



EIGHTEENTH ITEM ON THE AGENDA

Report of the Director-General

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I. Progress in international labour legislation

Ratifications of Conventions

1. Since the preparation of the document submitted to the 279th Session of the Governing Body, the Director-General has registered the following 80 ratifications of international labour Conventions, bringing the total number registered on 20 February 2001 to 6,871:

Algeria

Ratification registered on 5 February 2001:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Argentina

Ratification registered on 5 February 2001:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Bahamas

Ratification registered on 3 January 2001:

Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)

Barbados

Ratification registered on 23 October 2000:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Belarus

Ratification registered on 31 October 2000:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Bosnia and Herzegovina

Ratification registered on 15 November 2000:

Abolition of Forced Labour Convention, 1957 (No. 105)

Chad

Ratification registered on 6 November 2000:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Ratification registered on 15 December 2000:

Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173)

Colombia

Ratifications registered on 8 December 2000:

Labour Relations (Public Service) Convention, 1978 (No. 151)

Collective Bargaining Convention, 1981 (No. 154)

Ratifications registered on 25 January 2001:

Occupational Health Services Convention, 1985 (No. 161)

Asbestos Convention, 1986 (No. 162)

Ratification registered on 2 February 2001:

Minimum Age Convention, 1973 (No. 138)

Costa Rica

Ratification registered on 13 February 2001:

Labour Statistics Convention, 1985 (No. 160)

Cyprus

Ratification registered on 27 November 2000:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Czech Republic

Ratifications registered on 9 October 2000:

Workers' Representatives Convention, 1971 (No. 135)

Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

Labour Administration Convention, 1978 (No. 150)

Safety and Health in Mines Convention, 1995 (No. 176)

Private Employment Agencies Convention, 1997 (No. 181)

Dominica

Ratification registered on 4 January 2001:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Dominican Republic

Ratification registered on 15 November 2000:

Worst Forms of Child Labour Convention, 1999 (No. 182)

El Salvador

Ratifications registered on 12 October 2000:

Equal Remuneration Convention, 1951 (No. 100)

Occupational Safety and Health Convention, 1981 (No. 155)

Workers with Family Responsibilities Convention, 1981 (No. 156)

Worst Forms of Child Labour Convention, 1999 (No. 182)

Ratification registered on 2 February 2001:

Labour Administration Convention, 1978 (No. 150)

Gambia

Ratifications registered on 4 September 2000:

Forced Labour Convention, 1930 (No. 29)

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Equal Remuneration Convention, 1951 (No. 100)

Abolition of Forced Labour Convention, 1957 (No. 105)

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Guyana

Ratification registered on 15 January 2001:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Italy

Ratification registered on 7 February 2001:

Maternity Protection Convention, 2000 (No. 183)

Kazakhstan

Ratifications registered on 13 December 2000:

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Workers' Representatives Convention, 1971 (No. 135)

Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

Libyan Arab Jamahiriya

Ratifications registered on 4 October 2000:

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Worst Forms of Child Labour Convention, 1999 (No. 182)

Malawi

Ratification registered on 19 November 1999:

Minimum Age Convention, 1973 (No. 138)

Malaysia

Ratification registered on 10 November 2000:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Morocco

Ratifications registered on 1 December 2000:

Labour Inspection (Seafarers) Convention, 1996 (No. 178)

Recruitment and Placement of Seafarers Convention, 1996 (No. 179)

Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)

Ratification registered on 26 January 2001:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Namibia

Ratifications registered on 15 November 2000:

Forced Labour Convention, 1930 (No. 29)

Abolition of Forced Labour Convention, 1957 (No. 105)

Minimum Age Convention, 1973 (No. 138)

Worst Forms of Child Labour Convention, 1999 (No. 182)

Netherlands

Ratification registered on 5 February 2001:

Part-Time Work Convention, 1994 (No. 175)

Nicaragua

Ratification registered on 6 November 2000:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Niger

Ratification registered on 23 October 2000:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Norway

Ratification registered on 21 December 2000:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Panama

Ratifications registered on 31 October 2000:

Minimum Age Convention, 1973 (No. 138)

Worst Forms of Child Labour Convention, 1999 (No. 182)

Philippines

Ratification registered on 28 November 2000:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Romania

Ratifications registered on 11 October 2000:

Seamen's Articles of Agreement Convention, 1926 (No. 22)

Food and Catering (Ships' Crews) Convention, 1946 (No. 68)

Accommodation of Crews Convention (Revised), 1949 (No. 92)

Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)

Repatriation of Seafarers Convention (Revised), 1987 (No. 166)

Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)

Ratification registered on 13 December 2000:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Saint Kitts and Nevis

Ratifications registered on 12 October 2000:

Forced Labour Convention, 1930 (No. 29)

Abolition of Forced Labour Convention, 1957 (No. 105)

Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

Worst Forms of Child Labour Convention, 1999 (No. 182)

Saint Lucia

Ratifications registered on 6 December 2000:

Collective Bargaining Convention, 1981 (No. 154)

Termination of Employment Convention, 1982 (No. 158)

Worst Forms of Child Labour Convention, 1999 (No. 182)

Slovakia

Ratification registered on 12 December 2000:

Maternity Protection Convention, 2000 (No. 183)

Sweden

Ratifications registered on 15 December 2000:

Labour Inspection (Seafarers) Convention, 1996 (No. 178)

Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)

Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)

Thailand

Ratification registered on 16 February 2001:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Ukraine

Ratifications registered on 14 December 2000:

Abolition of Forced Labour Convention, 1957 (No. 105)

Worst Forms of Child Labour Convention, 1999 (No. 182)

United States

Ratification registered on 9 February 2001:

Safety and Health in Mines Convention, 1995 (No. 176)

Viet Nam

Ratification registered on 19 December 2000:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Zimbabwe

Ratification registered on 11 December 2000:

Worst Forms of Child Labour Convention, 1999 (No. 182)

Denunciation of a Convention

Czech Republic

2. The Director-General registered, on 27 September 2000, the denunciation by the Czech Republic of the Survivors' Insurance (Agriculture) Convention, 1933 (No. 40).

Declaration concerning the acceptance of Article 11 with regard to Convention No. 160

3. The Director-General has registered, on 5 December 2000, a declaration from the Government of Finland concerning the acceptance of Article 11 with regard to the Labour Statistics Convention, 1985 (No. 160).

Entry into force of a Convention

4. As a result of the ratification by Italy of the Maternity Protection Convention, 2000 (No. 183) (the second ratification of this Convention), this Convention will come into force on 7 February 2002.

