

**BOARD**

## SECOND ITEM ON THE AGENDA

**Report of the Director***Contents*

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## Introduction

1. The Institute's programme for 2006–07, approved by the Board in November 2005, is designed to generate a better knowledge base to support the Decent Work Agenda, strengthen interaction between the ILO and outside research communities and implement high-quality educational activities for the ILO's constituents.
2. This report summarizes the main achievements in the period October 2006–September 2007. A list of publications for the period October 2006–September 2007 is appended. A fuller version is available in English on the Institute's web site.

## I. Research

### A. Decent work in development

3. Work has been undertaken on five broad aspects of decent work and development: the relationships between globalization and decent work; global production networks; the internationalization of labour markets; national policies and development patterns; and labour law in low-income settings.

#### (i) *Globalization and decent work*

##### (a) The impact of globalization on employment

4. A review was undertaken of recent trends and developments in globalization, such as the offshoring of service sector jobs, the emergence of a global labour market and trade and investment flows, as part of a pilot research project funded by the Swedish International Development Cooperation Agency (SIDA). Particular attention was paid to the new dimensions of globalization, especially its expanding scope, with a view to drawing out the implications for employment and development strategies and identifying priority areas for follow-up research. Findings are being circulated as a discussion paper.

##### (b) Trade and employment

5. A joint study between the Institute (on behalf of the ILO) and the Secretariat of the World Trade Organization (WTO) entitled "Trade and employment: Challenges for policy research" was completed in late 2006 and launched at a seminar held in the WTO's Geneva headquarters in February 2007. The study, which surveyed the evidence on the relationships between trade and employment, was exceptionally well received in both research and policy circles, as the first major substantive collaboration between the ILO and the WTO. The study was discussed in the Governing Body Working Party on the Social Dimension of Globalization in March 2007, where its value was acknowledged by Employers, Workers and Governments.

##### (c) Scenarios

6. With decent work now endorsed as central to the achievement of the Millennium Development Goals (MDGs) and with the ILO Regional Meetings endorsing a Decent Work Decade, it is important to have a time frame that looks ahead. Initial research has been conducted on "Scenarios for decent work: 2015 and beyond", which aims to identify the key drivers of change and to explore how they will affect decent work goals.

**(ii) Global production networks and local development**

7. The implications of growing global production networks (GPNs) for the local creation of decent work were addressed in the International Institute for Labour Studies (IILS) Research Conference in November 2006 (see below), which examined issues such as the scale and quality of employment, and governance structures that can promote economic and social upgrading in international supply chains. An edited volume of papers is in preparation.
8. A concept note on “Decent work in GPNs” was prepared for the first meeting of a new research network on this topic, held at Duke University in March 2007. Participants agreed upon the basic outline of a research strategy, and will develop a joint proposal with which to seek external funding.
9. The national workshop held in Beijing in April 2007 (see below) included a session on “Decent Work, Productivity and GPNs”, and a follow-up survey of Chinese companies engaged in global supply chains is planned.
10. Two research workshops exploring the opportunities and challenges for policy in this area are set to take place in India (November) and Brazil (first half of 2008), with the participation of researchers and ILO constituents. A discussion paper has been issued on GPNs in India, which provides background for the Indian workshop.

**(iii) Internationalization of labour markets**

11. Research in this area aims at better understanding the relationships between labour mobility, employment and development, by investigating the links between the internationalization of labour markets and the geographical shift of production, and by building theory concerning the development impacts of migration.
12. A discussion paper examined the relevance of social capital theories in explaining the migration-development nexus, with particular attention to the information technology (IT) sector in China and India. Another discussion paper examined how trans-state groups and associations interact with States and markets in migrant-induced flows of financial remittances, knowledge, political ideas and interests.
13. A paper is in preparation on the factors that contribute to the internationalization of labour markets, such as: more or less restrictive migration policies; systems of educational accreditation; private recruitment agencies; global production chains, etc. This paper will be presented at the Fourth France–ILO dialogue on the social dimension of globalization.

**(iv) National policies and development patterns**

**(a) Social models in Europe and Latin America**

14. Research on social models seeks to connect development paths, labour and social policy by analysing complementarities and tensions between institutions in the areas of production, employment, industrial relations, skills formation and welfare. The IILS Research Conference examined how national social models in Europe and Latin America have been changing in response to globalization. Fifteen scholars delivered presentations on individual models as well as cross-cutting issues and trends. Two articles based on conference presentations will appear in the *International Labour Review*, and discussion

papers are being issued on social rights and labour reform in Latin America, and on the German, Swedish and southern European social models.

