

2019
Centenary Special

WORLD of WORK

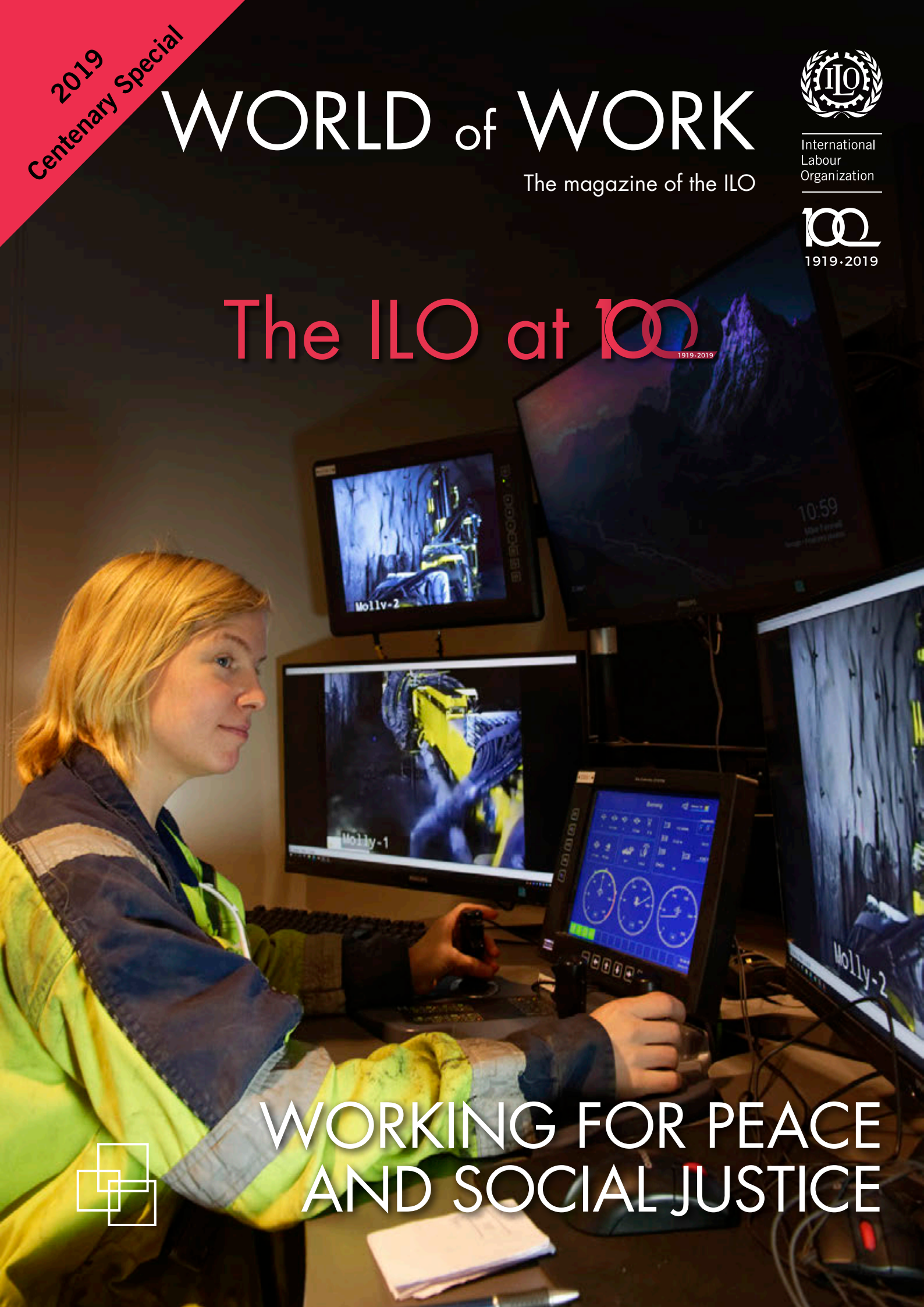
The magazine of the ILO



International
Labour
Organization



The ILO at 100



WORKING FOR PEACE AND SOCIAL JUSTICE



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■ A projection of the Centenary logo on the ILO building in Geneva.

Welcome

As the ILO celebrates its 100th anniversary, it is timely to reflect on its achievements, how they came about, and the challenges and opportunities that lie ahead. While striving to promote decent jobs and improvements in the working conditions and lives of all workers throughout the course of its history, the ILO's mandate has also come into play at key historical junctures, including the Great Depression, decolonization, the creation of Solidarity in Poland, and the victory over apartheid in South Africa. Later on, the Organization highlighted the need to pay attention to the social dimension of globalization, and today, it is applying its mandate to the global challenge of building a future of work with social justice.

This Centenary issue of the *World of Work* magazine presents some milestones of the ILO's history and its efforts to promote social justice as the foundation of peace around the globe.

The stories in this magazine highlight some of the decent work challenges and opportunities around the world.

A tale of two mines, the main story, shows that some of those challenges are similar in industrialized and developing countries, though there are also major differences.

In Africa, creating jobs for youth is the number one challenge, as illustrated by our story from Egypt. The informal economy is a key issue on that continent, just as it is in Latin America. We look at a project in Peru that aims to formalize the country's textile industry.

Who will look after us addresses the demographic pressure countries like Germany and Japan face, and poses the question of where effective responses are to be found, for example, via robots or migration. Another report from Mauritania looks at addressing climate change and creating green jobs in an LDC.

Last but not least, we look for avenues to prepare a future of work without violence. As the ILO prepares new landmark standards on violence and harassment at work, the article showcases how a programme in Haiti seeks to tackle the issue.

Hans von Rohland

Editor, *World of Work* magazine



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SOCIAL JUSTICE
DECENT WORK

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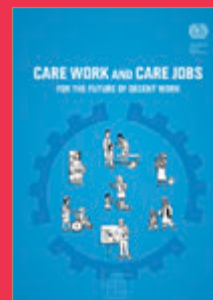


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MEDIASHELF





A Future of work *that puts people first*

By Guy Ryder,
ILO Director-General

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ILO Director-General Guy Ryder at the launch of the report by the Global Commission on the Future of work.

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EDITORIAL

This year, the ILO celebrates its Centenary, a remarkable 100 years sustained by the combined determination of governments, workers and employers to advance the cause of social justice and promote decent work.

It is a good time to look back at our achievements, and there are many. Just think what our lives would be like if there were no limits on the hours we work, no weekends off and no protection for pregnant women. Or think of the huge impact international norms adopted by the ILO have on the fight against forced labour and child labour.

There are many more examples. Some of them are highlighted in this Centenary issue of the *World of Work* magazine.

But it is no time for complacency.

The world of work is undergoing transformative change that is unprecedented in its pace and scope, as a result of technological innovations, demographic shifts and climate change. Jobs will be lost in some sectors, but others will be created. It is up to us all to meet those challenges and to seize the opportunities. And we need to do so with the conviction that the future of work is not predetermined.

We have a compass to guide us: the very principles of the ILO that tell us there can be no peace without social justice, that labour is not a commodity, that freedom of expression and association are essential to sustained progress and that poverty anywhere is a threat to prosperity everywhere.

And we have food for thought in the landmark report of the Global Commission on the Future of Work, the subject of discussion at the 108th session of the International Labour Conference in June 2019.

In order to move forward and create the perspectives for a just and sustainable future, we need to invest in people. That means investing in jobs, skills and social protection, but also in the institutions of the labour market.

We cannot be passive spectators, but must be architects of change, just as we have been throughout our 100-year history.



1919 the Commission on International Labour Legislation meets during the Paris Peace Conference.

The first 100 years

At the end of the First World War, many countries faced growing instability in a context of worsening labour conditions. Work was at the heart of people's concerns and political concerns. The International Labour Organization was established as part of the Treaty of Versailles, to address labour issues and, in so doing, contribute to promoting peace founded on social justice.

The following list of events that shaped 100 years of ILO history is not meant to be exhaustive, but gives an idea of how the Organization has responded to the often complex challenges it has faced over time.

1919: WORKING CONDITIONS: SETTING THE TREND

The initial years of the ILO were marked by an exceptional first Director, Albert Thomas, a Secretariat engaged in interactive dialogue with labour ministers, and an International Labour Conference overflowing with energy.

In October 1919, the first International Labour Conference (ILC) opened in an atmosphere of hope and anticipation. As delegates gathered in Washington, D.C., they were about to set in motion elements of the Treaty of Versailles that concerned the world of work. By the end of the Conference on 29 November – a full month later – six Conventions, six Recommendations and 19 resolutions had been adopted.

The first ILO Convention dealt with the regulation of working time, one of the oldest concerns of labour legislation. The Hours of Work (Industry) Convention, 1919 (No. 1) established the eight-hour work day and the 48-hour week. Hours of work remained on the ILO agenda throughout the 1920s and 1930s.

Today, ILO standards on working time provide the framework for regulated hours of work, daily and weekly rest periods, and annual holidays. These instruments improved working conditions, which in turn contributed positively to economic productivity.

REMEMBERING ALBERT THOMAS

Albert Thomas, the ILO's first Director (1919-32), "came to be wholly identified with the International Labour Office. The object which it was designed to achieve, social justice, was the ruling and the consuming passion of his life." These were the words of Edward J. Phelan, who worked closely with Albert Thomas from 1920, and was later to become Director-General himself.

Albert Thomas had a brilliant and prominent career in France as a journalist, politician, cabinet minister and ambassador. His 1919 election as Director of the ILO came as a surprise.

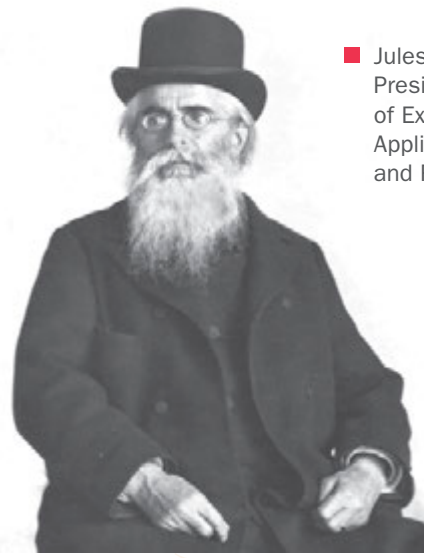
From day one, "he gave himself entirely to his new work. ... In a few years he created, out of a little group of officials housed in a private residence in London in 1920, an institution which reaches all over the world ...".

It is clear from the accounts of those who knew him that Thomas' personality played a great part in the achievements of the ILO's first decade. Sir Atul Chatterjee, who was Chairman of the Governing Body at the time, had this to say: "He was one of the great world statesmen of his time ... his vision and his ardour embraced not merely the ideals of social justice ... but the wider cause of good will and good understanding between the nations ... He could do the work of several ordinary men. The range of his interests was unlimited. He was a great and persuasive orator. His mind was as quick and penetrating as his memory was retentive. He was an outstanding organizer, and still more remarkable were his powers of initiative and leadership."

Albert Thomas died in 1932. Harold Butler, who succeeded him, told the International Labour Conference in 1933: "The improvement of social conditions, the preservation of individual human rights, and the furtherance of social justice ... it was on this foundation that he succeeded in creating a tradition which we have inherited ... the best memorial which we can raise to his work is to preserve and strengthen that tradition."



■ Portait of Albert Thomas



■ Jules Gautier, 1933, President of the Committee of Experts on the Application of Conventions and Recommendations

ILO Director-General
Guy Ryder at the
opening session of
the 107th ILC on
28 May 2018

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1926: A BENCHMARK FOR SOCIAL JUSTICE

The ILO's international labour standards soon became a benchmark for social justice. In 1926, they were backed by a unique international supervisory system to help countries implement ratified Conventions. A Committee of Independent Experts was set up in 1926 to examine government reports, and annually present its own findings on the application of international labour standards to the International Labour Conference.

Today, the Committee of Experts on the Application of Conventions and Recommendations is composed of 20 eminent jurists appointed by the ILO Governing Body for three-year terms. The Committee's role is to provide an impartial and technical evaluation of the state of application of international labour standards. The reports of the Committee of Experts and the Conference Committee on the Application of Standards are publicly available, including on the Internet.

Upon request by member States, the ILO provides substantial technical assistance in drafting and revising national legislation to ensure its conformity with international labour standards.

1929-1932: PROMOTING A "NEW DEAL" FOR THE WORLD ECONOMY – OVERCOMING THE GREAT DEPRESSION

In the early 1930s, the Organization was involved in efforts to tackle the overriding problem of the time – the Great Depression. This global economic crisis had begun in 1929 and swiftly led to mass unemployment in many countries, overwhelming the global economy's capacity to cope with joblessness and unemployment insurance.

The ILO realized the need to broaden its vision of social justice by including the promotion of employment policies in its programme of action. This helped to promote a coordinated effort to bring about a recovery of the global economy.



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THE INTERNATIONAL LABOUR CONFERENCE: MOTOR OF THE ILO

The International Labour Conference (ILC) not only adopts international labour standards, it also sets the broad policies of the ILO.

Today, the ILC meets once a year in June, in Geneva. In this world parliament of labour, each ILO member State is represented by a delegation consisting of two government delegates, an employer delegate, a worker delegate, and their respective advisers. Many of the government representatives are cabinet ministers responsible for labour affairs in their own countries. Employer and worker delegates are nominated in agreement with the most representative national organizations of the social partners.

Worker and employer delegates to the Conference often challenge political convenience and the views of ministries, adding the perspectives of employers and workers to those of governments. Every delegate has the same rights, and all can express themselves freely and vote as they wish. Worker and employer delegates may sometimes vote against their government's representatives or against each other. This diversity of viewpoints, however, does not prevent decisions from being adopted on the basis of consensus.

In 1932, the ILC adopted a resolution calling for a comprehensive programme of monetary, trade and public works policies as a means of overcoming the Great Depression. The focus on public works in the 1930s was in tune with contemporary progressive thought on economic and social policy.

