

ANNEX FOR THE SUSTAINABLE DEVELOPMENT COUNTRY PROFILES

1. WATER, SANITATION AND ENERGY - CONSUMPTION AND AVAILABILITY

1. **Water availability.** Population, Annual renewable Fresh Water Availability 1955, 1990, 2025. Sustaining Water. <http://www.cnie.org/pop/pai/water-31.html>
2. **% Population with access to Water.** Calculated as 100 minus the percentage of the population with sustainable access to an improved water source. Unimproved sources include vendors, bottled water, tanker trucks and unprotected wells and springs. <http://hdr.undp.org/reports/global/2004/>
3. **Water renewable km3/Yr.** AQUASTAT FAO's Information System on water and agriculture. Water Resources. Total renewable water resources km3/year. <http://www.fao.org/ag/agl/aglw/aquastat/dbase>
4. **Population in urban settlements.** Urban population as % of total population. <http://hdr.undp.org/reports/global/2004/>
5. **CO2 Country Total Emissions and CO2 Per Capita Emissions.** Carbon dioxide is an atmospheric gas that results from the combustion of organic matter where sufficient amount of oxygen is present. It is present in the Earth's atmosphere at a low concentration and acts as a greenhouse gas. <http://ghg.unfccc.int/> AND <http://hdr.undp.org/reports/global/2004/>
6. **CFC Country Total Consumption.** CFCs (chlorofluorocarbons) are a family of artificial chemical compounds. They were formerly used widely in industry, for example as refrigerants, propellants and cleaning solvents. Their use has been generally prohibited by the Montreal Protocol, because of fears of their possible destructive effects on the ozone layer. <http://ghg.unfccc.int/>
7. **Total Primary Energy & Per Capita Primary Energy Consumption.** World primary energy consumption includes consumption of petroleum products, dry natural gas, and coal; and the consumption of net electricity generated from nuclear electric power, hydroelectric power, wood, waste, geothermal, solar, and wind. It also includes, for the US, the consumption of renewable energy by the end-use sectors. Energy Information Administration, "International Energy Annual 2002" <http://www.eia.doe.gov/international> Energy consumption is measured in BTUs, a unit of energy equal to the work done by a power of 1000 watts operating for one hour.
8. **Pop with access to sanitation.** Millennium Indicator: Sanitation, percentage of population with access to improved sanitation, urban. <http://hdr.undp.org/reports/global/2004/>
9. **National Sustainable Development Strategy.** <http://www.un.org/esa/sustdev/natlinfo/nsds/nsds.htm>
10. **WWF Ecological Footprint¹.** The Ecological Footprint measures people's natural resource consumption. The footprint can be compared with nature's ability to renew

these resources. A country's footprint is the total area required to produce the food and fibre that it consumes, absorb the waste from its energy consumption, and provide space for its infrastructure. People consume resources and ecological services from all over the world, so their footprint is the sum of these areas, wherever they are on the planet.

http://www.panda.org/downloads/general/LPR_2002.pdf

11. **The Kyoto Protocol.** Is an amendment to the United Nations Framework Convention on Climate Change (UNFCCC), an international treaty on global warming. Countries which ratify this protocol commit to reduce their emissions of carbon dioxide and other "greenhouse gases", or engage in emissions trading if they maintain or increase emissions of these gases, which have been linked to global warming. The formal name of the proposed agreement, which reaffirms sections of the UNFCCC, is the Kyoto Protocol to the United Nations Framework Convention on Climate Change. <http://unfccc.int/resource/convkp.html>
12. **Awareness raising and information campaigns focused on sust consumption; national recycling schemes and regulatory mechanisms for the protection of consumers, including sust consumption.** In 2002, three years after the UN Guidelines were expanded to include new elements on Sustainable Consumption, UNEP's Division of Technology, Industry and Economics (DTIE) and Consumer International (CI) identified the need to conduct a global survey measuring progress of implementation of the sustainable consumption section of the Guidelines. Specifically, the research project was designed to discover whether governments were aware of the existence of the sustainable consumption section and to determine what governments had done to implement these elements in their national policy frameworks. The project was divided into two major segments: a globally-distributed questionnaire and follow-up interviews with more than ten governments. This report includes the results of the 53 surveys received to date. Of the 53 surveys, 20 were from OECD countries and 33 were from non-OECD countries. "TRACKING PROGRES: IMPLEMENTING SUSTAINABLE CONSUMPTION POLICIES", Consumer International and UNEP-DTIE.

