

## **VI. ACTIVITIES OF THE INTERNATIONAL LABOUR ORGANIZATION IN RELATION TO THE ICPD PROGRAMME OF ACTION AND THE ACHIEVEMENT OF THE MILLENIUM DEVELOPMENT GOALS**

### *ILO Programme on HIV/AIDS and the World of Work*

ILO is pleased to provide this report on how the Organization's activities relating to the Programme for Action of the International Conference on Population and Development (ICPD), in all its aspects, are relevant to the achievement of the Millennium Development Goals.

Although not specifically mentioned in the Programme of Action,<sup>1</sup> the International Labour Organization implements the Programme of Action with regard to poverty alleviation and eradication, the 15 principles expressed in the preamble and the specific recommended actions,<sup>2</sup> including:

skill development, job creation and elimination of workforce inequities for sustainable growth and development; and strategies for income generation and employment in areas with environments at risk (paras. 3.17-3.21, 3.29 (b))

ensuring equal access of women to the labour market and social security, and enabling women to combine maternal roles with workforce participation (para. 4.4 (b, d, f, g))

integration of youth through education, training and work opportunities, while enforcing laws against economic exploitation of children and youth (paras. 6.10, 6.13-6.14, 7.39)

ensuring intergenerational equity and solidarity through social security (para. 6.18)

integration of HIV prevention [into workplace-related health services] (paras. 7.30-7.32)

increasing the safety of the workplace and broadening access to health services [through workplace-related services] ( paras. 8.4, 8.7, 8.10, 8.11)

extending integrated health services (e.g. prenatal care) [via the workplace] to enhance child survival, and promote [workplace] policies that enable breastfeeding (paras. 8.17, 8.18)

expanding provision of maternal health services [through workplace-related services] to improve the health of women (para. 8.22)

paying attention to and investigating the socioeconomic factors underlying the HIV/AIDS epidemic, including demographic/development impact on health infrastructure, household income, the labour force, productivity, orphanhood; mobilize all segments of society, including the private sector; protect the rights of individuals; and eliminate discrimination (paras. 8.30, 8.32, 8.34)

seeking to achieve a balanced spatial distribution of production, employment and population, through training for non-farm jobs for youth; encouraging rural business, industry and income-generating projects; and investment in rural productivity, credit, and cooperatives, while facilitating access to employment of migrants to urban areas (paras. 9.4-9.6, 9.15)

protecting and providing assistance to internally displaced persons through employment opportunities and vocational training (para. 9.22)

addressing the root causes of migration by maintaining an emphasis on job creation in countries of origin, while safeguarding wages and work conditions of all workers and easing return migration by ensuring transferability of pensions and benefits (paras. 10.3, 10.5)

integration of documented migrants by extending rights such as equal treatment regarding working conditions and participation in trade unions





of the population. ILO's International Programme on the Elimination of Child Labour (IPEC) is given emphasis as an *InFocus Programme*. IPEC has developed a multi-sector strategy to strengthen the capacity of countries to address the causes and consequences of child labour, including creation of a supportive national policy framework and application of protective legislation.<sup>4</sup> Accordingly, by mid-2004, ILO's Worst Forms of Child Labour Convention, 1999 (No. 182) had been ratified by 150 member States, reaching one of the highest ratification rates for an ILO Convention, and ILO Minimum Age Convention, 1973 (No. 138) had been ratified by 138 member States.