In the United States, the orthodox monetary and fiscal policies that led to the Great Depression were replaced by President Roosevelt's New Deal.

1933: GERMANY WALKS OUT

In October 1933, Germany left the League of Nations and the ILO as the country's fragile democracy came to an end.

In June that year, the delegation of national socialist Germany had made an early exit from the International Labour Conference. An attempt to install the representative of Hitler's German Labour Front as a legitimate worker representative, instead of the free trade unions represented by Wilhelm Leuschner, had failed due to opposition from the Workers' Group in the ILO.

Leuschner was a courageous man and an opponent of the Nazi regime. He was arrested upon his return to Germany and sent to a concentration camp. Following the intervention of the ILO Director, he was released in 1934. But he was eventually killed by the Nazis in 1944, after playing a major role in an assassination attempt against Hitler.

1936: FIRST LABOUR CONFERENCE OF AMERICAN STATES

Against the background of rising nationalism in Europe and the withdrawal of Nazi Germany from the ILO, the Organization pursued its mandate in the Americas. The United States joined the ILO in 1934. Two years later, the First Labour Conference of American States opened in Santiago, Chile. In attendance were 21 American member States of the ILO, as well as Costa Rica, represented by observers.

An overwhelming success, the Regional Conference passed resolutions relating to the founding principles of social insurance and issues of employment and unemployment. Also, research was undertaken by the ILO on immigration and the problems facing Native Americans.



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■ Chilean President Arturo Alessandri Palma at the first American regional meeting

1939-1941: THE ILO'S WARTIME STRUGGLE FOR SURVIVAL

The ILO's work was severely hampered by the Second World War. The League of Nations, with which the ILO had been associated, was defunct.

Not long after war broke out in 1939, it became clear that normal operations of the Geneva-based ILO were no longer possible, with Switzerland surrounded by Germany and its allies. The Office moved to Montreal, Canada, in May 1940, where it was accommodated at McGill University.

When he left the Organization in 1941, ILO Director John G. Winant described the challenge awaiting his successor, Edward Phelan. It is the task of the ILO, he wrote, "to preserve and extend the social frontiers of



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1940, ILO staff setting off from Geneva to Lisbon on the way to Montreal

Plenary of the ILC in Philadelphia, 1944

democracy” because the future of mankind depends “upon the type of civilization which emerges after this war, upon the type of world institutions which are created after it.”

The Allies were not only concerned with winning the war, for which they required workers’ active support, but were also aware of the critical need to preserve democracy and social progress once the guns were silenced. For this, the credibility of the ILO was of paramount importance.

The ILO not only had to survive, it had to define its role in the context of the post-war world as well. The relationship between social development and economic expansion was at the centre of the debate on an extension of the ILO mandate.

“Lasting peace can be established only if it is based upon social justice”

In October 1941, Columbia University hosted a conference in New York – an “extraordinary” session of the ILC that did not vote on any Conventions or Recommendations.

The Conference concluded on 6 November 1941 at the White House, with a speech by US President Roosevelt. A concept for a new ILO with an increased focus on economic matters had emerged during the Conference.

1944: DECLARATION OF PHILADELPHIA: SECURING BASIC HUMAN AND ECONOMIC RIGHTS

Only a few weeks before the Allies landed in Normandy, the International Labour Conference met in Philadelphia in April and May 1944 to define aims and purposes for the ILO. Inspired by the ILO Constitution’s statement that “lasting peace can be established only if it is based upon social justice,” tripartite delegates from 41 member States adopted a visionary declaration that would not only underpin the survival of the ILO in the post-war area, but also define the social parameters of what is known today as globalization and interdependence.

The Declaration of Philadelphia established that labour is not a commodity. That freedom of expression and association are essential to sustained progress. That poverty anywhere constitutes a danger to prosperity everywhere. And that “all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity.”

The fact that the ILO survived and was soon once again working intensively, was largely due to the adoption of the Declaration of Philadelphia. Its principles remain as relevant today as they were in 1944.

1948: FREEDOM OF ASSOCIATION: CONSOLIDATING THE FOUNDATIONS OF THE ILO

The Declaration of Philadelphia also opened the door for new ILO standards on freedom of association and the right to collective bargaining. In 1948, the ILC adopted the Freedom of Association and the Protection of the Right to Organise Convention, 1948 (No. 87). The right to organize and form employers’ and workers’ organizations

1948 Freedom of association: Consolidating the foundations of the ILO



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is the prerequisite for sound collective bargaining and social dialogue between the social partners. These rights are protected by the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) adopted by the Conference one year later.

1949: TECHNICAL ASSISTANCE TO DEVELOPING COUNTRIES

The process of decolonization led to the independence of a large number of countries which subscribed to the ILO's values and principles and joined the ILO. The new member States looked to the ILO to help them develop legislation, policies, programmes and institutions.

In 1949, the ILO took the first steps to provide such assistance to existing as well as to new member States, leading to a radical transformation of the Organization and its activities. The first large-scale technical cooperation programme, the Andean Programme, was set up in 1952. Teams of specialists went to Peru, Bolivia, Ecuador, and later Argentina, Chile, Colombia and Venezuela, to work with indigenous populations to help improve agriculture and living conditions.



1949 Technical assistance to developing countries

FROM THE RIGHT TO “COMBINE” TO THE RIGHT TO ORGANIZE

The right to organize is at the core of democracy. Trade union leaders are often leading the fight for greater democracy, and in many cases are assassinated, imprisoned or exiled for their beliefs and actions.

From about 1750 onwards, workers had started to organize in Europe. Laws and regulations were adopted to restrict such activities. In Great Britain, for example, the Combination Acts of 1799 remained in force for 25 years, regulating and even prohibiting workers' organizations, among others.

But in time, the right of workers to organize gained ground. The Treaty of Versailles and the original ILO Constitution in 1919 recognized “the principle of freedom of association”.

The ILO was not immediately successful in adopting standards to give substance to this right. This changed with the adoption of key Conventions Nos. 87 and 98 covering freedom of association, the right to organize and collective bargaining in 1948 and 1949.

Seventy years later, the two Conventions have been ratified by 155 and 165 of the ILO's 187 member States, respectively. They have also been codified in national constitutions and legislation. Combined with strong freedom of association, sound collective bargaining practices ensure that employers and workers have an equal voice in negotiations, and that the outcome will be fair and equitable. Collective bargaining allows both sides to negotiate a fair employment relationship and

helps prevent costly labour disputes.

In 1951, the ILO added an unprecedented complaints mechanism, which allowed employers' and workers' organizations to submit complaints alleging violations of the basic principle of freedom of association contained in the ILO Constitution, even when the relevant Conventions have not been ratified by the member State concerned. The ILO Committee on Freedom of Association and other supervisory mechanisms work to ensure that freedom of association as a fundamental human right is respected the world over.

Following the coup in Chile in 1973, the ILO was the only international organization allowed into the country to investigate a human rights complaint.

The worst of the restrictions of freedom of association were removed in 1979, though the restoration of democracy took much longer. Conventions Nos. 87 and 98 cover the rights of both workers and employers.

A limited but important number of cases before ILO supervisory bodies have defended employers' rights vigorously – most recently by setting up a Commission of Inquiry for Venezuela.

The principle of freedom of association is at the core of the ILO's values. It is contained in the ILO Constitution (1919), the ILO Declaration of Philadelphia (1944), and the ILO Declaration on Fundamental Principles and Rights at Work (1998). It is also enshrined in the Universal Declaration of Human Rights (1948).

SWITCHING GEARS: THE RISE OF TECHNICAL COOPERATION

The decades following the Second World War saw the ILO's expansion in Africa and development of its technical cooperation work as a major means of action to advance its values.

When the Organization was created in 1919, membership was dominated by the industrialized European states. But in the 1940's and 1950's, many countries in Africa and Asia achieved independence and joined the ILO. The ILO increased its focus on technical cooperation, in response to the development challenges that its new member States faced.

The Declaration of Philadelphia, in 1944, and its affirmation of equal rights for "all human beings", also helped enable the ILO to respond to the post-colonial world that emerged after 1945.

By 1956, about 40 countries had received ILO assistance, but resources were limited and targeted at developing vocational training systems in Europe (especially Eastern Europe), Asia, Latin America and the Middle East.

These new projects demanded a greater presence in the field, and a different organizational structure than that put in place when the ILO was founded.

A major change came with the movement towards African decolonization. In January 1959, the ILO

opened its first office on the continent, in Lagos, Nigeria – a year before the country's independence. The first African regional conference in Africa was held in December 1960 in Lagos.

The ILO's membership continued to expand throughout the 1960's at an unprecedented rate, with 41 countries joining. These years reinforced the shift away from a focus on standards-setting and the industrial worker in Europe, to a more global, multi-sectorial focus, supported by the provision of field technical cooperation.

After an initial focus on vocational training, the ILO increasingly broadened its activities. Development issues came to the forefront with a commitment to promote the objectives of the Employment Policy Convention, 1964 (No. 122) which referred to the provisions of the ILO's Constitution on full employment and the provision of an adequate living wage as well as to the relevant provisions of the Universal Declaration of Human rights.

An important step on this path was the World Employment Programme (WEP), initiated in 1969, based on the observation that earlier development strategies that had focussed on industrialization and economic growth had not brought employment and social progress for the majority of the population.



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1951: GENDER EQUALITY: PROMOTING MORE AND BETTER JOBS FOR WOMEN

With growing numbers of women entering the workforce during and after the Second World War, the ILO began to reformulate "women's concerns" as both a human rights issue and a demand for equality.

The path was now open for the Equal Remuneration Convention, 1951 (No. 100). This Convention went well beyond the "equal pay for equal work" provision of the Universal Declaration of Human Rights adopted three years earlier.

- 1951 Gender equality: Promoting more and better jobs for women

THE PAST AND PRESENT OF WOMEN AT WORK - LIKE NIGHT AND DAY

The ILO is one of the international organizations at the forefront of promoting gender equality at work and women's rights. Gender equality in the world of work was enshrined in the ILO Constitution and has been reflected in a number of international labour standards adopted since then.

Yet, the early days of the ILO saw the adoption of measures that effectively restricted women from carrying out some forms of work, notably the Night Work (Women) Convention, 1919 (No. 4). Banning women from night work, like other legislation preventing women from working in certain jobs such as in factories and mines, was in keeping with the times.

But times change, and ILO constituents have tried to adapt relevant international labour instruments to change with them.

Night work is a good example. As views changed, the restrictions of the 1919 Convention were modified and then abandoned, first in the Night Work (Women) Convention (Revised), 1948 (No. 89) and then in the 1990 Protocol to that Convention. They sought a new balance that would offer the best protection for women workers, while keeping up with social progress and contemporary thinking.

The fight to rectify the gender gaps in employment and pay has been a constant in the ILO's work

Four key ILO Conventions have particular impact on working women's lives: the Equal Remuneration Convention, 1951 (No. 100); the Discrimination (Employment and Occupation) Convention, 1958 (No. 111); the Workers with Family Responsibilities Convention, 1981 (No. 156); and the Maternity Protection Convention, 2000 (No. 183).

Today, the ILO is also active as part of the Equal Pay International Coalition (EPIC), which aims to realize the goal of equal pay for women and men for work of equal value. The Coalition brings together a diverse set of actors at global, regional and national levels, including the ILO, the Organization of Economic Cooperation and Development (OECD) and UN Women.

"The principle of equal pay for work of equal value is enshrined in the ILO Constitution of 1919. One hundred years is too long to wait, and we must all work together to make equal pay for work of equal value a reality," ILO Director-General Guy Ryder said at the EPIC launch in September 2017.

A range of challenges remain for women at work, including unequal pay, the fact that women still bear a disproportionate share of family responsibilities with attendant challenges for balancing work and family responsibilities, lack of access to affordable care and unfair treatment.



1964 Adoption of the Declaration on Apartheid

1964: ADOPTION OF THE DECLARATION ON APARTHEID

The fight against apartheid in South Africa marked the first major test of ILO policies against discrimination. In 1964, the ILC unanimously approved the Declaration concerning the Policy of Apartheid of the Republic of South Africa, and the ILO programme for the elimination of apartheid in the field of labour.

The Declaration reasserted the principle of equal opportunity, and demanded that South Africa renounce apartheid. In order to avoid being officially excluded, the Republic of South Africa withdrew from the ILO on 11 March 1964. The 1964 Declaration requested the Director-General to submit annually a special report on the situation in South Africa, to be discussed by a special committee of the ILC.

ILO Director-General David Morse receives the Nobel Peace Prize from Aase Lionaes, chair of the Nobel Committee of the Norwegian Parliament.



For more than 25 years, these reports contributed to the boycott and isolation of South Africa, as well as increased support for the national liberation movements and trade unions fighting apartheid.

South Africa re-joined the Organization on 26 May 1994, three years after the official abrogation of the apartheid laws and ten days after the election of Nelson Mandela as President of the Republic.

1964: INTERNATIONAL TRAINING CENTRE

The ILO's new capacity-building efforts, targeted especially at the developing countries that had recently joined the ILO, led to the creation of the International Training Centre in Turin, Italy. In October 1965, a first group of 40 trainees from Asia, Africa and Latin America arrived on campus. Since then, tens of thousands of people from more than 190 countries have passed through the Centre's training and learning programmes.

The Centre was originally set up as a vocational training operation, developing workers' and instructors' skills. Over time, it became a senior training and learning facility for policy-makers, managers, practitioners and trainers from ILO constituent and partner organizations.



1969: NOBEL PEACE PRIZE

On its 50th anniversary, the ILO was awarded the Nobel Peace Prize for its promotion of social justice and peace among nations.

In her speech, the chair of the Nobel Committee referred to the foundation stone of the ILO's original main office in Geneva which bears the words: "Si vis pacem, cole justitiam" (if you desire peace, cultivate justice). She said there were few organizations that have successfully turned their mission statement into action like the ILO.

