

World of **Work**



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Responding to the crisis: **Building a “social floor”**



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In this issue

Ageing societies • Social security as a crisis response • Social security for all • Extending health care
• Care insurance • Unemployment insurance • ILO at the G20

From Bismarck to Beveridge: Social security for all



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ILO Meeting of Social Security Experts, Montreal, 9-12 July 1943: Sir William Beveridge, author of the UK Social Security Plan and Mr. Carter Goodrich, Chairman of the ILO Governing Body

120 years ago, Germany became the first nation in the world to adopt an old-age social insurance programme, designed by Otto von Bismarck. The German Chancellor was motivated to introduce social insurance in Germany both to promote the well-being of workers in order to keep the German economy operating at maximum efficiency, and to stave off calls for more radical socialist alternatives.

Coupled with the workers' compensation programme established in 1884 and the "sickness" insurance enacted the year before, this gave the Germans a comprehensive system of income security based on social insurance principles.

Despite his conservative credentials, Bismarck would be called a 'socialist' for introducing these programmes, as would President Roosevelt 70 years later. In 1935 the US President signed into law the Social Security Act, incorporating a new term that combines "economic security" with "social insurance".

Following the First World War, social insurance schemes developed rapidly in several regions, and social protection was included on the agendas of the newly-established international organizations, including the ILO and the International Conference of National Unions of Mutual Benefit Societies and Sickness Insurance Funds which was launched in Brussels in October 1927 and later became the International Social Security Association (ISSA).

In 1941, in the Atlantic Charter, President Roosevelt and UK Prime Minister Winston Churchill committed to improved labour standards, economic advancement and social security for all. At the height of the Second World War, in 1942, the UK government published the Beveridge Plan, named after its main author, Lord Beveridge, which led to the setting up of the first unified social security system. In France, Pierre Laroque led government efforts to extend social protection to the entire population, and a national social security system was set up in 1946.

In 1944, with the tide of war turning, the ILO's historic Declaration of Philadelphia called for the extension of social security measures, and for the promotion, on an international or regional basis, of systematic and direct cooperation among social security institutions, the regular interchange of information and the study of common problems relating to the administration of social security.

One year later, the UN General Assembly adopted the Universal Declaration of Human Rights, whose Article 22 recognized that "Everyone, as a member of society, has the right to social security". In 1952, the ILO adopted the Social Security (Minimum Standards) Convention (No. 102), and in 2001 it launched a Global Campaign on Social Security and Coverage for all.

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Building a social floor: Social security as a crisis response

Current estimates suggest that 50 per cent of the world's population currently live without any social security protection while 80 per cent live without adequate protection. What's more, the present global financial and economic crisis is expected to impact heavily on existing social security systems worldwide. But the crisis also provides opportunities for change – not least in policy thinking.

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Created in 1919, the International Labour Organization (ILO) brings together governments, employers and workers of its 183 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.

Turning crisis into The role of social security



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¹ This was discussed last September at the “ILO Tripartite Meeting of Experts on Strategies for the Extension of Social Security Coverage” (see also the News section in this issue of the magazine)

Even before the current economic crisis, national social security systems were under intense political and economic strain. In industrialized countries, the cost was considered too high, while in many developing countries they were simply considered unaffordable. Now, the economic and social crisis has changed perceptions. Social security systems are seen more and more as useful economic stabilizers in crisis

times. Michael Cichon, director of the ILO’s Social Security Department, looks at social security in times of crisis and the possible dawn of a new development paradigm.¹

The ongoing economic and social crisis poses a threat to the wellbeing of millions of people in the global economy. In the coming years, it is expected to push millions of people out of employment and further into poverty.

S O C I A L S E C U R I T Y – A T I M E L I N E

1598

With the English Poor Laws, one of the first forms of government-sponsored social assistance is established.

1795

Thomas Paine writes his pamphlet, *Agrarian Justice*, (published in English in 1797) in which he proposes a social insurance programme for the nations of Europe and potentially for the young American Republic.

1889

Germany becomes the first nation in the world to adopt an old-age social insurance program. Together with the workers’ compensation programme established in 1884 and the sickness insurance enacted the year before, it constitutes a comprehensive system of income security.

1889

The International Congress of Industrial Accidents assembles in Paris. The Congress establishes a Permanent International Committee on Social Insurance, a forerunner of the International Social Security Association (ISSA).

an opportunity: in response and recovery

For most people in the world existence was already a crisis, with 40 per cent of the world population living on less than 2 dollars per person, per day. Millions of children were dying before the age of five because their parents couldn't buy adequate nutrition or health care. Hundreds of millions of workers lacked enough income to support a family, and millions of elderly people worked literally till they dropped because there was no pension or social assistance available to them.

The fastest working instrument for poverty relief is social security. So what we need most today are instruments and measures that address – beyond the present crisis – the permanent social needs of people worldwide.

Over decades, social security programs in the European Union (EU), and the OECD countries have been effective in reducing income inequality and poverty. Broadly speaking, the higher the social expenditure rate is, the lower the poverty rate.

Equally important, social security systems not only respond to social needs, they are an economic necessity. A new understanding of the importance of social security as a prerequisite to growth rather than a burden to society was slowly taking root in the development policy debate already before the crisis hit the global economy. However, the crisis acted as an accelerator in the social security debate.

In times of crisis, transfer incomes, notably social assistance and social security benefits paid to unemployed workers and other vulnerable recipients, act as social and economic stabilizers. Benefits

not only prevent people from falling further into poverty but also limit the contraction of aggregate demand, thereby curtailing the potential depth of the recession.

This stabilizing role of social security schemes is explicitly accepted by most governments today. Industrialized countries have implemented stimulus packages, which aim to tackle the problem of growing unemployment and social vulnerability of their citizens through social security schemes. The main measures taken include higher and more flexible unemployment benefits, increased social transfers to vulnerable households and additional funding for the extension of social security coverage in other programs.

Most governments used existing social transfer systems to respond to the heightened need for protection during the crisis, demonstrating how important permanent social security systems are for crisis management. The ILO report to the G20 summit in Pittsburgh (see article in the News section of this issue) found that the employment effects of the so-called 'automatic stabilizers' (i.e. the social security schemes) through the stabilization of aggregate demand was probably just as important as the employment effect of the much discussed stimulus packages.²

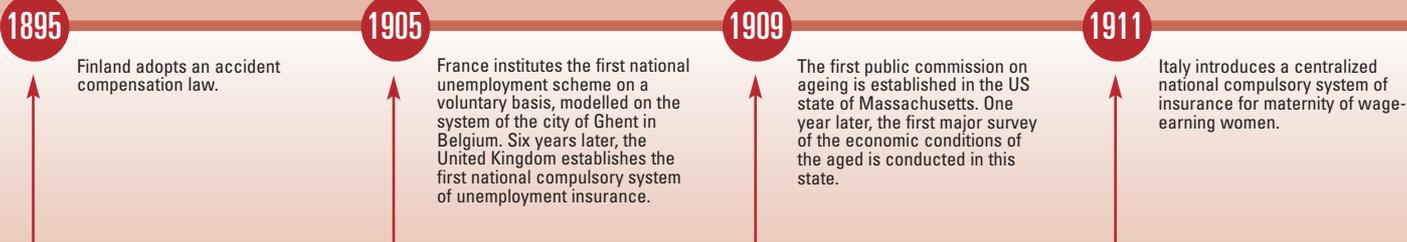
Social security challenges

Besides the direct impact of the crisis on social security financing and increased demand on social security systems (see article "Social security:

² See Protecting people and promoting jobs – A survey of country employment and social protection policy responses to the global economic crisis. *An ILO report to the G20 Leaders' Summit, Pittsburgh, 24-25 September 2009.*



S O C I A L S E C U R I T Y – A T I M E L I N E





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>> Responding to the crisis” in this issue), the latter face a number of long-term systemic challenges.

The challenge to the financial sustainability of social security systems in industrialized countries that regularly makes the headlines is the changing demographic environment (see article on ageing societies in this issue). Ageing was put forward as the most important reason for pension reform over the last 20 years. Underlying this is the fallacy that by replacing the amount of solidarity financed benefits by individual savings-based financing, expenditure will reduce automatically. Changing the financing system, however, will not change an expenditure problem unless it leads to a reduction in benefit levels. The income of inactive persons has to be financed one way or another out of the current GDP, and the employed will have to

finance the transfer income of inactive and retired people.

It is obvious that a greater number of older persons will drive up expenditures on pensions and health care in the decades to come. However, given the expenditure consolidation measures that many countries have deployed during the last two decades, they need not pose a major threat to the financial equilibrium of national social protection systems and/or the fiscal balance of government budgets.

Even if, in the worst case, the demographic challenge is not well managed, the effects on the sustainability of national social transfer systems, even in countries with highly developed systems, may be less dramatic than is commonly assumed. The latest available forecast by the European Union Economic Policy Committee on the combined cost of the most important social security benefits as a result of ageing populations indicates that the expected average increase in national social expenditure is less than five percentage points of GDP over the next five decades, which is substantial but not unmanageable.

However, there are significant differences between individual countries, which have less to do with the ageing process itself than with the specific characteristics of programs, including their financing, eligibility and benefit generosity. Some of these issues will have to be addressed through a combination of cost containment measures, increasing revenues and reallocation of resources among different branches of social security. Ageing will pose a management problem, albeit not an insurmountable one.

Extending social security

While developing countries will also face these demographic challenges at some stage, the main problem for them today is the extension of social security coverage. Current estimates suggest that 80 per cent of the world’s population currently lives without adequate social security protection.

S O C I A L S E C U R I T Y – A T I M E L I N E

1919

The first international labour Convention on social security is adopted at the First Session of the ILO’s International Labour Conference.

1924

Chile adopts the first national compulsory insurance law in the Western Hemisphere.

1926

The Japanese National Health Insurance Law of 1922 becomes operative.

1927

A congress in Brussels launches the International Conference of National Unions of Mutual Benefit Societies and Sickness Insurance Funds, which later becomes the International Social Insurance Conference (CIMAS).

The first priority is to provide them with basic social security that allows them to live a life without permanent existential angst. The ILO has shown through financial studies that it is possible to finance all or some of the elements of such a basic “social protection floor” even in low-income countries. In some cases a phased introduction and limited donor support may be necessary. Or as ILO Director-General Juan Somavia put it a few years ago, the “world does not lack the resources to abolish poverty, it only lacks the right priorities”.

Some 30 developing countries have already successfully taken measures to introduce elements of a national social protection floor in the form of cash transfer programs (see article on ‘Social security for all’). Consequently they are now in a much better position to cope with the social fall-out of the crisis, as the cash transfers systems can be used as flexible response mechanisms.

Even if international experience and ILO calculations show that a modest social protection floor or parts thereof are affordable in nearly all countries, the concept needs to be explored in the framework of a realistic national dialogue process that may involve setting priorities and making difficult choices. There is a variety of options. Increasing taxes, making taxation more progressive and tax collection more efficient, and ensuring the efficiency of existing systems are among the main challenges.

Common UN and ILO policy responses

The UN’s High Level Committee on Programmes is developing a common “One UN” concept for a Social Protection Floor. Together with the World Health Organization (WHO) and a number of other agencies, the ILO is leading the task. The building of a coalition of international agencies and donors enabling countries to plan and implement sustainable social transfer schemes on the basis of the social floor concept is at the core of the Program.

The social floor approach was endorsed by the Global Jobs Pact that the ILO’s International Labour Conference adopted in June 2009. The Pact requests countries that do not yet have extensive social security to build “adequate social protection for all, drawing on a basic social protection floor” and urges “the international community ... to provide development assistance, including budgetary support, to build up a basic social protection floor on a national basis”.

In the context of its Global Campaign on Social Security and Coverage for All, the ILO is already promoting the social transfer component of the social protection floor. The conceptual strategy for the campaign consists of two dimensions. The first “horizontal” dimension comprises the extension of basic income security and access to health care, even if at a modest level, to the whole population. The second “vertical” dimension would seek to provide higher levels of income security and access to higher quality health care at a level that protects the standard of living of people even when faced



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S O C I A L S E C U R I T Y – A T I M E L I N E

1935

US President Roosevelt signs into law the Social Security Act, combining “economic security” with “social insurance”.

1938

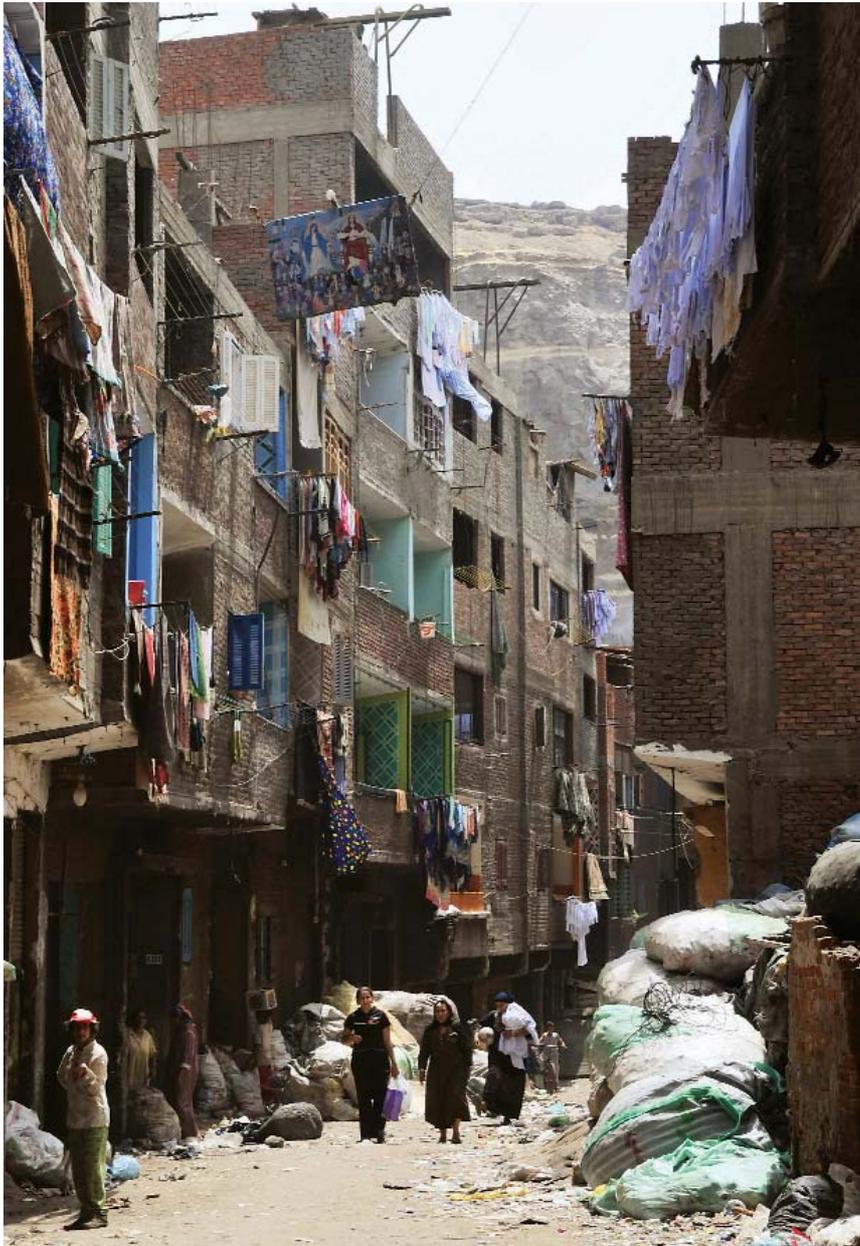
New Zealand passes the first act to protect an entire population by a complete set of cash benefits, financed by a universal income tax.

1942

The UK government publishes the Beveridge Plan, named after its main author, Lord Beveridge, which leads to the setting up of the first unified social security system.

1943

In Uruguay, insurance coverage against risks of old age, unemployment, disability, and death of the wage earner is extended to all agricultural workers, including employers. The same year, a new law becomes effective in Ecuador making social insurance obligatory for all public and private employees.



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>> with fundamental life contingencies such as unemployment, ill health, invalidity, loss of a breadwinner and old age.