15. A monograph on the experience of Argentina in building a social model which integrates decent work into development strategy is forthcoming in the Institute's Research Series.

16. Two volumes that further explore this question through in-depth country studies are being prepared for publication. The first, *European social models in flux*, covers ten European countries and builds on research funded by the European Union. The second, *Latin American social models at the crossroads*, covers eight countries. It has been funded by the SIDA's Department for Research Cooperation (SAREC).

(b) A comparative analysis in four countries

17. A comparative analysis of decent work and development has been initiated in four large developing countries: China, India, Brazil and South Africa. Basic data have been compiled on patterns of growth and employment in these countries and an initial review of the strategy for comparative research has been commissioned. One working paper was issued on the Indian experience.

(v) **Labour law and decent work  
in low-income settings**

18. The objective of this project is to examine the effective role of labour law as an instrument for promotion of social goals in the developing world. Special attention has been given to gender equality. The intention is also to strengthen the perspective of developing countries in the debate on the role of labour law.

19. The project has been carried out in collaboration with scholars from Australia, Cameroon, Canada, India, Morocco, Mexico and South Africa, who participated in a workshop in October 2006. Six discussion papers have been issued, looking at the factors underlying not only problems of enforcement and compliance but also the limited scope of labour law. Three papers provide regional perspectives (Latin American, South Asian and southern African). A historical perspective and a "law in context" approach are used to shed light on the reasons for the limited access to legal protection of workers in the South and the reasons for its persistence. The impact of globalization has also been examined, in particular through two papers on the relationship between trade liberalization and labour law. Work is in progress on an edited book.

20. A related research project was developed in 2007, namely a discussion paper on the growth model, labour legislation and compliance in Latin America.

**B. Social goals in the governance  
of the global economy**

21. ILS research in this area explores emerging practices and institutions of socio-economic governance, and their implications for decent work. The main focus has been on corporate social responsibility (CSR) and related initiatives.

22. Two research projects have been undertaken. One examines the relationship between CSR and labour law; the second is analysing international framework agreements (IFAs) and similar negotiated codes of conduct.

**(i) Corporate social responsibility and international labour standards**

23. This research analyses the links between private CSR practices and the law, with a special emphasis on international labour and human rights law. It aims to address the need for a common understanding of concepts commonly used in the CSR debate; build bridges between academics and practitioners, especially those in charge of legal benchmarking at enterprise level; clarify the links between national legislation and CSR instruments; and consider ways to develop training for managers, workers and trade union representatives on legal issues related to CSR.
24. These themes were explored in seminars held in ILO headquarters and the field. A first seminar entitled “Governance, International Standards and Corporate Social Responsibility” was held in Geneva in July 2006. A session was organized on “Decent Work and CSR” in the Beijing workshop in April 2007. A final seminar on “Regulation and CSR” is planned for October 2007. An edited publication in English and French is in preparation, drawing on the papers presented at these seminars.
25. Contacts were established with a number of multinational enterprises (MNEs) which led to the participation of the ILS in several enterprise and academic seminars. The ILS also participated in high-level think tanks, such as the newly created network on international standards and CSR, which includes academics from leading universities around the world.

**(ii) Cross-border social dialogue**

26. This project focuses on IFAs and similar transnational endeavours which may constitute the building blocks of an emerging global industrial relations system. An edited volume is currently in preparation which maps these initiatives, describes their history, content and scope, and analyses their implications. It draws on papers presented in a workshop in December 2006, with the participation of academics, policy-makers, representatives of MNEs and ILO constituents.
27. The empirical part of the project involves interviews with the management of MNEs, national social partners and global unions, which examine the motivations of MNEs in either adopting negotiated codes of conduct (IFAs), or engaging in fully management-driven CSR codes. Particular attention is paid to the small number of non-European Union-based MNEs which have negotiated an IFA. Field research has been conducted in Japan, the Russian Federation and South Africa.
28. The motivations of MNEs in negotiating cross-border agreements have also been studied through game theoretic tools of analysis, as well as the use of a survey documenting employment practices in MNEs based in the United Kingdom. Discussion papers are forthcoming on these issues.