Accordingly, she concluded that "the ILO's main task will be to ensure that this new world is based on social justice."

1973: THE FIGHT AGAINST CHILD LABOUR

The ILO has been concerned with child labour since the early days of the Organization. But the practice remains a problem of immense social and economic proportions throughout much of the world. While there has been progress in reducing child labour in the last decade, the decline has been uneven around the world.

Uneven progress is nothing new. Historically, today's developed nations took several generations to come to grips with their own child labour problems. Millions of children in the developed economies once worked in mines, mills, factories, farms and city streets, often in situations strikingly similar to those seen in the developing world today.

At the first International Labour Conference (ILC) in 1919, representatives from 39 nations fixed the minimum age for employment of children in industry at 14 years. One year later, this minimum age was adopted for maritime work, and in 1921, the same standard was applied to agriculture.

The ratification rate of these Conventions was slow throughout the long period up to 1973. In that year, a new ILO Convention was adopted, covering the entire economy, Convention No.138 (1973) on the Minimum Age for Admission to Employment.

■ 1964 International Training Centre

A consensus emerged in the 1990s that the highest priority should be given to eliminating the worst forms of child labour.

After two years of deliberations on the exact wording, the Worst Forms of Child Labour Convention, 1999 (No. 182) was adopted unanimously by the ILC. This unanimous adoption is unique in ILO history, as is the rate of ratifications. About 95 per cent of the ILO's member States have now ratified it, while about 85 per cent have ratified Convention No. 138.

A genuine global movement is under way to tackle the child labour problem. With its roots in the histories of the developed nations, the movement picked up steam in 1989 with the adoption of the UN Convention on the Rights of the Child, gained institutional capacity in 1992 with the creation of the ILO's International Programme on the Elimination of Child Labour (IPEC), and was strengthened by conferences in Amsterdam and Oslo in 1997, which gave impetus to the adoption of Convention No. 182.

In 2016, an ILO flagship programme was launched to combat child labour as well as forced labour (IPEC+). In the latest global initiative in November 2017, delegates from about 100 countries met at the IV Global Conference on the Sustained Eradication of Child Labour, in Buenos Aires, Argentina, where nations pledged to take immediate action towards eradicating child labour in all its forms by 2025.

1973 The fight against child labour: Accelerating action



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1977 Promoting socially responsible business through the MNE Declaration

1977: PROMOTING SOCIALLY RESPONSIBLE BUSINESS THROUGH THE MNE DECLARATION

In 1977, the ILO's Governing Body adopted the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration).

The principles laid down in the Declaration offer guidelines to multinational enterprises (MNEs), governments, and employers' and workers' organizations in such areas as employment, training, work and living conditions, and industrial relations. Its provisions are reinforced by relevant international labour Conventions and Recommendations.

The MNE Declaration has since been joined by other international initiatives, including the UN Global Compact, introduced in 1999, and the UN Guiding Principles on Business and Human Rights. The 1977 ILO Declaration remains unique in having been produced by a tripartite process of social dialogue.

The Declaration was amended several times to adapt it to the increasing globalization of the economy. It has become a valuable tool in the global journey towards socially responsible labour practices.



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■ 1981 Lech Walesa addresses the International Labour Conference

1981: LECH WALESZA ADDRESSES THE INTERNATIONAL LABOUR CONFERENCE

At the 1981 International Labour Conference, Polish Workers' delegate, Lech Walesa, gave a speech championing workers' self-management, social justice and trade union independence. His appearance caused a stir. Only one year earlier, he had led a strike in the Gdansk shipyard that helped force the Polish authorities to sign the Gdansk agreements, giving workers the right to organize in free and independent trade unions.

However, the proclamation of martial law in Poland in December 1981 ended the open existence of trade unions, including Walesa's Solidarity, which by then had 10 million members. In June 1982, the Worker delegates of France and Norway filed a complaint against Poland for non-compliance with the ILO Conventions on freedom of association, which Poland had previously ratified.

A Commission of Inquiry was formed to investigate. Its report found Poland in violation of various ILO Conventions. The report suggested that the Polish Government and trade unions work together to resolve the problems. While Poland gave official notice of its withdrawal from the ILO, the measure was later revoked. The Polish workers' dream of an independent trade union was finally realized in 1989 when Solidarity regained its legal status. Walesa became President of Poland in 1990.

1981: PROMOTING SAFETY AND HEALTH AT THE WORKPLACE

About 80 per cent of occupational deaths and accidents could be prevented if all ILO member States used the best accident prevention practices that are already in place. Almost half of the 189 Conventions adopted by the International Labour Conference since 1919 pertain to health and safety issues.

Safety and health became a major concern in developing countries in the 1960s. This led to setting up the International Programme for the Improvement of Working Conditions and Environment (PIACT) in 1976, an integrated research and technical cooperation programme.

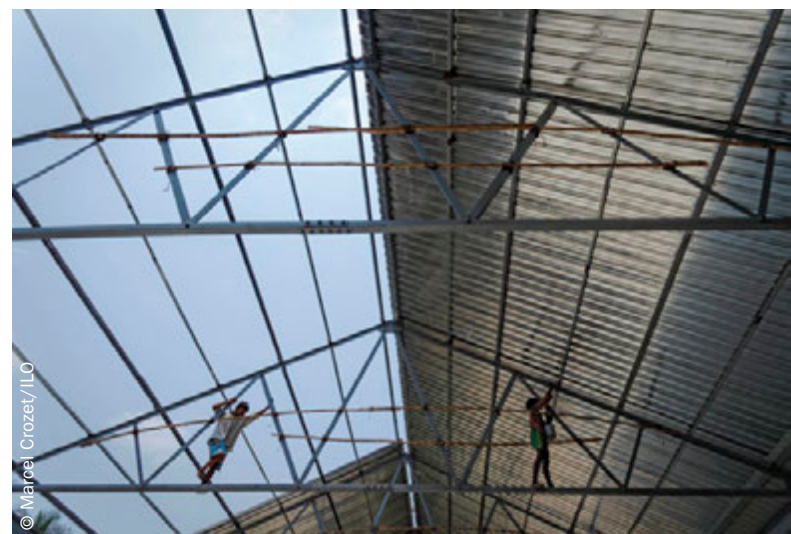
In 1981, the Conference adopted the Occupational Safety and Health Convention, 1981 (No. 155). This cornerstone ILO standard on occupational safety and health (OSH) covers a wide range of sectors and generic hazards. Prevention is at the heart of these standards and is embedded in the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) and an accompanying Recommendation (No. 197). This Recommendation, together with management systems for safety and health, seek to promote a preventative safety and health culture through national policies, systems and programmes.

1989: INDIGENOUS AND TRIBAL PEOPLES: PUTTING RIGHTS INTO PRACTICE

Much of the contemporary discussion about the rights of some 350 million indigenous peoples worldwide is based on the ILO's work on this issue.

The International Labour Conference has adopted the only two international Conventions dealing with indigenous and tribal peoples: the Indigenous and Tribal Populations Convention, 1957 (No. 107) and the Indigenous and Tribal Peoples Convention, 1989 (No. 169).

1981 The need for safety and health at the workplace



© Marcel Crozet/ILO



© Ripper J

■ 1989 Indigenous and tribal peoples: Putting rights into practice

Convention No. 169, which revised Convention No. 107, provides for the consultation and participation of indigenous and tribal peoples with regard to policies and programmes that may affect them. It provides for enjoyment of fundamental rights. Convention No. 169 also establishes general policies regarding customs and traditions, land rights, the use of natural resources found on traditional lands, vocational training for employment, handicrafts and rural industries, social security and health, education, and cross-border contacts and communication.

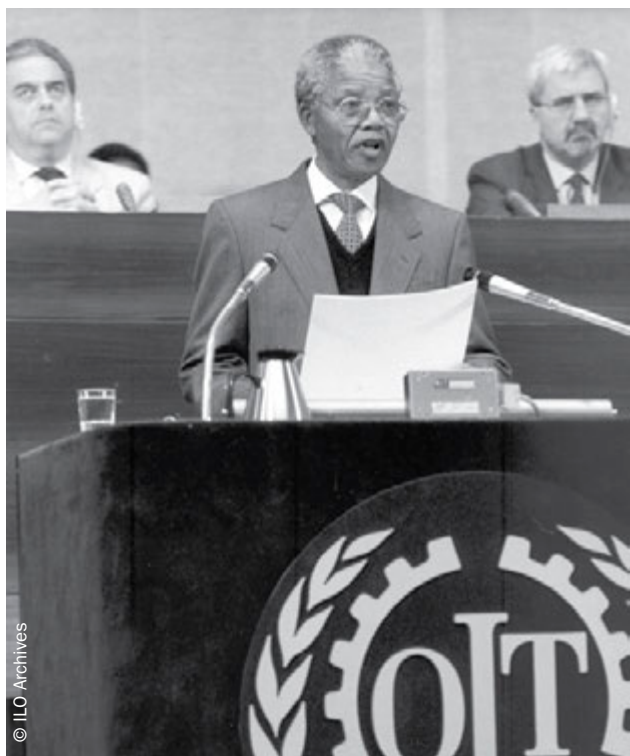
Over the years, many countries have adopted or amended legislation putting Convention No. 169 into practice.

1990: MANDELA, A VOICE FOR DIALOGUE AND SOCIAL WORK

On 8 June 1990, Mandela addressed the 77th session of the International Labour Conference in one of his first visits to an international organization following his release from prison. Mandela saluted the ILO for its “enormous contribution” to the struggle for democracy and promotion of democratic principles in South Africa.

His closing words received a thunderous ovation from conference delegates: “Let us walk the last mile together.

1990 Nelson Mandela at the International Labour Conference



© ILO Archives

Let us together turn into reality the glorious vision of a South Africa free of racism. Free of racial antagonisms among our people. No longer a threat to peace. No longer the skunk of the world. Our common victory is certain.”

The ILO’s principles were put into play in the fight against apartheid in South Africa. Calling for respect for international labour standards, the ILO also supported movements for freedom and democracy in Greece in the 1960s, during Augusto Pinochet’s government in Chile in the 1970s, the Polish trade union Solidarity in the 1980s, and, more recently, in Myanmar.

1998: BUILDING A SOCIAL FLOOR FOR THE GLOBAL ECONOMY: ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

On 18 June 1998, the ILC adopted the Organization’s first explicit and comprehensive statement of a commitment to human rights since the Declaration of Philadelphia in 1944. Today, the ILO Declaration on Fundamental Principles and Rights at Work enjoys universal support, though it was not without controversy in 1998.

The Declaration covers freedom of association and collective bargaining, as well as freedom from child labour,



© Marcel Crozet/ILO

■ 1998 Building a social floor for all: ILO Declaration on Fundamental Principles and Rights at Work

forced labour and discrimination linked to employment. The key feature of this instrument was its universality – all Members undertook to respect the principles and rights that were the subject of the Declaration by virtue of their membership of the ILO, irrespective of whether they had ratified the Conventions concerned.

This Declaration was seen as a key step towards setting a social floor to the global economy, a process that had started at the World Summit for Social Development in Copenhagen in 1995. Director-General Michel Hansenne observed: “It has established a social minimum at the global level to respond to the realities of globalization and can now look ahead to the new century with renewed optimism.” It also provided for assistance to countries in realizing these principles and for reporting on progress. The principles and rights have come to be referenced in many agreements and treaties. There has also been an accelerated ratification of the eight core labour Conventions concerned.

1999: LAUNCH OF THE DECENT WORK AGENDA

In 1999, the ILO set out to define a clear, common purpose summarizing the ILO’s historical mandate in the contemporary context. Its social mandate mission was distilled in the concept of decent work and gained widespread currency. The organizational goal was defined as the promotion of decent and productive work, in conditions of freedom, equity, security and human dignity. The resulting Decent Work Agenda covered four strategic and interrelated objectives: fundamental principles and rights at work, employment, social protection and social dialogue, with gender equality a cross-cutting theme. The ILO strongly affirmed that the Agenda covered all workers including those beyond the formal labour market.

In his report to the 87th Session of the International Labour Conference, the then Director-General Juan Somavia stated: “The need today is to devise social and economic systems which ensure basic security and employment while remaining capable of adaptation to rapidly changing circumstances in a highly competitive global market.”

2001: EXTENDING SOCIAL SECURITY TO ALL

Only 27 per cent of the world’s population has adequate social security coverage, and more than half lack any coverage at all. The ILO actively promotes policies and provides assistance to countries to extend adequate levels of social protection to all members of society. Social security involves access to healthcare and income security, particularly in cases of old age, unemployment, sickness, disability, work injury, maternity or loss of a main income earner.

Social insurance programmes were introduced in Germany in the late 19th century in support of economic efficiency and social stability. Such programmes subsequently expanded in Europe, and in the United States, the Social Security Act was signed into law in 1935.

Following the First World War, social insurance schemes developed rapidly in several regions and came to be included on the agendas of some newly-established international organizations.

The theme of social security featured in the Declaration of Philadelphia which called for the extension of social security measures, international and regional promotion of systematic and direct cooperation among social security institutions, and regular interchange of information and study of common problems relating to the administration of social security.

Juan Somavia Director-General of the ILO 1999-2012



© Marcel Crozet/ILO

2001 Extending social security to all



A 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, 1952 (No. 102), and in 2001 it launched a Global Campaign on Social Security and Coverage for All, followed by the adoption of the Social Protection Floors Recommendation, 2012 (No. 202).

The global flagship programme Building Social Protection Floors for All, launched in 2016, is now working in 21 countries to make social protection floors a national reality. Such floors provide essential healthcare to all residents, pensions for the elderly, protection for children, and support to all people of working age in cases of unemployment, maternity, disability and work injury.

