, 1930 (No. 29), prohibit child labour and slavery-like practices, it was felt that there could be clearer priorities for national and international action focused on children in hazardous work and other



Marie Dorigny



intolerable situations. There would also be an advantage in explicitly covering all forms of extreme child labour in one standard.

At the same time, there was a divergence of opinion about various points, such as the appropriate level of detail in the Convention, the amount of flexibility to be given to national authorities to determine extreme forms of child labour and establish penalties, the type of enforcement and monitoring machinery to be included in the Convention, and the immediacy with which countries would be obliged to act against extreme forms of child labour.

What are the existing standards?

The Minimum Age Convention, 1973 (No. 138) and its accompanying Recommendation, 1973 (No. 146) are the most recent and comprehensive ILO instruments aimed at the abolition of child labour. They are the pillars of ILO action to promote improved national policy and legislation, and in designing technical cooperation to combat child labour. Among the elements:

National policy: The Convention requires ratifying States to “undertake to pursue a national policy designed to ensure the effective abolition of child labour and to raise progressively the minimum age for admission to employment or work to a level consistent with the fullest physical and mental development of young persons”. Recommendation No. 146 provides guidance on necessary policy measures.

Coverage: The Convention applies to all sectors of economic activity, whether

or not the children are employed for wages. Certain sectors may initially be excluded from application of the Convention by developing countries. Limited categories of work can be excluded for special and substantial problems of application. Exclusions and exceptions are provided for education and training, and artistic performances.

Basic minimum age: The Convention establishes that the minimum age should not be less than the age of completing compulsory schooling and in no event less than 15 years of age. It allows a developing country to specify initially a general minimum age of 14 years of age instead of 15.

Minimum age for hazardous work: A higher minimum age of at least 18 must be set for hazardous work – “employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardize the health, safety or morals of young persons”. (Work from age 16 can be authorized if the young persons concerned are fully protected and adequately trained.)

Minimum age for light work: The Convention allows a lower age for light work from 13 to 15 years of age, provided that the work is not hazardous to the child’s health or development, and does not hinder the child’s education. A minimum age for light work at 12 instead of 13 can be set in countries where the basic minimum age of 14 is allowed, after consultation with the employers’ and workers’ organizations concerned.

Enforcement: The Convention calls for all necessary measures to ensure effective enforcement, appropriate pen-

alties, definition of persons responsible for compliance, and record keeping.

Why is a new Convention on child labour needed?

Convention No. 138 is and will remain the fundamental international standard on child labour. It has had a profound influence on national law and practice and the number of ratifications has been on the increase over the last couple of years. Its goal is the total abolition of child labour, but it also allows for progressive implementation and improvement.

While it is recognized that eliminating child labour will take time, there are certain kinds of child labour which cannot be tolerated. These require immediate action. There has been growing international consensus that there should be a new standard focused on the worst forms of child exploitation which would make the intolerable – children in slavery, prostitution and pornography, and the most hazardous work – the priority for national and international action. Countries with limited resources and capacity, for example, should nonetheless begin to take action to tackle the problem by focusing their efforts on eliminating extreme forms of child labour with the support and cooperation of the international community.

New international standards would also put into one legal instrument all extreme forms of child labour. This would not in any way make existing instruments less important, but would bring into a sharper focus the kinds of measures needed to suppress the most dangerous and hazardous work of children, to prevent their entry into it, to remove them from hazardous situations and give them the assistance needed for their rehabilitation. New standards will reinforce the objective of Convention No. 138: the total abolition of child labour.

What is the minimum age in accordance with Convention No. 138?

General minimum age (Article 2)	Light work (Article 7)	Hazardous work (Article 3)
<i>In normal circumstances:</i>		
15 years or more (not less than compulsory school age)	13 years	18 years (16 years conditionally)
<i>Where economy and educational facilities are insufficiently developed:</i>		
14 years	12 years	18 years (16 years conditionally)

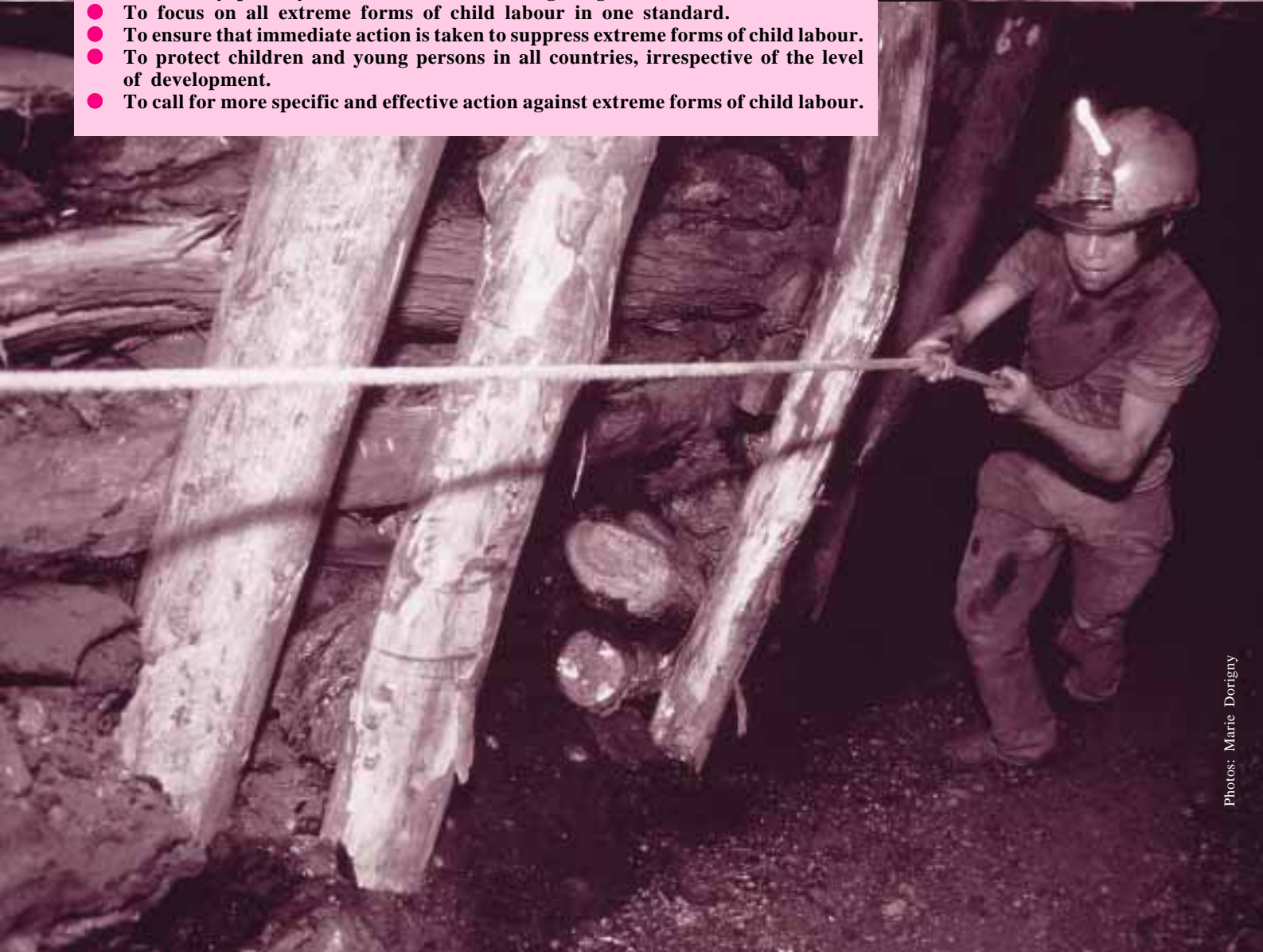
What would the proposed Convention and Recommendation look like?

Proposed Conclusions have been drafted based on replies to an ILO questionnaire completed by 116 governments and approximately the same number of employers’ and workers’ organizations. These Proposed Conclusions contain the suggested text for a new ILO Convention and Recommendation on extreme forms of child labour. They have been drafted in the form of a short and precise Convention



Why new standards?

- To identify priority areas of action in the fight against child labour.
- To focus on all extreme forms of child labour in one standard.
- To ensure that immediate action is taken to suppress extreme forms of child labour.
- To protect children and young persons in all countries, irrespective of the level of development.
- To call for more specific and effective action against extreme forms of child labour.





Marie Dorigny

to complement Convention No. 138, with the basic obligation to take measures to secure the immediate suppression of all extreme forms of child labour, and a Recommendation which would give further guidance for legislative and practical action.

The expression “extreme forms of child labour” covers all forms of slavery and practices similar to slavery, such as the sale and trafficking of children, forced or compulsory labour, debt bondage and serfdom; the use, engagement or offering of a child in illegal activities, for prostitution, production of pornography or pornographic performances; and any other type of work or activity which, by its nature or the circumstances in which it is carried out, is likely to jeopardize the health, safety or morals of children, so that they should not be used or engaged in such work or activity under any circumstances.

What is the proposed content of the new Convention and Recommendation on extreme forms of child labour?

The proposed Convention and Recommendation apply to all children under the age of 18 in conformity with the general age stipulated in the United Nations Convention on the Rights of the Child and the minimum age for hazardous work in the ILO Minimum Age Convention, 1973 (No.138). Unlike Convention No. 138, however, the future standards would apply to all sectors of activity without the possibility of limiting their scope to certain sectors or branches of activity.

The proposed Convention would require measures to suppress extreme forms

of child labour, to ensure effective enforcement, including provision of criminal penalties, and for prevention, removal and rehabilitation of the children and call on ratifying member States to take steps to assist each other through international cooperation or assistance.

The proposed Recommendation would call for adopting national programmes of action which would protect the very young, protect girls, include measures for prevention, rehabilitation and social integration, raise awareness and mobilize society; establishing monitoring mechanisms to ensure effective application; determining the most hazardous work; compiling data; designating certain activities as criminal offences; and taking effective enforcement measures.

Summary

There is overwhelming support among ILO constituents for putting an end to the intolerable exploitation and abuse of children in hazardous work and conditions of slavery, and practices similar to slavery. Such exploitation and abuse not only jeopardize the physical and mental well-being of children but are also gross violations of their human rights and dignity.

An important step towards the achievement of this goal is the proposal for new ILO standards aimed at the immediate suppression of extreme forms of child labour. A new standard has been called for to identify priority areas for national and international action in the fight against

child labour. While the rate of ratification of Convention No. 138 has grown over the last couple of years, there is still a sense among some member States that the Convention is too complex and detailed to achieve universal ratification in the near future.¹ It is also argued that even though a higher minimum age is established for hazardous work, it does not provide the necessary focus for priority action. These concerns have been a driving force behind the development of new standards.

The proposed new standards differ from existing ones in that they are entirely focused on extreme forms of child labour and cover all those forms in one instrument. They contain no exceptions based on age, sector or type of enterprise. Their singular mission is to put an immediate stop to extreme forms

of child labour: those forms of child labour that cannot be tolerated anywhere in the world.

Forms of child labour not covered by the new instruments remain the subject of existing ones, in particular Convention No. 138, which is the fundamental ILO Convention for the abolition of child labour.

The proposal for a new Convention also differs from Convention No. 138 in the following ways: it requires measures for the immediate suppression of all extreme forms of child labour; it calls for criminal penalties; it specifies that measures for prevention, removal of children from extreme forms of child labour, and rehabilitation of child victims are to be taken; and calls for steps towards mutual cooperation or assistance in giving effect to the provisions of the Convention.

The June 1998 International Labour Conference will debate the content of the proposed standards for the first time. The issues discussed in this article are likely to be at the core of the debate. At the conclusion of the 1998 Conference, member States will have an opportunity to comment again on the text. On the basis of those comments, the International Labour Office will prepare a report for submission to the 1999 Conference. The final word will be that of the 1999 Conference, which will decide on the final adoption of new standards. □

¹ There are 60 ratifications at the time of this writing. The Director-General has included Convention No. 138 in the campaign to increase ratification of fundamental ILO Conventions.