**(iii) The impact of the World Commission on the Social Dimension of Globalization**

29. From September 2006 to March 2007 the Institute undertook a review of the impact of the report of the World Commission on the Social Dimension of Globalization (WCSDG) three years after its report was published. This included an assessment of its influence on policy discussions and orientations, an update on the social impact of globalization and a systematic review of progress on implementation of the Commission’s major recommendations. The review has been published as a discussion paper.

## **C. Policy development**

### **(i) A history of ILO ideas and their impact**

30. At the 2006 meeting of the Institute's Board, the Director-General noted his intention to explore more systematically the impact on social progress of ILO ideas during its 90-year history. The Institute has initiated work on this project, which will draw on contributions from across the ILO. The immediate plan is to bring out a volume, addressed to a general audience, narrating the ILO's history. It will consider the contribution of both the secretariat and the constituents of the ILO. Work is under way on the design of a medium-term project to deliver a variety of outputs. This work is being funded from a special allocation from the regular ILO budget and it is envisaged to raise external funds as well.

### **(ii) Sustainability, climate change and decent work**

31. The Institute and the ILO's Policy Integration Department co-hosted in June 2007 a Research Workshop on the Impact of Climate Change on Employment, Incomes and Poverty. The Workshop brought together researchers and specialists from universities, international organizations, the ILO's tripartite constituency and ILO staff. Participants discussed policies, programmes and research priorities and methods as inputs to the development of a larger scale ILO effort on sustainability.

## **D. Follow up to 2004–05 projects**

32. A project on "Social Dialogue Regimes", jointly conducted with the Universities of Geneva and Lyon II, has been under way since 2004. It is constructing social dialogue indicators and collecting information on practices in some 50 countries in an effort to discover correlations between different social dialogue configurations ("regimes"), on the one hand, and economic performance, on the other. It will be completed in November 2007.

33. The outcomes of earlier research on participatory governance continue to be disseminated in academic and policy meetings and publications. An edited volume on "The downside of participatory governance" is in preparation.

34. The research project on tripartism and economic reform has been completed. It examined the contribution of tripartism to policy-making in developing and post-socialist countries in the context of economic liberalization in the 1990s. It found that, when relatively strong, tripartism was able to bring on board a concern for equity that has helped countries reconcile economic and social goals. This manifests itself in measures to minimize dislocation and job losses during crises and restructuring; in active labour market and industrial policies to assist workers and enterprises with restructuring; and in efforts to extend or strengthen workers' rights and social protection, and to maintain solidarity in social policy and tax reforms. Tripartism also seems to be associated with a gradual approach to reforms that gives enterprises and workers in vulnerable sectors more time to adjust. The case studies suggest that this equity-enhancing impact is compatible with good economic performance. An edited book is being finalized for publication.

## II. Education

### A. International internship course on labour and social policies for decent work

(Geneva, 10–30 May 2007)

35. Twenty-seven participants, 15 women and 12 men, all middle- and senior-level officials representing the tripartite community of the ILO from 23 countries, attended the 42nd internship course, held this year in English. The course focused on: (a) providing up to date information on the components of the Decent Work Agenda; (b) enhancing awareness of ILO principles and programmes; (c) encouraging an integrated approach to social and economic policies for decent work; and (d) stimulating a cross-national exchange of views and experiences among ILO constituents.
36. The course lasted three weeks. A mix of pedagogical methods included lectures from academics and ILO officials, workshops, field visits and group work. Participants were encouraged to build on group exercises, evaluate the state of decent work in their countries, and prepare a note summing up their assessment of the policies and programmes required for the promotion of decent work. Each participant presented his/her note in a plenary seminar. The teaching materials used and course work done by participants have been distributed in electronic form and placed on the Institute's web site.

### B. Pedagogical materials on decent work

37. In 2007, pedagogical materials were prepared on tools and techniques for the quantitative analysis of labour market developments. Two training modules were developed on this topic, which will be published together with open-source software in order to facilitate their use. The main target groups are researchers/officials in labour departments, statistical bureaux in different countries and relevant departments in employers' and workers' organizations.