2. LIVELIHOOD SECURITY INDEX

Poverty, Equity, Debt & Trade

13. **Poverty Reduction Strategy (World Bank).** Describes a country's macroeconomic, structural and social policies and programs to promote growth and reduce poverty, as well as associated external financing needs. PRSPs are prepared by governments through a participatory process involving civil society and development partners, including the World Bank and the International Monetary Fund (IMF) <http://web.worldbank.org>.
14. **Export processing zones.** An EPZ is defined as a delimited geographical area or an export-oriented manufacturing or service enterprise located in any part of the country, which benefits from special investment-promotion incentives, including exemptions from customs duties and preferential treatment with respect to various fiscal

¹ Living Planet Report 2004, WWF, the UNEP World Conservation Monitoring Centre & the Global Footprint Network, Gland, Switzerland, 2004.

and financial regulations. Certain countries join their efforts to create an attractive climate for investment, have included in the legislation concerning EPZs, provisions that make it possible for firms with EPZ status to operate outside the limits of the national labour laws. <http://www.transnationale.org/pays/epz.htm>

15. **Heavily Indebted & Poor Country Initiative (HIPC).** Is an agreement among official creditors to help the most heavily indebted countries to obtain debt relief. <http://www.imf.org/external/np/exr/facts/hipc.htm>
 16. **% of GDP to debt services.** The sum of principal repayments and interest actually paid in foreign currency, goods or services on long-term debt (having a maturity of more than one year), interest paid on short-term debt and repayments to the International Monetary Fund, calculated on the basis of data on GDP and total debt service from World Bank. 2004. World Development Indicators 2004. <http://hdr.undp.org/reports/global/2004/>
 17. **% tariff and non tariff equivalents.** Aggregate measure of trade barriers facing developing countries. It measures monetary barriers (tariffs) as well as quotas and subsidies in manufactures, textiles, agricultural products and fuels, weighted by endogeneity corrected import volume. This indicator presents data for members of the Development Assistance Committee (DAC) of the Organisation for Economic Co-operation and Development (OECD). This measure is an aggregate measure of trade barriers towards developing countries. It measures monetary barriers (tariffs) as well as quotas and subsidies, in manufactures, textiles, agricultural products, and fuels, weighted by endogeneity-corrected import volume. <http://hdr.undp.org/reports/global/2004/>
 18. **Poverty Rate.** Poverty, percentage of population below \$1 (PPP) per day consumption (World Bank). <http://hdr.undp.org/reports/global/2004/>
 19. **Unemployment.** Unemployment is defined as follows in the Resolution concerning statistics of the economically active population, employment, unemployment and underemployment, adopted by the Thirteenth International Conference of Labour Statisticians (Geneva, 1982): (1) The "unemployed" comprise all persons above a specified age who during the reference period were: (a) "without work", i.e. were not in paid employment or self-employment, (b) "currently available for work", i.e. were available for paid employment or self-employment during the reference period; and (c) "seeking work", i.e. had taken specific steps in a specified reference period to seek paid employment or self-employment. <http://laborsta.ilo.org/>
 20. **UN Human Development Index.** The HDI measures the average achievements in a country in three basic dimensions of human development: 1) A long and healthy life, as measured by life expectancy at birth; 2) Knowledge, as measured by the adult literacy rate (with two-thirds weight); 3) the combined primary, secondary and tertiary gross enrollment ratio (with one-third weight); and 4) A decent standard of living, as measured by GDP per capita (PPP USD). <http://hdr.undp.org/reports/global/2004/>
- and safety of the mother and child." The Convention applies to all employed women, including those in "atypical forms of dependent work." Parties shall adopt appropriate measures to ensure that pregnant or breast-feeding women are not obliged to perform work determined to be prejudicial or cause significant risk to the health of the mother or child. <http://www.ilo.org/iiolex/english/convdisp1.htm>
22. **UNICEF Estimated Maternal Mortality Ratio (per 100,000 live births).** The annual number of deaths of women from pregnancy-related causes per 100,000 live births. Social Watch, Annual Report 2004. <http://hdr.undp.org/reports/global/2004/>
 23. **Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children.** The basic purpose of the Protocol is to prevent and combat trafficking, to protect and assist victims and to promote international cooperation. Victims and witnesses are also dealt with in the parent Convention, but the protection of, and assistance to, victims is specified as a core purpose of the Protocol in recognition of the acute needs of trafficking victims and the importance of victim assistance, both as an end in itself and as a means to support the investigation and prosecution of trafficking crimes. <http://www.unodc.org/>
 24. **UN 1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).** Adopted in 1979 by the UN General Assembly. It defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination. By accepting the Convention, States commit themselves to undertake a series of measures to end discrimination against women in all forms, including: to incorporate the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women; to establish tribunals and other public institutions to ensure the effective protection of women against discrimination; and to ensure elimination of all acts of discrimination against women by persons, organizations or enterprises. <http://www.un.org/womenwatch/daw/cedaw/>
 25. **Estimated Earned Income Ratio (Women/Men) 1991/2001.** <http://hdr.undp.org/reports/global/2004/>
 26. **UN Gender related development index.** A composite index measuring average achievement in the three basic dimensions captured in the human development index—a long and healthy life, knowledge and a decent standard of living—adjusted to account for inequalities between men and women. <http://hdr.undp.org/reports/global/2004/>

