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ILO PUBLICATIONS

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GUIDELINES

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ABOUT THE ILO

Established in 1919, and since 1946 a specialized agency of the United Nations Organization, the International Labour Organization (ILO) has focused on workplace issues, actively seeking to create decent work for all – work which is freely chosen and performed in an environment of equity and human dignity. While promoting individual and collective rights at work, social protection and occupational safety and health, the ILO encourages social dialogue and supports an open and constructive industrial relations policy between governments, employers and workers.

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ISBN 978-92-2-122722-9

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THE ILO AT 90



*"Working for social justice"
is more than just the theme
of our 90th anniversary.
It is our assessment of the
past and our mandate for
the future.*

Juan Somavia, ILO Director-General

As the ILO celebrates its 90th anniversary, the ILO Century Project is publishing the first in a series of titles looking forward to the centenary year in 2019.



The International Labour Organization and the Quest for Social Justice, 1919-2009

Gerry Rodgers, Eddy Lee, Lee Swepston and Jasmien van Daele

This book tells the story of the International Labour Organization, founded in 1919 in the belief that universal and lasting peace goes hand in hand with social justice. Since then the ILO has contributed to the protection of the vulnerable, the fight against unemployment, the promotion of human rights, the development of democratic institutions and the improvement of the working lives of women and men everywhere. In its history the ILO has sometimes thrived, sometimes suffered setbacks, but always survived to pursue its goals through the political and economic upheavals of the last 90 years.

The authors have between them many years of experience of working in and studying the ILO. They explore some of the main ideas that the ILO has developed and championed, and tell how they were applied, and to what effect, at different times and in different parts of the world. There are chapters on rights at work, the quality of employment, income protection, employment and poverty reduction, a fair globalization and today's overriding goal of decent work for all. The book ends with reflections on the challenges ahead in a world where the present economic crisis underlines the urgency of global action for social justice.

Hardback edition available in North America, co-published by ILR Press.

2009	xvi+272 pp.
ISBN	978-92-2-121955-2
Paperback: Price	Sw.frs.50
	US\$50
	UK£35
	€35

Also available in French and Spanish



Edward Phelan and the ILO

The life and views of an international social actor

This book is a remarkable portrait of Edward J. Phelan (1888-1967), a man who dedicated his life to social justice and whose views and actions guided the work of the ILO for decades. One of a small group of people who mapped out the design of the ILO in the Treaty of Versailles in 1919 and one of the principal authors of the ILO Constitution, Phelan became the ILO's fourth Director-General in 1941 until his retirement in 1948.

Phelan's personal memoirs, long unpublished, are brought together in one volume along with a biographical essay by labour historian Emmet O'Connor, texts by Brian Cowen TD, Seán Lemass TD and former ILO Director-General Wilfred Jenks, and a selection of Phelan's lesser-known writings on the ILO's later development, offering a unique perspective on key episodes in the history of the ILO.

2009	xii+326 pp.
ISBN	978-92-2-121983-5
Paperback: Price	Sw.frs.50
	US\$50
	UK£35
	€35

To place
your order locally,
see pages 36-39



Labour Law and Worker Protection in Developing Countries

Edited by Tzehainesh Tekle

This important new study shifts the focus of scholarly and policy debates around the role of labour law in an era of globalization away from the countries and labour law systems of the North to those of the global South. Placing its analysis within the context of the current scholarly debates on the challenges and future of labour law, the book critically reviews the relevant literature and reflects upon the way workers' protection tends to be conceptualized as well as on the adequacy of the legal categories and tools used to further it, with special attention given to the effectiveness of labour legislation to promoting gender equality.

The book argues that there is a mismatch between the realities of the developing world and the social, economic and political underpinnings of labour law, which dates back to its development in post-colonial African and South Asian countries and, to a lesser extent, in Latin American ones. This difference persists, while new manifestations have appeared due to globalization, resulting in a significant number of workers falling outside the scope of labour law and needing protection. Against this background, the book reflects on and explores regulatory and policy responses at different governance levels to enhance the scope and application of labour regulation in Latin America, South Asia and Southern Africa.