Notification

5. The Director-General registered, on 6 October 2000, the following notification concerning the application by China of an international labour Convention without modification to the Special Administrative Region of Macau:

Minimum Age Convention, 1973 (No. 138)

Constitution of the International Labour Organization Instrument of Amendment, 1997

6. Since the 279th Session of the Governing Body, the Director-General has received the following ratifications of the instrument:

Austria	Ratification	10 November 2000
Trinidad and Tobago	Ratification	23 October 2000

The total number of ratifications and acceptances is now 64, including four by States of chief industrial importance.

II. Opinion relative to the decisions of the International Labour Conference

Indigenous and Tribal Peoples Convention, 1989 (No. 169)

Memorandum by the International Labour Office

7. In a letter dated 20 December 2000, the Director of the Federal Department of Economic Affairs (SECO) sought the Office's official and formal opinion on the scope of certain provisions of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), with a view to clarifying a number of questions that had arisen in examining options for ratification of the Convention.
8. Subject to the customary reservation that the Constitution of the International Labour Organization confers no special competence upon the ILO to interpret the Conventions, the Office must limit itself to providing governments that so request with information enabling them to assess the appropriate scope of any given provision of a Convention, while taking into account any relevant elements that may have emerged from the ILO's preparatory work and the comments of its supervisory bodies. It is primarily up to the governments concerned to judge whether or not their national law and practice are or can be compatible with the standards laid down in the international labour Convention in question, subject – in the event of the latter's ratification – to the procedures established by the International Labour Organization for the review of reports relating to the application of ratified Conventions at international level.
9. The first two questions raised by the Federal Department concern the field of application of the Convention:
 - *Question 1:* Could travellers, such as those of Jewish, Roma or Gypsy origin, be covered by Convention No. 169 (knowing that there has been only scant discussion of the matter, but considering the conditions laid down in Article 1 (paragraphs 1(a) and 2 in particular)?
 - *Question 2:* Could there be any legal justification for preventing travellers from being covered by Convention No. 169?
10. The Convention's field of application is defined in Article 1, which distinguishes tribal peoples from peoples regarded as indigenous, with the reservation under paragraph 3 that the term "peoples" "shall not be construed as having any implications as regards the rights which may attach to the term under international law".
11. Paragraphs 1 and 2 of Article 1 read as follows:

1. This Convention applies to:

- (a) tribal peoples in independent countries whose social, cultural and economic conditions distinguish them from other sections of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations;
- (b) peoples in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonisation or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions.

2. Self-identification as indigenous or tribal shall be regarded as a fundamental criterion for determining the groups to which the provisions of this Convention apply.

12. In the case at issue, the criteria relating to indigenous peoples, as specified in paragraph 1(b) of the said Article, are not relevant; indeed, the questions that arise pertain to travellers in a State that has neither been conquered nor colonized, and whose boundaries have not been modified.
13. The criteria relating to tribal peoples covered by paragraph 1(a) are the social, cultural and economic conditions that distinguish such peoples from other sections of the national community, on the one hand, and the specific customs or traditions or the special legislation that wholly or partially regulate their status, on the other. Moreover, paragraph 2 of the said Article introduces “a fundamental criterion for determining the groups to which the provisions of this Convention apply”, namely that of self-identification – in this particular instance that of self-identification as a tribal group. Self-identification as tribal is the prerogative of the members of the community in question, who regard themselves as a ‘people’, whereas determining the groups to which the provisions of the Convention apply should fall within the purview of the ratifying member States.
14. The question as to whether such a people in particular (i.e. travellers) meets the criteria set out in Article 1 of Convention No. 169, and is hence covered by its provisions, is an issue of fact that lies within the competence of the State ratifying the Convention.
15. Pursuant to the principle according to which treaties must be applied in good faith, a Member that ratifies this Convention should apply the provisions thereof to any people fulfilling the criteria under Article 1, paragraph 1(a), from the moment that self-identification as tribal has been established. The wording of the Article is clear: “This Convention applies to: (a) tribal peoples [...]; (b) peoples in independent countries who are regarded as indigenous [...]” – on condition, obviously, that such peoples meet the stipulated criteria. The texts of the relevant provisions are self-explanatory. The following details, drawn from the preparatory work on the Convention, may nevertheless throw some useful light on the issue.
16. The Meeting of Experts on the Revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107), convened by the ILO Governing Body in 1986, noted that the Convention should be “applicable also to nomadic populations in desert and other regions. All of these groups share certain characteristics such as being relatively isolated and less economically developed than the rest of the national community. This wide degree of

coverage should not be modified, although it does make it more difficult to adopt language which is sufficiently flexible to cover all these situations”.¹

17. In presenting the report on the partial revision of Convention No. 107,² the Office noted, in regard to the future instrument, that:

It must include clear statements on the basic rights of these peoples. It must also take into account that there are indigenous and tribal peoples in almost every country. [...] their situations are similar enough to make it possible to formulate certain fundamental rights which apply to all these peoples, wherever they are found. They should all have the right to retain their cultures and to manage their own affairs, and the countries where they live should respect these rights. The extent to which these needs exist in every State, and the manner in which these rights should be respected in every case, is not for an ILO Convention to determine in any global manner; instead, it should establish the basic principle of respect for these rights, and require ratifying countries to take the measures necessary to decide at the national level, in consultation with those affected, how they should be implemented.

- *Question 3:* May a State ratifying Convention No. 169 exclude a group of individuals from its coverage? What would be the legal status of such a declaration?
 - *Question 4:* May a State ratifying Convention No. 169 exclude one or several of the obligations stipulated under the Convention?
18. The general structure of the Convention does not provide for any mechanism allowing a member State that ratifies the instrument to exclude one or several indigenous or tribal peoples from its coverage; it conversely provides for the inclusion of peoples fulfilling the criteria set out in Article 1.³ In this connection, a declaration that was to exclude a priori one or several peoples meeting the criteria under Article 1 would constitute a reservation not admissible under general ILO practice. Consequently, any exclusion would prevent registration of the ratification instrument containing a declaration to that effect.
19. It must therefore be concluded from the above that no provision of the Convention would allow exclusion of travellers from its coverage if they meet the objective criteria stipulated under Article 1, paragraph 1(a), of the Convention and if they fulfil the basic criterion of self-identification as a tribal people.
- *Question 5:* Has the definition of tribal peoples by a State ratifying Convention No. 169 ever been challenged by the supervisory bodies?

20. The issue has not been raised so far in the context of Convention No. 169. That being said, the comments put forward by the Committee of Experts on the question of the definition of a tribal population in the framework of the Indigenous and Tribal Populations Convention, 1957 (No. 107), would be relevant in the case of Convention No. 169, which constitutes a revision of Convention No. 107 and contains similar provisions. The definitions adopted by the ratifying countries have hitherto been endorsed by the Committee of Experts,

¹ Report of the Meeting of Experts, GB.234/5/4, para. 33.

² International Labour Conference, 75th Session, Geneva, 1988, Report VI(1), p. 90.