Education & Science

27. **Illiteracy 15-24 years old UNESCO Database and World Bank Indicators 2000.** <http://hdr.undp.org/reports/global/2004/>

28. **Primary School Enrolment Ratio (NET 2000).**

The number of students enrolled in the primary level of education of official school age for that level, as a percentage of the official school age population for that level. A high Net Enrolment Ratio (NER) denotes a high degree of participation of the official school-age population. The theoretical maximum value is 100%. Certain difficulties arise when

Gender

21. **ILO 183 Maternity Protection.** Looks to promote the "equality of all women in the workforce and the health

calculating the NER for countries where the net enrolment ratios should be of the order of 100%. Three cases can be mentioned:

1. when the reference date for entry to primary education does not coincide with the birthdays of all of the cohort eligible to enroll at this level of education.
2. when an important part of the population starts primary school earlier than the prescribed age and consequently finishes earlier as well.
3. when there is an increase in the entrance age to primary education with the durations unchanged.

N.B. Although the NER cannot exceed 100%, values up to 105% have been obtained and in these cases there are inconsistencies in the enrolment and/or population data.

<http://hdr.undp.org/reports/global/2004/>

29. **% GDP to education.**

<http://hdr.undp.org/reports/global/2004/>

30. **% Government expenditure to education.** Includes both capital expenditures (spending on construction, renovation, major repairs and purchase of heavy equipment or vehicles) and current expenditures (spending on goods and services that are consumed within the current year and would need to be renewed the following year). It covers such expenditures as staff salaries and benefits, contracted or purchased services, books and teaching materials, welfare services, furniture and equipment, minor repairs, fuel, insurance, rents, telecommunications and travel.

<http://hdr.undp.org/reports/global/2004/>

31. **% GDP to R&D.** Current and capital expenditures (including overhead) on creative, systematic activity intended to increase the stock of knowledge. Included are fundamental and applied research and experimental development work leading to new devices, products or processes. <http://hdr.undp.org/reports/global/2004/>

32. **Information and Communication Technology Expenditure (% of GDP)** in 1992 World Bank Development Indicator. <http://www.socwatch.org.uy>

Indigenous

33. **ILO 169 Indigenous and Tribal Peoples Convention.** It applies to tribal peoples in independent countries whose social, cultural and economic conditions distinguish them from other sections of the national community and peoples in independent countries who are regarded as indigenous on account of their descent. It requires ratifying States to recognise the responsibility of Government to develop with the participation of the peoples concerned, co-ordinate and systematic action to protect the rights of these peoples and to guarantee respect for their integrity.

<http://www.ilo.org/ilolex/english/convdisp1.htm>.

34. **ILO-SES Labour Market Security Index².** The Labour Market Security Index has been developed by the ILO Social and Economic Security Programme.

Labour market security arises from an environment in which there are opportunities for adequate income-earning activities. It takes account of the structure, levels, and expectations related to employment, because security arises from assumptions that opportunities will

improve or remain satisfactory tend to lead to labour market security.