2004: WORLD COMMISSION ON THE SOCIAL DIMENSION OF GLOBALIZATION

The World Commission on the Social Dimension of Globalization was established in February 2002, in the context of a growing backlash against globalization. The Commission pointed to the “deep-seated and persistent imbalances in the current workings of the global economy, which are ethically unacceptable and politically unsustainable.” Co-Chaired by the President of Finland and the President of the United Republic of Tanzania, the Commission sought to shift the focus from a narrow preoccupation with markets to a broader preoccupation

2004 World Commission on the Social Dimension of Globalization



with people. It aimed to help make globalization a positive force for all people and countries. It put the spotlight on the social dimension of globalization – jobs, health and education as well as the dimension of globalization that people experience in their daily life and work.

The Commission took into account the views and perceptions of globalization around the world as well as the perspective of business, labour and civil society. It came up with a number of wide-ranging recommendations for improved national and global governance, better international policies to achieve fairer rules, and more accountable institutions.

2006: A BILL OF RIGHTS FOR SEAFARERS

From the first days of the ILO, member States realized that in the world of work, seafarers and shipowners were in a category of their own, distinct from land-based sectors. They not only moved huge amounts of world trade (even 90 years ago) but represented the most fluid and wide-ranging workforce on the planet.

In 1920, the ILO held its 2nd International Labour Conference in Genoa, Italy, devoted to seafarers. In all, ten Maritime Sessions of the International Labour Conference have adopted 68 Maritime Conventions and Recommendations, covering all aspects of working conditions at sea.

But times change, and so has the volume of trade carried by sea. Eventually, seafarers working on



© Marcel Crozet/ILO

■ 2006 A bill of rights for seafarers

“supertankers” and other ships required a “super-Convention” that not only covered their needs, but also addressed those of shipowners and governments for fair competition.

The 94th International Labour Conference adopted the Maritime Labour Convention, 2006, providing a comprehensive labour standard. This landmark standard is a pioneering contribution to making globalization fair.

2007: CONCLUSIONS CONCERNING THE PROMOTION OF SUSTAINABLE ENTERPRISES

In June 2007, the International Labour Conference adopted a set of conclusions on the promotion of sustainable enterprises, reflecting the role of the private sector in driving economic growth as well as in promoting full and productive employment and in poverty reduction efforts. The Conclusions indicated that an environment conducive to the creation and growth or transformation of enterprises on a sustainable basis combines the legitimate quest for profit with the need for development that respects human dignity, environmental sustainability and decent work. It set out basic, interconnected and mutually reinforcing conditions that are key to fostering an enabling environment.

2008: PROMOTING SOCIAL JUSTICE IN TIMES OF UNCERTAINTY

The economic and financial crisis of 2008 prompted a restatement and a reaffirmation of the ILO’s mandate in the era of globalization. Amid widespread uncertainty in the world of work associated with financial turmoil and an economic downturn, and the impact of growing unemployment, informality and insufficient social protection, the 97th Session of the ILC adopted the Declaration on Social Justice for a Fair Globalization. This Declaration set out the role of the Decent Work Agenda and its four inseparable, interrelated and mutually reinforcing objectives, in the ILO’s efforts to



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THE PITTSBURGH SUMMIT 2009



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discharge its constitutional mandate and to forge an effective response to the growing challenges of globalization.

Through this ILO Declaration, governments, employers and workers from all member States called for a new strategy to sustain open economies and societies, based on full and productive employment, social protection, social dialogue and tripartism, with full respect for fundamental principles and rights at work as the basis for promoting social justice and fairer outcomes for all.

The Declaration continued to build on the Declaration on Fundamental Principles and Rights at Work adopted in 1998.

■ 2009 First G 20 Summit with ILO participation

2009: FIRST G20 SUMMIT WITH ILO PARTICIPATION

Since 2009, the ILO has actively supported its member States in the G20 in its role as the premier forum for international economic cooperation. At the request of the G20, the ILO contributes data, analysis and policy recommendations on labour, economic and social issues in order to strengthen the global economy. The head of the ILO is regularly invited to participate in the Summits.

2009: TRACING A PATH OUT OF THE GLOBAL CRISIS: THE GLOBAL JOBS PACT

Faced with the prospect of prolonged unemployment, poverty and inequality and the continuing collapse of enterprises, the 98th Session of the ILC in 2009 adopted a Global Jobs Pact. This Pact guided national and international policies to stimulate economic recovery, generate jobs and provide protection to working people and their families.

The Pact called for measures to retain employees, sustain enterprises and create jobs. Simultaneously, the Pact promoted social protection systems, particularly for the most vulnerable, integrating gender concerns. It also called for the construction of a “stronger, more globally consistent, supervisory and regulatory framework for the financial sector, so that it serves the real economy, promotes sustainable enterprises and decent work and better protects savings and pensions of people”.

■ Unemployed people waiting in line in front of an employment agency in Lilongwe, Malawi





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2011 Celebrating the adoption of the Convention on domestic workers

2011: ILO ADOPTS CONVENTION ON DOMESTIC WORKERS

The 100th ILC adopted a historic set of international standards aimed at improving the working conditions of the tens of millions of domestic workers worldwide. For the first time, international instruments were applied to an essentially informal segment of the global workforce; domestic work is one of the sectors with the highest share of informal employment

With these new standards, a Convention and a Recommendation, domestic workers around the world who care for families and households would have the same basic labour rights as other workers, entitling them to reasonable hours of work, weekly rest of at least 24 consecutive hours, a limit on in-kind payment, clear information on terms and conditions of employment, as well as respect for fundamental principles and rights at work, including freedom of association and the right to collective bargaining.

2013: PREVENTING FUTURE INDUSTRIAL DISASTERS

When the Rana Plaza factory collapse killed some 1,100 workers in 2013, there was a global outcry to identify those responsible and to ensure this never happened again. Within a month, the ILO brokered a tripartite agreement in Bangladesh covering legislative change, structural factory safety inspection, reinforcement of the country's labour inspection services, and worker education.

In addition, the ILO served as neutral chair of the "Accord" initiative of Global Union Federations (UNI and IndustryAll) and some 150 garment retailers sourcing in Bangladesh, aiming to ensure protection of worker safety and rights. The ILO provided services for a Trust Fund to channel compensation to Rana Plaza survivors and the families of victims. It also extended its Better Work programme to Bangladesh – a joint ILO-IFC initiative which is active in several countries – in order to monitor and report on factory operations.

2013: PREPARING FOR THE CENTENARY: LAUNCH OF THE ILO CENTENARY INITIATIVES

Looking ahead, seven centenary initiatives were defined to equip the Organization to take up the challenges of its mandate in the future:

- The governance initiative has pursued reform of the ILO's governance structures and under it the evaluation of the impact of the 2008 Declaration was conducted.
- The standards initiative, going to the heart of the ILO's founding mission, aims to enhance the relevance of international labour standards through a standards review mechanism, and to consolidate tripartite consensus on an authoritative supervisory system.
- The green initiative: Under this initiative the ILO is taking a proactive and comprehensive approach to promote a just transition to environmental sustainability, making the fight against climate change

an integral part of the fight for global social justice, to which the Decent Work Agenda is an essential contribution. Director-General Guy Ryder has observed that the response to this challenge will be a defining characteristic of the Organization in its second century.

- The enterprises initiative: Enterprises play a key role in job creation, and the initiative establishes a platform for ILO engagement with enterprises in the context of action to promote an enabling environment for sustainable enterprises that contribute to ILO goals.
- The end to poverty initiative: this initiative has been established as the ILO's vehicle for the ILO's contribution to the implementation of the UN 2030 Agenda for Sustainable Development.
- The women at work initiative: This initiative focuses on deeply entrenched structural obstacles to gender equality in the world of work, despite many instances of progress. It aims to stimulate reflection and action on innovative measures that go beyond the limit of tried and tested policy instruments, which appear to be inadequate to overcome the persistent obstacles.
- The future of work initiative: This initiative was launched as the centrepiece of the ILO's activities to mark its centenary. It aimed to understand the profound transformations taking place in the world of work in order to meet effectively the policy challenges. Under this initiative, the Global Commission on the Future of Work was established.

2014: INTENSIFIED EFFORTS TO ELIMINATE MODERN SLAVERY

At any given time in 2016, an estimated 40.3 million people were in modern slavery, including 24.9 million in forced labour and 15.4 million in forced marriage.

In 2014, government, employer and worker delegates to the ILC adopted a new, legally binding ILO Protocol on Forced Labour. This Protocol aims to advance prevention, protection and compensation measures, as well as to intensify efforts to eliminate contemporary forms of slavery. The Protocol supplements the Forced Labour Convention, 1930 (No. 29); so only ILO member States that have ratified the Convention can ratify the Protocol.



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Entrance of a vocational training centre in Bukavu, Democratic Republic of Congo

2017: DECENT JOBS IN COUNTRIES EMERGING FROM CONFLICT OR DISASTER

The International Labour Conference adopted a new standard, the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205), which updates the guidance of an ILO Recommendation adopted in 1944, to provide responses to contemporary crisis situations arising from conflicts and disasters. It also widens the focus of the standard on reconstruction and recovery to include prevention and preparedness.

The standard provides a unique framework focusing on world of work-related measures to prevent and respond to the devastating effects of conflicts and disasters on economies and societies. This standard pays special attention to vulnerable population groups, such as children, young people, women and displaced persons. An ILO flagship programme on Jobs, Peace and Resilience facilitates implementation of the Recommendation.

2018: NEW STANDARDS ON VIOLENCE AT WORK IN THE MAKING

The 2018 International Labour Conference held its first discussion on possible new standards on violence and

harassment at work. It will resume its discussion during the ILO's Centenary conference in June 2019, with a view to the adoption of a Convention, supplemented by a Recommendation.

2019: GLOBAL COMMISSION ON THE FUTURE OF WORK

In January 2019, the ILO's Global Commission on the Future of Work presented its landmark report. Prior to this, in 2016, a series of national dialogues across all regions focused on key issues of concern and provided inputs to the work of the Commission.

In its report, the 27-member body, chaired by the President of South Africa and the Prime Minister of Sweden, outlined a vision for a human-centred agenda that is based on investing in people's capabilities, in the institutions of work, and in decent and sustainable work.

The report will be submitted to the Centenary session of the International Labour Conference in June 2019, and the discussions at the Conference will inform the ILO's future programme of work. ■

The Standard Setting Committee: violence and harassment in the world of work at the 2018 ILC



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The Global Commission on the Future of Work

The next 100 years

Stories from four continents A tale of two mines

Minerals and related products are the backbone of most industries. Mining and quarrying are carried out in nearly every country, and have important economic, environmental, labour and social impacts.

The outlook for the mining sector is encouraging. Steady global GDP growth, along with significant infrastructure expansion in emerging economies, is expected to underpin continued demand for mining products.

But the operating environment is not without significant headwinds. Besides geopolitical uncertainty, mining companies face increasing pressure to minimise environmental damage, improve safety performance, and contribute to the communities in which they operate.

At the same time, automation and digitalization are increasingly seen as game-changers and are the subject of much debate among employers and workers in the sector. To find out what might be the impact of 'mining 4.0', we visited one of the world's most technologically advanced mines in Sweden.





While technology has changed mining in Sweden completely, it has not resulted in dramatic job losses. The transition has been challenging. But when we went deep underground, we learned about innovative sustainable solutions. These are linked to social dialogue between employers and workers, safety and health, environmental protection, and the integration of women into what some still consider to be a man's world.

Is the Swedish model exportable? Not necessarily, but our second story from the Philippines shows that solid improvements in the social and environmental field are also possible in a developing country. Again, social dialogue was important. An ILO programme gave the local mining community a voice, which allowed it to take the future in their own hands.

The November 2018 session of its Governing Body asked the ILO to launch a campaign to have more countries ratify the Safety and Health in Mining Convention, 1995 (No 176). Both Sweden and the Philippines have ratified this Convention.

Convention No 176 is critically important, as it sets a framework for countries to create a safe mining environment, with requirements for companies and rights for workers. The Convention makes governments responsible for creating such a framework and employers responsible for ensuring mine safety. Convention No 176 enshrines the right of workers to participate in workplace safety via independent safety representation, and the right of workers to refuse unsafe work.

The mine of the future is here. Located 200 km northwest of Stockholm, Boliden is operating a state-of-the-art mine, with miners who have become remote control operators. How has this affected employment, safety, women and the environment? Can the Swedish model be transposed elsewhere? Our report looks for the answers.

*Text: Jean-Luc Martinage
Photos: Marcel Crozet*

GARPENBERG (Sweden) – Miners may have one of the toughest and most dangerous jobs in the world. They spend hours deep in the bowels of the earth, breathing dust, working in high temperatures, and facing the risk of rockslides or fires.

During our visit to the mine in Garpenberg, we saw a totally different picture. The mine, which chiefly extracts zinc, lead and silver, looks like many others from the outside. But the similarities ended as soon as we got off the elevator, which dropped us 1,054 metres below the ground in only two minutes.



A FUTURE WITH JOBS

Cutting-edge mining

IN SWEDEN

Our eyes were met, not by the usual dark galleries, but by air-conditioned offices that would not look out of place in New York, Johannesburg, London or Tokyo, with meeting rooms and a cafeteria equipped with a state-of-the-art kitchen.

LIKE A VIDEO GAME

A bit further on, we entered a large room in which several people were comfortably installed in large armchairs, in front of joysticks and big screens. It looked like a staff lounge, but we were actually looking at the miners of the future, hard at work.

In a traditionally male world, the first miner we met was a woman. At 33, Frida Eriksson has been working at the Garpenberg site for three years as an operator. Her job is to handle a remote controlled rig and oversee its work on a control monitor, far from the noise and humid heat of the galleries.

Eriksson started her career as a building site logistician. When she arrived at the mine, she received several months of training in how to manoeuvre the rig. She says she loves her job, even though it entails shift work. The drill rig works around the clock, except when undergoing maintenance. Someone has to monitor it seven days a week.