### C. Other educational courses and visitors

38. Under its ongoing collaboration with Cornell University, the Institute organized a course on "Globalization and employment relations in transition" targeted at ILO student interns. The course ran from January to April 2007, and consisted of 13 lectures and/or seminars given by ILO specialists in Geneva, and Cornell University professors in Ithaca through videoconferences.
39. As part of the Institute's support to the Global Labour University (GLU), a scholarship was provided for a worker participant from a developing country to participate in the GLU Masters course.
40. Following the discussion of the educational programme at the November 2006 Board meeting, proposals for new courses are under development. They include proposed collaboration with the Massachusetts Institute of Technology in the organization of high-level retreats for top ILO constituents. A second proposal would respond to the growing demand from ILO constituents and research institutions in developing countries for advanced programmes in labour studies and social policy. Arrangements are being made to hold a first such course in Africa.

41. During the year, Alan Preston (University of Western Australia), Shiho Futagami (Yokohama National University, Japan) and Shyam Sundar (Mumbai University, India) carried out research at the Institute as visiting scholars.
42. During the period under review, the Institute hosted eight visiting student interns. In addition, 15 study visits involving 420 students from various universities were organized.

### **III. Policy dialogues, lectures and partnerships**

#### **A. The research conference**

43. The Institute held its first research conference from 29 November to 1 December 2006 on “Decent Work, Social Policy and Development”. The Conference brought together scholars from different disciplines, ILO staff and constituents from government, business and labour; over 150 people participated. It was widely considered a successful and much-needed initiative.
44. The conference featured both plenary sessions on the Decent Work Agenda and parallel focus groups for more in-depth analysis of: (a) changing social models in Europe and Latin America; and (b) global production networks and decent work.
45. All available conference papers, speeches and presentations can be downloaded from the Institute’s web site, and several have been revised for publication as ILS discussion papers and monographs.
46. SIDA/SAREC and the Russell Sage Foundation provided financial support.
47. A second research conference is planned for late 2007. This would be a regional conference, to be held in collaboration with the ILO Regional Office for Asia and the Pacific on the topic of “Climate change, sustainable development and decent work”. The conference would expand the Institute’s research networks in the region and strengthen collaboration with ILO field offices.

#### **B. Public lectures**

48. Three public lectures were held as follows, two of them timed to coincide with sessions of the Governing Body:
  - November 2006: Mireille Delmas-Marty, Professor at the Collège de France and Chair in Comparative Legal Studies and Internationalization of Law, “The social dimension of globalization and changes in law”.
  - March 2007: Silvana Sciarra, Professor of Law at the University of Florence, “Modernization of labour law: A current European debate”.
  - June 2007: Justice Edwin Cameron, Supreme Court of Appeal, Republic of South Africa, “Legislating an epidemic: The challenge of HIV/AIDS in the world of work” (co-organized with the ILO programme on HIV/AIDS).

## **C. Building research networks**

### **(i) National workshops**

49. The ILS organized research workshops in South Africa and China, in collaboration with national research centres, with a view to identifying options for longer term collaboration. These workshops brought together leading researchers in discussion of research needs and priorities.
50. The workshop in South Africa took place in Cape Town in April 2007 and was jointly organized with the Sociology of Work Unit of the University of the Witwatersrand, Johannesburg, and the University of Cape Town (UCT). It focused on three issues: the informal economy and labour law; migration; and global production networks.
51. The workshop in China was jointly organized with the Chinese Academy of Labour and Social Security and the China Institute of Industrial Relations (Beijing, April 2007). The main themes were: CSR and decent work; GPNs; and trends in industrial relations in China. Follow-up to the workshop will include collaborative research on the first two of these themes.
52. Selected background papers presented during these workshops are to be revised and circulated as discussion papers.

### **(ii) An African research network on labour and social issues**

53. The ILS is working towards the development of an African research network on labour and social issues. As a first step, the ILS is organizing, with support from SIDA/SAREC, a first meeting with representatives of existing research networks and selected research and academic institutes from English-speaking Africa. The meeting, scheduled for September 2007 in Nairobi, will review research capabilities and needs in the labour and social fields in the region, develop a strategy for network building and identify initial activities.

### **(iii) Agreements for collaboration with academic institutions**

54. In order to strengthen collaboration with selected universities and research institutes, letters and memorandums of agreement have been signed with the University of the West Indies, the University of Chile, and (under the existing ILO–China Memorandum Of Understanding) with the Chinese Academy of Labour and Social Security. The intention is to form research partnerships, and to enable students and faculty to conduct research at the ILS.

### **(iv) Participation in other meetings and networks**

55. At the 2007 meeting of the Society for the Advancement of Socio-Economics, the Institute organized sessions on “Cross-border social dialogue and regulation: An emerging global industrial relations framework?” and on “Blunting neo-liberalism: Tripartism and economic reforms in developing and transition countries” (Copenhagen, June 2007).
56. The Institute participated in a meeting of the Steering Group of the Global Labour Research Forum in April 2007. A conference is now planned for 2008.