³ The Swedish Government's proposal that a flexibility clause be included to allow exclusion of certain provisions of the Convention was not retained (International Labour Conference, 76th Session, Geneva, 1989, Report IV(2A), p. 4).

although on several occasions the Committee has discussed the matter with the countries concerned. For example, in the context of Convention No. 107, Egypt does not consider the Bedouin as tribal populations, whereas the Syrian Arab Republic regards them as such. For many years now, the Committee has been engaged in dialogue with Iraq on the issue of the peoples of the southern marshlands, whom Iraq does not regard as a tribal population covered by Convention No. 107. More recently, the Committee took note of a declaration by the Angolan Government (in the context of Convention No. 107), according to which, for the purposes of applying the Convention, there are no indigenous populations on Angolan territory.

- *Question 6:* Could a State that has not included a group fulfilling the criteria under Article 1 of Convention No. 169 be compelled to recognize such a group as being covered by the Convention, following a representation (article 24 of the ILO Constitution) or a complaint (article 26)?

21. The Office cannot predetermine what position the Governing Body would adopt in regard to the recommendations of a tripartite committee charged with examining, pursuant to article 24 of the Constitution, application of the Convention in this respect or that adopted by a commission of inquiry appointed pursuant to article 26. On the assumption that the subject-matter of the representation or the complaint was to establish whether a given group fulfilled the criteria under Article 1 of the Convention, the Member in question would have to draw the consequences of a recommendation confirming the above and take appropriate action, subject, in the event of a complaint, to the provisions of article 29, paragraph 2, of the ILO Constitution.

- *Question 7:* Could a lack of interest or will on the part of the members of a minority group (or its representatives) to be covered by a Convention, either during the preparatory work on the Convention or at a later stage, have an impact on their stance vis-à-vis the instrument in question?
- *Question 8:* If the members of a minority group, or its representatives, have stated that they do not consider themselves to be either concerned or covered by Convention No. 169, is it possible for them to change their position?

22. As regards the consequences of a people or its representatives showing no interest in the Convention at a given moment, for example at the time of its adoption, it must be recalled that the Convention sets no time limit for the expression of self-identification. Similarly, failure on the part of a people or its representatives to demonstrate any interest at a given moment (be it the time of adoption of the instrument) has no legal implications for the future. Lack of interest in the Convention on the part of a group that meets the aforementioned objective criteria is a question of fact which implies – for as long as lack of interest persists – that the ratifying Member concerned would be under no obligation to apply the Convention's provisions to such a group. The group in question may aim to obtain another status, without its choice being exclusive and precluding subsequent expression of self-identification as a tribal people within the meaning of Article 1, paragraph 2, of the Convention.

- *Question 9:* May a tribal people consider that the participation of children in its traditional activities, such as street trading and peddling, forms part of its traditional work and is hence necessary to the children's training and education? Could this lead to a conflict of standards for a member State having ratified Conventions Nos. 169 and 138? To what extent would Convention No. 169, as *lex specialis*, take precedence over Convention No. 138?

23. Article 8, paragraph 2, of Convention No. 169 reads as follows:

2. These peoples shall have the right to retain their own customs and institutions, where these are not incompatible with fundamental rights defined by the national legal system and with internationally recognised human rights. Procedures shall be established, whenever necessary, to resolve conflicts which may arise in the application of this principle.

24. The participation of children in traditional activities such as street trading and peddling must be consistent with the above provision, which refers inter alia to internationally recognized human rights. Specifically regarding the Minimum Age Convention, 1973 (No. 138), the International Labour Conference, in adopting in 1998 the ILO Declaration on Fundamental Principles and Rights at Work, has included this instrument among the fundamental ILO Conventions.⁴

25. The measures of protection relative to child labour set forth in Convention No. 138 should apply to traditional activities. Hence, in the case of a Member having ratified Convention No. 169, account must be taken of the provision in Article 8, paragraph 2, thereof, which stipulates that procedures shall be established “to resolve conflicts which may arise in the application of this principle”. Convention No. 138, in its Articles 7 and 8 in particular, allows, under certain conditions, exceptions to the prohibition of employment or work laid down in its Article 2. Such exceptions might meet the needs of travellers in terms of their traditional activities. This is a question of fact that lies within the competence of the Member ratifying the Convention, subject to the supervisory bodies’ views on the matter.

- *Question 10:* If travellers were to be covered by the field of application of Convention No. 169, would a State party to Convention No. 169 be under the obligation to place at their disposal land for transit purposes or certain sites traditionally used as temporary stopping places, since such sites are considered necessary to the traditional way of life of travellers?

26. Article 14, paragraph 1, of the Convention stipulates in particular that “measures shall be taken in appropriate cases to safeguard the right of the peoples concerned to use lands not exclusively occupied by them, but to which they have traditionally had access for their subsistence and traditional activities. Particular attention shall be paid to the situation of nomadic peoples and shifting cultivators in this respect”.

27. It should be noted that Article 14, paragraph 3, of the Convention provides for the establishment of adequate procedures to resolve land claims by the peoples concerned.

28. The Convention does not specify the nature or scope of the measures to be taken in order to meet the obligation laid down in the aforementioned provisions. While the principle of the obligation is clearly established – namely to safeguard the right of the peoples concerned to use lands not exclusively occupied by them for their traditional activities, with special attention to the situation of nomadic peoples – the modalities of implementation are left up to each Member, subject to compliance with the procedural obligations under the Convention, in particular consultation of the peoples involved. In this connection, Article 34 stipulates that the nature and scope of such measures “shall be determined in a flexible manner, having regard to the conditions characteristic of each country”. Leeway in terms of implementation does not, however, release a Member party to the Convention from its obligation under Article 14.

⁴ Convention No. 138 was ratified by Switzerland on 18 August 1999.

- *Question 11:* May a State ratify an ILO Convention that is not directly or indirectly relevant to it?
29. Pursuant to the Convention's final provisions, formal ratifications of the instrument are to be communicated to the Director-General for registration. The role of the depository is to ascertain that a ratification instrument meets a number of formal conditions. If such is the case, the depository is duty bound to register the ratification in accordance with the said provisions.
- *Question 12:* May a State that declares not to have any tribal population on its territory, and for which Convention No. 169 is hence not relevant, ratify the Convention with the sole aim of using it as an instrument of foreign policy, in particular in order to avail itself of the procedures for making a representation or a complaint (article 26 of the ILO Constitution) against another State having ratified this Convention? Would a ratification of this nature and recourse to such procedures be consistent with the principle of good faith, as defined in the Vienna Convention on the Law of Treaties?
30. Registration of an instrument of ratification of an international convention containing a statement to the effect that the sole aim of ratification was to resort to the complaints procedures might give rise to difficulties. As indicated above, a Member that ratifies a Convention accepts the obligations stemming therefrom, without being entitled to make any reservation or to exclude any provision unless exclusion is permitted under the Convention itself. The expression "sole aim" – in this instance the lodging of a complaint – might be construed as excluding other obligations under the Convention and therefore hamper the ratification registration process. In any event, if a Member were to declare that it had no indigenous or tribal population on its territory, its statement would be subject to examination by the supervisory bodies and might be challenged on the basis of the procedures provided for under articles 24 and 26 of the ILO Constitution.
31. The question as to whether a Member that were to avail itself of the complaint procedures in the hypothetical case described in Question 12 would be complying with the principle of application in good faith of ratified treaties, as defined in the Vienna Convention on the Law of Treaties, is not a matter of interpretation of the Convention but of the ILO Constitution, on which the Office can offer no response.

