

World of Work

THE MAGAZINE OF THE ILO - No. 74, May 2012



International
Labour
Office
Geneva

Giving Youth
a better start

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

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SPANISH EDITION

In collaboration with ILO-Madrid

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Printed by ILO Turin

ISSN 1020-0010

ILO in History

Furthering social justice

May 7 of this year marks the 80th anniversary of Albert Thomas's death in 1932. After a devastating world war, the ILO's first Director (1919–32) argued that “economic and social questions are indissolubly linked and economic reconstruction can only be sound and enduring if it is based on social justice”.

To this end, Albert Thomas created, out of a little group of officials housed in a private residence in London in 1920, an institution with global reach. Under his leadership the ILO's world parliament of labour, the International Labour Conference, adopted 33 international Conventions covering fundamental issues such as hours of work, minimum age, health insurance, maternity protection, unemployment, right of association, protection against accidents at work, minimum wages and forced labour.

But Albert Thomas was also well aware of the limits of the written word, even those of a Convention. “What matters in today's world is that solutions of this nature impose themselves on the spirit, that they appear as feasible and effective solutions to the crisis...”, he said against the backdrop of the Great Depression.

It was his taste for the concrete which made him venture into the field, observe realities and meet the people. In an era where flying was not yet a common means of transportation, he travelled extensively to the Americas, Russia, China, Japan, and most of the countries in Europe. He visited factories, descended into mines, and questioned owners and workers.

“If I apply myself to the study of national realities,” he explained, “it is to absorb everything which can serve in realizing the common ideal.” In this sense, he was a true disciple of what today would be called globalization; that is, of universality in the service of social progress.



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Addressing the International Labour Conference in 1933, Harold Butler, who succeeded Albert Thomas, referred to “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.”

Later, ILO leaders furthered this tradition, including the present Director-General, Juan Somavia, when he called for a new era of social justice on a foundation of decent work – against the backdrop of another global economic and social crisis. ■

**“ECONOMIC AND
SOCIAL QUESTIONS
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ON SOCIAL JUSTICE”**

NOTE TO OUR READERS

The media landscape is changing fast and the ILO Department of Communication wants to make full use of digital platforms to serve our existing audiences better and reach new ones, including youth. We hope this will help us increase the impact of the ILO's news and information offer.

As a result, this will be the last paper version of the ILO magazine “World of Work” in its current format. The content of future editions will be available on a revamped ILO public website. And we plan to have special print editions around major ILO events.

Editorial

The youth employment crisis:

By Juan Somavia, Director-General of the ILO

Youth have been very present in protests across the globe in more than 82 countries and 1,000 cities, events which have accelerated since the “Arab Spring”.

Many are pessimistic, feeling powerless to change their situation. They ask: “What am I going to do?” “Is there no way towards a better future?”

From the perspective of the world of work, these are legitimate questions driven by understandable fears: globally, four out of every ten unemployed persons is a young woman or man.

In some countries one of every four young persons is unemployed. And youth unemployment is three times higher than adult unemployment - in some regions nearly five times. In certain instances the situation of young women is even more acute.

And unemployment is only one dimension of the problem. Too many young people end up in situations of informality and poor working conditions. Some, discouraged, ill equipped, without belief in themselves and in the present systems – end up detaching themselves from the labour market with adverse consequences for their personal development, their families and societies.

It is a disturbing pattern that brings the risk of a lost generation today and the loss of faith in the capacity of systems to deliver improvements in the lives of people over time.

With the youth employment crisis attaining unprecedented dimensions, aggravated by the global financial and economic crises and the prospects of slow, uncertain and uneven recovery, there is a widespread acknowledgement that a tipping point has been reached.

We cannot allow young women and men to give up or to find that the only avenues open to them lead to lives of working poverty and insecurity. The energy, creativity and dynamism of youth are needed in shaping a better future for all – and there are many examples of how such potential can be unleashed with the right opportunity.

Yet, youth unemployment is also part of a broader world of work crisis.

Current growth models have progressively shown their limitations in closing the jobs deficit and responding adequately to people's aspirations for decent work. The meaning of work – “labour is not a commodity” – has been widely devalued while growing inequality, shrinking opportunity and decreasing mobility narrow the options for securing sustainable growth with decent jobs.

The employment and decent work challenge must effectively begin with new growth strategies that can deliver better results for people: policies to promote employment and decent work for young people must also be anchored in job-rich and inclusive growth and recovery strategies.



Pathways to a better future

The youth challenge

The challenge ahead is very much a youth challenge: the world will need to create 600 million jobs over the next ten years in order to absorb the 400 million new entrants annually into the labour market, in addition to the 200 million already unemployed in 2012 – of which 75 million are youth.

This demands a real commitment to investing in young people, making every effort to ring-fence youth and programmes that support their education, employment and school to work transitions. Disadvantaged youth also need to have a fair chance and a second chance. Supporting pathways out of the youth employment crisis and towards decent work that are context-specific and that have proven their efficacy should take center stage.

Such an approach would combine macro- and microeconomic interventions, address labour demand and supply, the quantity as well as the quality of employment.

It would include active labour market policies together with social protection measures targeting youth, more and better training addressing skills mismatches and, encouraging youth entrepreneurship and enterprise development, effective implementation of international labour standards and the defence of labour rights. Not least, policies that work for youth must also be informed by the perspectives of youth – requiring mechanisms for the participation of young people and engagement with them.

This agenda for action provides a policy focus at national level as well as a compass for regional and international initiatives. It is also a solid foundation for constructing multi-layered partnerships.

Time for action

In June 2012, the International Labour Conference discussion on youth employment will take up these issues. The background Report “*The youth employment crisis: Time*



for action”¹ highlights the lessons learnt from many country experiences since the last such Conference discussion in 2005 and the resulting Resolution.² It also gives a range of options that can be applied in different contexts and for different groups of youth.

A series of 45 national youth dialogues taking place in March and April 2012, will be followed by a Youth Employment Forum in Geneva (23 to 25 May) organized to hear directly from young people their hopes, their ideas and proposals for the future world of work.

The demand for decent work for all, for dignity, and for social justice has been echoing across regions. It is time to build economies and societies where young people can secure a stake in the present and in the future. ■

¹ http://www.ilo.org/ilc/ILCSessions/101stSession/reports/reports-submitted/WCMS_175421/lang-en/index.htm

² Resolution concerning youth employment, adopted by the 93rd session of the International Labour Conference (Geneva, June 2005): <http://www.ilo.org/public/english/standards/relm/ilc/ilc93/pdf/resolutions.pdf>

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Cover Story

Giving youth

Arab youth aspiring to
social justice and decent work

“THE HIGHER AND
LOWER EDUCATION AND
INCOME LEVELS ARE
EQUALLY AFFECTED BY
UNEMPLOYMENT”

a better start



In 2011, youth unemployment rates in the Arab region have reached a worrying average of more than 27.3 per cent. For young women, the average unemployment rate is even worse – 41.1 per cent – besides the fact that their labour market participation is already much lower than anywhere else in the world. Even if young people have jobs, working conditions are often very poor, says Ms Dorothea Schmidt, ILO Employment Specialist in North Africa.

According to the ILO expert, wages in the Arab region are low, there is little social protection, working arrangements are poor and career prospects are limited. “So it is no wonder that many young people are angry,” Ms Schmidt concludes.

For young people in the region it happens too often that reality does not meet their aspirations. “The higher and lower education and income levels are equally affected by unemployment. What’s more, social security coverage, including unemployment and pension schemes, usually exist only for civil servants. If you are unemployed, you will slip into poverty very quickly,” Ms Schmidt says.

The feeling of frustration among youth is exacerbated by the fact that the parents have invested a lot of money in the education of their children hoping to ensure a better future for them.

According to Ms Schmidt, the labour market problems in the region are very similar, although the countries differ in many respects. For example, in Tunisia, youth have received a much better education than in Egypt. Similarly, Tunisia has made more progress in combatting discrimination against women in the labour market than other countries in the region.





➤ But the overall situation in Tunisia is still very problematic. “The revolution may have toppled the regime, but it hasn’t freed Tunisia from unemployment, especially among the young and educated. One out of three young people are unemployed here; at around 30 per cent, it’s a shockingly high rate for a country with such a well-educated workforce,” explains Ms Schmidt.

Job market cannot absorb youth

Tunisia adds 20,000 new entrants each year to a job market that cannot absorb them. Paradoxically, it’s easier to find work here if you don’t have a university degree since the majority of jobs are created in the informal economy and in low-skilled sectors like agriculture or trade. But these jobs pay low wages and working conditions can be dangerous.

The highly educated and highly skilled have equally high expectations when they graduate from university – they want a decent job. As Lassaad Labidi, Director of the Tunisian National Institute for Work and Social Studies puts it, “The big challenge is to find work after finishing school. Our students take the courses but always in the back of their minds there’s the nagging question: What opportunities will there be afterwards?”

Also in Egypt, most of the new jobs are created in the informal economy.

“Job creation is a top priority for the new governments in the two countries, but this will not happen overnight. However, in the medium term a lot could already be achieved,

if training of young people focused more on the needs of employers and enterprises. In turn, employers should improve working conditions for and their attitude towards young people,” says Ms Schmidt.

Another important point made by the ILO expert is that labour market policies should ensure that supply and demand meet. In this regard public as well as private employment services have to become much stronger to fulfil their mandate of matching people looking for employment with available jobs.

