

Counting the decades



As the ILO celebrates its 90th anniversary, plans are already under way for the 100th. The ILO's Century Project aims to ensure that the ILO reaches its centenary with as complete as possible an understanding of the success achieved to date and the conditions for that success, as well as the challenges and difficulties faced.

What is it about anniversaries that makes people want to count things? In the ILO's case it is noticeable how many life-changing events are linked to the decades. They include:

1919 Founding of the ILO, created by the Treaty of Versailles along with the League of Nations.

1939 As war drew near the ILO planned to move. It traversed the Second World War with its principles, methods and goals not only intact but reiterated and reinforced.

1949 Decision to start technical cooperation – in the words of then Director-General David Morse, this “proved to be the first steps in a really radical transformation”.

1959 Opening of the first field office in Africa.

1969 The ILO is awarded the Nobel Peace Prize.

And so on. Breaking the mold, the Declaration on the Fundamental Principles and Rights at Work was adopted in 1998 – but 1999 saw the first Director-General from the Southern hemisphere take office – and yes, he is the ninth. Director-General Juan Somavia lost no time in outlining a ground-breaking vision for the ILO: the concept of “decent work”.

As the Decent Work Agenda gathers momentum and is increasingly recognized throughout the world, the ILO celebrates its 90th anniversary in the midst of a seismic shock to the world's economies; the global financial crisis. Once again the ILO's core message of social justice takes on new resonance, as the world struggles with the results of an “unbalanced, unfair and unsustainable” globalization.

This anniversary issue of *World of Work* looks back at the ILO's history and forward to its vital contribution to a fair globalization in a world which may at last be becoming aware of its interdependence.



Inauguration of the ILO Building, Geneva, 6 June 1926

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A change of era

With the financial crisis sending shock waves around the world, the 90th anniversary of the ILO begins on a sombre note. At the same time, the vision and mandate of the ILO are relevant as never before. This 90th-anniversary issue of *World of Work* looks back at the ILO's history but also forward at its strategy for shaping a fair globalization, and presents – in their own words – the hopes and aspirations of peoples around the world for decent work and a decent life.



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Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 182 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.

The ILO at 90

Working for social justice

By Juan Somavia, Director-General of the International Labour Office



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As we mark the 90th anniversary of the ILO, the Organization's values and mandate endure.

The ILO has defined the standards that have become a reference point for so many dimensions of work. It has played a major role in economic and social policy development. We have put standards into action through our technical cooperation programmes and we have developed knowledge on the world of work.

We must continue to be in harmony with the times, respond to new challenges and seize new opportunities while remaining true to our values.

This has been the driving force as we have together crafted and pursued the Decent Work Agenda which expresses the mandate of the ILO in the reality of the 21st century.

The challenges loom large. We are living through tumultuous times. We don't know how long and how serious the current financial and economic crises will be. But we do know that the impact on people's lives, jobs and living and working conditions will be strong, global and systemic.

And before this crisis, there was already a crisis of massive global poverty, rising informality and precarious work.

As economic globalization proceeded and brought considerable benefits and opportunities, the ILO flagged the need to pay attention to the social dimension of globalization in order to address the prevailing imbalances and growing inequalities, to help break the vicious circle of poverty and to tackle the anxieties and insecurities of the middle classes.

We set out the role of work in strengthening the social dimension of globalization and the role of

the productive sectors in placing the global economy on a solid foundation. We highlighted the location of the world of work and the workplace at the intersection of economy, society and the environment and consequently the central role it must play in sustainable development.

The crises that emerged as we approached our 90th anniversary clearly revealed the validity of the ILO's position.

As we look ahead, our challenges include:

- Supporting sustainable enterprises because this is where jobs are generated and particularly in small and medium-scale enterprises. Our concept of the sustainable enterprise connects the economic, social and environmental dimensions of the world of work. The search for new ways of producing and consuming that are more respectful of the environment provides enormous potential to create large numbers of decent jobs and more vibrant economies.
- Seeking viable options for responding to increasing pressures to achieve greater diversity, adaptability, and flexibility in working hours and methods while responding to the legitimate demands of individuals and of societies for security, in terms of access to employment, working conditions, pensions and other forms of social protection.
- Keeping up with the pace of innovation which will demand constant improvements in education, training, productivity and knowledge-sharing systems.
- Strengthening tripartism and sustaining the social dialogue model that has been the foundation of our Organization and drawing on it to facilitate adaptation in different areas to the evolving world of work and to markets, while ensuring that the fundamental rights at work are respected. And applying this model to new areas – including sectorally.
- Working with the multilateral system to ensure that our collective efforts, together with national action, serve to establish a socio-economic floor of opportunity and protection that delivers on peoples' basic social and employment needs at the country level.
- Developing better global governance of globalization based on the convergence of the following policy areas: finance, trade, investments and job creation, labour and social, environment and development. The relevant international organizations in each field must work together for a fair globalization.



As we pursue these and other challenges, we can take strength from the ILO Declaration on Social Justice for a Fair Globalization, a major statement of principles and policy that builds on the Philadelphia Declaration of 1944 and the Declaration on Fundamental Principles and Rights at Work of 1998.

This Declaration reaffirms the universality of the ILO objectives: all Members of the Organization must pursue policies based on the strategic objectives of the Decent Work Agenda – employment creation and enterprise development, social protection, social dialogue, and rights at work.

At the same time, it stresses a holistic and integrated approach by recognizing that these objectives are “inseparable, interrelated and mutually supportive” and sets out the role of international labour standards as a useful means of achieving all of them.

This Declaration embodies the balanced approach that has resonated beyond our Organization and encapsulates the contribution we can make to meet the growing demand for an architecture of global fairness based on decent work.

“Working for social justice” is more than just the theme of our 90th anniversary. It is our assessment of the past and our mandate for the future.

The Decent Work Agenda

Looking back, looking forward: A growing consensus



© ILO PHOTO

Ten years ago, on 15 June 1999, Nobel Prize winner Amartya Sen addressed the 87th Session of the International Labour Conference, commenting on ILO Director-General Juan Somavia's ground-breaking report *Decent work*. This article presents some extracts from that speech,¹ together with the views of other distinguished leaders and thinkers on the ILO concept of decent work.

GENEVA, June 1999 – This is a crucial moment in the history of working people across the world. The first flush of globalization is nearing its completion, and we can begin to take a scrutinized and integrated view of the challenges it poses as well as the opportunities it offers . . .

This is also a historic moment for the ILO as custodian of workers' rights within the United Nations system. Its new Director-General – the first

from outside the industrialized world – has chosen to lead the organization in a concerted effort to achieve decent work for all women and men who seek it across the globe . . .

The first important feature in the new ILO vision is the articulation of its goal: the promotion of “opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity”. The reach of this objective is indeed momentously large: it includes all workers, wherever and in whatever sector they work; not just workers in the organized sector, nor only wage workers, but also unregulated wage workers, the self-employed, and the homeworkers. The ILO aims to respond to the terrible fact that “the world is full of overworked and unemployed people”.

This universality of coverage, pervasiveness of concern and comprehensive conception of goals is a well-chosen alternative to acting only in the interest of some groups of workers . . . of course, universality implies facing many difficult questions which need not arise if the domain of concern is restricted to narrower groups, such as workers in the organized sector (leaving out the unorganized sector), or even all wage workers (leaving out homeworkers), or even all people actively in work (leaving out the unemployed) . . . Working people fall into distinct groups with their own specific concerns and plights, and it behoves the ILO to pay attention simultaneously to the diverse concerns that are involved . . .

The second conceptual feature that needs to be stressed is the idea of rights . . . the framework begins with acknowledging certain basic rights, whether or not they are legislated, as being a part of a decent society. The practical implications that emanate from this acknowledgement can go

¹ Amartya Sen, “Work and rights”, published in *International Labour Review*, vol. 139 (2000), no. 2; and in *Working for better times: Rethinking work for the 21st century* (Geneva, ILO, 2007).

Decent work is at the heart of peace, because peace cannot be the mere absence of destruction, but rather the struggle to create a dignified and worthy life for all human beings.

H. E. Oscar Arias, President of the Republic of Costa Rica, speech to the International Labour Conference, 2006



© M. Crozet/ILO

beyond new legislation to other types of social, political and economic actions. . . This is strongly in line with what is becoming increasingly the United Nations' general approach to practical policy through rights-based reasoning . . .

Another distinguishing feature of the approach is that it situates conditions of work and employment within a broad economic, political and social framework. It addresses, for example, not merely the requirements of labour legislation and practice, but also the need for an open society and the promotion of social dialogue. The lives of working people are, of course, directly affected by the rules and conventions that govern their employment and work, but they are also influenced, ultimately, by their freedoms as citizens with a voice who can influence policies and even institutional choices.

In fact, it can be shown that "protection against vulnerability and contingency" is, to a great extent, conditional on the working of democratic participation and the operation of political incentives . . . The security provided by democracy may not be sorely missed when a country is lucky enough to be facing no serious calamity, when everything is running along smoothly. But the danger of insecurity arising from changes in economic or other circumstances (or from uncorrected mistakes of policy) can lurk solidly behind what looks like a healthy State . . . The protective role of democracy is strongly missed when it is most needed.

The comprehensive view of society that informs the approach adopted in the ILO vision of decent work provides a more promising understanding of the needs of institutions and policies in pursuit of the rights and interests of working people. It is not adequate to concentrate only on labour legislation since people do not live and work in a compart-

mentalized environment. The linkages between economic, political and social actions can be critical to the realization of rights and to the pursuit of the broad objectives of decent work and adequate living for working people.

I turn now to the fourth and final distinctive feature of the approach under discussion. While an organization such as the ILO has to go beyond national policies (without overlooking the instrumental importance of actions by governments and societies within nations), there is a critical distinction between an "international" approach and a "global" one. An *international* approach is inescapably parasitic on the relation between nations, since it works through the intermediary of distinct countries and nations. In contrast, a truly global approach need not see human beings only as (or even primarily as) citizens of particular countries, nor accept that the interactions between citizens of different countries must be inevitably inter-mediated through the relations between distinct nations. Many global institutions, including those



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Decent work is one of the democratic demands of people everywhere. The Decent Work Agenda is an agenda for development that provides a sustainable route out of poverty.

H. E. Ellen Johnson Sirleaf, President of the Republic of Liberia, speech to the International Labour Conference, 2006

JOSEPH STIGLITZ ON SOCIAL JUSTICE



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Development is more than just the accumulation of capital and the enhanced efficiency of resource allocation; it is transformation of society. Equitable, sustainable and democratic development requires basic labour rights, including freedom of association and collective bargaining.

If we, as an international community, are to promote equitable, sustainable and democratic development – development that promotes societal well-being and conforms to basic principles of social justice – we must reform the international economic architecture. We must speak out more loudly against policies which work against the interests of workers. At the very least, we must point out the trade-offs, we must insist on democratic processes for determining how economic decisions are made. We have remained silent on these issues for too long – and the consequences have been grave.

Joseph Stiglitz, "Employment, social justice and societal well-being", in *International Labour Review*, vol. 141 (2002), no. 1-2; and in *Working for better times: Rethinking work for the 21st century* (Geneva, ILO, 2007).



© J. Sócrates

Decent work is the best, the most powerful and the most sustainable guarantee of economic development and social cohesion on a global scale. That's why I can see in the Decent Work Agenda the mobilizing and integrating potential for Europe.

José Sócrates, Prime Minister of Portugal, speaking at the ILO Forum on Decent Work for a Fair Globalization, Lisbon, October 2007

The struggle for decent work is in itself a core value . . . it is a global issue and thus international and local at the same time.

The new ILO Declaration reminds us that on the one hand, labour standards should not be used for protectionist trade purposes and it makes clear on the other hand that violation of fundamental principles and rights cannot be used as a legitimate comparative advantage.

We are thus talking about a potential breakthrough in the coherence of global governance putting social justice on par with economic efficiency, not only as a moral argument but because it makes sense. It is effective and it is modern, paving the way for the sustainable company. I believe there is ample evidence to say that this equation is true and I believe in essence that it represents the core of a social contract for the 21st century.

Only by making globalization more fair can we make it legitimate and only by making it more legitimate can we make globalization sustainable in democratic societies.

Jonas Gahr Støre, Foreign Minister of Norway, speaking at the Oslo Conference, 5 September 2008



© J. Gahr Støre

central to our working lives, have to go well beyond the limits of “international” relations.

The beginnings of a truly global approach can be readily detected in the analysis underlying the new directions of the ILO: The increasingly globalized world economy calls for a similarly globalized approach to basic ethics and political and social procedures. The market economy itself is not merely an international system; its global connections extend well beyond the relation between nations . . .

A global approach is, of course, a part of the heritage of labour movements in world history. This rich heritage . . . can indeed be fruitfully invoked in rising to the challenge of decent work in the contemporary world. A universalist understanding of work and working relations can be linked to a tradition of solidarity and commitment. The need for invoking such a global approach has never been stronger than it is now. The economically globalizing world, with all its opportunities as well as problems, calls for a similarly globalized understanding of the priority of decent work and of its manifold demands on economic, political and social arrangements. To recognize this pervasive need is itself a hopeful beginning.



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The concept of decent work, agreed at the international level, facilitates dialogue and cooperation between the industrialized countries, developing countries and emerging economies, as well as dialogue with non-governmental actors.

Vladimir Spidla, EU Commissioner for Employment, Social Affairs and Equal Opportunities, speaking at the ILO Forum on Decent Work for a Fair Globalization, Lisbon, October 2007

Old approaches and obsolete strategies are no longer adequate and effective. We do not want the Millennium Generation and future generations to pass judgement on our generation . . . that we have not prepared a better world for them, that we passed on to them an indecent world full of indecent workplaces . . . Let's make it a fairer globalization. Let's make the world a better place to live through decent work and decent life.

Dr. Surin Pitsuwan, Secretary-General designate of the Association of Southeast Asian Nations (ASEAN), speaking at the ILO Forum on Decent Work for a Fair Globalization, Lisbon, October 2007



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We need a 21st-century way of implementing the Decent Work Agenda, we need a multisectoral approach . . . we need in fact a broad movement to make the Decent Work Agenda central to achieving the Millennium Development Goals and to achieving social justice for a fair globalization.

Mary Robinson, President, Realizing Rights: The Ethical Globalization Initiative, speaking at the Oslo Conference, 5 September 2008



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The International Labour Organization unanimously adopted *the ILO Declaration on Social Justice for a Fair Globalization* on 10 June 2008. This is the third major statement of principles and policies adopted by the International Labour Conference since the ILO's Constitution of 1919. It builds on the Philadelphia Declaration of 1944 and the Declaration on Fundamental Principles and Rights at Work of 1998. The 2008 Declaration expresses the contemporary vision of the ILO's mandate in the era of globalization.

This landmark Declaration is a powerful reaffirmation of ILO values. It is the outcome of tripartite consultations that started in the wake of the Report of the World Commission on the Social Dimension of Globalization. By adopting this text, the representatives of governments, employers' and workers' organizations from 182 member States emphasize the key role of our tripartite Organization in helping to achieve progress and social justice in the context of globalization. Together, they commit to enhance the ILO's capacity to advance these goals, through the Decent Work Agenda. The Declaration institutionalizes the Decent Work concept developed by the ILO since 1999, placing it at the core of the Organization's policies to reach its constitutional objectives.

The Declaration comes at a crucial political moment, reflecting the wide consensus on the need for a strong social dimension to globalization in achieving improved and fair outcomes for all. It constitutes a compass for the promotion of a fair globalization based on Decent Work, as well as a practical tool to accelerate progress in the implementation of the Decent Work Agenda at the country level. It also reflects a productive outlook by highlighting the importance of sustainable enterprises in creating greater employment and income opportunities for all.

The ILO Agenda has received widespread international backing at regional and global levels, culminating with the 2005 United Nations World Summit. On that occasion, Heads of State and Government stated: "*We strongly support fair globalization and resolve to make the goals of full and productive employment and decent work for all, including for women and young people, a central objective of our relevant national and international policies as well as our national development strategies.*" This statement also builds on the commitments of the World Summit for Social Development of 1995.

The Declaration expresses the universality of the Decent Work Agenda: all Members of the Organization must pursue policies based on the

JUAN SOMAVIA COMMENTS ON THE DECLARATION AND EXPLAINS ITS MAIN FEATURES

strategic objectives – *employment, social protection, social dialogue, and rights at work*. At the same time, it stresses a holistic and integrated approach by recognizing that these objectives are “inseparable, interrelated and mutually supportive”, ensuring the role of international labour standards as a useful means of achieving all of them.

The Declaration calls upon the ILO to assist its Members in their efforts towards its implementation, according to national needs and circumstances. To that end, it presents a challenge to the International Labour Conference, the Governing Body and the International Labour Office, signalling that “the Organization should review and adapt its institutional practices to enhance governance and capacity building in order to make the best use of its human and financial resources and of the unique advantage of its tripartite structure and standards system”. Therefore, the Organization and its Members must mobilize all available means of action, both nationally and internationally, to promote the objectives of the Declaration and implement its commitments in the most effective and efficient way.

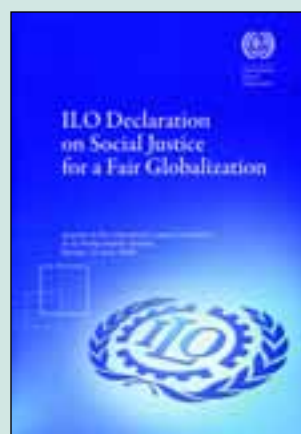
The Declaration provides leaders and decision-makers with a balanced approach that connects with people and productive solutions at home, while also offering a common platform for governance at the international level. It contributes to policy coherence for sustainable development in national policies, among international organizations and in development cooperation, bringing together social, economic and environmental objectives. In this regard, it highlights that international and regional organizations with mandates in closely related fields can play an important role in the implementation of the integrated approach required and invites them to promote decent work. It states that as trade and financial market policy both affect employment, it is the ILO's role to evaluate those employment effects to achieve its aim of placing employment at the heart of economic policies. The Declaration also calls for developing new partnerships with non-state entities and economic actors such as multinational enterprises and trade unions operating at the global sectoral level, in order to enhance the effec-

tiveness of ILO operational programmes and activities.

The *Declaration on Social Justice for a Fair Globalization* is a renewed statement of faith in the ILO. It builds on the values and principles embodied in the ILO Constitution and reinforces them to meet the challenges of the 21st century. It reflects an ILO confident in the relevance of its vision and mandate, as well as fully committed to assume its contemporary responsibilities. The Declaration comes at a time of widespread uncertainty in the world of work, continued situations of labour rights abuses, growing concerns with the course of globalization and the need for international organizations to work much better together on these issues. Above all, it underlines the ILO's unique comparative advantage and legitimacy based on tripartism and the rich and complementary practical experience of its government, employer and worker constituents in addressing economic and social policies affecting the lives of people. It also recalls the long-lasting strength of its method of work based on social dialogue, as a foundation for consensus-building, which is a sign of hope in a world where dialogue has become so difficult.

The *Declaration on Social Justice for a Fair Globalization* marks the most important renewal of the Organization since the Declaration of Philadelphia. It gives us a historic opportunity and responsibility to reinforce the capacity of the ILO. Together with all those who share the aspirations of the Declaration, we can forge an effective convergence of national and international policies that lead to a fair globalization and to greater access to decent work for women and men everywhere. We can all join to make this happen and move in the direction of greater respect for human dignity and global prosperity, to fulfil the needs and hopes of peoples, families and communities worldwide.

Juan Somavia
Director-General



Seeking Peace by Cultivating Justice

A photographic history of the ILO

¹ The original version of this photo essay, prepared by Jaci Eisenberg in consultation with the ILO Historical Archives, is available at www.ilo.org. This reduction for *World of Work* was edited by Victoria Mortimer. All photos in the essay are from the ILO Historical Photo Archives or the ILO Department of Communication unless otherwise noted.



The Commission on International Labour Legislation meeting during the Paris Peace Conference, February-March 1919. This Commission was responsible for the drafting of the ILO Constitution, which was later embedded in the Treaty of Versailles

As the ILO celebrates its 90th anniversary, *World of Work* looks back at its creation and history through photographs of key events, from its inception after the First World War in the effort to create a fairer and more stable society, up to its modern position as a central part of the United Nations system and its continuing quest for social justice and decent work for all. Illustrating the wide-reaching and varied work of the ILO, these images chart some of the major challenges the Organization has faced, and show how it has adapted and evolved over the years

to remain relevant and influential throughout massive social and technological shifts.¹

Born in the aftermath of the First World War, the International Labour Organization was created as a means of establishing universal peace through social justice. The Commission on International Labour Legislation, shown in the photograph, was composed of two representatives from each of the five great powers of the time (United States, British Empire, France, Italy, and Japan), along with representatives from Belgium, Cuba, Poland and Czechoslovakia.



ILO Assistant Director Harold Butler and Director Albert Thomas enjoy a moment of rest in front of the first ILO building, La Châtelaine, in Pregny, Switzerland, 1920. This building now houses the Headquarters of the International Committee of the Red Cross

Article 392 of the Treaty of Versailles states: “The International Labour Office shall be established at the seat of the League of Nations as part of the organization of the League.” Geneva, already selected as the seat of the League, was therefore also the seat of the International Labour Office.

The Constitution addresses the principles and goals of the proposed labour organization, conditions of membership, and the regulatory and oversight organs. “The basic structure is simple,” wrote David Morse, the longest-serving Director-General of the ILO (1948-1972). “The members of the ILO are sovereign States; they meet at least once a year at a Conference, to which each member is entitled to send a tripartite delegation consisting of four delegates, two representing the government, the other two representing, respectively, the employers and the workers of the country. A Gov-

erning Body has general responsibility for coordinating the activities of the organization into an overall programme which can be adjusted to take account of changing needs and priorities. Third, there is an International Labour Office, with a permanent international staff, headed by a Director-General.

“Simple as this structure is, it includes several innovations which were startling in 1919, and which remain unique today. In particular, the ILO provides for the representatives of management and labour a status equal to that of representatives of governments. In the Conference and in the Governing Body, employers’ and workers’ delegates sit side by side with government delegates and enjoy equal rights. Unique in this respect among international organizations, the ILO has owed its vigour and vitality, and a large measure of its success, to the balanced cooperation of governments, management, and labour in developing its policies and programmes.”



Delegates in a plenary sitting of the First Session of the International Labour Conference, Washington DC, 1919



ILO staff at the First Session of the International Labour Conference, 1919

In plenary sessions and committee meetings at the annual International Labour Conference, delegates discuss problems facing the world of work. The delegates can adopt Conventions and Recommendations (to be afterwards ratified by member States and brought into national legislation) on these issues, and elect the members of the Governing Body. At the First Session of the Conference in Washington, DC from 29 October to 29 November 1919, 40 countries and territories were

represented. The Conference adopted the first ILO Convention, the Hours of Work (Industry) Convention (No. 1) on the 8-hour day and 48-hour working week.