The index works with Input, Process and Outcome indicators.

i) The input indicators verify the institutional commitment towards the provision of labour market security (e.g. ratification of the ILO convention 122 on Employment Policy), governmental commitments to full employment, existence of an unemployment social security scheme and legal banning of gender discrimination for recruitment.

ii) The process indicators show the commitment of governments, in practice, i.e. the existence of public employment services, level of public consumption per head of the working age population, average annual growth rate of GDP during the 90's and variation of annual GDP growth, as well as the gross capital formation as a percentage of GDP.

iii) The outcome indicators capture the results of national economic policy and performance with respect to the labour market, i.e. unemployment rate, ratio of male to female unemployment, average annual growth of employment between 1990 and 1999 and an estimation of the unpaid or partially paid jobs.

In the Profiles you will see under "*ILO-SES Labour Market Rnk*" a number in a small dotted square, showing where a country ranks (among 94 countries that have been evaluated so far). Then, you will see the term "*considered as*" followed by a dotted rectangular box, which will contain one of the following key words:

- Pacesetter: These are the countries that have the highest scores in ensuring labour market security to their citizens.
- Pragmatist: These countries lack policy commitment, but they have a relatively good score on the outcomes.
- Conventional: These countries have policy commitment, but in practice, laws and codes are not reflected in the outcomes, which remain poor, but they have mechanisms showing government commitment.
- Much to be done: These countries have the lowest levels on achievement of the goals, both in terms of policy commitment and on the outcomes scores.

3. HEALTH/ENVIRONMENT SECURITY FOR WORKPLACES AND COMMUNITY INDEX

Chemicals & Asbestos

35. **Stockholm Convention on Persistent Organic Pollutants.**

The Stockholm Convention is a global treaty to protect human health and the environment from persistent organic pollutants (POPs). POPs are chemicals that remain intact in the environment for long periods, become widely distributed geographically, accumulate in the fatty tissue of living organisms and are toxic to humans and wildlife. POPs circulate globally and can cause damage wherever they travel. In implementing the Convention, Governments will take measures to eliminate or reduce the release of POPs into the environment.

<http://www.pops.int/>

² Economic Security for a better world, ILO Socio Economic Program, Geneva, 2004.

36. **PIC, Rotterdam Convention.** Toxic pesticides and other hazardous chemicals kill or seriously sicken thousands of people every year. They also poison the natural environment and damage many wild animal species. Governments started to address this problem in the 1980s by establishing a voluntary Prior Informed Consent procedure. PIC required exporters trading in a list of hazardous substances to obtain the prior informed consent of importers before proceeding with the trade. In 1998, governments decided to strengthen the procedure by adopting the Rotterdam Convention, which makes PIC legally binding. The Convention establishes a first line of defense by giving importing countries the tools and information they need to identify potential hazards and exclude chemicals they cannot manage safely. If a country agrees to import chemicals, the Convention promotes their safe use through labeling standards, technical assistance, and other forms of support. It also ensures that exporters comply with the requirements. The Rotterdam Convention entered into force on 24 February 2004. URL: <http://www.pic.int/>
37. **The BASEL Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal:** The Convention is the response of the international community to the problems caused by the annual worldwide production of 400 million tones of wastes which are hazardous to people or the environment because they are toxic, poisonous, explosive, corrosive, flammable, ecotoxic, or infectious. Its purpose is to control and reduce transboundary movements of specified wastes, minimize the generation of hazardous wastes and assist developing countries in the environmentally sound management of such wastes. The Convention makes special reference to the Parties' responsibilities with respect to the protection and the preservation of the marine environment in the context of the Convention. <http://www.basel.int/>
38. **UN Chemical Labels /Workplace Data Sheets.** The Rio92 Environment Summit kicked off a process for countries to establish global harmonization in chemical classifications and labeling. A new Globally Harmonized System (GHS) has now been adopted and is overseen by the UN Economic and Social Committee (ECOSOC). Now it is up to individual countries to adopt it but none has yet done so. <http://www.unece.org/press/pr2002/02trans07e.htm>
39. **ILO Convention 170.** Concerning safety in the use of chemicals at work. Aspects covered: scope and definitions, general principles, classification and related measures, responsibilities of employers, duties of workers, rights of workers and their representatives, responsibility of exporting states. <http://www.ilo.org/ilolex/english/convdisp1.htm>
40. **ILO Convention 162. Use of Asbestos at Work** with accompanying Resolution 172 – the main Instrument providing for the handling and uses of asbestos, including its ban. <http://www.ilo.org/ilolex/english/convdisp1.htm>. See also Trade Union country Profiles on ASBESTOS: http://www.global-unions.org/pdf/ohsewpl_6.EN.pdf.
41. **HIV/AIDS prevalence.** Estimate Rate of Adults living with HIV/AIDS. Source: UNAIDS - WHO Epidemiological Fact Sheet. (2003) <http://www.who.int/GlobalAtlas/PDFFactory/HIV/index.asp>
42. **Estimated average annual rate of growth of GDP loss attributable to HIV/AIDS (%) 1992-2002,** in HIV/AIDS and work: global estimates, impact and responses 2004, ILO Programme on HIV/AIDS and the World of Work. Percentage average annual loss in growth of GDP refers to the reduction in the average annual growth rate expressed as a percentage –point difference when compared to the equivalent result when the effect of HIV/AIDS is removed. It represents the additional average annual percentage points by which GDP would have grown in the absence of HIV/AIDS. Summary figures were computed on the basis of an econometric model. HIV/AIDS and work: global estimates, impact and responses 2004, ILO Programme on HIV/AIDS and the World of Work.
43. **ILO-AIDS collection of instruments on HIV/AIDS discrimination.** This collection contains legislative texts (hard law) and soft law instruments (codes of practice, guidelines, policies) dealing, entirely or in part, with HIV/AIDS and the world of work. The texts illustrate a variety of approaches by different States. They are not presented as models or even examples of good practices. Nor are they exhaustive. <http://www.ilo.org/public/english/protection/trav/aids/laws/>