III. Internal administration

32. Article 4.2(d) of the Staff Regulations states:

Vacancies in the Director and Principle Officer category shall be filled by the Director-General by transfer in the same grade, promotion or appointment. Such promotions or appointments, other than to vacancies in technical cooperation projects, shall be reported to the Governing Body with a short statement of the qualifications of the persons so promoted or appointed.

33. The following appointments and promotions are accordingly reported to the Governing Body:

Mr. Iftikhar Ahmed (Bangladesh)

Appointed Editor-in-Chief of the International Labour Review Section (REVUE) and promoted to D.1. Born in 1944. Holds a Ph.D in Economics from the Iowa State University of Science and Technology, United States (1972). Prior to joining the ILO, he served as a Visiting Fellow at the Institute of Development Studies at the University of Sussex (United

Kingdom) and as Associate Professor of Economics at the University of Dhaka (Bangladesh). Having joined the ILO in 1974 as a Development Economist, he became Head of the Technology, Environment and Employment Unit in the Employment and Development Department from 1992 to 1996; Action Research Coordinator (IPEC) from 1996 to 1998 and also served as the Director of the ILO Jakarta Office from 1998 to 2000. Iftikhar Ahmed has published six books and over 50 journal articles on employment, gender, environment and child labour.

Mr. Pekka Aro (Finland)

Appointed Director of the InFocus Programme on Skills, Knowledge and Employability (IFP/SKILLS) and promoted to D.1. Born in 1950. Holds a Master's Degree in Law from Helsinki University. He started work in social organizations, including the National Association of People with Disabilities. From 1976, he worked for trade unions, firstly as Legal Adviser for several Finnish unions, and from 1984 to 1989 as Deputy General Secretary of the International Federation of Chemical and Energy Workers' Unions. From 1989 to 1992 he helped set up and directed the European integration project for Finnish wage earners. He joined the ILO in October 1992 as Senior Specialist, Workers' Activities at the ILO Central and Eastern Europe Multidisciplinary Advisory Team in Budapest, and from 1996 to 1998 at the ILO Liaison Office in Brussels. Since March 1998, he has worked in Geneva as Senior Management Officer, first in the Employment and Training Department and, from its inception, in the Employment Sector.

Mr. Assefa Bequele (Ethiopia)

Appointed Special Representative responsible for relations with international institutions based in Addis Ababa. He also heads the ILO Area Office and the East Africa Multidisciplinary Advisory Team in Addis Ababa. Promotion to D.2 was reported to the Governing Body in November 1996.

Mr. Werner Blenk (Germany)

Appointed Director of the ILO Area Office and the South-East Asia and the Pacific Multidisciplinary Advisory Team in Manila. Promotion to D.1 was reported to the Governing Body in March 1998.

Mr. Roger Böhning (Germany)

Appointed Director of the InFocus Programme on Promoting the Declaration (DECLARATION). Promotion to D.1 was reported to the Governing Body in March 1989.

Mr. Alejandro Bonilla Garcia (Mexico)

Appointed Policy and Research Coordinator of the Social Protection Sector (ED/PROTECT) and promoted to D.2. Promotion to D.1 was reported to the Governing Body in November 1998.

Mr. Enrique Brú Bautista (Uruguay)

Appointed Director of the ILO Area Office and the Central American Multidisciplinary Technical Advisory Team in San José. Promotion to D.1 was reported to the Governing Body in November 1999.

Mr. Carlos Castro Almeida (Portugal)

Appointed Director of the ILO Area Office in Algiers. Promotion to D.1 was reported to the Governing Body in March 1998.

Mr. Ian Chambers (Canada)

Appointed Director of the ILO Area Office and the East Asia Multidisciplinary Advisory Team in Bangkok and promoted to D.2. Promotion to D.1 was reported to the Governing Body in November 1986.

Ms. Christine Evans-Klock (United States)

Appointed Director of the InFocus Programme on Boosting Employment through Small Enterprise Development (IFP/SED) in 1999 and promoted to D.1. Born in 1957. Graduate Degrees in Economics and in International Affairs. Joined the ILO in 1995 as Labour Market Economist in the Employment and Training Department. Before joining the ILO, Ms. Evans-Klock was a Research Economist at the National Commission for Economic Conversion and Disarmament in Washington, DC.

Ms. Mitsuko Horiuchi (Japan)

Appointed Director of the ILO Branch Office in Tokyo and Special Regional Adviser on Gender Issues.

Mr. Jean-Claude Javillier (France)

Appointed Director of the International Labour Standards Department (NORMES) at the D.2 grade. Born in 1945. Holds a Bachelor of Law, a Master of Law and a Ph.D of Law. He also holds the Highest Teaching Diploma (Agrégation) in France from the Legal Department of the University of Paris I. Before joining the ILO, he worked as a Professor in many parts of the world including Chile, France, Brazil and the United Kingdom. Mr. Javillier is author of many publications, reports and articles on the subject of civil law.

Mr. Gregory Johnson (New Zealand)

Appointed Director of the Financial Services Department (FINANCE) and promoted to D.1. Born in 1958. Graduated from the University of Waikato, New Zealand, with an Honours Degree in Business Management. A professionally qualified chartered accountant and cost and management accountant, he had wide experience in the private sector prior to joining the United Nations Development Programme in 1988. Since 1994, he held the post of Chief of the Budget Section, ILO.

Ms. Keiko Kamioka (Japan)

Appointed Chief of the Treasury and Accounts Branch (TREASURY) and promoted to D.1. Born in 1953. Ms. Kamioka is a Certified Public Accountant of the State of California, United States, and a member of the American Institute of Certified Public Accountants. Joined the ILO in 1998 as Chief of the Accounts Section. Prior to joining the ILO, she worked for several years at UNDP headquarters in New York, notably as Chief of the Travel Services Section from 1993 to 1995; Chief of the Support and Financial Reporting Unit from 1995 to 1997; and Senior Finance Policy Officer from 1997 to 1998.