Finally, “young entrepreneurs must be encouraged to set up their own businesses. Small and medium-sized enterprises create most of the jobs in today’s world,” she says, adding that support for the private sector, especially for the development of micro- and small enterprises that have high potential to create jobs for youth, is essential.

ILO programmes to promote youth employment are expanding in many countries of the Middle East and North Africa (MENA) region. These programmes aim to improve the school-to-work transition, including through the formulation and implementation of comprehensive packages of active labour market policies that target disadvantaged youth. The ILO is also supporting institutional reforms with a view of improving the governance of the labour market.

The ILO youth employment programmes in North Africa are currently being funded by Canada, Italy, Spain, the United States and the European Union. “Because of the magnitude of the youth employment challenge in the region, we are currently looking to expand our programmes by building broad-based partnerships,” concludes Gianni Rosas, Coordinator of the ILO Youth Employment Programme.

Projects with Australia, Denmark, Finland, Norway and Switzerland are about to be finalized. Their integrated approach will ensure that the employment challenge is tackled from all sides: the supply side through skills training, the demand side through creating jobs, and the matching process between jobseekers and employers. At the same time, projects will strengthen social dialogue and social protection, and promote international labour standards. ■

A nascent youth employment movement in Kenya

In sub-Saharan Africa millions of young workers are engaged in survival activities, mostly in the informal economy. Journalist Anne Holmes reports from Africa's second largest slum in Kenya, where cooperatives and green jobs help address the youth employment challenge. With ILO support, the development of cooperatives is a priority of the national action plan for youth employment in Kenya.

In Kenya, cooperatives are helping youth lift themselves out of poverty. Youth cooperatives have created jobs through projects in community gardens, processing waste for bio-fuel or sanitation.

Victor Matioli, 34, is one of the beneficiaries of these projects. In the community greenhouse, he has already a project in place that is creating jobs for youth.

He explains how the Youth Reform Greenhouse Organic Farm came into being: "Since the post-election violence is the day that we started farming. We came with the idea of joining the youth together and rehabilitating them to do good things."

During post-election violence three years ago, young people were tearing up the railroad tracks that run through Kibera, furious over the lack of jobs and sky-high unemployment. Thousands of idle young women and men took to the streets to disrupt and burn the businesses and houses of perceived members of the economically advantaged.

Today, residents have rebuilt their communities, and the hustle and bustle within the informal settlement has shifted from frustrated violence to productive work. Out on Kibera's main artery, a car wash business is teeming with energy. Gabriel Owino manages the cooperative enterprise he started with a group of friends 10 years ago and also oversees a mechanics shop next to the spring.

"These people have their own qualifications for work. Some come and go and get good jobs," he says. "There are people who are going to school. There are people who have certificates here, and they don't have jobs so we keep ourselves busy, out of (the) streets."

Flying toilets

One of the main challenges in these settlements is the lack of proper sanitation services.

"Flying toilets," polyurethane bags used for defecation and thrown by the wayside, pollute the landscape, and the lack of proper sewage systems lead to public latrines becoming blocked, often overflowing when the rains come.

"The major problem in Kibera is toilets and showers," says Mr Matioli. "People don't have them." This gap in public services has stimulated one of the more stable employment opportunities for Kibera residents who decided to take matters into their own hands.

The Umande Trust, an organization sponsored by the ILO's Cooperative Facility for Africa through its Challenge Fund, is one of the most innovative groups involved. They employ largely youth or womens' groups to build and operate what they call "bio centres", public latrines that use bio-base from processed human waste to heat water for the public showers. The gas is also sold to local residents for cooking.

"We are looking now at the human waste as an investment that can produce bio-gas, and this is a clean form of energy. We are able to harness that and ensure that we are providing a dignified, clean form of sanitation services to the community," says Paul Muchire, Communications Manager at Umande Trust. "Remember this is methane, and methane is more harmful than carbon, therefore, when you burn that methane you reduce the degree of harm it will cause to the environment."

Umande has over 50 similar centres throughout Kenya that are run by independent community groups. Most of them are located within Nairobi's informal settlements.



➤ A new look at the existing world

“Our starting point is that Kibera has assets – people go to school, there is radio, they have cybercafes, there is Internet,” says Managing Trustee Josiah Omotto, who founded the organization with a group of friends in 2004. “We’ve tried to move away from the Kibera of poverty, because the moment you look at people from a poverty perspective, you are basically perpetuating helplessness.”

Mr Omotto explains that over the last ten years, employment has been based on social capital. “You know somebody, you get a job,” he adds. “In the high-income areas, unemployment is very low because they know people in the private sector, they know people in the public sector.”

However, Kibera residents and those of the other informal settlements in Nairobi are largely excluded from that economic sector. They survive by going from one small job to

the next, selling food at stalls in the streets or hawking recycled goods. Steady income remains an exception.

“Umande Trust basically means nascent. Looking at the world with a new beginning. Not recycling the ideas of yesterday,” says Mr Omotto, “We really are about justice.”

Maria-Elena Chavez, Chief of the ILO Cooperative Branch, adds: “SACCO members are very committed and coops have made a very visible contribution to their well-being. Walking through Kibera, members of the SACCO proudly showed us their bio-centre, their accounts and the savings they had, telling us how their children could go to school because they were able to access small loans from the SACCO to buy school uniforms. This is a very impressive example of how coops and youth can make a huge difference in people’s lives.” ■

EMPLOYMENT-INTENSIVE INVESTMENT PROGRAMMES: JOBS FOR YOUTH IN MALI



In Mali 73 per cent of the economically active population work in the informal economy. A third of these workers are young people who can only find jobs in rural areas. Among young people in urban areas, youth unemployment is remarkably high. In the capital Bamako it reaches 32 per cent.

Mali’s Agency for the Promotion of Youth Employment is implementing a national programme to integrate youth in the labour market through labour-intensive investments. The programme is financed by a National Fund for Youth Employment which is financed by a 2 per cent contribution from payroll tax.

The ILO-supported project has created more than 70,517 workdays since 2006. It contributed directly to the integration of many young workers into the rural labour market. Jobs for youth



range from selling agricultural products to the maintenance of farm equipment and road paving.

Training on the use of local materials and techniques is part of the project that provides vocational training to youth across the country. Employment-intensive techniques in construction have been progressively extended to other investment programmes such as the Agricultural Sector Support Program, the National Road Directorate in Bamako and the private sector.

Working in partnership with the Agency for the Development of Employment-Intensive Approaches and other stakeholders, the ILO enabled local communities and administrations to include these approaches in national and local budgets. The project has been funded by the Government of Mali and the Grand Duchy of Luxembourg.



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Giving young people the **right skills** for today's jobs

At a time when youth unemployment has reached alarming levels, governments are urgently seeking ways to tackle the crisis and defuse the potential time bomb of an increasingly disheartened and angry generation. Journalist Patrick Moser reports.

Providing young men and women with the skills they need to enter the marketplace is a crucial element in addressing youth unemployment, which affects an estimated 74.8 million youth worldwide.

Vocational education and training (VET) can play a central role in preparing young people for work, but experts say that in many cases such programmes fail to respond to labour market needs.

Yet, it is widely agreed that building solid bridges between the worlds of learning and work is key to ensuring that young people

learn skills required by the labour markets. Countries that have had some success in raising employment among young people closely link vocational training with labour market needs.

Michael Axmann, an expert in skills development systems at the ILO, cites the example of Germany's latest reform of its long standing "dual system", which combines apprenticeship training by companies with school-based theoretical training.

An acute skills shortage in Germany's IT sector in the late 1990s led to the development of new apprenticeships designed to meet the sector's specific needs, with strong emphasis on helping young people plan and carry out their work independently. The IT apprenticeships are now highly popular and have led to a smoother recruitment process and spearheaded a reform process aimed at making the "dual system" more flexible and more relevant.



► “Training alone never creates jobs”

The ILO expert cautions, however, that “training alone never creates jobs”.

According to Axmann, enterprise-based training helps young people to get a foothold in the world of work. Because of the lack of an employment record, such training helps young people and employers to get to know each other.

“Workplaces provide a strong learning environment, developing hard skills on modern equipment, and soft skills through real world experience of teamwork, communication and negotiation; workplace training facilitates recruitment by allowing employers and potential employees to get to know each other, while trainees contribute to the output of the training firm,” the Organisation for Economic Co-operation and Development (OECD) says in a recent report.

The OECD report insists on the fact, that “workplace learning opportunities are also a direct expression of employer needs, as employers will be keenest to offer those opportunities in areas of skills shortage”.

Adapting skills to the jobs of the future

In all countries the implications for skills development are momentous. Many of the jobs that will be generated over the next two decades do not exist today; yet most of the workforce of those years is already in education and training.

Skills development is expected to play a major role as economies move toward cleaner energy use, creating new, green jobs. Several countries are already reporting shortages of skills in the renewable energy and other

YOUTH EMPLOYMENT IN SERBIA

In Serbia, unemployment rates among youth are three times those of adults (37.4 per cent and 12.3 per cent, respectively, in 2010). Low-educated young women and men, young Roma, internally displaced youth and refugees face even more severe challenges, such as underemployment, precarious jobs, poor working conditions and work in the informal economy.

The country's Youth Employment Policy and Action Plan (2009–2011) emphasizes employment-intensive growth, employability, labour market inclusion through targeted measures, and governance of the youth labour market. Some US\$3.9 million, from both government and donor resources, channelled into the existing Youth Employment Fund, have supported the implementation of a wide range of integrated youth employment measures.