However, no discussion of the guarantees can avoid the question of affordability. A national forward-looking social security strategy and diagnosis

of priority needs can help to sequence the implementation of various social programs and policy instruments. As countries achieve higher levels of economic development, their social security systems can also advance in parallel, extending the scope, level and quality of benefits and services provided. This can be done within the framework of ILO Conventions, particularly a wider ratification of the ILO's flagship Convention No. 102.

So the issues at stake can be resumed by the following questions.

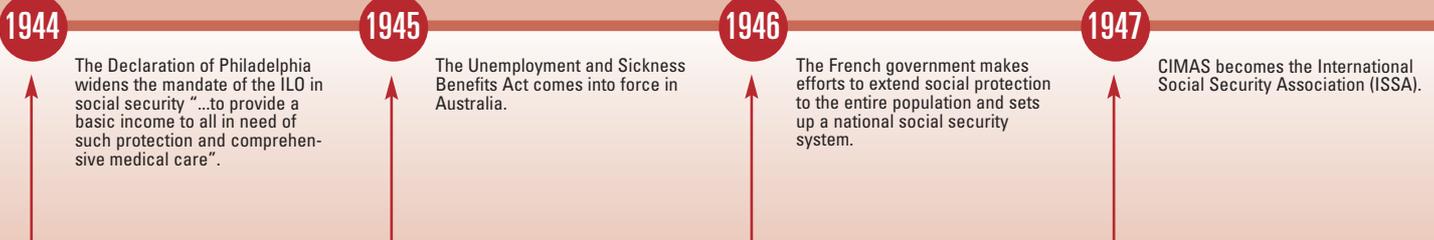
How can a basic level of social protection for all – including first and foremost the most vulnerable – be implemented? How can the fiscal space for social transfers be secured or increased – through greater efficiencies in existing spending, reallocation of budgets, or new types of revenues? How can mature social security schemes be financially stabilized and adequate benefit levels secured in view of budgetary pressures and loss of reserves that are caused by the crisis?

The answers to these questions lie in good governance rather than in the exploration of new designs. Recent history has shown that good design and sufficient fiscal space are a necessary condition for the sustainability of social security schemes. A reasonable amount of fiscal space for social transfers can be negotiated in all societies.

The crisis is a stark reminder that the global economy requires and deserves bold global social concepts and safeguards that seek to ensure that all people are integrated in and benefit from the process of global development. The worldwide growth of inequality and insecurity and the heightened perceived risk of civil unrest speak for themselves. Social security must reach out further.

The question today is whether we are at a critical juncture in the history of development policies that allows us to pursue a new paradigm combining economic and social policies or whether we will return to business as usual once the present signs of a recovery become stronger.

S O C I A L S E C U R I T Y – A T I M E L I N E



Ageing societies: The benefits, and the costs, of living longer

Population ageing, defined as a process which increases the proportion of old people within the total population, is one of the main problems of this century. It affects or will affect both developed and developing countries. It appears on the agendas of meetings of all kinds, from the G8 conferences to the North Atlantic Treaty Organization (NATO) summits. According to a report for a recent meeting of the International Social Security Association (ISSA),¹ this does not mean, however, that all the necessary action has been taken yet.

The population of developed countries is ageing fast, and the developing world is only a few decades behind. The proportion of the population aged 65 and over is expected to triple in less developed countries over the next 40 years, rising from 5.8 to 15 per cent of the total population, while in the more developed countries this figure is expected to rise from 16 to 26 per cent (an increase of more than 60 per cent), the ISSA report says². In other words, in the developed countries one person in three will be a pensioner.

Japan has the oldest population, with more than 22 per cent of its population aged 65 and over. This figure is 20 per cent in Italy and Germany; and in the Southern Cone of America, Uruguay has the



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oldest population with almost 14 per cent of its population aged over 64. This tendency will increase everywhere by the year 2050; in Japan, for example, there will be only one child under 15 for 3 adults over 64.

The figures clearly show that the ageing process is accelerating, with the number of old people expected to double at the world level.

“Population ageing should be seen as a success story in the history of mankind, but nevertheless it brings problems at the familial, community and



¹ *Adriana Scardino, Improvements in life expectancy and sustainability of social security schemes, report for the International Conference of Social Security Actuaries and Statisticians, Ottawa, Canada, 16-18 September 2009.*

² *The study covers Argentina, Chile, Germany, Italy, Japan, the United States and Uruguay.*

S O C I A L S E C U R I T Y – A T I M E L I N E

1948

The right to social security is incorporated into the Universal Declaration of Human Rights.

1949

Multilateral conventions on social security and social assistance are signed by the foreign ministers of Belgium, France, Great Britain, Luxembourg and the Netherlands.

1952

The International Labour Conference adopts the ILO flagship Convention on social security (Social Security (Minimum Standards) Convention, No.102), which sets minimum standards for the nine branches of social security: medical care, sickness benefit, unemployment benefit, old-age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivors' benefit.

1964

The European Code of Social Security and its Protocol, the basic standard-setting instruments of the Council of Europe in the field of social security, are adopted. The Code was revised in 1990.



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>> national levels, affecting their ability to provide for older generations. The rapid increase in the size of older age groups means changes in personal needs. The tendency towards deteriorating health, for example, means an increase in the demand for care for these groups,” explains Adriana Scardino, chief of the Office of Actuarial and Economic Evaluation in the Social Insurance Bank of Uruguay and author of the ISSA report.

What’s more, the fact that women live longer than men leads to a higher proportion of women in these at-risk groups. Worldwide, women now account for 55 per cent of the population aged 60 years and over. Among the very old (aged 80 and over), women are almost twice as numerous as men.

These women are likely to be widows, and to have acquired less education with fewer years at work and therefore more restricted access to social security. Special attention needs to be paid to these realities when deciding upon public policies concerning health, housing, social services and pension systems.

The viability of long-living societies will depend on the adaptability of labour markets and the sustainability of social protection systems.

³ Dang T., Antolin P., Oxley H., Fiscal implications of ageing: projections of age-related spending, *OECD Economics Department Working Paper*, OECD, 2001.

The greying of the workforce

Ageing has a direct impact on the labour market, since improvements in life expectancy affect individual behaviour in deciding to remain in work longer.

“In this context, we should remember that changes in employment have a direct impact on the sustainability of pension schemes, both public and private. The labour market has an impact on pension schemes, while they in turn affect the decisions made by older workers to retire or remain in the market,” explains Mrs Scardino.

The numerical relationship between those who are in a position to be economically productive (14 to 64 years old) and those who are dependent (aged 65 and over) clearly shows the impact of the age structure in a society. There are fewer and fewer people in the productive age group able to provide support and protection for old people as years go by.

The problems of population ageing go hand in hand with economic growth and rates of participation in the labour market, and force us to analyse the need to change direction as regards the trend towards early retirement.

“Generally speaking it is safe to say that senior citizens who choose to remain in the labour market and to postpone their retirement generate additional income which will contribute to the financing of pensions. Probably, most young people take it for granted that they will work longer than their predecessors. However, it is more difficult to convince employers that they should keep older workers on their payroll and that it is worthwhile to do so,” explains Mrs Scardino.

Will health care costs get out of hand?

Public expenditure on health soaks up a large part of government budgets. According to an OECD report,³ the over-65 age group accounts for 40-50% of healthcare spending and their per

S O C I A L S E C U R I T Y – A T I M E L I N E

1966

In its article 9, the International Covenant on Economic, Social and Cultural Rights recognizes the right of everyone to social security, including social insurance.

1967

Uganda’s Social Security Act comes into effect.

1971

European Council Regulation 1408/71 on the application of social security schemes to employed persons, to self-employed persons and to members of their families moving within the European Community, is adopted. It is replaced in 2004 by Regulation 883/2004.

2001

The ILO launches a Global Campaign on Social Security and Coverage for all.



rity and a prerequisite for healthy aging. Consideration of ways in which to improve the systems in order to prevent certain illnesses connected with old age or improve their treatment could simultaneously improve the wellbeing of old people and lead to more rational use of resources.

Reform pressure on pension schemes

Ageing will affect pension schemes in at least two ways: beneficiaries will be more numerous and they will claim benefits over a much longer period than at present.

In many countries the statutory age of retirement has remained the same in spite of the demographic changes. Furthermore, many people retire before reaching the official age of retirement to take advantage of early retirement incentives, which makes the situation even worse.



capita healthcare costs are three to five times higher than for those under 65. And there are fears that public expenditure could rise as ageing in OECD countries accelerates.

The phenomenon of population ageing is directly related to what is known as “health transition” which is developing throughout the world, even if at different speeds and indifferent ways.

Health transition, also known as “epidemiological transition” is defined as a series of interconnected changes which include the change from high to low fertility rates, a steady increase in life expectancy at birth and at advanced ages and a transition from predominantly contagious diseases to non-transmitted diseases and chronic conditions.

In Uruguay, the average figure for “healthy life expectancy at birth” is 66 years. In Italy and Japan it is over 70, at 72.7 and 75 respectively. Individual access to health services and care, which includes disease prevention, means that health promotion throughout life must focus on prevention and on delaying the onset of illnesses and disabilities, as well as on improving the quality of life.

Access to medical assistance and adequate social services are an essential part of social secu-



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S O C I A L S E C U R I T Y – A T I M E L I N E

2002

For the European Union, the Amsterdam Treaty (articles 136 and 137) reaffirms the right to social security. The same year, the Government of Mexico establishes the social assistance program “Oportunidades”, providing cash payments to families in exchange for regular school attendance, health clinic visits, and nutritional support. As of 2006, about one-quarter of Mexico’s population benefits from “Oportunidades”.

2003

Brazil launches ‘Bolsa Familia’, the world’s largest cash transfer program benefiting over 11 million poor families.

2003

The Chinese government launches a New Rural Cooperative Medical Insurance (NRCMI) with an ambitious objective of covering all rural residents by 2010.

2006

According to the Committee on Economic, Social and Cultural Rights (CESCR), over half the world’s population lacks access to any type of social security protection and only one in five people have adequate social security coverage.



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One of the biggest challenges will be to guarantee adequate income for old people without creating an unbearable load for the younger age groups. In a few countries such as Japan or Italy, where there are only just 1.5 active workers for each one who is passive, the situation will be very difficult to keep under control. The systems will have to be reformed, and probably workers will have to remain in the labour market longer.

Historically, the impact of the demographic factor was not taken into account, mainly because

most of the social security institutions were not originally intended to cover the entire population. The demographic factor began to become evident only when benefits began to be extended.

Population ageing is an issue which is currently causing increasing concern to social security schemes, particularly those financed through pay-as-you-go (PAYG) systems, which operate best when the relative number of contributions and beneficiaries under the system are fairly stable. The main problem facing us is the increasingly high number of persons reaching retirement age compared with the number of active workers.

Social security systems are a social and economic necessity, but the modification of such wide-rang-

ing financial systems raises problems of political and economic options which are not easy to resolve.

“The challenge goes far beyond the limits of change in the financial structure, including the public private dichotomy, and is better focused on clear redefinition of the objectives and instruments; in this context it can include various types of institutions, which complement each other in order to achieve the goals of social security more effectively,” concludes Scardino.

The challenge for the future is “to ensure that people everywhere can grow old with security and dignity and that they can continue to participate in social life as citizens with full rights”. At the same time “the rights of old people should not be incompatible with those of other groups, and reciprocal intergenerational relations should be encouraged.”

(United Nations, World Population Ageing 1950-2050, Population Division)



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Social security: Responding to the crisis



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The financial and economic crisis that began in 2007 has delivered a tumultuous two years for the financial world, sending many financial institutions into a tailspin and putting governments in difficulty. As one might expect with such an extensive crisis, social security systems have also been affected, and social security funds have suffered. A large number of these schemes witnessed a sharp contraction of their asset portfolio values in 2008, affecting their long-term sustainability. Nevertheless, social security systems have responded effectively to the test by softening the impact of the crisis. The challenge for social security now is to contin-

ue to cope with rising unemployment and the burden of future debt. Ian Orton, working for the International Social Security Association's (ISSA) Social Security Observatory, looks at the impact of the crisis on social security.¹

The crisis has highlighted the centrality and strengths of social security systems, but also their potential weaknesses. Increasing unemployment has hurt contribution revenues and increased expenditure due to increased benefit demand. Yet many governments have seized on social security systems as a vital policy tool to counteract the social and economic impacts of the crisis and act as counter-cyclical automatic stabilizers.

¹ This article draws from the forthcoming ISSA Social Policy Highlight # 10, Social security: Responding to the financial and economic crisis. www.issa.int/aiss/Resources/Social-Policy-Highlight2





The impact of the crisis on social security financing

In the longer term, the crisis may lead to a reassessment of the roles and scope of many national social security systems. In the shorter term, however, a challenge facing many systems has been one of maintaining financial equilibrium. A recent ISSA survey² of the impacts of the crisis on social security funds has revealed that many funds, especially in industrialized countries, have experienced a negative investment performance.

Many national pension systems have experienced substantial losses on the asset portfolio values. For example, the negative returns suffered by industrialized countries in 2008 ranged from -29.5 per cent to -3.2 per cent. But not all funds have suffered to the same degree. In some countries (see Figure 1) financial investment strategies have proven less risky and volatile. This is particularly so for strategies focused on domestic, fixed income securities, albeit that these may produce potentially lower average returns. A number of developing countries have fared quite well, with Mexico returning 7.46 per cent and Thailand 9.4 per cent in 2008. More recent data on the performance of pension funds seems to suggest that some funds in the industrialized countries have begun to recover with a number of funds posting positive returns in the 2nd quarter of 2009.

There are additional financial challenges facing social security in the short to medium term. Rising unemployment rates, reduced contribu-

tions, and surges in new claims for benefits have placed and continue to place social security systems under considerable strain, especially as unemployment continues to grow.³ For instance, increasing cash benefits or introducing new ones or freezing or reducing contribution rates for businesses, all of which may be considered useful mechanisms to boost consumer spending and support economic activity, may also lead to financial imbalances in social security programmes. These measures, as part of wider stimulus packages, will constitute a semi-permanent financial burden for social security. The risk for social security is one of increasing deficits, therefore limiting future capacity to pay adequate benefits in years to come.

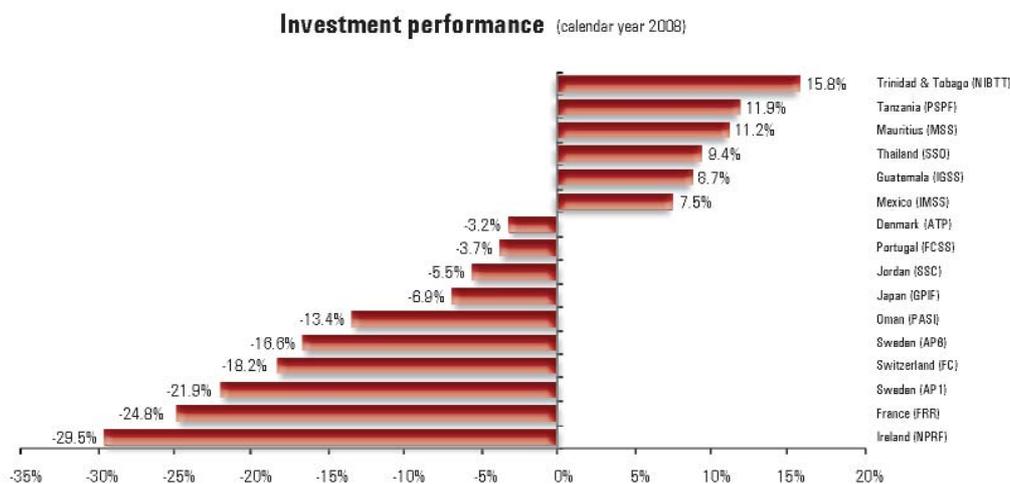
Moreover, an additional medium-term risk is the high probability of a prolonged labour market recession. This is a very real possibility and according to the International Institute for Labour Studies, evidence from the experience of previous crises indicates that labour markets tend to recover only four to five years after an economic recovery has begun.⁴ This scenario spells continued labour market problems and serves to reaffirm once again the relevance of social security to compensate for labour market failure. Coupled with the additional burden of demographic ageing, all of these factors pose problems which have to be overcome by social security.