Maternity protection at work

Since the Maternity Protection Convention (No. 103) was adopted in 1952, ILO member States have made considerable progress in providing maternity benefits to employed women, says a new International Labour Office (ILO) report¹. Yet most still fall short of ensuring universal coverage for all working women. While the vast majority of countries around the world provide paid maternity leave by law and many offer health benefits and employment

safeguards, the gap between law and practice remains wide. Uneven patterns of protection result in some women enjoying good benefits, while others are left wholly or partly unprotected. Those most likely to be disadvantaged include agricultural workers, domestic workers, home workers and part-time workers.

Even where benefits have been generalized, the gains registered have so far failed to resolve the fundamental problem experienced by most, if not all working

women at some point in their professional lives: unequal treatment in employment due to their reproductive role.

"In all parts of the world, working women who become pregnant are faced with the threat of job loss, suspended earnings and increased health risks due to inadequate safeguards for their employment," explains F. J. Dy-Hammar, Chief, ILO Conditions of Work Branch, who oversaw the report.

In many countries today, income generated by women is vital for the survival of the family. Women provide the main source of income in some 30 per cent of all households worldwide. In Europe

"In all parts of the world, working women who become pregnant are faced with the threat of job loss, suspended earnings and increased health risks due to inadequate safeguards for their employment."

and the United States, 59 and 55 percent of working women, respectively, bring home half or more of their family's household income. In India, an estimated 60 million people live in households maintained by a woman's paycheck. In just more than ten years, 80 per cent of all women in industrialized countries and 70 per cent globally, will be working outside the home throughout their child-bearing years.

How do ILO member States treat mothers-to-be?

The report analyses how 152 member States treat women of childbearing age in both law and practice, and how these countries' legislation compares to ILO international standards. This analysis covers overall maternity protection at work, including maternity leave, employment protection, cash and medical benefits and health protection of mother and child.



Jacques Maillard

Here are some of the findings of the report:

● **Maternity Leave:** The Maternity Protection Convention created by the ILO in 1919 was the first global standard aimed at protecting working women before and after childbirth. It was revised in 1952 and now calls for a minimum of 12 weeks of leave, although 14 weeks is recommended. In countries providing cash benefits through social security, the ILO standard says that women should be paid not less than two-thirds of their previous insured earnings, with full health benefits.

Currently, 119 countries meet the standard of 12 weeks with 62 of those countries providing for 14 weeks or more. Just 31 countries mandate a maternity leave of less than 12 weeks.

Among the countries which provide the most paid maternity leave by law are: the Czech Republic (28 weeks), Slovakia (28 weeks), Croatia (6 months and 4 weeks), Hungary (24 weeks), The Russian Federation (20 weeks) and Italy (5 months). Denmark, Norway, and Sweden all provide extensive paid leave which may be taken by either parent, although a portion is reserved for the mother.

In the United States, the Family and Medical Leave Act (FMLA) of 1993 provided a total of 12 work-weeks of unpaid leave during any 12-month period for the birth of a child and the care of the newborn. However, FMLA applies only to workers in companies with 50 or more workers.

Collective bargaining agreements between unions and employers often increase the leave entitlement, the report finds. In Spain, for example, 18,000 public school teachers in the Basque region receive 18 weeks maternity leave, two more than mandated by law, and 12,000 private school teachers in the same region receive 17 weeks. In Mexico, two major

banks and a power company provide one to four weeks more leave than the 12 weeks mandated by law. In the United Kingdom, 85 per cent of 240 different businesses surveyed in 1995 offered longer maternity leaves than mandated by law.

● **A minimum length of service** with the same employer is the most common condition of maternity leave. Some examples include a minimum of three months of employment in Switzerland; six months in Libya, and Syria (in agriculture); six months during the year preceding the birth in Egypt and the Philippines; one year in Australia, Bahamas, Jamaica, Mauritius, Namibia, New Zealand and United Arab Emirates, and two years in Gambia and Zambia.

● **Advance Notice:** The advance notice required for taking maternity leave varies from country to country. In Australia, a woman must inform her em-

ployer that she is pregnant and will be taking time off at least ten weeks before leaving. In Austria, a worker is required to inform her employer of her pregnancy and of the likely date of birth as soon as she herself knows, and also inform the employer of the date that her prenatal leave will begin four weeks before leaving. In Ireland and the United Kingdom, notification must follow a strict procedure or the woman could lose the protection of the courts in any dispute. In other countries, pregnant women enjoy greater rights—in Denmark, France, Greece and Italy, a woman automatically enjoys protection of maternity leave laws simply by becoming pregnant, no matter how and when the employer learns of it. In Finland, a woman is required to inform her employer only if she wishes to take leave more than 30 days before the expected date of birth.

● In some countries, **leave entitlement** may depend on the number of children already in the family, the frequency of births, or both, length of service or working hours. In Nepal, a woman may take just two maternity leaves in her working life, and in Barbados, Egypt, Grenada, Jamaica and Zimbabwe, just three. In the Bahamas and Tanzania, women are allowed a maternity leave only once every three years.

● **Employment Protection:** The ILO says that an essential element in maternity protection is a legal guarantee to pregnant women and young mothers that they will not lose their jobs as a result of pregnancy, absence on maternity leave or the birth of a child.

The guarantee is an essential means of preventing maternity from becoming a source of discrimination against women in employment, Ms. Dy-Hammar says. "Loss of continuity in employment is a major handicap for women's career advancement and is costly in terms of lost seniority and reduced pensions, paid annual leave and other employment-related benefits."

In the United States, discrimination is prohibited against pregnant women,



ILO

women at the time of childbirth and women who are affected by a related medical condition, but only in companies with 15 or more workers. In addition, policies and practices in connection with pregnancy and related matters must be applied on the same terms and conditions as those applied to other temporary disabilities.

The ILO has found at least 29 countries, most of them in Africa and Asia, which have adopted laws that provide an absolute prohibition against the dismissal of a worker during maternity leave for any reason. These are Bahrain, Belize,

The ILO says that if the protection against dismissal is to be effective, it must also cover the period following the employee's return to work.

Benin, Botswana, Burkina Faso, Burundi, Cambodia, Chad, Congo, Côte d'Ivoire, Djibouti, Fiji, Gabon, Ghana, India, Israel, Lesotho, Libya, Madagascar, Mali, Mauritania, Morocco, Niger, Nigeria, Senegal, Solomon Islands, Sri Lanka, Uganda and Uruguay.

The ILO says that if the protection against dismissal is to be effective, it must also cover the period following the employee's return to work. The actual period of protection varies considerably. In China, Haiti and Romania, the period of protection corresponds to just the nursing period, which is not further defined. The period of protection following maternity leave is 30 days in Belgium and South Korea, 12 weeks following birth in Côte d'Ivoire and Luxembourg, three months following the end of maternity leave in Cyprus, 16 weeks following birth in Switzerland, four months following birth in Austria, Ethiopia and Germany, five months in Brazil, six months in Hungary, nine months in Laos, one year following birth in Afghanistan, Angola, Bolivia, Greece, Mozambique, Somalia, Venezuela and Vietnam, and 15 months in Mali and Senegal.

● **Cash and Medical Benefits:** The situation of workers who become pregnant shortly after beginning a new job is often precarious. Qualifying periods of three to 12 months of employment are frequently found in national laws and collective agreements with regard to access to benefits. Minimum contribution levels may be required to qualify for social security payments. Part-time and tem-

porary workers may have difficulty meeting eligibility requirements.

"Without cash and health benefits, many women could not afford to take maternity leave, or might be forced to return to work before their health allowed," says Ms. Dy-Hammar. In fact, a 1996 report to the US Congress on family and medical leave policies² found that 100 per cent of the women eligible for leave who did not take it said that they could not afford to.

The report finds that working women have made striking progress in receiving maternity leave paid through social security since the first ILO maternity convention of 1919, when only nine countries provided this benefit. The number rose to 40 by 1952, and to more than 100 today. In other countries, employers are required to pay all or part of the benefits.

In many countries, the number of women entitled to maternity protection has increased mainly because of the extension of social security plans to women who were not previously covered, such as agricultural and domestic workers and the self-employed. In the Bahamas, Costa Rica, Finland, the Philippines, Portugal, Slovakia and Tunisia, for example, self-employed women are protected under the same qualifying conditions, at the same level of benefits and payment as employed women. Belgium, France, Gabon, Luxembourg and Spain have set up special systems to protect self-employed women during maternity.

"Without cash and health benefits, many women could not afford to take maternity leave, or might be forced to return to work before their health allowed."

In countries where social security systems are still weak, coverage is quite limited. For example, social security covers an estimated 5 per cent of the working population in Benin, in Côte d'Ivoire, 7 per cent, and Cameroon, 10 per cent.

Where large numbers of women work in the informal sector, legislation affords little protection. In Colombia, 52 per cent of working women are employed in the informal sector, in Peru, 48 per cent, and Poland, 10 per cent.

● **Health Protection for Mother and Child:** The ILO says that special workplace protection is required for

working women because pregnancy, childbirth and the postnatal period are three phases in a woman's reproductive life in which special health risks exist. The ILO Maternity Protection Recommendation, 1952 (No. 95), prohibits night work, overtime and work prejudicial to the health of mother and child. Such measures seek to minimize fatigue, reduce physical and mental stress and protect women against dangerous and unhealthy work.

Three major trends have marked changes in law and practice concerning the occupational safety and health of pregnant women and nursing mothers since 1952, the report finds. There has been a clear evolution away from generalized employment prohibitions for women towards more targeted protection for groups at risk, such as women before and after childbirth.

Another trend, closely related to the first, has been the move towards protective measures better adapted to the needs and personal preferences of individual workers at different periods in their working life, rather than imposing involuntary restrictions for wide categories of workers, such as women of childbearing age.

There has also been a growing awareness of the impact of the working environment on reproductive health and of the negative outcomes to pregnancy associated with both maternal and paternal exposure to hazardous substances, agents and processes.

● **Beyond Childbirth:** The report also analyses how countries are adapting to the needs of working families, with legislation for parental, paternity and adoption leave. To date, just 36 countries, mainly industrialized ones, have enacted legislation governing parental leave. The Nordic countries offer the most attractive policies for working parents including compensation for loss of earnings and family allowances. Recent US legislation guaranteeing family leave is noteworthy, because though unpaid, it is gender neutral. □

¹ *Maternity protection at work.* Report of the Maternity Protection Convention (Revised), 1952 (No. 103), and Recommendation, 1952 (No. 95). ISBN 92-2-110336-6. 15 Swiss francs. International Labour Office, Geneva, 1997.

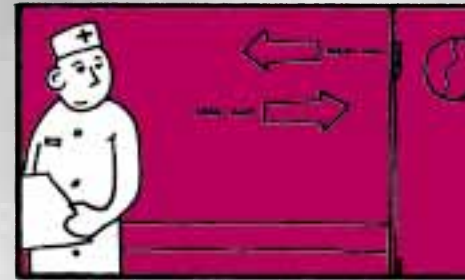
² *A Workable Balance. Report to Congress on Family and Medical Leave Policies.* US Department of Labor, 1996.