Active labour market programmes have targeted more than 3,500 disadvantaged youth. Most of these young people have low levels of education (85 per cent), are long-term unemployed (60 per cent) and have no work experience (52 per cent).

Government monitoring data show that, among young beneficiaries who are working, as many as 85 per cent have entered full-time employment. More than half of them work in the same enterprise from which they received training



(57 per cent), and use the skills acquired through on-the-job training (62 per cent). What's more, the wages of programme participants are between 10 and 20 per cent higher than the statutory minimum wage.

The ILO has worked with the Ministries of Economy and Regional Development, Labour and Social Policy and the social partners on the development and implementation of the Youth Employment Policy and Action Plan; the establishment of the Youth Employment Fund; the development of evidence-based youth-specific employment policy objectives and targets; the integration of labour market, migration and social services; and the provision of capacity building for the labour market.

“green” sectors. “There is an urgent need for training in the full complement of skills required across a broad range of jobs so that economies can both continue ‘greening’ and realize the potential growth in employment the process offers,” the ILO says in a forthcoming report on skills and green jobs.

In many cases, curriculum reform is needed to make skills programmes relevant to today’s world of work. “This often may involve a thorough rethinking of the way skills are being imparted. Rather than being taught to

memorize vast amounts of technical details, students need to learn to think in functional contexts and take analytical approaches to problems,” explains Axmann.

“With vocational education and training, for too long we made our students develop a brain that acts like a computer with a small processor and a huge memory, but what they actually need to succeed in today’s world of work is a brain with a much bigger processor unit while the memory capabilities could be much smaller,” the ILO expert concludes. ■

Listen to young people in Latin America

“Social and economic progress is unsustainable unless the policy challenge of creating better opportunities for young people is addressed,” ILO Regional Director for Latin America and the Caribbean, Elizabeth Tinoco, told participants

at an International Forum on “Employment, Youth and Democratic Governance” in Lima, Peru, last December. “If society does not create jobs for them, young people tend to lose confidence in democratic institutions.”

Young people in Latin America who find a job will very often have to accept one in the informal economy – where 60 out of every 100 young workers work in the region. The lack of jobs available for young people, as well as the poor quality of these jobs, cause frustration and anger. Nearly 20 million young people in Latin America are neither in education nor in employment or training (NEETS).

“Let us listen to what they have to say. Youth unemployment and underemployment prevent us from using the potential of the most highly trained and educated generation we have ever seen. There are also major political repercussions, because



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young people have taken to the streets, asking democracies for answers. They want opportunities. Let us listen to what they have to say and act accordingly,” Ms Tinoco said at the Forum.

Call for job-led growth

Youth employment problems are structural and require specific policies to be addressed, Forum participants agreed. The fact that youth unemployment, underemployment and informality remain high even in times when the region has improved its

record for other labour market indicators shows that growth is needed but not sufficient unless it is focused on job creation.





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➤ In many Latin American countries the issue of youth employment is already on the policy agenda. At the Forum, representatives of governments, employers' organizations and

“IF SOCIETY DOES NOT CREATE JOBS FOR THEM, YOUNG PEOPLE TEND TO LOSE CONFIDENCE IN DEMOCRATIC INSTITUTIONS”

trade unions agreed on the importance of not leaving young workers alone and that specific policies should aim at improving their opportunities to get decent jobs when they approach the labour market.

The ILO recently started to develop regional platforms for cooperation on youth employment. These can help countries share knowledge, review progress on implementation of policies and programmes and pull together expertise, including through peer reviews and mutual learning. ■

EMPLOYMENT AND MIGRATION SERVICES FOR YOUNG PEOPLE IN PERU

Despite a significant economic expansion in the last decade, two out of three unemployed persons in Peru were aged between 15 and 29 years in 2010. Four out of five young workers were in precarious jobs and more than half (56 per cent) of the 8 million youth in Peru would consider emigration if they had the chance.

To respond to these challenges, Peru has launched a National Youth Employment Policy and a Youth Employment Action Plan (2009–2012) to tackle youth employment and underemployment. Activities under the Plan promote employment creation, entrepreneurship and employability. The implementation is overseen by a national tripartite committee including young representatives of employers' and workers' organizations.

Out of the 370,000 targeted, more than 260,000 disadvantaged youth have so far benefited from the measures of the Plan. Building on a national survey showing that more than 75 per cent of microenterprises run by youth did not last longer than one year, the Government has introduced a series of institutional reforms.

They include the reduction of “red tape” and costs relating to job applications through the introduction by the Public Employment Service (PES); the introduction of a “one-stop-

shop” free of charge single certificate that contains all pieces of information on young job applicants (Certi Joven); the modernization of career guidance services; the establishment of a training programme (Joven Emprendedor) targeting young entrepreneurs, alongside an information system that simplifies market assessments; and the establishment of an information and orientation service for young migrants living abroad and young Peruvians planning to migrate (Infomigra). Some of the above measures have been integrated into the newly developed National Employment Policy, which mainstreams youth employment.

The ILO worked closely with the Labour Ministry and the Inter-ministerial Committee for Employment on the development and implementation of the Youth Employment Action Plan and the National Employment Policy. The activities were supported by the Youth Employment and Migration Programme which is funded by the US\$3 million Spanish Millennium Development Goals Achievement Fund. They were implemented by the Ministry of Labour, the Ministry of Women and Social Development, the National Youth Secretariat and the National Institute of Statistics. Technical assistance was provided by the United Nations country team, including the ILO, UNFPA, UNDP and IOM.

Giving Indonesia's new generation the skills and self-confidence to find decent work



President Susilo Bambang Yudhoyono, speaking at the 100th International Labour Conference (ILC) in Geneva

“YOUNG PEOPLE CAN MAKE AN IMPORTANT CONTRIBUTION TO GLOBAL PROSPERITY. WE MUST INVEST MORE IN SECTORS THAT GENERATE JOBS FOR YOUTH”

Indonesia's new generation of young people are creative, connected, concerned and keen to succeed. But today, far too many can't find decent jobs. More than 6 out of 10 young workers are trapped in low-skill, low-productivity occupations in the informal economy. But change is possible, as this report by journalist Eric May from Indonesia shows, where creating jobs for youth has become a top priority.

Wardah is a university student enrolled in a business skills training course called “Start Your Business”, part of the ILO EAST project in South Sulawesi, an area with one of the highest youth unemployment rates in Indonesia.

After the training, Wardah invested money she had saved to start up her own cell phone service business at a local market. She made back her investment after two months, and business is so good Wardah is planning a move to a bigger shop.

Wardah is one of tens of thousands of youth that benefited from the activities of the ILO and its partners in the Indonesian Government as well as the country's employers' associations and trade unions. Along with the support of international donors, they have all made a significant contribution to improving Indonesia's youth employment situation.

Ten years ago the ILO helped focus attention on Indonesia's youth employment problem and supported the policy-makers to turn priorities into action. In 2002, Indonesia became one of the first countries to respond to the United Nations Millennium Development Goals on youth employment, becoming a lead country in the UN's Youth Employment Network.

The Indonesian Government together with employers' organizations and trade unions, along with the support of the ILO and the Dutch Government, have made a significant contribution to improving Indonesia's youth employment situation.





Making youth employment a national priority

In 2004, the “Indonesia Youth Employment Action Plan” was developed to deal with the youth employment challenge. Today, youth employment is a priority of the National Development Plan that is being implemented by a designated group of young professionals at the Ministry of Planning who are committed to fostering coordination and joint action among various partners.

At the national level, the “Job Opportunities for Youth” programme strengthened the

capacity of the Government to formulate and implement policies and programmes for youth employment. For instance, employment offices were established to give young jobseekers practical information on careers and job-search skills. Job fairs were organized to help employers meet with young jobseekers.

In the rural provinces of East Java, where there are many more jobseekers than available jobs, and very few entrepreneurs, the ILO and its partners decided that training young people in self-employment skills could be a viable approach.



The idea was endorsed by the provincial Governor and every school district was instructed to implement it. More than 2,000 teachers and facilitators were trained in how to teach business start-up and entrepreneurial skills in vocational schools and training providers. Teachers not only became better entrepreneurship teachers, but better teachers in general thanks to their newly acquired skills.

The ILO Education and Skills Training for Youth Employment Programme (EAST) focused on improving the school-to-work transition in six provinces by targeting specific groups of disadvantaged youth and providing them

with a package of education and employment services, spanning “second chance” programmes for out-of-school youth to career guidance, skills and entrepreneurial training and other services.

For instance, more than 4,000 out-of-school children at risk of child labour were enrolled in school or informal education; more than 76,000 students benefited from regular counselling sessions. About 13,000 young people, both in and out of school, were trained in entrepreneurship and vocational skills, using “Start and Improve Your Business” and “Know About Business”. More than 40 per cent of them started micro-businesses within six months from the completion of the courses.

Pioneering youth employment initiatives

Several youth employment initiatives were developed and piloted in Indonesia. For instance, the ILO led the development of an integrated approach that includes the identification of skills in demand followed by the implementation of competency-based training programmes that include skills assessment and certification as well as support to youth in their job search and placement.

Following the success of the pilot initiative, this approach has been adopted by the Ministry of Education and applied at the national level. Similarly, the training module on rights at work for young people was revised by Indonesian trade unions to respond to the realities of the country. The association of young entrepreneurs looked into the business climate to support young people who were willing to set up their own business.