The French request for the establishment of an International Labour Conference with maritime issues at its core led to the calling of the Second Session of the International Labour Conference in 1920 (see photo report on pages 48-54), focused on maritime issues, and after this Maritime Sessions of the International Labour Conference were called as the need arose.



The Third Session of the International Labour Conference, Geneva, 1921



The 12th Session of the Governing Body, Rome, Italy, 4-7 April 1922. In the foreground is Léon Jouhaux, French Worker member of the Governing Body for 35 years (1919-1954)

Equally as important as the annual session of the International Labour Conference is the Governing Body of the ILO, a tripartite council elected by the Conference. The Governing Body is charged with overseeing the work of the International Labour Office, which entails everything from commissioning special committees to examining the expenditures of the ILO. At its inception, the Governing Body was composed of 12 Govern-

ment members, 6 Employer members, and 6 Worker members. Today the Governing Body has expanded to 28 Government members, 14 Employer members, and 14 Worker members, reflecting the increased membership of the ILO. Since the inception of the ILO, States of Chief Industrial Importance are automatically included among the Government members of the Governing Body.



The three keys representing tripartism

The three keys represent the tripartite nature of the ILO, referring to the collaboration between governments, employers, and workers in the creation of international labour legislation that is an integral founding principle of the organization. Tripartism, originally an idea formulated by the British delegation to the Commission on Inter-

national Labour Legislation, allowed the ILO to tackle the issues “most real to most people the world over”. These three symbolic keys were used at the inauguration ceremony of the new ILO building on 6 June 1926. Over 60 enterprises and sculptors were hired to build and adorn the new Office.



The first building constructed especially for the ILO, designed by Georges Epitoux of Lausanne, Switzerland. Located at Rue de Lausanne, Geneva, it was in use from 1926 to 1974; it would later become the headquarters of GATT and the WTO (view from the current-day Place Albert Thomas)



Inauguration of the ILO building



The ILO library, 13 March 1967

As the permanent secretariat of the Organization the International Labour Office regularly produces reports, often published in multiple languages, for use by member States and the social partners (employers, workers) of the ILO, along with researchers and the general public. In addition to publishing reports on labour, Article 396 of the Treaty of Versailles requires the International Labour Office as part of its mandate to collect and

distribute “information on all subjects relating to the international adjustment of conditions of industrial life and labour”. The ILO also publishes a record of proceedings of the annual International Labour Conference and thrice-yearly Governing Body meetings, as well as the *International Labour Review*, a journal dedicated to issues faced in the world of work.



ILO Correspondents at the Fourth Session of the International Labour Conference, Geneva, June 1922

During the 1920s the ILO began to install a number of Correspondents in areas of high activity to help facilitate operations worldwide. The functions of the Correspondents in the early years were to communicate with local labour ministries and employers’ and workers’ organizations;

answer local requests for information; organize visits; sell publications; and keep the Geneva headquarters updated about the current status of labour issues in their area. Nowadays the scope of Field Officers and National Correspondents has expanded, and offices are spread over the globe.

Maurice Denis' La Dignité du Travail (The Dignity of Work)

The ILO's early years were fruitful, with Conventions and Recommendations of great importance being adopted by the International Labour Conference and ratified by member States. In appreciation of the work performed by the ILO, a number of gifts have been bestowed on it. One such gift is Maurice Denis' mural "The Dignity of Work", which depicts Christ speaking to modern-day workers at the Nazareth workshop and was given to the ILO by the International

Confederation of Christian Trade Unions. Designed to integrate into the structure of the building, this 6x3 metre mural was painted at Denis' home and brought to Geneva to be stretched over the wall and arches in the Centre William Rappard (which now houses the WTO). After being hidden for decades, the mural was rediscovered in 2007 by a group of ILO and WTO volunteers and art enthusiasts, and is now proudly on display once more.



ILO Director Albert Thomas with workers' children in Ogre, Latvia. "A class which takes care of its children is already a class conscious of its destiny," he said.

Albert Thomas, first Director of the ILO, frequently visited member States to discuss labour policy at the highest levels: with Heads of State and government representatives, with employers' organizations and with trade union leaders. In

1927 during a two-month official mission to Scandinavia and the Baltic States he also visited a children's holiday home in Latvia where children of Riga's workers could spend some time in the countryside.



ILO staff at the opening session of the First Labour Conference of American States, 1936

The First Labour Conference of American States opened in Santiago, Chile, on 2 January 1936 after the Chilean Government extended the offer of hosting a regional conference. In attendance were 21 American member States of the ILO, as well as Costa Rica (represented by

observers). An overwhelming success, the Regional Conference passed resolutions relating to the founding principles of social insurance, issues of employment and unemployment, and requested research to be undertaken by the Office on immigration and the problems of Native Americans.



Delegation of the United States of America to the 20th Session of the International Labour Conference, Geneva, June 1936. Front row, second from left: John G. Winant, Government delegate, who became Director of the ILO in 1939

The Paris Peace Conference and the Treaty of Versailles had been born out of US President Woodrow Wilson's "Fourteen Points" speech. But the US Senate's failure to ratify the Treaty of Versailles meant that the United States was not a member of the League of Nations and consequently not of the ILO. The onset of the Great Depression in the 1930s created increased interest in the United States about public works and social pro-

grammes. The ILO continued to encourage the United States to participate in its activities. The appointment of Frances Perkins as Secretary of Labor under President Roosevelt brought the United States closer to membership, and on 19 June 1934 the United States, despite not being a member of the League of Nations, opted to join the ILO by virtue of Congressional Resolution SJ 131, ultimately signed by President Roosevelt.



Women delegates at the 20th Session of the International Labour Conference, 1936





A group of ILO officials and their spouses waiting to board ship, Lisbon, Portugal, September 1940 (From the private collection of Carol Riegelman Lubin)

In 1939 an Emergency Committee was formed that would replace the Governing Body if war broke out. The Swiss Federal Council had introduced a measure whereby international organizations would only be given 24 hours to leave Switzerland in case of armed conflict.

After plans to move to France became untenable, the Canadian government agreed to host the

organization at McGill University in Montreal. Staff deemed essential for the chief activities of the ILO were transferred, completing a five-day car-and-train voyage through France, to Lisbon in Portugal, where they waited one month before being able to sail for their new working centre in Montreal.



Osvald Stein (third from right) and other ILO officials on mission in Chile, July 1942

Despite the difficulties brought about by the war, the Office managed to perform its normal duties. The move also gave the ILO the opportunity to focus on the Latin American region, where the scope of technical cooperation programmes would soon grow to be an integral part of the ILO's operations. A mission of officials to Chile in mid-

1942 helped to reorganize the Chilean Social Insurance Scheme and to prepare for the American Conference on Social Security to be held in Santiago later that year. The officials also visited Argentina, Bolivia, Brazil and Uruguay in an endeavour to improve labour statistics.



ILO Director Edward J. Phelan speaking at the Meeting of Social Security Experts and Social Security Plan authors, Montreal, July 1943

During these years the ILO was in certain instances even able to innovate: a four-day consultation in July 1943 convened social security

experts with the goal of creating an international social security charter, focusing particularly on income maintenance and health care.



ILO Director Edward J. Phelan signing the Declaration of Philadelphia at the White House, Washington DC, on 17 May 1944. Seated, left to right: US President Franklin Delano Roosevelt, Walter Nash, E. J. Phelan. Standing, left to right: US Secretary of State Cordell Hull, US Secretary of Labor Frances Perkins, ILO Assistant Director Lindsay Rodgers

A task (and duty) that proved difficult under the spectre of the war was holding the general Conferences of its member States, but two wartime Conferences were achieved. The first, a special Conference with no normal powers, was held in New York and Washington, DC in 1941. The second, the 26th Session of the International Labour Conference, was held in Philadelphia, Pennsylvania in spring 1944.

On the agenda at the Philadelphia Conference was workers' compensation and social policies in colonial territories, along with the pressing issue of post-war reconstruction. The ILO reaffirmed its

founding principles in the Declaration of Philadelphia, which highlights that labour is not a commodity, freedom of association is necessary for sustained progress, and poverty anywhere is a threat to prosperity everywhere. These principles were to be ensured through full employment, vocational training, just wages, collective bargaining, social security, measures ensuring occupational health, and maternity protection. These concepts were extraordinarily progressive as they were to be applied to free and dependent people alike; they were "a matter of concern to the whole civilized world".

Delegates to the 4th meeting of the Building, Civil Engineering and Public Works Committee, October-November 1953, visit the construction site of the Grand Dixence Hydroelectric Dam in Valais, Switzerland

Industrial Committees, where employers and workers can come together to discuss problems and advances in different industrial sectors, are a notion dating from the 91st Session of the Governing Body in December 1943. However, it was not until January 1945 that they were finally approved in the following domains: inland transport, coal

mines, iron and steel, metal trades, textiles, petroleum, and building trades (including public works). Later on, committees were added for the chemical industry, plantations, and salaried employees. Tripartite in nature, the Industrial Committees quickly became part of the integral fabric of the ILO's activities.



P. J. Nehru addressing the Preparatory Asian Regional Conference, New Delhi, October-November 1947



First African Regional Conference, Lagos, Nigeria, 1960

The success of the First Labour Conference of American States in 1936 encouraged the ILO to gradually introduce Regional Conferences. Focused on one area of the world, these Regional Conferences permit intensive examination of

issues of regional interest and relevance. The first Regional Conference in Asia was held at New Delhi in 1947; in 1955 the first in Europe was held in Geneva; and in 1960 the first in Africa was held at Lagos.

ILO Director-General David A. Morse accompanies Indian Prime Minister Jawaharlal Nehru at the Fourth Asian Labour Conference, 13 November 1957, in New Delhi, India

At the Fourth Asian Labour Conference in New Delhi from 13-25 November 1957, Indian Prime Minister Nehru gave the opening speech, remarking that "in a true world everybody should labour and everybody should be a producer and a consumer. However, as things are, you have tried to

deal with them in a cooperative manner and I do not think there is any other satisfactory way of dealing with them." Specific issues treated at the Conference included handicraft industries and the conditions of work of sharecroppers.



Miguel Ximenez, an engineer agronomist, at the Andean Programme's "Chimborazo project" in Riobamba, Ecuador in 1957, with the village leader of Nitiluisa, Pedro Celestino Paucar. Here they are discussing a poor crop of barley, and options for improvement

The ILO Technical Assistance Programme began in 1949, followed in 1950 by the United Nations Enlarged Programme of Technical Assistance. The ILO's technical cooperation and capacity-building programmes, now in their 60th year, are offered to countries on all continents and at all stages of economic development and help to build bridges between the Organization's standard-setting role and the people. An extensive network of offices throughout Africa, Asia, Latin America,

Central and Eastern Europe and the Middle East provides technical guidance on policy issues, and assistance in the design and implementation of development programmes. The projects are implemented through close cooperation between recipient countries, donors, and the ILO, which maintains a network of area and regional offices worldwide. In the last decade, an average of some US\$130 million has been spent annually on technical cooperation projects.





A. S. Tchistayakov, permanent representative of the USSR to the European Office of the United Nations, deposits instruments of ratification for 18 ILO Conventions on 10 August 1956. In attendance, ILO Director-General David A. Morse (with pen in mid-air)

In some instances, multiple Conventions are ratified at the same time as a result of new membership, or a withdrawal from and subsequent readmission to the ILO. This was the case with

regard to the USSR: having become a member State of the ILO in 1934 it withdrew in 1940, becoming a member again after the Second World War on 26 April 1956.



The first study course held by the International Institute for Labour Studies, September 1962

In 1960 the ILO launched the International Institute for Labour Studies (IILS), a think-tank for advanced research in labour issues. The IILS carries out research, debates, policy forums, and publications, and has a yearly internship programme held in Geneva just before the annual International

Labour Conference. The internship course aims to aid the participants in promoting active labour policy in their respective countries. The Institute also hosts the ILO Century Project, which explores the history of ILO ideas, methods and achievements.



A Turin Centre training course, February 1969. A multilingual instructor explains the operation of a modern automatic lathe, run on an electro-pneumatic system, of the type used in making components for the automobile industry

The International Training Centre for the ILO was established in 1964. The idea for the centre began in 1961, when the ILO cooperated in the planning of an International Labour Exhibition in Turin which had as a theme “human labour as a determining factor in economic and social progress”. When the exhibition ended, the Italian Government allowed the main pavilion of the

labour exhibition to be converted into an international centre for advanced technical training, for those who did not have such training available in their home countries. The Turin Centre provides advanced vocational training and serves as a focal point for high-level in-service training (see article on page 39-43).



Workers in Brazil

Employment has always been a major ILO concern and became a central goal of the development strategy promoted by the UN system from the 1960s on. In 1969 ILO Director-General David

Morse launched the World Employment Programme (WEP), which built a substantial programme of research and action aimed at increasing employment, particularly in developing countries.



ILO Director-General David A. Morse receives the 1969 Nobel Peace Prize on behalf of the ILO from Aase Lionaes, Chairman of the Nobel Committee of the Norwegian Parliament, in the Aula of the University of Oslo, on 10 December 1969

In 1969, on the 50th anniversary of its foundation, the ILO received the Nobel Peace Prize for its promotion of social justice and peace among nations, a quality exemplified even in a document contained in the cornerstone of the ILO building: “Si vis pacem, cole justitiam” – If you seek peace, cultivate justice.



ILO Director-General C. Wilfred Jenks and the President of Cameroon, El Hadj Ahmadou Ahidjo, lay the cornerstone of the African Regional Centre for Labour Administration, seat of an ILO area office in Yaoundé, Cameroon, 28 July 1971

When the ILO was founded in 1919 the only independent States on the African continent were Ethiopia, Liberia, and the Union of South Africa. However, with the post-Second World War wave of decolonization the ILO needed to recognize the new responsibilities these changes placed upon it

and to evolve appropriate new techniques and machinery. The opening of the first African Field Office at Lagos, Nigeria in January 1959 was one such step, later followed by other offices, such as that in Yaoundé, Cameroon.



The jurists of the 42nd Session of the Committee of Experts on the Application of Conventions and Recommendations, Geneva, 16-29 March 1972

In addition to formulating international labour standards, the ILO needs to be able to verify that this legislation, once ratified by member States, is appropriately applied. A system was instituted in 1926 whereby, every year, governments of member States submit reports to the Committee of Experts on the Application of Conventions (later the Committee of Experts on the Application of Conventions and Recommendations) enumerating the steps they have taken, in law and in practice, to

implement these Conventions and to oversee their success. The Committee, a group of eminent jurists appointed by the Governing Body, then reviews these reports, producing a list of observations and direct requests based on the report contents. The observations are included in the Committee's yearly report, whereas the direct requests are communicated to the governments concerned. Today 20 jurists sit on the Committee.



The current ILO headquarters, opened in 1974 in Grand Saconnex, Geneva

In the 1960s the ILO lakeside building became too small, so it was decided to sell it and build a new, larger headquarters on Route des Morillons in Grand Saconnex. Three architects (Eugène Beau-

doin, Alberto Camenzind, and Pier Luigi Nervi) participated in the conceptualization of the building, which cost 146,203,099 Swiss francs to build.



Lech Walesa (Workers' delegate, Poland) of trade union Solidarity at a plenary sitting of the 67th Session of the International Labour Conference, Geneva, 3-24 June 1981

At the 67th Session of the International Labour Conference in 1981, Polish Workers' delegate Lech Walesa (of the trade union Solidarity, and later the President of Poland) gave a speech championing workers' self-management, social justice, and trade union independence. His appearance caused a stir because only the year before he had led a strike in the Gdansk shipyard that helped force the Polish authorities to sign the Gdansk Agreements, giving workers the right to organize in free and independent trade unions. However, the proclamation of martial law in Poland in December 1981 ended the open existence of trade unions, including Solidarity which by then had 10 million members.

In June 1982 the Worker delegates of France and Norway filed a complaint against Poland for non-compliance with ILO Conventions they had ratified regarding freedom of association and the right to organize. A Commission of Inquiry was formed to investigate and its report found Poland in violation of various Conventions. It suggested that the Polish Government and trade unions work together to resolve the problems, but Poland gave official notice of its withdrawal from the ILO, a measure that was, however, later revoked. The Polish workers' dream of an independent, self-governing trade union was finally realized in 1989 when Solidarity regained its legal status.





On 15 June 1982 Pope John Paul II visited the 68th Session of the International Labour Conference, accompanied by ILO Director-General Francis Blanchard. Behind them is the Director of Cabinet, Jean-François Treméaud

Dignitaries and Heads of State are invited to address the annual International Labour Conference, where they speak about recent developments in the world of work in their countries and in the world. In 1982 the Conference was graced with the

presence of His Holiness Pope John Paul II, a particularly appropriate speaker given his early life as a manual worker, and his desire to promote the dignity of labour, as noted in his encyclical *Laborem exercens*.



Director-General of the ILO Michel Hansenne and Nelson Mandela, Deputy President of the African National Congress, in discussion during the 77th Session of the International Labour Conference, Geneva, June 1990

On 8 June 1990, in one of his first visits to an international organization following his release from prison, Nelson Mandela addressed the 77th Session of the International Labour Conference. He saluted the ILO for its “enormous contribution” to the struggle for democracy and the promotion of democratic principles, going on to say that the actions of the ILO “are important elements in the common efforts of all humanity to isolate and by

this means destroy the system of apartheid.”

In June 2007, Mandela was the joint recipient of the ILO’s first annual Decent Work Research Prize. He recalled his 1990 speech, and said the ILO continued to “promote the values we share, the rights we all must respect and the ideal that progress is only possible through genuine dialogue”.



Former soccer ball sewers in a school that is part of an ILO Field Project in Sialkot, Pakistan, 2005

Since its inception, the ILO has been involved in formulating international labour standards to protect children and young adults. In 1992 it launched the International Programme on the Elimination of Child Labour (IPEC) to intensively

target this widespread scourge, seeking change through education, monitoring, labour inspection, and time-bound measures to eliminate the worst forms of child labour.



A plenary sitting of the 86th Session of the International Labour Conference in June 1998 welcomes the Global Marchers against Child Labour

In June 1998 the ILO Declaration of Fundamental Principles and Rights at Work established a social floor for the global economy. The Declaration calls on member States to promote fundamental ILO Conventions on freedom of association and

collective bargaining, the elimination of forced labour, the abolition of child labour, and the elimination of discrimination regarding employment and occupation.



Presentation of the Report of the World Commission on the Social Dimension of Globalization, London, 24 February 2004. From left to right: Benjamin William Mkapa (President of the United Republic of Tanzania), Tarja Halonen (President of Finland) and Juan Somavia (ILO Director-General)

The Decent Work Agenda, which sums up the ILO’s goals and guides its action, received important support from the World Commission on the Social Dimension of Globalization. This independent Commission, established in 2002 by the ILO to examine how to increase access to the benefits of globalization and to ensure that globalization contributes in achieving social goals, was chaired by two sitting Presidents: President Benjamin

William Mkapa of Tanzania and President Tarja Halonen of Finland. Its report, released in 2004, identified 57 measures to promote a fair globalization, and argued that decent work should be a global goal, integrated into both national and international action. The report was widely circulated, and was influential both in national policy formulation and in global debates.

Closing sitting of the 94th Session (Maritime) of the International Labour Conference, Geneva, 23 February 2006. From left to right: Ian Newton (Clerk of the Conference); Jean-Marc Schindler (Government delegate – France, President of the Conference); ILO Director-General Juan Somavia; and Brian Orrell (Seafarers' delegate from the United Kingdom)

Since 1976 a Maritime Session has been convened approximately once every ten years. The 94th (Maritime) Session of the International Labour Conference in 2006 took as its aim the unprecedented task of adopting a comprehensive International Labour Convention to consolidate almost all ILO maritime labour Conventions and

Recommendations currently in force – over 60 texts – and set out the conditions for decent work in the increasingly globalized maritime sector. The Convention will come into force 12 months after the date on which there have been registered ratifications by at least 30 Members with a total share in the world gross tonnage of ships of 33 per cent.



ILO staff commemorate World AIDS Day in 2006

With the appearance of HIV/AIDS in the early 1980s, workplaces worldwide were faced with a new challenge. Affecting labour and productivity, and threatening the livelihoods of many workers and those who depend on them – families, communities and enterprises – HIV/AIDS is a prominent workplace issue. The ILO Programme on HIV/AIDS and the World of Work has developed a Code of Practice with strong key principles, chief

among them prevention, education, non-discrimination of workers on the basis of their real or perceived HIV status, and the rule stipulating that a job applicant or employee's HIV/AIDS status is confidential and will not engender prejudice. After the acceptance of the Code of Practice in 2001, the ILO joined the Joint United Nations Programme on HIV/AIDS (UNAIDS).



International Women's Day 2008. Rupa Manel Silva, Founder of the Women's Bank of Sri Lanka and 2007 Laureate of the WWSF Prize for Women's Creativity in Rural Life

Gender equality is a central element of the ILO's Decent Work Agenda. The ILO Gender Bureau, currently engaged in a campaign to raise the visibility of gender issues, strives to ensure that women are empowered economically and receive equal treatment in labour markets and equal access to decent work. The annual International Women's

Day provides a forum for discussion and improvements, and hosts important and inspirational women speakers. The year 2009 will see the 10th anniversary of the ILO's gender equality action plan and a general discussion at the International Labour Conference on "Gender Equality at the Heart of Decent Work".



Edwin Salamin Jaén, President of the 97th Session of the International Labour Conference, and ILO Director-General Juan Somavia, at the adoption of the ILO Declaration on Social Justice and Fair Globalization, 10 June 2008

A landmark Declaration designed to strengthen the ILO's capacity to promote its Decent Work Agenda and forge an effective response to the growing challenges of globalization was adopted by acclamation of member States, workers and employers attending the 97th International Labour Conference in June 2008. The Declaration marks the most important renewal of the Organization since the adoption of the historic Declaration of Philadelphia in 1944. It stresses the fundamental principles of freedom of association and the right

to collective bargaining, the elimination of all forms of forced labour, the effective abolition of child labour and the elimination of discrimination in employment and occupation as the Organization's bedrock principles, underscoring the particular significance of these rights as enabling conditions for the realization of the ILO's four strategic objectives: employment, social protection, social dialogue and tripartism, and fundamental principles and rights at work. An agenda to take the ILO well into its second century.



Decent Work: What does it mean to you?

90 voices from around the world

What do the world's peoples think about the concept of decent work? On the occasion of the ILO's 90th anniversary, and looking to the future, *World of Work* asked people from around the world to tell us what decent work means to them personally. Many of the contributors are on the front lines of the struggle – representatives of government, employers' or workers' organizations – but many are from other walks of life, from company directors to street sweepers.

Decent work not only implies the right to work, the free choice of employment, and better conditions of work and social protection, but has to do with the responsibility of managers of state resources to take the right decisions and their commitment to implementing them, and with the just involvement of everyone in the decisions, and sharing of the benefits.