² Le Figaro, 17 Sept. 2009. *Somavia : "L'emploi doit être au rendez-vous de la reprise"*, www.lefigaro.fr/economie/2009/09/17/04001-20090917ARTFIG00008-juan-somavia-l-emploi-doit-etre-au-rendez-vous-de-la-reprise-.php

³ ISSA survey: Social security responses to the financial crisis. ISSA 2009. www.issa.int/aiss/News-Events/News/ISSA-Survey-Social-security-responses-to-the-financial-crisis

⁴ International Institute for Labour Studies. ILO, 2009. *The financial and economic crisis: A Decent Work response*. www.ilo.org/public/libdoc/ilo/2009/109B09_59_engl.pdf

FIGURE 1: ISSA FINANCIAL CRISIS IMPACT SURVEY



Nevertheless, the sharp contraction in the value of equities in industrialized countries – averaging a drop of 23 per cent in 2008 – and a dramatic policy-induced fall in interest rates have increased the financial insecurity of current and future retirees who expect to rely heavily on private pen-

sion plans for much of their retirement incomes. In response, some public pension schemes are now being asked to respond to political pressure for higher benefits, even as they too look to mounting financial challenges stemming from the crisis and population ageing.

COUNTERACTING THE CRISIS THROUGH ACTIVE FUND MANAGEMENT⁵

The Danish pensions institution Arbejdsmarkedets Tillægspension ATP proved particularly adept at limiting its financial losses through the active management of its fund portfolio. Early on in the crisis, it recognized the need to be proactive, employing a targeted use of financial instruments and more crucially reallocating a large portion of its assets from foreign securities to DKK assets. Consequently, the ATP sustained a -3.2 per cent loss on its fund's returns during the year 2008. Compared with its peers, who fared much worse, this was a rather moderate loss and emphasized the validity of its approach.⁶

At the 2009 ISSA seminar on the crisis,⁷ the ATP outlined the key ingredients of its successful approach.

This included:

- the hedging of uncompensated risks by hedging liabilities in separate portfolios;
- active portfolio management with an aggressive reallocation and diversification of investment portfolios;
- running appropriately drastic risk scenarios to test the vulnerability of its system in order to anticipate the impact of a crisis and therefore limit potential losses.

Whether such an approach is replicable elsewhere depends on governance rules and capacity, and of course what works in one place or one specific time may not work in another.

Improving social security system design

The current crisis has tested the finances of many social security systems. However, it has also given some food for thought and posited suggestions for improving social security system design. The crisis has:

- Revealed the fragility of pension systems reliant on financial markets.
- Underlined the need for an appropriate balance of risk sharing between individuals and the state and between pay-as-you-go and fully pre-funded schemes.
- Forced reflection on what constitutes an appropriate investment strategy.
- Reiterated the need for adequate and efficient regulation, supervision, and investment policies.

⁵ *The ATP Group, Annual Report 2008.*

http://loke.datagraf.dk/atp_rapporter/admin/local/pregenerated_reports/report_atp2008_uk_123737165

⁶ *This result however does not include the result of ATP's hedging activities – activities that are not intended to yield a return in the longer term but serve to protect liabilities in the short and mid-term. If hedging activities are included ATP had a positive return of 17.8 per cent.*

⁷ *Seminar on Social Security in Times of Crisis: Impact, Challenges and Responses, Geneva. ISSA, 2009.*

www.issa.int/aiss/News-Events/Events/Seminar-on-Social-Security-in-Times-of-Crisis-Impact-Challenges-and-Responses

>> **The role of social security in national recovery plans**

Although the financial crisis has weakened the financial position of many social security programmes, it has also underscored the critical role social security systems play, both as an income replacement mechanism and as a potential policy tool to help respond to economic downturn. In addition to efforts to stimulate aggregate demand and support the creation of jobs, policymakers recognize that social security systems provide a powerful means for smoothing individual and family income. Unlike large-scale investments in public infrastructure, which can take time to plan and implement, cash benefit payments can be made with little delay. This is important for beneficiary groups that are likely to have important immediate and ongoing household consumption needs.

Looking ahead

In recent weeks a number of commentators have suggested that the economic downturn seems to be easing with the recession being declared as over in some countries. However, the human fallout continues unabated with unemployment rising in many countries, underlining the increased relevance of social security institutions as agents of crisis management. In fact, several important lessons can already be drawn on the potential roles of social security in this regard:

1. Social security has demonstrated that it is an important component of the exit strategy from

the crisis by revitalizing the economy through the stimulation of aggregate demand and the support of social cohesion.

2. Social security policy responses should be paired with active labour market policies that neither distort incentives nor create long-term dependency on social security benefits.
3. The financial losses experienced by public social security systems have weakened the financial capacity of these systems to confront future challenges, potentially exposing governments to new financial risks.
4. Social security policy responses must not lose sight of a long-term perspective that ensures the financial sustainability of social security promises.
5. The crisis illustrates that countries with strong fiscal positions have, naturally, been better able to provide financial stimuli including tax-financed social assistance initiatives.

While the crisis has posed many problems for social security systems to solve, it has also presented new opportunities to be had. It illustrates how social security is not just an emergency response mechanism, but integral to the smooth functioning of society. The crisis has showcased the existing weaknesses of social security systems and bolstered the value of social security as a form of social solidarity. Finally, one ought perhaps to bear in mind that if it were not for government stimulus packages and social security, the crisis, which threatened to be more severe than that of the Great Depression, could have generated far more catastrophic consequences.

Global access to health care: **A realizable goal**



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Worldwide some 150 million people face catastrophic healthcare costs each year, forced to spend 40 per cent of the income available to them after meeting their basic needs. An additional 100 million are driven below the poverty line,¹ forced to make stark choices between spending money on basics such as food, clothing and housing or getting the care they need. Such choices impose a burden of misery and ill health at the individual level, but also have a knock-on effect for the broader economy. Ill health leads to poverty, which further undermines health. Gary Humphreys looks at the problem of inadequate healthcare coverage.

While by no means restricted to developing countries (see sidebar on USA), inadequate access

to health services is felt most acutely by consumers there. Generally speaking, the cost of health care in high-income countries is met by the government or through risk-pooling social insurance structures. In Germany, for example, with per capita income of around US\$33,000, only 11 per cent of medical expenses are borne by the individual, the remainder being covered by social health insurance schemes or government tax revenue. In most low-income countries, on the other hand, people tend to pay for health care out of their own pockets. In the Democratic Republic of the Congo, which has average annual per capita income of US\$120, about 90 per cent of the money spent on health comes directly out of household income.

Approaches to dealing with this problem vary, but positive outcomes in a range of settings suggest

¹ WHO fact sheet



>> that structures based on risk pooling and prepayment, and funded out of taxes or some form of social health insurance (where contributions are collected from workers, and employers and often additional funds are provided by governments, and then pooled into a social health insurance fund) have most to offer. In risk-pooling structures funds are collected, then made available as required by individuals within the pool. The healthy subsidize the sick.

While prepayment and risk pooling seem to be constants in equitable universal healthcare systems, the ILO recognizes that the paths to universal coverage are as varied as the circumstances faced by individual countries. There is no one-size-fits-all solution; nor is it necessary to start from scratch in developing a system of healthcare coverage. Even in countries with pluralistic or fragmented health financing mechanisms in place, universal health coverage is a realistic medium-term goal.

Thailand is a prime example. In 2001, the Thai government rolled a publicly financed medical welfare scheme and a voluntary health card scheme into a new Universal Health Care Scheme (UC) which served those people not covered under schemes catering to private formal sector or gov-

ernment employees, retirees and their dependants. The ILO worked closely with the Thailand International Health Policy Programme in elaborating a health budget model which made it possible to gauge the effects of changes in the health delivery and financing system on overall national health expenditure. This in turn made it possible to anticipate financing needs and to fine tune service delivery design prior to implementation. Listening to social partners and end users, including the nation's poor, was an important part of the process, as was the drive to communicate new policy through the mass media.

The UC programme also benefited from strong political commitment, and the provision of the necessary resources. Funded out of general tax revenue, the UC has since gone from strength to strength and as of 2006 Thailand's overall health insurance coverage is close to 98 per cent, the UC constituting just over 75 per cent. Outpatient utilization of health services has increased by 4.3 per cent, and hospitalization admission rates have risen by 2.2 per cent.

Ghana is another a country to have moved towards universal coverage by bringing together disparate health schemes, the whole coordinated and supervised by the National Health Insurance Council which also defines the national minimum benefit package, and accredits medical providers in the health insurance system. Once again, the ILO worked closely with the Government of Ghana, providing policy and technical advice on various aspects regarding social security reform and the national health insurance system, including the determination of the financial feasibility of extending coverage to the poor.

The Ghanaian Parliament passed legislation establishing the National Health Insurance System (NHIS) in 2003 with the express aim of providing "basic health care services to persons resident in the country". The government of Ghana aims to incorporate 50-60 per cent of the residents into NHIS in the next 5-10 years, but much remains to be done to attain this goal.

China too suffered from an unsustainable national health service and back in 1978 embraced policy which shifted the burden of payment for health care onto individuals. Recently released Ministry of Health (MoH) numbers show that personal out-of-pocket spending on medical services more than doubled from 21 per cent in 1980



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to 45 per cent in 2007. Since 2003 China has made a concerted effort to increase the coverage provided by its four different health care programmes, which as a result covered an astonishing 1.13 billion individuals (85 per cent of the population) in 2008, up from just 190 million individuals (15 per cent of the population) in 2003.

In early April 2009 China published Guidelines on Deepening the Reform of the Health Care System which included a statement of intent to put in place a basic health care system that will provide “safe, effective, convenient, and affordable” health services to all urban and rural residents by 2020. Having experimented with free market systems, based on out-of-pocket payment, Ghana and China returned to prepayment and risk pooling as the only sustainable way to provide adequate health care at a reasonable price.

Providing access to affordable health care is one of the biggest challenges facing the world’s nations at the beginning of the 21st century. The ILO believes that with careful preparation, based on in-depth analyses of existing healthcare coverage, and a rational approach to the closing of coverage gaps, it is possible to achieve universal healthcare coverage even in resource – poor settings – believes also that such coverage, far from being an unaffordable luxury, is one of the fundamental drivers of economic growth.

US HEALTH COVERAGE

With the exception of Medicare, Medicaid, the Children’s Health Insurance Program and the Veterans Health Administration, health insurance in the US is provided on a for-profit basis by private insurance companies, and is generally linked to a person’s employment (60 per cent of the total number insured). Necessarily, many people are excluded. A recent US Census Bureau report stated that 45.7 million Americans are uninsured, while an even greater number lack sufficient insurance to cover the medical costs they might incur. According to the *American Journal of Medicine*, medical debt is the principal cause of personal bankruptcy in the United States.

Meanwhile the Institute of Medicine of the National Academy of Sciences has stated that the United States is the “only wealthy, industrialized nation that does not ensure that all citizens have coverage”, and estimates that 18,000 deaths per year can be attributed to the lack of insurance. A study published in the *American Journal of Public Health* put the number at 44,800. The ongoing Congressional debate on healthcare reform has focused on health care as a basic right, issues of access, fairness – especially with regard to existing insurance practices – and affordability.

“Well-Bodi-Osusu”^{*} : Sierra Leone’s bid for universal health care

In mid-2008 the Government of Sierra Leone made its intention known about establishing a free, universal and high-quality healthcare system in the country. It sought the assistance of the ILO to assess the country’s options for social health insurance. Stephen Douglas, a journalist based in the country, looks at Sierra Leone’s bid to establish a social health insurance system for all.

Tengbeh Kamara, 58, felt a sudden, squeezing pain in the middle of his chest on 13 September, just after lunch. The pain remained for most of that day. The next morning Tengbeh went to the outpatient department at Connaught Hospital. He was admitted and spent six days and five nights in a hospital bed attended to by nurses and members of his family. The bill for his stay was 350,000Le (about US\$350). “That doesn’t include the Leones my family had to pay to get drugs from the pharmacy, food, payments to doctors and nurses, admittance fee, discharge fee and transport.”

Stories like Tengbeh’s in which the cost of health care pushes individuals into poverty or deepening poverty is one of the many stories one gets to hear about making contacts with the healthcare system in Sierra Leone, a country in West Africa. The enormous cost of care like this prevents some individuals from accessing medically necessary care; some leave things till too late before presenting themselves at a health facility.

Sierra Leone is gradually recovering from a decade-long brutal civil war which severely affected the country, including its healthcare system. The country is listed as one of the poorest countries in the world with a GDP per capita of US\$310 in 2004. 70 per cent of the population of this country live below US\$1 per day with a very wide margin between those in the capital city, Freetown, and the rural areas (15 and 79 per cent living below the poverty line respectively).

The unemployment rate in the country is also very high. According to a 2008 ILO report, the level of underemployment and unemployment in Sierra Leone reached about 70 per cent. Average life expectancy is about 40 years, infant mortality rate is about 165 per 1000 live births, under-five mortality rate is 286 per 1000 live births and the maternal mortality rate per 100,000 women lies between 1,300 and 2,000. Fewer than half (42 per cent) of deliveries are attended by a skilled attendant and fewer than one in five babies are born in health facilities.

According to the Minister of Health, Dr. Soccoh Kabia, “there are some problems but we have plans to address all of these concerns over a period of time”.

Health Minister Kabia is referring to a proposed healthcare scheme – the Sierra Leone Social Health Insurance Fund (SLeSHI) – that will initiate and implement universal healthcare coverage for everyone in Sierra Leone. The funds for SLeSHI will be contributed by employees and

^{*} *Health is Wealth*

employers in Sierra Leone. The central government will also provide subsidies and there would be re-channelling of funds from various sectors and within the health sector. The establishment of SLeSHI will be backed by an Act of Parliament.

The Government of Sierra Leone is well aware of the relationship between the health of the population, productivity levels and economic growth of the country. The establishment of SLeSHI is receiving enormous support and political will. The slogan of SLeSHI- “Well-Bodi-Osusu”, which means “Health is Wealth”, was suggested by the President of the country, His Excellency Dr. Ernest Bai Koroma.

The central government also invited the ILO to provide technical assistance in assessing the options for social health insurance in Sierra Leone. The ILO is supporting countries conceptualizing and developing health financing strategies that promote equity, efficiency and social inclusion, and that are sustainable and aligned with country systems while also providing adequate social health protection. Based on this, the ILO has outlined a number of options in its report submitted to Government of Sierra Leone. Benefits should cover everyone including the most vulnerable: pregnant women, children under five, the elderly and the very poor.

A contribution amount which would be affordable by working Sierra Leoneans and employers will be determined. According to Michael Amara, Health Economist with the Ministry of Health and Sanitation, “we’re also looking at integrating traditional healers (those with accreditation), doctors, nurses and all professional healthcare providers and would also develop payment schedules to eliminate informal payments to hospital staff.” The country’s attention remains focused on healthcare – preventative and curative.

Susan Mshana, Advisor of the UK Department of International Development (DfID) in Sierra Leone observes the number of people, organizations and donors involved in the development of the scheme and says “there are a lot of people interested in and working on this project”. “Previous efforts have not come to fruition but we’re going to make this work,” she added.



© S. Douglas/ILO

Sierra Leone’s bid for universal health care has begun and events are progressing at a fast rate. The hope is that with continued financial and technical support from the international community, Sierra Leone will be able to provide universal, quality health care to all its citizens.

Social security for all: through basic



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Cash Transfer Programmes or CTs have become increasingly popular over the past few years as a tool for alleviating poverty, increasing consumption and promoting human development. Although relatively new to the social security arena, such basic welfare schemes are now present in around 30 developing countries reaching more than 300 million beneficiaries who would otherwise not have access to any kind of social protection. *World of Work* looks at some of the issues surrounding these programmes.

For many people in the developing world, their job is their only income. No work means no money for food, medicine or education. Since most if not all of their working life takes place in the informal economy, if they lose their job they lose their fuel for life.

But having a job is still no guarantee of escaping poverty: today more than 1.2 million workers earn less than two dollars a day, which means that four out of ten workers in the world are poor. Vulnerable groups such as women, children and the elderly are particularly affected by this problem. For them, Cash Transfer Programmes can mean the difference between life and death.

Conditional cash transfers (CCT) are one of the most salient kinds of cash transfers. According to the World Bank, “conditional cash transfers provide money directly to poor families via a ‘social contract’ with the beneficiaries”. In other words, the government only transfers the money as long as the family meets certain criteria— for example, sending children to school regularly or bringing them to health centres. CCTs are also non-contributory schemes, meaning that they require no contributions from the participating families.