“The broad-based partnerships for youth employment established in Indonesia have demonstrated that joint action in tackling the youth employment challenge can make a greater impact. These include collaboration among schools and training providers, government ministries, the social partners and youth organizations at both national and local levels. Similarly, cooperation among various international organizations can improve policy coherence and coordination on youth employment in a country,” concludes Gianni Rosas, Coordinator of the ILO Youth Employment Programme (YEP). ■

Kenya

Learning about changes in

The ILO's International Programme on the Elimination of Child Labour (IPEC) was created in 1992 with the overall goal of the progressive elimination of child labour. With operations in more than 80 countries, IPEC is the largest programme of its kind globally and the biggest single operational programme of the ILO.

One way of identifying the longer-term changes in the lives of children as a result of a child labour project are tracer studies. A tracer study is a retrospective analysis which takes a sample of former beneficiaries of a child labour project to capture the changes in their lives, and that of their families, following the intervention. Tracer studies take place one to eight years after the end of a project. They help to understand what works, and under what circumstances, in the fight against child labour. These studies thus produce valuable information for any future programme planning, policy advice and decision-making in this area.

Between 2009 and 2011, IPEC carried out six tracer studies¹ of finalized ILO-IPEC projects through the Impact Assessment Project funded by the US Department of Labor. The assessments covered children formerly associated with armed forces and armed groups in the Democratic Republic of

Congo and Burundi, and former child labourers in agriculture and street work (Morocco), agriculture and fishing (El Salvador), sugarcane plantations and mining (Philippines), commercial sexual exploitation and domestic labour (Paraguay), and agriculture (Kenya).

The tracer study in Kenya

The tracer study in Kenya interviewed 252 former beneficiaries of the Time Bound Project (TBP) of Support to the National Plan of Action on the Elimination of the Worst Forms of Child Labour. Launched in 2005, this ILO-IPEC project included model interventions to strengthen primary education and vocational training, public awareness-raising campaigns, economic empowerment, and capacity building for the Government and communities. With technical support from IPEC Geneva, a local consulting agency with experience in fieldwork and quantitative studies was responsible for conducting the tracer study and drafting the final report.

The ILO photographer, Marcel Crozet,² travelled with the tracer study team in the rural areas where the TBP Project had been implemented and in such a way as not to infer with the study. The team's fieldwork involved tracing former beneficiaries and interviewing them with a previously developed questionnaire. In most cases these former beneficiaries were child labourers in agriculture.

¹ *Child Labour Impact Assessment Toolkit: Tracer Study Manual*. International Programme on the Elimination of Child Labour (IPEC). ILO, Geneva, 2011.

² The photographer obtained the explicit agreement of children and youth to be photographed. His photo report provides insights into the tracer study process, portraying some selected stories of former project beneficiaries. It is important to note, however, that the photographs are not necessarily representative of the findings and that, except when explicitly stated, not all photographs portray former beneficiaries.

Photo Report

the lives of **child labourers**

Busia is one of the border towns between Kenya and Uganda. Heavy lorries are crossing the dusty streets 24 hours a day. The so-called “no man’s land” between the two countries is actually filled with people – including many children – working both in the formal and informal economy. The Busia district was one of the areas covered by the ILO’s tracer study.

All photos: © M. Crozet/ILO

Many children in Busia are orphans or live with disabilities. With many lorry drivers stopping for the night in Busia, some girls sell their bodies just to feed themselves, sometimes for just 20 Kenyan shillings (about US\$0.22), which will buy them half a bottle of soda. According to social workers, more than 500 sex workers have been identified in this part of Busia. Some of the girls are under 18, and all of them are at risk of being infected with HIV.





Just outside Busia, child labour can be found in the fields as many children help in agriculture. However, as most of them go to school on weekdays, they work mainly on weekends.



The situation of so called "street children" (here at the Kisumu lorry park) is worrisome. Dozens of them spend most of the day sniffing glue. Some of them suffer from mental illness, further increasing the level of violence among them.





Many children are involved in domestic work, whether or not they go to school, as can be seen further south on the shore of Lake Victoria.



The objective of the IPEC tracer study in Kenya was to assess changes brought about in the lives of children who were supported by an ILO-IPEC project that finished in 2009, and assess if the project influenced these changes. In the Manyatta district of Kisumu, tracer study field researcher Christine Abong'o (right) sits down with 22-year-old Jackline Adhiambo, to go through the tracer study questionnaire.

19-year-old Carolin Awuor (right) is the mother of a baby girl and also a former beneficiary of the ILO-IPEC project. The project helped change her life by providing her with the necessary training to become a tailor. She can be seen here with Christine Abong'o.





22-year-old Elizabeth Akinyi, here at the Kisumu market, was also supported by the ILO-IPEC project making it possible for her to start selling sodas and home-made cakes at her kiosk. Several years after being supported, the impact of the intervention is clearly lasting making it possible for Elizabeth to earn her living.

The ILO-IPEC project provided Syrone (right) with a scholarship and he completed secondary school. He was then admitted to Jomo Kenyatta University to pursue a Bachelor of Landscape Architecture degree.



"I experienced a lot of hardship," Kelvin Mwangi (right) recalls, here with Joakim Ndorongo (left). "The farm owners used children as a cheap source of labour."

Both Joakim and Kelvin benefited from scholarships covering their school fees. Since they were excellent students, they attended Kanunga High School. Later they were both admitted to the Jomo Kenyatta University. Kelvin pursues a Bachelor of Science degree in Analytical Chemistry and Joakim is a mechanical engineering student. They posed for this photograph in the very same coffee plantations where they used to work as children.

General Articles

Women: An unmined resource



Until a few decades ago, most countries banned women from working in mines. But over time, women have made their way into this male-dominated territory, proving they have what it takes to succeed. Patrick Moser, a Geneva-based journalist, reports.

When Claudia Haney goes half a kilometre underground, she commands respect from the 300 men at K + S Kali's Neuhof-Ellers mine in the German state of Hesse.

The 33-year-old is the first woman to head a mine in Germany.

Mining has long been the exclusive territory of men, with hostility to women reflected in the myth that a woman's presence would cause the pit to collapse.

But over the past decades, women have made their way into the mines. While they remain a minority in the still male-dominated sector, their numbers are growing. That is good news, not just for the women, but also for the mining industry, which faces major skills shortages.

In Australia, mining heiress Gina Rinehart has turned her family company from a small prospecting outfit to a global mining group, in the process becoming the country's richest woman.

In 2007, Cynthia Carroll was the first woman to be named chief executive of London-based mining giant Anglo American.

“I never thought of mining as something a woman shouldn’t do,” says Cornelia Holtzhausen, the general manager of Anglo American’s Kumba iron ore mine in Thabazimbi, South Africa. “I grew up in a mining environment – my friend’s father was a metallurgist at a gold mine – and I’ve always found it very stimulating,” she says.

In Australia’s mining state of Queensland, authorities launched last year the “Women in Hard Hats” initiative to encourage girls to consider non-traditional careers such as mining.

“Recruiting women is a win-win, as they represent the largest untapped talent pool available to employers needing to address their skills shortages,” says Queensland Minister for Women, Karen Struthers. “These industries need women. It is no longer a choice. Mining careers for women need to be a reality not a novelty.”

“Increasing women’s representation in non-traditional industries will help tackle the skills shortage and allow women and girls to get a slice of Queensland’s resources boom,” Struthers says.

In Canada’s British Columbia (BC), one in 20 jobs is in the mineral exploration and mining industry, but women make up only 16 per cent of that workforce, including a mere five per cent in jobs considered non-traditional for women, such as labourers and heavy equipment operators.

With BC’s mineral exploration and mining industry forecasting it will need almost 6,000 additional workers by 2016, a task force investigating the issue said last year that reaching out to women is crucial for the sector.

“It is clear that these challenges are not restricted to BC,” the team said in its report *Women: An unmined resource*. For example, private-sector companies operating in

“I NEVER THOUGHT OF MINING AS SOMETHING A WOMAN SHOULDN’T DO”

Australia and South Africa, along with local governments “are purposefully focusing efforts and resources to make the industry more appealing to women and other minority groups”.

Yet the report laments that the industry and its culture remain male-dominated, with women reporting they were shut out of social activities. The report also cites a lack of females in senior roles as perpetuating the belief that they are not equal to men.

Until a few decades ago, women in many countries were banned from working below ground.

Sandra Collins was one of the first women to study mining engineering in Queensland and the second in Australia to actually work in the industry. She is now operations manager at a major coalmine in Queensland. But in the 1980s she had to fight legislation that prevented women from working in underground mines to begin her trailblazing career.

“This was a hangover from the days (in the 1800s) when the legislation was formed to get women and children out of the mines,” she told the Australian TV station ABC. “It hadn’t been changed and it was still on the books.”

The ban on women working underground dates back to the mid-19th century. A public outcry over horrendous conditions in British mines, described in a report by a Royal Commission, resulted in the Mines Act 1842 which prohibited women as well as children under ten from working in mines. This practice also found reflection in the ILO’s Underground Work (Women)



► Convention (No. 45), which was adopted in 1935, and prohibited underground work for women.

However, in the years following the adoption of the Safety and Health in Mines Convention, 1995 (No. 176) – which calls on member States to develop and implement a coherent policy on safety and health in mines – and lists some key steps to achieve this, the ILO has asked member States to implement Convention No. 176 and consequently consider denouncing Convention No. 45. While Convention No. 45 tried to protect women by excluding them from mining, the principle of Convention No. 176 consists of prevention and protection for both men and women.