### C. MDG 3: PROMOTE GENDER EQUALITY AND EMPOWER WOMEN (TARGET 4)

Similarly, ILO's activities in the areas of gender promotion, and the Organization's Cross-Cutting Objective of *gender equality*, serve to maintain a focus on the stated primary goal of ILO to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity.<sup>5</sup> ILO strengthens the capacity of its constituents to mainstream gender and integrates gender concerns in its own programmes. ILO's technical cooperation has targeted the promotion of women workers' rights, women's employability and competitiveness, income generation, skills training, entrepreneurship development, soci

national, sectoral and workplace policy worldwide.<sup>9</sup> The role of ILO is to mobilize governments, employers and workers to take action to safeguard workers' rights, promote HIV prevention, and provide care, treatment and support for workers living with HIV/AIDS. ILO/AIDS' activities respond to the manifest potential for workplace action on four fronts. Advisory services assist in integration of workplace issues in national plans, revision of labour laws to address HIV/AIDS, and development of policies to address HIV/AIDS at all levels. Education and training programmes are designed to support the implementation of the Code of Practice, and strengthen the capacity of governments and social partners to address HIV/AIDS in the workplace. Advocacy includes dissemination of examples of good practice in workplace action and of national laws and policies, and research findings. Research and policy analysis focuses on documenting the socio-economic impact of HIV/AIDS via its multiple effects on the labour force (notably by publishing global estimates of its labour force effects and overall economic impact), elaborating on consequences of the epidemic for the world of work, underscoring the role of the workplace response and its remarkable potential to address HIV/AIDS, and analyzing legal and policy changes.

#### F. MDG 7: ENSURE ENVIRONMENTAL SUSTAINABILITY (ESPECIALLY TARGET 11)

Whereas the majority of poor live in rural areas in developing countries, urban poverty, which is equally severe, is under-reported, underestimated, unacknowledged, and unaddressed. Improving the lives of slum dwellers helps to control HIV/AIDS, to strive for environmental sustainability, and to address gender inequality. Infrastructure and services can be adequate and affordable through the design and innovative structures of tariffs and subsidies. Access can be improved at lower cost when communities are involved in providing services and upgrading infrastructure. Slum upgrading must include employment promotion, which can be conducted at city level so that building infrastructure and creating jobs can occur simultaneously. Tendering to small enterprises and community-based organizations can be an instrument of social policy without compromising efficiency. Stimulating small enterprises also makes good business sense, allows the promotion of labour standards and fosters local economic development.

ILO's work in job creation, employment for youth, and promotion of micro-credit for women's activities in the informal economy have all paid special attention to the particular problems of slum dwellers, which addresses Target 11. Related aspects that include housing tenure and the political rights of women are also being examined. Increasingly, legislation in low- and middle-income countries gives recognition to the consolidated rights of slum dwellers in settling urban spaces and creating communities. This is especially important for women, who find better access to income-generating activities in the slums than in their villages.

#### G. MDG 8: DEVELOP A GLOBAL PARTNERSHIP FOR DEVELOPMENT (ESPECIALLY TARGET 16)

The Youth Employment Network, a joint initiative of ILO, the United Nations and the World Bank, was created as part of the general momentum that led to the Millennium Summit in 2000, where Heads of State and Government resolved, *inter alia*, to "develop and implement strategies that give young people everywhere a real chance to find decent and productive work", on the basis of a proposal of the Secretary-General, who sought to convene a "High-Level Policy Network on youth employment" to draw on "the most creative leaders in private industry, civil society and economic policy to explore imaginative approaches to the global challenge of youth employment." ILO supports the effort to increase youth employment to help end the vicious cycle of poverty and social exclusion. ILO pursues advocacy among its constituents, and documents innovative ways to keep youth in school and pursue higher education.

ILO has also established a Youth Employment Team aimed at assisting governments and social partners to identify the main youth employment issues and to design and implement integrated policy responses. YET enhances the capacity of national and local-level institutions, trade unions, employers, women's and youth organizations to strengthen their policy framework and knowledge base in order to increase productive employment opportunities for young people. ILO has also implemented school-to-work transition surveys in eight countries and provided policy advice to national action programmes. A general discussion on youth employment will be held at the International Labour Conference in 2005.

In conclusion, ILO's work priorities, programmes and activities, as well as the particular focus and emphasis the Organization gives to a range of issues, can be seen to be broadly consistent with the Programme of Action of the International Conference on Population and Development of 1994 and also to have continuing relevance for the achievement of the Millennium Development Goals.

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