Mr. Jean-Pierre Laviec (France)

Appointed Director of the ILO Area Office and the Central and Eastern Europe Multidisciplinary Advisory Team in Budapest and promoted to D.1. Born in 1946. Holds a Degree in Political Science, Law and Economics from the Institut d'Etudes Politiques,

Paris; a Master's Degree in Law from the Université de Paris II; and a Ph.D. in International Economic Law from the Graduate Institute of International Studies, Geneva. Joined the ILO in 1985 as a lawyer in the Labour Law Information Branch (INF/LEG) within the International Labour Standards Department (NORMES). Appointed Chief of INF/LEG in October 1987 and promoted accordingly. In September 1999, appointed Chief of the Standards Policy and Information Branch (POL/NORM).

Ms. Lin Lean Lim (Malaysia)

Appointed Manager of the Gender Promotion Programme (GENPROM) and promoted to D.1. Born in 1946. Holds a BA in Economics, MA in Economics and Ph.D in Economics from the University of Malaysia. Joined the ILO in 1992 as Regional Adviser on Women Workers' Questions in the Regional Office, Bangkok, and transferred to the position of Senior Women and Gender Questions Specialist in the Multidisciplinary Team in Bangkok in 1993. Transferred to the position of Labour Market Policy and Programme Specialist in the Employment and Development Department in Geneva in 1994. Detached in 1996 to develop the International Programme on More and Better Jobs for Women. Prior to joining the ILO, Ms. Lim worked as an Adviser on Women, Population and Development in technical cooperation projects in LAPTAP, Bangkok. She has also held various teaching positions and was an Associate Professor at the University of Malaysia. Ms. Lim is the author of a number of publications and papers.

Mr. Franklyn Lisk (Sierra Leone)

Appointed Director of the ILO Programme on HIV/AIDS and the World of Work (ILO/AIDS). Promotion to D.1 was reported to the Governing Body in May 1991.

Mr. David MacDonald (Australia)

Appointed Manager of the Human Resources Policy and Information Systems Branch (HRPOLICY) and promoted to D.1. Born in 1952. Holds a BA (Hons.) Degree in History and Economics from the University of Melbourne and a Bachelor of Law Degree and Graduate Diploma in Legal Practice from the Australian National University, Canberra. Joined the ILO in Bangkok in May 1995 as Senior Industrial Relations Specialist in ILO/EASMAT. Transferred to Geneva in August 1997 as Chief, Common System and Entitlements Section, Personnel Department. Prior to joining the ILO, between 1986 and 1995, was Manager of the Workplace Reform, International and Legal Services Branches in the Australian Department of Industrial Relations, Canberra.

Mr. Daniel Martinez y Fernandez (Spain)

Appointed Director of the ILO Andean Multidisciplinary Technical Advisory Team in Lima and promoted to D.1. Born in 1946. Holds a Degree in Sociology. Carried out research on agrarian economy and rural development in Peru and Panama. Mr. Martinez y Fernandez worked as Chief Technical Adviser on an ILO project on rural employment from 1985 to 1989 and then as Coordinator of PREALC (Santiago) from 1990 to 1994. He held the position of Regional Adviser on Economic and Social Integration from 1995 to 1999.

Mr. Agustín Muñoz Vergara (Chile)

Appointed Deputy Director of the ILO Regional Office for Latin America and the Caribbean in Lima and promoted to D.1. Born in 1942. Specialist in Political Sciences, Labour Relations and Training. Graduated in 1967 from the University of Chile. Obtained Postgraduate Diplomas in Labour and Training at the University of Paris I (Pantheon-Sorbonne) and at Paris IV (Paris-Sorbonne). In 1984, obtained a Doctorate from the

University of Paris-Sorbonne. Has rendered services to the ILO as an Expert in Chile; External Collaborator in Geneva and Turin; and Senior Specialist in Workers' Activities in Costa Rica and Geneva. Has published numerous articles and books on his field of specialization.

Ms. Patricia O'Donovan (Ireland)

Appointed Director of the InFocus Programme on Strengthening Social Dialogue (IFP/DIALOGUE) at the D.1 grade. Born in 1953. Ms. O'Donovan qualified as a Barrister-at-Law from The Honourable Society of King's Inns in Dublin, Ireland. She holds an LL.M from Harvard Law School. Prior to joining the ILO, Ms. O'Donovan held the position of Deputy General Secretary of the Irish Congress of Trade Unions. She has also served as a Deputy Member of the Governing Body from 1995 to 2000 and a Workers' adviser/delegate (Ireland) to the International Labour Conference from 1987 to 2000.

Mr. Moucharaf Paraiso (Benin)

Appointed Director of the ILO Area Office and the Sahelian Africa Multidisciplinary Advisory Team in Dakar and promoted to D.1. Born in 1949. Holds a Doctorate "d'Etat ès Sciences Economiques" (Sorbonne, Paris) and a Doctorate in Statistical Demography. Joined the ILO in 1979 as Regional Adviser at the ILO Office in Addis Ababa and in 1983 was appointed Senior Programme and Relations Officer at the Regional Office for Africa where he was responsible for technical cooperation activities and for coordinating the activities of the area offices and technical programmes. In 1988, he was appointed Director of the ILO Office in Antananarivo. In 1992, he was appointed Senior Programme Analyst of the Bureau of Programming Management (PROGRAM). Prior to joining the ILO, he carried out research at the OECD Development Centre in Paris.

Ms. Linda Stoddart (United States)

Appointed Chief of the Bureau of Library and Information Services (BIBL) and promoted to D.1. Born in 1947. Ms. Stoddart has a BA from Denver University, a Master's Degree from the State University of New York and a Ph.D from the University of Wales, Aberystwyth. Ms. Stoddart joined the ILO in 1980 and held positions in the Conditions of Work and Welfare Facilities Branch and the Central Library and Documentation Branch, where she was Deputy Chief. She rejoined the ILO in January 2001, after having spent the last ten years in academia and working in the not-for-profit sector. She was Professor of Information Management, specializing in knowledge management at Theseus International Management Institute, Sophia Antipolis, France, where she was responsible for an executive education programme for senior managers. As Director of Information Systems at the International Federation of the Red Cross and Red Crescent Societies, based in Geneva and later in Harare, she led the implementation of a global knowledge management strategy in field delegations and Red Cross national societies worldwide. She also worked at IMD (International Institute for Management Development) in Lausanne, as Director of Information Services. Ms. Stoddart is the author of a number of articles and other publications on information and knowledge management issues.