*Atong Achakoma, researcher,
Ghana Trades Union Congress*

Decent Work is a charter of rights for workers and an insurance for good. The Government of Guyana extends heartiest congratulations to the ILO – we commend the effort and achievements as a model for the protection of the world's number one resource – our human capital. Our prayers are for the ILO to go from strength to strength.

*Manzoor Nadir, Minister of Labour,
Government of Guyana*

For me, decent work is the totality of my aspirations in working life. Put another way, it is related to Quality of Work Life (QWL) that involves the fulfilment of individual goals/objectives through the organizational process. In particular, decent work includes: opportunities for work that is more productive and delivers sufficient income; security in the organization; social protection for families; better prospects for my personal development, growth and social integration; freedom to express my concerns, to organize and participate in the decisions that affect my life; and equality of opportunity and equal treatment for male and female with respect to salary and benefits.

*Kedar Prasad Acharya, University Grants
Commission (UGC), Nepal,
course participant at the Turin Centre*

Decent work is a regular dignified undertaking that is equally rewarding, where one's capacity to grow and potentials are recognized, where one's health and safety are given enough attention, worker's rights are respected and held sacred, where the atmosphere exists of trust and dialogue between management and workers.

*Melo Acuña,
radio host and journalist, Philippines*

Decent work means keeping the dignity of individuals, respect, a fair wage, and providing a good environment.

*N. Ahmedali,
Managing Director, Cornucopia Asia, India*

For me, a decent job is an honourable livelihood.
Lea Alcaria, street vendor, Philippines

It's an important idea that can improve working conditions for everyone, both the industrialized and the developing countries.

Andrea Amaro, Confederazione Generale Italiana del Lavoro (CGIL), Italy

Decent work for me means I can fully and happily commit to even beyond the requirements of my work, without having to worry about job and social security, living income and benefits, safety and health, opportunities and participation in decision-making processes, simply because I am a woman and I am a trade unionist.

Eva Arcos, Associated Labor Unions, Trade Union Congress of the Philippines

Decent work is a job that respects your working hours and personal integrity, and does not entail doing anything illegal either.

Silvia Ballester, IT technician, Costa Rica

As a human resource practitioner, my understanding of decent work is "any work that provides job satisfaction to the job holder such that she or he would like to stay without thinking of leaving". Variables that can bring about this situation therefore include good working conditions, recognition of efforts by peers and managers, autonomy and control of work hours and activities, good governance and organizational commitment to professional values and career advancements.

Benjamin, Ghana, course participant at the Turin Centre

Work has many faces – paid or unpaid, pleasurable or painful, an extension and expression of oneself or done merely to meet the requirements of a "boss". To me work is most authentic when it is done because it is what I am called to "be" – not just to "do". In our work we can find our own meaning and value – but does that mean that those who have no "work" have no meaning or value?

Julie Brackenreg, Minister, HopeStreet Urban Compassion, Australia

For me, decent work is work that allows the worker to be autonomous, even independent (financially, economically and socially).

Bréhima, Mali, course participant at the Turin Centre

Decent wages

Decent work is work that gives you enough time and energy to eat, talk and play with your kids and help them out with their homework!

Julius Cainglet, unionist, writer and artist, Philippines

Decent work means an eight-hour working day or less, safety, protection, hygiene, respectful and fraternal relationships, enough pay, training and capacity building for free, and assertive, united, socialist, class-aware and revolutionary labour union organizations.

Joaquín Bernal Camero, Coordinador General, Congreso Permanente Unidad Sindical de Trabajadores de América Latina (C. Postal), Cuba

Decent work implies the enforcement of all labour laws for all workers – organized and unorganized.

Malathi Chittibabu, State Secretary, Centre of Indian Trade Unions (CITU), Tamil Nadu State Council, India

Decent work: permanent contract, a dignified salary for a dignified life, adequate buying power, social security (health insurance, retirement . . .), respect for ILO Conventions.

Nadia Chonitem, Union générale des travailleurs (UGTA), Algeria





The concept of Decent Work is a galvanizing concept. It galvanizes political will and also civil society. Perhaps we can say that it even galvanizes individual citizens. We can say that it is a galvanizer because it's an effective instrument for scrutinizing decisions and the way in which these decisions influence our life as a community.

José António Vieira Da Silva, Minister of Labour and Social Solidarity, Portugal

A decent job is for those who have had an education, who work in offices as clerks or supervisors. I am a street sweeper. But my job is also decent because I don't depend on others. I work hard and I break sweat. I earn through honest means. I don't steal.

Josefina Danao, street sweeper, Philippines

There's no better role for the ILO than to work for the application of the Declaration of Philadelphia and the Declaration of Human Rights, which put human beings at the centre of well-being and dignity. The adhesion of all human beings to decent work is part of this logic.

Idrissa Diawara, Président, Syndicat Indépendant des Forces Ouvrières de Guinée (SIFOG), Guinea

Decent work is the work that utilizes my competencies, does not make me forget my self-esteem, helps me maintain work/life balance and gives me decent compensation.

Vijay Desupande, Vice-President and Head of HR Greaves Cotton Ltd, Mumbai, India

Decent work is the work that secures a suitable life for a human being and ensures a healthy and environmental-friendly way of living, and that work which secures and indirectly defends the human rights of any human being.

Dr Elfatik Abbas ElGourashi, Sudanese Businessmen and Employers Federation

Decent work means a suitable working environment – human, with a just salary and good working conditions.

Muftah El-Awieb, Assistant Secretary, General Federation of Producers Trade Union, Libya

Decent work is work is protected by law, with a salary that's above the minimum wage, a working week of 40 hours, paid holidays and vacations, social protection and occupational health and safety. All this is in a spirit of companionship, respect and compromise both among workers and between workers and employers.

Esteban, maths teacher and doctoral student, Costa Rica

My decent work: When I am able to encourage the young people who are my students, and they go out into the world and have success in whatever they do, it's something that makes me feel so good. This is especially true when I hear from former students who live and work in their chosen fields and professions in so many different countries around the world: from East Timor to Bolivia, from Germany to China, from Russia to Canada . . . It gives me hope for the future and I am pleased to have contributed to the betterment of the world through teaching them, and they, in turn, teach me to become better in my work.

Vivian Gilliam, teacher, Language Center, University of South Bohemia, Czech Republic

Any labour relationship can be decent, but decent work must mean steady work with good remuneration. The opposite is indecent work.

Julio Roberto Gómez Esguerra, General Secretary, Confederación General del Trabajo (CGT), Colombia

Decent work is something that encompasses a lot of things and it means a lot of things to different people. To me it's of course safety and health, it's social protection, it's being able to participate in what is happening at my enterprise. And at the same time decent work does not just address this very high standard of what we would like to see in a job, but it is something that should really be in every single job. We should make sure that there is a minimum of participation, a minimum of safety and health. Decent work has as a concept that there are minimum standards, standards that you don't want to go below, standards that need to be observed in order to make sure that everybody in the society can work together jointly and create wealth for everybody. That's what decent work is for me.

Martin Hahn, Sectoral Technical Officer, ILO

Decent Work is a tool to achieve the betterment of the society as a whole, so it's not only for the workers, it's also for society as a whole.

Myra Hanartani, Director-General Industrial Relations and Manpower Social Security, Ministry of Manpower and Transmigration (MOMT), Indonesia

Decent work: Qualified and dedicated people working honestly for a decent salary.

Csaba Héjas, carpenter, Hungary

Decent work means reasonable incomes for workers; respect for workers' rights; and social security for all.

Leonard Hikaumba, President, Zambia Congress of Trade Unions

Decent Work is a new philosophy of life and organization; it's a new paradigm in which the main element is complete and utter respect of, and compliance with, the fundamental rights at work. Decent work means equal opportunity, access to jobs that are dignified, stable, secure and inclusive, while also abolishing any type of discrimination and injustice.

Joanne, graphic designer, Costa Rica

It's both a concept and an instrument for assuring a dignified activity and an honourable existence for workers. Carry on! We need you!

Ovidiu Jurca, Vice-Président du bloc national syndical, Romania

Decent work: to be hired for a position, from and through which I can add value to the organization, as well as contribute value to partnerships that the organization belongs to. I would like to have a sense of well-being on this basis, but beyond this because there's a level of quality of life in which work is in balance with my personal development (self in a spiritual sense), my family life (private/ambitions) and my contribution as a member of society (good citizenship).

Karen Angela, Netherlands, course participant at the Turin Centre

Decent work implies a balance between work and life & society: it means that the work should provide facilities for life, and the life should help the work to be sustainable and develop, as well as to cover life and social expectations. An interaction is necessary, and when this interaction is appropriate the job can cover the expectations of individuals or organizations. The result is satisfied people, and satisfied people will develop the job continuously, producing a positive cycle of mutual support together over a long period. But there is no correlation between the job results and life satisfaction, the lack of balance will cause one of them to become dominant and gradually destroy the other. This approach to decent work is a general definition and is adaptable to a variety of cultures, social levels and individual values.

Kazem, Iran, course participant at the Turin Centre

Decent work means jobs with a salary that provides you with a decent life, and also with job security and control over your work, and good working conditions without any kind of discrimination or harassment.

Anita Kelles-Viitanen, Vice-chair, ATTAC Finland

I know only too well what it means not to have decent work. I used to work really hard but could hardly make a living for me and my family. Everything changed in 2003, when I went to a Start and Improve Your Business seminar. That was where I learned about the ILO because this name was on the training materials. After the seminar I took a microcredit and organized a mini-workshop at home to make bedclothes. Today I sell my products at the market in my home town of Ulyally and even in the capital city, Dushanbe. I can proudly say that I have decent work because it provides a decent life for me and my family.

Khalima Khashimova, entrepreneur, Republic of Tajikistan



Social security

>> Decent work means that every worker has decent conditions of work, social security coverage, an employment contract, all non-wage benefits such as opportunities for training, life-long learning. All these are to be universally achieved. The elimination of the gender pay gap, green jobs and self-employment need to be mainstreamed into programmes, as do measures for food-sufficiency for all. We hope the ILO can assist in the achievement of all these goals (especially labour-management relations) to West Balkan countries so that we in the Balkans can celebrate the 90th anniversary together with the ILO.

*Tatjana Korockin,
Ministry of Labour and Social Policy, Serbia*

Green jobs

Decent work means the right to work, equal opportunity for men and women and equal rights to social security, no harassment or discrimination, and the right to organize.

Pemba Lama, Secretary, General Federation of Nepalese Trade Unions (GEFONT)

Decent work is any work done while striving for excellence in the spirit of service to humanity.

*Dr Melanie Lotfali, counsellor-educator,
Ruby Gaea Darwin Centre Against Rape, Australia*

For me, decent work is all about dignity. If my job does not allow me to have a decent life it cannot be considered “decent work”.

Luca, Turin Centre, Italy

Decent work means the workers’ right to work in good conditions, and the right tools to attract workers to be recruited in all jobs. It’s the new way of life.

*Bilal Malkawi,
General Federation of Jordan Trade Unions*

A decent employment is one that a family, the government, the community and all of humanity can take pride in. From what I know, a decent job is about honour.

*Felix Maming, Jr., President,
Employers’ Organisation SME, Philippines*

Foremost is employment opportunity, job security. No contractualization. Equal pay for equal work. Enforce the existing labour legislation. Provide housing and facilities for the education of children. Ensure safe transportation. Extend full coverage of medical assistance during accident, illness, etc. Adopt safety measures. Supply of uniforms according to work needs.

Let the ILO uphold the Philadelphia Declaration, that “Labour is not a commodity” and “Poverty anywhere constitutes danger to prosperity everywhere”.

T.R.S. Mani, Secretary, Tamil Nadu All-India Trade Union Congress (AITUC), India

For me, decent work is about getting life back, getting opportunity back, being a protagonist in our destiny and I think in this aspect my role as a social leader is to develop a new scaffolding in relations, debates and the agenda to resolve my workers’ issues, our workers’ issues, our families’ issues, and I think it’s a great opportunity for all.

Gerardo Martinez, General Secretary, Unión de la Construcción de la Republica Argentina (UOCRA) and Director of International Affairs, Confederación General del Trabajo (CGT)

Decent work would mean that a worker is able to work in safe and hygienic working and living conditions. Wages should be such that he/she can lead a normal life with housing, sufficient food to survive, education for the children, and health care. This should also include reasonable social security for both sickness and accident/mishap, and post-retirement life.

*R. A. Mital,
Secretary, Hind Mazdoor Sabha, India*

“Work means to vibrate to the rhythm of the seasons,” says Khalil Gibran, and I say, decent work is work you carry out giving the best of yourself in order to obtain the best possible result for the largest possible number. Decency is the value or quality we give to our actions and not the other way around. Work is not an isolated action; it is an action which is always carried out for someone or something else. The aim of decent work is to help the individual construct something better both for him or herself and for the outside world.

Luz Maria Monroy, Mexico

Work is decent when it lets you live, feed and dress yourself with dignity rather than just being able to eke out a living. Work is also decent when it gives you a little bit extra to help those less fortunate and at the same time lets you enjoy a few “luxuries”. I would also add that work has to be decent both for the worker and for the employer.

Fernando Mora, Mexico

Decent work means the opportunity to access work, and to work in conditions of freedom, respect for human rights and gender, and freedom from all types of inequality, as well as access to basic needs including health care, information and social protection/security. The work done by the ILO has had tremendous impact around the world; good luck to it in tackling new and emerging challenges in the world of work.

Esther-Michelle Mshiu, freelance public health-HIV/AIDS consultant, United Republic of Tanzania

Decent work is any type of work that cares for human dignity and pays well according to the work done, and which has no discrimination while following all recognized constitutions and laws.

Dr Yahiya Msigwa, Member of Central Committee of Tanzanian Union of Government and Health Employees (TUGHE), United Republic of Tanzania

Decent work means having a job that can manage to sustain you to meet day-to-day needs – for example, you should be able to pay for your education, health, etc. The ILO has done a lot for the working class but it should continue to act in those countries where workers’ rights are abused.

Betty Mtambo, Deputy General Secretary, Civil Servants Union of Zambia

Decent Work for me means being able to choose my next job, and if I don't have one, to be able to go and apply for one understanding that I have the right to work, and that I should be able to make a decision that I do job X or Y. Decent Work means that when I get to that job, I shall be able to get my wages under the conditions agreed with me, and I will not be forced to work longer or under different conditions from those that were agreed at the beginning. It means that they will not ask me to work overtime giving me two minutes notice. It means that I should be able, if my child gets ill, to have my employer understand that I can't come in. It means that I will not be forced to leave my mother at home without anybody to take care of her because I have to come to do the job, so that I have either to forsake my job or forsake my mother. There must be some level of understanding with the employer. And that means that when we have done all of this, that there is an understanding that I will give of my best, that I will enjoy my work, that I will be able to discuss matters that bother me with the boss, and that I will in doing so be able to give him or her satisfaction from the quality of the job that I have done.

Sir Leroy Trotman, General Secretary, Barbados Workers' Union, and Worker Vice-Chairperson of the ILO Governing Body

Decent work is a vital pillar of sustained industrial relations.

Edwin R. Mwakyembe, human resources management officer, United Republic of Tanzania

Decent work has the following dimensions: adequate opportunities for constructive and meaningful work and also for personal development at the workplace; protection basic rights as expressed in the ILO labour standards – freedom of association, freedom from discrimination, freedom from forced labour, freedom from child labour; security from physical harm, and emotional security; and healthy social dialogue. Work means any kind of work: paid or unpaid, wage employment or self-employment, formal or informal.

Minal Naravane, Associate professor, Yeshwantrao Chavan Academy of Development Administration (YASHADA), Pune, India

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Aspirations: Key Issues

We also asked our “90 voices” to share with us their

hopes and aspirations for ILO action in the next few years, and to identify issues they feel the ILO

should particularly focus on. Here they are, in no particular order: there’s rather a lot on the menu.

Think more about ordinary people and their needs

End all forms of forced labour

End discrimination at the workplace

Elimination of child labour

Child labour in the informal sector

Girl child labour

Create public pressure about the exploitation of the labour force

Reach the masses through print and electronic media

Equidistribution of the benefits of economic development

Decent wages

Regular income

Facilitate migration for qualified people

Equality of benefits for migrant workers

Create a well-informed workforce

Management-oriented initiatives

Respect for individuals

Application of natural justice while encouraging a free market

Give as much importance to the employers’ point of view as to the workers’

Make efforts to turn today’s foremen into tomorrow’s Head of Manufacturing

Skills development for employability

Facilitate multi-skilling and multi-tasking

Vocational education

Save the world of work from the onslaughts of global recession

Better communication and understanding between employers and trade unions

Create better understanding of flexible labour market policies

Regulation of multinational enterprises

Social security schemes

Welfare measures for all workers

Trade union rights

Improve conditions in the unorganized sector

Health and safety at work

Non-discrimination

Protection of freedom of association

Effective collective agreements

Promotion of green jobs

Protection of the environment

Promotion of sustainable development

Promotion of the fundamental Conventions

Fair and equitable globalization

Stop the damaging aspects of globalization

Supervise factory practices in the developing world

Insist on gender equality at all levels of representation

Human rights

End stigma and discrimination against persons living with HIV/AIDS

Social exclusion

Training in labour relations

Union training

Poverty eradication, especially in the developing world

Promote decent jobs for youth

Speak to the needs of young people

Workers’ rights

Sensitization to the Decent Work Agenda at the tripartite level

Training and research on decent work

Create decent jobs

Protection of disadvantaged groups

Ensure that globalization does not turn into another form of colonialism

Gender equality in the workplace

Motivation at work

In-job training

Poverty reduction

Re-emphasize that work is not a commodity

Compliance of countries with Conventions

Social dialogue/social compact

es for the ILO



The struggle against HIV/AIDS, especially in Africa

Migration and the right to work

Globalization and its social and economic side-effects

Eradication of poverty and unemployment

Hunger and water needs

Sustainable enterprises

Gender issues, gender equality

Informal economy

Right to work

Corporate social responsibility

Job creation and sustainable enterprises

How to help the peoples obtain good jobs

Promoting democracy in the developing world and in the ILO itself

More emphasis on the Decent Work Agenda and on the Better Work Programme

Gender pay gap

Migrant workers' rights

Decent basic needs

Full employment

Fighting unemployment

More attention to freedom of association, to solve the problems of conflict and interference

Strengthening tripartism

Highlighting the dangers of the food crisis

Fair globalization

Strengthening the ILO's role underlying the structure of tripartism

Decent work in the context of globalization

Promotion of job/employment security, rights at work

Youth employment and gender mainstreaming

Promotion of tripartism at the national level

The working poor

Bridging the gap between the have (rich) and have not (poor) countries

Human resources development through education, skill development, lifelong learning for employability

Creating employment in various forms for poverty reduction and in line with the Decent Work Agenda

Human trafficking

Reduction of casual employment

Training on trade union rights

Training in leadership and negotiating skills for trade unions

Ensure that decent work is properly mainstreamed in national and international policies

Adopt measures to ensure that countries that have failed to provide decent jobs are sanctioned

Intensify advocacy and sensitization programmes on the Decent Work Agenda and social protection

Focus on empowering rural workers who are disadvantaged

Freedom of association

Building the research capacity of all the tripartite constituents

Child street vendors

Development of SMEs

Youth employment

Self-employment

Strive to strike a balance between sustainable enterprise, job creation and the protection of workers' rights

Labour market flexibility

Trade union rights violations

Rights to work and at work of people with disabilities

National social dialogue

Cooperate more strongly with other international organizations

Plead for more control and more transparency in the financial sector

Keep focused and be prepared to change with the times

Decent work for all by 2025



Decent work and corporate social responsibility are good for people and good for business. I say yes to the Decent Work Agenda, based on the sincere belief that Kofi Annan was right when he said some years ago, "it is the absence of broad-based business activity, not its presence, that condemns much of humanity to suffering. What is utopian is the idea that poverty can be overcome without the active involvement of business."

Finn Bergesen Jr, Director General, Norwegian Confederation of Enterprise (NHO), speaking at the Oslo Conference, 5 September 2009

Decent work is the crown in all the stakeholders' efforts to give work its human dimension. I invite the social partners and the governments to work together to find solutions to the numerous problems and challenges in the world of work.

Diallo Nounkouman, Government delegate to the International Labour Conference 2008, Guinea

For me, "decent work" is "a way out of poverty", meaning that whatever work is undertaken, it should have the following elements: be respected, protected and be heard; productive so that it can address the basic needs of the family; no child labour.

Olive Parrila, representative of workers in the informal economy, Philippines

Decent work means improving sustainable work and with it job creation and poverty reduction.

Tim Parkhouse, Secretary General, Namibian Employers' Federation

For me, decent work is an activity which offers any good or service without harming any person or animal, including the environment, and for which you receive a salary. Of course each person decides for him or herself what it means to cause harm. In my opinion, for example, there's nothing decent in driving a bus or taxi that pollutes the environment.

María de Lourdes Prieto, Mexico

Decent work means a work environment which portrays fairness in the work atmosphere; protection of human rights; no discrimination in class, religious or educational background; and that enables continuous skill development and attitudinal development. The ILO has been doing yeoman service and has been a pioneer in shaping the labour-employer relationship. I wish the ILO success in all its endeavours heading towards its centenary.

S. Raghuram, Associate Vice-President, India Pistons Ltd, India

Decent work should be dignified work. Labour is not a commodity, marketable in the public place. Workers should be able to get a job according to their qualifications, experience and expertise, and compensated by a fair wage that looks after their and their families' needs. This is to be enhanced from time to time commensurate with price hikes in the open market. Even in ILO documents the worker is shown as part of the "Labour Market". The ILO, as a champion of the interest of workers, should avoid such usage.

P. Rajagopal, Advocate, National Secretary Bharatiya Mazdoor Sangh (BMS), India

For me decent work is safe work, speaking as a safety and health specialist. It means workers don't have to fear for their lives when they go to work in the mornings or in the evenings or whenever. It means their families don't have to fear for their lives. It also means that employers know they are doing all they can to improve working conditions to an extent that it means good business, in a sense, for them.

Annie Rice, SAFEWORK, ILO

Fair globalization

Decent work means that working conditions are good and that the rights of workers are protected and accessed; that benefits are shared fairly between employers and workers; that there is mutual understanding and harmonization of practices between employers, workers and government, which will lead to the well-being and the quality of human resources in the nation.

*Areeya Rojvithee, Deputy Director General,
Department of Skill Development, Ministry of
Labour, Thailand*

Decent work is work which not only allows you to develop your capabilities in support of the enterprise, but also gives you the opportunity to develop yourself. Decent work also means a salary which lets you transcend from the subsistence level to the creativity level. Finally, it is work which is compatible with having a family and enjoying cultural and sports activities, among others.

Ana Román, Mexico

Decent work means increased respect for ILO standards and monitoring them in one way, not two.

*Mostafa Rostom,
Egyptian Trade Union Federation*

Decent work means social security and dignity. We need peace, not war, a future for our children, a better life without fear.