Maternity protection at work

Country	Length of Leave	Cash Benefits ¹	Who Pays?
AFRICA			
Algeria	14 weeks	100	Social Security
Angola	90 days	100	Employer
Benin	14 weeks	100	Social Security
Botswana	12 weeks	25	Employer
Burkina Faso	14 weeks	100	S.S. & employer
Burundi	12 weeks	50	Employer
Cameroon	14 weeks	100	Social Security
Central African Republic	14 weeks	50	Social Security
Chad	14 weeks	50	Social Security
Comoros	14 weeks	100	Employer
Congo	15 weeks	100	50% Employer/50% S.S.
Côte d'Ivoire	14 weeks	100	Social Security
Dem. Rep. of the Congo	14 weeks	67	Employer
Djibouti	14 weeks	50	Employer/S.S.
Egypt	50 days	100	S.S./employer
Equatorial Guinea	12 weeks	75	Social Security
Ethiopia	90 days	100	Employer
Gabon	14 weeks	100	Social Security
The Gambia	12 weeks	100	Employer
Ghana	12 weeks	50	Employer
Guinea	14 weeks	100	50% Employer/50% S.S.
Guinea-Bissau	60 days	100	Employer/S.S.
Kenya	2 months	100	Employer
Lesotho	12 weeks	0	
Libya	50 days	50	Employer
Madagascar	14 weeks	100	50%Employer/50% S.S
Mali	14 weeks	100	Social Security
Mauritania	14 weeks	100	Social Security
Mauritius	12 weeks	100	Employer
Morocco	12 weeks	100	Social Security
Mozambique	60 days	100	Employer
Namibia	12 weeks	As prescribed	Social Security
Niger	14 weeks	50	Social Security
Nigeria	12 weeks	50	Employer
Rwanda	12 weeks	67	Employer
Sao Tome/Principe	70 days	100 for 60 days	Social Security
Senegal	14 weeks	100	Social Security
Seychelles	14 weeks	Flat rate for 10 weeks	Social Security
Somalia	14 weeks	50	Employer
South Africa	12 weeks	45	Unemployment Insurance
Sudan	8 weeks	100	Employer
Swaziland	12 weeks	0	
Tanzania	12 weeks	100	Employer
Togo	14 weeks	100	50% Employer/50% S.S.
Tunisia	30 days	67	Social Security
Uganda	8 weeks	100 for one month	Employer
Zambia	12 weeks	100	Employer
Zimbabwe	90 days	60/75	Employer

AMERICAS			
Antigua/Barbuda	13 weeks	60	S.S. and possible employer supplement
Argentina	90 days	100	Social Security
Bahamas	8 weeks	100	40% Employer/60% S.S.
Barbados	12 weeks	100	Social Security
Belize	12 weeks	80	Social Security
Bolivia	60 days	100% of nat'l minimum wage +70% of wages above minimum wage	
Brazil	120 days	100	Social Security
Canada	17-18 weeks	55 for 15 weeks*	Social Security Unemployment Insurance

Country	Length of Leave	Cash Benefits ¹	Who Pays?
Chile	18 weeks	100	Social Security
Colombia	12 weeks	100	Social Security
Costa Rica	4 months	100	50% Employer/50% S.S.
Cuba	18 weeks	100	Social Security
Dominica	12 weeks	60	S.S./Employer
Dominican Rep.	12 weeks	100	50% Employer/50% S.S.
Ecuador	12 weeks	100	25% Employer/75% S.S.
El Salvador	12 weeks	75	Social Security
Grenada	3 months	100 (2 months), 60% for 3rd month	S.S./Employer
Guatemala	12 weeks	100	33% Employer/67% S.S.
Guyana	13 weeks	70	Social Security
Haiti	12 weeks	100 for 6 weeks	Employer
Honduras	10 weeks	100 for 84 days	33% Employer/67% S.S.
Jamaica	12 weeks	100 for 8 weeks	Employer
Mexico	12weeks	100	Social Security
Nicaragua	12weeks	60	Social Security
Panama	14 weeks	100	Social Security
Paraguay	12 weeks	50 for 9 weeks	Social Security



Work in selected countries

Country	Length of Leave	Cash Benefits ¹	Who Pays?
Peru	90 days	100	Social Security
Saint Lucia	13 weeks	65	Social Security
Trinidad/Tobago	13 weeks	60-100	S.S./Employer
United States	12 weeks	0	
Uruguay	12 weeks	100	Social Security
Venezuela	18 weeks	100	Social Security
ASIA & PACIFIC			
Afghanistan	90 days	100	Employer
Australia	1 year	0	
Bahrain	45 days	100	Employer
Bangladesh	12 weeks	100	Employer
Cambodia	90 days	50	Employer
China	90 days	100	Employer
Fiji	84 days	Flat rate	Employer
India	12 weeks	100	Employer/S.S.
Indonesia	3 months	100	Employer
Iran	90 days	66.7 for 16 weeks	Social Security
Iraq	62 days	100	Social Security
Japan	14 weeks	60	Social Security or health insurance
Jordan	10 weeks	100	Employer
Korea, Republic of	60 days	100	Employer
Kuwait	70 days	100	Employer
Laos	90 days	100	Social Security

Country	Length of Leave	Cash Benefits ¹	Who Pays?
Lebanon	40 days	100	Employer
Malaysia	60 days	100	Employer
Mongolia	101 days	-	-
Myanmar	12 weeks	66.7	Social Security
Nepal	52 days	100	Employer
New Zealand	14 weeks	0	
Pakistan	12 weeks	100	Employer
Papua New Guinea	6 weeks	0	
The Philippines	60 days	100	Social Security
Qatar	40-60 days	100 for civil servants	Agency concerned
Saudi Arabia	10 weeks	50 or 100	Employer
Singapore	8 weeks	100	Employer
Solomon Islands	12 weeks	25	Employer
Sri Lanka	12 weeks	100	Employer
Syria	75 days	100	Employer
Thailand	90 days	100 for 45 days then 50% for 15 days	Employer for 45 days, then Social Security
United Arab Emirates	45 days	100	Employer
Viet Nam	4-6 months	100	Social Security
Yemen	60 days	100	Employer

EUROPE			
Austria	16 weeks	100	Social Security
Belarus	126 days	100	Social Security
Belgium	15 weeks	82 for 30 days, 75%* thereafter	Social Security
Bulgaria	120-180 days	100	Social Security
Czech Republic	28 weeks	69*	Social Security
Cyprus	16 weeks	75	Social Security
Denmark	18 weeks	100.* 10 more weeks may be taken by either parent	Social Security
Finland	105 days	80	Social Security
France	16-26 weeks	100	Social Security
Germany	14 weeks	100	S.S. to ceiling; employer pays difference
Greece	16 weeks	75	Social Security
Hungary	24 weeks	100	Social Security
Iceland	2 months	Flat rate	Social Security
Ireland	14 weeks	70* or fixed rate	Social Security
Israel	12 weeks	75*	Social Security
Italy	5 months	80	Social Security
Liechtenstein	8 weeks	80	Social Security
Luxembourg	16 weeks	100*	Social Security
Malta	13 weeks	100	Social Security
The Netherlands	16 weeks	100	Social Security
Norway	18 weeks	100, and 26 extra paid weeks by either parent	Social Security
Poland	16-18 weeks	100	Social Security
Portugal	98 days	100	Social Security
Romania	112 days	50-94	Social Security
Russia	140 days	100	Social Security
Slovakia	28 weeks	90*	Social Security
Spain	16 weeks	100	Social Security
Sweden	14 weeks	450 days paid parental leave: 75%, 360 days; 90 days, flat rate	Social Security
Switzerland	8 weeks	100	Employer
Turkey	12 weeks	66.7	Social Security
Ukraine	126 days	100	Social Security
United Kingdom	14-18 weeks	90 for 6 weeks, flat rate after	Social Security



* up to a ceiling

¹ Cash benefits as a percentage of wages or insured earnings.

Source: International Labour Organization, 1998.

News Section

Facing poverty outright

Skills training in Latin America: Private sector lends a hand to underprivileged youth

Several Latin American countries are dismantling state-run training institutions and relying increasingly on an alliance of private training centres and receptive employers. This new style of skills training reflects the new demands of modernizing industries and labour markets. But new ways of training aren't entirely sufficient; sometimes getting your first alarm clock can help stave off poverty.

LIMA – Anselmo Cruzado grew up in the 60s, when Chile was developing its own production of industrial goods to replace imports and jobs were plentiful.

At 18 he trained with the Instituto Nacional de Capacitación Profesional (INACAP), Chile's National Training Institute, which, like similar agencies in other Latin American countries, was financed by a payroll levy; industry paid a percentage of its salary outlay, and expected in return to choose each year from a number of trainees with the necessary skills.

Skilled in sheet metal cutting and molding, Anselmo found employment in a refrigerator factory, married and had three sons. When the youngest, Rafael, was ready to go to work, his now-unemployed father found that skills he had learned 30 years ago had become obsolete, that INACAP was no longer a public agency and that finding a job for his son would be difficult.

At 17, Rafael was making ends meet with small repair jobs. He might easily, like some of his friends, have turned into what he himself described as a "dropout". But he was fortunate enough to meet a social worker who directed him to SENCE, the National Service for Training and Employment (Servicio Nacional de Capacitación y Empleo).

There, he was helped to enrol in a course on electrical installation, which included active assistance in finding an enterprise where he could complete a three-month practice period. Within a year he had a stable job in the booming construction industry.

A new shape and style for training

In recent years, the curtailment of State economic activity and the impact of new technology, have led several Latin American countries to dismantle their powerful state-run training institutions and rely instead on an alliance of private training centers and receptive employers. These experiments are giving skills training a new shape and a new style, which is expected to be more responsive both to the needs of industry and the requirements of the labour market. It has involved accommodating a large segment

of the young population currently deprived of access to formal education and training.

"Youths from poor homes and with insufficient schooling, forced to join the labour market prematurely, end up unemployed or clinging precariously to the labour market," says Víctor Tokman, Regional Director of the ILO for the Americas in Lima. "This is an acute social problem and holds a challenge not only of improving the situation of young people, but of facing poverty outright."

Studies undertaken by the ILO's Centre for Research and Documentation on Vocational Training (Cinterfor) in Montevideo* highlight the changes in the training system that are bringing to the fore the situation of underprivileged youngsters and the enhanced role private enterprise can play in their employment. Cinterfor stays abreast of these changes and keeps them in public view.

"Chile Joven"

A pioneer of privatization in this and other areas of social policy, Chile has re-focused its National Training and Employment Service to assist a host of younger workers who have yet to benefit from surging rates of economic growth. The emphasis has been on workers in the 16-24 year age group who were not employed or studying.

The courses most frequently organized under "Chile Joven" teach industrial skills (44 per cent), followed by office-related work (30 per cent) and agriculture (10 per cent). A considerable number of firms (15,000) have accepted the trainees for practice periods, and although the fit between offer and demand can still be improved, the programme seems generally sensitive to the type of skills re-



In Argentina, 57 per cent of men and 40.5 per cent of women gained employment after their training periods, although of these only about one-half found jobs on the formal employment market.

Jacques Maillard

quired by potential employers, nearly 60 per cent of which are small and medium-sized entrepreneurs.

Evaluations have shown a significant number of formerly unemployed or inactive young people who found jobs after joining the programme. Since the percentages are still not very high in comparison with young workers outside it, SENCE aims next at better tailoring its courses to the skills which enterprises need and can use for practice periods.

Helping “outsiders” enter the job market

In *Argentina*, during the current decade GNP has stayed on an upward swing, the budget has been balanced and inflation has been successfully throttled. But these overall benefits have not “trickled down” as expected. National unemployment rates in particular, together with underemployment, have increased. Their choice victims have been young people, who find fewer openings in an industry which is increasingly capital-intensive.

An estimated 600,000 Argentines under 25 are out of work or lack a decent personal or family income – a hotbed for chronic “outsiders” who hardly ever gain entry into the formal labour market.

One-third of the group was targeted by a new programme called “Proyecto Joven”, which four years ago set out to help industry achieve market-driven, competitive skills training under the new technology. It is now run by the Ministry of Labour and has a budget of US\$ 400 million, of which 70 per cent is covered by a loan from the Inter American Development Bank.

After having ascertained which skills were in demand, private training agencies and non-governmental organizations (NGOs) were asked to bid concurrently with public institutions for the provision of training courses. They were required to sign agreements with a number of firms ensuring that trainees would be taken in for practice periods, which are paid for by the project.

It was soon found that the cost of training under Proyecto Joven, around \$1,000 for a six-month course, was cheaper than conventional methods – \$32,000 for a technical training course of six years, which may not even lead to employment if changing technological requirements have made its course work obsolete.

First enquiries into the results of “Proyecto Joven” have been encouraging. Fifty-seven per cent of men and 40.5 per cent of women gained employment after their training periods, although of

these only about one-half found jobs on the formal employment market.