57. ILS staff participated in expert meetings and conferences organized by the GLU, the International Industrial Relations Association, the Centre for Interdisciplinary Research of the University of Bielefeld, the German European Union Council Presidency, Migration Dialogue, the European Foundation for the Improvement of Living and Working Conditions and the ZEIT Foundation, among others.

#### **D. Other policy dialogues**

58. An informal dialogue was held in Santiago de Chile in August 2007 on the theme of decent work and democracy in Latin America. This event was co-organized with the Regional Office for Latin America and the Caribbean. A high-level group of policy actors explored the prospects for democratic governance in the region, the contribution of the Decent Work Agenda and the role of the ILO's constituents.

#### **E. Internal research workshops and ILO research strategy**

59. The ILS Decent Work Research Seminar Series continued to function as a platform for presentation of ongoing and completed research. Six seminars were held between December 2006 and June 2007.
60. The Institute also sponsored and supported an independent review of ILO and ILS research, undertaken by three outside experts, as part of a process aimed at strengthening the research capabilities of the ILO as a whole.

### **IV. The Decent Work Research Prize**

61. The Institute made the arrangements for the first ILO Decent Work Research Prize, which was awarded on 15 June 2007 at the closing session of the International Labour Conference. Nominations were received and processed by Institute staff, and submitted to a five-member independent jury for decision. Because of the outstanding nominations received for this prize, the jury recommended that, exceptionally, there be two awards. One was attributed to Carmelo Mesa-Lago, Professor Emeritus on Economics and Latin American Studies, University of Pittsburgh, United States, for his influential work on social security and pension reform; and a second, special award honoured Nelson Mandela, former President of the Republic of South Africa, for an extraordinary lifetime contribution to knowledge, understanding and advocacy on the central concerns of the ILO and its constituents, which has provided the inspiration for both research and policy across the world. Professor Mesa-Lago addressed the International Labour Conference, and former President Mandela, who was represented by the Chief Executive of the Mandela Foundation, sent a video message. The Institute created a special page about the Decent Work Research Prize on its web site with detailed information about the ceremony and the call for nominations for the 2008 prize.

### **V. The *International Labour Review***

62. As reported to the Board in November 2006, the ILO's major journal, the *International Labour Review*, is now being managed by the Institute on behalf of the ILO. A new editorial board has been put in place, chaired by the Director of the ILS. The *International Labour Review* retains editorial autonomy and a separate identity. The first number under the new arrangements came out in July 2007.

## VI. Staff movements

63. Raymond Torres was appointed Director of the Institute as from 1 September 2007.
64. Anne Posthuma joined the Institute's staff as Senior Research Officer, and Lim Lin Lean joined as Senior Adviser. Several researchers joined the Institute's staff for short periods. Deirdre McCann worked on the employment relationship; Adriana Marshall on labour protection and compliance in Latin America; Chandan Mukherjee on the development of pedagogical materials; Hamish Jenkins on the review of the impact of the WCSDG; Rémi Clavet conducted research on CSR, international labour law and human rights; Jasmien van Daele is working on the ILO history project; and Mohammed Mwamadzingo on African trade unions' responses to globalization.
65. Jacques Marcovitch and Eddy Lee continued their affiliation with the Institute as fellows. Professor Carmelo Mesa-Lago was appointed Honorary Fellow for 2007–08 by virtue of receiving the ILO Decent Work Research Prize for 2007.

## VII. Publications and outreach

66. A list of papers, books, public lecture series, pedagogical materials and monographs published between October 2006 and September 2007 can be found in the appendix.

Geneva, 21 September 2007.

## Appendix

### Publications October 2006–September 2007

#### (a) *Books and monographs*

- Davidov, G.; Langille, B.A. (eds). *Boundaries and frontiers of labour law* (Oxford, United Kingdom, Hart Publishing, 2006 (co-sponsored)).
- Jansen M.; Lee, E. *Trade and employment – Challenges for policy research*, ILO/WTO joint publication, 2007.
- Kenoukon, C.A. *Effectivité et efficacité des normes fondamentales et prioritaires de l'OIT: Cas du Bénin et du Togo*, Research Series No. 113.
- Damill, M.; Frenkel, R.; Maurizio, R.; Novick, M.; Tomada, C. *In the wake of the crisis: Argentina's new economic and labour policy directions and their impact*, introduction by J. Somavia, Research Series No. 114.