Health & Environment

44. **% population with access to essential drugs.** The estimated percentage of the population for whom a minimum of 20 of the most essential drugs—those that satisfy the health care needs of the majority of the population—are continuously and affordably available at public or private health facilities or drug outlets within one hour's travel from home. <http://hdr.undp.org/reports/global/2004/>
45. **Health Expenditure, public.** Current and capital spending from government (central and local) budgets, external borrowings and grants (including donations from international agencies and nongovernmental organizations) and social (or compulsory) health insurance funds. Together with private health expenditure, it makes up total health expenditure. <http://hdr.undp.org/reports/global/2004/>
46. **ILO Convention 161. "Occupational health services"** covers issues related to workers' representatives and development of services. It deals with the functions, organisation and conditions of operation of health services. The Recommendation outlines the aspects to be covered by: surveillance of the working environment; surveillance of the workers' health; information, education, training, advice; first aid, treatment and health programmes; other functions of occupational health services; organisation; conditions of operation. <http://www.ilo.org/ilolex/english/convdisp1.htm>
47. **ILO Convention 155, Occupational Health and Safety** – general health and safety provisions. The international regime for workplace health and safety is summed up in the ILO Occupational Safety and Health Convention #155. Although its main concern is for the health and safety of workers, it provides the framework of participation of

workers to deal with a host of issues, including workplace activities related to climate change. The precepts contained in this Convention are: i) co-operation at the workplace between workers and employers as jointly responsible for the work environment, e.g., through joint health and safety committees; ii) the right of workers to refuse unsafe and unhealthy work (also to be found in the recent ILO Convention on the Prevention of Major Industrial Accidents); iii) the right to information and training; and iv) specific government provision for health and safety, in the form of health and safety legislation and regulations; government resources devoted to health and safety; and an inspectorate