*Farouk Saad,
International Confederation of Arab Trade Unions*

Decent work is labour activity through which a man or a woman can develop his or her full potential by sharing the fruits of their effort with the broader society. And this society, in turn, provides him or her with the required safety net.

*Pedro Robles Saavedra, President,
Central Autónoma de Trabajadores (CAT), Chile*

Decent work means good working conditions, a reasonable wage or salary, and an accident-free work environment. I hope the ILO will continue with the good work of promoting the Decent Work Agenda to make the workplace a safe place.

*Josephine N. Sakala, Secretary, Women's Committee,
Zimbabwe Congress of Trade Unions (ZCTU)*

For me, decent work means the conditions in which people work – and therefore it means making the environment much better, making sure that standards of hygiene are truly appropriate, and also that health and safety at work are guaranteed, and that people are fairly paid, that is, that their remuneration adequately reflects the work they do.

*Malam Soffo Salifou, Secretary-General,
Union Générale des Travailleurs du Niger (UGTN)*

Training

Decent work includes freedom of expression, good relations between employer and employee, good wages and training for employees, and no harassment or intimidation.

*Musa Sambou, Vice Chairman, Medical
Research Council Workers' Union (MRCWU),
The Gambia*

It's that work whose conditions respect human rights and social justice. Let the 90th anniversary be the occasion for the ILO to promote more equitable revenues in order to struggle successfully against poverty in member States.

*Alfred Musimba Munkuti-Nkuti Satala,
Secrétaire Général du Ministère de l'Emploi, Travail
et Prévoyance, Democratic Republic of the Congo*

Decent Work is an axial concept. It opens a road for constructive discussions on a range of vital global issues, from climate change to violence and terrorism . . .

The roots of violence and terrorism cannot be eliminated without a fair globalization which provides decent work.

*Dr. Dayan Jayatilaka, Chairperson of the ILO
Governing Body and Ambassador and
Permanent Representative of Sri Lanka to the
United Nations in Geneva*





The phrase “decent work” was widely used in our parents’ generation – as in “decent work for a decent wage” – and referred to reasonably well paid, legal employment that was not dirty, arduous, or demeaningly servile by the standards of the time. However, the notion of “decent work” can also refer to paid employment that is morally and/or culturally acceptable: for example, in Fiji in the 1960s-70s nursing was not regarded as “decent work” for young Indo-Fijian women compared, for example, to clerical work in banking (although nursing was regarded as “decent work” by other ethnic communities at that time).

Patricia Schoeffel Meleisea, Pacific Women’s Information Network, Australia

Labour is the creator of wealth. Therefore its contribution is to be honoured. There should be no difference between man and man on the plea that one is rich and another is poor. This is our view with regard to decent work.

Globalization has proved the world too small. It has resulted in trade organizations representing labour becoming insignificant. Because of globalization, the unorganized sector has grown to an alarming extent, making it impossible to create better working and living conditions for these workers. It would be welcome if the ILO, which is a world organization, would take up the cause of these poor workers.

M. Shanmugan, General Secretary, Labour Progressive Federation, India

Gender equality

It means work that does not require people to compromise on their personal dignity, principles and values. It should ensure them a wage that is commensurate with their work and enable them to lead a comfortable life. It should not endanger their personal security, safety or freedom.

Seetha, contributing editor, The Telegraph, India

Decent work means an enabling environment where those who want to work can find ways of earning their livelihood and work with dignity in an atmosphere of freedom, security and certainty, without being discriminated against, but be able to be assertive in demanding their rights at work. I appreciate the work of the ILO towards providing a human face to the world of work amidst rapid transformations and challenges in the global economy.

Dr Helen R. Sekar, Fellow, V. V. Giri National Labour Institute, India

In Slovakia, at the heart of Europe, folktales are a deeply embedded genre of cultural understanding. As a writing commission in the past year seven teenagers and I have produced a “folktale” which addresses the long, multi-generational process of establishing and developing peace. If decent work is essentially defined as creative, entrepreneurial and challenging in nature, fulfilling to the individual, whose product is morally responsible, that somehow uplifts the level of society by bringing out the best in people, then what I do is the most decent work imaginable. However, if it is weighed against highly paid employment, replete with secure benefits and a retirement package, then what I do is not “there” yet.

Joseph Roy Sheppherd, anthropologist and writer, Slovakia

I would define decent work as an employment opportunity to an individual to live in society with dignity and satisfaction that he is contributing to its well-being. It should allow him scope for full realization of his potential, generate in him self-esteem and self-worth, enable him to develop an identity of interest with the employing organization and take care of the needs of his family.

N.Venkataramani, Managing Director, India Pistons Ltd.; President, Employers’ Federation of India

Decent work is a tool against poverty, ensuring dignity at work and for work, returning a human face to the world of economy. It is a counterweight to economic growth per se. Decent work should not be an option but a must of each national policy. Since its establishment, the ILO's aim has been to build a social framework for peace and stability in a world ravaged by war, misery and poverty. In the context of profound "seismic" changes caused by globalization, the role of the ILO becomes fundamental in returning a human face to the world of work, promoting decent work for all.

Dijana Šobota,

Head of International Department, Union of Autonomous Trade Unions of Croatia (UATUC)

The term decent work to me refers to the good relation that exists between the employer and the worker, security, good pay and social security. Also proper coordination between the tripartite sectors. On its 90th anniversary I want to wish the ILO great success in all the Conventions, and also in its assistance to projects in poor countries.

Demba D. Sonko,

Secretary General, Medical Research Council Workers' Union (MRCWU), The Gambia

To me decent work means fair wages based on performance, and then transparency of decisions taken by management on any issue, with the reasons to justify them. Workforce planning and other wage-related issues should be known.

Kavita Srivastava, Assistant manager, Concor, India

Decent work means work in a safe and healthy environment, with compensation commensurate to the effort put in; with freedom of expression and association; and without discrimination on any grounds.

*Rosemary M. Senabulya, Executive Director,
Federation of Uganda Employers*

Decent work means job security and decent living standards.

*Edward Tswaipe, labour researcher,
Botswana Federation of Trade Unions*

Decent work for us in Spanish is much more linked with dignity, and that's what we say is *trabajo digno* in Spanish. It's linked with two concepts. One is that we feel that what we need in our countries is clear, strong leadership from the State: good administration, transparency, the rule of law and enforcement – that's what we need as employers also. Because if you have that, you can discuss the structure of the legal system and the reasonability of that in order to apply to workers; common rules for all the workers in your own country that give to your workers the possibility to live in good conditions, fair conditions and with a good level of salary, taking into account the level of productivity and the competitiveness of the home country, and, on the other hand, to have decent companies, decent enterprises, sustainable enterprises. At the heart of our vision is to have a balance at the societal level between decent work and sustainable enterprises, and certainly for that we need a good level of application of the standards from the State and we need a good level of governance.

From my point of view decent work is linked with a number of values, linked with dignity – and dignity is something that is a key issue for everybody, not only for workers but for citizens and for employers. Then we need good governance, decent work and certainly, sustainable enterprise.

You cannot imagine decent work without social protection. You cannot imagine decent work with discrimination, or with any sort of violation of the main principles and rights at work. You cannot imagine decent work without social and health coverage. And certainly the level of wages that let people work with dignity with their own family.

Daniel Funes de Rioja,

Vice-President of the International Organisation of Employers; Employer Vice-Chairperson of the ILO Governing Body

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Right to work, rights at work

Decent work for all

>> It's not so easy, but if you have a will to work, and if you have a connection, you can find a decent job with decent wages.

*Nikola Utržan, taxi driver,
bellboy and hotel management student, Serbia*

Decent work for me is that which will add value to humanity at large and assist me in achieving physical and spiritual well-being.

Supriya Vanjare, volunteer for EFF's HIV/AIDS awareness programme, India

Decent work means work which generates the necessary conditions for workers and their families to live with dignity and respect towards other human beings.

Eduardo Vázquez, Coordinador para Asuntos de América Latina de la Secretaría de Asuntos y Políticas Internacionales (CRDR)

Decent work means you are being appreciated as a contributor in the process of value adding and value creation and being respected as individual and not as a replaceable element. It is the feeling that you are a creative human being and not a slave to the owner who has got rich in an unfair privatization process. It is a feeling of dignity and happiness in work instead of the bitterness of humiliation.

Aida Vezić, NGO worker, Bosnia and Herzegovina

Decent work for me is that people work and live without fear of being fired as long as they do their work as agreed with their employer. They want their evaluation to depend only on their performance – not on friendship, not on other relationships, not on political affiliation. Preferential treatment, firing without any justification, influencing people to leave their job through denying or limiting access to information related to their functions and their communication, giving their functions to others and making them idle, etc. is not decent work. And this makes employee look inward and think only

Like any trade union leader, I believe that the concept of decent work means, first of all:

- Observance of basic labour rights in all countries, the right to freedom of association and to collective bargaining in order to protect working people's economic and social interests;
- Respect for the right of all workers to decent remuneration for their work; poverty – the vice of modern society – must be eradicated forever;
- Creation of safe and healthy working conditions in all workplaces; workers should not have to risk [their health/lives] when they go to work;
- Observance of the right of every citizen to real access to vitally important forms of social services, to quality education and to health care that puts people before profit;
- Respect for the rights of young workers to a decent start to their working lives and to the possibility of having a decent future, and for the rights of pensioners to a decent and secure old age.

Mikhail Shmakov, Chairman of the Federation of the Independent Trade Unions of Russia, President of the All-European Regional Council, International Trade Union Confederation

about how to defend themselves, rather than thinking outward and about their contribution.

*Wubie, Ethiopia,
course participant at the Turin Centre*

In our country, the term decent work has been accepted as something that encapsulates the possibility of being able to achieve a decent standard of living through productive employment under conditions without exploitation, without intimidation.

Vicki Ya Toivo, Special Advisor to the Minister, Ministry of Labour and Social Welfare, Namibia

Decent work means working in a job environment that enables one to fend for oneself adequately and provide for the needs of one's family; and to be able to live a decent life once one retires.

Kennedy Zaro Barsisa, Economic Community of West African States (ECOWAS) Commission



International Labour Standards

International Labour Standards (ILS) reporting (distance learning course) **(NEW)**
02/02/2009 - 10/04/2009 • 10 weeks • Distance

International labour standards
Normes internationales du travail
Normas internacionales del trabajo
18/05/2009 - 29/05/2009 • 2 weeks • Turin/Geneva

Normas internacionales del trabajo para magistrados, juristas y docentes en derecho
06/07/2009 - 10/07/2009 • 1 week • Quito (Ecuador)

Communicating labour rights - a training course for media professionals (BLENDED COURSE)
13/07/2009 - 13/11/2009 • (distance learning) • 18 weeks
03/08/2009 - 07/08/2009 (face-to-face in Turin)

International labour standards for judges, lawyers and legal educators
Normes internationales du travail pour juges, juristes et professeurs de droit
31/08/2009 - 11/09/2009 • 2 weeks

International labour standards and corporate social responsibility: tools for a globalized world of work
Les normes internationales du travail et la responsabilité sociale des entreprises: instruments pour un monde du travail mondialisé
09/11/2009 - 20/11/2009 • 2 weeks

Education for all and child labour elimination
Éducation pour tous et éradication du travail des enfants
Educación para todos y eliminación del trabajo infantil
23/03/2009 - 27/03/2009 • 1 week • English/French
30/11/2009 - 04/12/2009 • 1 week • English/Spanish

Tackling the worst forms of child labour in agriculture
18/05/2009 - 22/05/2009 • 1 week

International labour standards reporting: child labour Conventions
Elaboración de memorias sobre las Normas Internacionales del Trabajo: Convenios sobre el trabajo infantil
12/10/2009 - 16/10/2009 • 1 week

Labour inspection and child labour: policies and practices
19/10/2009 - 23/10/2009 • 1 week

The labour dimension of trafficking in children
L'exploitation du travail inhérente à la traite des enfants

Dimensión laboral de la trata de niños
02/11/2009 - 06/11/2009 • 1 week
30/03/2009 - 03/04/2009 • 1 week

Forced labour and human trafficking

Building a global alliance against forced labour
Une alliance mondiale contre le travail forcé
22/06/2009 - 26/06/2009 • 1 week

Freedom of association

Liberté syndicale et dimension sociale de l'intégration régionale
Libertad sindical y dimensión social de la integración regional
22/06/2009 - 03/07/2009 • 2 weeks

Equality and non-discrimination
Tackling discrimination at work: from theory to practice **(NEW)**
04/05/2009 - 15/05/2009 • 2 weeks

Indigenous and tribal peoples: rights and development
Pueblos indígenas y tribales: derechos y desarrollo
19/10/2009 - 23/10/2009 • 1 week

Employment policies and green jobs

Designing effective wage policies **(NEW)**
23/02/2009 - 27/02/2009 • 1 week

Labour market inclusion of people with disabilities
20/04/2009 - 29/04/2009 • 1.5 weeks

Tackling youth employment problems
29/06/2009 - 10/07/2009 • 2 weeks • Turin + study tour

Répondre aux problèmes de l'emploi des jeunes
21/09/2009 - 02/10/2009 • 2 weeks • Turin + study tour

Des politiques pour l'emploi pertinentes pour les stratégies de réduction de la pauvreté: phase I
9/10/2009 - 23/10/2009 • 1 week

Des politiques pour l'emploi pertinentes pour les stratégies de réduction de la pauvreté: phase II
26/10/2009 - 30/10/2009 • 1 week

Conducting impact evaluation of development programmes **(NEW)**

16/11/2009 - 20/11/2009 • 1 week

Labour market information
Labour market information and analysis
23/03/2009 - 03/04/2009 • 2 weeks • Turin + study tour

Informação do mercado de trabalho para a formação profissional e a formulação de perfis profissionais
21/09/2009 - 02/10/2009 • 2 weeks • Turin + study tour

Skills development and vocational training

Politiques et bonnes pratiques de formation professionnelle
16/02/2009 - 27/02/2009 • 2 weeks

Green Jobs: linking environment, climate change and the world of work **(NEW)**
19/10/2009 - 23/10/2009 • 1 week

Políticas y gestión de sistemas de formación profesional
23/11/2009 - 04/12/2009 • 2 weeks • Turin + study tour

Policies and best practice in vocational training
23/11/2009 - 27/11/2009 • 1 week • Arabic

Enterprise development

Enterprise development through value chains and business service markets: a market development approach to pro-poor growth (BLENDED COURSE)
02/03/2009 - 01/12/2009 • 39.5 weeks

Sustainable enterprise promotion through good workplace practice and human resource management
16/03/2009 - 27/03/2009 • 2 weeks

Know about business (KAB) training of trainers (entrepreneurship education)
14/04/2009 - 24/04/2009 • 2 weeks

Conference on promoting women's entrepreneurship development (WED) in the Arab region **(NEW)**
27/04/2009 - 29/04/2009 • 3 days • Arabic

Diploma course in market-oriented small business development services
Servicios de desarrollo empresarial orientados al mercado (SDE) (A DISTANCIA)
04/05/2009 - 31/08/2009 • 17.5 weeks • Distance

The ILO Summer Academy on sustainable enterprise development
Université d'été de l'OIT sur le développement de l'entreprise durable

22/06/2009 - 03/07/2009 • 2 weeks

Exportación, calidad y competitividad territorial: el rol de los Consorcios de Promoción - actividad conjunta ONUDI/OIT **(NUEVO)**

28/09/2009 - 09/10/2009 • 2 weeks
Turin + study tour

Corporate social responsibility and decent work for Asian countries

12/10/2009 - 23/10/2009 • 2 weeks • Nanjing, China

Training of trainers in promoting Women Entrepreneurs going for Growth (WEGROW) in the Arab region

26/10/2009 - 06/11/2009 • 2 weeks • Arabic

Curso de especialización en desarrollo empresarial y globalización

09/11/2009 - 25/11/2009 2,5 weeks
Turin + study tour

Creating an enabling environment for sustainable small enterprise development

30/11/2009 - 11/12/2009 • 2 weeks

Microfinance

The Boulder Microfinance Training Program
Programme Boulder de formation en microfinance

20/07/2009 - 07/08/2009 • 3 weeks

Local development

Iniciativas y herramientas para el desarrollo local sostenible **(NUEVO)**

02/03/2009 - 13/03/2009 • 2 weeks

Iniciativas e instrumentos para o desenvolvimento local sustentável **(NOVO)**

02/03/2009 - 13/03/2009 • 2 weeks

Reducción del riesgo de desastres en el marco del desarrollo local sostenible (CURSO COMBINADO)

19/03/2009 - 18/12/2009 • 39,5 weeks (distance) 29/06/2009 - 10/07/2009 • 2 weeks (Turin)

Desenvolvimento local com perspectiva de gênero (DISTANCE)

23/04/2009 - 30/04/2010 • 53,5 weeks • Distance

Gestión del desarrollo local (A DISTANCIA)

23/04/2009 - 30/04/2010 • 53,5 weeks • Distance

Desarrollo local con perspectiva de género (A DISTANCIA)

23/04/2009 - 30/04/2010 • 53,5 weeks • Distance

Generar procesos de desarrollo económico local mediante cooperativas (A DISTANCIA)

23/04/2009 - 30/04/2010 • 53,5 weeks • Distance

Management of local development (DISTANCE)

23/04/2009 - 30/04/2010 • 53,5 weeks • Distance

Gestão do desenvolvimento local (DISTANCE)

23/04/2009 - 30/04/2010 • 53,5 weeks • Distance

Disaster risk reduction within the framework of sustainable local development (NEW BLENDED course)

10/09/2009 - 18/12/2009 (distance learning phase)
05/10/09 - 16/10/2009 (residential phase in Turin) • 14.5 weeks

Strategies for local economic development

18/05/2009 - 29/05/2009 • 2 weeks • Turin + study tour

Estrategias para el Desarrollo Económico Local (DEL)

18/05/2009 - 29/05/2009 • 2 weeks
Turin + study tour

Social security for all

Social health insurance

09/03/2009 - 20/03/2009 • 2 weeks

Governance and investment of public pension schemes

27/04/2009 - 08/05/2009 • 2 weeks • Turin + Amsterdam

Régimes de pensions et financement de la sécurité sociale

11/05/2009 - 29/05/2009 • 3 weeks
Turin + Bruxelles

Formulación de políticas y gestión de la seguridad social en América Latina (DISTANCE)

29/06/2009 - 27/11/2009 • 22 weeks • Distance

Pension schemes and social security financing for Arab States

29/06/2009 - 10/07/2009 • 2 weeks • Arabic

Financiamiento y gobernanza de la seguridad social

18/08/2009 - 28/08/2009 • 2 weeks
Cartagena de Indias (Colombia)

Pension schemes

21/09/2009 - 09/10/2009 • 3 weeks • Turin + Rome

Estrategias para la extensión de la protección social

19/10/2009 - 30/10/2009 • 2 weeks • Santiago (Chile)

Strategies for the extension of social protection

02/11/2009 - 13/11/2009 • 2 weeks

Stratégies d'extension de la protection sociale

23/11/2009 - 04/12/2009 • 2 weeks

Occupational safety and health (OSH) and working conditions

Gestión de la seguridad y salud en la empresa

11/05/2009 - 22/05/2009 • 2 weeks

Occupational safety and health inspection systems

13/07/2009 - 24/07/2009 • 2 weeks

HIV/AIDS and the world of work **(NEW)**

07/09/2009 - 18/09/2009 • 2 weeks

OSH management in the construction sector

12/10/2009 - 23/10/2009 • 2 weeks

Méthodologies pour améliorer les conditions de travail dans les micro- et petites entreprises **(NOUVEAU)**

23/11/2009 - 27/11/2009 • 1 week • Douala (Cameroun)

Labour migration

International labour migration

23/03/2009 - 03/04/2009 • 2 weeks

Migraciones laborales internacionales **(NUEVO)**

06/07/2009 - 17/07/2009 • 2 weeks

Migrations internationales de main-d'œuvre

05/10/2009 - 16/10/2009 • 2 weeks

Social dialogue and labour relations

Joint union/management negotiation skills

23/03/2009 - 27/03/2009 • 1 week

Curso de especialización para expertos latinoamericanos en relaciones laborales

31/08/2009 - 11/09/2009 • 2 weeks

Labour legislation

Participatory labour law-making (course A)

22/06/2009 - 26/06/2009 • 1 week

Participatory labour law-making (course B)

29/06/2009 - 03/07/2009 • 1 week

Élaboration de la législation du travail: une approche participative

07/09/2009 - 11/09/2009 • 1 week

Labour administration

Strengthening and re-engineering labour administration

12/10/2009 - 23/10/2009 • 2 weeks

Labour dispute prevention and resolution

Conciliation and mediation of labour disputes

20/04/2009 - 24/04/2009 • 1 week

ACTIVITIES FOR EMPLOYERS

General course on an effective employers' organization

Dates to be determined • 4-5 days

L'organisation d'employeurs efficace

Dates to be determined • 4-5 days

Macroeconomic concepts essential for effective participation in tripartite dialogue

Dates to be determined • 4-5 days

Concepts macroéconomiques essentiels à l'usage des négociateurs qui participent au dialogue tripartite

Dates to be determined • 4-5 days

Lobbying and advocacy by EOs, an in-depth course

Dates to be determined • 2-3 days

Curso avanzado en estrategias y técnicas de cabildeo

Dates to be determined • 2-3 days

EOs and training services: how to set up, run and expand them

To be determined • 3-4 days

Employers' organizations and employment policies, especially on youth employment

Dates to be determined • 3-4 days

Las organizaciones de empleadores y las políticas de empleo, especialmente el empleo de los jóvenes

Dates to be determined • 3-4 days

Strengthening EO capacities in export promotion and trade

Dates to be determined • 4-5 days

Renforcer les capacités des organisations d'employeurs en matière de commerce extérieur et d'exportation

Dates to be determined • 4-5 days

Fortalecimiento de las capacidades de las organizaciones de empleadores en el ámbito del comercio exterior y de la promoción de las exportaciones

Dates to be determined • 4-5 days

Maximizing the opportunities for employers' organizations in the framework of Decent Work Country Programmes (NEW)

Dates to be determined • 3-4 days

Maximizar las oportunidades para las organizaciones de empleadores en el contexto de los Programas de Trabajo Decente por País (NUEVO)

Dates to be determined • 3-4 days

Developing efficient services for members, an in-depth course (NEW)

Dates to be determined • 5 days

Social dialogue

Dates to be determined • 5 days

Negotiation skills (NEW)

Dates to be determined • 3 days

Techniques de négociation (NOUVEAU)

Dates to be determined • 3 days

Project cycle management and resource mobilization (NEW)

Dates to be determined • 4-5 days

Gestion de projets et mobilisation de ressources (NOUVEAU)

Dates to be determined • 4-5 days

Notes: Each course is open to national, sector or provincial employers' organizations and employers' representatives, upon nomination by the International Organisation of Employers (IOE) and final selection by the ITCILO. Courses are held either in Turin or in the field. Training courses under the Employers' Activities Programme are in principle attended by invitation only. Additional candidates may be accepted with an appropriate participation fee.

