

# Contents

**Preface** iii

**Summary** 1

**Chapter 1**     **The world employment situation, trends and prospects** 11

- Context and trends 11
- The regional dimension 13
  - The industrialized market economies 13
  - Central and Eastern Europe and the Commonwealth of Independent States 15
  - Latin America and the Caribbean 17
  - Asia 20
  - The Middle East and North Africa 22
  - Sub-Saharan Africa 23
- Concluding remarks 25

**Chapter 2**     **Promoting harmony between work and family: The role of support services and flexible working arrangements** 27

- The facts 27
- Support services 30
  - Child care 31
  - Elder care 36
- Adapting working life to family needs 37
  - Maternity leave 37
  - Paternity leave 37
  - Parental leave 38
  - Leave for family reasons 39
  - Working time arrangements 39
  - Part-time work 40
- Collective agreements and enterprise policies 40
- The need for change 41

**Chapter 3**     **Employers' organizations** 43

- Organizational and functional complexity 43
- Industrialized market economies 44
  - A single organization to deal with both social and economic issues? 46
  - Tripartism 47
  - Multinational bargaining 48
  - Bargaining and lobbying 48
- Central and Eastern European countries 48
  - The emergence of employers' organizations 49
  - Organization of employers 49
  - Country overviews 49
- Latin America and the Caribbean 53
  - A diversity of organizations 54
  - Tripartite relations 55
  - Challenges of the 1990s 55
- Arab States 56
- Sub-Saharan Africa 57
  - Single umbrella or separate organizations? 58
  - Activities 60
  - Tripartism 60
  - Regional cooperation 61
  - The challenges 61
- The Asia-Pacific Region 61
  - Structure and membership 62
  - The international role 62
  - Priorities 62
  - Governments, trade unions and tripartite cooperation 66
- Conclusions 66

**Chapter 4**     **Health care in developing countries: Quality and cost-effectiveness** 67

- The role of cost-effective health insurance 68
  - Benefits 69
  - Coverage 70
- Cost-effective health insurance for developing countries 71

Paying the providers	71
Administrative costs	75
Standards and accreditation	76
Health systems working together	76

### **Chapter 5 Chemicals in the working environment 79**

The scale of the problem	79
Toxic chemicals	80
Pesticides	82
Agricultural workers in the developing countries	82
Source of risks	83
Coping with hazards within the enterprise	84
Classification, identification and labelling	85
Chemical waste	88
Cleaner production programmes	88
The NIMBY principle	89
The environmental dimension	89

### **Selected bibliography 91**

### **Statistical annex 95**

#### **Text tables**

1.1	Growth of GDP, population and share of world GDP	12
1.2	The profile of unemployment in the OECD economies, 1993	14
1.3	Recent employment and output indicators in Central and Eastern Europe	16
1.4	Selected indicators for Latin America	19
1.5	Caribbean countries: Growth rates of real output	20
1.6	Unemployment in selected Caribbean countries	20
1.7	Growth rates of GDP and employment and unemployment in selected Asian countries	21
1.8	Recent unemployment rates in selected countries of the Middle East and North Africa	23
1.9	Indicators of economic performance in sub-Saharan Africa	25
2.1	Ratifications of the Workers with Family Responsibilities Convention, 1981 (No. 156)	31
4.1	Health expenditure, life expectancy and mortality worldwide, 1990	67
4.2	Social insurance in selected countries, 1990	69
4.3	Estimated possible population coverage by social security schemes based on formal sector employment in selected African countries	70

4.4	Different forms of co-payments and their application	75
4.5	Comparison of different payment systems	75

#### **Text charts**

1.1	OECD Europe: Employment and GDP growth, 1981-93	15
1.2	Latin America: Wages, 1980-92	18
2.1	More than half the world's women in the labour force live in Asia	33
2.2	Women's share in the labour force between 1970 and 1993	33
2.3	Women's economic activity rates from 1970 to 1993	34
2.4	Women's and men's recorded economic participation	34

#### **Text boxes**

1.1	Employment of children	26
2.1	Part-time work = Women's work?	28
2.2	A dent in the male-dominated workplace?	28
2.3	The Workers with Family Responsibilities standards	30
2.4	"Guardian mothers" in Venezuela	32
2.5	The US Family and Medical Leave Act of 1993	38
2.6	Enterprise policies in the USA: Concern with school life	41
3.1	Sweden: From centralization to decentralization	45
3.2	Employers' organizations and industrial relations in Germany and Japan	47
3.3	Classification of Central and Eastern European employers' organizations	50
3.4	Representativeness of Arab employers' organizations	58
3.5	The International Organization of Employers	65
4.1	Primary, secondary and tertiary care	69
4.2	The DRG system	75
5.1	Unsafe chemicals: The responsibility of exporting States	80
5.2	The workers' right-to-know	81
5.3	Prior Informed Consent (PIC)	83
5.4	Different approaches to tackling risks	85
5.5	Simple techniques to cope with risks	86
5.6	Information on new chemicals: The joint responsibility of manufacturers and employers	86
5.7	Model classification, identification and labelling systems	87
5.8	The cost of cleaning up old waste	89