<http://www.ilo.org/ilolex/english/convdisp1.htm>

48. **ILO Convention 148 Protection of Workers against Occupational Hazards in the Working Environment Due to Air Pollution, Noise and Vibration**: This Convention by the International Labour Organisation relates to the Protection of Workers against Occupational Hazards in the Working Environment Due to Air Pollution, Noise and Vibration. The Convention is relevant to climate change in that it refers to *air pollution* as air contaminated by substances, whatever their physical states, which are harmful to health or otherwise dangerous. It also establishes a link between air pollution and worker health & safety. The Recommendation complementing it contains provisions relating to specific prevention and protection measures, surveillance of workers' health, training, information and research, and measures of application. <http://www.ilo.org/ilolex/english/convdisp1.htm>
49. **ILO184 Agricultural Worker Protection**. It obliges ILO Members to formulate, carry out and periodically review a coherent national policy on safety and health in agriculture. The Convention calls on Members to designate on the national level competent authorities responsible for the implementation of the policy and for the enforcement of national laws and regulations on occupational safety and health in agriculture. The Convention requires the Members to ensure that an adequate and appropriate system of inspection for agricultural workplaces is in place and is provided with adequate means. The Convention establishes as a duty of employers to ensure the safety and health of agricultural workers in every aspect related to their work. It forbids that workers are required or permitted to engage in the manual handling or transport of load which by reason of its "weight or nature" is likely to jeopardize their safety or health. <http://www.ilo.org/ilolex/english/convdisp1.htm>
50. **Biological Diversity Convention**. The Convention on Biological Diversity (CBD) was signed in 1992 at the 1992 UN Conference on Environment and Development (UNCED) in Rio de Janeiro and ratified in 1993. The CBD is a comprehensive, binding agreement covering the use and conservation of biodiversity. It requires countries to develop and implement strategies for sustainable use and protection of biodiversity, and provides a forum for continuing international dialogue on biodiversity-related issues through the annual conferences of the parties (COPs). <http://www.biodiv.org/welcome.aspx>
51. **The Protocol on Biosafety**. It is a supplementary agreement of the CBD (See#3). The Protocol seeks to protect biological diversity from the potential risks posed

by living modified organisms resulting from modern biotechnology. It establishes an advance informed agreement (AIA) procedure for ensuring that countries are provided with the information necessary to make informed decisions before agreeing to the import of such organisms into their territory. The Protocol contains reference to a precautionary approach and reaffirms the precaution language in Principle 15 of the Rio Declaration on Environment and Development. The Protocol also establishes a Biosafety Clearing-House to facilitate the exchange of information on living modified organisms and to assist countries in the implementation of the Protocol. <http://www.biodiv.org/biosafety/>

52. **UN AARHUS Convention on Access to Information, Public Participation in Decision-making and Access to Justice in Environmental Matters**. The Aarhus Convention is a new kind of environmental agreement. It links environmental rights and human rights. It acknowledges that we owe an obligation to future generations. It establishes that sustainable development can be achieved only through the involvement of all stakeholders. It links government accountability and environmental protection. It focuses on interactions between the public and public authorities in a democratic context and it is forging a new process for public participation in the negotiation and implementation of international agreements. The Convention is not only an environmental agreement; it is also a Convention about government accountability, transparency and responsiveness. <http://www.unece.org/env/pp/>
53. **Workplace Accident Fatality Estimate**. ILO fatality estimates are provided as an indicator of the sustainability of workplaces, especially with regard to occupational accident. ILO Estimate is provided for each 100,000 workers. <http://laborsta.ilo.org/>
54. Country has adopted 28 April as national observance day. http://www.global-unions.org/pdf/ohsewpH_1b.EN.pdf

4. REPRESENTATION SECURITY AND TRADE UNIONS RIGHTS INDEX

Core Labour Standards

55. **ILO Declaration on Fundamental Principles and Rights at Work**. This is an expression of commitment by governments, employers' and workers' organizations to uphold basic human values - values that are vital to our social and economic lives. The Declaration covers four areas: Freedom of association and the right to collective bargaining (enshrined in ILO Convention 98); the elimination of forced and compulsory labour (enshrined in Conventions 29 and 105), the abolition of child labour (enshrined in Conventions 138 and 182), and the elimination of discrimination in the workplace (enshrined in Conventions 100 and 111). All ILO member countries (which include most countries in the world) are bound by the principles articulated in this Declaration. Therefore, countries are mostly called upon to implement what they have already agreed to. See:

<http://www.ilo.org/dyn/declaris/DECLARATIONWEB.INDEXPAGE>

56. **ILO SES Representation Security Index³.** The Representation Security Index has been developed by the ILO Social and Economic Security Programme.