WORKERS' EDUCATION

Trade union training in labour education methodology

16/02/2009 - 04/03/2009 • 2.5 weeks • Turin + Europe

Trade union training in information management for trade union research and education

09/03/2009 - 25/03/2009 • 2.5 weeks • Turin + Germany

Formation syndicale sur les relations professionnelles

23/03/2009 - 09/04/2009 • 3 weeks • Turin + Paris

Formation syndicale sur la sécurité et la protection sociale

11/05/2009 - 29/05/2009 • 3 weeks
Turin + Montréal, Canada

Formación sindical sobre las Normas Internacionales del Trabajo de la OIT y la Declaración sobre principios y derechos fundamentales en el lugar de trabajo y su seguimiento

18/05/2009 - 05/06/2009 • 3 weeks • Turin + Geneve

Trade union training in social security and social protection policies

29/06/2009 - 17/07/2009 • 3 weeks • Turin + Tokyo, Japan

Trade union training in social security and social protection policies

29/06/2009 - 15/07/2009 • 2.5 weeks • Turin + study tour

Formación sindical sobre economía internacional, economía política e integración regional

31/08/2009 - 18/09/2009 • 3 weeks
Turin + study tour

Trade union training in occupational safety and health and HIV/AIDS

28/09/2009 - 16/10/2009 • 3 weeks • Arabic

Formação sindical sobre capacitação para a organização

28/09/2009 - 16/10/2009 • 3 weeks • Turin + Lisboa

Trade union training in human rights and international labour standards

19/10/2009 - 30/10/2009 • 2 weeks

Trade union training in freedom of association

02/11/2009 - 20/11/2009 • 3 weeks • Arabic

Note: Training courses under the Workers' Activities Programme are attended by invitation only. Additional candidates may be accepted subject to the approval of the Workers' Group and the Bureau for Workers' Activities (ACTRAV) of the International Labour Office, in which cases an appropriate participation fee will be applicable.

Build institutional capacity for sustainable development

Financial management for development projects

09/03/2009 - 20/03/2009 • 2 weeks

Project management

Project management in World Bank-funded projects: control of project delivery (time, scope, procurement, budget and resources)

06/07/2009 - 10/07/2009 • 1 week

Project cycle management

20/04/2009 - 30/04/2009 • 2 weeks • Turin + study tour

Project cycle management

19/10/2009 - 30/10/2009 • 2 weeks • Turin + study tour

Project management in World Bank-funded projects: control of project delivery (time, scope, procurement, budget and resources)

07/12/2009 - 11/12/2009 • 1 week

Procurement management

Sustainable procurement – social, economic and environmental considerations in public procurement

30/03/2009 - 03/04/2009 • 1 week

Procurement of information systems in World Bank-funded projects (WB-ITCILO)

20/04/2009 - 30/04/2009 • 2 weeks

International procurement management

11/05/2009 - 22/05/2009 • 2 weeks • Russian

Works procurement management (WB-ITCILO)

18/05/2009 - 05/06/2009 • 3 weeks • Turin + study tour

Advanced contract management

08/06/2009 - 12/06/2009 • 1 week

Procurement audit (NEW)

22/06/2009 - 26/06/2009 • 1 week

Procurement management in the public sector (OECD-WB-ITCILO)

7/09/2009 - 25/09/2009 • 3 weeks • Turin + study visit

Introduction to international financial reporting standards

05/10/2009 - 09/10/2009 • 1 week • Russian

Equipment procurement management (WB-ITCILO)

12/10/2009 - 30/10/2009 • 3 weeks • Turin + study visit

Public-private partnerships (PPPs) (NEW)

02/11/2009 - 06/11/2009 • 1 week

Selection and recruitment of consultants in World Bank-funded projects (WB-ITCILO)

16/11/2009 - 20/11/2009 • 1 week

Sustainable procurement - social, economic and environmental considerations in public procurement

30/11/2009 - 04/12/2009 • 1 week

Public sector management

Reforma da administração pública: uma abordagem participativa

04/05/2009 - 22/05/2009 • 3 weeks • Turin + Lisboa

Public service reform: a participatory approach

08/06/2009 - 26/06/2009 • 3 weeks • Turin + Dublin

Réforme de la fonction publique: une approche participative

02/11/2009 - 20/11/2009 • 3 weeks • Turin + Paris

Change management for public and private sector institutions (NEW)

07/12/2009 - 11/12/2009 • 1 week

Social dimension of trade and investment

The labour dimension of corporate social responsibility: from principles to practice

10/06/2009 - 12/06/2009 • 3 days

Implementing labour principles in global supply chains (NEW)

12/10/2009 - 14/10/2009 • 3 days

Corporate social responsibility

Employment-intensive investment for sustainable development

23/03/2009 - 27/03/2009 • 1 week

Multi-stakeholder partnerships for local service delivery

13/07/2009 - 17/07/2009 • 1 week

Les investissements à fort coefficient d'emplois pour le développement durable

21/09/2009 - 25/09/2009 • 1 week

International trade and labour markets
(NEW)

02/11/2009 - 06/11/2009 • 1 week

Human resources management

Conception de modèles de gestion des
ressources humaines par compétences

16/03/2009 - 27/03/2009 • 6.5 weeks

Design of competency-based human
resources management

16/02/2009 - 27/02/2009 • 6.5 weeks

Descripción de puestos y selección de
recursos humanos por competencias

18/05/2009 - 29/05/2009 • 2 weeks • Turin + Madrid

Evaluación del desempeño y certificación del
personal por competencias

18/05/2009 - 29/05/2009 • 2 weeks • Turin + Madrid

Gestión de recursos humanos por
competencias (A DISTANCIA)

01/06/2009 - 31/08/2009 • 13,5 weeks • Distance

Gestión de recursos humanos por
competencias (A DISTANCIA)

05/10/2009 - 31/12/2009 • 13 weeks • Distance

GENDER EQUALITY MAINSTREAMING

The Centre is bringing women and gender
issues into the mainstream of all its activities.
Other courses and workshops dealing with
gender issues in specific areas are listed under
the appropriate headings.

Mainstreaming gender equality in the world of
work (DISTANCE)

02/02/2009 - 04/12/2009 • 44 weeks • Distance

Gender, poverty and employment
(DISTANCE)

02/02/2009 - 04/12/2009 • 44 weeks • Distance

Genre, pauvreté et emploi (À DISTANCE)

02/02/2009 - 04/12/2009 • 44 weeks • Distance

Género, pobreza y empleo (A DISTANCIA)

02/02/2009 - 04/12/2009 • 44 weeks • Distance

Égalité des genres: principes et cadre d'action
normatif (NOUVEAU et À DISTANCE)

02/02/2009 - 29/05/2009 • 17 weeks • Distance

Mainstreaming gender equality: concepts and
instruments

09/03/2009 - 20/03/2009 • 2 weeks

An introduction to gender budgeting

23/03/2009 - 27/03/2009 • 1 week

Analysing gender disparities in the labour
market (NEW)

30/03/2009 - 03/04/2009 • 1 week

Training for gender audit facilitators

20/04/2009 - 24/04/2009 • 1 week

Towards an inclusive society: how to tackle
discrimination in the world of work (NEW)

15/06/2009 - 25/09/2009 • 15 weeks • Distance

Mainstreaming disability equality in the world
of work (NEW - DISTANCE)

14/09/2009 - 04/12/2009 • 12 weeks • Distance

Gender in the global development agenda:
tools for gender-sensitive planning and
implementation (NEW - DISTANCE)

02/02/2009 - 24/04/2009 • 12 weeks • Distance

Genre et développement: concepts et
instruments

12/10/2009 - 23/10/2009 • 2 weeks

Une introduction à la budgétisation sensible
au genre (NOUVEAU)

26/10/2009 - 30/10/2009 • 1 week

Formation des facilitateurs et facilitatrices en
audit de genre (NOUVEAU)

09/11/2009 - 13/11/2009 • 1 week

LEARNING METHODOLOGY AND TECHNOLOGY

Competency-based human resources
development (DISTANCE)

02/02/2009 - 29/05/2009 • 17 weeks • Distance

Développement des ressources humaines par
compétences (À DISTANCE)

02/02/2009 - 29/05/2009 • 17 weeks • Distance

Lifelong e-learning: innovative solutions
(BLENDED COURSE)

16/03/2009 - 30/04/2009 • 7 weeks
Distance + one week at Turin

Facilitating distance learning (BLENDED
COURSE)

20/04/2009 - 29/05/2009 • 6 weeks • Turin + Distance

Formación de formadores por competencias
(A DISTANCIA)

01/06/2009 - 31/08/2009 • 13,5 weeks • Distance

Développement des ressources humaines par
compétence (À DISTANCE)

14/09/2009 - 18/12/2009 • 14 weeks • Distance

Competency-based human resources
development (DISTANCE)

14/09/2009 - 18/12/2009 • 14 weeks • Distance

Formación de formadores por competencias
(A DISTANCIA)

05/10/2009 - 31/12/2009 • 13 weeks • Distance

L'e-apprentissage permanent: solutions
innovantes (COURS MIXTE)

02/11/2009 - 11/12/2009 • 6 weeks
Distance + one week at Turin

Facilitating face-to-face learning (BLENDED
COURSE)

09/11/2009 - 18/12/2009 • 6 weeks
Distance + two weeks at Turin Centre

POST-GRADUATE PROGRAMMES

Master's course in management of
development

17/11/2008 - 05/06/2009
Distance-learning phase: 17/11/2008 - 06/02/2009
Face-to-face phase in Turin: 09/02/2009 - 05/06/2009

Post-graduate course in international trade law
25/03/2009 - 19/06/2009 • 12.5 weeks

Post-graduate course in occupational safety
and health in the workplace

05/10/2009 - 26/03/2010
Distance-learning phase: 05/10/2009 - 15/01/2010
Face-to-face phase in Turin: 01/02/2010 - 26/03/10

Master of Science (MSc) in public
procurement management for sustainable
development

27/04/2009 - 18/12/2009
Distance-learning phase: 27/04/2009 - 23/08/2009
Face-to-face phase in Turin: 31/08/2009 - 18/12/2009

Master of Laws (LL.M.) in intellectual
property

01/06/2009 - 18/12/2009
Distance-learning phase: 01/06/2009 - 31/08/2009
Face-to-face phase in Turin: 07/09/2009 - 18/12/2009

Master's course in cultural projects for
development

15/06/2009 - 18/12/2009
Distance-learning phase: 15/06/2009 - 28/08/2009
Face-to-face phase in Turin: 31/08/2009 - 18/12/2009

Master's in world heritage at work

15/06/2009 - 18/12/2009
Distance learning phase: 15/06/2009 - 28/08/2009
Face-to-face phase in Turin: 31/08/2009 - 18/12/2009

Master of Science (MSc) in public
procurement management for sustainable
development

01/11/2009 - 03/07/2010
Distance-learning phase: 01/11/2009 - 26/02/2010
Face-to-face phase in Turin: 01/03/2010 - 03/07/2010

Admission

All standard courses offered by the International
Training Centre of the ILO, Turin, Italy, are open to
candidates with grants or their own sources of
funding. These candidates should apply directly to
the Centre.

FOR REGISTRATION, INFORMATION AND PRICES
PLEASE CONTACT:

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International Training Centre of the ILO
Viale Maestri del Lavoro, 10 - 10127 Turin, Italy
Tel.: (39)011 • 6936 671/6936 629 / 6936 111
Fax: (39)011 • 6936 767 / 6638 842
E-mail: recruitment@itcilo.org
Visit our Web site: <http://www.itcilo.org>

Building National Capacity for Decent Work

The Turin Learning Approach

As the ILO turns 90 in 2009, its International Training Centre based in Turin, Italy, is approaching 45, half the age of its parent organization. This is somewhat symbolic, as the creation of the Centre in response to the Declaration of Philadelphia marked a new period in the history of the ILO. This article reviews its role as one of the main operational tools of the ILO, and looks at the evolution of the Centre training approach in order to respond to changes in the world of work.

TURIN – In the twenty years that followed the end of World War II some fifty States joined the ILO, mostly developing economies issued from the process of decolonization. The new membership brought an expansion of the ILO's mission and operations from its core standard-setting function to include technical cooperation and capacity building. While subscribing to the ILO's values and principles, the new member States expected the ILO's support to help them develop legislation, policies, programmes and institutions enabling them to attain levels of economic and social development that would underpin the concrete application of these values and principles.

It is in the context of the ILO's new capacity-building effort that the International Training Centre was created. The Government of Italy and the City of Turin generously offered to the ILO the premises that had been built along the Po River for the celebration of the first centennial of Italian unity in 1961. In October 1965 a first group of 40 trainees from Asia, Africa and Latin America arrived on campus. Since then, over 160,000 people from 190 different countries have passed through the Centre's training and learning programmes.



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From vocational training to learning and knowledge sharing

The Centre was originally set up as a vocational training operation, developing workers' and instructors' skills. In parallel with the development of national vocational training systems and institutions – and also thanks to the Centre's own efforts – this mission soon needed to be revisited. The Centre thus gradually evolved into what it is today: a senior training and learning facility for policy-makers, managers, practitioners and trainers from ILO constituent and partner organizations, committed to building their own capacity for the cause of social justice through economic and social development. Meanwhile the Centre has continued to develop its training and learning model in line with international best practices. Its methodology, branded as the Turin Learning Approach, is presented later in this article. But first, what is the role of the Turin Centre in the ILO's overall technical cooperation strategy?



>> A unique and central tool for capacity building

The United Nations Development Programme (UNDP) defines capacity as “the ability of individuals, organizations and societies to perform functions, solve problems, and set and achieve goals. Capacity development entails the sustainable creation, utilization and retention of that capacity, in order to reduce poverty, enhance self-reliance, and improve people’s lives.”

As a technical specialized agency, the ILO’s contribution to financial and material capacity is modest. Indeed this capacity is crucial for development. For instance, the low remuneration of civil servants and the spoils system prevailing in many countries may seriously hinder capacity development. Financial and material resources are also critical: there is no point in having competent and motivated labour inspectors if no vehicle is available for their inspection. Legal and political empowerment are a necessary condition for sustainable impact: if ministries of labour have little say in policy-making, or if employers’ and workers’ organizations have political or legal limitations to their operation, their action is not likely to bear fruit. Finally, the overall political, economic and social environment may substantially influence institutional effectiveness.

Conversely, the ILO’s contribution to the other dimensions of capacity building is substantial in relation to the magnitude and outreach of the ILO’s technical cooperation programme. Over time, the ILO has progressively withdrawn from direct implementation and emphasized the transfer of know-how and the strengthening of national institutions’ capacity to take over the responsibility for developing policies and programmes. Direct implementation must always fit into a broader strategy: the demonstration that ILO tools and approaches may work locally or nationally and can be replicated on a larger scale by the responsible authorities. Only in exceptional circumstances – e.g. emergency situations such as natural dis-

asters or civil strife – has the ILO taken over a more direct responsibility in the absence of sufficient national capacity.

The Turin Centre’s comparative advantage within the ILO is precisely its capacity to translate policies, values and information into learning strategies and tools enhancing the effectiveness and impact of knowledge and competency development and sharing. The Centre provides a unique level playing field for institutions from the most diverse countries and societies to compare notes on how labour, social and development issues have been addressed, to share good practices and to learn from one another’s lessons. It offers a platform for the promotion and dissemination of ILO values, policies and tools encompassed in the Decent Work Agenda, but also to validate and obtain feedback on the basis of the broadest range of national experiences and practices. This dimension represents the Turin Centre’s greatest added value and uniqueness; no other UN organization is endowed with a similar capacity-building tool. The proper use of the Centre may significantly increase the relevance and the impact of ILO technical cooperation.

Building knowledge and competency: The Turin Learning Approach

Based on over four decades of experience, the Centre has been gradually developing a learning strategy, branded as the Turin Learning Approach (TLA), which is based on three main pillars: relevance, differentiation and impact.

Relevance

The more that training and learning activities are embedded in wider national policies and strategies and/or technical cooperation or institution building programmes, or specifically aimed at the enabling environment, the more likely it is that learning will translate into organizational performance and that the ultimate institutional level of capacity development will be addressed. This requires, on one hand, a solid connection of learning and training activities with wider development frameworks such as national development priorities, poverty reduction strategies and UN programmes. It demands on the part of the Centre a systematic effort to identify and demonstrate the relevance of proposed actions to the ultimate goals shared between the ILO and its national constituents in the context of Decent Work Country Programmes. This effort is usually undertaken

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THE TURIN LEARNING APPROACH: HOW YOU LEARN WITH ITC-ILO



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Keeping organizations abreast of global changes, taking up new opportunities and addressing rapidly evolving challenges that affect the contexts of organizations and individuals, or finding a job that matches one's competencies, increasingly require learning in diverse circumstances and through a variety of modalities. The separation between work, life and learning moments becomes blurred. Opportunities for learning to increase well-being in life and in the workplace are plentiful, and the key to achieve it is sustained learning. The Turin Learning Approach opens a new learning experience, based on the following features:

Learner centred

- Individual and organizational learning needs are systematically assessed, matched and aligned.

Flexible design

- Design is of primary importance. It is flexible and tailored to participants' needs, and where possible it is based on their context.

Contextual

- Training is job-related, implemented in eight languages and comprises three phases:
- e-learning: online information, resources and knowledge sharing
- face-to-face: sharing practices, upgrading knowledge, skills and attitudes, and exposure to international expertise
- e-learning: online resources, forum and blogging; application of learning.

Delivery of global values

- The Centre's goal is primarily to develop institutional capacity in ILO member countries. Themes and content are built on ILO global values, knowledge and expertise, in support of decent work and development.

Complete learning resources

- The ITC-ILO contains a repository of learning resources generat-

ed from over 40 years of experience with the ILO and its global development operations, e-learning operations, creation of multi-language learning material, access to a unique selection of learning databases, cooperation with UN agencies, linkages with universities and centres of excellence worldwide.

Experiential

- Learning is experiential and results-based; methods are active, participatory and practice-oriented, and make extensive use of information and communication technology (ICT).
- No lecturing! At least 60 per cent of the time is used for structured and facilitated learning through sharing experience among practitioners, practical exercises and applications (no more than 40 per cent of presentations by experts).

Embedding

- Part of the ITC-ILO workshops is devoted to how participants can concretely share or embed their learning in their organization, including by training (multiplier).

Diverse

- Diversity (in nationality, gender, background and experience) is an asset and is made use of in the design of all learning activities. Gender is mainstreamed in all activities and learning material.

Professional learning management

- All training is systematically evaluated against previously set objectives. The ways the findings are fed back into design are documented.

Fosters a network of learning associates

- Former participants can continue to benefit from the Centre's expertise and remain connected through the alumni ("learning associates") network.

Competent staff/ facilitators

- The Centre's staff responsible for training take part in continuous development, upgrading in pedagogical state-of-the-art practices and subject matter expertise.

State of the art learning environment

- The campus of the ITC-ILO is equipped with training facilities allowing learning to be maximized: workstations with free internet connection, some equipped for videoconference or simultaneous interpretation. Several services provide support to learning: documentation, multimedia design and production, translation and interpretation, information systems.
- When facilitating off-campus, the venue is wherever possible adapted into a learning-friendly environment.



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>> through the ILO's network of field offices. On the other hand, attention to relevance entails the need to analyse what key capacities exist and what additional capacities may be required to reach a desired outcome. Such a capacity assessment is performed at the level of the individuals (their knowledge, skills and attitudes) who are contacted online prior to a face-to-face workshop. Capacity is also assessed at the level of the participants' organizations (their mechanisms, tools and procedures) and the wider context (the rules of the game and the enabling environment). The assessment can only be done with the engagement and participation of the stakeholders concerned.

Differentiation

Differentiation is an essential ingredient in the overall effort to move from a concept of "training", where content and methods are focused on what the trainer knows and wishes to transfer, to the notion of "learning", centred on the learner's needs, demands and conditions. This is a challenging dimension for the Turin Centre, working with a global audience of national institutions from 190 different countries with very diverse political, socio-economic, cultural and linguistic features.

The evolving profile of participants, in terms of educational background, professional responsibility, access to information technology and needs to quickly adapt to changing work contexts, is another factor. The Centre must devise learning solutions that meet the expectations of an increasingly sophisticated audience, while taking into account the constraints on the availability and motivation of busy individuals to undergo training, and the

need to justify the cost-effectiveness of investing scarce public resources in international training.

The Turin Learning Approach (TLA) proposes a unique way of designing and implementing training and learning initiatives, taking into account the principle of differentiation. One fundamental aspect of it is the need for flexible, learner-centred and contextualized design and delivery modalities. Individual and organizational learning needs are matched and aligned, and learning solutions are offered in response to this. The added value of international courses is to facilitate cross-fertilization and peer learning among as many national institutions and experiences as possible in a conducive learning environment. At the same time, about half of the Centre's training activities are implemented in-country. This allows the Centre to better customize the design and delivery of training to specific institutional demands and situations, as well as to reach out to a potentially larger audience of participants from the same institutions.

Impact

Impact is anchored to the broader international concern about the coherence and effectiveness of international development cooperation and the need to ensure accountability in the use of scarce public resources – both national and international – invested in capacity development.

In recent years the Centre has significantly enhanced its effort to evaluate its programmes. Individual training activities are systematically evaluated by participants and their feedback is ploughed back into the design and delivery of future activities. Individual learning evaluation is done taking into account the nature of the Centre's participants, mostly senior officials from national institutions wishing to update and develop their professional competencies to improve their job performance. The emphasis is placed on self-assessment: few Centre programmes foresee final tests or other forms of external assessment linked to the recognition of academic credits.

An important effort has also been made to upgrade the Centre's overall capacity to measure the impact of its programmes. Ideally, the assessment should take place at different levels: the development of individual competencies as a result of training and technical assistance; the application of the new or improved competencies to working processes; the enhancement of institutional effectiveness resulting from improved processes; the social and economic impact of enhanced institu-

tional effectiveness. This is admittedly a difficult and expensive exercise and may not always yield the expected results, especially as many external variables – personal, political, social and economic – influence the end result. A rather sophisticated set of methodologies and indicators of achievement needs be elaborated, tested and applied. In spite of these difficulties, the Centre is developing its internal evaluation culture and capacity to constantly improve the quality of its learning products and services.

The three pedagogical phases

In support of its training activities, the Centre has developed paper-based and computer-based learning and training material in the eight languages in which its activities are conducted. Another essential feature of the Turin Learning Approach is its experiential nature, avoiding top-down presentations and involving participants as much as possible, through participatory methods and practical applications, in acquiring the knowledge, skills and attitudes they need to increase their individual and organizational competencies.

The Centre has consistently expanded and deepened the application of information technology in support of its learning programmes. Distance education and e-learning, in particular, are increasingly adopted both as a way of complementing face-to-face training – by better preparing participants beforehand and following up with them afterwards – or as a cost-effective alternative for those target groups that for economic or time reasons cannot spend extended periods of time off their jobs and in training.