The young employment seekers now keep searching for a job if first attempts fail. They have also learned to apply directly to the firms and employment agencies, rather than relying, as before, on family and friendship networks.

After its initial phase, the programme was reviewed for possible shortcomings. It turned out that many training agencies were under-equipped to detect demand, and that enterprises found it difficult to be specific about the skills to be included in training courses. There was also a serious time lag between “reading” the demand and fielding the necessary training staff, particularly in highly seasonal sectors like agriculture, tourism and fisheries.

In spite of a recent downturn in the Argentine economy, the programme has brought definite advantages to the young workforce in terms of training opportunities and better social integration. It has also led industry to a positive re-evaluation of its investment in training.

Uruguay: Stepping into the fray

The experiment in *Uruguay*, where both public and private training facilities existed previously, drew on the Argentine and Chilean examples. As a condition for being eligible, the training agencies undertook to shorten their courses, provide their trainees with employment support, pattern their own curricula on labour market demand, and make room

for poor students. Under growing economic difficulties, and with dwindling international assistance, they realized that it was to their advantage to step into the fray. By 1997, 122 agencies had been registered in the capital, Montevideo.

The training agencies have set up an active placement relationship with the employers, who often demand specific skills or propose the joint planning of courses which will best satisfy their requirements. Employers have also given the agencies material assistance and offered their trainers on loan to conduct courses.

From the trainees’ point of view, the big innovation in “Projovent” was receiving help in the search for jobs and systematic monitoring of their work during the three months after their training ends. This is all the more important since people entering labour markets from poor families have difficulty adjusting to work-time and other requirements of formal employment.

The project aims to correct a situation in which many former trainees lose their jobs on the first day or the first fortnight of work. The authors of the initial evaluation were struck by the story of a young man whose family made a living from informal refuse collection. He was fired because he had been late at work. The monitor responsible for his follow-up solved this particular problem by lending him the money for an alarm clock – a previously nonessential item in the family.

By Mario Trajtenberg

*E.g. Jóvenes, formación y empleabilidad (*Young people, training and employability*), Boletín 139-140, Cinterfor/ILO, Montevideo, 1997.



ILO calls for more democracy and social justice in Asia

LONDON – Speaking at the Jobs Summit meeting of the G-8 in London on 21 February, ILO Director-General Michel Hansenne, called on the governments of the world’s leading industrial nations to place promotion of democracy and social justice at the heart of their international economic strategies.

Pointing to the huge social costs of

the unfolding crisis in Asia, Mr. Hansenne predicted that “several million workers will be adversely affected” and regretted that, through lack of foresight, “the countries concerned find themselves ill-prepared to deal with the social crisis. As a result, the suffering of those affected is all that much greater”.

Mr. Hansenne also said that the bulk

Asia in crisis



Jacques Maillard

Tripartite ILO meeting in Bangkok to discuss financial crisis in east and south-east Asian countries

The ILO held a High-Level Tripartite Meeting on Social Responses to the Financial Crisis in East and South-East Asian Countries from 22 to 24 April 1998 at the Amari Watergate Hotel, Bangkok. The following member States (and areas) were invited: China, Indonesia, Republic of Korea, Malaysia, Singapore, Thailand, Viet Nam and Hong Kong, China. At the ILO's Twelfth Asian Regional Meeting in December 1997, delegates called for a strong response to minimize the adverse social effects through technical cooperation and assistance.

of job losses would be concentrated in the "modern sector", pushing skilled workers to inferior jobs in agriculture or the informal sector. Those who managed to keep jobs would meanwhile see real wages drop significantly as a result of inflation induced by large currency devaluations.

This suffering "greatly increases the risk of social and political instability" in the region, Mr. Hansenne said. Underlying this risk "is the fact that for several decades social progress has lagged behind the spectacular economic success achieved by emerging Asian countries. Not enough was done to develop social safety nets, to advance basic workers' rights, or to promote social partnership."

Social security in the countries concerned is generally limited to provisions for retirement, health care and compensation for industrial accidents for workers in the organized sector, according to the ILO. There typically is no unemployment insurance of any kind. Social assistance for the poor is similarly meagre

and of limited coverage.

"It was previously thought sufficient to get developing countries to see the wisdom of moving ... towards greater openness to the world economy, greater reliance on markets and the private sector, and the adoption of macroeconomic policies that avoided large fiscal deficits and high inflation", Mr. Hansenne said. But, "the Asian experience has shown that, while necessary, this recipe is far from sufficient".

To simply liberalize and privatize is not enough. "The effective monitoring and regulation of markets ... is also vitally important". Similarly, "the importance of honest, transparent and democratic management of the economy has been amply underscored".

"And it bears repeating that it is short-sighted and perilous to neglect the development of strong social institutions and policy."

While the immediate priority must be to contain and alleviate the social consequences of the crisis, "it is also important

to agree on the agenda for forward-looking action", said Mr. Hansenne. For the ILO, recent developments in Asia underline above all the importance of "adherence to the fundamental social framework provided by international labour standards".

The ILO has devoted considerable efforts in recent years towards promoting universal observance of core labour standards. These cover the right to freedom from forced labour and discrimination, the right to organize and to bargain collectively, and the elimination of child labour. None is more relevant in the present context than the principle of freedom of association.

Source: ILO Press Release ILO/98/8

Two years after Beijing: ILO lists Conference follow-up

In the two years since the Fourth World Conference on Women, held in Beijing, the ILO has made "substantial contributions to our constituents' efforts to improve gender equality in the workplace." In a letter to ILO staff drafted for International Woman's Day (8 March), Mary Chinery-Hesse, Deputy Director-General, said: "We concentrated on developing with our partners in the ILO's member States practical tools and strategies to promote women's economic empowerment and to combat poverty and vulnerability."

Noting that the Beijing Conference had firmly placed women and gender issues at the top of the national, regional and international agenda, Mrs. Chinery-Hesse said cooperation with ILO constituents in this area "has been greatly strengthened and requests for our assistance have increased".

"The ILO has fully accepted the responsibility," she said. "In 1997, we made substantial contributions to our constituents' efforts to improve gender

equality in the work place. We concentrated on developing with our partners in the ILO's member States practical tools and strategies to promote women's economic empowerment and to combat poverty and vulnerability."

Among the new activities launched by the ILO since Beijing are: **The International Programme on More and Better Jobs for Women**, to assist countries to implement successfully the Platform for Action; a recently published **Guide to Collective Bargaining**; a **Training Package of the Capacity-Building Programme on Gender, Poverty and Employment**; the **Programme on Gender Equality**

through Labour Administration, which stresses the role of labour administration in developing employment policies for women based on equal opportunity; the **Action Programme on Promoting Women's Employment and Participation in Social Funds**, which provides practical guidelines for integrating a gender perspective in the design and operation of social funds; the **Action Programme on Labour and Social Issues relating to Export Processing Zones**, which though not women-specific, has developed a set of recommendations to improve the situation of female workers, who constitute the majority of the workforce in these

zones; and **The Tripartite Meeting on Breaking Through the Glass Ceiling: Women in Management**, held in Geneva in December 1997, highlighting the obstacles to women's career development in the private and public sectors (*see World of Work, No. 23 for full report*).

In February, the ILO also issued a report on maternity laws around the world, based on a new ILO report, "Maternity protection at work". Report of the Maternity Protection Convention (Revised), 1952 (No. 103) and Recommendation, 1952 (No. 95). ISBN 92-2-110336-6. (*See pp. 15-19 in this issue for full report*).

A case worth pointing out

Report on Mauritius: Child labour is a thing of the past

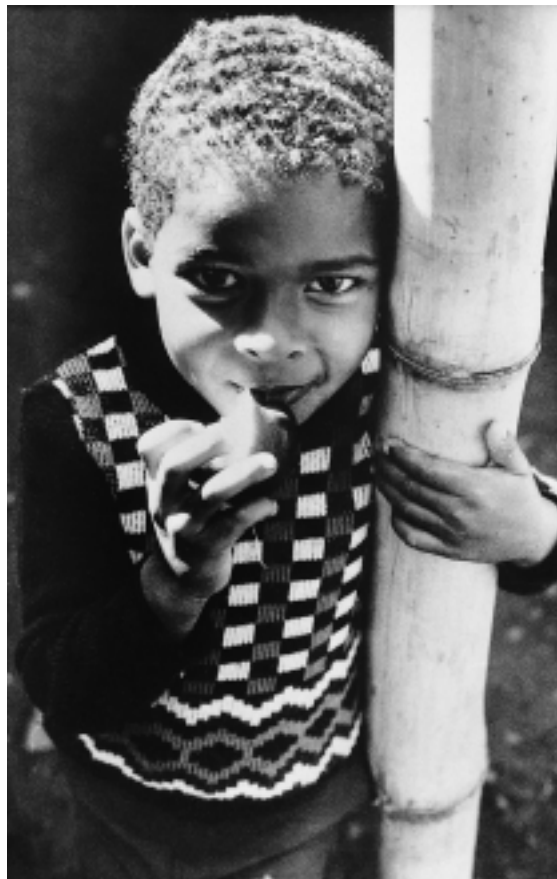
KAMPALA, Uganda – Mauritius is not just a good case study in the elimination of child labour, it is almost a textbook example. In just over two decades, this newly independent, small island nation has virtually eliminated child labour, as is evident to any visitor to the densely populated country.

The homeless and working children who clog the streets and shops of so many developing countries are completely absent. The daily whirl of activity on the streets of Mauritian towns and cities is punctuated by crowds of smiling, blue-uniformed students, making their way from home to school to lunch and back to school.

Speaking to a recent conference on child labour in Africa held here, Mr. Abdool Razack M.A. Peero, Attorney General, Minister for Human Rights, Corporate Affairs and Labour, was in no doubt about the essential ingredients in this successful effort to wipe out child labour.

"More than any other factor, universal access to education solved the problem of child labour and illiteracy to a large extent," he said, adding that in 1975, the newly independent country passed its Labour Act, which stipulates that no person is allowed to enter into

a working agreement with a child, who is defined as being a person under the age of 15.



CIRIC

The law, said the Attorney General, is enforced, with particular attention to microenterprises, small traders and the informal sector, where child labour most often flourishes. During the period, 1990-1997, he said that 310 cases of child labour were detected and preventive action taken.

Mauritius' emphasis on education is long-standing. As far back as 1968, even before independence, free primary education was given to all children between the ages of 5 and 11, although not all children could afford to attend school. In 1976, when Mauritius was still relatively poor and underdeveloped, the Government introduced free secondary education. In 1993, the Government made primary education compulsory and began running vocational and technical training programmes for children aged 12 to 15 who had dropped out of primary school. Current plans foresee the introduction of a 9-year formal school system to cater for children aged 5 to 14.

In his remarks, the Minister stressed that Mauritius, unlike many countries, did not wait for economic growth to begin tackling the problem, nor was it responding to outside pressure.

"We undertook the commitment when we were still an under-developed country," he said. "The financial means of the State were very limited and Government had to set its priorities right. Free education and free health were made the top priorities."

In 1990, Mauritius ratified the ILO Minimum Age Convention (No. 138, 1973) and became a party to the UN Convention on the Rights of the Child.

By John Doohan, ILO Press

Working World

SOCIAL PARTNERS

● In **Germany**, six trade unions are preparing a merger in the year 2000 that will create the largest labour organization in the country. The six unions to join forces represent employees in the following sectors: business, banking, insurance, public service, transportation (except for railroad workers), post offices, teaching, research and media. The new behemoth, with some 3.7 million members, would be larger than Germany's current labour giant, the IG-Metall union, which currently

counts some 2.7 million members.

● As part of a regional economic integration movement, employers' organizations in **Central Africa** have formed

a new organization called the Union of Central African Employers. UNIPACE currently includes employers' unions from Cameroon, the Congo, Gabon, the Central African Republic and Chad.

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

This new structure will allow employers' organizations from other countries such as members of the countries of the Economic and Monetary Community of Central Africa (CEMAC) to join and has the support of the International Organization of Employers (IOE).

● In **Sweden**, the unionization rate of women now surpasses that of men, among both workers and salaried employees. At 83 per cent, the unionization rate in Sweden is the highest in the world. (Source: *Social International*).