At present, she still has to enter the galleries to move the rig to its drilling spot. Very soon, however, she'll be able to steer it remotely.

Carl Johan is sitting next to her in another armchair in front of several screens. Again, we get the impression that we are interrupting a video game. In fact, Johan, who is 28, looks after the automated vehicles that transport the crude ore, another innovation developed at Garpenberg. He uses joysticks to drive the vehicles, whose movements are monitored by video cameras.



“After high school, I worked in agriculture and drove tractors. So I’m in familiar territory here,” he explains. He adds that he likes his work, although he admits that the screen time does get tiring.

During the break, those who now tend to be called “operators” rather than “miners” meet up at a cafeteria – one of several at the site – also located more than 1,000 metres underground.

OBSESSED WITH PRODUCTIVITY

The workers eat sitting beneath video screens showing productivity curves – the paramount criterion that everyone has to bear in mind, according to the mine’s managing director, Jenny Gotthardsson.

“Competition in the mining sector is fierce. In a country like Sweden, with its higher wage bill, we can only remain competitive if we optimize productivity. Because we are competitive, we can preserve and even create jobs,” she insists.

It is with productivity in mind that the company located meeting rooms at the heart of the mine, helping reduce what would otherwise be time lost going back to the surface.

Gotthardsson also underscores the importance of social dialogue in the company. She emphasizes that once they have been trained, the employees themselves test the new technologies until they are operational.

After her 20-minute lunch break, Frida Eriksson took us into the galleries, where we felt much more like we were in a classic mine. We got on one of several 4x4s driving on a road around the mine that goes all the way to the top. It would have taken over 90 minutes by that road to cover the same elevation that we had descended in two minutes by elevator.

Near the drill rig, we met Knut Lund, a huge Norwegian who came to work in this mine in the Dalarna region in 1990. The region had for centuries been the heart of Sweden’s mining industry. Plummeting mineral prices and international competition led to the closure of most of the mines in the region in later years.

The Garpenberg mine was also slated to close when Boliden discovered a new ore deposit. Starting in 2011, Boliden decided to continue and expand operations, while simultaneously focusing on automation.

Lund says, “I’ve been working here for 28 years and I’ve seen many changes.” He remembers the dangers to which he was exposed, especially from rockslides. Many of his colleagues were injured, some of them seriously.

More than ever, safety is a priority for everyone. A dummy located near the miners’ changing rooms indicates all the points of the human body that have been hurt in accidents at the Garpenberg site – one way of reminding everyone of the importance of strict compliance with safety procedures.

MORE AUTOMATION, FEWER ACCIDENTS

High-tech has reduced, but not eliminated, risks. Explosions are still set off twice a day to make further extractions possible.

Today, no staff member or visitor can go down the mine without a tracker indicating their precise position, thanks to a web-based network covering the entire mine. In the event of danger or an evacuation, every miner's exact position can be immediately pinpointed. A control room on the surface monitors even the remotest parts of the mine through multiple cameras.

This substantial improvement in safety is another reason Knut Lund and his colleagues look favourably on the introduction of automation.

After having completed his training, Lund has become a miner of the future, alternating shifts in the galleries with work in the control room.

He's pleased to be working alongside new colleagues like Frida Eriksson. Now 50, he can pass on what he has learned and, during his free time, travel the roads of Scandinavia on his Harley Davidson.

Although he says he's relatively confident about the future, he has some doubts about job security when we mention the final phase of the automation process, which calls for a single operator to supervise several robotic drilling devices in the long run.

IS THE SWEDISH MODEL EXPORTABLE?

Lund's doubts are dismissed by Jenny Gotthardsson, who repeats that jobs will be saved by increased productivity, even with automation. More surprisingly, however, the site's two union leaders say very much the same thing.

"Thanks to the mine's automation, we work in safer conditions, and in any case, we have to automate to stay competitive globally. Adopting the new technology is a way for us to keep our jobs and so to survive. Otherwise, we would have no future left," explains Ulf Gustafsson, from the IF Metall union representing the mine's 'blue collar' workers. He emphasizes the miners' need for even more training.

His colleague Fredrik Hases, from the Unionen trade union, representing the 'white collar' workers, agrees. He acknowledges that the mine's automation has prompted everyone to work even harder to perform the tasks required by new technologies. He also points to the Swedish model of social dialogue, which fully recognizes the importance of trade unions and results in regular coordination with management.

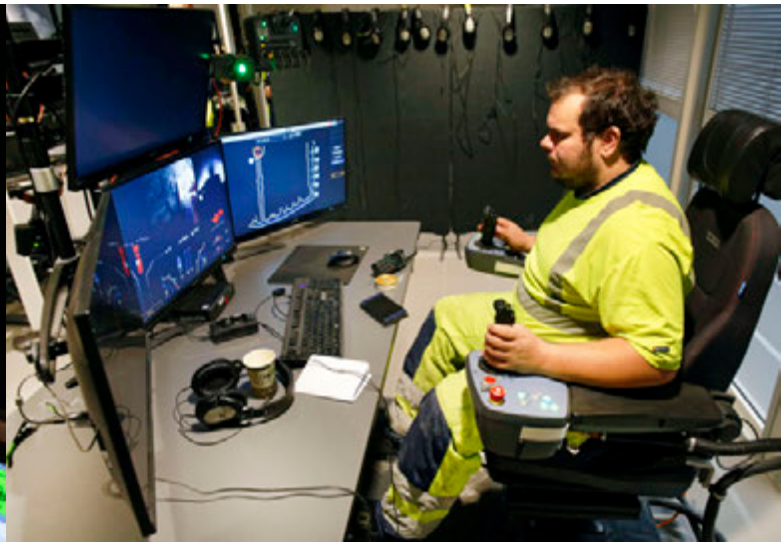
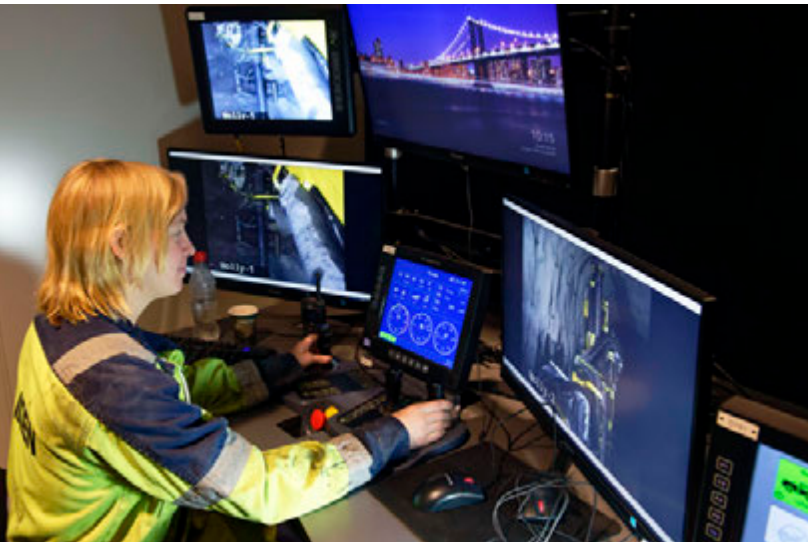
One gets the impression that the Swedish model has enabled all participants to find common ground in a form of 'holy alliance' that increases productivity and thus profits, but also saves jobs.

It may be harder to transform jobs in other countries, where the Swedish model of social dialogue does not exist. In addition, Sweden has sophisticated social protection and training systems, allowing people whose jobs are threatened by new technologies to retrain or receive considerable social benefits if they can't find work.

Still, we cannot help but be impressed by the technological feats of this 'mine of the future', accomplished by considerable human and financial investment. The Garpenberg mine currently produces nearly one per cent of the world's zinc and more than one per cent of its silver. Total output rose from 1,500 kilotons in 2012 to nearly 2,500 kilotons in 2016.

While it may be difficult to transfer the model elsewhere, especially to developing countries, clearly at least some of the lessons drawn from this example of successful automation could be applied in other countries.





ROBOTIZATION OPENS MINES TO WOMEN

Not only does the Swedish mine in Garpenberg set an example in terms of automation, it also opened the occupation of mining to women. The fact that the mine's managing director is a woman is symbolic of this change.

Jenny Gotthardsson explains: "Of the 440 people working at the Garpenberg site, 18 per cent are women, and we hope to increase that number thanks

to the mine's automation, so as to better reflect the composition of Swedish society."

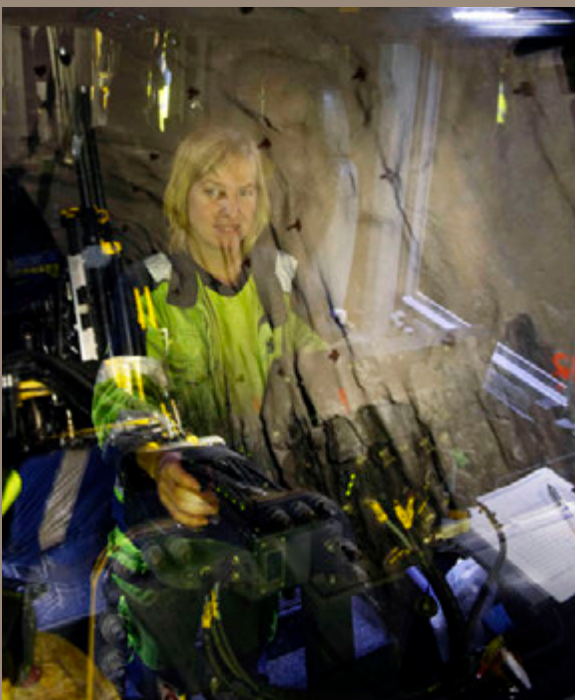
After having worked on environmental issues at another mine and held various positions in production and human resources, the 42 year-old woman currently manages the Garpenberg mine. Being a woman, she says, is neither an advantage nor an obstacle.

"It doesn't matter whether I'm a man or woman, I concentrate on my mission, which is to develop and manage the mine, including safety and implementation of automation."

For decades, the mining sector was the domain of men. In fact, many countries adopted legislation prohibiting women from working in mines because of the very harsh conditions at the time. Women at the site were usually limited to thankless work on the surface, in the canteens or as cleaning personnel. Attitudes have changed since. The presence of women is usually appreciated, including by veteran Garpenberg miners like Knut Lund. "Not only am I at ease with my female colleagues, but I also find that most of them are very much committed to the work. They're not here just to collect their pay cheques," he says as one of his young women colleagues gets ready to operate a drill rig.

His words are confirmed by a woman colleague. "I feel very comfortable here. In fact, the problem isn't that no one wants to hire women, it's that not enough women apply to work in mines," she says.

Clearly, therefore, automation has also led to a change of mentality and opened the sector to women.





CAN AUTOMATED MINES PRESERVE THE ENVIRONMENT?



The mining sector is often accused of being a source of pollution long after operations at a site have ceased. Fingers are pointed at the toxic residues and water pollution. Both can cause serious harm, not only to the surrounding environment, but also to the region's inhabitants. Again, the Garpenberg mine has set an example for management of waste, polluted water and residues. It has invested massively in waste management

infrastructure and in the construction of two water treatment plants.

According to Maria Lindvall, environment project leader at the Garpenberg mine, "it is crucial for us to properly manage this aspect of our activities. If we don't, it could have negative consequences for the environment, especially in the region."

A 35-year-old engineer, Lindvall unhesitatingly acknowledges that the aim is also to protect the company's image. "We have a duty not to pollute and to manage our waste. If we don't, beyond the harm caused to the environment, there would be economic consequences, as we would find it more difficult to obtain operating licences elsewhere, and the company's image would be tarnished, something we as co-workers certainly don't want."

Lindvall believes that the process of automating the entire site has also served to optimize environmental management procedures. "Not polluting is thus a necessity, especially since environmental issues have become paramount in recent years. We have a duty to raise the standard and we're already doing that every day, for example by investing in the two water treatment plants."

The water treatment plants have also led to more jobs, as people had to be hired to operate and maintain them.

One problem the mine often faces is finding qualified staff for water treatment and waste management. This, according to Lindvall, highlights the need to invest more in green jobs training.



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Mining for the **PEOPLE** *in the Philippines*

Malaya, which means “freedom” in the local language Tagalog, is a small-scale mining community in the Philippines. Its mines provide an important source of income for local families, but poverty and exclusion still affect many people here. The ILO’s *Caring Gold Project* has helped Malaya engage on a track towards mining practices that are environmentally and socially more sustainable.

By Minette Rimando

CAMARINES NORTE, PHILIPPINES –Digo Belleza is the living memory of this small-scale mining community. He started working on his parents’ farm when he was eight years old.

“Help did not reach our community. Nobody wanted to go to Malaya because people thought we were rebels and troublemakers,” the 53-year old recalls.

Poverty forced Belleza, like many other members of the community, to work in the mining sector. He was 15 when his parents fell sick, and had no choice but to quit school and work in one of the small-scale gold mines.

When he started mining back in the 1970s, there weren’t any of the deep holes, underground pits and mine tunnels, which radically changed the landscape around



© Minnette Rimando/ILO

Malaya. In those days, miners stood in the river, panning the sand and the gravel.

Miners gathered ore containing specks of gold and wrapped it up with plastic foil.

There were no blower machines or other sophisticated equipment. “We just found the gold in the river. We processed it manually by placing it in a shell, heating the material with wood charcoal and blowing air into it through bamboo pipes.”

It was a tough job. “We were soaked working in the water all day. When our feet were wounded due to fungal infections, we moved back to farming until our wounds got dry. If we did not work in the mines, we worked on the farm or split the work – three days each on the farm and in the mine.”

A few decades later, small-scale miners moved from river to surface mining. The process was still manual, according to 49-year old Boboy Tonga. He moved with his family to Malaya in 2006, where he learned how to work in small-scale gold mines.