Representation security is about workers having voice. This is considered essential, in that having voice is the optimal way of advancing and defending our interests. But it is also a substantive need in its own right, since having voice is intrinsic to defining one's identity as a human being. Voice is required for many purposes in the sphere of work, the most notable being to negotiate over wages and benefits and working practices (including Health & Safety), for information-gathering, and for evaluating the impact of work practices or policies at the workplace level over a broad range of issues. Voice is essential at all levels of social policy, from design to implementation to monitoring and evaluation.

The index focuses on standard aspects of freedom of association. It is made by analyzing a combination of:

- i) input indicators that verify the ratification of ILO Conventions 87 (Freedom of Association and Right to Organise) and Convention 98 (Rights to Organise and Collective Bargaining) and capture whether or not trade unions are allowed to organize;
- ii) process indicators that capture mechanisms for strengthening voice and verify if a tripartite body exists to deal with labour and social policies. They also verify whether or not a country's legislature permits organizations to promote workers' interests and assess the percentage of workers covered by collective agreements. Employment rates are also captured; and
- iii) outcome indicators that include the results of policies as measured by unionization rates and verify their rate of change during the 1990s. The index also incorporates data from the Civil Liberties Index (as developed by Freedom House).

In the Profiles you will see under "*ILO-SES Repr.Security Rnk*" a number in a small dotted square, showing where a country Ranks (among 99 countries that have been evaluated so far). Then, you will see the term "*considered as*" followed by a dotted rectangular box, which will contain one of the following key words:

- **Pacesetter:** These are the countries that have the highest scores in ensuring Voice and representation to their citizens.
- **Pragmatist:** These countries lack policy commitment, but they have a relatively good score on the outcomes.
- **Conventional:** These countries have policy commitment, but in practice, laws and codes are not reflected in the outcomes, which remain poor, but they have mechanisms showing government commitment.
- **Much to be done:** These countries have the lowest levels on achievement of the goals, both in terms of policy commitment and on the outcomes scores.

57. **ILO C 100 Equal Remuneration Convention.** Calls for equal pay for men and women for work of equal value. States having ratified the Convention shall promote and, in so far as is consistent with the methods in operation for determining rates of remuneration, ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value. <http://www.ilo.org/ilolex/english/convdisp1.htm>
58. **ILO C111 Discrimination (Employment and Occupation) Convention.** Calls for a national policy to eliminate discrimination in access to employment, training and working conditions, on grounds of race, colour, sex, religion, political opinion, national extraction or social origin and to promote equality of opportunity and treatment. The Convention assigns to each State which ratifies it the fundamental aim of promoting equality of opportunity and treatment by declaring and pursuing a national policy aimed at eliminating all forms of discrimination in respect of employment and occupation. <http://www.ilo.org/ilolex/english/convdisp1.htm>
59. **ILO Forced Labour Convention -C29.** Prohibits forced or compulsory labour in all its forms, with certain exemptions for military service, properly supervised convict labour and emergencies such as wars and national disasters. <http://www.ilo.org/ilolex/english/convdisp1.htm>
60. **ILO C98-Right to organize and Collective Bargaining Convention.** The right to organize and bargain collectively, and protection against anti-union discrimination and employer interference. <http://www.ilo.org/ilolex/english/convdisp1.htm>
61. **Trade unions rights violation.** The 2004 survey of trade union rights, published annually by the ICFTU, produces yet another catalogue of severe abuses of fundamental workers' rights in 2003. While the toll of 129 murdered trade unionists is less than the previous year, it still serves as a grim reminder of the dangers faced by trade unionists exercising their fundamental rights. Painting a country by country account of trade union rights violations across the world, the 2004 survey covers 134 countries in total, highlighting assassinations, physical intimidation, arrests, death threats and dismissals for forming or joining trade unions, presenting collective demands or taking strike action. URL: <http://www.icftu.org/survey/>
62. **ILO C105-Abolition of Forced Labour Convention.** Prohibits the use of any form of forced or compulsory labour as a means of political coercion or education, punishment for the expression of political or ideological views, workforce mobilization, labour discipline, punishment for participation in strikes, or discrimination. <http://www.ilo.org/ilolex/english/convdisp1.htm>
63. **ILO C87- Freedom of Association and Protection of the right to organize convention.** The right of workers to form and join organizations of their own choosing without prior authorization, and without interference from public authorities. <http://www.ilo.org/ilolex/english/convdisp1.htm>

Child Labour

64. **ILO C138 Minimum Age Convention.** Establishes the minimum age for admission to employment (15, or 14 for countries meeting developing country exceptions, and not less than the age for completion of compulsory

³ Economic Security for a better world, ILO Socio Economic Program, Geneva, 2004.

schooling), and stipulates the minimum age for admission to hazardous work (18).