LABOUR LAW

● **Zambia** has substantially modified its law on industrial relations following its recent ratification of the ILO's Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87). The new text guarantees the right to belong to a trade union and to carry out union activities, protects against dismissal because of union activity, and regulates the creation, registration and functioning of employers' and workers' associations.

● **Thailand** adopted a modification of the law on the protection of workers in February. Among its principal measures are the increase in severance pay for workers with the most seniority, the reduction of legal working hours to eight hours per day and 48 hours per week, and clearly defined responsibilities with regard to subcontracted workers. The modifications come into force in August.



Jacques Maillard

● Comparative studies of the United States and France suggest that the higher numbers of unemployed in France and the length of unemployment, especially among youth, were due to the relatively higher costs of hiring unskilled workers. This appeared to be the case especially in certain sectors of activity, such as business and restaurant work, in which more people are employed in the United States than in France. (Sources: *Le Monde*, *European Economic Perspectives*)

- **Brazil** has just modified its laws aimed at reducing the cost of fixed-term contracts and creating an "hour bank" system. The system will permit – in consultation with trade unions – a certain flexibility in working hours according to the level of activity of an enterprise, without incurring overtime costs.

SOCIAL CONTRACTS

- Following a convergence agreement with the General Confederation of Workers (GCT), signed in May 1997, the Government of **Argentina** has just proposed a certain number of measures to Congress aimed at simplifying hiring methods and promoting employment stability. The new measures will, in particular, place a ceiling on certain severance benefits, and limit the recourse to part-time work while simplifying procedures.

- In **Finland**, the social partners reached agreement on a global pact on revenue policy for the next two years. The new policy will provide the basis for sectoral negotiations, and limit salary increases to 1.6% in 1998 and 1999, with a supplementary margin – for 1998 only – of 0.5% for sectoral adjustments and 0.4% for women's salaries and persons with low incomes. Supplementary increases would be possible if inflation exceeds 3%. (Source: *Social International*)

- Tripartite negotiations are now very firmly established in **Estonia**. The latest of these resulted in an increase in the minimum wage from 845 crowns to 1,100 crowns, effective as of 1 January of this year. (Source: *Social International*)

EMPLOYMENT

- Soaring unemployment rates among youth in **Spain** are expected to decrease for demographic reasons. The massive entry of young people onto the labour market is



Line-up of job seekers outside the Labour Ministry, Lima, Peru.

P. Merchez

- **Peru** has clarified the mode of enforcement of its law against discrimination in employment. It applies to employers, training organizations, employment agencies and other middle-men. Practices based on the subjective preferences of clients, on recruitment costs or on membership in a group, trade union or association are not considered discriminatory.

expected to stop with the end of the "baby boom". The number of young persons under 20, estimated at around 730,000 in 1994, has fallen to only 600,000 today.

- In the **United States**, new studies show that workers who stay in the same job for a long time are less likely than those who have worked in several jobs, to find new employment easily. Companies apparently prefer hiring people with experience with various employers and in various sectors of activity. Moreover, Americans appear less mobile than in the past; according to the US Bureau of Statistics, whereas in the 1980s one-fifth of the population had changed residence each year, that proportion fell to 16% in 1995-96. (Source: *Argus*)

- In **China**, the sparsity of highly-qualified employees and the high demand for their services has resulted in an increase in their mobility. The turnover rate of a middle-management and top-management employee varies from

eight to twelve months. The most sought-after workers are in the finance, accounting, sales and marketing sectors. (Source: *Argus*)

- A study carried out in the **United Kingdom** shows that the existence of "out-of-school child care clubs" greatly furthers the employment or the return to work of parents (mostly mothers). One survey showed that before the creation of such associations, 24% of mostly female respondents did not work, 32% worked full-time and 37% part-time. Since the creation of the new child care clubs, only 10% of the women did not leave the home to work, while 46% held full-time jobs and 32% part-time jobs. (Source: *The Institute for Employment Studies*)

WORKING CONDITIONS

- In 1996, **Germany, Austria** and **Belgium** reported a record low in the number of work-related accidents. Compared with 1995, the number

of accidents at work, in transit or during training fell by 8.6% in Germany, 5.7% in Austria and 5% in Belgium. In addition, the number of fatal accidents also declined in Austria, by 20.4% and by 18% in Belgium. (Source: *Social International*)

- According to a survey by the American Management Association, nearly two-thirds of the enterprises in the **United States** resort to some form of electronic control and surveillance of their personnel. Among the practices conducted are recording the time spent on the telephone and the numbers called, recording and listening to telephone conversations, recording and listening to answering machine messages, noting the time spent on the computer and the passwords used, storing and reviewing computer files, and capturing and reading electronic mail. (Source: *Sales and Marketing Management, U.S., as quoted in Argus*).

(continued on p. 33)

AROUND THE CONTINENTS

FIGHTING JOB DISCRIMINATION

▲ Despite recent progress, job discrimination on the basis of race and ethnic origin remains pervasive around the world. A new ILO survey conducted in Belgium says roughly one of three application procedures are closed to migrants because of discrimination, the inefficiency of existing penal code provisions regarding cases of discrimination, and resistance at the shop-floor level to introdu-



Jacques Maillard

cing anti-discrimination training measures. At a national conference organized on 23-24 October 1997 in Brussels by the Belgian Centre for Equality of Chances and the Fight Against Racism, the Belgian Minister of Labour, Mrs. Miet Smet, underlined the need to translate these research findings into concrete action. The Belgian survey is part of an ongoing ILO project to help member States find better and more effective ways of tackling labour market discrimination against foreign and ethnic minority workers.

For further information please contact Mr. Roger Zegers de Beijl, Conditions of Work Branch, phone: +4122/799.8091; Fax: +4122/799.84.51; e-mail: zegers@ilo.org

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

TRIPARTISM IN CENTRAL AND EASTERN EUROPE

▲ The ILO's Central and Eastern European Team (CEET), in cooperation with the Ministry of Labour of Cyprus, organized a tripartite seminar in Nicosia from 31 October to 6 November 1997 to discuss the role of tripartite bodies in central and eastern Europe. Twenty-seven participants from Bulgaria, Croatia, Estonia, Hungary, Latvia, Lithuania, Romania, Slovakia and Ukraine exchanged information and experiences, and concluded that tripartite cooperation between governments, employers and workers in central and eastern Europe was necessary more than ever to maintain social cohesion and reconcile trends in economic development and social justice. The participants asked the ILO to continue its numerous efforts to promote tripartite cooperation in the region.

For further information please contact Mr. Giuseppe Casale, CEET, phone: +361/301.4900; fax: +361/153.3683; e-mail: budapest@ilo.org

AFFIRMATIVE ACTION SUPPORTED IN NAMIBIA AND SOUTH AFRICA

▲ Two efforts aimed at overcoming the lingering effects of apartheid on employment in Namibia and South Africa are moving forward. An "Affirmative Action in Employment in Namibia" project includes training, awareness-raising and institution-building activities, together with development of an employment equity

law, which is in the final stages of preparation before being submitted to Parliament. The project is funded by Norway and is aimed at facilitating the ratification of ILO Convention No.111 on Discrimination (Employment and Occupation). Once adopted, the legislation will provide the Namibian Government with a solid basis for implementing affirmative action in employment for Blacks, women and persons with disabilities. In a similar vein, the ILO's Equality and Human Rights Coordination Branch has also provided technical assistance to the Government of South Africa on an Employment Equity Bill, which will support the Government's anti-discrimination policy and the implementation of Convention No. 111, ratified by South Africa in March 1997.

For further information please contact Mrs. Jane Hodges-Aeberhard, Equality and Human Rights Coordination Branch, phone: +4122/799.7120; fax: +4122/799.6926; e-mail: hodges@ilo.org

THE ILO IN THE ARAB STATES

▲ ILO technical cooperation in the Arab States has more than tripled since the re-opening of the ILO Regional Office for Arab States in Beirut (Lebanon) in May 1995. After an absence of more than 12 years, the resumption of service represented an important step towards enhancing the Organization's services to member States in the region. At the end of 1997, the technical cooperation programme of the Regional Office reached an unprecedented level of US\$15.9 million, an increase of more than 100 percent over the 1996 programme of US\$ 6.4 million, and more than 200 per cent over the 1995 programme of US\$ 4.6 million. This substantive increase over the last two years was largely due to the success of the Beirut Office in securing the support of international and Arab donors for projects in the region, and for the Palestinians. Special efforts were devoted to providing technical assistance to the Palestinian Authority and its social partners in

setting up much-needed labour market institutions and developing the necessary capacities.

For further information please contact the Regional Office for Arab States in Beirut, phone: +9611/371576; fax: +9611/371573.

BUSINESS AND SOCIETY: NEW PERSPECTIVES

▲ Drawing on first-hand experience as the Chairman of OMRON, a multinational corporation operating in 30 countries, Mr Nobuo Tateisi who is also the Vice-Chairman of the Japan Federation of Employers' Associations (Nikkeiren) delivered a public lecture at the ILO's International Institute for Labour Studies on "Business and Society: New Perspectives" on 23 March 1998. Mr. Tateisi addressed the issues involved in reconciling good corporate citizenship with shareholder value in highly competitive markets. He called for a new corporate management system which built the concerns of consumers, employees and society into corporate strategy and which went beyond the logic of home markets to reflect the growing globalization of consumer interests and values.

For further information please contact Ms. R. Greve, International Institute for Labour Studies, phone: +4122/799.6114; fax: +4122/799.8542; e-mail: greve@ilo.org

ALBANIA: THE SOCIAL DIMENSION OF RECOVERY

▲ An international conference organized in November 1997 by the ILO and the United Nations Development Programme (UNDP) in cooperation with the Albanian Ministry of Labour, has led to concrete results for workers there. In October 1996, the average monthly wage in Albania was less than US\$ 50. Following the conference, tripartite negotiations took place within the newly created tripartite wage committee, and the minimum wage as well as the wages in the public sector were increased by more than 20 per cent. The ILO believes the recent dramatic events in Albania were not only generated by a financial crisis followed by an institutional one, but also by deep social discontent due to falling living standards, growing unemployment, lack of social dialogue and fragile public institutions. Immediately after the early 1997 crisis the ILO also prepared a report entitled "Albania - The Social Dimension of Recovery: Assessment and Proposals for Action". The report not

only offers an assessment of the situation in the country but also proposes 12 concrete projects to ensure that social considerations will have their place in the current programme for the reconstruction of Albania.

For further information please contact Mr. Daniel Vaughan-Whitehead, Central and Eastern European Team (CEET) in Budapest, phone: +361/301.4900; fax: +361/153.3683; e-mail: budapest@ilo.org.

A detailed assessment of the wage and income situation in Albania and a list of policy recommendations are presented in the new ILO-CEET book "Tripartism against Crisis: New Incomes Policy as a Driving Force in Albania" and in an ILO report entitled "Albania - The Social Dimension of Recovery: Assessment and Proposals for Action".

TRADE UNIONS IN LATIN AMERICA

▲ In Latin America, where over 25 per cent of the economically active population is employed in the informal sector, the existence of a system of labour relations covering only workers of the modern sector of the economy can unleash a social crisis, argue J.M. Sepulveda-Malbran and M.L. Vega-Ruiz from the ILO's multidisciplinary team in Lima in a recent publication (*Las relaciones laborales: un desafío para el sindicato*). The authors signal the way ahead for Latin American trade unions at a time when they are trying to forge a new identity; the unions, they say, need to step directly into the productive process, trying to influence it rather than setting themselves against it. The authors quote several ILO standards showing how this can and should be done.

For further information about publications and activities of the ILO in Latin America please contact the Regional Office in Lima, Peru; phone: +511/421.5286; fax: +511/421.5292. The Director of the Multidisciplinary Team for the Andean Countries is Mr. Garcia.