“There should be free access for both sexes, complemented by strong occupational health and safety standards,” says Martin Hahn, a mining sector expert at the ILO. “Convention No. 45 had, *inter alia*, aimed to protect women from the then very substantial physical safety and health dangers of underground mining. A lot of the work in the mines used to require great physical strength, which people typically didn’t attribute to women. Nowadays, a lot of the work in large-scale mining is done by

machinery, and safety and health records have improved considerably in well-run mines,” he adds.

Australia’s Mines and Minerals Association (AMMA) says 86 of its members are experiencing skills shortages. The employer organization believes recruiting women will play a significant role in addressing the issue, alongside increasing critical skills training and allowing more foreign miners into the country.

“With 92 per cent of AMMA resource industry employers stating they wish to employ more women, and being an industry where currently fewer than one in five workers are female, there are immense opportunities for Australian women to have a fulfilling and long-term career in the industry,” the association’s Chief Executive, Steve Knott, said at a mining conference in June 2011.

“Traditionally, mining in many countries has been characterized by a strong macho culture of risk-taking, which runs counter to modern occupational safety and health approaches,” says Hahn. “Since this risk-taking culture was fostered by the existence of a highly homogenous workforce, more diversity should really improve things.” ■



Decent work and education

A win–win combination

In 2003, Argentina became one of the first countries to incorporate the concept of decent work into its national development agenda. Since then, a number of government programmes have put into practice different aspects of the Decent Work Agenda. In 2004, Argentina and the ILO teamed up to launch the *Building a Future with Decent Work* project, which aims to promote and develop the dignity of work in each person. As the article explains, this is a road that begins in the primary years at school.

Matías looks up from the stage and smiles nervously. Looking back at him are his classmates and other students, as well as teachers, headmasters and government experts. And, as if that wasn't enough to intimidate a 13-year-old boy, the Ministers of Labour and Education of Argentina have just walked into the hall.

But Matías keeps his cool and, paper in hand, begins his speech with enthusiasm and eloquence. “We want equal opportunities, rather than some children being able to go to school while others are denied the same privilege,” he says.

Beside him, 15-year-old Maira waits nervously. When her turn comes, she adds: “We want our parents to have decent jobs, so that children do not have to work.”

Next up is a 20-year-old, also called Matías, who asks that “schools be made aware of the situation of children that work. To this end, we are putting forward a proposal for a tutor-support system. School cannot be a place where one size fits all. We need schools that cater for everyone.”



Their proposals are part of the conclusions of the day organized around “Thinking about Decent Work in Schools” by the Ministries of Labour and Education of Argentina. More than 600 students from 15 secondary schools in the suburbs of Buenos Aires took part in the initiative, along with teachers, headmasters and teams from both ministries.

The premise was simple: participants had to think about the link between school and work and, more precisely, between school and the work that students want to do. The top national authorities for education and labour were there to listen to their ideas.

“Contrary to those that think that schools become ‘distracted’ by addressing subjects such as sexual education, organ donation, or decent work, we believe that when schools provide teaching about sexual education and decent work they are doing exactly what they should be doing,” Minister of Education, Alberto Sileoni, pointed out.

The Labour Minister, Carlos Tomada, picked up on the students’ call for equal opportunities. “The creation of that equality is a process that ➤

▶ began in 2003. In addition to the five million jobs created since then, the project ‘Building a Future with Decent Work’ is essential to this effort, since we not only need to create jobs, but we also need to create a culture of and an emphasis on decent work in new generations.”

“Building a Future with Decent Work”

The project “Building a Future with Decent Work”, referred to by Minister Tomada, was launched in 2004 by the national Ministries of Labour and Education and the ILO Country Office for Argentina. The objective was, and continues to be, to promote and instil the value of decent work in individuals.



“Despite its limited resources, provided partly by the ILO but mainly by the State of Argentina, the project ‘Building a Future with Decent Work’ has had a strong social impact. Its success is no doubt due to the significance of its objective and the commitment of the parties involved,” says Marcelo Castro Fox, Director of the ILO Country Office for Argentina.

The project’s achievements include training 1,000 teachers on the course “Explora Trabajo Decente” (Explore Decent Work); offering all middle-school social sciences teachers in Argentina the opportunity to participate in the project *Trabajarte*, run by 21 teacher training centres; incorporating the fundamental principles and rights at work and the concept of decent work into the middle-

school curriculum through a Resolution of the Federal Education Council; running a regional experience-sharing workshop, where the leaders and promoters of the project in the region countries – Argentina, Brazil, Chile, Paraguay and Uruguay – discussed the direction that the programme had taken in each country.

The impact of this project can also be gauged by the satisfaction that Matías felt on hearing his own words being taken up in the speech delivered by the Minister of Education: “Young people want schools that cater for everyone. One concept that struck me, and which I am going to start using myself, is that schools cannot take a one-size-fits-all approach,” he said. “School should

be a place for everyone. In other words, we should not just have to fit in as best we can, but rather it should be the best school for everyone.”

“Young people greatly value the opportunity of being able to come here and meet the authorities face to face,” said one of the teachers who accompanied the students. At the end of the day, Matías and the other students felt that they had been able to speak openly and that they had been listened to.

The “Thinking about Decent Work in School” day was much more than just another day of talks and meetings. It provided another example of how Argentina has made decent work an integral part of its economic and social development. ■



The bitter tobacco plant gives way to the freshness of oregano



Promoting oregano cultivation is part of a comprehensive support package launched by the ILO in 2008 to assist socio-economic recovery in war-torn southern Lebanon. Farah Dakhallah, ILO Regional Outreach and Advocacy Officer in Beirut, reports.

Not so long ago, Hassan Bazzi's farm in the south of Lebanon grew lush every summer with the tough and resilient green leaves of tobacco plants.

But the work was hard and expensive and could endanger health. What some farmers in the area had called the "plant of steadfastness" for its ability to provide cash and survive decades of conflict, was increasingly being called the "bitter plant" because of the challenges to growing tobacco.

“OUR HOME HAD BEEN BADLY DAMAGED AND OUR HARVEST BURNT DURING THE WAR, SO WE WELCOMED THE ILO'S ASSISTANCE”

Farmers were looking for an alternative, and they found one – with the help of the ILO. Today, many of the “bitter plants” are gone, replaced by a fresh green herb that is easier and cheaper to farm, and even goes well with a variety of local foods and cooking, including the famous Lebanese condiment *zataar*, a mix of herbs, sumac, sesame seeds and salt.



➤ Oregano farming is the new face of this area's development: oregano is easy and economical to grow, doesn't damage anyone's health, and smells and tastes good. Promoting its cultivation is part of a comprehensive support package launched by the ILO, and funded by the Lebanon Recovery Fund, in 2008 to assist socio-economic recovery in areas of south Lebanon affected by the 2006 July war with Israel.

"I had long wanted to make a switch but wasn't aware of any viable alternative until our local cooperative was approached by the ILO about oregano production," says Hassan.

Hassan is making the transition because, compared with tobacco farming, oregano is low-cost, consumes less water and requires less effort. It can also be more profitable: harvesting oregano instead of tobacco can lead to an annual income increase of 850,000 Lebanese pounds (US\$566) per family.

However, diversifying crops and securing sales of new products like oregano remains a challenge.

Some 25,000 families in southern Lebanon – about 60 per cent of the population in the south – continue to rely on the state-subsidized tobacco sector for their livelihood. Because of the Government's long-standing price support policy, tobacco is regarded by many in the region as a secure selling crop – providing the average farmer with an annual income equivalent to US\$2,400.

Dire social and economic impacts

But in addition to the well-known health hazards linked to tobacco consumption, the "bitter" plant can have dire social and economic impacts.

Much of the world's tobacco is farmed by child labourers, and Lebanon is no exception. Forty-one-year-old Hassan himself has

worked since the age of seven on his family's 8,000-square-metre tobacco farm. Tobacco cultivation is often a family affair, leading to children being pulled out of school and women being overworked. Over a third of Lebanon's estimated 100,000 child labourers work on tobacco farms.

Work in the tobacco sector is both labour-intensive and exhausting. Men, women and children endure long hours of stoop labour while suffering from exposure to nicotine and pesticides.

What's more, tobacco farming also leads to environmental degradation: the use of wood for curing contributes to deforestation; pesticides pollute the soil and water supplies; and the great need for irrigation depletes water reserves.

Besides its contribution to a greener economy, the ILO support programme is also intended to help the rural areas of southern Lebanon recover from the July 2006 war.

Through 12 partner cooperatives, the ILO has trained over 110 producers in 28 villages on how to prepare the soil, plant and cultivate oregano, and has provided seeds and irrigation materials. The oregano plants also serve as aromatic flowers for the beehives being maintained by ILO-supported beekeepers nearby.

Besides oregano farming, the ILO programme also supports olive farming, bee-keeping, livestock and fishing; skills training for persons with disabilities to help integrate them into the workforce; and capacity building for trade unions, municipalities and cooperatives, and micro-credit facilities.