Ms. Zohreh Tabatabai (Islamic Republic of Iran)

Appointed Director of the Department of Communications at the D.2 grade. Born in 1947. Before joining the ILO, Ms. Tabatabai worked at the United Nations in New York. In her two decades of United Nations experience as well as the previous decade in journalism and diplomacy, her major focus was in advocacy and outreach and in building a strong constituency for the goals and mandates of the United Nations itself as well as the extended UN family. She has worked extensively in the communication fields, organizing

major media campaigns, media round tables, and information programmes and projects for major conferences of the United Nations. She was the Co-ordinator for the UN 50th Anniversary which included project implementation as well as fund-raising activities. Most recently Ms. Tabatabai was the Focal Point for Women, a post that worked for gender equity in the United Nations Organization.

IV. Publications and documents

34. The publications listed below became available for sale at ILO headquarters since the 277th Session of the Governing Body.

International Labour Conference

35. The following reports for the 88th (2000) Session of the International Labour Conference have been issued in English, French and Spanish:

Report II *Information concerning the Programme and Budget for 2000-01 and other financial and administrative questions.*

Report III(2) *Lists of Ratifications by Convention and by Country (as of 31 December 1999).*

36. The following reports for the 88th (2000) Session of the International Labour Conference have been issued in English, French, Spanish, German, Russian, Arabic and Chinese:

Report I(A) *Report of the Director-General: Activities of the ILO 1998-99.*

Report APP *Report of the Director General: Appendix.*

Report I(B) *Your voice at work: Global report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work.*

Report IV(2A) *Maternity protection at work: Review of the Maternity Protection Convention (Revised), 1952 (No. 103), and Recommendation, 1952 (No. 95).*

Report IV(2B) *Maternity protection at work: Review of the Maternity Protection Convention (Revised), 1952 (No. 103), and Recommendation, 1952 (No. 95).*

Report V *Training for employment: Social inclusion, productivity and youth employment.*

Report VII(2) *Withdrawal of the Hours of Work (Coal Mines) Convention, 1931; the Hours of Work (Coal Mines) Convention (Revised), 1935; the Reduction of Hours of Work (Public Works) Convention, 1936; the Reduction of Hours of Work (Textiles) Convention, 1937; and the Migration for Employment Convention, 1939.*

37. The following reports for the 89th (2001) Session of the International Labour Conference have been issued in English, French and Spanish:

Report III(1B) *Night work of women in industry. General survey of the reports concerning the Night Work (Women) Convention, 1919 (No. 4), the Night Work (Women) Convention (Revised), 1934 (No. 41), the Night Work (Women) Convention (Revised), 1948 (No. 89), and the Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948. Report of the Committee of Experts on the Application of Conventions and Recommendations (articles 19, 22 and 35 of the Constitution).*

- 38.** The following reports for the 89th (2001) Session of the International Labour Conference have been issued in English, French, Spanish, German, Russian, Arabic and Chinese:

Report III(1A) *Report of the Committee of Experts on the Application of Conventions and Recommendations (articles 19, 22 and 35 of the Constitution). General Report and observations concerning particular countries.*

Report IV(1) *Safety and health in agriculture.*

Report V(2) *Promotion of cooperatives.*

Report VI *Social security: Issues, challenges and prospects.*

- 39.** The following reports for the 90th (2002) Session of the International Labour Conference have been issued in English, French, Spanish, German, Russian, Arabic and Chinese:

Report VII(1) *Withdrawal of 20 Recommendations.*

Regional meeting reports

- 40.** The following reports have been issued in the languages indicated.

Globalizing Europe: Decent work in the information economy, Vol. I, Report of the Director-General. Sixth European Regional Meeting, Geneva, December 2000 (in English, French, Spanish, German and Russian).

Decent work in Europe and Central Asia: ILO activities 1995-2000, Vol. II, Report of the Director-General. Sixth European Regional Meeting, Geneva, December 2000 (in English, French, Spanish, German and Russian).

Sectoral Activities Programme

- 41.** The following reports have been issued in English, French and Spanish:

The *Note on the Proceedings* of the Joint Meeting on Lifelong Learning in the Twenty-first Century: The Changing Roles of Educational Personnel.

The *Note on the Proceedings* of the Tripartite Meeting on the Human Resource Implications of Globalization and Restructuring in Commerce.

- The *Final report* of the Symposium on the Social and Labour Consequences of Technological Developments, Deregulation and Privatization of Transport.
- The *Report* for discussion at the Tripartite Meeting on Sustainable Agriculture in a Globalized Economy.
- The *Report* for discussion at the Tripartite Meeting on the Social and Labour Impact of Globalization in the Manufacture of Transport Equipment.
- The *Note on the Proceedings* of the Tripartite Meeting on the Social and Labour Impact of Globalization in the Manufacture of Transport Equipment.
- The *Report* for discussion at the Tripartite Meeting on Labour Practices in the Footwear, Leather, Textiles and Clothing Industries.
- The *Final report* of the Symposium on Information Technologies in the Media and Entertainment Industries: Their Impact on Employment, Working Conditions and Labour-Management Relations.
- The *Report* on the Employment Impact of Mergers and Acquisitions in the Banking and Financial Services Sector.
- The *Report* for discussion at the 29th Session of the Joint Maritime Commission on the review of relevant ILO maritime instruments.
- The *Report* for discussion at the 29th Session of the Joint Maritime Commission on the updating of the ILO's minimum basic wage of able seamen.
- The *Report* for discussion at the 29th Session of the Joint Maritime Commission on the impact on seafarers' living and working conditions of changes in the structure of the shipping industry.
- The *Report* for discussion at the 29th Session of the Joint Maritime Commission on the Joint IMO/ILO Ad Hoc Expert Working Group on liability and compensation regarding claims for death, personal injury and abandonment of seafarers (first meeting).
- The *Report* for discussion at the 29th Session of the Joint Maritime Commission on the Joint IMO/ILO Ad Hoc Expert Working Group on liability and compensation regarding claims for death, personal injury and abandonment of seafarers (report "bis" second meeting).
- The *Report* for discussion at the Tripartite Meeting on the Human Resources Development, Employment and Globalization in the Hotel, Catering and Tourism Sector.

Periodical publications

42. The following issues have been published or are in press in the languages indicated:

Bulletin of Labour Statistics: Fourth supplementary issue, 1999; first to fourth quarter issues; first to third quarter supplementary issues, 2000 (trilingual).

ILO October Inquiry 2000: Statistics on occupational wages and hours of work and on food prices – October Inquiry results, 1998 and 1999 (Special supplement to the *Bulletin of Labour Statistics*) (trilingual).

International Labour Documentation: No. 12, 1999; Nos. 1 to 11, 2000 (trilingual).

International Labour Review: Vol. 139, issues 1, 2, and 3, 2000 (in English and French); Vol. 119, issues 1, 2, and 3, 2000 (in Spanish).

Judgments of the Administrative Tribunal of the International Labour Organization: 87th Session (May-July 1999), 88th Session (November 1999-February 2000) and 89th Session (May-July 2000) (in English and French).