Combating poverty welfare schemes

Perhaps the most famous CCT is the *Bolsa Família* Programme in Brazil – also the largest in the world – now in its sixth year. The programme aims to reduce poverty and inequality by providing a minimum level of income for extremely poor families, and to break the inter-generational transmission of poverty by conditioning these transfers on compliance with certain requirements (school attendance, vaccines and pre- and post-natal visits). *Bolsa Família* is expected to reach 12.4 million families by the end of this year (a quarter of the country's population) and has accounted for a significant share of Brazil's recent and impressive reduction of inequality (20-25 per cent) and extreme poverty (16 per cent).

Similar to *Bolsa Família* is the *Oportunidades* Programme in Mexico, which covers five million poor families. Like its Brazilian counterpart, access to *Oportunidades* is dependent on parents (usually the mother) ensuring their children attend school and visit the doctor regularly. First launched in 1997 under the name of *Progresá*, *Oportunidades* has led to an increase of 5 to 8 per cent of school attendance in boys and 11 to 14 per cent in girls. Although the programme was not specifically designed to combat child labour, it has proven beneficial in this respect as well. As a direct result of this programme, the probability that children aged between 8 and 17 are employed has been reduced by 10 to 14 per cent.

But not all cash transfers are geared towards children. South Africa's non-contributory pension scheme is designed to reduce poverty in old age. Until the recent introduction of *Child Support Grants* (CSG), this pension scheme was the most important source of support for poor households in South Africa. A similar case is seen in neighbouring Namibia, where every citizen above the age of 60 is entitled to an old-age pension. The entitlement stands regardless of the person's income level and any other pension he or she might receive. The idea – in South Africa as well – is that everyone

enjoys a minimum pension once they reach a certain age.

A recurring aspect of many CTs is that they tend to have a positive effect beyond their initial set of objectives. For example, an old-age pension confers a new status on a person who may otherwise be seen as an economic burden within the family. Thus, old-age pensioners are kept within the family and looked after. Likewise, CTs are seen as an important tool for promoting gender equality, since they help to empower women in the household and elevate their self-esteem. CTs have also proven to be an effective way of promoting democratic participation in other areas of civic life. Another of Brazil's CTs – *Previdencia Rural* – was shown to allow retired rural workers to pay regular trade union contributions.

Despite their proven record at reducing poverty and social inequality, CTs have not been immune to criticism. One aspect in particular has been criticised: the conditionality of CCT. Some experts have called it “the paternalist twitch”, which refers to a basic default tendency of programme officials to impose extra conditionalities on potential recipients. South Africa again serves as an example. When the government's *Child Support Grant* (CSG) was only available on a conditional basis, it was estimated that 90 per cent of eligible children failed to receive it. Once the conditionalities were dropped, take-up rose by 58 per cent.

But overall CTs have had a very positive impact on poverty, health and nutrition and the social status of recipients, notably women. Still, there is a long way to go. Around 5.3 billion people in the world (80 per cent of the global population) don't have access to any sort of social protection. CTs are proving to be a good first step in solving that problem.



Social security for all, the Brazilian way



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Brazil has been at the forefront of social security protection and promotion in Latin America over the past years. Its social protection programmes are widely regarded both for their scope and innovation. The Brazilian Deputy Minister for Social Security, Carlos Eduardo Gabas, was recently elected President of a Tripartite Meeting of Experts on Strategies for the Extension of Social Security

Coverage at the ILO and discussed Brazil's experience in this field with *World of Work*.

1) Brazil has had great success in reducing poverty indicators over the past years. What role has social security played in this respect?

Carlos Eduardo Gabas: Social security has been at the heart of President Lula da Silva's government ever since he came to power in 2003. Social security in Brazil is made up of three systems – the health, social assistance and pensions systems – each one with its respective ministry. The health system is public, free and of universal access. The social assistance system looks after programmes such as Bolsa Família and provides a basic income for the elderly and the disabled. The pension system is based on the concept of solidarity, meaning that those who are now employed support those who have reached retirement age. These three systems – and their accompanying policies – have played a key role in poverty alleviation and income

redistribution in Brazil. At first, many in the private world were worried that the new policies introduced by Lula's government would be expensive and ineffective, since their sole purpose was to provide assistance to the most needy. Time has proven them wrong. For example, since 2003 the government has reduced its financial assistance to the pension system while workers' contributions have increased. Despite the economic crisis, pension contributions were at a record high last year. This goes to show that social inclusion and economic development are fully compatible.

2) Has the economic crisis put Brazil's social security system under increased pressure? How has the government dealt with this issue?

CEG: Right from the start of the crisis, President Lula decided to increase and expand access to social protection. The government's ongoing concern for the poor became ever more evident during the crisis. We implemented a series of anti-cyclical measures designed to safeguard employment, assist the unemployed and protect internal consumption. Those measures are the reason why Brazil is recovering from the crisis at a faster pace than most countries.

3) Some countries in Latin America have a private pension system (Chile). In others, pensions are run by the State (Argentina). Brazil has a mixed public-private pension system. How does this work?

CEG: Brazil never accepted the idea of importing any model scheme for its pension system. There were even times when certain sectors tried to privatize the pension system, but parliamentarians –

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Summer Academy for sustainable enterprise development (**EVENT**)

Université d'été pour le développement l'entreprise durable (**ÉVÈNEMENT**)

Universidad de verano para el desarrollo de empresas sostenibles (**EVENTO**) (**NUEVO**)

Summer Academy for sustainable enterprise development (**EVENT**) (**NEW in Arabic**)

21/06/2010 - 02/07/2010 • 2 weeks • Turin

Servicios de desarrollo empresarial orientados al mercado

04/10/2010 - 31/03/2011 • 26 weeks • Distance

Diploma course in market-oriented small business development services

04/10/2010 - 31/03/2011 • 26 weeks • Distance

Creating an enabling environment for sustainable small enterprise development

29/11/2010 - 10/12/2010 • 2 weeks • Turin

Microfinance

Making microfinance work: managing product diversification

22/03/2010 - 26/03/2010 • 1 week • Turin

The Boulder Microfinance Training Programme (**EVENT**)

Programme Boulder de formation en microfinance (**ÉVÈNEMENT**)

19/07/2010 - 06/08/2010 • 3 weeks • Turin

Making microfinance work: managing product diversification

27/09/2010 - 01/10/2010 • 1 week • Turin

Cooperative development

Cooperative policy and legislation

15/02/2010 - 19/02/2010 • 1 week • Turin

Generar procesos de desarrollo económico local mediante cooperativas

07/06/2010 - 28/02/2011 • 38.5 weeks • Turin

Local development

Reducción del riesgo de desastres y desarrollo local sostenible

24/02/2010 - 26/11/2010 • 39.5 weeks •
Distance 24-02-2010 / 26-11-2010
Turin 07-06-2010 / 18-06-2010 + Study visit, Italy

Gestión del desarrollo local

12/04/2010 - 11/12/2010 • 35.5 weeks • Distance

Management of local development

12/04/2010 - 11/12/2010 • 35.5 weeks • Distance

Gestão do desenvolvimento local

12/04/2010 - 11/12/2010
35. weeks • Distance

Disaster risk reduction and sustainable local development

04/05/2010 - 15/12/2010 • 32.5 weeks
Distance 04-05-2010 / 15-12-2010

Turin Centre 13-09-2010 / 24-09-2010 + Study visit Piedmont, Italy

Estrategias de desarrollo económico local

10/05/2010 - 21/05/2010 • 2 weeks • Turin + Study visit, Italy

Estratégias para o desenvolvimento econômico local (**NOVO**)

10/05/2010 - 21/05/2010 • 2 weeks • Turin + Study visit, Italy

Strategies for local economic development

10/05/2010 - 21/05/2010 • 2 weeks • Turin + Study tour, Italy

Desarrollo local con perspectiva de género

07/06/2010 - 28/02/2011 • 38.5 weeks • Distance

Desenvolvimento local com perspectiva de género

07/06/2010 - 28/02/2011 • 38.5 semanas • Distance

Turismo sostenible y desarrollo local

07/06/2010 - 28/02/2011 • 38.5 semanas • Distance

Green jobs

Green Jobs - linking the environment, climate change and the world of work

28/06/2010 - 30/07/2010 • 5 weeks
Distance 28-06-2010 / 09-07-2010

Turin Centre 12-07-2010 / 16-07-2010

Distance 19-07-2010 / 30-07-2010

Social security for all

Social health insurance

08/03/2010 - 19/03/2010 • 2 weeks • Turin

Social security financing

15/03/2010 - 26/03/2010 • 2 weeks • Turin

Stratégies d'extension de la protection sociale

12/04/2010 - 23/04/2010 • 2 weeks • Turin

Governance and investment of public pension schemes in Arab States (**NEW**)

Arabic 19/04/2010 - 30/04/2010 • 2 weeks • Turin

Régimes de pensions et financement de la sécurité sociale

03/05/2010 - 14/05/2010 • 2 weeks • Turin

Pension schemes and social security financing for Arab States

28/06/2010 - 09/07/2010 • 2 weeks • Turin

Formulación de políticas y gestión de la seguridad social en América Latina

28/06/2010 - 26/11/2010 • 22 weeks • Distance

Financiamiento y gobernanza de la seguridad social

16/08/2010 - 27/08/2010 • 2 weeks • Cartagena, Colombia

Pension schemes

13/09/2010 - 01/10/2010 • 3 weeks • Turin + Study tour (Rome, Italy)

Strategies for the extension of social protection

Stratégies pour l'extension de la protection sociale

04/10/2010 - 15/10/2010 • 2 weeks • Turin

Estrategias para la extensión de la protección social

18/10/2010 - 29/10/2010 • 2 weeks • San José, Costa Rica

Occupational safety and health (OSH) and working conditions

Gestión de la seguridad y salud en la empresa

19/04/2010 - 30/04/2010 • 2 weeks • Turin

Addressing Psychosocial Problems and Health Promotion in the Workplace (**NEW**)

10/05/2010 - 14/05/2010 • 1 week • Turin

Occupational safety and health inspection systems

12/07/2010 - 23/07/2010 • 2 weeks • Turin

Occupational safety and health management in the construction sector

13/09/2010 - 24/09/2010 • 2 weeks • Turin

HIV/AIDS and the world of work: a social protection perspective

VIH/SIDA et le monde du travail: d'un point de vue de la protection sociale (**NOUVEAU**)

13/09/2010 - 24/09/2010 • 2 week • Turin

Enhancing the protection of domestic workers (**NEW**)

01/11/2010 - 05/11/2010 • 1 week • Turin

LaArabic bour migration

Statistiques du travail et migration (**NOUVEAU**)

22/02/2010 - 26/02/2010 • 1 week • Turin

International labour migration

15/03/2010 - 26/03/2010 • 2 weeks • Turin

Migraciones laborales internacionales

28/06/2010 - 09/07/2010 • 2 weeks • Lima, Peru

International Labour Migration for Arab States (**NEW**)

Arabic 19/07/2010 - 30/07/2010 • 2 weeks

Migrations internationales de main d'oeuvre

04/10/2010 - 15/10/2010 • 2 weeks • Turin

Fostering the social and professional reintegration of return migrants (**NEW**)

Encourager la réintégration socio-professionnelle des migrants de retour (**NOUVEAU**)

22/11/2010 - 26/11/2010 • 1 week • Turin

Extending social protection to migrant workers and their families (**NEW**)

17/05/2010 - 28/05/2010 • 2 weeks • Turin

Migrant workers: promoting integration, managing diversity (**NEW**)
06/12/2010 - 10/12/2010 • 1 week • Turin

Social dialogue and labour relations

Joint union/management negotiation skills
01/03/2010 - 05/03/2010 • 1 week • Turin

Labour legislation and labour administration

Participatory labour law-making (**blended course**)
30/08/2010 - 26/11/2010 • 13 weeks
Distance (30-08-2010 / 19-11-2010)
Turin Centre (22-11-2010 / 26-11-2010)

Strengthening labour administration and labour inspection
15/03/2010 - 26/03/2010 • 2 weeks • Turin

Reforma da administração pública: uma abordagem participativa
19/04/2010 - 30/04/2010 • 2 weeks
Rio de Janeiro, Brazil + Study tour (Salvador, Brazil)

Strengthening and re-engineering labour administration
10/05/2010 - 14/05/2010 • 1 week • Turin

Building modern and effective labour inspection systems
17/05/2010 - 28/05/2010 • 2 weeks • Turin

Public service reform: a participatory approach
17/05/2010 - 04/06/2010 • 3 weeks • Turin + Study tour (London)

Administración del trabajo y buena gobernanza
21/06/2010 - 25/06/2010 • 1 week • Turin

Gestão de recursos humanos na administração pública
Português 06/09/2010 - 01/10/2010 • 4 weeks

Gestion des ressources humaines dans la fonction publique
11/10/2010 - 05/11/2010 • 4 weeks
Turin + Study tour (Paris, France)

Labour dispute prevention and resolution

Conciliation and mediation of labour disputes
01/03/2010 - 05/03/2010 • 1 week • Turin

ACTIVITIES FOR EMPLOYERS

General course on an effective employers' organization
L'organisation d'employeurs efficace
Una organización de empleadores eficaz
Dates to be determined • 4-5 days

Lobbying and advocacy by EOs, an in-depth course
Lobbying pour les organisations d'employeurs, formation approfondie
Curso avanzado en estrategias y técnicas de cabildeo
Dates to be determined • 4-5 days

Social dialogue
Dates to be determined • 5 days

Negotiation skills
Techniques de négociation
Dates to be determined • 3 days

Communication policies
Politiques de communication
Dates to be determined • 3-4 days

EOs and training services: how to set them up, run them and expand them
Dates to be determined • 3-4 days

Macroeconomic concepts essential for effective participation in tripartite dialogue
Conceptos macroeconómicos esenciales à l'usage de négociateurs qui participent au dialogue tripartite
Conceptos macroeconómicos fundamentales para los negociadores que participan en el diálogo tripartito
Dates to be determined • 4-5 days

Strengthening EOs' export-promotion and trade-related capacities
Services pour la promotion des exportations
Servicios para la promoción de las exportaciones
Dates to be determined • 4-5 days

Project cycle management and resource mobilization
Gestion de projets et mobilisation de ressource
Gestión de proyectos y movilización de recursos
Dates to be determined • 4-5 days

Maximizing the opportunities for employers' organizations in the framework of Decent Work Country Programmes
Maximiser les opportunités pour les organisations d'employeurs dans le cadre des programmes par pays de promotion du travail décent
Maximizar las oportunidades para las organizaciones de empleadores en el contexto de los Programas de Trabajo Decente por País
Dates to be determined • 3-4 days

Employers' organizations and employment policies, especially on youth employment
Las organizaciones de empleadores y las políticas de empleo, especialmente el empleo de los jóvenes
Dates to be determined • 3-4 days

International labour standards explained to companies
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

Employment and the informal economy
15/03/2010 - 27/03/2010 • 2 weeks • Turin

Trade union training in employment relations and workers' right
15/03/2010 - 31/03/2010 • 2.5 weeks
Turin + Study tour (Germany)

Formación de formadores, con especial atención a la formación a distancia
12/04/2010 - 30/04/2010 • 3 weeks
Turin + Study tour (Spain)

Communication pour les syndicats
03/05/2010 - 21/05/2010 • 3 weeks
Turin + Study visit (Canada)

Social security and unions
12/07/2010 - 23/07/2010 • 2 weeks • Turin

Occupational safety and health and HIV/AIDS
07/06/2010 - 25/06/2010 • 3 weeks
Turin + Study tour to be defined

Trade union training for economic and financial analysis of enterprises for collective bargaining
28/06/2010 - 16/07/2010 • 3 weeks
Turin + Study tour (Japan)

Negociação colectiva para sindicatos
06/09/2010 - 24/09/2010
3 weeks • Turin + Study tour (Portugal)

Trade union training on collective bargaining and freedom of association (FOA)
Arabic 13/09/2010 - 01/10/2010 • 3 weeks
Turin + Study tour (Algeria)

Sindicatos y seguridad social
11/10/2010 - 29/10/2010 • 3 weeks • Turin + Study tour, Spain

The international economy and the global crisis
08/11/2010 - 26/11/2010 • 3 weeks
Turin + Study tour (Vienna, Austria)

Social justice for a fair globalization and the crisis
15/11/2010 - 26/11/2010 • 2 weeks • Turin

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.