"Our home had been badly damaged and our harvest burnt during the war, so we welcomed the ILO's assistance. At first, we planted one dunum (1,000 square metres) of oregano on a trial basis. I'm now in my third season and have dedicated half of my land – four dunums – entirely to oregano," says Hassan. ■



Kenyan cooperative sells microinsurance over the phone

The decision by the United Nations to declare 2012 as the International Year of Cooperatives is bringing new attention to a long-established, but sometimes overlooked, form of business organization. The ILO views cooperatives as important in improving the living and working conditions of women and men globally as well as in making essential infrastructure and services available. Andrew Bibby, a London-based journalist, reports from Kenya, where a cooperative insurer offers basic insurance using mobile technology.

For street traders in Nairobi and Kenya's other big cities, it is only necessary to key the short code *547# into a mobile phone to gain the element of security which comes from having basic insurance – cover for such events as sickness and accident. Premiums can be paid in instalments, of as little as 20 Kenyan shillings (about US\$ 0.2) a time, with the money paid across automatically using the phone's money transmission facilities.

Kenya's cooperative insurer Cooperative Insurance Company (CIC), introduced the facility to use mobile phone technology in this way at the end of 2010, and its Managing Director Nelson Kuria





© M. Crozet/ILO

► is passionate about the opportunities it is opening up for the vast majority of Kenyans who have no insurance at all. He points out for example that the ten million people working in the informal economy, including some of the most vulnerable and least able to cope with unexpected misfortune, could benefit enormously from access to microinsurance products. “But their incomes generally fluctuate a great deal. We have to adjust to their environment,” he says.

Recent years have seen considerable interest globally in the opportunities which microinsurance can bring to help the world's low-income families, by enabling them to protect themselves against risk. The ILO has been at the forefront of this work through its Microinsurance Innovation Facility (part of the Social Finance Programme) and the comprehensive publication *Protecting the Poor: A Microinsurance Compendium*, published by the ILO in 2006, has been followed more recently by a series of detailed study and research papers on the subject, with a second volume to be published this year.

In the Kenyan context, as CIC is demonstrating, it makes absolute sense to promote and provide microinsurance products by using mobile technology. Cellular phone usage has grown enormously quickly in recent years, from eight million phones in 2007 to 19 million last year, in a country of about 40 million people. The vast majority of users now also access the electronic money transmission

services introduced by the network companies, such as Safaricom's M-Pesa (mobile cash) facility. M-Pesa now has 14 million subscribers and 28,000 agents across the country.

“This represents a tremendous shift in terms of access to financial services,” Nelson Kuria says, pointing out that a very large percentage of the Kenyan population can now, at least potentially, be removed from a situation of financial exclusion. His own company's service, which uses the M-Pesa platform, has been named M-Bima, the Kiswahili for mobile insurance.

Cooperative insurer developed into major player

CIC, which is under the control of Kenya's cooperative movement, was once almost insolvent and an insignificant presence in the Kenyan insurance market. It has developed in recent years into a major player, currently third out of more than forty insurers. Its premium growth in its last financial year was 58 per cent and the strategic aim, at least according to Nelson Kuria, is to become the largest insurer by the end of the decade.

“The potential is so enormous. Africa has only 2 per cent of total global insurance premiums, and 90 per cent of that is in South Africa. Insurance penetration in Kenya is just 3 per cent of GDP,” Nelson Kuria says. The problem, he explains, is to help people to understand the role which insurance can play to protect

their family and their assets. People on low incomes have simply not been exposed to insurance and generally have a low level of financial literacy, he adds.

One way in which CIC is trying to change this is by working with Kenya's network of Savings and Credit Cooperatives (SACCOs, a form of credit union). CIC arranges group life insurance cover for loans, which is automatically included when SACCO members borrow money from their cooperative. CIC also has a range of insurance products for farmers, helping protect them from hazards including drought, flooding and fire.

However, the introduction of M-Bima potentially enables CIC to extend its reach. "We need to be innovative and creative about coming up with non-traditional channels of distribution," Nelson Kuria says. He adds that microinsurance last year contributed about 600 million Kenyan shillings to CIC's total premium income of 4.5 billion shillings. Among CIC's current microinsurance offerings is Jamii Salama, a mixture of different elements of insurance cover including death, funeral and accident cover which is designed for families. Small and micro-traders are offered the policy called Biashara Salama, offering protection against fire and theft, while CIC has also a specialist microinsurance product, Jikingo, specifically tailored for security guards.

Bringing insurance to people at the bottom

CIC has developed into microinsurance, according to Nelson Kuria, partly because of its commitment as a cooperative to social as well as economic objectives. "Bringing insurance to people at the bottom of the pyramid does not bring quick profits, and other insurers are not interested in it. It requires a lot of investment upfront and capital resources are scarce," he explains. But he is optimistic that eventually

the development of microinsurance will bring success. "In the long-term microinsurance is viable," he maintains.

At the launch of the UN International Year of Cooperatives, Pauline Green, President of the apex organization of the International Cooperative Alliance (ICA), said that cooperatives were both successful businesses and agents for social progress.

"For nearly two centuries, we've been helping to reduce conflict, build community cohesion, build skills and expertise, develop local leadership potential and support women. Cooperatives have been a powerful player in embedding civil society across the world. They are businesses having a wider social engagement as a core part of their DNA," she said. Data released by the ICA suggest that the top three hundred cooperative businesses together turn over 1.6 trillion US dollars, equivalent to the world's ninth largest economy.

Nelson Kuria sees a real opportunity to strengthen the cooperative business sector, but only provided that coops stay true to their historic mission and vision. "Cooperatives were formed as a response to exploitation of the poor, the lack of opportunities, and their exclusion. They gave the poor opportunities to come together and be empowered, and to play their rightful role in society. For cooperatives, commercial success is important, but we are not just profit-driven. Our social and economic objectives reinforce each other, and make our model very powerful," he asserts.

This is the message which has taken CIC to its present position in Kenyan insurance and which is driving its five-year strategic plan for development. The organization has recently announced that it is considering moving into neighbouring African countries, including Malawi, Rwanda, the United Republic of Tanzania and the new Republic of South Sudan. ■



News

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Global Employment

World faces a 600-million jobs challenge

The world faces the “urgent challenge” of creating 600 million productive jobs over the next decade in order to generate sustainable growth and maintain social cohesion, according to the annual report on global employment by the International Labour Organization (ILO).¹



Trends 2012

“After three years of continuous crisis conditions in global labour markets and against the prospect of a further deterioration of economic activity, there is a backlog of global unemployment of 200 million,” says the ILO in its annual report.

The report also says that more than 400 million new jobs will be needed over the next decade to absorb the estimated 40 million growth of the labour force each year. What’s more, the world faces the additional challenge of creating decent jobs for the estimated 900 million workers living with their families below the US\$2 a day poverty line, mostly in developing countries.

“Despite strenuous government efforts, the jobs crisis continues unabated, with one in three workers worldwide – or an estimated 1.1 billion people – either unemployed or living in poverty,” ILO Director-General Juan Somavia said at the launch of the report. “What is needed is that job creation in the real economy must become our number one priority.”

The report says the recovery that started in 2009 has been short-lived and that there are still 27 million more unemployed workers than at the start of the crisis. The fact that economies are not generating enough employment is reflected in the employment-to-population ratio (the proportion of the working-age population in employment), which suffered the largest decline on record between 2007 (61.2 per cent) and 2010 (60.2 per cent).

At the same time, there are nearly 29 million fewer people in the labour force now than would be expected based on pre-crisis trends. If these discouraged workers² were counted as unemployed, then global unemployment would



swell from the current 197 million to 225 million, and the unemployment rate would rise from 6 per cent to 6.9 per cent.

The report paints three scenarios for the employment situation in the future. The baseline projection shows an additional 3 million unemployed for 2012, rising to 206 million by 2016. If global growth rates fall below 2 per cent, then unemployment would rise to 204 million in 2012. In a more benign scenario, assuming a quick resolution of the euro debt crisis, global unemployment would be around 1 million lower in 2012.

Young people continue to be among the hardest hit by the jobs crisis. Judging by the present course, the report says, there is little hope for a substantial improvement in their near-term employment prospects.

Global Employment Trends 2012 says 74.8 million youth aged 15–24 were unemployed in 2011, an increase of more than 4 million since 2007. It adds that globally, young people are nearly three times as likely as adults to be unemployed. The global youth unemployment rate, at 12.7 per cent, remains a full percentage point above the pre-crisis level. ➤

¹ *Global Employment Trends 2012: Preventing a deeper jobs crisis*. Geneva, ILO.

² People who have decided to stop looking for work because they feel they have no chance at finding a job are considered economically inactive (i.e. outside the labour force) and are therefore not counted among the unemployed. This also applies to young people who choose to remain in schooling longer than they had hoped and wait to seek employment because of the perceived lack of job opportunities.

➤ “These latest figures reflect the increasing inequality and continuous exclusion that millions of workers and their families are facing,” Mr Somavia said. “Whether we recover or not from this crisis will depend on how effective government policies ultimately are. And policies will only be effective as long as they have a positive impact on peoples’ lives.”

The report calls for targeted measures to support job growth in the real economy, and warns that additional public support measures alone will not be enough to foster a sustainable recovery.

“Policy-makers must act decisively and in a coordinated fashion to reduce the fear and uncertainty that is hindering private investment so that the private sector can restart the main engine of global job creation,” says the report.

It also warns that in times of faltering demand further stimulus is important and this can be done in a way that does not put the sustainability of public finances at risk. The report calls for fiscal consolidation efforts to be carried out in a socially responsible manner, with growth and employment prospects as guiding principles. ■

³ Vulnerable employment is defined as the sum of own-account workers and unpaid family workers.