Labour Education: Vol. 117, issue 4, 1999; Vol. 118, issue 1, 2000; Vol. 119, issue 2, 2000 (in English, French and Spanish).

Official Bulletin: Vol. LXXXII, 1999: Series A, Nos. 2 and 3 (in English, French and Spanish); Series B, Nos. 1, 2 and 3 (in English, French and Spanish); Vol. LXXXIII, 2000: Series A, No. 1 (in English and French), No. 2 (in French); Series B, No. 1 (in English, French and Spanish), No. 2 (in English).

Yearbook of labour statistics: 59th edition, 2000 (hard cover and soft cover) (trilingual).

Sources and methods: Labour statistics: Vol. 10, Estimates and projections of the economically active population 1950-2010 (Companion to the *Yearbook of labour statistics*) (trilingual).

Non-periodical publications

43. The following volumes have been issued or are in press in the languages indicated:

Action against child labour (in English).

Ambient factors in the workplace: A code of practice (in English, French and Spanish).

Apertura económica y empleo: Los países andinos en los noventa (in Spanish) (Lima).

Changing labour markets in Europe: The role of institutions and policies (in English).

Cooperatives in Asia: From reform to reconstruction (in English).

El dialogo social en los países andinos (in Spanish) (Lima).

Documenting discrimination against migrant workers in the labour market (in English).

L'économie informelle en Afrique francophone: Structure, dynamiques et politiques (in French).

Employment services: An introductory guide (in English) (Bangkok).

Freedom of association: A user's guide – Standards, principles and procedures of the International Labour Organization (in French).

Glossary of labour administration and related terms (in English) (Bangkok).

Guide. Mutual health organizations and associations of micro-entrepreneurs (in English and French).

HIMO – Employment-intensive infrastructure programmes: Labour policies and practices – GUIDE (in French and Spanish).

HIMO – Employment-intensive infrastructure programmes: Capacity building for contracting in the construction sector – GUIDE (in French and Spanish).

Improve your business: Basics (in French).

Improve your business: Trainer’s guide (in French).

Inseguridad laboral y competitividad: Modalidades de contratación (in Spanish) (Lima).

Integrating women and girls with disabilities into mainstream vocational training: A practical guide (in English) (Bangkok).

Labour relations in SMEs in selected Central and Eastern European countries (in English) (Budapest).

Lista de comprobación ergonómica. Ergonomic checkpoints. Soluciones prácticas y de sencilla aplicación para mejorar la seguridad, la salud y las condiciones de trabajo. Co-publication with the National Institute of Security, Health and Labour, Ministry of Labour and Social Affairs, Spain (in Spanish).

Manual para la defensa de la libertad sindical (in Spanish) (Lima).

Manuel de formateurs: Mutuelles de santé en Afrique – Caractéristiques et mise en place (in French).

Maritime labour Conventions and Recommendations, 3rd edition (in French and Spanish).

Modular package on gender, poverty and employment: Facilitator’s kit (in English).

Modular package on gender, poverty and employment: Reader’s kit (in English).

Negociación colectiva y código de conducta: Diagnóstico y propuestas para los sindicatos de Nestlé en América Latina (in Spanish) (Lima).

Negotiating flexibility: The role of the social partners and the State (in French and Spanish).

Les nouvelles administrations du travail: Des acteurs du développement (in French).

Placement of jobseekers with disabilities: Elements of an effective service (in English) (Bangkok).

Población, pobreza y mercado de trabajo en América Latina (in Spanish) (Lima).

Privatization in South Asia: Minimizing negative social effects through restructuring (in English).

The public employment service in a changing labour market (in English)

Las relaciones laborales en las reformas de la salud y educación (in Spanish) (Lima).

Small enterprise development in the Caribbean, Working Paper 3 (in English) (Port-of-Spain).

Safety in the use of synthetic vitreous fibre insulation wools (glass wool, rock wool, slag wool): ILO code of practice (in English, French and Spanish).

Social budgeting (in English).

Social dialogue in Central and Eastern Europe (in English) (Budapest).

Social health insurance: Social security manual No. 5. Co-publication with International Social Security Association (in English; French and Spanish in preparation).

Social security for the excluded majority: Case studies of developing countries (in French and Spanish).

Social security pensions: Development and reform (in English).

Stolen childhood (in English).

Termination of employment digest (in English).

Towards a socially sustainable world economy: An analysis of the social pillars of globalization. Accompanied by (individual) studies on the social dimensions of globalization (Bangladesh, Chile, Republic of Korea, Mauritius, Poland, South Africa, Switzerland) (in English).

Vocational education and training reform: Matching skills to markets and budgets. Co-publication with the World Bank (in English).

Women, gender and work: What is equality, and how do we get there? (in English).

Workplace cooperation: A practical guide (in English) (Bangkok).

World Labour Report 2000: Income security and social protection in a changing world (in English, French and Spanish).

Youth unemployment and employment policy (in English).

Videos

44. The following video has been issued in the language indicated.

The shipbreakers (in English).

CD-ROMs

45. The following CD-ROMs have been issued in the language indicated.

Design, monitoring and evaluation of ILO programmes and projects (in English).

Modular package on gender, poverty and employment: Reader's kit (in English).

Agreements with commercial and non-profit-making publishers and distributors

46. The following agreements have been signed since the 277th Session of the Governing Body:

Achieving transparency in skills markets: Measurement and information gaps in education and training statistics (original English edition, co-publication)	CESD-ROMA, Italy
East Asian labour markets and economic crisis: Impacts, responses and lessons (original English edition, co-publication)	The World Bank, United States
Mercosul e relaoes trabalhistas (original Portuguese edition)	LTr Editora Ltda., Brazil
Seguridad en la utilizaci3n de productos qu3micos en el trabajo (reprint)	Alfaomega Grupo Editor S.A. de C.V., Mexico
The challenge of globalization for hospitality and tourism services: A new perspective on training (reprint)	Association Mondiale pour la Formation H3telitiere et Touristique (AMFORHT), France
Recueil de directives pratiques sur les facteurs ambiants sur le lieu de travail. R3union d'experts sur les facteurs ambiants sur le lieu de travail, Gen3ve 1999 (reprint)	Compagnie de Saint Gobain DEHS, France
Collective bargaining. A workers' education manual (Albanian reprint)	International Union of Food, Agricultural, Hotel, Restaurant, Switzerland
Improve Your Business Basics. International edition (Thai adaptation)	Department of Industrial Promotion, Thailand
Mutuelles de sant3 au S3n3gal (Wolof edition)	Alliance Nationale des Mutualit3s Chritiennes, Belgium
Safety in the use of radiofrequency dielectric heaters and sealers: A practical guide. OSH No. 71 (Arabic edition)	Arab Institute of Occupational Health and Safety, Syrian Arab Republic
Surveys of economically active population, employment, unemployment and underemployment. An ILO manual on concepts and methods (Croatian edition)	Central Bureau of Statistics of the Republic of Croatia, Croatia
World Labour Report 2000. Income security and social protection in a changing world (Chinese edition)	China Labour and Social Security Publishing House, China
Higher productivity and a better place to work . Practical ideas for owners and managers of small and medium-sized industrial enterprises. Action manual (Laotian edition)	United Nations Economic and Social Commission for Asia and Pacific (ESCAP), Thailand