Project management

Project cycle management
26/04/2010 - 07/05/2010 • 2 weeks • Turin + Study tour (Italy)

Financial management for development projects
21/06/2010 - 02/07/2010 • 2 weeks • Turin

Project management in World Bank-funded projects: control of project delivery
05/07/2010 - 09/07/2010 • 1 week • Turin

Project cycle management
18/10/2010 - 29/10/2010 • 2 weeks • Turin + Study tour (Italy)

Project management in World Bank-funded projects: control of project delivery
06/12/2010 - 10/12/2010 • 1 week • Turin

Procurement management

Equipment procurement management (WB-ITCILO)
15/03/2010 - 01/04/2010 • 3 weeks
Turin + Study tour (Geneva, Switzerland)

Procurement supervision and auditing
19/04/2010 - 23/04/2010 • 1 week • Turin

Works procurement management (WB-ITCILO)
10/05/2010 - 28/05/2010 • 3 weeks
Turin + Study tour (Italy)

Public-private partnership policies: legal framework and competition requirements

10/05/2010 - 14/05/2010 • 1 week • Turin

International procurement management

17/05/2010 - 28/05/2010 • 2 weeks • Turin

Advanced contract management

24/05/2010 - 28/05/2010 • 1 week • Turin

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

07/06/2010 - 11/06/2010 • 1 week • Turin

Procurement of information systems in World Bank-funded projects (WB-ITC/CILO)

13/09/2010 - 17/09/2010 • 1 week • Turin

Procurement management in the public sector (OECD-WB-ITC/CILO)

11/10/2010 - 29/10/2010 • 3 weeks • Turin + Study tour (Geneva, Switzerland)

Selection and recruitment of consultants in World Bank-funded projects (WB-ITC/CILO)

15/11/2010 - 19/11/2010 • 1 week • Turin

Advanced contract management

22/11/2010 - 26/11/2010 • 1 week • Turin

Public sector management

Change management for public and private sector institutions

20/09/2010 - 24/09/2010 • 1 week • Turin

NGO management (NEW)

10/05/2010 - 14/05/2010 • 1 week • Turin

Social dimension of trade and investment

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

22/03/2010 - 26/03/2010 • 1 week • Turin

International trade and labour markets

19/04/2010 - 22/05/2010 • 5 weeks
Distance 19-04-2010 / 30-04-2010
Turin Centre 03-05-2010 / 07-05-2010
Distance 10-05-2010 / 22-05-2010

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

10/05/2010 - 14/05/2010 • 1 week • Turin

Employment-intensive investment for sustainable development

14/06/2010 - 18/06/2010 • 1 week • Turin

GENDER EQUALITY MAINSTREAMING

Gender campus: modular on-line learning course

01/06/2010 - 03/12/2010 • 27 weeks
Distance

Campus de genre: cours de formation modulaire à distance

01/06/2010 - 03/12/2010 • 27 weeks
Distance

Campus de género: curso de formación modular a distancia

01/06/2010 - 03/12/2010 • 27 weeks
Distance

Campus de Género: curso à distancia (NOVO)

01/06/2010 - 03/12/2010 • 27 weeks
Distance

Une introduction à la budgétisation sensible au genre

14/06/2010 - 18/06/2010 • 1 week • Turin

An introduction to gender budgeting

14/06/2010 - 18/06/2010 • 1 week • Turin

Género e emprego (NOVO)

05/07/2010 - 09/07/2010 • 1 week • Turin

Auditoria de género (NOVO)

12/07/2010 - 16/07/2010 • 1 week • Turin

Mainstreaming gender equality: concepts and instruments

Genre et développement: concepts et instruments

Género y desarrollo: conceptos y herramientas (NUEVO)

04/10/2010 - 15/10/2010 • 2 weeks • Turin

Training for gender audit facilitators

15/11/2010 - 19/11/2010 • 1 week

Pay equity

Igualdad Salarial (NUEVO)

Igualdade Salarial (NOVO)

26/04/2010 - 30/04/2010 • 1 week • Turin

LEARNING METHODOLOGY AND TECHNOLOGY

Competency-based human resources development

Développement de ressources humaines par compétence

Desarrollo de recursos humanos por competencias

01/02/2010 - 28/05/2010 • 17 weeks • Distance

Design of competency-based human resources management (NEW)

Conception de la gestion des ressources humaines par compétence (NOUVEAU)

Diseñar la gestión de recursos humanos por competencias (NUEVO)

10/05/2010 18/06/2010 • 6 weeks
Turin Centre 10-05-2010 / 21-05-2010
Distance 24-05-2010 / 18-06-2010

Lifelong e-learning: innovative solutions

06/04/2010 - 14/05/2010 • 6 weeks
Distance 06-04-2010 / 16-04-2010
Turin Centre 19-04-2010 / 23-04-2010
Distance (26-04-2010 / 14-05-2010)

WebForDevelopment - social media for learning (NEW)

14/06/2010 - 02/07/2010 • 3 weeks
Distance (14-06-2010 / 18-06-2010)
Turin Centre (21-06-2010 / 25-06-2010)
Distance (28-06-2010 / 02-07-2010)

Competency-based human resources development

Développement de ressources humaines par compétence

Desarrollo de recursos humanos por competencias

13/09/2010 - 17/12/2010 • 14 weeks • Distance

Learning chemistry (NEW)

06/10/2010 - 08/10/2010 • 3 days • Turin

Participatory facilitation, social strategies (NEW)

01/11/2010 - 17/12/2010 • 7 weeks

Distance 01-11-2010 / 12-11-2010

Turin Centre 15-11-2010 / 26-11-2010

Distance 29-11-2010 / 17-12-2010

L'e-apprentissage permanent: solutions innovatives

04/10/2010 - 12/11/2010 • 6 weeks

Distance 04-10-2010 / 15-10-2010

Turin Centre 18-10-2010 / 22-10-2010

Distance 25-10-2010 / 12-11-2010

Modular Course on Evaluation of Training focused on impact (NEW)

Module I: Concepts and Approaches to Evaluation of Training

17/05/2010 - 21/05/2010 • 1 week • Turin

Module II: How to manage and use Evaluation of Training

24/05/2010 - 28/05/2010 • 1 week • Turin

Module III: Design and Implementation of Training Evaluation Plans at the Impact Level

18/10/2010 - 22/10/2010 • 1 week • Turin

POST-GRADUATE PROGRAMMES

Master's course on management of development

16/11/2009 - 04/06/2010 • 29 weeks

Distance 16-11-2009 / 06-02-2010 • Turin Centre 08-02-2010

Post-graduate course on international trade law

25/03/2010 - 18/06/2010 • 12.5 weeks • Turin

Master's in World Heritage at Work

15/06/2010 - 14/06/2011 • 1 year

Distance 15-06-2010 / 27-08-2010

Turin Centre 30-08-2010 / 17-12-2010

Distance 02-01-2011 / 14-06-2011

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

01/06/2010 - 28/02/2011 • 39.5 weeks

Distance 01-06-2010 / 06-09-2010

Turin Centre 07-09-2010 / 17-12-2010

Distance 19-12-2010 / 28-02-2011

5th Post-graduate course on occupational safety and health in the workplace

04/10/2010 - 25/03/2011 • 25 weeks

Distance (04-10-2010 / 14-01-2011)

+ Turin Centre (31-01-2011 / 25-03-2011)

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

02/11/2010 - 02/11/2011 • 1 year

Distance (02-11-2010 / 26-02-2011)

Turin Centre (01-03-2011 / 02-07-2011)

Distance (03-07-2011 / 02-11-2011)

FOR REGISTRATION, PLEASE CONTACT:

The Recruitment Unit: 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 • See our Web calendar at <http://www.itcilo.org>

especially those belonging to leftist parties – always resisted the idea. Brazil has built its own model for a pension system, which is divided into three schemes. There is a scheme for the public servants (both civil and military), another for the general workers and a third one for those who want to have an additional income once they retire. This third scheme is private. The model has gone through changes over the years. For example, when Lula took office in 2003 he noted that the public servants' scheme was using up a lot of resources, so he decided to transfer some resources to the general workers' scheme. He also increased the minimum pension floor per year to ten minimum wages. At the time there was a lot of resistance from the private sector, who complained that the government was intervening in the pensions system. We did not deny this, but we told them it was an intervention for the benefit of all workers. The idea is that everyone has access to a minimum pension once they reach retirement age. Those who want – and can afford – a higher income can opt for the private scheme. This way everyone is covered.



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4) Bolsa Família is one of the flagship social security programmes in Brazil which has been emulated in other parts of Latin America. Why has it been so successful?

CEG: In Brazil there were, and there still are, many people who suffer from hunger. It is a human problem. Since his first day in office, President Lula has said that every person has the right to have three meals a day. This maxim is at the root of all of his social programmes, like Bolsa Família. Bolsa Família is a cash-transfer programme that has certain conditionalities. For example, it is given to poor women on condition that they send their kids to school and have them vaccinated. It is also given to pregnant women, on condition that they see a doctor during pregnancy. So there is a health and educational component to it. But we've seen that Bolsa Família not only helps to lift people out of poverty, it also helps them to enter the labour market. A person who has enough to eat, to dress and to have a decent life is in a better position to look for a job than one who is starving. The main goal of President Lula has been to guarantee every citizen of Brazil a minimum floor for a decent life, so that everyone and not just a few take part in the country's development.

5) Brazil's National Social Security Institute (INSS) has recently published a report showing that a trend of men in their 60s marrying women half their age is leaving a big pool of young widows collecting benefits for much longer than anticipated. Is this a problem? What can be done about it?

CEG: We are well aware of this problem. It has to do with a "flaw" in the law. I say flaw because nowhere in the law does it say that a young man or woman cannot marry a much older person. This was widely discussed at a Pension Forum held in 2007 with the participation of government, workers' and employer's representatives as well as members of several NGOs and academia. We need to come up with ways to avoid young people marrying elderly people with the sole purpose of collecting their pensions once they pass away. This is a problem that will certainly be addressed the next time the law is amended.

Frail older people: The long-term care challenge



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As the population ages rapidly, the number of destitute and dependent people is growing. An average pension rarely covers the high costs of qualified care for the elderly. For this reason, some countries have introduced mandatory insurance systems to support care-giving family members and relieve some of the burden on the state and private households. Andrew Bibby looks at these and other systems in developed and emerging countries.

The story was one which reached the British national press – that of the woman doctor who, having dedicated her life to the principle of free health care for all, suffered a stroke in her mid-nineties and spent the last years of her life in a nursing home. Her long-term care costs were not eligible for the country’s free national health scheme, so her family was obliged to sell the family home to pay the nursing home fees.

Her daughter was angry: “My mother was one of those courageous women who trained as doctors at a time when only one hospital would accept women medical students,” she told the press, adding that her mother would have been distressed had she known that her nursing care needs late in life would not be covered by the state scheme.

The way in which long-term care should be financed is being actively discussed not only in Britain but in many other countries too. Long-term care is primarily something which concerns the very elderly, and in almost every developed country the share of the population which is over 80 is growing markedly. Long-term care, in other words, is already an increasingly pressing matter of public policy – and just wait, the advisers tell us, until the “baby boomer” generation who were responsible for the population bulge in the years after 1945 become elderly, twenty or so years hence.

Long-term care typically combines basic medical services and rehabilitation with help in the ordinary activities of daily life – such things as washing and bathing, dressing, eating, getting in and out of bed, moving around, and using the bathroom. Whether caused by a stroke, heart conditions, by the growing effects of dementia (Alzheimer’s) or by another long-standing chronic physical or mental disability, the resulting dependency is the same.

In the past, informal caring of the elderly was often undertaken by family members, particularly women, who lived in the same home as the person being cared for. But societal changes mean that, even assuming that this is considered the best way for countries to arrange for their elderly to be cared for, such arrangements can be less straightforward than in the past: adult children are more likely to live at a distance from their parents, and both women and men are active in the labour force, earning their living.

One possible way forward is to extend social security arrangements to include long-term care. This is the path recently followed by the Republic of Korea, for example, which last year introduced a system of long-term care insurance for the elderly. At present, about 9 per cent of the population (or nearly five million Koreans) are over 65, and of these no less than one million suffer from dementia, cardiovascular diseases or other chronic conditions. However, Korea is increasingly becoming an ageing population: demographers predict that by 2020 15 per cent of the country will be over 65 and by 2030 this will rise to almost one quarter of the total population.

Korea has chosen to adopt the principle of national solidarity through social insurance, one of a number of examples in recent years of ways in which the concept of social security is being developed and extended. It's a change which is of considerable interest to the ILO, which ever since its creation in 1919 has had the remit to promote the development of adequate levels of social protection.

When it introduced its new social insurance last year, Korea was joining a number of other countries which have also chosen to fund long-term care through the social security system. One example is Germany, where a public scheme was introduced in 1995, covering the vast majority of the German population. Contributions, which are payable equally by both employers and employees as well as by the self-employed and those who are retired, were for many years set at 1.7 per cent of gross income. Benefits were also set at the time when the scheme was first established, which has meant a gradual decline in the real benefit of the scheme in the years since then.

Last year, however, Germany revised both benefit levels and contribution rates, which have now been increased to 1.95 per cent (with a small addi-

tional premium for those without children). Promoting the changes, the then federal health minister Ulla Schmidt talked of the importance of ensuring the dignity of older people and of supporting a better quality of life for them.

Ensuring the dignity of older people

“Her statement shows that the challenges are going far beyond the introduction of new entitlements. They include commitments to allocating greater resources, to integrated home and institutional care, to encourage families to share the responsibilities of care. The ILO strategy to achieving universal access to health care aims at tackling these issues from an integrative, holistic approach rather than providing just medical relief and ignoring the social dimensions,” comments Xenia Scheil-Adlung, a senior ILO health policy expert.

According to her, it is key to ensure that both in kind and cash benefits are made available to provide a choice among types of services at home and in institutions. Both need to be carefully designed and match the needs. “Another important aspect is to ensure the quality of care, particularly defining



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>> what quality means if cash assistance is provided. In this context more efforts are needed to ensure that the frail elderly are not abused or mistreated because of their age," she says.

The cost of long-term care for the elderly is another important aspect. According to data published by the OECD in 2005, it varies widely between countries: Sweden and Norway respectively spent 2.74 per cent and 2.15 per cent of their GDP in this way, but in other developed countries the percentages are very much smaller: only 0.68 per cent of GDP in New Zealand, for example, and 0.62 per cent in Ireland. Both these countries are unusual, however, in having a relatively small share of their populations over 65.

The OECD has also drawn attention to the traditional role which women have played in providing care for family members. One specific concern, it says, is to ensure that the burden of assisting older persons with disability does not weigh disproportionately on women. This issue was discussed in Japan when the country was discussing reform of its pioneering (but very expensive) "Gold Plan" for elderly care, when concerns were expressed that women could find themselves tied down by caring responsibilities: "the existing pattern of family care-giving would become frozen in some cases," said a Ministry of Health and Welfare report in 1996.

Regardless of the gender equality issues, there are also broader issues involved if women leave the labour force to take up care responsibilities. The OECD says that there is evidence for European countries that prime-aged women who take on or increase caring work reduce their hours of paid work as a consequence, and also do not return to full employment later on. As an OECD report in 2005 put it, "Looking at monetary spending of long-term care is a narrow way of appraising the true economic costs of long-term care, as it neglects the opportunity costs of informal care provid-



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ed by family members who would otherwise be in paid work."

The solution, of course, is not to place our elderly people in cold, uncaring institutions where they spend the last years of their lives without love or stimulation. But equally most countries would agree that the burden, physical as well as financial, should not fall just on the shoulders of family members. The challenge as our societies rapidly age is to find workable ways in which solidarity between the generations can be properly expressed. The approach taken in countries like Germany, Japan and the Republic of Korea, to develop traditional social security arrangements in new ways, suggests one way to try to achieve this.

Unemployment insurance in times of crisis

Since the beginning of the 20th century, programmes to aid workers who have lost their jobs have become an important feature of labour markets and can be found in more than 70 countries today. But the controversy surrounding these programmes is as great today as it was when they were first established. An interview with ILO labour market expert Janine Berg.

World of Work: How important is unemployment insurance as a response to the global economic and financial crisis?