The report's main findings also include:

- There has been a marked slowdown in the rate of progress in reducing the number of working poor. Nearly 30 per cent of all workers in the world – more than 900 million – were living with their families below the US\$2 poverty line in 2011, or about 55 million more than expected on the basis of pre-crisis trends. Of these 900 million working poor, about half were living below the US\$1.25 extreme poverty line.
- The number of workers in vulnerable employment³ globally in 2011 is estimated at 1.52 billion, an increase of 136 million since 2000 and of nearly 23 million since 2009.
- Among women, 50.5 per cent are in vulnerable employment, a rate that exceeds the corresponding share for men (48.2).
- Favourable economic conditions pushed job creation rates above labour force growth, thereby supporting domestic demand, in particular in larger emerging economies in Latin America and East Asia.
- The labour productivity gap between the developed and the developing world – an important indicator measuring the convergence of income levels across countries – has narrowed over the past two decades, but remains substantial: Output per worker in the Developed Economies and European Union region was US\$72,900 in 2011 versus an average of US\$13,600 in developing regions.





Somavia puts the accent on youth employment

At the recent World Economic Forum in Davos ILO Director-General Juan Somavia called for a new policy paradigm to promote inclusive job-rich growth for the almost 75 million unemployed youth aged 15–24 worldwide.

Speaking at the panel on “Averting a lost generation” at the Forum, Mr Somavia said the youth employment crisis had reached unprecedented and intolerable dimensions, with four out of 10 unemployed in the world being either a young woman or man.

He said a major driving force behind the youth crisis was a slack in aggregate demand at the global and, in some cases, national level. He said it was time to concentrate on pro-employment strategies for youth that would eventually sustain consumption, boost demand, promote growth and create more jobs.

This is not only an agenda for governments but also for the business and private sector, Mr Somavia said, adding that the number one constraint for small and medium-sized companies for hiring youth is the lack of credit access.

The ILO Director-General also referred to the critical role of education and training, especially in times of crisis, saying that governments should work closely with the private sector to reduce skills mismatches. Some CEOs attending Davos have commented on the difficulties of filling certain posts despite high levels of unemployment.

Mr Somavia cited Austria, Denmark, Germany, Norway and Switzerland, which offer dual

systems of apprenticeships combining school-based education with in-company training as successful skill-matching examples.

He also stressed the need to provide a wide variety of incentives to promote youth employment, such as hiring subsidies, training and retraining grants and services to facilitate the transition to jobs, including career guidance, effective contacts with enterprises and advice on how to prepare for interviews.

In addition, he called for the promotion of youth entrepreneurship and partnerships between public employment services and private employment agencies.

Recent innovative public employment programmes have proven their effectiveness in providing employment and social protection to youth living in poverty, while creating small-scale infrastructure to increase the productivity in disadvantaged economies (NREGA in India, and Expanded Public Works Programmes in Ethiopia, Kenya, Mali and South Africa).



According to Mr Somavia, young workers worldwide have lost faith in the current paradigm. The world economy is simply not working for them. This disenchantment is reflected in many ways, not least through the youth protests that have unfolded in some 1,000 cities and 82 countries over the past months.

The need for decent jobs, social justice and dignity, on the one hand, and anger against inequality and greed, on the other, have been at the forefront of these protests and can lead to more political and social instability, Mr Somavia said, adding that a real transformation was needed to reform current policies. ■



15th Asia and the Pacific Regional Meeting

Recommendations to counter employment consequences of global economic turmoil

Last December, representatives of governments, workers and employers from Asian, Pacific and Arab states concluded a four-day meeting in Kyoto, Japan, at which they discussed ways in which the region could prepare to counter the consequences of the current economic uncertainty.



In conclusions adopted at the close of the ILO's 15th Asia and the Pacific Regional Meeting (APRM), delegates agreed that employment and support for decent work must be at the heart of policies for strong, sustainable, balanced growth and development.

They called for policy packages (based on the ILO's *Global Jobs Pact*) to promote equitable, jobs-rich growth. Essential to this would be the involvement of the ILO's tripartite constituents (governments, workers' and employers' organizations), effective social dialogue and the promotion of collective bargaining. Increased productivity should be the foundation for improved living and working conditions, rising incomes and more decent work opportunities.

Measures to improve preparedness to deal with a deteriorating global economic situation include support for sustainable enterprises and employment-intensive investment, development of minimum wage systems, the building of effective social protection floors, promoting greener growth and green jobs, and policies to address issues relating to youth employment and labour migration.

The APRM also looked at ways that employment and social policies can be applied to relieve the effects off natural disasters, to which the Asia-Pacific region is particularly prone. Delegates thanked the Japanese Government for organizing a special session on this topic, which allowed them to share knowledge and draw important lessons on disaster response and employment policy.



The meeting also hosted the Asian launch of the Bachelet Report, *Social Protection Floor for a Fair and Inclusive Globalization*, presented by one of the members of the Advisory Group, Ms Sudha Pillai, Member Secretary of the Planning Commission of India. “Building effective social protection floors, in line with national circumstances” was among the priorities identified in the APRM conclusions.

“This region has been the world’s most dynamic region, economically, but we have not been getting enough jobs, decent work, from this growth,” said Sachiko Yamamoto, ILO Regional Director for Asia and the Pacific. “Most developing economies in the region have working-age populations that are growing fast, but often we only see 1–2 per cent employment growth for 6–7 per cent of output growth. So if output growth drops below 6 per cent the region will not be producing enough jobs to meet the needs of those looking for work, particularly young people.”

“Even before the current turmoil this growth was unevenly shared and inequalities were increasing. This inequality threatens economic and social progress if it is not addressed,” she added.

The tripartite partners noted the links between recent developments in some Arab countries and the consequences of social exclusion, lack of decent jobs and the denial of fundamental rights. They recognized the importance of the Decent Work Agenda in addressing widespread demands for social justice, dignity, decent

jobs, respect for fundamental rights and an end to economic exclusion. They agreed to intensify efforts to ratify and implement core labour standards.

“This is a dynamic region facing huge challenges. To ensure that decent work and full employment are at the heart of sustainable development will be a key,” said Ms Nada Al-Nashif, ILO Regional Director for the Arab States. “Our region needs growth that can deliver more and better jobs and to ensure that the most vulnerable are protected as they work their way out of poverty and informality. Social dialogue and effective cooperation, bringing together workers, employers and governments, must be our watchwords for fulfilling these goals and meeting the aspirations of the youth of today and our future generations.”

More than 410 delegates, representing governments, workers and employers from 38 countries attended the 15th APRM, which was opened by H.E. Yoshihiko Noda, Prime Minister of Japan, and Juan Somavia, ILO Director-General. Other keynote speakers included H.E. Dr Jose Luis Guterres, Vice Prime Minister of Timor Leste, Dr Ahmed Luqman, Director-General of the Arab Labour Organization and Dr Surin Pitsuwan, Secretary General of ASEAN. ■

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Around the

UN fund for disability rights



The ILO is to play an active role in the implementation of a new Trust Fund established recently by six United Nations agencies to promote disability rights and help countries improve policies, data-gathering and service delivery to persons with disabilities. The Trust Fund was established to expand UN-system action on

behalf of people with disabilities, who are estimated to number more than one billion people, or about 15 per cent of the world population, according to the *World Report on Disability* issued by the World Health Organization (WHO) and the World Bank.

The UN Partnership to Promote the Rights of Persons with Disabilities Trust Fund (UNPRPD) is being launched by six UN entities with strong expertise in the promotion and protection of disability rights: the Office of the High Commissioner for Human Rights (OHCHR) and the United Nations Department of Economic and Social Affairs (DESA), the United Nations Development Programme (UNDP), the United Nations Children's Fund (UNICEF), the International Labour Organization (ILO) and the World Health Organization (WHO). As a member of both the Policy Board and Management Committee of the UNPRPD, the ILO will take part in the review of the proposals for funding support at global and national levels. The first call for proposals is expected to be made in April of this year.

Promoting the Social Protection Floor

The President of Brazil, Dilma Rousseff, received the Portuguese version of the report *Social Protection Floor for a Fair and Inclusive Globalization* on 15 December from the Executive Director of UN Women, Michelle Bachelet. The report calls for the implementation of a social protection floor in order to stimulate economic growth and increase social cohesion in light of the economic crisis. The concept of a social protection floor adopted by the United Nations and the G20 represents an integrated and coordinated policy of income transfer combined with access to basic essential health services, education, sanitation, nutrition, employment and housing, among others.

The ILO, in cooperation with other UN agencies, is working toward the goal of eradicating extreme poverty worldwide through programmes that combine transfers of resources, access to basic services and productive inclusion in the form of social floors – the programme “Brazil without Poverty” constitutes an example of such a policy.

Mrs Bachelet, the former President of Chile, also heads the Social Protection Floor Advisory Group, which prepared the report, published by the ILO.



Urban unemployment falling in Latin America



The urban unemployment rate in Latin America and the Caribbean continued to fall in 2011, reaching a historic low of 6.8 per cent, according to the latest version of its annual report for the region, *Labour Overview*, in which it also warns of the need to address the challenges of improving job quality. However, this downward trend could tail off in 2012 with a predicted slump in regional economic growth, so that the rate could remain at 6.8 per cent this year.

The *2011 Labour Overview* for Latin America and the Caribbean also warns of the pressing need to tackle issues such as youth unemployment, persistent informality, the low level of social security coverage and the need to combat rural poverty through employment. The *Overview* also highlights the persistence of the informal economy, with at least 50 per cent of the employed urban population in informal jobs, which are generally poorly paid, in precarious working conditions and without social protection or access to labour rights.