Higher productivity and a better place to work. Practical ideas for owners and managers of small and medium-sized industrial enterprises. Trainer's manual (Laotian edition)	"
Improving working conditions and productivity in the garment industry. An action manual (Laotian edition)	"
Managing vocational training systems. A handbook for senior administrators (Japanese edition)	Employment and Human Resources Development Organization, Japan
Ergonomic checkpoints. Practical and easy-to-implement solutions for improving safety, health and working conditions (Portuguese edition)	FUNDACENTRO, Brazil
Major hazard control. A practical manual (Portuguese edition)	"
Prevention of major industrial accidents. An ILO code of practice (Portuguese edition)	"
Portworker development programme (Chinese edition)	Hutchinson Ports Management Ltd., China
Productivity management. A practical handbook (Czech edition)	Institute of Confederation of Czech Industry, Czechoslovakia
Equality in employment and occupation. Report III (Part 4B), 83rd Session, International Labour Conference 1996. Special survey on equality in employment and occupation in respect of Convention No. 111 (Japanese edition)	International Movement Against All Forms of Discrimination, Japan
Gender equality and occupational segregation in Nordic labour markets (Japanese edition)	Japan Association for Advancement of Working Women, Japan
Sexual harassment. Addressing sexual harassment in the workplace. A management information booklet. An ILO survey of company procedure (Japanese edition)	Japan Union of Scientists and Engineers (JUSE Press Ltd.), Japan
Working hours. Assessing the potential for reduction (Korean edition)	Korea International Labour Foundation, Republic of Korea
Employment revival in Europe. Labour market success in Austria, Denmark, Ireland and the Netherlands (Korean edition)	Korea Labour Institute, Republic of Korea
HIV/AIDS and employment (Bahasa Malaysia edition)	MDC Publishers Printers Sdn Bhd, Malaysia

Health and safety for women and children. Your health and safety at work. A modular training package (Arabic edition)	Ministry of Health, Syrian Arab Republic
Safety and health in agricultural work. An ILO code of practice (Arabic edition)	"
Recording and notification of occupational accidents and diseases. An ILO code of practice (Vietnamese edition)	Ministry of Labour, Invalids and Social Affairs (MOLISA), Viet Nam
Resolution concerning statistics of occupational injuries (resulting from occupational accidents), adopted by the Sixteenth International Conference of Labour Statisticians (October 1998) (Vietnamese edition)	"
Encyclopaedia of occupational health and safety. Fourth edition (Russian edition)	Ministry of Labour and Social Development, Russian Federation
Portworker development programme (Korean edition)	Ministry of Maritime Affairs and Fisheries, Republic of Korea
World Labour Report 2000. Income security and social protection in a changing world (Thai edition)	National Research Council, Thailand
Accident prevention on board ship at sea and in port. An ILO code of practice. Second edition (Russian edition)	Shipping Safety Inspectorate of the Ukraine, Ukraine
Safety and health in forestry work. An ILO code of practice. Second edition (Slovenian edition)	Slovenia Forest Service, Slovenia
Building roads by hand. An introduction to labour-based road construction (Arabic edition)	The Social Fund for Development, Egypt
Social security pensions. Development and reform. Executive summary (Sinhala edition)	Sri Lanka Social Security Board, Sri Lanka
Social security pensions. Development and reform. Executive summary (Tamil edition)	"
Ergonomic checkpoints. Practical and easy-to-implement solutions for improving safety, health and working conditions (Estonian edition)	Tallinn Technical University, Republic of Estonia
Social security pensions. Development and reform (Japanese edition with adaptation)	HOUKEN Co. Ltd., Japan
Safety and health in the fishing industry. Tripartite Meeting on Safety and Health in the Fishing Industry (microform and CD-ROM)	Barbour Index, United Kingdom

Safety and health in forestry work. An ILO code of practice. Second edition (microform and CD-ROM)	"	
Sexual harassment. Addressing sexual harassment in the workplace. A management information booklet. An ILO survey of company procedure (microform and CD-ROM)	"	
Violence at work. Second edition (microform and CD-ROM)	"	
The employment impact of restructuring and privatization on Trinidad and Tobago (microform)		Congressional Information Service Inc., United States
Employment revival in Europe. Labour market success in Austria, Denmark, Ireland and the Netherlands (microform)	"	
Human resources implications of globalization and restructuring in commerce (Report of tripartite meeting) (microform)	"	
Key indicators of the labour market (microform)	"	
Managing the privatization and restructuring of public utilities (water, gas and electricity). Report for discussion at the Tripartite Meeting on Managing the Privatization and Restructuring of Public Utilities, Geneva 1999 (microform)	"	
Restructuring and the loss of preferences: Labour challenges for the Caribbean banana industry (microform)	"	
Safety and health in the fishing industry. Tripartite Meeting on Safety and Health in the Fishing Industry (microform)	"	
Social and labour issues in small-scale mines (Report of tripartite meeting) (microform)	"	
Symposium on information technologies in the media and entertainment industries: Their impact on employment, working conditions and labour-management relations. Background document (microform)	"	
World Labour Report 2000. Income security and social protection in a changing world (microform)	"	

Fuel availability, nutrition and women's work in highland Peru: Three case studies from contrasting Andean communities (CD-ROM and Internet hosting)	Overseas Development Institute (ODI), United Kingdom
The rural energy crisis, women's work and basic needs. Proceedings of an international workshop co-sponsored by the ILO and the Institute of Social Studies, The Hague, 21-24 April 1986 (CD-ROM and Internet hosting)	"
Stoves programmes in the framework of improved cooking practices: A change in focus with special reference to Latin America (CD-ROM and Internet hosting)	"
Restructuring the labour market. The South African challenge. An ILO country review (Braille)	University of the Witwatersrand, South Africa
Ambient factors at the workplace. An ILO code of practice (Japanese edition on Internet)	Japan Industrial Safety and Health Association (JISHA), Japan
The ILO Pension Model (software programme)	Association of Pension (Social Funds) of CIS, Russian Federation Caisse Nationale d'Assurance Vieillesse, France National Social Security Fund, United Republic of Tanzania
ILO Social Budget Model (software programme)	Association of Pension (Social Funds) of CIS, Russian Federation Ministry of Finance, Cyprus Turkish Employment Organization, Turkey

Geneva, 13 March 2001.