Janine Berg: The recent international crisis has once again proved the importance of unemployment insurance. Unemployment insurance not only protects workers from the financial burden of job loss, but also helps mitigate the effects of a recession by boosting consumption. Many countries still lack schemes to protect the unemployed; other countries have programmes, but with low coverage rates. Given the importance of unemployment insurance as a policy response to the crisis, countries should take measures to introduce or expand programmes. Some countries, such as the United States and Brazil, for example, have included extension of unemployment benefits as part of their fiscal response to the crisis. Extending the length of time that an unemployment insurance recipient receives support is an important measure, but it would be good to complement it with policies that extend coverage to workers who previously did not qualify for benefits.

WoW: What are the different ways of compensating unemployment?

Janine Berg: Compensation to the unemployed can take a variety of forms – severance pay, unem-



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ployment insurance, unemployment assistance, work programmes as well as traditional poor relief. Each of these forms responds to different policy objectives with concomitant benefits and drawbacks for workers, employers and governments. However, all of these programmes cushion workers from the financial cost of job loss and in doing so mitigate the economic effects of a recession.

WoW: Can you tell us more about the differences between the different forms of aid to the unemployed?

Janine Berg: Severance pay is a benefit paid by the employer to the employee upon termination of the employment contract. Firms subject to severance pay laws are presumed to invest more in their workforce, because of their greater labour force attachment. Critics contend that the policy infringes mobility, that it can worsen a firm's financial condition during an economic crisis, and that





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>>> workers risk losing their benefits if a firm declares bankruptcy.

Unemployment insurance is typically funded through contributions made by employers, workers and governments. The benefits provide financial protection to dismissed workers, while at the same time ensuring that workers have sufficient time to find a job that better matches their skill level, potentially improving the overall productivity of the economy and facilitating restructuring processes. However, it is criticized for increasing unemployment if benefits are so high that workers prefer idleness to working.

Unemployment assistance is a means-tested benefit programme that seeks to help those workers with the greatest needs. Traditional poor relief programmes, also known as social assistance or welfare programmes, similarly target the neediest. Work programmes pay wages at or below the minimum wage, and sometimes in kind, in exchange for work.

WoW: Historically, it took a long time for the concept of aid to the unemployed to become widely accepted?

Janine Berg: One of the first forms of government-sponsored social assistance was the English Poor Laws, established in 1598, to provide financial support to women, children and the elderly poor. In the 19th century, most of the aid given to the jobless came from trade unions, labour federations and other collective groups. Considering the reluctance of countries to implement any types of protection for the unemployed from 1596 to 1905, it was remarkable that such a revolutionary system as unemployment insurance gained wide acceptance in the 20th century.

The first Recommendation adopted by the ILO's International Labour Conference was the Unem-

ployment Recommendation of 1919: it recommends that each ILO member State should establish an effective system of unemployment insurance. Many of the European schemes began on a voluntary basis and then were made compulsory and more generous through increases in the replacement rate and the duration of benefits. Nevertheless, in the 1990s many of the programmes added conditions to benefit receipt after a specific length of time, such as six months or a year, in an effort to improve labour market reintegration and reduce the level of long-term unemployment.

WoW: Faced with the growing informality of many labour markets, is unemployment insurance the right approach?

Janine Berg: In developing countries, the presence of an urban informal sector makes monitoring difficult. As some critics have argued, it is possible for beneficiaries to work informally as they receive unemployment payments. Still, the most important concern regarding informality is that many workers are excluded from receiving benefits. What is needed here is a portfolio of programmes to address the competing needs of the labour force. Thus governments could combine some sort of insurance system, financed by governments, employers and workers, with government-financed active labour market policies. These include training programmes, work programmes, employment subsidies to enterprises, and labour market services.

WoW: Is unemployment insurance suitable for developing countries?

Janine Berg: Many of today's middle-income developing countries are as rich and as industrialized as the industrialized countries were when they first enacted unemployment insurance. If middle-income developing countries decide to adopt an unemployment insurance programme, they may also need to adopt other programmes, such as public works or training programmes, in order to ensure that informal workers also have access to income protection during difficult times.

SOCIAL PROTECTION IN TIMES OF CRISIS

Financial crises tend to have long-lasting effects on employment. It takes, on average, almost five years for the unemployment rate to return to its pre-crisis level. There is, however, significant country variation in the timing of labour market recovery. Argentina and the Republic of Korea are two countries that initiated sizeable employment programmes during a crisis and reduced to approximately three years the recovery to pre-crisis employment levels.



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Crisis responses focused on:

- Comprehensive employment measures: Argentina's Jefes programme provided work-tested income support to families whose heads of household were unemployed as a result of the crisis. The programme reached up to 11 per cent of the active population and helped reduce unemployment by an estimated 2.5 percentage points. The cost, at around 0.5-1 per cent of GDP, was relatively limited. The Republic of Korea's active labour market programmes helped improve skills and work opportunities for the majority of job-seekers. The programmes were implemented quickly after the start of the crisis – thereby reducing the risk of long-term unemployment and social exclusion. The national public works programme provided work for roughly 70 per cent of the country's 1.7 million unemployed, representing a two percentage point reduction in the unemployment rate. However, non-regular employment, which had grown during the crisis, remains one of the main sources of wage inequality today.
- Support for small and medium-sized enterprises: The Republic of Korea prioritized credit for small and medium-sized enterprise investment in technology and competitiveness as an important part of the recovery strategy. In addition, the government encouraged banks to direct loans towards smaller firms.
- Social protection: Argentina increased coverage of minimum pensions to an additional 1.7 million people, in particular to persons whose social security entitlements were phased out. The Republic of Korea significantly expanded employment insurance coverage and duration of benefits. The costs were relatively low, and largely financed by employer and employee contributions, amounting to around 1.4 per cent of GDP at its peak in 1999, and declining to 0.3 per cent as of 2001.

UNEMPLOYMENT INSURANCE IN BAHRAIN: A PIONEERING SCHEME IN THE MIDDLE EAST

In 2006, Bahrain became the first country in the Middle East to implement an unemployment insurance scheme, within the context of broader labour market reform. The ILO has provided technical assistance with respect to the assessment of the feasibility of such a scheme, drafting the legislation and supporting its implementation.

The scheme covers all workers, national and foreign alike, and is financed by contributions of 1 per cent of the wage paid each by workers, employers and the government. The unemployment insurance scheme provides two types of benefits to jobseekers who are actively looking for employment: (1) an earnings-related unemployment compensation, paid to jobseekers having fulfilled a minimum contribution

period; and (2) a flat-rate unemployment aid, which is paid for first-time jobseekers and those jobseekers who have not fulfilled the minimum contribution period.

Owing to the low number of terminations up to late 2008, the scheme has had to deal with few cases of unemployment compensation so far. However, if the number of terminations should increase in the future as a result of the financial and economic crisis, a system is in place which provides income security for jobseekers while actively supporting their return into employment by linking cash benefits to participation in training, job matching and career guidance through employment offices.

ILO, WTO joint study on trade and informal employment

Globalization and Informal Jobs in Developing Countries



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This study finds that the high incidence of informal employment in the developing world suppresses countries' ability to benefit from trade opening by creating poverty traps for workers in job transition. It is a product of the collaborative research programme of the ILO International Institute for Labour Studies and the WTO Secretariat.

Focusing on the linkages between globalization and informal employment, the study finds that informal employment is widespread in many developing countries, leaving thousands of workers with almost no job security, low incomes and no social protection. Levels of informality vary substantially across countries, ranging from as low as 30 per cent in some Latin American countries to

more than 80 per cent in certain sub-Saharan African and South Asian countries.

“The study confirms what we know from experience, that by promoting complementarity between decent work objectives and trade, financial and labour market policies, developing countries are much better placed to benefit from trade opening, advance the social dimension of globalization, and to cope with the current crisis,” ILO Director-General Juan Somavia said as he presented the study together with WTO Director-General Pascal Lamy. He added that this echoes the recent call by the G20 to implement “recovery plans that support decent work, help preserve employment, and prioritize job growth...and to continue to provide income, social protection, and training support for the unemployed and those most at risk of unemployment.”

Informal employment involves private, unregistered enterprises which are not subject to national law or regulation, offer no social protection and involve self-employed individuals, or members of the same household. In most cases, informality has remained high and has even increased in some countries, particularly in Asia.

“Trade has contributed to growth and development worldwide. But this has not automatically translated in an improvement in the quality of employment. Trade opening needs proper domestic policies to create good jobs. This is all the more evident with the current crisis which has reduced trade and thrown thousands into informal jobs,” Pascal Lamy said.

Analyses suggest that the effect of trade opening on informality depends crucially on both country-specific circumstances and the design of trade and domestic policies. The empirical analysis in this study shows that more open economies tend to have a lower incidence of informal employment. The short-term effects of trade reforms may in the first instance be associated with higher informal employment. But longer-term effects point in the direction of a strengthening of formal sector employment, provided that trade reforms are more employment friendly and the right domestic policies are in place.

Reducing informality can release additional productive forces, enhance diversification and strengthen the capacity to trade internationally. Adverse effects of informality can mainly be related to the absence of productivity gains and low

average firm size resulting from barriers to firm growth in the informal economy. Entrepreneurship and risk-taking is reduced when informality is high, partly as a result of badly designed tax systems, weak social protection and poor business regulation. Informality also prevents countries from fully benefiting from trade reforms by creating poverty traps for workers in job transition.

The higher the incidence of informality, the greater the vulnerability of developing countries to shocks like the ongoing global crisis. Countries with larger informal economies suffer more frequently from shocks and experience lower sustainable growth rates. Also, informal employment reduces the effectiveness of automatic stabilizers.

Integration into world markets and tackling informal employment through decent work policies should be considered complementary. Facilitating formality of firms and jobs helps a country to benefit fully from trade openness, improves living standards and gives workers access to decent working conditions. Social protection is also crucial for supporting transitions and realizing the gains from open trade. Greater attention should be devoted to social protection policies as well as to the design of trade reforms.

The study suggests that trade reforms should be designed and implemented in an employment-friendly way, making the reallocation of jobs more conducive to formal employment growth.

The study is available online at
http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_115087.pdf



G20 commit to “Putting Quality Jobs at the Heart of the Recovery”



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Last September, world leaders of the G20 welcomed the ILO Global Jobs Pact and the building of “an employment-oriented framework for future economic growth”.

ILO Director-General Juan Somavia, who was invited to present a report on policies and prospects for jobs and social protection to the Pittsburgh Summit, said, “I welcome the significant commitment of the Leaders to “implementing recovery plans that support decent work, help preserve employment and prioritize job growth”.

“The ILO has brought the concerns of workers, enterprises and communities to the G20 table,” Mr Somavia said.

While recognizing that their actions over the past year have staved off a world depression, the

Leaders’ Statement says, “we cannot rest until the global economy is restored to full health, and hard-working families the world over can find decent jobs.” The G20 Leaders’ Statement was presented to the press in Pittsburgh on 25 September by US President Obama.

“The messages coming from Pittsburgh are that the crisis is not over, that measures taken are on the way to creating or saving up to 11 million jobs in 2009 but that stimulus measures need to be maintained to curb unemployment and precarious work,” Mr. Somavia said. He urged the “leaders to show the same determination and willingness to foster job creation as they have for saving banks. The Pittsburgh Summit was a big step in this direction.”

Mr. Somavia, noting the Leaders’ concerns about finding a more balanced approach to the global economy, said, “For sustainable growth beyond the recovery we need to correct the imbalances which contributed to the crisis.

Wages have lagged behind productivity in many countries contributing to imbalances between consumption and savings. We have over-emphasized the economy, especially the finance sector, and undervalued the social and environmental dimensions of sustainability.”

The Summit established a Framework for Strong, Sustainable and Balanced Growth to ensure “a durable recovery that creates the good jobs our people need”.

Under the heading “Putting Quality Jobs at the Heart of the Recovery”, the leaders “commit to implementing recovery plans that support decent work, help preserve employment and prioritize job growth. In addition, we will continue to provide income, social protection and training support for the unemployed and those most at risk of unemployment. We agree that the current challenges do not provide an excuse to disregard or weaken internationally recognized labour standards. To assure that global growth is broadly beneficial, we should implement policies consistent with ILO fundamental principles and rights at work.”

It also states that “our new Framework for Strong, Sustainable and Balanced Growth requires structural reforms to create more inclusive labour markets, active labour market policies, and quality education and training programs”. The Summit asks the ILO “to develop a training strategy for our consideration”.

The Leaders “also welcome the recently-adopted ILO Resolution on Recovering from the Crisis: A Global Jobs Pact, and we commit our nations to adopt key elements of its general framework to advance the social dimension of globalization. The international institutions should consider ILO standards and the goals of the Jobs Pact in their crisis and post-crisis analysis and policy-making activities.” To ensure a continued focus on employment policies, the Chair of the Pittsburgh summit asked the US Secretary of Labour to invite the G20 Employment and Labour Ministers to meet as a group in early 2010.

Measures taken by G20 governments will save up to 11 million jobs in 2009

Employment and social protection measures taken by G20 governments since the economic crisis began will have created or saved an estimated 7 to 11 million jobs in the G20 countries this year, according to an ILO report presented at the G20 summit in Pittsburgh last September*.

The ILO also forecasts that continued labour market deterioration around the world in 2009 would produce an estimated increase in global unemployment of between 39 and 61 million

* *Protecting people, promoting jobs: A survey of country employment and social protection policy responses to the global economic crisis.* For more information on the ILO report presented at the G20 please visit www.ilo.org/jobcrisis



>> workers relative to 2007, which could result in global unemployment ranging from 219 to 241 million – the highest level ever on record.

The report states that the Global Jobs Pact approved in June 2009 by the tripartite membership of the ILO (governments, employers and workers from 183 countries) provides an internationally-agreed set of policy measures designed to reach these objectives. It examines actions taken between mid-2008 and 30 July 2009 in 54 countries, spanning all income levels and regions and involving 32 specific measures grouped under four areas, namely stimulating labour demand; supporting jobs, jobseekers and unemployed; expanding social protection and food security; and applying social dialogue and protecting rights at work.

According to the report, the jobs saved or created as a result of the measures taken by G20 countries amount to between 29 and 43 per cent of the total increase in unemployment in the first half of 2009, meaning that without such measures unemployment would have been that much higher in these countries.

The ILO study also finds that the six most frequently taken measures included additional spending on infrastructure; subsidies and tax reductions for small enterprises; credit for small enterprises; training programmes and facilities; consultations with employers' and workers' organizations; and social protection through cash transfers. These measures correspond closely to the policy options outlined in the Global Jobs Pact.

The report notes that not enough attention has been given to additional measures designed to fight labour trafficking and child labour, stimulate access by small enterprise to public tenders, promote consultations at the sectoral level, increase capacity for labour inspection and protect migrant workers.

While initial responses were aimed at staving off a precipitous decline in employment and mitigating the impact on the most vulnerable, the ILO report found that countries increasingly sought to prepare for recovery by investing in new infrastructure and in preparing the workforce for structural changes such as those resulting from adaptation to lower carbon emissions.

The ILO report notes that lower-income countries would need additional support to strengthen their employment and social protection responses to the crisis.

Every year, some 45 million young women and men enter the global labour market, bringing additional pressures to labour markets already afflicted with high numbers of unemployed, persons discouraged from seeking work and those involuntarily working part time. Together these paint a very sizeable employment challenge, now and in the immediate future. Strong economic growth and high employment content of growth are both indispensable. Otherwise, even if recovery starts to take hold, a significant shortfall in available employment would remain for several years. This calls for decisive action.

Social security: ILO meeting calls for extension of coverage

Delegates representing workers, employers and ministries of labour and health from 29 countries, meeting in Geneva on 2-4 September, suggested policies and measures to be urgently put in place to strengthen and extend social security worldwide.

Participants at the three-day high-level meeting concluded that there are important lessons to be learnt from the global economic and social crisis. In his conclusions, the Brazilian Deputy Minister for Social Security, Carlos Eduardo Gabas (see also interview on page 24 in this issue) said that social protection schemes should not be seen as a luxury or as a burden on



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society, as they perform an extremely important role in alleviating the consequences of crises and function as stabilizing mechanisms.

The Deputy Minister also acknowledged that despite the fact that most countries had at least one social security scheme, there were significant gaps in social security coverage, in both the developing and the developed countries.