EMPLOYMENT OPPORTUNITIES FOR ASIAN WOMEN

▲ Although women and men have been active participants in Asian regional growth, women continue to be disadvantaged compared to men, in the entire region. South Asia persistently indicates lower rates in literacy, educational enrollment and labour force participation for women than for men. In south-



Jacques Maillard

east Asia, the economic and financial crisis has had a disproportionate impact on women workers, and previous gains in women's socio-economic status are at serious risk. The ILO's Asian Regional Programme on expansion of Employment for Women, funded by the Japanese Government and launched in early 1998 in Nepal and Indonesia, is responding to these priorities through the creation of gender-oriented employment promotion schemes for poor women. Project activities will also include legal literacy and awareness raising on women workers' rights, lobbying and advocacy-skills training, and the development of community-based organizations in order to promote the self-help capacities of women.

For further information please contact Ms. Mary Johnson, ILO Regional Office For Asia and the Pacific, phone: +662/288.1234; fax: +662/280.1735; e-mail: johnson@ilo.org

"STEP" AGAINST SOCIAL EXCLUSION AND POVERTY

▲ The ILO has launched a new, five-year global programme called "Strategies and Tools against Social Exclusion and Poverty" (STEP) to promote better understanding of the capacities and realizations of community-based participatory initiatives which improve social protection, particularly for the most marginalized population groups. The programme will identify and reproduce experiences and best practices gained in many countries of the world through the initiatives of associations, non-governmental organizations and other local organizations. Participants in the programme will be the ILO's social partners, non-governmental organizations, local groups and national and regional government officials.

For further information please contact Mr. Jacquier, Coordinator, STEP, phone: +4122/799.7449; fax: +4122/799.6644; e-mail: jacquier@ilo.org

Media focus on...

Maternity protection, alcohol and drug abuse, the Asian crisis and child labour

✓ **Cooperation agreement between the IOC and the ILO**
Press release No. ILO/98/1

DAWN

(Pakistan) 23 January 1998

IOC, ILO to promote social justice

ISLAMABAD, Jan.22: The International Olympic Committee (IOC) and the International Labour Organisation (ILO) have formally agreed to join efforts "in promoting social justice and human dignity" and in encouraging activities "which contribute to the elimination of poverty and child labour" around the world, said an ILO press release.

According to the press release, a "cooperation agreement" between the two organisations was signed on January 19, 1998 in Lausanne by President of the IOC Juan Antonio Samaranch and Director General of the International Labour Office, Michel Hansenne.

Under the terms of the agreement, a joint IOC/ILO working group will shortly be established to develop a programme of mutual cooperation in both developed and developing countries.

✓ **Fighting drug and alcohol abuse in the workplace**
Press Release No. ILO/98/3

FINANCIAL TIMES

(UK) 5 February 1998

Industry counts drug abuse costs

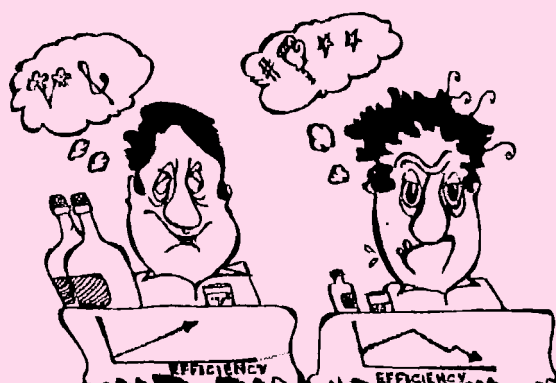
Alcohol and drug abuse at work costs the world's industrialised economies billions of dollars a year in lost output, with young low-skilled male workers the most affected, according to a report for the International Labour Organisation.

The report, by the Toronto-based Canadian Centre on Substance Abuse, also notes that 70-80 per cent of all accidents and other alcohol-related problems occur among moderate drinkers, rather than heavy drinkers, who have learned to cope with their habit...

Business Standard

(India) 3 February 1998

ILO meet to peg discussions on drinking



Moderate liquor drinkers cause much more problems at workplace and are more prone to drink-related accidents than their heavier drinking colleagues, according to a study conducted by the International Labour Office.

As much as 70 to 80 per cent of the alcohol-related incidents like accidents, quarrels, absenteeism and crime take place among those who drink less. An important reason for this is that moderate drinkers are far more numerous than heavy drinkers...

...More than half the 38 companies in five countries that took part in a five-year experimental prevention programme sponsored by the ILO and two other UN agencies reported a drop in alcohol and drug-related problems, mainly in reduced absenteeism, lateness and discipline difficulties.

✓ **ILO calls for more democracy and social justice in Asia**
Press Release No. ILO/98/8

Frankfurter Allgemeine

ZEITUNG FÜR DEUTSCHLAND

(Germany) 23 February 1998

ILO: Krise macht Millionen arbeitslos
 LONDON - 22. Februar (Reuters). Mehr

als fünf Millionen Menschen in Asien werden nach Schätzungen der Internationalen Arbeitsorganisation (ILO) wegen der Finanzkrise ihre Arbeitsplätze verlieren. Der ILO-Direktor für Analyse, Eddy Lee, sagte während des G7-Treffens in London, allein in Indonesien würden bis Ende des Jahres rund 3 Millionen Menschen arbeitslos. Dies gelte unter der noch relativ optimistischen Annahme eines Nullwachstums. Mit 91 Millionen Beschäftigten ist Indonesien das bei weitem grösste der drei Krisenländer. Nach ILO-Angaben dürfte sich die Krise aber auch in Thailand mit seinen 34 Millionen Beschäftigten sehr schmerzhaft bemerkbar machen. Dort hätten als Folge der Finanzkrise bereits 700000 Menschen ihren Arbeitsplatz verloren. Im Verlauf dieses Jahres werde die Zahl auf etwa 1,8 Millionen steigen. In Südkorea werde die Zahl der Arbeitslosen um etwa 400000 steigen.

Le Monde

(France) 25 février 1998

Le BIT annonce des millions de suppressions d'emplois en Asie

LES TRAVAILLEURS salariés sont les premiers à payer les conséquences de la crise en Asie (*Le Monde* du 20 janvier). Rien qu'en Thaïlande et en Indonésie, plus de deux millions d'entre eux ont déjà été mis au chômage avec la restructuration ou la fermeture des entreprises endettées. Au total, ce sont au moins cinq millions d'emplois qui vont être supprimés dans ces deux pays en 1998. Tels sont les chiffres qui viennent d'être présentés par Michel Hansenne, Directeur général du Bureau International du Travail (BIT), à l'occasion du sommet sur l'emploi du G8 à Londres.

Child labour risks growing in Africa

Press Release No. ILO/98/4

WEDNESDAY, FEBRUARY 4, 1998

DAILY NATION

(Uganda) 6 February 1998

Child labour expected to grow

The growing army of child labourers in Africa is expected to swell by at least one million per year if current economic and social trends persist, the International Labour Organisation (ILO) warned today.

A report presented by ILO at a conference here, titled "Child labour in Africa - Targeting the Intolerable" says that the poverty and education indicators give a potentially bleak future of child labour in Africa.

Ugandan Prime Minister, Mr. Kintu-Musoke, who opened the meeting, called on the delegates to advise on the most plausible solution to the problem that has come to be globally recognised. The three-day meeting, according to the Director-General of ILO, Mr. Michel Hansenne, comes against a backdrop of declining economic performance in Africa...

The Washington Post

Washington Post
February 7, 1998

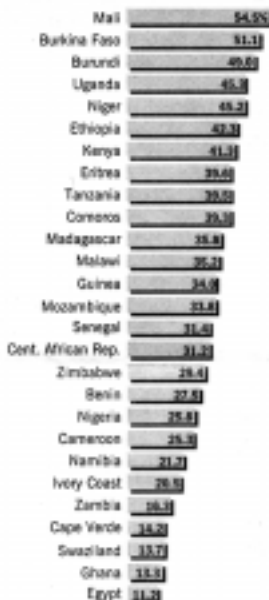
WHAT ON EARTH?

A WEEKLY LOOK AT TRENDS, PEOPLE AND EVENTS AROUND THE WORLD

LITTLE LABORERS

In his State of the Union address last week, President Clinton referred to child labor as "the most intolerable labor practice of all." The president has included child labor as an issue on his agenda for his trip to Africa this spring. While child labor is widespread in developing countries, it is highest in Africa, where 41 percent of all children under the age of 14 work to survive or to help support their families. The International Labor Organization predicts that the number of child workers in Africa will grow from 80 million now to more than 100 million in 2015.

Economically active children, age 10 to 14, in selected countries in Africa in 1995:
PERCENTAGE OF ALL CHILDREN IN AGE GROUP



Economically active children, age 10 to 14, by region in 1995:
PERCENTAGE OF ALL CHILDREN IN AGE GROUP



A young girl works as a servant in Senegal, right. Many girls across Africa work as home cleaners or personal servants, which frequently exposes them to abuse. Many child laborers, particularly girls, are not enrolled in school and are likely to swell the ranks of the illiterate in later life.



A boy hoes a field in India, above. Boys ply their wares in a street market in Lomé, Togo, right.



■ The ILO and the Organization of African Unity held a conference in Kampala, Uganda, this week to develop and put into practice national policies to reduce and do away with child labor.

SOURCE: International Labor Organization

More than 120 nations provide paid maternity leave

Press Release No. ILO/98/7

LE NOUVEAU QUOTIDIEN

INTERNATIONAL SWISS PRESS

(Switzerland) 16 février 1998

TRAVAIL. Selon une enquête du BIT, six femmes actives sur dix contribuent aussi en Europe à la moitié du revenu du ménage.

Une femme sur quatre assure

la totalité du revenu familial

Les congés de maternité sont rémunérés dans plus de 120 pays à l'exception notable des États-Unis, de l'Australie et de la Nouvelle-Zélande, constate le Bureau International du Travail (BIT) dans un rapport publié aujourd'hui. Mondialement, le taux d'activité des femmes est passé depuis un demi-siècle de 54% à 64% et il pourrait atteindre 70% en 2010.

Le nombre de femmes travaillant «à l'âge de la maternité» a considérablement augmenté alors que chaque année 200 millions de grossesses sont menées à terme, constate le rapport du BIT intitulé «la protection de la maternité au travail».

(India) 17 February 1998

Indian laws leave unorganised sector in lurch; US barely meets norms Asia, Africa lead in guarding mom-to-be

...Though a large number of countries have laws to protect the employment of a woman during pregnancy, none have for periods after a woman joins back work. This means that soon as a woman returns to work, her services could be terminated.

ILO is now calling out for such protection in order to make employment protection of working women meaningful. ILO says that the terms and conditions that apply to pregnant women should be equated with conditions that apply to temporary disabilities. The report says that only 29 countries, mostly in Asia and Africa, have laws that make it illegal for dismissing a worker during maternity leave for any reason whatsoever.

The ILO further said: Without cash and health benefits, many women could not afford to take maternity leave, or might be forced to return to work before their health allowed.

Herald INTERNATIONAL Tribune

18 February 1998

No Break for Mom Maternity Benefits for U.S. Mothers Are Called Least Generous in World

WASHINGTON - The maternity and nursing benefits given to working mothers in the United States are the least generous in the industrialized world, according to a report released by the International Labor Organization, a United Nations agency.

The report, which reviewed maternity leave and health benefits mandated by law in 152 countries, found that about 80 percent of the countries offered paid maternity leave to workers. About a third of the countries permitted the leaves to last for more than 14 weeks.

(Sweden) 16 February 1998

GOTLANDS TIDNINGAR

Betald mammaledighet

I över 120 länder i världen är mammaledigheten lagstadgad, men inte i USA, Australien och Nya Zeeland.