According to Tonga, work in small-scale gold mines today is more dangerous and difficult, as miners now have to descend into holes, underground pits and mine tunnels that are up to 30 metres deep. Miners are lowered on a rope into a pit, which could collapse if the timber and wooden shafts are not built strongly enough.

Miners work long hours but often do not earn enough, due to unfair deals with investors who finance mining operations, tools and machines. In the end, each miner will earn less than a dollar per gram of gold or even less – a gram of gold that sells for more than US\$40 on the market.

FARMERS AND MINERS

Belleza and Tonga serve as officers of the Magkamatao Small-Scale Mining Association. The full name of the Association in Tagalog is Magsasaka, magkakakbodnapangmakatao, or Farmers and Miners for the People. Magkamatao allowed miners to move from typical informal and unregulated small-scale mining operations to practices that have become gradually more responsible and sustainable.

The change became possible thanks to the ILO’s *Caring Gold Project*, which is funded by the United States Department of Labor (USDOL). The ILO works with the NGO, BanToxics, to reach-out to Malaya and other small-scale mining communities in the provinces of Camarines Norte and South Cotabato.

“The ILO helped workers in small-scale gold mines to move from the informal to the formal economy. We believe that this move is key to promoting decent work, ensuring safety and health of miners, preventing child labour, extending social protection, and giving the miners a voice,” said Khalid Hassan, Director of the ILO Country Office for the Philippines.

The project implemented policies on mining operations, including respect for child labour laws. The association also prohibited drinking and gambling on-site, and focused on improving livelihoods through alternative income opportunities for mining communities.

Families can access health, livelihood, education and social services under a pilot programme of the Philippines’ Department of Social Welfare and Development (DSWD). The ILO project has also set up Strategic Helpdesks



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for Information, Education, Livelihood and other Developmental Interventions (SHIELD).

Magkamatao is registered with the country's Department of Labor and Employment (DOLE) as a formal workers' association. This allows members to borrow money which, in turn, enables them to invest in their communities.

"We negotiated with a financier to support our association, agreed on equal sharing based on our terms, which allowed us to use equipment like a rod mill at no extra cost. The financier also agreed that the area of gold extraction with the highest yields would be governed by the association," Belleza explained.

The equal-sharing arrangement allowed Magkamatao to use the income to start its own bakery, as well as fishing and poultry farming activities. According to Belleza, miners spent a lot on biscuits during working hours, but were still hungry afterwards. Now they can afford to buy more bread, while the Association has also started selling bread rolls, peanut buns and coconut bread to nearby stores and communities.

Magkamatao has also converted underground pits into areas for vegetable gardening and hog-raising, with cocoa farming coming soon. Abandoned mining areas were rehabilitated by planting trees along the river.

Under the project, the association also learned a safe and alternative process of gold extraction that does not use mercury. Miners started using environmentally friendly and locally-available materials such as banana trunks instead of plastic filters and sponges.

"Stopping the use of mercury not only helped us to preserve the environment and safeguard our health, but also saved production costs," said Tonga. "The cost of mercury is about US\$150 per kilo. Processing 5 kilos of gold requires the use of some 2.5 kilos of mercury, equivalent to almost US\$375."

Most importantly, the project helped Malaya secure a People's Small-Scale Mining Permit, which is the first in the province of Camarines Norte. Under the Philippines law, the government can designate a Minahang Bayan (People's Small-Scale Mining Areas), where small-scale gold mines hold a licence to operate legally under the standards of the Department of Environment and Natural Resources (DENR).

INVESTING IN THE FUTURE

Miners recognize the importance of ending child labour and investing in the future through education. Like Belleza, many children from Malaya had to quit secondary school due to the distance and cost of education.

"Our children are our future so we have to invest in their education. We do not want them to have the same fate of dropping out of high school because the school is too far away," Belleza said. The nearest high school is about 20 kilometres away. High school students had to walk eight kilometres to reach the highway, then travel about 12 kilometres by public transport. According to Belleza, food and transportation cost US\$4 per day, while a typical worker from Malaya would earn US\$6 per day or less.

So, miners volunteered to build a temporary high school classroom for students to continue secondary education. The association hopes to get further support, so that young people will not be forced to quit secondary school.

Belleza believes that it is crucial to equip the youth in Malaya with the right skills and education to find a decent job. He has tears in his eyes as he looks at the changes happening right before him. He is a bit worried that the Caring Gold Project will soon come to an end. He hopes that his people will be able to help themselves to further improve their lives. "Working and living conditions in Malaya will not change if we do not help ourselves," Belleza concludes.

Towards a **GREEN FUTURE** in Mauritania



A photo report by Seydina Alioune Diallo

Climate change, a major future of work challenge, has exacerbated desertification in Mauritania and other countries in the Sahel zone. As well as damaging national economies, it has greatly contributed to the impoverishment of these countries' most vulnerable people. Mauritania is already showing a sustained commitment to addressing these issues by allocating more than 15 per cent of its environmental budget for climate change infrastructure, such as green walls to protect the capital of Nouakchott against desertification. The ILO is contributing to these efforts with a programme that promotes jobs and natural resources on the land and sea. The programme focuses on two key sectors of Mauritania's economy; construction and small fisheries.



- 27-year-old Aichetou Hadi comes from Aleg, a region in the south of the country. Unemployed and without qualifications, she was able to benefit from ILO training to become an assistant surveyor under the PECOBAT project. She is one of 430 young people who were trained in construction techniques.



BUILDING MAURITANIA

The ILO trained more than 1,200 young people in construction and artisanal fishing through a school construction project in Mauritania completed in 2017. Twelve villages, home to more than 52,000 inhabitants, benefitted not only from the newly-built school, but also from new roads that ease the movement of goods and people.

The European Union-funded PECOBAT programme now brings together this existing project with new work in different parts of the country. Uniting new and earlier work will benefit many thousands more people, and help young people acquire skills in the promising employment niche of bioclimatic construction, using local materials. It will also strengthen local economic and social activities by promoting mobility.

Two new schools have already been built, using local materials such as clay, in the southern provinces of the country, an area called the “triangle of poverty”. As well as schools, the programme will build new roads to promote local development.

A similar approach is being used in the Malian refugee camps in Mberra, where both refugees and host communities will benefit from the construction of an access road. A multi-purpose training facility will support the training of hundreds of young people from refugee and host communities.

The programmes offer a dual vocational training system that combines theory and practice. By the time the young people have completed their training, they will not only have the required technical knowledge, but also hands-on experience.

SUSTAINABLE FISHERIES

The PROMOPECHE project follows a similar approach for the sea. The idea is to create decent jobs, which in turn make youth think again when deciding whether to stay in Mauritania, or take the risky road of migration to seek greener pastures elsewhere.

The project focuses on four components: The training of several thousand Mauritanian boys and girls in the fishing sector, and support for those who are already working in fisheries; improving health and safety for these workers and giving them a voice; creating business support services for fishers; and the sustainable construction of landing points to improve their working and living conditions.

In order to develop more sustainable landing areas, the project will use environmentally-friendly construction of these fishing infrastructures. Among the options that have already been studied are earth-building techniques.

Confronted with a lack of access to energy and water, PROMOPECHE uses renewable energy based on water desalination systems and the electrification of isolated neighbouring communities on the coast.

ON THE LAND



Like many young Mauritians, Adama Wone dropped out of school very early and found himself in a precarious situation. The 27-year-old was trained as a form-worker, which allowed him to work on major projects such as the construction of the new health school in Mauritania's capital, Nouakchott.



An end of training exam for trainees in renewable energy from the PECOBAT project. This part of the programme has the added benefit that the young people's new skills are verified by a certificate of competence issued by the Ministry of Education and Professional Training.



Trainees engaged in construction work at Kaédi School, using local materials. More than 40 per cent of beneficiaries are women.



Construction work on the Monguél feeder road connects 12 villages to Mauritania's road network, helping trade and travel in the region. Such improved territorial links are essential for developing durable local economic activities.

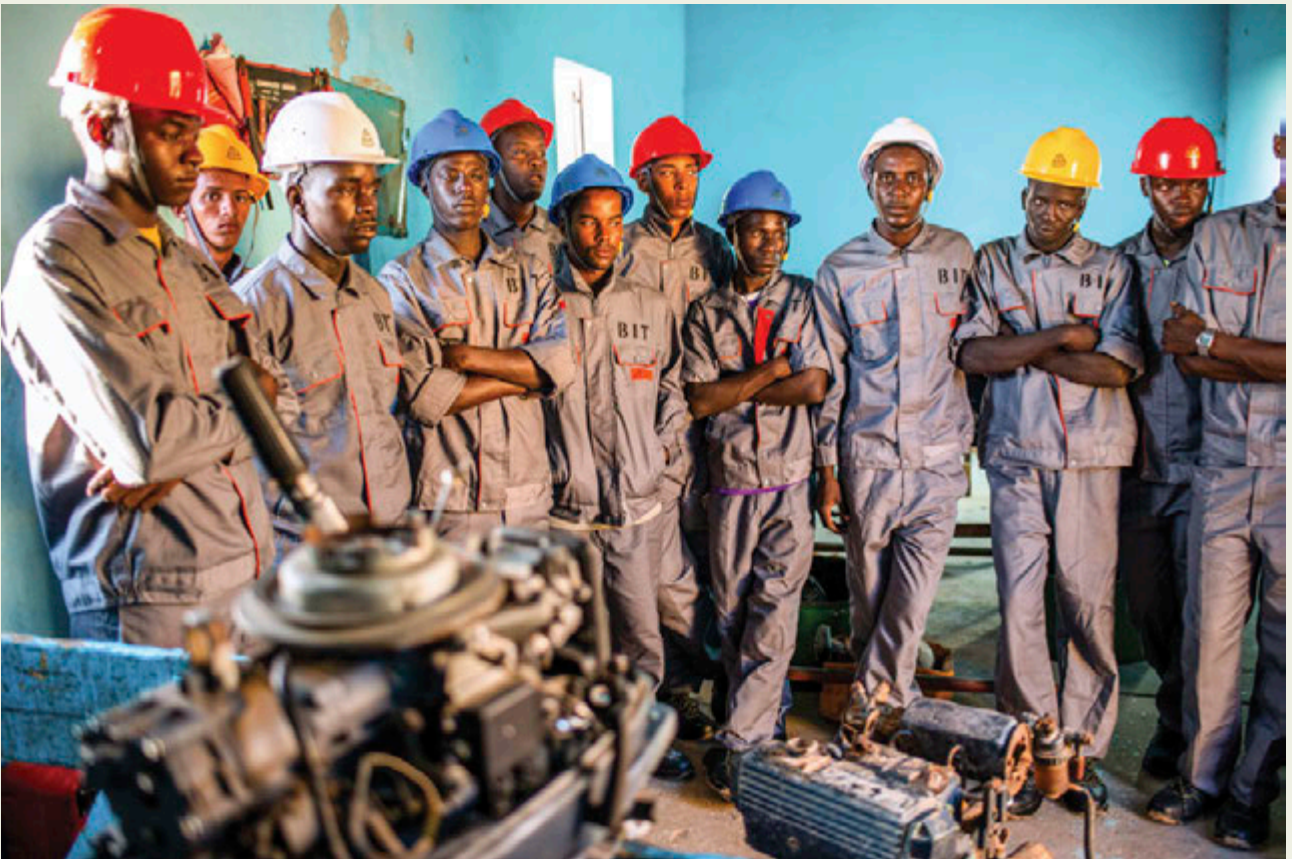
ON THE SEA



An information and awareness-raising session on construction and small-scale fishing jobs was organized by the ILO, as part of the PROMOPECHE project in the region of Trarza. The next step will be to select trainees in a transparent, coherent and rigorous manner, to learn about the fishery sector, and eco-construction techniques in the PECOBAT programme.



An entrepreneurship training session helped fishers market and process their catch. Key elements are to increase the added value of the catches, and to reduce pressure on the most popular species. A high proportion of the fish harvested by artisanal fishery are wasted. Reducing these losses and increasing the value of their products is essential to strengthen sustainable fishery.



Apprentice mechanics receive practical training in the PROMOPECHE project. Around 300 young Mauritians have already been trained in fishing-related trades, and another 2,300 will receive training in the next four years.



Apprentice fishers and their supervisors from the Nouakchott Naval Academy work on a project. This project aims to encourage a new generation of fishers by enhancing their skills, encouraging them to adopt sustainable fishing techniques, and respect the environment.



Gweishi is one of the landing points that the programme will improve. A fish processing plant will be built there in 2019. Renewable energy will be used to produce ice that will preserve the fish. It will also provide drinking water and electricity to the local population.



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Jobs for youth in Egypt:

How dreams can become at least partly true

44

Global youth unemployment rates have fallen considerably since the height of the economic and financial crisis in 2009. However, rates are still higher than pre-crisis levels in much of the world. Between 2008 and 2018, the unemployment rate in Northern Africa rose from 24.4 to 28.6 per cent. The ILO's project on *Decent Jobs for Egypt's Young People* helps young women and men without professional experience to find their first job.

By Asmaa Rezk and Jonas Bausch

LUXOR, Egypt - Sara Mohamed Taha always dreamt of becoming an archaeologist – probably because she has grown up in Luxor, which many consider to be the 'greatest open air museum' of antiquities.

Few places come close to the magnificence of Luxor, formerly the ancient city of Thebes. But you might find it hard to appreciate its beauty if you are trying to find a decent job. Taha is one of many Egyptian youths who struggled to enter the world of work.

After finishing high school, she graduated with a Bachelor of Arts from the Faculty of Archaeology of Egypt's South Valley University. However, the 25-year-old could not find a job matching her qualifications and

dreams. "The fact is that there are hardly any jobs available for archaeologists, especially for young graduates without work experience," Taha explained.

The young woman had been unemployed for several years when she heard about an ILO activity called *Job Search Clubs (JSCs)*, organized through youth centres in Egypt. The JSCs bring together young people to share their resources and contacts while searching for a job, under the supervision of a trained facilitator. Together with a friend, Taha approached the Luxor Youth Centre and they became members.