#### (b) *Discussion papers*

- No. 168 Baccaro, L.; Simoni, M. *Policy concertation in Europe: Explaining government choice*, 2006.
- No. 169 Faist, T. *Transstate social spaces and development: Exploring the changing balance between communities, States and markets*, 2007.
- No. 170 Papola, T.S. *Employment in the development agenda: Economic and social policies*, 2007.
- No. 172 Charest, E. *Using the social capital of nationals abroad as a strategy for development in the IT sector*, 2007.
- No. 173 Goldin, A. *Los derechos sociales en el marco de las reformas laborales en América Latina*, 2007.
- No. 174 Karamessini, M. *The southern European social model: Changes and continuities in recent decades*, 2007.
- No. 175 Jenkins, H.; Lee, E.; Rodgers, G. *The quest for a fair globalization: Three years on*, 2007.
- No. 176 Sankaran, K. *Labour laws in South Asia: The need for an inclusive approach*, 2007.
- No. 177 Mekkassi, F. *L'effectivité du droit du travail et l'aspiration au travail décent dans les pays en développement: une grille d'analyse*, 2007.
- No. 178 Theron, J.; Godfrey, S.; Visser, M. *Globalization, the impact of trade liberalization, and labour law: The case of South Africa*, 2007.
- No. 179 Blackett, A. *Trade liberalization, labour law, and development: A contextualization*, 2007.

No. 180 Fenwick, C.; Kalula, E.; Landau, I. *Labour law: A Southern African perspective*, 2007.

No. 181 Bensusán, G. *La efectividad de la legislación laboral en América Latina*, 2007.

No. 182 Javillier, J.-C. *Governance, international law and corporate societal responsibility*, 2007.

No. 184 Marshall, A. *Explaining non-compliance with labour legislation in Latin America: A cross-country analysis*.

#### In press

Nathan, D.; Kalpana, V. *Issues in the analysis of global value chains and their impact on employment and incomes in India*.

Lee, E. *Globalization, development and employment*.

Anxo, D.; Niklasson, H. *The Swedish model: Revival after the turbulent 1990s?*

Bosch, G.; Haipeter, T.; Latniak, E.; Lehndorff, S. *Upheaval in the German social model: The key role of government policy for break-up or revitalisation*.

Rubery, J.; Bosch, G.; Lehndorff, S. *The influence of the EU on the evolution of national employment models*.

#### (c) **Public lecture series**

Delmas-Marty, M. *La dimension sociale de la mondialisation et les transformations du champ juridique*.

Sciarra, S. "Modernization" of labour law: A current European debate.

Cameron, E. *Legislating an epidemic: The challenge of HIV/AIDS in the world of work* (forthcoming).

#### (d) **Pedagogical materials**

Mukherjee, C. *Methodological issues in statistical analysis for social science research* (forthcoming).

#### (e) **Other external publications**

Baccaro, L.; Sang-Hoon Lim. "Social pacts as coalitions of the weak and moderate: Ireland, Italy and South Korea in comparative perspective", in *European Journal of Industrial Relations*, 13(1), Mar. 2007, 27–46.

—; Rei, D. "Institutional determinants of unemployment: Does the deregulatory view hold water?" in *International Organization*, Autumn, 2007.

—; Simoni, M. "The Irish social partnership and the 'Celtic Tiger' phenomenon", in *Industrial Relations*, July 2007.

—; —. "Policy concertation in Europe: Understanding government's choice" (forthcoming), in *Comparative Political Studies*, Oct. 2008.

Papadakis, K. "Civil society and participatory governance in South Africa: The quest for socio-economic equity in the post-apartheid era", in B. Jobert and B. Kohler-Koch (eds), *Use and misuse of civil society: From protest to governance* (forthcoming).

Rodgers, G. "Decent work, social inclusion and development", in *Indian Journal of Human Development*, Vol. 1, No. 1, Jan. 2007.

—. "A stronger social dimension for globalization", in *Lahore Journal of Policy Studies*, Vol. 1, No. 1, June 2007.

—. *Labour market flexibility and decent work*, UNDESA Working Paper No. 47 (New York, United Nations).

**(f) Other**

A new version of the Institute's brochure was produced and is now available in English, French and Spanish.