According to estimates based on data from 16 countries, of the 93 million people in an informal situation, 60 million work in the informal sector in production units that are not officially registered, 23 million have an informal job without social protection although they work in the formal sector, and 10 million are domestic workers.

Continents

ILO-MasterCard Foundation partnership



The ILO and The MasterCard Foundation have forged a unique partnership to promote decent work among young people facing a worsening jobs crisis marked by high unemployment, working poverty and youth discouragement. The five-year US\$14.6 million

“Work4Youth” partnership will increase the global awareness of the challenges facing young people as they move from education to the world of work. The partnership supports the improvement of youth employment policy-making and programme development worldwide.

Through the “Work4Youth” partnership, school-to-work transition surveys will be undertaken in 28 countries across five regions. These surveys will increase the limited available information on difficulties facing young people during their transition to decent work, especially in developing countries. The data and information generated by these surveys will be included in a series of analytical national, regional and global reports on youth employment. The reports are designed to assist policy-makers and practitioners working on questions of youth employment and school-to-work transitions in making informed programme and policy decisions to meet the needs of young people.



Opportunities for green jobs

Green jobs in renewable energies, sustainable agriculture, forestry and fishery, transport, waste management and green construction help to mitigate climate change and at the same time create social benefits. In order to discuss different perspectives on the issue, share new research findings and information on specific sectors where green jobs can be created and identify opportunities and gaps encountered by countries in the transition to a green economy, the ILO and the UN Institute for Training and Research (UNITAR) organized a social talk on “Green Jobs and Mitigation to

Climate Change” on 2 December 2011 in the margins of COP17/CMP7 of the UNFCCC in Durban, South Africa. This discussion was part of a broader series of social talks sponsored by the UN Task Team on the Social Dimensions of Climate Change formed by 20 UN agencies.



My.COOP: Managing agricultural cooperatives

Celebrating the International Year of Cooperatives 2012, the ILO launched the new My.COOP training package and programme on the management of agricultural cooperatives.

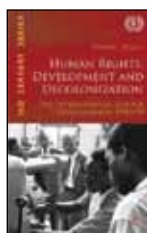
The objective of the training package is to enable existing and potential managers of agricultural cooperatives to identify and address major challenges that are specific to cooperatives in market-oriented agricultural development. My.COOP is based on the fact that proper management enables cooperatives to offer high-quality, efficient and effective services to their members. Moreover, well managed agricultural cooperatives can also contribute to wider development issues such as food security, sustainable use of natural resources and inclusive employment creation.

The My.COOP partnership initiative was started by the ILO Cooperative Facility for Africa and the ILO's Cooperative Branch. Besides the ILO Turin Centre, the partnership and other support organizations include several African and Latin American training institutions, FAO, WFP, the Royal Tropical Institute, the Wageningen University and Research Centre and Agriterro, among others. This initiative draws on the success of the ILO's Materials and Techniques for Cooperative Management (MATCOM) Programme (1978-early 1990s) that developed over 40 training tools.

The My.COOP package contains up-to-date content about the management of agricultural cooperatives, and new methodologies to support the knowledge transfer such as mobile learning and distance learning for future My.COOP trainers. It is available at the My.COOP platform: www.agriculture-my.coop. Adaptations to country contexts and other sectors such as, for instance, workers' cooperatives in the mining sector in Bolivia are under way. My.COOP will soon be available in Spanish and Arabic.

For further information you can contact:
coop@ilo.org and for online courses:
mycoop@itcilo.org

Media Shelf



Human Rights, Development and Decolonization: The International Labour Organization, 1940–70

By Daniel R. Maul
ILO, Geneva, 2012
ISBN 978-92-2-121991-0
US\$100, €80, CHF 85

The significance of international organizations as historical actors is one of the least researched aspects of twentieth-century history. Daniel Maul's study of the role of the ILO during the core phase of decolonization (1940–70) opens up new perspectives on the topic. Clearly presented, methodologically innovative and based on a wide range of sources, the book makes clear how the ILO contributed to the debates which accompanied the dissolution of the European colonial empires and the processes of post-colonial nation-building that followed.



Global Employment Trends 2012: Preventing a deeper jobs crisis

ILO, Geneva, 2012
ISBN 978-92-2-124924-5
US\$35, €25, CHF 30

The annual *Global Employment Trends* (GET) reports provide the latest global and regional estimates of employment and unemployment, employment by sector, vulnerable employment, labour productivity and working poverty, while also analysing country-level issues and trends in the labour market. The report takes stock of labour market developments and emerging challenges as the world continues to struggle to forge a sustainable recovery from the global economic and jobs crisis.



International Standard Classification of Occupations 2008 (ISCO-08)

ILO, Geneva, 2012
ISBN 978-92-125952-7
Forthcoming (price to be confirmed)
Also available in French and Spanish

The International Standard Classification of Occupations 2008 (ISCO-08) is a four-level hierarchically structured classification that covers all jobs in the world. Developed with the benefit of accumulated national and international experience as well as the help of experts from many countries and agencies, ISCO-08 is fully supported by the international community as an accepted standard for international labour statistics.



Stress Prevention at Work Checkpoints: Practical improvements for stress prevention in the workplace

ILO, Geneva, 2012
ISBN 978-92-2-125637-3
US\$35, €30, CHF 35

Work-related stress is one of the most important issues in many countries. The negative impacts of stress are multiform and can include circulatory and gastrointestinal diseases as well as physical, psychosomatic and psycho-social problems. This publication will be essential reading for national authorities, company and organizational managers, trade unions, occupational safety and health practitioners, and other parties with an interest in workplace stress prevention.



Measuring the Economically Active in Population Censuses: A Handbook

ILO, Geneva, 2012
ISBN 978-92-2-124105-8
US\$56, €40, CHF 50
Also available in French and Spanish

Jointly published by the ILO and the United Nations, this Handbook provides guidance on the measurement of economic characteristics in population censuses, based on relevant experiences of countries, with a particular focus on the questions used and the requirements for processing of responses.



Manual on the Measurement of Volunteer Work

ILO, Geneva, 2011
ISBN 978-92-2-125070-8
US\$30, €20, CHF 25
Also available in French and Spanish

This manual presents a data collection strategy for measuring volunteer work that is cost-effective and reliable. The manual is intended to serve as a reference for statisticians to measure volunteer work, as well as a guide to researchers, policy-makers and others who wish to understand and use the resulting statistics.



Building a Sustainable Job-rich Recovery

International Institute for
Labour Studies
ILO, Geneva, 2011
ISBN 978-92-9014-984-2
US\$28, €20, CHF 25

The European Commission and the ILO have combined efforts in reaction to the deep crisis that hit the global economy in 2008. The aim of this joint project is to examine policies that will lead not only to a quicker recovery but also to a more sustainable, environmentally friendly and equitable global economy. This first report, *Building a Sustainable Job-rich Recovery*, examines the origins of the deep financial and economic crisis of 2008 that continues to shape labour market performance across the globe.



Towards a Greener Economy: The Social Dimensions

International Institute for
Labour Studies
ILO, Geneva, 2011
ISBN 978-92-9014-986-6
US\$28, €20, CHF 25

The European Commission and the ILO have combined efforts in reaction to the deep crisis that hit the global economy in 2008. The aim of this joint project is to examine policies that will lead not only to a quicker recovery but also to a more sustainable, environmentally friendly and equitable global economy. This second report, *Towards a Greener Economy*, aims to promote a clearer understanding of the nature of the green economy and its implications for labour markets, especially the reallocation of jobs from high- to low-polluting sectors.



e-OSH 2011: Electronic Library on Occupational Safety and Health

DVD-ROM. Developed by
the Occupational Safety and
Health Branch
ILO, Geneva, 2011
ISBN 978-92-2-025037-2
US\$80, €60, CHF 75
Trilingual: English/French/
Spanish

This invaluable trilingual DVD-ROM, developed by the Occupational Safety and Health Branch (SAFework) of the ILO, gives you quick access to a wide range of ILO documents on occupational safety and health, in English, French and Spanish. Everything you want to know about safety and health at work in two clicks.



Convergences: Decent work and social justice in religious traditions

Realizing decent work for all – promoting opportunities for work in ways that respect human dignity and in the context of each society – is an imperative in restoring balance and bringing human values to bear on policy choices. This handbook demonstrates that in different religions and spiritual traditions there is great convergence of values on the subject of work. Human dignity, solidarity and above all the connection between work, social justice and peace put us on common ground.

The handbook is the first outcome of an encounter between Olav Fykse Tveit, General Secretary of the World Council of Churches, and ILO Director-General Juan Somavia in 2010. On this occasion, the two heads of international agencies both felt that their

organizations should engage in a common journey based on the conviction and knowledge that peace, social justice and the world of work are intertwined. The project was reinforced through the participation of the Pontifical Council for Justice and Peace and the Islamic Educational Scientific and Cultural Organization.

Convergences: Decent work and social justice in religious traditions. A handbook. ISBN: 978-92-2-125816-2 (print) 978-92-2-125817-9 (web pdf). International Labour Office, Geneva, 2012. Available in English, French, Spanish and Arabic.
<http://www.ilo.org/public/english/bureau/pardev/civil/convergences.htm>

WHAT ABOUT YOUNG PEOPLE?