"Joining the club, it was a huge relief for me to see so many young people face similar challenges and difficulties," Taha said.

PREPARING FOR A FIRST JOB

Like Taha, many young people in Luxor face difficulties in moving from school or university into their first job. One-in-two unemployed young people in Egypt has been looking for a job for two years or more. Against this backdrop, the JSC training programme provides long-term unemployed youth, including those with no work experience, with essential skills to help them find a suitable job in the shortest time.

“We discussed and learned how to actively look for a job and how to present our skills to different employers,” Taha said of her experience with the JSC activities.

“Since 2014, the ILO Decent Jobs for Egypt’s Young People (DJEP) project, funded by Canada, has offered Job Search Clubs activities at local youth centers run by the Ministry of Youth and Sports in three governorates,” said Amal Mowafy, Chief Technical Advisor of the DJEP Project. “In 2017, it was extended to Luxor to support young women and men to find decent work.”

“YOU ARE PART OF A COMMUNITY”

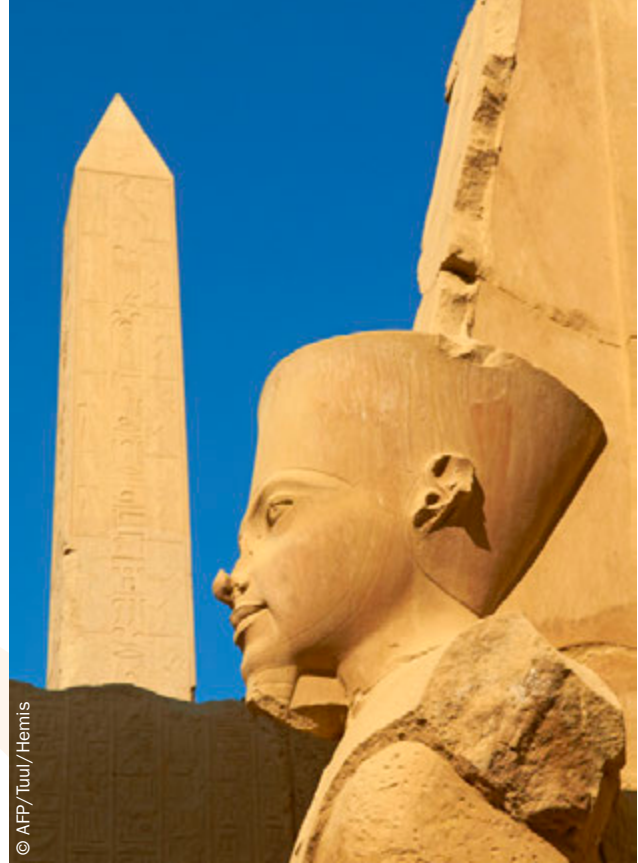
Each JSC provides a 10-day programme of group activities. These include coaching and group work, and also use modern information technology tools and social media. “Job search clubs enable young people to independently find a decent job, and provide them with the right tools to identify vacancies and apply successfully,” explained Eric Oechslin, acting ILO Cairo Director.

JSCs are not only about gaining skills but also about receiving support from other jobseekers. “The most important experience for me was to fit in, to feel that I am part of a community,” Taha said, adding that other club members helped her to identify job opportunities. “The truth is that job searching can be an exhausting, even daunting experience. However, having a common goal as a group and sharing success stories with each other, has been highly motivating.”

THINKING OUTSIDE THE BOX

Six weeks after joining the training programme, Taha was offered a job as a marketing representative in a company that manufactures natural oils and cosmetic products.

“Without my time with the JSC, I would have never thought about applying for a job outside my field of study,”



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LUXOR: HIGH GRADUATE UNEMPLOYMENT

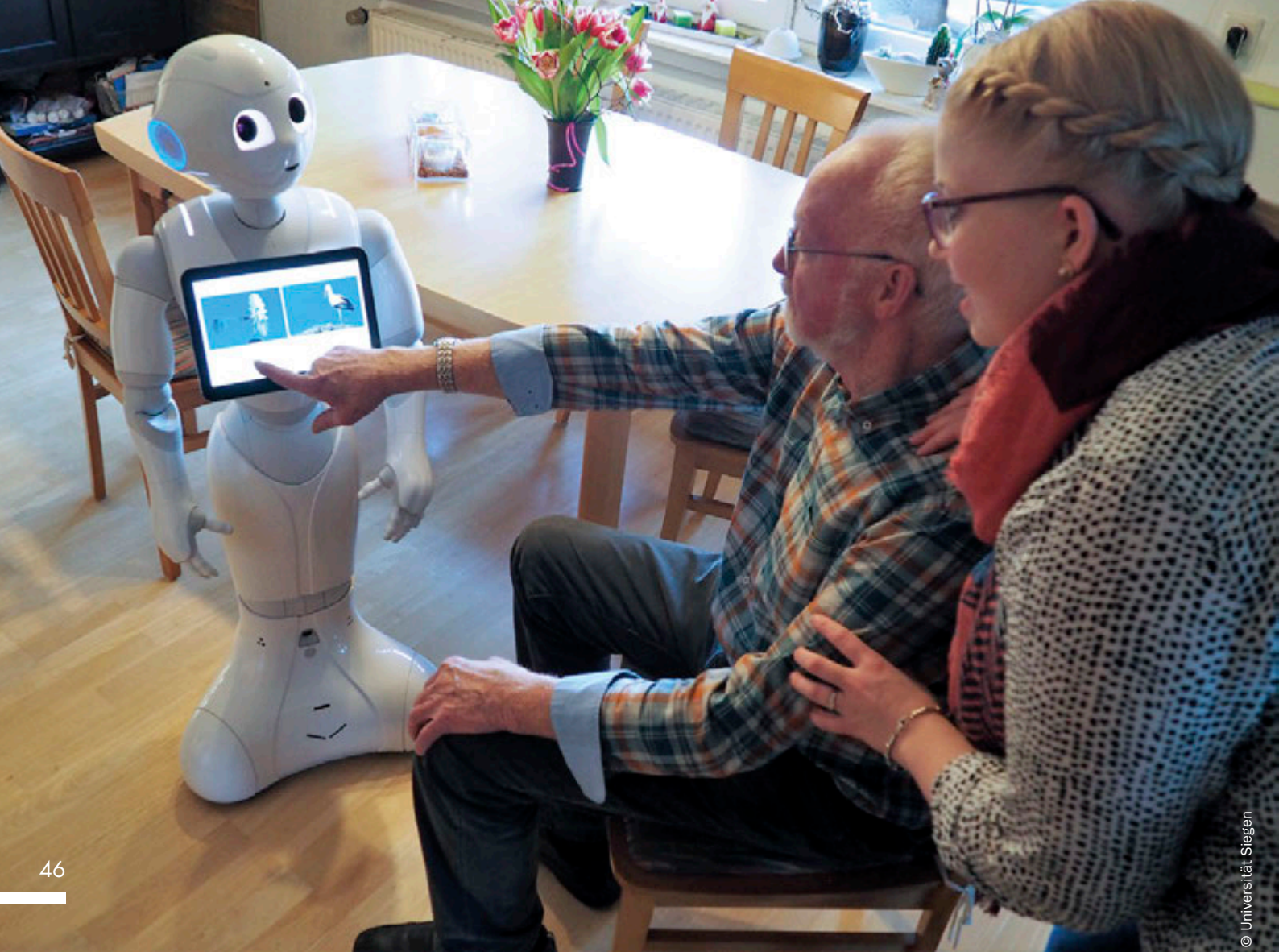
Most of the economic activities in the Egyptian governorate of Luxor are based on tourism and traditional farming. However, the governorate’s administration is planning to establish three industrial zones.

According to Egypt’s national statistical agency (Central Agency for Public Mobilization and Statistics), 7.5 per cent of men and 46.2 per cent of women in the governorate of Luxor are unemployed. The number of unemployed university graduates is particularly high at 52.1 per cent.

she said. “What’s more, I enjoy my work a lot. And I think that gaining some initial work experience is important and will be helpful in the future.”

Her experience mirrors that of many of the 1,000 young people who have followed the programme so far. More than 40 per cent found a job within three months of joining a JSC. This success means that JSCs have become a standard activity at youth centres, organized nationwide by the Ministry of Youth and Sports.

“The JSCs have contributed to more and better jobs for young people across Egypt, and scaling up the project to the national level will positively impact on the development agenda of the country, particularly with respect to the United Nations Sustainable Development Goal 8, which puts job creation at the heart of economic policy making,” said Oechslin.



ELDERLY CARE

in Germany:

Who will look after us?

Germany moved to address the challenges of an ageing society very early with the introduction of a mandatory insurance system for long-term care. However the pressure on its old-age pension system remains strong.

By Hans von Rohland

In April 2018, the person believed then to be the oldest German, died at the age of 112.

Edelgard Huber von Gersdorff was born in Thuringia in 1905. She had celebrated her 112th birthday on 7 December 2017 with her family and guests of honour, patiently answering journalists' questions. She experienced the Empire and the Weimar Republic, the Nazi period, the Federal Republic and German reunification.

She became dependent on constant help in the last couple of years of her long life. The elderly woman was in a wheelchair, could hardly see and had difficulty hearing. Until her death, however, she did daily muscle exercises and took an interest in world affairs.

Data on centenarians in Germany is difficult to obtain. But one thing is clear; the country is likely to follow the trend of Japan. Fifty years ago, Japan had just 327 centenarians, by 2017 it had 67,824, the largest per capita ratio in the world.

Japan is often cited by European politicians and academics as an example of the social and population crises the 'old Continent' may face in the next few generations.

In countries like Germany and Japan, the combined effect of a shrinking population and ever-longer life expectancy is creating massive pressure for the government to tackle what is a social and financial time bomb. The issues they face include a shrinking labour force, the need for migrant workers in the care economy, the possible use of robotics to support or replace human carers, and increasing demands on social services such as healthcare and pensions.

According to the German Ministry of Health, the number of elderly Germans in need of care will rise from 3.30 million in 2017 to 4.07 million in 2030, reaching a peak of 5.32 million in 2050.

Germany, together with Japan and the Republic of Korea, is one of the few countries that offers social insurance for long-term care to their senior citizens, but will it stand the test of time?

MORE COMPREHENSIVE, MORE EXPENSIVE

Germany introduced a comprehensive mandatory insurance system for long-term care in 1995, to cover people who are unable to live independently for longer than six months. A national care insurance scheme was created, financed out of deductions from pay, with employers matching individual contributions.

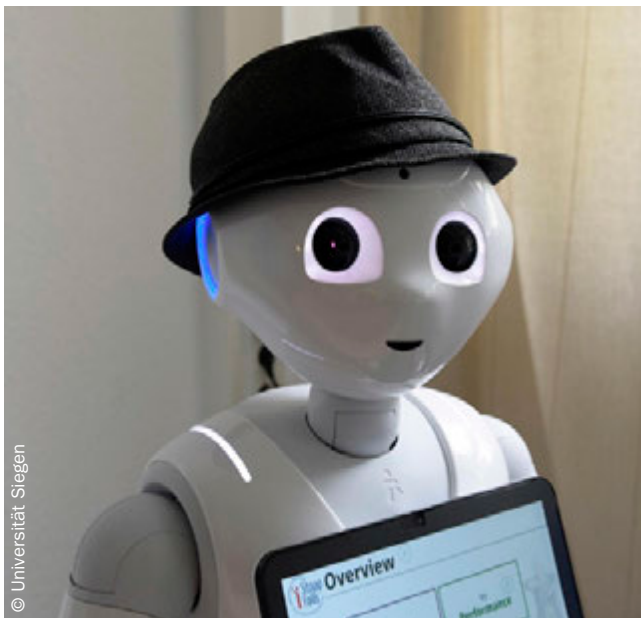
Since the fund was created, spending on long-term care has been rising sharply. Germans spent about €28 billion on care financed through the insurance in 2015, 56 per cent more than in 2005. And they constantly have to pay more into the system. When the insurance was introduced in 1995, deductions amounted to only 1 per cent of income. At the start of 2019 this amount was raised again, by 0.5 percentage points, and now stands at 3.05 per cent of income. Even so, relatives often have to make up shortfalls to cover the cost of care.

Reforms introduced over the past couple of decades have aimed at cutting costs by keeping elderly people at home for longer. It appears to be working; nearly three-quarters of the more than 3 million people in need of care are looked after in their own homes.

But for some people this is not possible.

"People with dementia need round-the-clock care, and that's very hard to provide at home," said Angelika Pfefferer*, who lives in a small town in the south of Germany. A mother of two, she also takes care of her 87 year-old mother, with occasional help from neighbours and social services. After several stressful years and with the condition of her mother worsening, she took the difficult decision to put her in a home for the aged. "I would have had to give up my job to look after my mother at home," she said.

To help people like Pfefferer, Germany recently introduced another scheme, family care leave. Beneficiaries may leave work completely or partially for up to six months. Care leave can also be claimed by part-time workers, for up to 24 months.



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In her neighbourhood, a retired couple of doctors in their eighties found another solution. When their health declined seriously, they hired two women from Hungary who took care of them in 12 hour shifts. As much of this care work at home is done informally, the question of how these workers can protect themselves (e.g. legal provisions on working time and obtaining social protection), has given rise to a wide-ranging debate in Germany.

LACK OF CARE WORKERS

The debate is closely linked to the uphill struggle countries like Germany face from a serious shortage of care workers.

There are more than 13,600 care homes in Germany, employing over a million people. According to the Federal Employment Agency, a further 15,000 trained geriatric nurses and 8,500 helpers are needed by the country's old peoples' homes. The reason is simple; there are only 21 applicants for every 100 vacancies.

Reform efforts now concentrate on the modernization and quality of training, as well as on working conditions, including pay rises for care workers.