	Ingen ersättning	Försäkringskassa	Arbetslöshetsförsäkring
	Ledighet, antal dagar		Procent av lönen i ersättning:
Australien		365	0
Danmark	126		100%
Norge	126		100%
Finland	126		80%
Kanada	119-126		55% i 15 veckor
Polen	112-126		100%
Österrike	112		100%
Storbritannien	98-126	90% i 6 veckor, sedan fast avgift	
Sverige	98		75%
Tyskland*	98		100%
Nya Zeeland	98		0
USA	84		0

*FOTNOT: Tyskland: Försäkringskassan betalar en del, arbetsgivaren resten. I Danmark, Norge och Finland kan extra dagar tas ut

KÄLLA: Internationella arbetsorganisationen, ILO

KRT/BULLSTIM BARKEF

The New York Times

(USA) 16 February 1998

UN surveys paid leave for mothers

U.S. Among Nations Without a Policy

... While rights are written into law in many countries, all is not rosy for women worldwide, said one of the study's authors, Ann Herbert. "There is a huge gap between law and practice," she said, adding that widespread discrimination was found to exist on the job against women who become pregnant.

The study found that only 29 countries, most of them in Africa and Asia, absolutely bar dismissal of a worker during her maternity leave. There is even less protection against dismissal after the mother's return to work. About two dozen countries have some protection, but it ranges from 30 days in Belgium and South Korea to 15 months in Mali and Senegal.

"Working women who become pregnant are faced with the threat of job loss, suspended earnings and increased health risks due to inadequate safeguards for

their employment," said F.J. Dy-Hammar, the study's chief author.

Diario de Noticias
PAMPLONA

(Spain) 16 February 1998

La OIT critica la discriminación laboral durante el embarazo

EFE Madrid

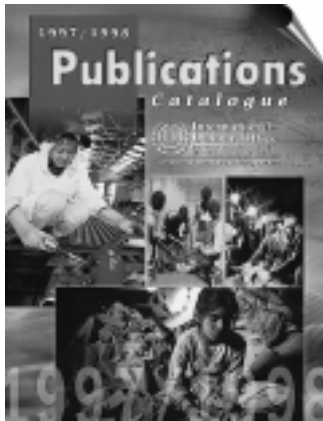
En muchos lugares del mundo aún se discrimina a las trabajadoras embarazadas, que están expuestas a perder su puesto de trabajo y sus ingresos, según la Oficina Internacional del Trabajo (OIT).

En un informe sobre la protección de la maternidad en el trabajo que se dará a conocer hoy lunes, la OIT lamenta las diferencias de trato en el empleo entre hombres y mujeres y dice que estas, cuando están embarazadas, corren mayores riesgos debido a la falta de garantías suficientes en materia de empleo.

Para la OIT, un elemento esencial de la protección de la maternidad es la garantía legal de que las mujeres embarazadas y las madres jóvenes no perderán su empleo por causa de embarazo, ausencia del trabajo en licencia de maternidad o parto...

In print

Media shelf



The new publications catalogue can be ordered from the ILO Publications Bureau. See p. 32 for contact information.

■ **HIV/AIDS and employment.** L. N'daba and J. Hodges-Aeberhard. ISBN 92-2-110334-X. Swiss francs 15.

Over the past ten years, the AIDS pandemic has intensified and expanded to affect all countries throughout the world. This book uses an international comparative survey carried out by the ILO on 12 developing and industrialized countries already identified by WHO data as having an AIDS problem. It deals with the legislative and regulatory framework, enterprise practices, the impact of measures taken, and recommendations for practical strategies. It also proposes a number of criteria for developing a tripartite strategy to combat AIDS at the workplace, and provides a model policy guide on measures to prevent and combat discrimination in employment on the grounds of HIV-positive status or infection with AIDS. It has been written for policymakers and those faced with the daily challenge of eliminating direct or indirect discrimination against persons

with HIV/AIDS: enterprise managers, employers' organizations, workers, infected persons and voluntary activists in NGOS.

■ **International labour standards.** A workers' education manual. Fourth (revised) edition. ISBN 92-2-110330-7. Swiss francs 20.

This book provides a brief but thorough introduction to the formulation, adoption and application of internationally agreed standards of good practice in labour matters – international labour Conventions and Recommendations – and has been updated to cover developments up to mid-1997. By 1997, the ILO had adopted 181 international labour Conventions and 188 Recommendations on all aspects of the world of work. How are these standards elaborated and how is their application ensured?

The topics covered in this manual include:

- the ILO and standard setting
- how standards originate
- the purpose and contents of international labour Conventions and Recommendations
- the application and supervision of standards
- complaints procedures
- protecting trade union rights
- the influence of international labour standards
- a classified guide to the standards

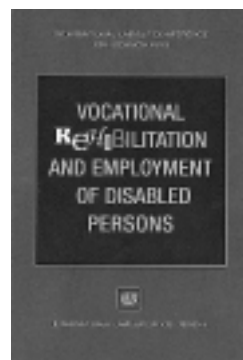
– a bibliography.

Most chapters provide points for discussion, suggested issues for research, and further reading.

The manual is intended for trade unionists, students and the general reader interested in labour matters, social issues and human rights. It is designed for use in workers' education courses as well as for individual study.

■ **Vocational rehabilitation and employment of disabled persons.** ISBN 92-2-110652-7. Swiss francs 17.50.

In its General Survey of the ILO's Convention and



Recommendation on vocational rehabilitation and employment of people with disabilities, the Committee of Experts looks at national policies in an equal opportunities perspective. Equality represents a universal humanist principle which rejects the simple institutionalization of persons with dis-

abilities in favour of a system in which they can exercise their own income-generating activities; they may thus cease to be a mere charge on social protection funds and services and become instead real participants in the collective enterprise. Achieving this requires concerted action in association with disabled persons' groups as well as employers' and workers' groups, and a series of calculated affirmative measures. The General Survey gives examples of steps taken by ILO member States, including many which have not yet ratified this promotional Convention.

■ **Gender equality: a guide to collective bargain-**



ing. ISBN 92-2-110555-5. Can be obtained from the Bureau for Workers' Activities, ILO, Geneva.

A collection of six booklets: (1) Gender equality bargaining: an overview, (2) Working conditions, (3) Maternity and family responsibilities, (4) Defending rights of non-permanent and vulnerable workers, (5) Dignity at the workplace, (6) Giving women a voice.

■ **ILO Thesaurus: Labour, employment and training terminology.** 5th edition, in preparation. ISBN 92-2-007355-2. Multilingual E/F/S/G. Swiss francs 145.



Contains the English, French, Spanish and German terminology used by the ILO to index and retrieve information recorded in the Central Library's LABORDOC data base, specialized information services of other ILO departments, and labour libraries elsewhere.

■ **An outline of recent developments concerning equality issues in employment for labour court judges and assessors.** Jane Hodges-Aeberhard. ILO, Geneva. ISBN 92-2-111004-4

During its activities, the Equality and Human Rights Coordination Branch saw a need for greater understanding by labour court and industrial tribunal judges and assessors, as well as by other officials at the national level, of equality issues such as equal remuneration for work of equal value, sexual harassment at the workplace and unjustified dismissals of



workers affected by the human immunodeficiency virus (HIV) or the acquired immune deficiency syndrome (AIDS). It was thus decided to prepare this brochure as training material to sensitize judges, assessors and the social partners, where they play a role in the labour court jurisdiction, to new developments and to provide some comparative insights as to how international and national instances are dealing with these issues.

That there is a vacuum is not surprising, given that public awareness of these subjects has really only emerged in the last decade. Moreover, the major increase in ILO technical assistance to member States in reformulating their labour legislation often includes providing information only to the social partners on the new texts and training related thereto. It has become evident, however, that there is also a need to extend such information to the newly created or revamped judicial authorities who are to implement the laws. Following the November 1995 decision of the ILO Governing Body to reach out to a broader sector of society, it was decided to draw attention to certain recent developments in this field.

■ **Structural and regulatory changes and globalization in postal and telecom-**

munications services: The human resources dimension ISBN 92-2-110966-6. Swiss francs 17.50.

This report was prepared by the International Labour Office as the basis for discussions at the Tripartite Meeting on the Human Resources Dimension of Structural and Regulatory Changes and Globalization in Postal and Telecommunications Services.

Its five chapters review the regulatory and structural changes which have occurred

in the 1990s; in particular, the processes often linked to liberalization and privatization, and their effects on the structure and level of employment, training and retraining of employees, as well as on labour relations and the participation of workers in the process of change.

Each chapter contains a brief introduction and a short conclusion. The report concludes with a list of suggested points for discussion.



ENCYCLOPAEDIA OF OCCUPATIONAL HEALTH AND SAFETY
Fourth Edition
EDITED BY JEANNE MAGER STELLMAN

Developed through an extensive process of consultation with leading professionals and health and safety researchers worldwide, the new, expanded, and updated French Edition of this well-regarded reference provides comprehensive, timely, and accurate coverage of the core and allied fields encompassing occupational health and safety. Based on the specialist and non-specialist alike, such as lawyers, doctors, nurses, engineers, industrial hygienists, occupational hygienists, regulators, and other safety professionals, this compilation is organized and designed to provide the most critical information in all disciplines, occupational health and safety. It now covers about 1,000 illustrations, a new interactive format, and provides thousands of word references that provide up-to-date electronic services. Entries by subject, alphabetical name, and author list name make navigating the rich information quick and easy.

The CD-ROM version includes the same information and logical organization as the print volume plus the added benefit of a powerful search and retrieval engine to make your search for information as easy as a mouse click. World access information is provided.

Here's a sampling of what's covered in each volume and the CD-ROM:

- Volume 1: The body health care, management and policy, tools and approaches
- Volume 2: Psychological and organizational factors, health, the environment, accidents, and safety
- Volume 3: Chemical, biological and occupational
- Volume 4: Index by subject, alphabetical name, author, cross-reference guide, directory of contributors

4 VOLUME PRINT VERSION
\$485 • ISBN 92-2-109265-8

CD-ROM (single user)
\$185, Sw.Frs. 336, £127 • ISBN 92-2-109264-4

PRINT & CD-ROM SET
\$295, Sw.Frs. 1180, £326 • ISBN 92-2-109263-6

International Labour Office
ILO • Bureau International du Travail
1, rue de la Libération • CH-1211 GENEVE 22, SUISSE

ILO publications on sale can be obtained through major booksellers or ILO local offices in many countries, or directly from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. Tel: +4122/799-7301; fax: +4122/799-6938; http://www.ilo.org. Catalogues or lists of new publications are available free of charge from the above address. The ILO Publications Center in the US can be contacted at tel: +301/638-3152; fax: +301/843-0159; E-mail: ILOPubs@Tasco.com; Web site: http://www.un.org/depts/ilowbo.

(cont'd from p. 25)

**David A. Morse of the ILO
Named Labor Hall of Fame
Honoree for 1997**

1997 HONOREE

David A. Morse
1907-1990



"Our motto is to work for peace based on social justice. Our mandate is to improve the condition, health and safety of workers, and our mission is universal."

Labor Hall of Fame

A world-embracing humanitarian and civil servant, an impassioned foe of poverty and discrimination, he forged ever higher international standards in the unending quest for peace, freedom and employment. A brilliant and compassionate attorney, his career soared from the Roosevelt Administration of the 1930s, to Under Secretary of Labor in 1948, to a record 22 years as Director-General of the International Labor Organization, the oldest Specialized Agency of the United Nations. In 1969, as a result of his inspired leadership, the ILO was awarded the Nobel Prize for Peace.

David Morse



Morse honoured in Washington, Geneva

David A. Morse, the ILO Director-General between 1948 and 1970 has been honoured with a place in the U.S. Labour Hall of Fame and has had a street named for him in Geneva. The induction to the Hall of Fame took place in Washington, D.C. on 29 January 1998. More recently, the City of Geneva designated a street south of the ILO building "Allée David-MORSE". Among the dignitaries participating in the ceremony were Mrs. David Morse, who came from the United States for the ceremony, Geneva city officials, ILO Director-General Michel Hansenne, former ILO Director-General Francis Blanchard and former U.N. Secretary-General Javier Perez de Cuellar.

IFJ Report: New code needed

Murder, intimidation continue to take brutal toll on media workers in 1997

Despite the fact that there were no "major" wars in 1997, murder, intimidation and censorship continued to take a heavy toll on journalists and media workers, according to the International Federation of Journalists (IFJ). In a new report, the IFJ said 47 journalists and media workers were killed while carrying out their work in 1997, the same number as in 1996. Added the IFJ: "People continue to believe that journalists are mainly killed in war zones, but the figures tell a different story."