He referred to the six up-to-date ILO Conventions focusing on social security and income security, and more particularly the flagship Convention No. 102. The fact that Brazil, Bulgaria, and Romania have recently decided to ratify ILO Convention 102, and that several other countries are considering ratification, showed its continuing relevance. ILO research and experiences from different countries show that basic social security benefits are affordable in most countries, even if their introduction may have to be phased in progressively over a number of years.

The proposal for a two-dimensional strategy for the extension of social security found

large acceptance among the participants at the meeting. Such a strategy comprises a “horizontal” extension of coverage, e.g. increasing the number of persons covered by social protection schemes, including those in the informal economy, through a set of public policies, including basic health care for all, child benefits, and basic pensions for elderly and disabled people. The second “vertical” part of the strategy relates to standards for social insurance coverage as defined by the relevant ILO Conventions and Recommendations.

Cash-Transfer Programs in several countries have proved to be an important instrument in alleviating poverty. However, programs like Bolsa-Família in Brazil and Oportunidades in Mexico require institutional capacity and investments in knowledge building at the national and local levels. Country experiences show that the costs of a mature system are affordable, representing about 0.5 per cent of GDP.

International buyers get behind the Haitian garment industry



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Last October, Better Work, the unique partnership programme of the ILO and the International Finance Corporation (IFC), organized the first-ever international buyers forum in Haiti as part of a new project that is expected to create jobs and promote sustainable development and responsible labour practices in the country's apparel industry.

More than 70 delegates representing international garment buyers, Haitian garment suppliers, workers' and employers' organizations, the Haitian government, the United States Department of Labor (USDOL), the United States Trade Representative (USTR) and the CTMO-Hope Commission, among others, attended the forum.

Forum participants expressed support for Better Work Haiti and emphasized the importance of responsible labour practices in strength-

ening the competitiveness of Haiti's apparel industry. In a joint statement, international buyers at the Forum expressed "support and optimism that the 'Hope II' and Better Work combination will bring sustainable economic benefits to Haiti."

Better Work Haiti, funded by the US Department of Labor, is being implemented as part of HOPE II (Haitian Hemispheric Opportunity through Partnership Encouragement) legislation approved by the US Congress last year. HOPE II gives tariff-free entry to the US market and includes provisions for improving labour standards. The HOPE II initiative is expected to create thousands of jobs in Haiti.

"The establishment of Better Work in Haiti represents a significant opportunity to support responsible labour practices in the apparel industry through close collaboration among international buyers, local manufacturers, unions and the government", said Ros Harvey, Global Programme Manager for Better Work. "Through this cooperation and addressing other issues such as good governance, sound infrastructure, skilled workforce and a stable operating environment, Better Work will play a large role in determining the long-term sustainability of the Haitian apparel sector."

In an address to international business leaders sponsored by the Inter-American Development Bank (IADB), former US President Bill Clinton, who is now a UN Special Envoy to Haiti, referred to the Better Work programme stating: "the ILO, building on its success in doubling employment in the Cambodian apparel industry, is teaming up with the IFC to do the same here. Garment industry manufacturers, the ILO and the Haitian government are working together to meet ILO guidelines and make sure workers' rights are respected."

The garment industry in Haiti employs 21,000 workers in 30 factories, accounting for 8 per cent of the country's total formal sector employment.

ILO addresses people with disabilities and economic crisis and recovery



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The ILO organized a panel discussion on “People with Disabilities in Times of Economic Crisis” on 12 November 2009. Academy Award-winning actress, television star and activist Marlee Matlin, who has been deaf since the age of 18 months, highlighted the event, urging that people with disabilities be “counted in” efforts to stimulate and support economic recovery.

People with disabilities represent about 10 per cent of the global population, or about 650 million people, and an estimated 20 per cent of the world’s poor. No wonder then that there is growing concern that the crisis may have an inordinate impact on those with disabilities, especially women.

Marlee Matlin brought a message of concern, tempered with hope. While warning that people with disabilities may face rising exclusion from the world of work due to the crisis, she added that “disabled persons must also be ‘counted in’ programmes and services, including vocational and training, that help equip and prepare them for the economic upturn”.

Ms. Matlin stressed that people with disabilities face poverty both in developed and developing countries, citing studies showing that about half of all working-age adults who experience income poverty for at least 12 months in some countries have a disability. At the same time, she said disabled women are particularly at risk of being poor, especially in developing countries.

The warning was also sounded by ILO Director-General Juan Somavia, ILO Employment Sector Executive Director José Manuel Salazar-Xirinachs, and other experts, including Peter

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Purton, Policy Officer on Equality and Employment Rights, Trade Union Congress, United Kingdom and Bernie Jones, International Director, Shaw Trust Ltd., United Kingdom.

Ambassador Dáithí Ó Ceallaigh, Permanent Mission of Ireland to the United Nations, addressed Irish Aid's support of the ILO's work to promote opportunities for persons with disabilities in developing countries, as well as legislation and policies in place in Ireland to prohibit discrimination against disabled persons.

ILO Director-General Juan Somavia stated that the economic crisis has shaken the world

into recognizing that it could not be business as usual. He noted that the ILO's Global Jobs Pact specifies the need to help vulnerable groups most hard hit by the crisis. He called for action to ensure that "as any other worker, the person with a disability must be protected and empowered. This is the ILO's approach."

He also said that "a key dimension in the struggle for change is the inspiration we draw from those that have dared. And Marlee has connected with so many who are suffering – not because of their disability but because of societies' attitudes to disability."

In separate comments, ILO Employment Sector Executive Director José Manuel Salazar-Xirinachs said the ILO was working to increase the labour force participation of people with disabilities, especially among women, to ensure that people with disabilities are not discriminated against and disabled persons receive equal wages, to promote educational and vocational training for them and break the link between poverty and disability.

Ms. Matlin concluded her speech with a quotation from the first deaf president of Gallaudet University, the only liberal arts college for the deaf in the world, who said, "the only thing deaf people can't do is hear", adding, "that leaves a world of possibilities of things for me to do. I believe with all my heart that the real 'handicaps' we face do not lie in the ears, eyes, arms and legs of those who are differently-abled – they lie in the minds of those who handicap us."



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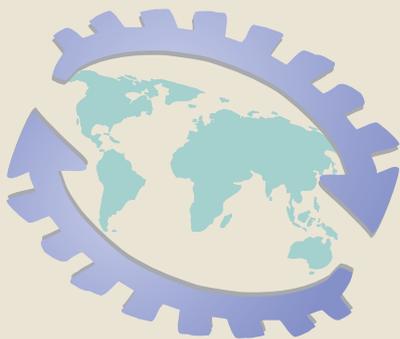
During her visit to Geneva, Marlee Matlin also met with hearing-impaired children, aged 6-16, at a primary school. Ms. Matlin shared her experiences as an actress, mother and writer and stressed her role as an advocate for people with disabilities, calling for a wider recognition of their rights in the world of work. Mr. Charles Beer, Geneva State Counselor of Public Education (*far right on second photo, right column*), was also present.

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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



Promoting green jobs in Bangladesh

■ The ILO will provide Bangladesh with technical support for the expansion of renewable and clean energy as part of its initiative to create green jobs worldwide. In this respect, the country's Bureau of Manpower Employment and Training (BMET), a national vocational training institute, and Grameen Shakti, a subsidiary of Grameen Bank, signed a Memorandum of Understanding (MoU) in Dhaka last September. Under the MoU, skills development training will be imparted to solar energy technicians all over the country. The MoU is seen as a good example of public-private partnership between the two agencies to promote renewable energies in Bangladesh. Grameen Shakti has so far installed more than 225,000 Solar Home systems (SHs) connecting 12,000 to 15,000 new solar SHs every month. The programme has opened up a new avenue for creating green jobs in Bangladesh where the ILO's Green Job Initiative was launched last year.



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Cooperating out of poverty in Africa

■ On 14 September 2009, the ILO launched the fourth call for proposals to promote social economy organizations based on cooperative values and principles through the Cooperative Facility for Africa (CoopAFRICA) programme. CoopAFRICA is a partnership programme implemented by the ILO and funded by the UK Department for International Development (DfID) to support the development and promotion of cooperatives in Africa. Partners include the International Co-operative Alliance, the UK Co-operative College, the International Trade Union Confederation, the Committee for the Promotion and Advancement of Cooperatives, and the African Union. Calls for pro-

posals are open to eight African countries under a highly competitive bidding process. Three calls have been organized so far: the first in June 2008, the second in November 2008 and the third in May 2009. Through the calls, 55 organizations have already been selected for CoopAFRICA grants, for a total funding of approximately US\$ 2,700,000.

Towards a new international human rights instrument on HIV/AIDS

■ In August 2009, the ILO released the first draft text of an international labour standard in the form of a Recommendation on HIV/AIDS and the world of work. Based on the discussions held at the International Labour Conference in Geneva last June, the draft text of the human rights instrument has been sent to member States for tripartite consultations. If adopted in 2010, the instrument will be the first international human rights and labour standard to focus specifically on HIV/AIDS. Governments, in consultation with employers' and workers' organizations, were to send their comments on the draft text to the ILO by November 2009. Ministries of Labour were advised to consult other national ministries and institutions dealing with HIV/AIDS, such as Ministries of Health and national AIDS commis-

sions, as well as other relevant organizations, including associations of people living with HIV. There will be a second discussion in June 2010 with a view to the adoption of the instrument.

ILO and Germany sign an agreement on the elimination of underage recruitment in Myanmar

■ The Government of the Federal Republic of Germany and the ILO will cooperate in the implementation of a project in Myanmar entitled “Elimination of Underage Recruitment in Myanmar”. To this end, the Federal Foreign Office of Germany has donated 737,055 USD covering the period July 2009-May 2010. In line with the ILO’s Forced Labour Convention (No. 29), the project aims to: ensure that conscription and enlistment procedures are in line with the applicable international and national laws; promote legal, administrative and other measures to prevent under-age recruitment; respect the principle that the release of all children recruited or used unlawfully by armed forces or groups shall be sought unconditionally at all times; support monitoring and reporting efforts at the national, regional and international levels; ensure that recruited under-age children are treated as victims and not perpetrators. In March 2002, the ILO and the Government of Myanmar agreed that an ILO Liaison Officer would be stationed in Myanmar to assist the country with the eradication of forced labour. In 2007, a complaints mechanism for victims of forced labour was introduced. The Liaison Officer and his staff are responsible for this mechanism. A considerable and

increasing number of cases covered have involved the recruitment of minors into the armed forces.

High-level ILO mission to the Philippines on Convention No. 87, Freedom of Association and Right to Organize

■ An ILO High Level Mission visited the Philippines from 22-29 September 2009 to review matters relating to the application in law and in practice of the Freedom of Association and Protection of the Right to Organize Convention (No. 87), 1948, which the Philippines ratified in 1953. The Philippines was among 25 cases discussed in 2007 by the International Labour Conference Committee on the Application of Standards (CAS) and, following a number of trade union complaints which had been submitted to the ILO’s supervisory bodies, was invited to accept a high-level mission. In 2009, the Philippine government accepted the high-level mission to identify areas in which the ILO could provide support and technical assistance for effective application of the Convention. The Mission met with relevant government agencies, workers’ and employers’ organizations and carry out plant-level visits. It reviewed legislative amendments and house bills pending before Congress as well as legislative gaps to bring national law in line with Convention No. 87. The report of the mission was made available to the government, employers and workers’ organizations following the mission, prior to the submission of the report to the ILO supervisory bodies.

Domestic workers’ labour standards discussed

■ Paid domestic work remains a virtually invisible form of employment in many countries and thus many domestic workers endure very poor working conditions, including underpayment of wages, long working hours, inadequate privacy and the threat of sexual harassment. In more extreme cases domestic workers are found in conditions akin to forced or slave labour. When domestic workers are young, this kind of employment is synonymous with a worst form of child labour. Last September, governments, workers’ and employers’ organizations in Thailand and the Lao People’s Democratic Republic (Lao PDR) took part in a formal consultation on the creation of a ground-breaking international labour standard that would cover millions of domestic workers worldwide. In July 2009, similar events took place in India and Indonesia. In response to these concerns, the ILO has placed the issue on the agenda of the 2010 International Labour Conference (ILC) with a view to the creation of a new international Convention or Recommendation.

ILO supports “Go to Sea” Campaign

■ Strategic investment in the training of seafarers was one of the recommendations made at the ILO’s Hemispheric Conference on the Rapid and Widespread Ratification and Effective Implementation of the Maritime Labour Convention 2006 (MLC 2006), held on 7-10 September 2009 in Barbados. The meeting presented the shipping industry as a viable option for young people entering the labour market, thus supporting the “Go to



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Sea Campaign” launched by the International Maritime Organization (IMO). The Latin American and Caribbean region is home to two of the world’s largest flag States – Panama and the Bahamas, accounting for approximately 10,500 registered ships. These two flag States have already ratified the Maritime Labour Convention, 2006, which will serve as a comprehensive and enforceable “bill of rights” for seafarers and provide a level playing field for shipowners once it enters into force and is implemented by ILO member States. The Convention provides a benchmark for minimum working and living conditions aboard ships and is therefore expected to make the industry more attractive to jobseekers.

Salvadorian NGO receives ILO-Schwab Foundation Award

■ Last month, the Salvadorian NGO Agape was awarded the Social Entrepreneurship Award 2009 for Central America, Panama and the Dominican Republic. The prize, presented by the ILO and the Schwab Foundation, recognizes

ILO welcomes US funding to tackle child labour worldwide

The International Labour Organization’s International Programme on the Elimination of Child Labour (ILO-IPEC) has welcomed the award of the US Department of Labor of US\$59 million in new grants to combat child labour in 19 countries around the world.

Of the total amount of US\$59 million, ILO-IPEC has been awarded a total of US\$39,371,100. A large part of these funds are to support ILO-IPEC country projects in Africa, Asia and Latin America, where despite the significant progress in the past years in combating child labour, millions of children are still forced to work at the expense of their health, education and future.

“The United States has been one of our main partners in the international fight to eliminate the worst forms of child labour. These grants will significantly bolster ILO-IPEC projects aimed at finding an effective and lasting solution to child labour,” said Michele Jankanish, Director of ILO-IPEC.

In addition to rescuing tens of thousands of children from child labour throughout the world, the funds will also help improve the collection and analysis of child labour data, support the development and implementation of national action plans on child labour and strengthen international partnerships involved in agriculture.

“These funds come at a critical time for the world’s most vulnerable, as the global economic crisis puts millions of poor working families under significant pressure. The ILO’s Global Jobs Pact adopted in June of this year to address the crisis calls for stepped-up efforts to achieve the elimination and prevention of an increase in child labour. These grants constitute an important step in support of that goal,” said Ms. Jankanish.

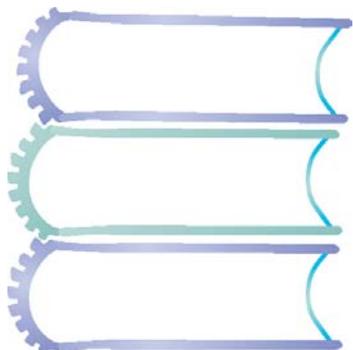
In Africa, ILO-IPEC will receive more than \$15 million for direct assistance projects in Côte d’Ivoire, Ghana, Kenya, Malawi, Nigeria and Zambia and for strengthening the policy framework of countries in the West Africa Economic Commission (ECOWAS). Another US\$11.5 million will go to projects in Bolivia, Brazil, Ecuador, Mexico and Paraguay while almost US\$5 million are earmarked for the Philippines and Indonesia. The ILO will also get more than US\$7 million for data collection and analysis, including US\$2.8 million to support ILO-IPEC’s Global Action Plan.

The Action Plan aims to eliminate the worst forms of child labour by 2016 and urges ILO member States to design and put in place appropriate time-bound measures in accordance with Convention No. 182 on the Worst Forms of Child Labour. Convention 182 has seen the fastest ratification in ILO history and is only 12 countries away from unprecedented universal ratification by all 183 ILO member States.

Agape’s contribution to improving the lives of thousands of poor Salvadorans as well as its leadership and innovation in applying a successful business model. Agape – a Greek word meaning unconditional love – runs 47 social, productive, educational and spiritual programmes that benefit over 50,000 people in vulnerable situations across the country. The programmes include a home for elderly, a university for students from low-income families, a communal restaurant, several clinics, a TV station and a publishing house, among others. Agape’s combination of a strong

social commitment with sound business practices was recognized by Virgilio Levaggi, head of the ILO’s office for Central America, Panama and the Dominican Republic, during the award ceremony: “By combining social commitment with business innovation, a social entrepreneur plays a crucial role in the promotion of decent work and social inclusion – two key goals of the ILO in these critical times the world and the region are facing. This prize recognizes Agape’s contribution to what we believe is the right way forward,” he said.