<http://www.ilo.org/ilolex/english/convdisp1.htm>

65. **ILO C182 Worst Forms of Child Labour Convention. Call** for the immediate elimination of the worst and most hazardous forms of child labour; adds to, and does not supersede, Convention 138.

<http://www.ilo.org/ilolex/english/convdisp1.htm>

66. **Use of child labour.** ILO Laborsta, <http://laborsta.ilo.org/>

5. GOVERNEMENT OVERSIGHT/AUTONOMY AND EMPLOYER ACCOUNTABILITY INDEX

Local Authorities

67. **WB Regulatory Fmwk for Subnat. Borrow & Controls (DOMESTIC & FOREIGN):** The regulatory framework ensures prudent borrowing behavior of sub-national governments, limits the moral hazard problem, and creates confidence among the lenders. The arrangements vary widely across countries, but the dataset provides some useful perspectives on the regulation. Categories for sub-national borrowing controls: a) Market Discipline; b) Cooperative Control; c) Rule based control d) Borrowing Prohibited and e) Administrative Control

<http://www1.worldbank.org/publicsector/decentralization/qualitativeindicators.htm>

68. **UN Habitat Best practices.** This searchable database contains over 2150 proven solutions from more than 140 countries to the common social, economic and environmental problems of an urbanizing world. It demonstrates the practical ways in which public, private and civil society sectors are working together to improve governance, eradicate poverty, provide access to shelter, land and basic services, protect the environment and support economic development. In this version of the profiles we have included only those practices related to Housing and Water & Sanitation.

<http://www.bestpractices.org/database/>

69. **ICLEI member.** ICLEI-Local Governments for Sustainability was founded in 1990 by local governments at the United Nations Headquarters in New York as the International Council for Local Environmental Initiatives (ICLEI). ICLEI is a democratically governed membership association of cities, towns, counties, metropolitan governments, and local government associations.

<http://www3.iclei.org/member.htm>

Employer Accountability

70. **ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy.** The MNE Declaration seeks to encourage the positive contribution multinational enterprises make to economic and social progress and to minimize and resolve the difficulties to which their various operations may give rise. It takes into account principles such as employment promotion, equality of opportunity and treatment, security of employment, training, wages, benefits and conditions of work, minimum age, child labor, safety and health, freedom of association and the right to organize, collective bargaining, consultation, examination of grievances and settlement of industrial disputes.

<http://www.ilo.org/public/english/standards/norm/sources/mne.htm>

71. **OECD Guidelines for multinational enterprises.** The Guidelines are recommendations for good corporate behaviour primarily addressed to enterprises in those countries that adhere to them. These include the 30 OECD countries, plus Argentina, Brazil, Chile, Estonia, Lithuania and Slovenia. Governments must meet their responsibilities over, for example, setting up a functioning and effective National Contact Point, and must work constructively with trade unions. The guidelines chapters cover the following aspects: employment and industrial relations, environments, combating bribery, consumer interests, science & technology, competition and taxation. See TUAC Users' Guide:

<http://www.tuac.org/News/default.htm#2>

72. **OECD Corporate Governance Principles.** The OECD Principles of Corporate Governance provide specific guidance for policymakers, regulators and market participants in improving the legal, institutional and regulatory framework that underpins corporate governance, with a focus on publicly traded companies. They also provide practical suggestions for stock exchanges, investors, corporations and other parties that have a role in the process of developing good corporate governance. The Principles cover six key areas of corporate governance – ensuring the basis for an effective corporate governance framework; the rights of shareholders; the equitable treatment of shareholders; the role of stakeholders in corporate governance; disclosure and transparency; and the responsibilities of the board.

<http://www.oecd.org/dataoecd/41/32/33647763.pdf>

73. **Sample of Multinational Companies listed in FT500 or Forbes2000 AND involved in one of the following agreements:** Global Compact, Ethic Trade, SA8000, GRI, BSR, TCOlabelling or a Framework agreement with a Global Union member. The construction of this list is ongoing and may not be complete.