"Over the last two years, the annual numbers have levelled out at 40, a large number of which are either investigative journalists or journalists killed for political or religious reasons," the IFJ said in its annual report on the subject, adding that an additional seven deaths among media workers or staff brought the 1997 total to 47. The highest figure reported in the past decade by the IFJ was 120 journalists and media workers killed in 1994, many of them during the genocide in Rwanda. (See Chart)

In its 1997 report, the IFJ said "it was a year in which killings in Latin America trebled, and Russia became the single country where the most journalists and media workers were killed in the exercise of journalism."

The IFJ lists all journalists killed

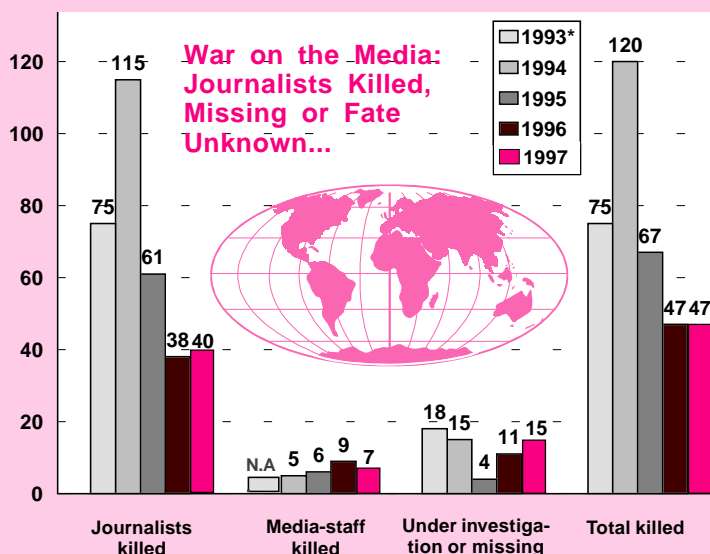
while working or because of their work and makes no distinction between a correspondent caught in the crossfire while covering a war and the violent death of other journalists killed on assignment. In some cases, especially in Latin America and the countries of the former Soviet Union, the IFJ said, it is difficult even to find the specific motive for the killing.

"There is no doubt that more must be done to protect journalists, which is why the IFJ has launched a draft international code of practice for media professionals to ensure that life insurance, medical assistance, risk-awareness training and social protection are provided for journalists," the report said.

"It looks like the death toll will continue until the killing of journalists is regarded as unacceptable by those in a position to make it stop," says Cailin Mackenzie, IFJ Human Rights Officer. "Pious statements of regret are not enough. We need practical actions to isolate the killers and to defend democracy."

Source: IFJ Directline newsletter
January/February 1998

Further information or a copy of the report is available from: International Federation of Journalists, 266 rue Royale, 1210 Brussels Belgium
Phone: +322/223.2265
Fax: +322/219.2976
<http://www.ifj.org>



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



Unlocking the job-creation potential of small enterprises

Creating more, higher quality and better paid jobs is an uphill struggle in today's environment of growing competition and unpredictable markets. And finding jobs is today the main struggle in the lives of hundreds of millions of people who are out of work, under-employed or stuck in demeaning jobs to just meet their basic needs. One of the few options available to many such people is setting up their own small businesses. This option is at the core of the new *ILO International Small Enterprise Programme*. ISEP consolidates and expands previous ILO efforts in favour of micro and small-enterprise development as a response to this growing global problem.

ISEP: A major ILO effort to win the struggle for more and better jobs

In a majority of countries today, most new jobs are created by small enterprises (which, under ISEP, also comprise micro-enterprises). Such enterprises are the true engines of economic growth and employment. Unlocking their job creation potential is ISEP's goal. It will achieve it by addressing the numerous constraints which prevent small enterprises from achieving their full potential in a systematic and integrated manner.

The ILO: The right host for ISEP

ISEP's dual objective of creating more as well as quality jobs – in line with international labour standards – is at the core of the ILO's mandate.

- ISEP builds on ILO's long experience and extensive research in labour matters, employment, skills and business training and small-enterprise promotion, as well as a large technical cooperation programme.
- ISEP will benefit from the ILO's extensive field structure, particularly its 15 Multidisciplinary Teams, and the international training centre in Turin, ensuring that interventions are demand-driven and relevant to the needs and wishes of local partners.
- The ILO's unique tripartite structure will facilitate building the necessary consensus on ways to achieve ISEP's goals.
- ISEP will also help implement the forthcoming ILO Recommendation on "General conditions to stimulate job creation in small and medium enterprises".

How will ISEP achieve its objectives?

ISEP is a flexible and demand-driven programme responsive to the evolving needs of its local partners.

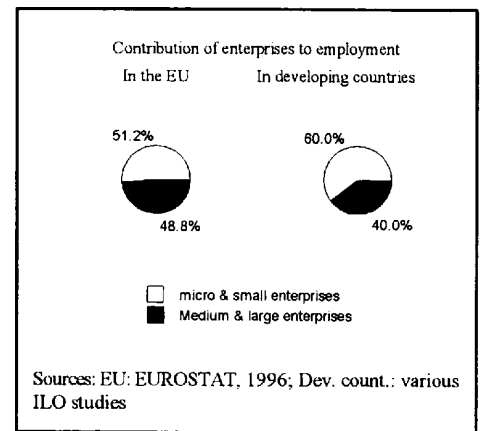
- ISEP will capitalize on ILO experience in employment and small enterprise promotion acquired over the last 20 years. This enabled the Organization to develop not only in-house expertise, but also a global network of partner institutions, agencies and individual experts involved in small enterprise promotion.

- ISEP will consolidate these previous efforts as a centre of excellence for small enterprise promotion and development. It will also integrate the large number of ongoing ILO small enterprise-related programmes; incorporate ILO expertise in employment policy, business services development, micro-finance, occupational safety and health and social protection; and use the extensive ILO field structure to achieve maximum outreach and impact.

- ISEP plans to develop additional innovative, high-impact and cost-effective approaches based on sound action-oriented research and best practice. These will be disseminated for replication by others to maximize outreach.

- ISEP will strive to assure that job quality be an integral part of this programme, in line with international labour standards.

- ISEP will work with donors in order to mobilize the resources required to meet these ambitious goals. These resources will complement the ILO's own important contributions to this programme.



ISEP: AN OVERVIEW

ISEP is a comprehensive, integrated, high-impact and cost-effective programme specifically designed to help small enterprises to unlock their potential for creating jobs. It is available to all countries which wish to avail themselves of the ILO's long experience in this area. It fosters an entrepreneurial spirit and helps small enterprises create more jobs and improve their quality and sustainability in an increasingly competitive environment.

Ultimate beneficiaries

Ultimately, ISEP benefits those trying to escape the cycle of unemployment and poverty. The ultimate beneficiaries of the programme are the millions of existing and potential small enterprises which are barely surviving. Among these, ISEP will pay special attention

to small enterprises headed by women in view of the gender-specific constraints they face. Given the right business environment and support, ISEP's beneficiaries could grow into competitive and profitable enterprises able to meet the challenges of globalization.

ISEP partners

ISEP operates through cooperation with local partners involved in small-enterprise development. This is a cost-effective approach to maximize the outreach of ISEP's services. Governments, Employers' and Workers' Organizations, chambers of commerce and associations of small enterprises are some of ISEP's partners. Full involvement of these partners in the development of ISEP is an important goal pursued by the programme.

ISEP priorities for action

ISEP has drawn up five priority areas for action to ease the most pressing constraints faced by small enterprises.

1. Improving impact

ISEP is developing and field-testing ways to improve the impact of direct assistance to small enterprises so that it may reach more enterprises, be cost-effective and improve job quality. This effort focuses on the design, management, delivery and use of direct assistance, and prepares impact assessment methods and benchmarks. It also explores the growth dynamics of enterprises and ways of disseminating best practice in order to improve the overall efficiency of small-enterprise development efforts.

2. Promoting a supportive business environment

A supportive framework of policies and regulations is a key requirement for micro and small-enterprise development. ISEP develops tools and guidelines to assist policy and regulatory analysis and to encourage consultations among the social partners to reduce such constraints. ISEP action in this area will be supplemented by demand-driven research on key issues.

3. Facilitating access to financial services

Difficulties in finding adequate financial resources for investment and working capital are a major hurdles faced by small enterprises. ISEP will develop guidelines and training materials to facilitate integration into the financial market by small enterprises, and to facilitate their direct access to finances.

4. Improving access to business services

ISEP will design effective approaches to improve access of small enterprises to quality and relevant business services, profitable markets, information and training. This will help them address problems such as low productivity, low workers' skills, weak management, poor innovation and poor access to information. Special attempts will be made to ensure that service providers are capable of achieving financial sustainability and play a significant role in small-enterprise promotion at the local level. Similarly, ISEP will strengthen linkages within the private sector in order to widen the range of business services to small enterprises.

5. Promoting quality jobs

Promoting quality jobs in small enterprises is an integral component of the programme. ISEP will emphasize measures to ensure that jobs created by small enterprises are also of high quality. It will use guidelines, training and awareness campaigns to improve working conditions, safety and health, and the overall social protection of workers. ISEP intends to collaborate closely with the ILO's other major programme on the elimination of child labour (IPEC).

ISEP outputs

ISEP's activities will yield a number of specific outputs:

– Advisory services



Jacques Maillard

Small enterprise in Hungary.

To assist ISEP's local partners to design effective policies and programmes for small enterprise creation and growth.

- **Publications**
- **Guidelines, training manuals and technical reports related to ISEP's priorities for action**
- **Conferences and meetings**

To exchange information and successful experiences, debate major issues and plan joint activities and events with ISEP's local partners and international small-enterprise development agencies.

– Technical assistance

Technical and financial support for small-enterprise development programmes and projects initiated by ISEP's local partners.

ISEP: Forward looking, flexible and innovative

ISEP aims at remaining forward looking, flexible and innovative. Although ISEP's fundamental task is to promote small enterprises at the local level, it has global resources and provides integrated solutions based on best practice and experience worldwide. It is intended to actively shape the global debate on the role of small enterprises in job creation, and develop innovative efforts which take into account both qualitative and quantitative concerns.

Small enterprises face a rapidly changing and increasingly competitive environment. This calls for new approaches to unlock their potential for quality job creation. ISEP will conduct continuous action-oriented research to anticipate tomorrow's needs and develop forward-looking and effective solutions for micro and small-enterprise development.

ISEP intends to be an innovative, unique, dynamic and evolving response to the global employment crisis. Backed by the combined resources of the ILO, ISEP will extend proven ILO methods worldwide. In the struggle for more and better jobs, it can provide the winning edge.

Unlocking

the job-creation potential of small enterprises



Finding a good and sustainable job today can be a struggle for survival. In much of the world, workers battle with precarious jobs, low wages, poor working conditions and inadequate social protection.

Sustainable development which deliberately puts human development at centre stage is the only long-term solution. This means creating more, higher-quality and better-paid jobs allowing people to be truly productive and to use the skills and resources available to them. But creating such jobs is an uphill struggle in today's environment of growing competition and less predictable markets.

One of the few options available to millions of people is setting up a small business. This is at the heart of the new ILO **International Small Enterprise Programme**. The ISEP

programme consolidates and expands previous ILO efforts in favour of micro and small-enterprise development as a response to this growing global problem.

ISEP is a comprehensive programme specifically designed to help small enterprises unlock their job-creation potential. It is available to all countries which wish to avail themselves of the ILO's long experience in this area. It fosters an entrepreneurial spirit and helps small enterprises create more jobs and improve their quality and sustainability in an increasingly competitive environment.

For more information, contact:

*International Small Enterprise Programme
(ISEP)
Enterprise and Cooperative Development
Department
International Labour Office
CH1211, Geneva 22, Switzerland
Tel: +4122/799-6420
Fax: +4122/799-7978
e-mail: isep@ilo.org
Internet: <http://www.ilo.org/entreprise>*