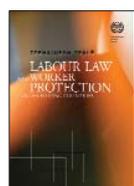
MEDIA SHELF



■ **World of Work Report 2009. The global jobs crisis.**

ISBN 978-92-9014-908-8. Geneva, ILO, 2009a. US\$50, €35, 55 Swiss francs. Also available in French and Spanish.

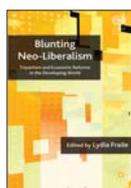
The 2009 edition of the *World of Work Report* examines strategies to overcome the immediate challenges of the current economic and jobs crisis, while also laying the foundation for more sustainable growth. This includes an examination of the medium-term outlook for the labour market and an assessment of what can be learned from country responses to date. With a view to addressing these medium-term challenges, the report considers how firms' financing mechanisms could be made more sustainable; examines the linkages between policies oriented to greening the economy and job creation; discusses new possibilities for thinking about development, in particular the issue of social protection in developing countries, and explores the issue of globalization and the role of international labour standards in the post-crisis era.



■ **Labour Law and Worker Protection in Developing Countries**

Edited by Tzehainesh Teklè. ISBN 978-92-9014-894-4. Geneva, ILO, 2009. Co-published with Hart Publishing. US\$55, €40, 60 Swiss francs.

This important new study shifts the focus of scholarly and policy debates around the role of labour law in an era of globalization away from the countries and labour law systems of the North to those of the global South. Placing its analysis within the context of the current scholarly debates on the challenges and future of labour law, the book critically reviews the relevant literature and reflects upon the way workers' protection tends to be conceptualized as well as on the adequacy of the legal categories and tools used to further it, with special attention given to the effectiveness of labour legislation in promoting gender equality.



■ **Blunting Neo-Liberalism. Tripartism and economic reforms in the developing world**

Edited by Lydia Fraile. ISBN 978-92-9014-896-8. Geneva, ILO, 2009. Co-published with Palgrave Macmillan. US\$100, €75, 110 Swiss francs.

Blunting Neo-Liberalism is, to our knowledge, the first book to examine the impact of tripartism across the developing world. Tripartism refers to the consultation and negotiation of public policies between government, business and labour. Whereas this mode of policy-making has commanded much scholarly attention in advanced industrial countries, the literature on tripartism is scarce in the rest of the world and largely limited to descriptive accounts of institutions in particular countries or regions. The present volume covers eight case studies from Africa, Asia, Eastern Europe and Latin America. It focuses on the 1990s and early 2000s, a time of economic liberalization. Did tripartism alter the path of neo-liberal economic reforms? Did it make reforms more socially equitable and/or politically sustainable? Did it increase the maneuvering room for national policy

makers vis-à-vis international actors? These are the questions addressed by the case studies, which provide rich first-hand empirical material.



■ **Globalization and Informal Jobs in Developing Countries**

Marc Bacchetta, Ekkehard Ernst and Juana Paola Bustamante. ISBN 978-92-2-122719-9. Geneva, ILO, 2009. Co-published with WTO. Also available in French and Spanish. US\$33, €23, 35 Swiss francs.

This study presents an overview of current research on the relationship between trade globalization and informal jobs in developing economies. Based on existing academic literature and complemented by new research by ILO and WTO, it discusses the impact of trade reforms on different dimensions of informal employment. Various transmission mechanisms are discussed, setting results from country studies against international comparisons. The volume analyses the policies necessary for countries with large informal economies to take advantage of trade reforms and maximize the benefits from international trade. It discusses the obstacles to translating trade openness into sustainably higher long-term growth rates and focuses on the connections between trade, labour and social policies that can create conditions for countries to successfully integrate into the world economy. It will be of interest to all those who are involved in this debate, in particular trade specialists, economists, policy-makers, employers and trade unions.



■ **Concealed Chains: Labour Exploitation of Chinese Migrants in Europe**

Edited by Yun Gao. Geneva, ILO, 2009. US\$36, €26, 40 Swiss francs.

This groundbreaking book exposes the hidden world of Chinese irregular migrants in three European countries: France, Italy and the United Kingdom. Chinese workers migrating to Europe pay huge sums of money to intermediaries, often leaving them trapped in debt before they even begin their journey. Exposed to various risks during their migratory process, they can arrive in the destination country vulnerable to extreme exploitation and sometimes even forced labour. Through analysis of the employment relationship between the different actors in the labour market, the book seeks to understand the links that connect vulnerable Chinese workers to European labour markets and a complex international production chain. Presenting detailed case studies, a clear explanation of the relevant international and national legal frameworks and an overview of the migration mechanism between China and Europe, this book makes an important contribution to understanding how to break these patterns of labour exploitation.



■ **ILO Summit on the Global Jobs Crisis**

ISBN 978-92-2-122700-7. Geneva, ILO, 2009. US\$32, €23, 35 Swiss francs. Also available in French and

Spanish.

The ILO Summit on the Global Jobs Crisis was held on 15–17 June 2009 in Geneva, in response to the financial crisis and its grave impact on global unemployment, poverty and inequality. Addressed by Heads of State and Government, Vice-Presidents, Ministers and leaders of workers' and employers' organizations from around the world, the Summit featured three days of intense debate on different aspects of the crisis.

Collecting together the summaries of the panel debates along with the full speeches of the world leaders at the Summit, this volume documents the varied regional and national responses to

the jobs crisis and reflects a common commitment to stemming its social and economic consequences. It also includes the text of the Global Jobs Pact, a concrete policy response from the International Labour Conference, which was presented to the Summit and has subsequently received strong support from the international community, including the G8 and G20.



■ **International Journal of Labour Research**

ISBN 978-92-2-122309-2. Published twice a year in English, French and Spanish, each issue focuses on a specific theme. US\$42, €30, 45 Swiss francs.

International Journal of Labour Research is a new journal launched in Fall 2009 by the Bureau of Workers' Activities of the ILO. Its aim is to provide an overview of recent research on labour and social policies from trade union researchers and academics around the world. The journal is multidisciplinary and of interest to trade union researchers, labour ministries and academics of all relevant disciplines worldwide – industrial relations, sociology, law, economics and political science.

Vol. 1, No.1 (Oct. 2009): Trade union strategies towards global production systems

Vol. 1, No. 2 (Dec. 2009): Global capital strategies and trade union responses



■ **Ergonomic Checkpoints. Practical and easy-to-implement solutions for improving safety, health and working conditions. Second edition**

Prepared by the International Labour Office in collaboration with the International Ergonomics Association. Geneva, ILO, forthcoming (Jan. 2010). ISBN 978-92-122666-6. US\$40, €30, 45 Swiss francs.

Fully revised and expanded, this new edition of the highly successful *Ergonomic Checkpoints* is aimed at reducing work-

related accidents and diseases and improving safety, health and working conditions. Building on the wealth of experience of practitioners in applying these checkpoints, the second edition features revised text, additional checkpoints and new, full-colour illustrations. The manual presents 132 realistic and flexible solutions to ergonomic problems applicable across a whole range of workplace situations. Each of the illustrated checkpoints indicates an action, why it is necessary and how to carry it out, and provides further hints and points to remember. A template checklist is also included, which can be adapted to individual workplaces. The manual is designed for use by all who are concerned with creating a better workplace: employers, supervisors, workers, inspectors, safety and health personnel, trainers and educators, extension workers, engineers, ergonomists and designers.

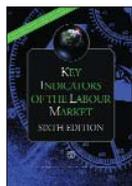
■ **Approaches to Attribution of Detrimental Health Effects to Occupational Ionizing Radiation Exposure and their Application in Compensation Programmes for Cancer (OSH 73)**

Occupational Safety and Health Series, No. 73. Geneva, ILO, November 2009. ISBN 978-92-2-122413-6. US\$32, €23, 35 Swiss francs.

Workers exposed to ionizing radiation in the course of their work may claim for compensation if they develop cancer. However, cancer is a common disease, especially in older age, and most cancers will be caused by non-occupational risk factors. Compiled by international experts, this book examines in detail the scientific basis for risk attribution, focusing in particular on the methodological issues associated with attributing individual cancers to previous occupational radiation exposures. The general features of compensation schemes are also presented, along with examples of compensation schemes from different countries, which illustrate a variety of approaches.

Jointly published by three international

organizations with mandates relating to occupational health and ionizing radiation – the ILO, IAEA and WHO – the publication will be useful for national authorities, trade unions, employers and other parties with an interest in ensuring an equitable approach to workers' compensation.



■ Key Indicators of the Labour Market (KILM)

Sixth edition (includes CD-Rom). ISBN 978-92-2-122684-0. Geneva, ILO, forthcoming (January 2010).

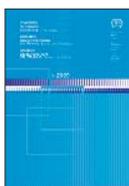
US\$250, €180, 275 Swiss francs.

This valuable wide-ranging reference tool meets the ever-increasing demand for timely, accurate and accessible information on the rapidly changing world of work. Now in its 10th year, the *Key Indicators of the Labour Market* (KILM) offers the general user instant and uncomplicated access to data and analysis on the world's labour markets.

Harvesting vast information from international data repositories and regional and national statistical sources, this important reference tool offers data for over 200 countries for the years 1980 through to the latest available subsequent year. The KILM is a collection of 20 "key" indicators of the labour market that touch on employment and variables relating to employment (status, sector, hours, etc.), the lack of work and the characteristics of jobseekers, education, wages and compensation costs, labour productivity and working poverty. Taken together, the indicators give a strong foundation from which to begin addressing key questions related to productive employment and decent work.

Also available on CD-Rom – Windows version: Key Indicators of the Labour Market (KILM) CD-Rom, September 2009.

ISBN 978-92-2-022686-5. US\$90, €70, 100 Swiss francs. Trilingual English/French/Spanish.

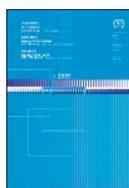


■ Yearbook of Labour Statistics, 2009

Time series. ISBN 978-92-2-022238-6. US\$275, €195, 290 Swiss francs. Trilingual English/French/Spanish.

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. *Time series* 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 lockouts. The series usually covers the preceding ten years.

Also available on CD-Rom – Windows version. ISBN 978-92-2-122241-5. Single-user: US\$275; €195, 290 Swiss francs. Multi-user: US\$415; €290, 435 Swiss francs. English only.



■ Yearbook of Labour Statistics, 2009

Country profiles. ISBN 978-92-2-022239-3. US\$190, €130, 200 Swiss francs. Trilingual English/French/Spanish.

Country profiles introduces a new format showing the latest available statistics (without time series) on each of the topics listed in the *Yearbook of Labour Statistics 2009, 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. Data with monthly, quarterly or half-yearly frequency relating to general series on employment, unemployment, hours of work, wages and consumer price indices are published in the *Bulletin of Labour Statistics*.

Special offer for both titles: *Time series* + *Country profiles*. ISBN 978-92-2-022240-9. US\$375, €260, 390 Swiss francs.

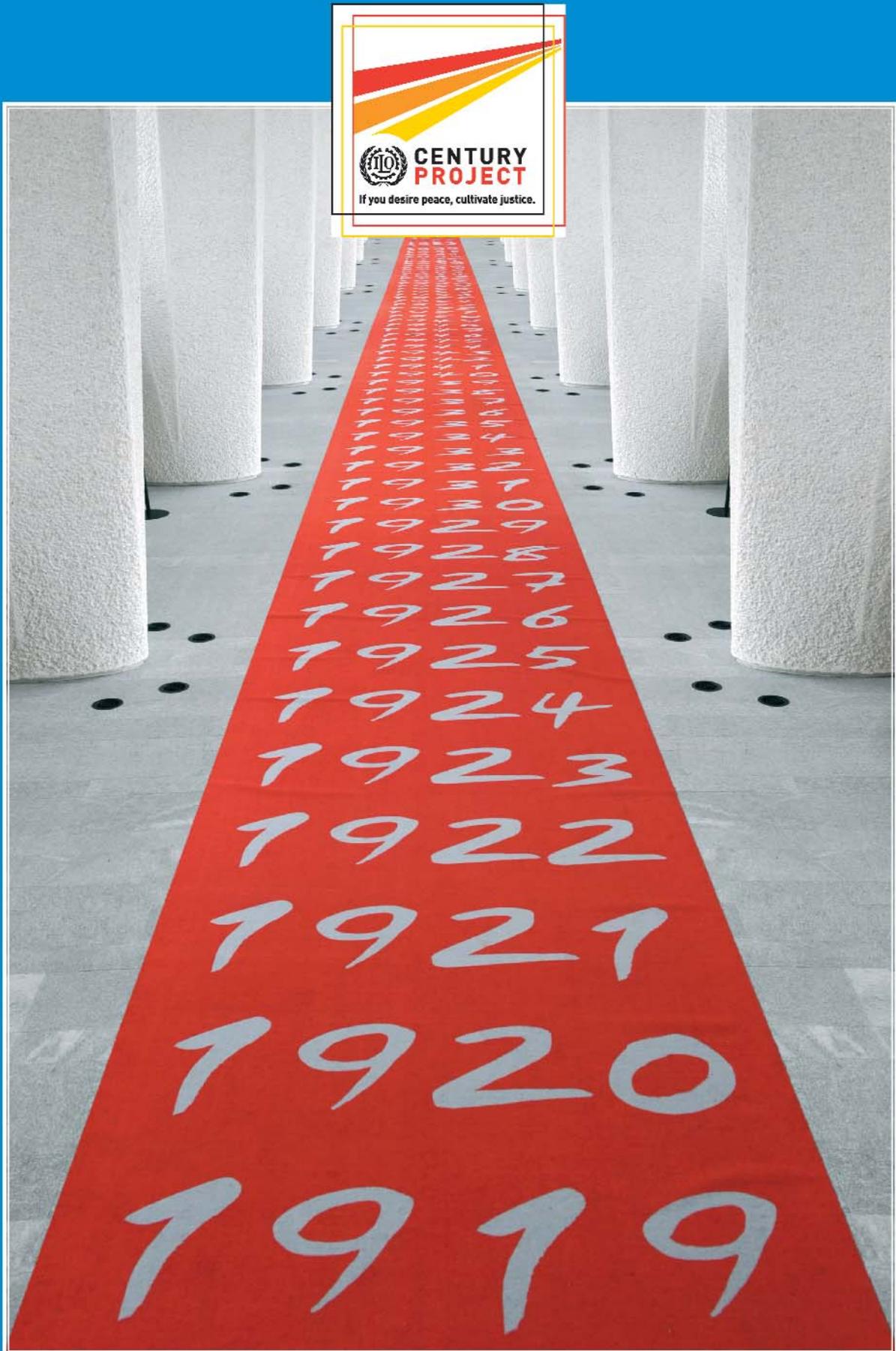


■ The Financial and Economic Crisis. A Decent Work response

ISBN 978-92-9014-900-2. Geneva, ILO, 2009. US\$ 25, €16, 25 Swiss francs.

The banking crisis of 2008 has brought about the worst global economic catastrophe since the Great Depression. The real economy is at risk and job prospects continue to diminish. This timely study reviews worldwide responses to the crisis and contributes to the ongoing debate on restoring stability. The study pinpoints global imbalances, decent work deficits and inequalities as significant contributors to the crisis and discusses the need for a global jobs pact in order to support recovery. With a focus on promoting employment and social protection, and international commitment to a strong, clean and fair economy, the recovery stimulus pact would pave the way for sustainable growth and development. Written in preparation for the discussions at the International Labour Conference in June 2009, the objective of this book is to provide timely evidence-based policy analysis on how to best mitigate the effects of the crisis on enterprises and workers.

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.



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“History is the science of the future” (Albert Thomas)

The ILO will mark its 100th year in 2019. An ILO “Century Project” has been created to prepare for this anniversary by significantly improving knowledge of the ILO’s long and varied history and its role and impact in history. The main goal of the Century Project is to encourage new perspectives on ILO history that go beyond traditional institutional narrative, broadening the geographical focus and using existing and new historical sources. Ultimately, the Century Project will show how lessons from history can shed light on current issues and strengthen the capacity to confront today’s challenges.

For more information, see www.ILOcentury.org