Another way to fill the care gap is to attract more foreign workers. Sarita Karki from Nepal is one of them. She works in the nursing home for older people where Angelika Pfefferer placed her mother.

"I have been in Germany since 2014. A friend of mine gave me the idea to look for a job here. In 2015 I did an internship in an old people's home. I really liked the work, so I started the training here to become a professional," she said. Karki says that it was tough to learn the language, but that she was always happy to go to work. "That is still the

case today. My colleagues say that I am the only one who comes to work so motivated."

Care work was something completely new for Karki. According to her, there are no nursing homes in Nepal because "old people stay in their families." In Nepal, she used to work for a logistics company. "I would never have thought that I would end up working in care or in Germany, but I am okay with that," she said.

The number of foreign nursing staff in Germany has almost doubled since 2013, according to data from the Federal Government. In 2017, 128,000 nurses from abroad were employed in nursing care for the sick and the elderly, compared to 74,000 in 2013.

In addition to hiring abroad, another option could be robots. Robot "Pepper", 1.20 metres tall, was presented at a three-day fair on elderly care in Hanover. He could soon be used in German nursing homes, entertaining residents with music and pantomime, or instructing them in their daily gym class.

The device was developed in France and programmed by computer scientists at the University of Siegen and Fachhochschule Kiel (University of Applied Sciences, Kiel), during the 2018 German Science Year on the future of work. Robots like Pepper have sparked a discussion about their use in nursing care in Germany. In Japan, Pepper and similar human-like robots are already on the market, and entertain seniors at some elderly care facilities with Tai Chi or quizzes.

But there is still a lot of scepticism. When asked whether she would like to see her mother being taken care of by robots, Pfefferer simply says, "robots cannot replace human beings."

**name has been changed to preserve anonymity*



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LONG TERM CARE AROUND THE GLOBE

Global deficits in long-term care (LTC) coverage are considerable, according to the ILO's latest World Social Protection Report.

Three-hundred million people, or almost half of the global population aged 65 and over, live in countries with no rights to LTC. Globally, only 5.6 per cent of older persons live in countries which provide LTC as a universal right. An astounding 46.3 per cent of the elderly live in countries with high coverage deficits, where free access to LTC is means-tested such that the majority does not qualify.

Moreover, workforce shortages may limit access to LTC. The ILO estimates the shortfall of LTC workers at 13.6 million. Globally, this deficit reduces the access of older persons to LTC by 50.1 per cent.

Even in countries with universal rights like Germany and Japan, older persons have to make significant contributions to the cost of LTC. In Germany, the elderly pay an average of 25 per cent out of their own pocket. In Japan, this contribution is between ten and 100 per cent, depending on their personal situation. Even where older persons have a right to LTC, a lack of public funding for quality services may exclude large parts of the elderly population. According to another ILO publication, *Care work and care jobs for the future of decent work*, 2.1 billion people were in need of care in 2015, including 1.9 billion children under 15 and 200 million older persons. By 2030, this number is expected to reach 2.3 billion, driven by an additional 200 million older persons and children.

Peruvian micro-enterprises: **Let's get formal**



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■ Emily Rojas in her store

A huge market in the Peruvian capital is putting into practice a new strategy to fight informality. Aimed at local micro-enterprises, the initiative uses the methodology of the ILO's SCORE programme.

By Alejandro Iturrizaga

Lima's sprawling Gamarra clothing and textile market is one of the largest in Latin America, and is a major focus of the Peruvian government's efforts to tackle informality.

The bustling market employs well over 80,000 people, many of them in informal employment, where workers lack social protection, rights at work and decent working conditions, and enterprises find it difficult to access finance.

Sisters Emily and Jenny Rojas Vera are convinced of the benefits of moving from informality to the formal economy. They own a garment micro-enterprise in Gamarra, which they inherited from their parents. They have their own men's clothing brands: 'Jhon Houston' and 'Gino Giordano'.

Although their profits have decreased this year, they are upbeat about the future. Formalizing their enterprise and its workers is part of the challenge.

"Eleven people work in the company, but only six are on the payroll as formal workers. Our goal is to formalize

them all, but we have not been able to reach that goal because we did not meet production targets, and people are not well informed about the benefits of being formal," explains Emily Rojas.

"Formalizing is very important for us, since it allows workers to enjoy certain benefits, including leave, health insurance and a pension at retirement, among others. And as a company, being formal helps us access certain benefits such as financing," Jenny Rojas adds.

The Rojas sisters were invited to participate in training offered by Peru's Ministry of Labour and Employment Promotion through the "Formaliza Peru" Centre. This organization was created in July 2018 to provide guidance and support services to employers and entrepreneurs in the process of labour formalization.

The programme organizes workshops and provides technical assistance to managers and workers of

microenterprises, encouraging labour formalization in places like the Gamarra market. The training is based on the tools of the ILO's SCORE programme called "Promoting Competitive, Responsible and Sustainable Enterprises".

SCORE's objective is to support these companies in improving working conditions and increasing productivity through the implementation of sustainable business management systems based on cooperation in the workplace.

"With greater productivity, micro and small enterprises can have a greater capacity to absorb the costs of formalization," says Hernán Zeballos, Coordinator of the ILO's SCORE Programme in Peru.

"More than ten microenterprises have already benefitted from this training based on the ILO's SCORE module, and the response has been very positive. All participants have developed a Business Improvement Plan, which includes the goal of formalization for their workers."

A PRIORITY FOR THE ANDEAN REGION

For Philippe Vanhuynegem, Director of the ILO Office for the Andean Countries, the transition from the informal to the formal economy is one of the ILO's main lines of action in the region.

"Formalization strategies require a favourable and stable economic and political context. Accelerating a set of productive diversification policies to reduce productivity gaps between sectors and enterprises of different sizes is very important to address this problem," Vanhuynegem says.

He also recalls that in 2015, governments, employers and workers of the 187 member countries of the ILO adopted Recommendation 204 on the transition from the informal economy to the formal economy at the International Labour Conference. "Improving working conditions increases productivity, economic growth and decent work," he says.

According to ILO data, the informality rate reaches 53 per cent in Latin America and the Caribbean, affecting nearly 140 million workers. Working conditions are mostly precarious, while labour rights are not respected and social protection is missing.

In Peru, 73 per cent of employed work is in informal conditions, according to official figures released recently by the *National Institute of Statistics and Informatics of Peru* (INEI). This situation affects more than 12 million workers in this country, mainly women.

Vanhuynegem emphasizes that combating informality is key to governments' efforts to reduce inequality and social exclusion, contributing directly to achieving Sustainable Development Goal 8 on decent work and economic growth of the United Nations 2030 Agenda.

INFORMALITY AND MIGRATION IN GAMARRA

Jenny Michelena, age 47, is one of the workers of the Rojas sisters' textile company who has not yet been formalized. She is from Venezuela, where she had worked as a university teacher and administrative assistant. She arrived in Peru after escaping the economic crisis in her country.

"I've been working for this company for a month now. I don't have an employment contract yet, but I'm going to have one soon. Like me, many Venezuelan compatriots are in informal conditions here in Gamarra, but we are optimistic, and hope that these formalization initiatives will continue to bring us the benefits to which every worker should be entitled," Michelena says.

More than three million Venezuelans have left their country, most of them since 2015, according to the United Nations.

Michelena is in charge of serving customers who arrive at the store. She recalls how she was warmly welcomed when she arrived in Peru, and praises the commitment of her employers to formalize all workers.

"My dream is to continue living here in Peru, to learn more about my job through the training that will start soon, and maybe I will be able to open my own formal business one day. My parents are still in Venezuela, and I would like to support them," Michelena says.

According to a study by the International Organization for Migration (IOM), 85 per cent of Venezuelans working in Peru are in informal conditions, without a labour contract. More than 60 per cent had completed university or had received advanced technical training.

The Gamarra market



A **Future** *without* **Violence**

Towards new landmark standards on violence and harassment at work

In June 2018, the International Labour Conference concluded its first discussion on possible new instruments addressing violence and harassment in the world of work. A final discussion at the ILO Centenary Conference in June 2019 aims to adopt such instruments.

Last year's Conference took the bold decision of working towards the adoption of a Convention (a binding instrument), supplemented by a Recommendation (a non-binding instrument that pro-

vides detailed and practical guidance) to prevent and address violence and harassment at work. Discussions were difficult at times. The subject matter is complex and involves a wide range of



issues. Also, violence at work has been regarded for too long either as a taboo issue or as something that cannot be avoided.

Delegates were unanimous in condemning any form of violence and harassment at work. It was also very clear that time has come for the international community to put an end to this scourge. A possible new Convention would provide an internationally-agreed definition of “violence and harassment in the world of work”. It would help prevent and tackle it.

In his closing speech of the Conference, ILO Director-General Guy Ryder noted the progress made by governments, workers’ and employers’ delegates in negotiating possible new standards on violence and harassment at work. He said that

he was confident about a positive outcome of this discussion “because of the sheer importance of what is at stake. Truly, this issue is too big for us to fail.”

Better Work, a joint initiative of the ILO and the International Finance Corporation, has already realized what is at stake here. In January 2018, the programme launched a comprehensive, five-year gender strategy to empower women, reduce sexual harassment and close the gender pay gap in the global garment industry. The new strategy aims to promote women’s economic empowerment through targeted initiatives in apparel factories, and by strengthening policies and practices at the national, regional and international levels.





Better Work acts *against* **sexual harassment** in Haiti

In Haiti, Better Work and its partners are tackling sexual harassment on the factory floor, raising awareness and training the workforce on ways to prevent it.

Port-au-Prince, HAITI - Hundreds of women led by Haiti's Comité Intersyndical des Femmes (Inter-Union Committee of Women) marched in Port-au-Prince on the national Women's Movement Day in April last year to raise awareness about violence and sexual harassment at the workplace, in particular across local factories.

A month before the walk, the committee joined forces with Better Work Haiti (BWH), to hold a one-day International Women's Day programme to discuss abusive practices in the workplace.

Offering employment to tens of millions worldwide, the garment sector is a major export opportunity for developing countries. However, a study conducted by Tufts University found the global apparel industry is often plagued by poor working conditions, including verbal and sexual harassment.

In some cases, the researchers found workers in many garment producing countries see unwelcome sexual contacts as an unwritten condition of employment, even a requirement for promotion. In addition to the damaging psychological and physical effects sexual harassment has on victims, it can negatively affect workplace communication and overall factory productivity.

ONE-THIRD OF GARMENT WORKERS AFFECTED

In Haiti, the apparel sector employs around 50,000 workers. In 2018, export revenues from the textile and garment industry accounted for around 90 per cent of national export earnings and ten per cent of national GDP.

However, according to the study by Tufts University, at the onset of Better Work Haiti, around one-in-three garment workers reported problems with sexual harassment in Haitian factories. Similar figures emerged

from the sector in Jordan and Nicaragua, with higher rates still in certain Asian countries.

"The research shows that sexual harassment is widespread across the sector," says Claudine François, BWH Programme Manager. "This is why we decided to take more action to address this, as part of our newly launched five-year strategy."

Since its establishment in 2009, BWH and its partners have supported workers' complaints and worked with factories to set up remediation policies. Around 1,000 workers, supervisors, and managers have received training on identifying and remedying sexual harassment in the workplace as of 2018. This helps people working in the sector understand the nature of sexual harassment, something they admit they have trouble recognizing.

"Women represent the majority of the garment workers and the basis of the household economy. They need their salaries to take care of their families," says Marie Louise Lebrun, Deputy Secretary General of the Inter-Union Committee of Women, adding that her group and BWH are launching a series of sexual harassment prevention trainings for workers, supervisors and managers.

Harassment can start as early as recruitment and, once inside the factories, workers can face additional unwanted behaviours. Local women even have a phrase for this hidden practice, "Sipèvisè ap ba nou check, Bondye pote nou sekou!" ("Supervisors are checking us out, Lord help us!").

In their global study, researchers at Tufts University identified line supervisors as the most likely perpetrators because of the power they have over workers.

"Sexual harassment in factories is a source of trauma, stigma, shame and accusations from colleagues," Lebrun says. "Victims don't want to talk about it, amid fears of losing their jobs."

SHAME AND LITTLE AWARENESS

Shame and limited awareness among women of their rights can make it easier for offenders to get away with abuse. Also, very few report abuses because of fears of losing their job, coupled with social norms that blame victims. Many Haitians associate sexual harassment solely with an assault involving sexual intercourse.

According to the United Nations, any “unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature,” falls under this definition. This can include sexual looks or gestures, teasing, jokes, remarks, pressure for a date, hugs or massages, among other actions.

“The vast majority of garment factories in Haiti have sexual harassment policies,” says Cynthia Raymond, BWH Enterprise Advisor. “But not all of them have clear disciplinary measures in place for when cases arise.”

Recently BWH worked on the case of a worker who accused her line supervisor of using vulgar language and asking her out, allegations her colleagues confirmed.

With Better Work’s coaching, the factory reviewed its sexual harassment policy and began training all new recruits about the company policy and practice for recognizing and dealing with harassment. Also, training sessions have been organized for workers, supervisors, and labour inspectors to raise awareness on prevention throughout the year.

More factories in Haiti have started to ask for the implementation of the complete Better Work sexual harassment prevention training package, which targets workers, supervisors and managers in separate fora and provides tools for the business to both prevent and remedy harassment

“There’s more to be done, and the commitment of everyone - factories, brands and the government - is key. But change is on its way,” says Raymond. “Workers are often thankful at the end of a supervisors’ training cycle. They come to us and say ‘Hey, you know? Supervisors are much more respectful now.’”





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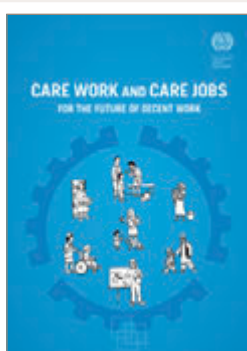
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