While commercial e-learning has been booming over the past few years worldwide, this modality became initially popular mostly across learning communities that were well endowed with state-of-the-art technology and where connectivity is easy and cheap. The development of specific applications and facilitation techniques for audiences working in poor institutions in developing countries, where connectivity is scarce and expensive, has been one of the most important contributions made by the Centre to the overall international development agenda. Increasingly the Centre's activities are blended and implemented in three consecutive phases. The effectiveness of the face-to-face workshops is increased by a preceding on-line phase during which participants familiarize themselves with the content of the activity, and by an online phase after the workshop which allows

for continuous sharing of resources and communication with and among participants.

The challenge for the International Training Centre of the ILO is to translate its uniqueness into effective methodologies and training activities while responding to the rapidly changing needs of its customers. Now that learning has become a survival competence in the knowledge age, the Turin Learning Approach is one attempt at meeting this challenge. To the question “Does one learn for oneself or for others?” the answer is of course both, but the Centre's focus is on individuals learning to contribute to the objectives of their organizations. As part of the TLA, the Centre is developing a set of methods that incorporate two components: the facilitation of ILO-related topics, and training on how the competencies acquired will be concretely shared, transferred and embedded in the participants' organizations.

This latter dynamic process, wherein participants are engaged in an ongoing continuum of learning and training, is defined as continuous shared learning. Participants multiply the effects of their investment in learning. They generate a flow of information gathering and knowledge creation that will progressively contribute to building capacities and achieving the objectives of their organizations. It is the Centre's role to develop tools and guidelines and train its participants in how they can promote the desired change by sharing the knowledge and the competencies they have gained. The Turin Learning Approach therefore requires continuous adaptation in order to remain relevant to the ILO's capacity development efforts.



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New Partnerships, New Initiatives

New technology in the service of social inclusion



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Sixty years ago, in 1949, the ILO took “the first steps in a really radical transformation” of the Organization through the provision of technical assistance to developing countries. Now, in 2009, numerous new projects are being implemented as a result of new partnerships. In this article *World of Work* looks at two major recent initiatives: the Microinsurance Innovation Facility and the Cooperative Facility for Africa.

LIMA -A large insurance firm and an association of water irrigation users have teamed up to become the first providers of micro-life insurance for millions of small farmers in Peru. The National Committee of Irrigation District Users of Peru (JNUDRP), which has 1.6 million members across the country, is to implement a new initiative aimed at helping a third of the rural population. The microinsurance plan, administered by La Positiva

Seguros, a well-known insurance firm in Peru, will become the first step towards social protection for many of Peru’s nine million rural citizens.

The scheme will offer micro-life insurance at marginal cost of the income generated by harvests. The cost will be added to the water irrigation prices paid by the farmers. Policyholders are expected to pay between US\$0.5 and US\$2 per month to be part of the scheme.

“This is an excellent innovation which will improve the quality of life of farmers, many of whom face huge difficulties when they lose a family member,” says Virgilio Brenis, Chair of JNUDRP.

Rural irrigation has been practised in Peru since pre-Columbian times. JNUDRP was created in the mid-1980s and is currently made up of 112 associated regional committees in the coastal, mountainous and jungle areas of the country.

“Its social base is made up of 1,584,368 farmers. These policyholders (both men and women) represent 92 per cent of owners of agrarian units on Peruvian territory”, said Brenis.

The initiative put forward by La Positiva and the JNUDRP was one of nine projects selected in 2008 during the first round of the ILO Microinsurance Innovation Facility, which totalled 127 applications from 40 countries.

The Facility is administered by the ILO’s Social Finance Programme, with the financial backing of the Bill & Melinda Gates Foundation. Over a five-year period ending in 2012, it is hoped that grants totalling US\$18 million will be provided for 40 to 50 microinsurance projects in the developing world.

Financial services like savings accounts, insurance, and loans can dramatically help low-income people manage life’s risks, take better advantage of opportunities, and release themselves from the poverty circle. Through saving money, they can build assets and pay for health care and education.

Thanks to crop, health, and life insurance, they can protect themselves from the often devastating financial consequences of droughts, illness, or the death of a breadwinner. However, very few have access to formal financial services.

Microinsurance is a mechanism which protects poor people from these risks in exchange for payment of a premium adapted to the policyholders' needs and incomes. The first round of the ILO Microinsurance Innovation Facility selected three projects from Africa, three from Asia-Pacific and three from Latin America and the Caribbean, all funded by the Bill & Melinda Gates Foundation.

In addition to the Peruvian project, the following were chosen:

L'Union des Assurances du Burkina Vie (UAB), Burkina Faso, plans to roll out its existing savings plus life insurance product, customized for informal sector entrepreneurs, on a large scale with the use of new technologies. The project tackles key challenges – including premium collection security, high costs of daily collections and fraud – by equipping clients with smart cards and market collectors with terminals. Technology should improve the administration of the product and help UAB to expand its operations.

The Swedish Cooperative Centre (SCC) together with a consortium of partners aims to roll out on a large scale *BIMA YA JAMI – Insurance for the family*, a package of health, accident, and funeral insurance for the low-income population in Kenya. The project will address three key problems: the microinsurance providers' lack of capacity, the fact that products for low-income people don't fully answer the needs, and that the infrastructure to deliver microinsurance is not as efficient as it should be. It will include capacity building to manage and deliver the new product. The consortium also plans to develop a financial education campaign and strengthen partnerships with new delivery channels (SACCOs, MFIs, artisans' associations, youth associations, welfare and faith-based groups).

Hollard Insurance, a family-owned insurer in South Africa, wants to learn how to deliver quality and affordable voluntary products to the poor. The project focuses on short-term insurance such as home and asset coverage, which is virtually unavailable to the low-income households in developing countries. The insurer will explore the use of innovative delivery channels, including retailers and cell phone airtime vendors, to reach the low-income market.

The Centre for Insurance and Risk Management (CIRM) is a not-for-profit, academic organization in India engaged in a variety of action research initiatives with insurers, NGOs and regulators to design and promote innovative insurance products and to improve knowledge on risk-mitigating mechanisms. In this project, CIRM plans to develop a spatial mapping of best practices of microinsurance products in India.

ICICI Prudential – the largest private life insurance company in India – seeks to pilot a term life insurance with a savings component delivered to large employee groups. The initial target group for the project is tribal tea plantation workers. The intention is to significantly reduce transaction costs and improve customer service by using technology.

In partnership with the SANASA Insurance Company, Ltd. (SICL) and BASIX, **Desjardins Développement international (DID)** will conduct a feasibility study in Sri Lanka to consider demand, viability and product design, particularly for weather index insurance. Through a combination of technical assistance from BASIX (India) and DID (Canada), the Sri Lankan insurer will then seek to replicate and improve on BASIX's successful experiences with rural insurance services.

The Alternative Insurance Company in Haiti will launch a funeral insurance product on a mass scale in cooperation with a large retail bank (BNC) and a network of funeral homes. It builds on a successful microinsurance project in 2007 with the MFI Fonkoze and on a comprehensive market research, which provided evidence that funeral costs are one of the most important risks faced by low-income households in Haiti.

Through a strategic alliance with rural organizations and private sector insurance companies, the **Asociación Mexicana de Uniones de Crédito del Sector Social (AMUCSS)** plans to develop an institutional model to distribute microinsurance to marginalized rural areas in Mexico. The project has several components, including the formation of a microinsurance delivery network, the development of tailored products, education for consumers and operators, and applied research. AMUCSS proposes to partner with more than 65 organizations, some of them from the private or academic sector, others from grass roots organizations.

For further information on the ILO Microinsurance Innovation Facility please visit:
<http://www.ilo.org/microinsurance>.

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Above: an irrigation well for a village cooperative in Peru;
below: microinsurance for the rural poor in Mexico





C.O.O.P.
AFRICA



DAR ES SALAAM – ILO research undertaken in Africa in 2005 revealed that cooperatives in Africa were about to enter a phase of “renaissance” but needed a favourable legal and institutional environment, greater visibility, a stronger voice, further diversification, improved governance, better management, networks and structures.

The ILO has been active in cooperative development for the last 88 years and is the only UN agency that has developed an international standard in this field (the Promotion of Cooperatives Recommendation, 2002 (No. 193). At the end of 2007 the ILO launched the Cooperative Facility for Africa (COOPAFRICA) to mobilize cooperative self-help mechanisms and to improve their governance, efficiency and performance in order to strengthen their capacity to create jobs, access markets, generate income, reduce poverty, provide social protection and give people a voice in society.

Mainly funded by DFID, the programme is also supported by SIDA, the Government of Finland and AGFUND, and is located at the ILO Office for East Africa in Dar es Salaam, United Republic of Tanzania. Nine countries of Eastern and Southern Africa – Botswana, Ethiopia, Kenya, Lesotho, Rwanda, Swaziland, Tanzania, Uganda and Zambia – are participants in the programme so far; other countries in the region will be added in future. In the 12 months since its inception the programme has developed a number of activities, working both at the grass roots and the policy level.

On the policy front, COOPAFRICA is supporting cooperative policy and legislative reforms in Lesotho, Madagascar, Mozambique and Zanzibar (Tanzania) among others. The programme is also actively engaged in the design of the Decent Work Country Programmes of Botswana, Comoros, Namibia and Rwanda and is active in three out of four One UN pilot countries in Africa (Mozambique, Tanzania, and Rwanda).

COOPAFRICA is also strengthening the capacity of cooperative institutions in the region. Among these are the Tanzania Federation of Cooperatives (TFC), the Uganda Cooperative Alliance (UCA) and the Zambia Cooperative Federation (ZCF) in providing improved services for their members. The programme is also supporting cooperative colleges, jointly with the UK Cooperative College, in reviewing their curricula and strengthening their capacity to provide services to primary cooperative societies.

On the other hand, the COOPAFRICA Challenge Fund has recently selected ten proposals from 145 submitted in the first round of applications in June 2008. The Fund is an open financing mechanism that allocates grants funding through a competitive process. The funds are set up to meet specific objectives such as extending financial services to the poor. Bids are assessed against transparent criteria by a selection committee assisted by a panel of experts in specific fields of enterprise. Projects conditionally approved so far include:

Ambo University College, Ethiopia will undertake a feasibility study on the successful introduction of health cooperatives in Ethiopia to improve the provision of social protection.

CIC LTD – Co-operative Insurance Company, Kenya aims to evaluate the kind of risks facing cooperative organizations in Kenya through the collection and distribution of relevant information about risk especially affecting cooperatives, thus promoting sustainable enterprise development.

Kenya National Federation of Co-operatives (KNFC), Kenya will run a cooperative governance project (CGP) to improve the development of an effective cooperative movement while strengthening cooperative governance, transparency and accountability in cooperative leadership.

Urii Farmers Co-operative Society Ltd., Kenya aims to transform livelihood across the Southern Nyanza region by diversifying and introducing new crops such as soy beans, creating new income-generating activities and employment opportunities for local farmers.

Dunduliza Company Ltd., United Republic of Tanzania will introduce a communication tool that will facilitate the monitoring of cash balances on a daily, weekly and monthly basis for all Savings and Credit Cooperatives (SACCOs) organized through Dunduliza. This project will help to increase the reach and effectiveness of SACCO, provide micro-finance for the poor and contribute to reduce poverty.

Uganda Crane Creameries Cooperative Union, Uganda will run a project to allow dairy farmers to play a larger role in the dairy value chain. The outcomes of the project will be increased employment and incomes, stronger cooperative organizations and quality improvement of the products.

Monze Dairy Farmers Co-operative Society, Zambia, will run a dairy animal restocking programme to reduce poverty and increase the food security of targeted member smallholder farmers in Monze and part of Choma Districts.

Twatasha Multipurpose Cooperative Society, Zambia will run a sanitation project providing a quality service in the collection of litter, garbage and refuse for disposal in Mansa town, while providing the cooperative members with sustainable employment and incomes.

Sicalo Sabomake Association, Swaziland will expand production and increase marketing of local products produced by the women's pre-cooperative association to the local community, and hence create new employment opportunities for unemployed women.

The Zambia Cooperative Federation is mapping a comprehensive strategy of cooperative development in Zambia to address the re-structuring of the cooperative movement in order to make it possible for cooperatives to provide improved and competitive services, as well as creating sustainable cooperative enterprises.

This new major initiative of the ILO works in partnership with the International Cooperative Alliance (ICA), the UK Cooperative College, the Committee for the Promotion and Advancement of Cooperatives (COPAC), the International Trade Union Confederation (ITUC-Africa), the International Organization of Employers (IOE) and the African Union Secretariat, in order to make a difference in the daily lives of women and men across Africa.

For further information on the ILO Cooperative Facility for Africa (COOPAFRICA) please visit: www.ilo.org/coopafrika.



Dunduliza Company Ltd, a Savings and Credit Cooperative (SACCO) assisted through the COOPAFRICA Challenge Fund



Uriri Farmers Co-operative Society Ltd., Kenya, one of the grantees of the COOPAFRICA Challenge Fund



A member of the Dunduliza Company Ltd., United Republic of Tanzania

Promoting quality shipping and decent work on the seas



© ILO PHOTO



In 2006, after five years of preparation by international seafarers' and shipowners' organizations and governments, the ILO's International Labour Conference adopted a major new Convention that consolidated and updated almost all the existing maritime labour instruments. ILO Director-General Juan Somavia referred to the adoption of the Maritime Labour Convention, 2006 (MLC) as "making labour history". Martin Murphy, Hans von Rohland and Marcel Crozet visited London and Genoa to see the new MLC being put to the test.

From its early days, the members of the ILO, governments, employers' and workers' organizations, realized that in the world of work seafarers and shipowners were different. Accordingly, they decided that the Second Session of the International Labour Conference to be held in Genoa,

Italy would be a "special Seamen's Conference". Thus, the 1920 session of the world parliament of labour featured agenda items such as hours of work and conditions of employment for seafarers, prohibiting the employment of children under 14 years of age on board ship and the possible drawing up of an international seamen's code.

Since 1920 the ILO has adopted some 70 Conventions and Recommendations to ensure decent working and living conditions for seafarers while at sea and in port. But the volume and detail of these instruments has sometimes made it difficult for governments to ratify and enforce them all. In addition, a large number of the instruments contained requirements that needed to be updated to reflect technological and operating changes in the industry. Hence the need for the new Maritime Labour Convention, 2006.



Second Session of the International Labour Conference, the first Maritime Session, Genoa, Italy, 1920

The MLC helps to achieve a “level playing-field” for quality shipowners and worldwide protection for the world’s more than 1.2 million seafarers. It also introduces important developments in connection with compliance and enforcement. These are intended to ensure that labour standards are enforced as effectively as the International Maritime Organization (IMO) conventions on ship safety, security and environmental protection (SOLAS/MARPOL) by both flag and port States.

Once the MLC, 2006 comes into force, countries will be able to adapt new guidelines adopted in September 2008¹ to their national situations for use by flag State and port State inspectors to make sure a ship to which the Convention applies actually complies with it. Guidance in this area and consistency in practice is particularly necessary because of the possibility under the MLC, 2006 that a ship could be detained in port for a serious or repeated breach of the requirements of the Convention (including seafarers’ rights).

Flag State control: Setting sail for a decent future

The MLC sets minimum requirements for seafarers’ working conditions on a ship and contains provisions on conditions of employment, hours of work and rest, accommodation, recreational facilities, food and catering, health protection, medical care, welfare and social security protection. It combines rights and principles with specific standards



and guidance as to how to implement these standards. Most important, and of broader significance it introduces a system under which flag States certify that the seafarers’ working conditions on the ship concerned meet the “decent work” requirements of the Convention.



¹ See below, News, pages 62-63.



On board the “City of London”, a large seagoing British aggregate dredging ship, the MLC is already being put to the test. Every time Motorman John Grout crosses a watertight door he points to his helmet, meaning “mind your head”. There is no

not issue the certificate, refuse to endorse it or, in especially bad cases, withdraw it. These are greater powers than inspectors have under the present regime.



talking in the engine room – everyone there must wear earplugs. For six months of the year, this noisy environment is his workplace. The cabins and deck he shares with 11 other crew members are his home. In a job like his, decent living and working conditions are his life-line.

The reasons for detaining a ship will also change once the MLC comes into force. “Nowadays detention is limited to safety-related matters,” says Neil Atkinson, an inspector for the UK’s Maritime and Coastguard Agency. “The new Convention goes beyond this and also covers the social welfare of seafarers. That means an inspector will be able to detain a vessel or prevent it from going to sea if social or labour rights are being violated, for example if wages are not being paid or employment records are not in order.”

“The guidelines for labour and living conditions are very clear and strict,” he says. “Unless it is necessary to work extra time in machinery breakdown, we always follow the guidelines.”

Under the MLC, States must inspect all ships flying their flag and also issue those ships with a maritime labour certificate and a declaration of maritime labour compliance to ships if they are 500 GT or over and go on international voyages. If a flag State inspection is unsatisfactory, the inspector will



Inspecting the “City of London” at Greenwich: above, Neil Atkinson, Maritime and Coastguard Agency; below, the “City of London”; Neil Atkinson meeting with Motorman John Grout; testing equipment





Port State control: Getting ships in shape

Port State inspections are carried out on foreign ships visiting a port of the country concerned. These inspections are designed not only to reinforce or complement the flag State inspections but also to protect shipowners who are committed to providing their seafarers with decent working and living conditions conforming to the standards of the MLC, 2006. They help to provide these shipowners with protection against unfair competition from substandard ships that may use the flags of countries that either have not ratified the MLC, 2006, or at least appear to have lower standards of implementation and enforcement of MLC requirements.

The MLC, 2006 allows such inspections to be carried out on all foreign ships visiting its ports,

stances such as where an inspector has clear grounds for believing that a ship is non-compliant or receives a complaint by a seafarer.

In response to an oil spill that fouled the west coast of France in 1978, European ministers took decisive action to establish a regional system for inspections of foreign ships in 1982. Yet the growing numbers of ship detentions in many ports worldwide show the continuous need for a global system of regular port inspections.

Not all seafarers are lucky. Many of the crew on the world's ships – which today employ over a million seafarers and haul 90 per cent of the world's trade – work in difficult, dangerous and dirty conditions that represent threats to their safety, and sometimes their lives.



even ships from countries that have not ratified the MLC, 2006. However, if a ship flies the flag of a country that has ratified the Convention and produces proper certification issued by the flag State, the port State must accept these documents as evidence of compliance, except in specified circum-





Almost 90 years after the first Maritime Session of the International Labour Conference was held in Genoa, we return to the city to accompany a port state control officer on duty. The port of Genoa is Italy's leader in cargo handling, and with an estimated 60,000 employees it is also the province's main source of employment. On a beautiful day in this Ligurian town known as "la Superba" for its splendid marble palaces, as well as its impressive "Stazione Maritima", the Coast Guard is inspecting what seems to be a good ship.

Lieutenant Vincenzo Paolo Leone is a member of the coast guard and one of three port state control officers ("PSCOs"). PSCOs are officers specially trained and authorized to carry out inspections of foreign ships coming into port. They carry out inspections of ships to check that the ships comply with international standards for ship safety, marine pollution prevention and for decent working and living conditions for seafarers. These inspections in foreign ports complement and support the inspections of ships

that must be carried out by their flag States.

The "Y M Orchid", a 275-metre-long recently built cargo ship operating under the flag of Panama, is in perfect condition. When asked how he feels about these inspections, Captain Sheng-Jou Yau, the ship's master, says, "We have too many flag State and port State controls under different regional agreements, although the standards are more or less the same."

A young seafarer, Ms Wang Chung-Hai, breaks many stereotypes. She is one of the world's 1-2 per cent women seafarers and hopes to become one of the even rarer women officers or ship captains one day.



Inspecting the "Y M Orchid": left-hand column, the Port of Genoa; Lieutenant Vincenzo Paolo Leone; Lieutenant Leone finds the paperwork in order; Captain Sheng-Jou Yau with crew members; seafarer Wang Chung Hai; Lieutenant Leone finds the engines in order. Bottom right: the sumptuous Stazione Maritima testifies to Genoa's long shipping tradition



The next ship we visit that day with Lt. Leone is quite different. As it is in repair, he cannot effect a proper inspection today but he will certainly do so when welding and paint work is finished. A poster on board is impressive: “Some enclosed spaces on the ship may contain a dangerous atmosphere that will not support life.”

One of the craftsmen in his oil and water resistant outfit suddenly emerges from one of the holes giving access to the bottom of the ship. His mask protects him against the poisonous vapours emanating from the hold.

The ship inspector tells the ship’s master to repair the ventilation system in the galley, buy some insecticide to get rid of flies and cockroaches and keep frozen fish separate from potatoes in the same refrigerator.

Tighter controls under the Paris Memorandum of Understanding (MoU) on Port State Control with new categories of ships to be controlled have led to rising numbers of detentions in European ports over the last two years. The first in the world, the Paris MoU aims at eliminating the operation of

sub-standard ships through a harmonized system of port State control, and has inspired nine similar agreements in other regions of the world.

With Bulgaria and Romania joining the Memorandum in 2007, the 27 member States of the agreement have carried out 22,875 inspections in 2007. After several years of declining rates of detention rates in the European Union, the number of detentions has risen, from 944 in 2005 to 1,174 in 2006 and 1,250 in 2007.

Certain areas of deficiencies also show increases compared with 2006: certification of crew (15.4%), safety (6.5%), security (5.4%), marine pollution and environment (13.9%), working and living conditions (16,3%), operational (19.2%) and management problems (50.9%).

In Genoa, 25 out of 82 ships inspected under port State control have been detained in 2007. When asked about the worst ship he has ever seen, Lt. Leone says: “When I was still a cadet I accompanied an inspector on a vessel where even the life boat was not operational.”



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>> **What's next?**

The ILO, together with its constituents, will continue to work on its five-year Action Plan to achieve rapid and widespread ratification and effective implementation of the MLC, 2006. The MLC, 2006 will come into force 12 months after ratification by at least 30 ILO member States with a total share of at least 33 percent of the world's gross tonnage of ships. So far, it's been ratified by three major flag States representing nearly 20 per cent of the world's gross tonnage, while many other countries have taken steps towards its ratification. The adoption of the port and flag State control guidelines last month in Geneva was considered a major step in this direction.

"The MLC was expressly designed to be a globally applicable, easily understandable, readily updatable and uniformly enforced legal instrument that, once it enters into force, will be one of the main pillars of the international regulatory regime for quality shipping," says Cleopatra Doumbia-Henry, Director of the ILO's International Labour Standards Department.

"When we look at the maritime world from the inspector's perspective, we can still see seafarers sailing on dangerous ships, ships causing pollution, working and living conditions which are substantially below minimum inter-

national standards. I am confident that the new ILO guidelines on flag State inspection and the related guidelines for port State control officers, combined with the underlying Maritime Labour Convention, 2006, can meet these challenges and set a safe course to the future."

(All photos unless marked otherwise are © ILO/M. Crozet)



Cleopatra Doumbia-Henry, Director of the ILO's International Labour Standards Department

World of Work Report 2008

Income inequalities in the age of financial globalization

GENEVA – Despite strong economic growth that has produced millions of new jobs since the early 1990s, income inequality has grown dramatically in most regions of the world and is expected to increase due to the current global financial crisis, according to a new study¹ published by the International Institute for Labour Studies (IILS), the research arm of the ILO. Raymond Torres, Director of the Institute, argues that promotion of the Decent Work Agenda would help address the social consequences of the crisis.

The financial crisis is hitting the world of work...

The financial crisis which developed over the past year and erupted last August represents one of the most significant threats to the world economy in modern history. The credit crunch and collapse of stock markets are starting to affect firms' investment decisions as well as workers' incomes and jobs. Several major developed economies have practically entered into recession and unemployment is on the rise. Economic growth in emerging economies and developing countries has slowed down, in some cases significantly.

Ongoing attempts to overcome the financial crisis are of course welcome and, in principle, should help avoid another Great Depression. Important as rescue packages are, however, it is crucial to address the structural dimensions of the crisis as well. As this *World of Work Report* shows, the widening of income inequalities that occurred before the crisis is especially instructive in this respect.

... and happens in the face of income inequalities which are widening...

While the costs of the financial rescue packages will be borne by all, the benefits of the earlier expansionary period were unevenly shared.

Between the early 1990s and the mid-2000s, in about two-thirds of the countries for which data exist, the total income of high-income households expanded faster than was the case for their low-income counterparts. Similar trends have occurred



© M. Crozet/ILO

when looking at other dimensions of income inequality such as labour income vis-à-vis profits, or top wages vis-à-vis wages of low-paid workers. In 51 out of the 73 countries for which data are available, the share of wages in total income has declined over the past two decades. Likewise, during the same period, the income gap between the top and bottom 10 per cent of wage earners increased in 70 per cent of the countries for which data are available.

¹ *World of Work Report 2008: Income inequalities in the age of financial globalization*. ISBN 978-92-9014-868-5. International Institute for Labour Studies, Geneva, 2008.





This was a period of relatively rapid economic growth and strong job creation. In 2007 world employment was almost one-third higher than in 1990. In short, the gains from the expansionary period which ended in 2007 benefited more high-income groups than their medium- and low-income counterparts.

... at a pace which has probably been excessive

Wider income inequality can be helpful. It can signal stronger rewards to work effort, innovation and skill development. This, in turn, will improve economic prospects for all, rich and poor. Conversely, an overly compressed income differential may affect job prospects – for instance because the labour market is not sufficiently attractive to would-be workers. Too little income inequality may also weaken the incentive to take risk or invest in human capital, thereby adversely affecting economic growth prospects.

However, there are instances where wider income inequality is both socially harmful and economically problematic.

There is evidence that social conflict grows when inequalities are perceived to be rising excessively. Social support for pro-growth policies will be eroded if low-income groups and the middle class believe that such policies do little to improve their situation or that of their children, while

benefiting high-income groups. Surveys suggest a declining tolerance among respondents vis-à-vis growing inequality.

The report also shows that, prior to the financial crisis, there were already signs that observed trends in income inequality might not be sustainable. In the face of strong wage moderation, workers and their families became increasingly indebted in order to fund their housing investment decisions – and sometimes consumption decisions as well. This has sustained domestic demand and economic growth in some countries, and was made possible by financial innovations. However, the crisis has underlined the limits to this growth model.

It is therefore crucial for policy-makers to ensure that income inequality does not rise excessively. At the same time, any action in this area should take into account the need for sustaining employment. But the report shows that it is possible to fulfil both employment and equity objectives.

Inequality patterns reflect, first, a process of financial globalization which has intensified economic instability...

Chapter 2 of the report shows that financial globalization – caused by deregulation of international capital flows – has been a major driver of income inequality.

The expectation was that financial globalization would help improve the allocation of savings and thus stimulate economic growth, while also relaxing credit constraints and improve income prospects of low-income groups.

Yet, financial globalization has failed to contribute to the enhancement of global productivity and employment growth. Moreover, financial globalization has intensified economic instability. In the 1990s, systemic banking crises were ten times more frequent than was the case at the end of the turbulent 1970s.

Such increased instability typically comes at a steep cost to low-income groups. Earlier experiences suggest that the job losses entailed by systemic financial crisis have been especially strong, with long-lasting effects on vulnerable groups. Unemployment can also be expected to rise as a result of the investment slump and this may further intensify income inequalities. Moreover, there is evidence that financial globalization has reinforced the downward trend in the wage share recorded in most countries. On the other hand, financial globalization has exercised a disciplining



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Pensioner with her market stall, United Kingdom

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effect on macroeconomic policies, in both developed and emerging countries.

The policy requirement, therefore, is neither financial deregulation nor isolation. There are several possible policy options to achieve this “mid-road”. What matters is that governments take into account the social impacts of each of the options. A cautious approach to financial globalization is especially important in countries where financial markets are not sufficiently developed and where supervision mechanisms are weak, as is the case in many developing countries. But in all countries, it is crucial to reinforce prudential regulation so as to reduce irresponsible risk-taking on the part of certain financial actors. Indeed, there is a “moral hazard” problem in that these actors grasp all the gains from irresponsible financial positions, while the losses from such operations are partly shifted to society and taxpayers. There is also a role for co-ordinated action among countries.

...second, steep increases in executive pay de-linked from firm performance...

Developments in global corporate governance have also contributed to perceptions of excessive income inequality. A key development has been the use of so-called “performance pay systems” for chief executive managers and directors.

The result has been a steep increase in executive pay. In the United States for example, between 2003 and 2007 executive managers’ pay grew in real

terms by a total of 45 per cent, compared with a real pay increase of 15 per cent in the case of the average executive, and less than 3 per cent for the average American worker. Hence, by 2007, the average executive manager in the 15 largest US firms earned more than 500 times the average employee in the United States, compared with over 300 times in 2003. Similar patterns can be observed in other countries such as Australia, Germany, Hong Kong (China), the Netherlands and South Africa.

Importantly, empirical studies show only very moderate, if any, effects of these systems on company performance. Moreover, large country variations exist, with some countries displaying virtually no relation between performance pay and company profits. Though more research is clearly needed in this area, a plausible explanation behind observed trends is that executives are in a dominant bargaining position with respect to company owners, something which is facilitated by the institutional set-up.

Altogether, evidence suggests that developments in executive pay may have been both inequality-enhancing and economically inefficient. This suggests a role for policy action. In this regard, several options are being considered at present but it is too early to assess the pros and cons of each of them.

... third, institutional change and weaker redistribution policies

Domestic labour, social and tax policies too have





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contributed to observed outcomes. Labour institutions continue to play a redistributive role in the majority of countries under analysis, despite the decline in trade union density documented in Chapter 3 of the report. In particular, high trade union density, a more coordinated collective bargaining structure, and greater coverage of collective bargaining agreements tend to be associated with lower inequality. However, it is difficult for these institutions to counteract the global trends arising from globalization. Overall, it seems that the bargaining position of employees has weakened, even in countries where labour markets have been tight.

>> Another important factor has been the rising incidence of non-standard employment observed over the past 15 years or so in the majority of countries (Chapter 4). Indeed, non-standard jobs pay significantly less than their standard counterparts. More fundamentally, the changing employment patterns may have also contributed to weakening the bargaining position of workers, especially the low-skilled.

Finally, taxation has become less progressive in the vast majority of countries and thus less able to redistribute the gains from economic growth. This reflects a cut in taxes on high incomes (Chapter 5). Between 1993 and 2007 the average corporate tax rate (for all countries for which data exist) was cut by 10 percentage points. In the case of top personal income tax rates, the cut was of 3 percentage points over the same period. Chapter 5 also shows that declining tax progressivity has generally not been offset by social policy.

Cutting taxes on high incomes or profits can be justified on economic efficiency grounds. It may even meet equity objectives in certain cases – the lifting-all-boats effect. However, there are other cases where such tax cuts produce sub-optimal results, even when considering efficiency-equity

trade-offs. Likewise, stronger social protection, if well designed, can serve employment objectives. The report gives examples of such policies among countries at different levels of economic development. The use of conditional cash benefits provides an interesting innovation in this respect.

It is therefore time to move ahead with the Decent Work Agenda

But evidence presented in this *World of Work Report* shows that, if policy-makers are concerned about excessive inequalities in their country while also sustaining employment, they have at their disposal an effective tool. Chapter 6 shows that countries that have relatively strong tripartite institutions, well-designed labour regulations and social protection, and respect for basic workers' rights do well, not only in terms of employment but also with respect to limiting the trend increase in income inequalities. Indeed, this is the essence of the Decent Work Agenda.

Moving ahead with the Agenda would help address the social consequences of the financial crisis. Together with a reform of the financial architecture, it would also contribute to achieve a more balanced, sustainable economy.



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ILO Governing Body addresses economic crisis, moves to forge policy responses based on decent work

The ILO Governing Body, at its 303rd meeting in November 2008, took the first steps toward forging employment and social policy responses through social dialogue aimed at addressing the challenges of the deepening global economic crisis. The move came as the ILO's Decent Work Agenda drew strong support during the session from José Luis Rodríguez Zapatero, President of the Government of Spain, Nicolas Sarkozy, President of France, Ban Ki-Moon, the UN Secretary-General and Angel Gurría, Secretary-General of the Organisation for Economic Co-operation and Development.

"The central conclusion is that the Decent Work Agenda is an appropriate policy framework to confront the crisis," said ILO Director-General Juan Somavia. "There is a powerful message that tripartite dialogue with employers' and workers' organizations should play a central role in addressing the economic crisis and developing policy responses."

The ILO met amid new reports that the global economic crisis was deepening. Preliminary ILO estimates indicate that unemployment could increase worldwide by some 15 to 20 million in 2009, while the number of working poor living on less than \$2 per day was also expected to rise.

"This calls for urgent action," said the Chair and Employer and Worker Vice-Chairs of the ILO Governing Body in a special statement issued on the financial and economic crisis. "We



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JUAN SOMAVIA ELECTED TO THIRD TERM AS ILO DIRECTOR-GENERAL



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Juan Somavia was elected to a third term as Director-General of the International Labour Office (ILO) on 18 November. Mr. Somavia is the ninth Director-General in the Organization's 89-year history and formally begins his new five-year term in March 2009.

All Governing Body documents referred to in this release can be found at:
http://www.ilo.org/global/What_we_do/Officialmeetings/gb/GBSessions/GB303/lang--en/commlid--ALL/WCMS_098006/index.htm



need comprehensive and coordinated measures to minimize the duration and the depth of the downturn in the global economy as well as to combat possible negative social consequences and accelerate recovery.”

The statement identifies a number of measures that would be necessary to “address the impact of the crisis on the real economy to protect people, support productive enterprises and safeguard jobs”, including:

- ensuring the flow of credit to consumption, trade and investment;
- protecting persons most exposed, including extending social protection and unemployment benefits, and promoting training, retraining and placement services;
- supporting productive, profitable and sustainable enterprises together with a strong social economy and a viable public sector, so as to maximize employment and decent work;

- ensuring that social progress is not undermined in the current crisis;
- developing strong cooperation between the ILO and its tripartite constituents with the multilateral system in order to assist countries in implementing measures aimed at addressing the crisis; and
- maintaining development aid as a minimum at current levels and providing additional credit lines and support to enable low-income countries to cushion the crisis.

“We now have clear guidance on how to move forward,” said Mr. Somavia. “We will do this by expanding the ILO’s work on responses to the labour and social consequences of the crisis; supporting ILO constituents as they forge responses; and engaging with the multilateral system, including the G20 process and international finance institutions.”

Decent work

International meetings highlight growing “global decent work movement”

This autumn, major international meetings were held in Oslo, Monrovia and New York to discuss how decent work can become a reality worldwide. At a meeting in Oslo, Norway, on 5 September, ILO Director-General Juan Somavia called for a sustainable globalization that delivers decent work, while

high-level participants to a meeting in Monrovia, Liberia, on 10 September called on African countries and development partners to make decent work a “reality in Africa”. And in New York, participants addressed the challenges facing the Millennium Development Goals (MDGs).



UN

At the Oslo meeting organized by the Norwegian government together with the country’s workers’ and employers’ organizations, Mr. Somavia warned of a backlash against “unbalanced, unfair and unsustainable” globalization, and called for “increased policy coherence in support of social justice for a fair globalization”.

Citing current levels of global poverty as “very worrying and a serious indictment of the failure of the current model of globalization”, Mr. Somavia stressed that “policy coherence to achieve social justice for a fair globalization requires lead-

ership from unions, from business and from politicians”.

“I see the growth of a global Decent Work movement,” he said. “I hope this Conference will mark a turning point into the sphere of international and national policy coherence.”

Mr. Somavia was a keynote speaker at the international conference that also heard Pascal Lamy, Director-General of the World Trade Organization (WTO) and Mrs. Mary Robinson, President of the Ethical Globalization Initiative. Mr. Jonas Gahr Støre, the Norwegian Minister of Foreign Affairs, chaired the meeting.

A week later, the high-level meeting in Monrovia called for strategic partnerships on decent work in Africa.

“It is my hope that (...) decent work, as a concept, will become a visible reality” in Liberia and Africa, said Liberian President H. E. Ellen Johnson Sirleaf in her keynote address during the two-day workshop organized by the Ministry of Labour of Liberia, in partnership with the international organization “Realising Rights (RR): The Ethical Globalization Initiative” and the International Labour Organization (ILO).

The Monrovia High Level Forum covered a wide range of topics including the ILO Declaration on Social Justice for a Fair Globalization, plus renewed efforts toward Decent Work in Africa to achieve the Millennium Development Goals (MDG). “There is no lasting peace without jobs”, emphasized Mr. Mpenza Kabundi, ILO

Deputy-Regional Director for Africa, by drawing the attention to “decent jobs for a just society and a sustainable route out of poverty”.

In New York, Mary Robinson and the Director-General addressed a high-level forum in late September to draw new attention to the need to increase global support for decent work programmes and policies as a key step towards achieving the MDGs.

Mrs. Robinson said, “The poor work but they have so many barriers. Poor workers don’t have a system that works for them, they don’t have access to justice, and they don’t have the supports that are needed.” Mr. Somavia added: “We want the MDGs to work and the MDGs are not working. They could work if there was a significantly increased focus on the work component of poverty-reduction policies.”

The Working Out of Poverty initiative was launched at the beginning of September in Oslo with a gathering on trade policy coherence and employment organized by the Government of Norway and the *Financial Times*, which brought together representatives of international organizations, NGOs, businesses and trade unions, as well as political leaders and academics. It was followed by the high-level multi-stakeholder dialogue in Monrovia on providing more, and more decent, employment in Africa across a range of economic sectors.

For more information, see www.ilo.org/integration.

Climate change

New ILO report highlights efforts to create millions of new “Green Jobs”

GENEVA – Efforts to tackle climate change are already generating new jobs in many sectors and economies, and could create millions more in both developed and developing countries in the coming decades, according to the recent report *Green jobs: Towards decent work in a sustainable, low-carbon world*, issued in September.





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>> The report was funded and commissioned by the UN Environment Programme (UNEP) under a joint Green Jobs Initiative with the International Labour Office (ILO), and the International Trade Union Confederation (ITUC) and the International Organization of Employers (IOE), which together represent millions of workers and employers worldwide. It was produced by the Worldwatch Institute, with technical assistance from the Cornell University Global Labor Institute.

The report finds that while the process of climate change, already under way, will continue to have negative effects on workers and their families, especially those whose livelihoods depend on agriculture and tourism, action to tackle climate change as well as to cope with its effects should be designed to generate decent jobs.

Though the report is generally optimistic about the creation of new jobs to address climate change, it also warns that many of these new jobs can be “dirty, dangerous and difficult”. Sectors of concern, especially but not exclusively in devel-

oping economies, include agriculture and recycling where all too often low pay, insecure employment contracts and exposure to health hazardous materials need to change fast.

What’s more, it says too few green jobs are being created for the most vulnerable: the working poor (43 per cent of the global workforce) in the world with earnings too low to lift them and their dependants above the poverty threshold of US\$2 per person per day, or for the estimated 500 million youth who will be seeking work over the next 10 years.

The report calls for “just transitions” for those affected by transformation to a green economy and for those who must also adapt to climate change with access to alternative economic and employment opportunities for enterprises and workers. According to the report, meaningful social dialogue between government, workers and employers will be essential not only to ease tensions and support better informed and more coherent environmental, economic and social policies, but for all social partners to be involved in the development of such policies.

“A sustainable economy can no longer externalize environmental and social costs. The price society pays for the consequences of pollution or ill health, for example, must be reflected in the prices paid in the marketplace. Green jobs therefore need to be decent work,” the report says. It also stresses that the delivery of a deep and decisive new climate agreement when countries meet for the crucial UN climate convention meeting in Copenhagen in late 2009 will be vital for accelerating green job growth.

For more information, see www.ilo.org for the full text of the report, press release ILO/08/40, video material and more information on the ILO Green Jobs Initiative.

Ship inspections Maritime industry guidelines

GENEVA – More than 300 senior representatives of seafarers and ship owners, along with governments, met in Geneva between 15 and 26 September to discuss guidelines on flag State

and port State inspection on board of ships under the Maritime Labour Convention (MLC) adopted by the International Labour Organization (ILO) in 2006.

When the ILO adopted the Maritime Labour Convention, 2006 in February 2006, Director-General Juan Somavia called it “making labour history” for the world’s more than 1.2 million seafarers. Two years on, the MLC has been ratified by three key flag States representing nearly 20 per cent of the world’s gross tonnage with many more ratifications and industry agreements already under way. A five-year ILO action plan designed to achieve entry into force by 2011 moved forward last September with two key tripartite experts’ meetings to adopt guidelines for flag State inspections and port State control officers.

The growing numbers of ship detentions in many ports worldwide show the continuous need for a global system of regular port inspections. In the European Union for example, the number of detentions has risen for the second year in a row, from 944 in 2005 to 1,174 in 2006 and 1,250 in 2007.

Discussions on the guidelines came in two sessions. In the first, on 15-19 September, guidelines were adopted regarding flag State inspections and focused on such issues as the precise requirements that are to be checked for com-

pliance; what evidence will be needed by the inspector to certify compliance in the different areas to be inspected; and what actions should be considered in the case of non-compliance.

The second session, on 22-26 September, adopted guidelines for port State control officers carrying out MLC inspections. Port State inspections are carried out on foreign ships visiting a port of the country concerned to reinforce the flag State inspections and also to protect ship owners that conform to the standards of the MLC, 2006 against unfair competition from substandard ships.

The MLC, 2006 will come into force 12 months after ratification by at least 30 ILO member States with a total share of at least 33 per cent of the world’s gross tonnage of ships. So far, Liberia, the Marshall Islands and the Bahamas have ratified it. Together they represent nearly 20 per cent of the world’s gross tonnage. A large number of other countries in all regions have already taken steps toward ratification. In June 2007, the EU Council adopted a decision authorizing all EU Member States to ratify the MLC, 2006 in the interest of the European Community before 31 December 2010.



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PLANET WORK

What the papers are saying



A job seeker searches for employment opportunities

Financial crisis could cost 20 million jobs by end 2009

Oct 20, 2008

GENEVA (AFP) — The financial crisis could lead to record global unemployment with 20 million more people out of work by the end of 2009, International Labour Organization chief Juan Somavia warned Monday.

Estimates from the ILO indicate that the "number of unemployed could rise from 190 million in 2007 to 210 million in late 2009," said Somavia, marking the "first time in history that we pass 210 million."

The population of workers those on two dollars a day

But Somavia said these current economic contractions

Thousands of jobs have been lost or are for

But the ILO said the automotive construction, the automotive the financial storm.

Somavia, who had earlier simply a crisis on Wall Street for working families and th



Turnado de la edición impresa del 28 de octubre del 2008

Crisis genera desempleo a nivel mundial

Según la Organización Internacional de Trabajo, más de 20 millones de personas perderán sus empleos hasta fines de 2009.

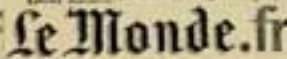


U.N.: Global unemployment rolls to grow by 20M

Some 20 million people are expected to lose their jobs because of the global economic crisis, according to the U.N.'s International Labor Organization.

Director-General Juan Somavia says in a statement that "the number of working poor living on less than a dollar a day could rise by some 80 million - and those at \$2 a day by more than 1 million."

The ILO forecasts that the total number of unemployed persons will hit 210 million late next year.



Il faut sauver l'économie réelle

Au-delà de l'urgence, il est vital de retrouver un équilibre qui préserve la production et les personnes

Le Monde.fr article text starting with 'L'...

Juan Somavia

Director general of the International Labour Organization

Article text about Juan Somavia's views on the crisis.

BusinessMirror

A Southeast Asian business publication

Asean jobless rate may rise in 2009, ILO says

SINGAPORE — Slowing growth in Southeast Asian nations may boost unemployment and hurt the region's competitiveness, the International Labor Organization (ILO) says. Unemployment in the 10-member Association of Southeast Asian Nations, or Asean, may rise to 6.2 percent in 2009, from 5.7 percent last year, the group said in a report. Productivity needs to be increased as China's output worker overtakes those in Southeast Asia, and the with India narrows, the report said. "Relying on exports and foreign investment increases Asean's vulnerability to a prolonged global slowdown," said Gyongyi Szirmai, senior economist at the ILO. "Improving labor productivity and the social aspects of regional integration will be essential if we are to protect recent economic gains, employment stability and continue development." Bloomberg

TRIBUNE DE GENEVE

La crise va créer 20 millions de chômeurs

La crise financière risque d'augmenter le nombre de chômeurs de 20 millions dans le monde. Il pourrait atteindre 210 millions de personnes. En 2007, c'était Juan Somavia, le directeur du Bureau international du travail (BIT) qui avait réclame «une action rapide» des gouvernements pour prévenir une crise sociale sévère.



Reconstruction par Nicolas Vial



النقد

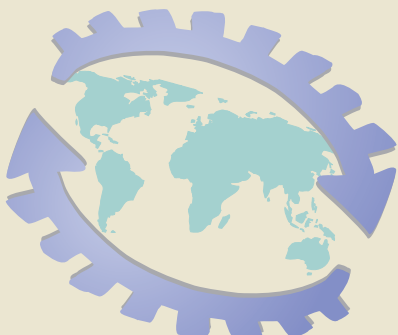
حان الوقت اقتصاد الحقيقي وإعادة الثقة

Article text in Arabic discussing the economic crisis and the need for real economy and trust.

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AROUND THE CONTINENTS

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



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Commitment to decent work in Argentina

■ The Argentine Government, representatives from employers' and workers' organizations, and the ILO have signed a memorandum of understanding to launch a Decent Work Country Programme in Argentina for the period 2008-2011. "Decent Work will stop being just a slogan and become an idea adopted by the whole of society," said the Labour Minister of Argentina, Carlos Tomada, during the signing ceremony.

The Decent Work Country Programme will have the following priorities: relating national labour policies to policies that have an impact on the quantity and quality of employment generation; improving the conditions of employment and employability, with an emphasis on the promotion of decent work for young people and local economic development; contributing to the prevention and eradication of child labour; expanding social protection coverage; strengthening social dialogue in order to help constituents promote the dimensions of decent work through labour and social policies; and contributing to the elimination of the informal economy and informal employment.

For further information, please contact the ILO Office in Argentina at buenosaires@oit.org.ar

Decent work and human development in Brazil

■ Brazil's recent experience shows economic growth is necessary but not sufficient to promote human development. This is the message of a recent report issued last September by the ILO, the Economic Commission for Latin America and the Caribbean (ECLAC) and the United Nations Development Programme (UNDP).

"The emphasis on job generation can significantly contribute to more human development, especially when associated with other dimensions of decent work such as absence of child or forced labour; decent salaries; social protection; rights at work, including freedom of association and collective bargaining; and equal opportunity access to well-paid, high-quality jobs and occupations," says the report, titled *Employment, Human Development and Decent Work – Brazil's Recent Experience*.

The report looks at the evolution of 28 indicators associated with the four pillars of the Decent Work Agenda (employment, rights at work, social protection and social dialogue) in Brazil between 1992 and 2006. The result shows a positive



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evolution in almost all of them, especially formal employment, real minimum wages, eradication of child and forced labour and gender and race inequalities, even though much remains to be done in this field.

For additional information, please visit the ILO Brasilia website: http://www.oitbrasil.org.br/estudo_indicadores2.php

ILO to strengthen technical cooperation programme with multi- and bilateral donors

■ In an effort to help boost the technical cooperation programme and further harmonize the planning and implementation of its operational programme, the ILO met on 21-22 October with main external donors, governments and agencies. The two-day meeting, the third in a series of informal annual ILO-donor gatherings, provided participants with a deeper understanding of the ILO strategy for the development of its technical cooperation programme in closer partnership with its donors.

The meeting came at an exceptionally important moment, as an effective and coordinated effort to address the immediate financial, food and fuel crises. "It will be very difficult to evaluate the final impact



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the current credit crunch will have on the real economy, especially on emerging markets. In the face of the current crises we must not abandon, but rather step up our partnerships for decent work," Mr. Somavia added. Over the years, the ILO has steadily increased the volume of its extra-budgetary resources, amounting to US\$224 million in 2007. Figures for 2008 look promising, with a total of US\$215 million already pledged by October 2008, compared to the US\$70 million for the same period in 2007.

For further information, please contact the ILO's Development Cooperation Branch at codev@ilo.org

Norway expands partnership with ILO

■ The Government of Norway has significantly expanded its partnership agreement with the International Labour Organization (ILO) with a new grant of NOK 100 million (approximately US\$18 million) for 2008-09. The Director-General of the ILO, Mr. Juan Somavia, signed

the new agreement with the Minister of Environment and International Development of Norway, Mr. Erik Solheim, at a ceremony at an International Conference on Decent Work in Oslo on 5 September.

The new programme will promote fundamental rights at work, including freedom of association, collective bargaining and the elimination of child labour, gender equality, social dialogue, coherent economic and social policies in support of decent work, and strengthening labour inspection. The new funds represent an increase of more than 40 per cent compared to the 2006-07 programme, expanding an already existing partnership allocation of NOK 70 million (approximately US\$12.6 million).

IFC-ILO work to improve labour standards in Viet Nam textile industry

■ Last October, IFC, a member of the World Bank Group, and the ILO

launched the Better Work Viet Nam Programme to improve working conditions for more than 700,000 workers in the Vietnamese apparel industry and boost the international competitiveness of the sector.

Better Work Viet Nam is the largest of the country programmes developed by the joint ILO-IFC Better Work global program. This voluntary, industry-based initiative seeks to strengthen relationships between international buyers, local enterprises, governments and worker organizations to improve working conditions and competitiveness. The programme in Viet Nam will also aim to enhance enterprise performance and market access, create a more cost-effective process for labour standards compliance, and assist the government in improving labour standards and economic development.

For further information, please contact the Social Dialogue, Labour Law and Labour Administration Branch at dialogue@ilo.org

New COOP^{AFRICA} website launched

■ The recently launched Coop^{AFRICA} website (www.ilo.org/coopafrica) provides information on the ILO's Cooperative Facility for Africa, an ILO technical cooperation programme for the promotion and development of cooperatives in Africa, its partners, and areas of work as well as information on the countries covered. It also provides references to modalities of financing, publication and tools, news and events from the cooperative move-



ment in Africa, press releases and useful links. The website is dedicated to cooperators in Africa and elsewhere as well as the public at large.

The Cooperative Facility for Africa – Coop^{AFRICA} – is part of the larger ILO Cooperative Programme (EMP/COOP) and is based in the ILO Office in Dar es Salaam. The programme is a direct contribution to the promotion of the ILO's Decent Work Agenda, covering currently nine countries in Eastern and Southern Africa. It pursues the overarching goal of mobilizing the cooperative self-help mechanisms and improving their governance, efficiency and performance in order to strengthen their capacity to create jobs, access markets, generate income, reduce poverty, provide social protection and give people a voice and representation in society.

For more information, see pages 46-47 above

ILO welcomes Manila Call to Action to protect rights of migrant women

■ Last September, governments from 38 countries, trade unions, employers' organizations, the private sector, and civil society organizations including women's and religious associations, academic and international organizations adopted a Manila Call to Action to enhance opportunities and protect the rights of migrant

women and their families all over the world. Over 430 representatives officially endorsed the Call at the International Conference on Gender, Migration and Development held on 25-26 September 2008 in Manila, Philippines.

"The Manila Call to Action is a broader platform, with practical and doable solutions," said Linda Wirth, Director of the ILO Subregional Office for South-East Asia and the Pacific in Manila. "We see a lot of deskilling of migrant women and they represent a high proportion in the brain drain, especially in the health and education sectors. More women are trafficked for sexual exploitation than men. Women are mostly in the invisible sector such as domestic work which can be highly exploitative and abusive. But we also know that men migrants face dehumanizing working and living conditions in certain sectors and are almost the same number in labour trafficking and bonded labour. They often have to take on new roles of family care as mothers migrate."

For further information, please contact the ILO Subregional Office for South-East Asia and the Pacific in Manila, at manila@ilo.org





■ **Occupational Wages and Hours of Work and Retail Food Prices 2008: Statistics from the ILO October Inquiry**

ISBN 978-92-2-021396-4. Geneva, ILO, 2008. Trilingual English/French/Spanish
US\$70; £40; 55 Euros; 85 Swiss francs

A vital reference source for anyone interested in conditions of work and life, this trilingual publication provides detailed information on wages, hours of work and food prices. Covering 159 occupations in 49 industry groups, and the retail prices of 93 food items, it offers an indispensable statistical resource for international comparisons.

CD-ROM

ISBN 978-92-2-020175-6. Geneva, ILO, 2008. Windows version, trilingual English/French/Spanish.

Single user: US\$80; £45; 65 Euros; 100 Swiss francs

Multi-user: US\$120; £65; 100 Euros; 150 Swiss francs

Providing over 20 years of detailed information on wages and hours of work for selected occupations (1983-2007) and retail prices of selected food items (1985-2007), this CD-ROM is a comprehensive, easy-to-use reference tool. It presents data on 159 occupations in 49 industry groups, and the retail prices of 93 food items.



■ **Sources and Methods: Labour Statistics Employment in the tourism industries**

Special edition. ISBN 978-92-2-121257-7. ILO and World Tourism

Organization, 2008. US\$100; £50; 60 Euros; 100 Swiss francs

This pioneering new book has been conceived to provide users and producers of tourism statistics, and those interested in labour statistics in general, with a consolidated volume on the measurement of employment in the tourism sector. It contains information on methodology, as well as descriptions of employment, wages and hours of work in the tourism industries. The definitions refer to all major statistical sources, as well as methods used by countries to compute these variables. The information has been collected from national statistical offices and the national tourism administrations in more than 200 countries and territories.



■ **Yearbook of Labour Statistics 2008 Time series**

ISBN 978-92-2-021216-5. Geneva, ILO, 2008. Trilingual

English/French/Spanish.
US\$235; £140; 195 Euros; 290 Swiss francs

Since its first edition in 1935-36, the *Yearbook of Labour Statistics* has established itself as the world's foremost work of statistical reference on labour questions, bringing together in systematic form a mass of data from a vast network of authoritative sources of information in some 190 countries. This new 2008 edition contains 31 tables corresponding to nine major substantive chapters on economically active population, employment, unemployment, hours of work, wages, labour cost, consumer prices, occupational injuries, and strikes and lock-outs.



■ **Country profiles**

ISBN 978-92-2-021217-2. Geneva, ILO, 2008. Trilingual

English/French/Spanish. US\$160;

£90; 130 Euros; 200 Swiss francs

Offers a format showing the latest available statistics (without time series) for each of over 200 countries, areas and territories, and also includes global and regional estimates on the economically active population, employment and unemployment.

CD-ROM

ISBN 978-92-2-121219-5. Geneva, ILO, 2008. Windows version, English only.

Single user: US\$235; £140; 195 Euros; 290 Swiss francs

Multi-user: US\$350; £210; 290 Euros; 435 Swiss francs

This CD-ROM contains the complete time series for the statistics shown in the *Yearbook of Labour Statistics, Time series*; the latest available statistics as shown in the *Country profiles*; ten volumes of the series *Sources and Methods: Labour Statistics* which complement the explanations given in the *Yearbook* tables; and provides access to a full range of data and metadata not included in the printed versions.



■ **Collected publications on HIV/AIDS and the world of work**

CD-ROM. ISBN 978-92-2-021477-0. Geneva, ILO, 2008.

US\$50; £25; 30 Euros; 50 Swiss francs

This valuable, wide-ranging CD-ROM contains a collection of publications from the ILO Programme on HIV/AIDS and the World of Work such as: *Saving lives, protecting jobs; HIV/AIDS and the world of work*, Report IV, International Labour Conference 2009; The ILO Code of Practice on HIV/AIDS and the world of work; *Implementing the ILO Code of Practice on HIV/AIDS and the world of work; The workplace: Gate-*

way to universal access; HIV/AIDS behaviour change communication toolkit for the workplace; and many other titles including all updates to the end of June 2008. Alphabetical listings, tables of contents and bookmarks make this CD-ROM interactive and user-friendly.



■ **Combating forced labour: A handbook for employers & business**

ISBN 978-92-2-121712-1. ILO Special Action Programme to Combat Forced Labour. Geneva, ILO, 2008.

This handbook aims to meet the growing need of employers' organizations and individual companies worldwide for guidance as to what forced labour is, how it can affect business operations, and what business actors can do to tackle the problems. In seven convenient brochures, covering: introduction and overview; employers' frequently asked questions; guiding principles to combat forced labour; a checklist and guidance for assessing compliance; a guide for taking action; tips for taking action; and good practice case studies.



■ **Creating change: A film on how the world of work is addressing HIV/AIDS with a special focus on workplace behaviour change programmes**

DVD. ISBN 978-92-2-021403-9.

SHARE – Strategic HIV/AIDS Responses in Enterprises. Geneva, ILO, 2008.

This film captures success stories in addressing HIV/AIDS in the workplace, with contributions from Benin, Belize, Indonesia and Swaziland. It highlights the key role of ministries of labour, employers' and workers' organizations in creating an enabling environment by strengthening the national policy and legal framework to support workplace interventions. Includes the reports *Saving lives, protecting jobs*, and the *ILO Code of Practice on HIV/AIDS and the world of work*.



■ **Getting hired: A guide for job-seekers with disabilities**

ISBN 978-92-2-120858-7. Bangkok, ILO Regional Office for Asia and the Pacific, 2008.

This guide is intended for individuals who are looking for salaried or paid employment in the formal sector, and can be used by individuals or groups, including organizations of individuals with disabilities. It can also be used on its own or as

part of a training workshop. Written in a direct, easy-to-read style, it is full of useful advice on learning about jobs and employment practices, setting job goals, finding and responding to job openings, preparing job-seeking documents, interviewing for a job, and much more.



■ **Globalization, flexibilization and working conditions in Asia and the Pacific**

Edited by Sangheon Lee and François Eyraud

ISBN 978-92-2-120029-1. Hardback.

Geneva, ILO, 2008. Co-publication with Chandos Publishing, Oxford, United Kingdom. US\$120; £59.95; 110 Euros; 150 Swiss francs

This unique study reviews employment conditions in Asia and the Pacific in the context of globalization and the increasing pressures towards flexibilization. It places a strong focus on the divergent experiences of individual workers regarding their employment conditions – employment status, wages/incomes, working time, work organizations and health and safety. Along with thematic studies concerning the roles of workers' voice and labour regulation in determining employment conditions, the book includes eight country studies from Australia, China, Indonesia, Japan, Republic of Korea, the Philippines, Thailand and Viet Nam, based on a common research framework offering a rigorous comparative review.



■ **Global Wage Report 2008/09: Minimum wages and collective bargaining: Towards policy coherence**

ISBN 978-92-2-121499-1. ILO, Geneva, 2008.

US\$50; £25; 30 Euros; 50 Swiss francs

The first in a new series of ILO reports focusing on wage developments, this volume reviews major trends in the level and distribution of wages around the world since 1995. It considers the effects of economic growth and globalization on wage trends, looking closely at the role of minimum wages and collective bargaining, and suggests ways to improve wage levels and to enable more equal distribution. Wages are a major component of decent work, yet there is a serious knowledge gap in this increasingly important area which this report begins to address. Includes full technical and statistical annexes.

■ **Guiding youth careers: A handbook for those who help young jobseekers**

ISBN 978-92-2-120313-1. Manila, ILO, 2007.



This handbook is designed for use by guidance counsellors and practitioners, public employment service office managers and staff, parents, peers, and all those from whom young jobseekers get career advice. Filled with practical examples and with a real understanding of the issues involved, it will assist users to advise young jobseekers, particularly new graduates, school leavers, and out-of-school and unemployed youth in their job search.



■ **Promoting employment in Cambodia: Analysis and options**

Elizabeth Morris

ISBN 978-92-2-120395-7. Geneva, ILO, 2008. US\$27; £14; 20 Euros; 30 Swiss francs

This report provides a timely review of the employment situation in Cambodia, identifying clear objectives for employment policies under the National Strategic Development Plan 2006-2010. Despite making remarkable progress since the mid-1990s in promoting socio-economic development and reducing poverty, employment in Cambodia has not kept pace with these improvements. Taking into account the legacy of a long period of civil strife and political instability, and recognizing employment as the principal route out of poverty, this report offers recommendations and options to improve and promote employment in Cambodia.



■ **The promotion of sustainable enterprises**

Graeme Buckley, Michael Henriques and José-Manuel Salazar-Xirinachs

ISBN 978-92-2-121200-3. ILO, Geneva, 2008. US\$50; £25; 35 Euros; 50 Swiss francs

This volume provides detailed guidance on what constitutes a conducive environment for sustainable enterprises, noting that such an environment combines the legitimate quest for profit with the need for development which respects human dignity, environmental sustainability and decent work. Sustainable enterprises need sustainable societies; business tends to thrive where societies thrive, and vice versa. Strengthening the institutions and governance systems which nurture enterprises calls for new forms of cooperation between government, business, labour and society at large.

■ **Pursuing Decent Work goals: Priorities for research**



Gerry Rodgers and Christiane Kuptsch

ISBN 978-92-9014-858-6. International Institute for Labour Studies, Geneva, 2008. US\$18; £10; 13 Euros; 20 Swiss francs

This ILS publication brings together papers from the research conference "Decent Work, Social Policy and Development" held in late 2006 to debate the research agenda of the International Labour Office. Drawing on diverse disciplines, particularly economics, sociology and law, and including global and regional perspectives, the contributors explore facts, forces and variables affecting decent work and suggest a number of priorities for analysis and policy.



■ **Safety and health in underground coalmining**

An ILO Code of Practice

ISBN 978-92-2-120162-5. ILO, Geneva, 2008. US\$32; £17; 25 Euros; 40 Swiss francs

This code of practice reflects the many changes in the coalmining industry and its workforce, as well as new developments in occupational safety and health policies and ILO instruments on occupational safety and health. A leaner, multi-skilled workforce, new technology and less prescriptive, more systems-oriented approach to addressing safety and health are also reflected. The code sets out a national framework that specifies the roles of the competent authorities, employers, workers and their organizations. It also comprises a methodology for identifying hazards, preventing and minimizing risks, as well as specific provisions for safe underground coalmining operations.



■ **Sampling for household-based surveys of child labour**

Vijay Verma

ISBN 978-92-2-121503-5. International Programme on the Elimination of Child Labour (IPEC). Geneva, ILO, 2008.

Detailed and up-to-date statistics on working children are needed to identify the factors behind child labour, determine the magnitude and nature of the problem, reveal its consequences, and generate public awareness. This manual is concerned with sampling issues arising in the context of household-based child labour surveys. Nevertheless, many of the techniques discussed can also be useful in the design of more specialized, targeted or sectoral surveys of child labour.



■ **Work and family: Managing diversity and equality at the workplace**

CD-ROM. ISBN 978-92-2-121019-1. Geneva, ILO, 2008.

US\$40; £20; 25 Euros; 40 Swiss francs

This CD-ROM training package on work and family issues can be used by companies, employers' organizations and individuals. It contains a wide range of information, activities, examples of good practice and other resources to guide action and initiatives on work and family. The training

package aims to illustrate, describe and assist in the development of work and family initiatives, and how these can become enterprise policies, while at the same time also be an integral and compatible part of competitive and productive enterprise management.



■ **World of Work Report 2008: Income inequalities in the age of financial globalization**

ISBN 978-92-9014-868-5. International Institute for Labour Studies,

Geneva, 2008. US\$50; £25; 35 Euros; 50 Swiss francs

This new report from the International Institute for Labour Studies assesses the extent of the growth of income inequalities over the past two decades and its sustainability, analysing factors at work and examining the extent to which it may worsen as a result of the ongoing food and financial crises, and providing policy solutions.

See this report featured on pages 48-51.

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■ **Social protection in Chile: Reforming for equity**

At the beginning of the 1980s, Chile pioneered the implementation in Latin America of structural reforms privatizing in full or in part the pensions and health care and social assistance systems, thus helping bring about similar reforms in the region and elsewhere. Implemented without prior social dialogue, these reforms led to reduced social solidarity and equity and intensified poverty and inequality. Over the past 18 years, democratic governments have corrected many design faults in the original reforms. Carmelo Mesa-Lago examines the progress achieved and areas of persistent social inequality in terms of coverage, gender balance and funding, and identifies future challenges.

■ **An equilibrium analysis of the gender wage gap**

Within a two-sector general equilibrium model, woman's productivity in the marketplace decreases with the amount of household work she performs at home. Assuming that men and women's household labour inputs are complementary, Graciela Chichilnisky and Elisabeth Hermann Fredriksen prove the existence of multiple equilibria. In some, men and women allocate their labour equally and earn identical wages. In others, they allocate labour differently and earn different wages. In this context, beliefs about the inferiority of women's productivity are shown to be self-fulfilling. By use of numerical examples, the authors show that welfare is highest when spouses allocate labour equally, and suggest policy recommendations.

■ **Informal employment: Two contested policy issues**

This article, by David Kucera and Leanne Roncolato, addresses two contested issues of policy importance: formal labour regulations as a cause of informal employment and so-called "voluntary" informal employment. The article provides theoretical overviews, surveys empirical studies on the effects of formal labour regulations on informal employment, and closes with observations on the relevance of the four decent work objectives for informal employment and economic development.

■ **A strategic approach to labour inspection**

In a report released in 2006, the ILO highlighted the difficulties of labour inspection in its member States and advocated a number of measures to strengthen its effectiveness. David Weil argues that inspectorates must go beyond calls for more inspectors by adopting a clear strategic framework for reacting to incoming complaints and targeting programmed investigations in order to maximize effectiveness in the use of their overstretched resources. To do so, he proposes, their work must be guided by the principles of prioritization, deterrence, sustainability and achieving systemic effects. The article concludes with an outline of the requirements of a coherent regulatory strategy.

■ **International labour standards: Recent developments in complementarity between the international and national supervisory systems**

Far from competing against one another, the

national and international systems of labour regulation are interlocked. ILO standards have been used in recent rulings by the highest jurisdictions of some countries. Examining two decisions by the Supreme Court of Canada and another by the Paris Court of Appeal, Eric Gravel and Quentin Delpech endeavour to clarify both the circumstances in which national courts make use of these international sources of law and the consequent legal implications. The cases involve proceedings before national courts and ILO bodies, and France and Canada also have different legal cultures, enabling a discussion of how national jurisdictions actually appropriate international labour standards.

■ **The World Bank's "Employing Workers Index": Findings and critiques – A review of recent evidence**

Sangheon Lee, Deirdre McCann and Nina Torm review a growing body of literature on the "Employing Workers" index developed by the World Bank as part of its "Doing Business" indicators. This is a controversial project attempting to measure "business regulations" and their enforcement across 178 countries, and to serve as a guide for evaluating regulations that directly impact on economic growth, allowing for cross-country comparisons and identification of good practice. The key product of the DB project is an "ease-of-doing business" index, which is a composite indicator based on measures of three elements: difficulty of hiring; rigidity of working hours; and difficulty of firing.

ILO publications for sale can be obtained through major booksellers or ILO local offices in many countries, or directly from ILO Publications, International Labour Office, 4 route des Morillons, CH-1211 Geneva 22, Switzerland. Tel: +4122/799-7828, fax: +4122/799-6938, email: pubvente@ilo.org, web site: <http://www.ilo.org/publns>. Catalogues or lists of new publications are available free of charge from the above address. The ILO Publications Center in North America can be contacted by phone: +613/745 2665, fax: +613/745 7660, email: order.dept@renoufbooks.com. Customers from developing countries can benefit from special discounts on the regular prices indicated in this magazine and may be able to pay in local currency through an ILO field office. For more information, email us at pubvente@ilo.org.



DECENT WORK

A better world starts here

90 *years working for social justice*

“Working for social justice”

**is more than just the theme of our 90th anniversary.
It is our assessment of the past and
our mandate for the future.**

Juan Somavia, ILO Director-General

World Day of Social Justice 20 February 2009

The first World Day of Social Justice, proclaimed by the UN General Assembly last November, will be observed on 20 February 2009.

Member States are invited to devote this special day to the promotion of national activities in accordance with the objectives and goals of the World Summit for Social Development.

The World Day of Social Justice will contribute to the efforts of the international community in poverty eradication, the promotion of full employment and decent work, gender equity and access to social well-being and justice for all.

Participating governments have made a commitment to the creation of a framework for action to promote social justice at national, regional and international levels. They recognize that economic growth should promote equity and social justice and that “a society for all” must be based on social justice and respect for all human rights and fundamental freedoms.

How can YOU participate? Contact your local United Nations office for information on the first World Day of Social Justice, or visit **www.un.org**.