Co-published with Hart Publishing.

October 2009	320 pp.
ISBN	978-92-9014-894-4
Paperback: Price	Sw.frs.60
	US\$55
	UK£35
	€40



Blunting Neo-Liberalism

Tripartism and economic reforms in the developing world

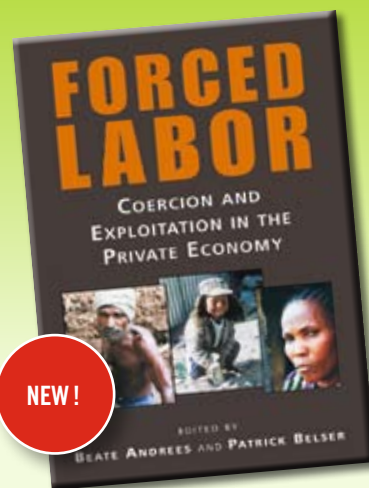
Edited by Lydia Fraile

Blunting Neo-Liberalism is, to our knowledge, the first book to examine the impact of tripartism across the developing world. Tripartism refers to the consultation and negotiation of public policies between government, business and labour. Whereas this mode of policy-making has commanded much scholarly attention in advanced industrial countries, the literature on tripartism is scarce in the rest of the world and largely limited to descriptive accounts of institutions in particular countries or regions. The present volume covers eight case studies from Africa, Asia, Eastern Europe and Latin America. It focuses on the 1990s and early 2000s, a time of economic liberalization. Did tripartism alter the path of neo-liberal economic reforms? Did it make reforms more socially equitable and/or politically sustainable? Did it increase the maneuvering room for national policy-makers vis-à-vis international actors? These are the questions addressed by the case studies, which provide rich first-hand empirical material.

This book is essential reading for all interested in political science, industrial relations, globalization, political economy and labour in developing countries.

Co-published with Palgrave Macmillan.

November 2009	240 pp.
ISBN	978-92-9014-896-8
Hardback: Price	Sw.frs.110
	US\$100
	UK£65
	€75



Forced Labor

Coercion and exploitation in the private economy

Edited by Beate Andrees and Patrick Belser

"Excellent.... This state-of-the-art volume provides a first-rate analysis of the dynamics leading to the occurrence of forced labour, its global distribution, and different types of policy responses."

—Jens Lerche, SOAS, University of London

Two centuries after the abolition of the transatlantic slave trade, at least 12.3 million people continue to be subjected to modern forms of forced labour characterized by coercion and exploitation. The original field research presented in this volume shows that the victims include not only indigenous workers in Andean countries or people of slave descent in Niger, but also migrant workers trafficked into Europe and the U.S. and vulnerable members of the labour force in Brazil or Pakistan. The book highlights some of the measures that can be taken to combat these unacceptable practices. The authors argue in favour of a labour market approach, which includes the regulation and monitoring of labour intermediaries, the strengthening of labour inspection systems, as well as a stronger involvement of trade unions and employment tribunals.

Co-published with Lynne Rienner Publishers.

August 2009	xvi+230 pp.
ISBN	978-92-2-120164-9
Paperback: Price	Sw.frs.25
	US\$22.50
	UK£17
	€17

The pound sterling (UK£) rates apply in the UK, the dollar (US\$) rates in the USA and the euro (€) rates in the EU only. In all other countries the Swiss franc (Sw.frs.) rates or the equivalent in convertible currencies are applicable



Fighting Forced Labour: The Example of Brazil

Patrícia Trindade Maranhão Costa

Brazil has been successfully fighting forced labour since 1995, when a new inter-ministerial body was created to coordinate action against it. Government agencies, employers' and workers' organizations, civil society and others have participated in the struggle. The creative measures taken, which include publishing a "dirty list" of offenders, reflect the need for extraordinary steps to deal with a human rights problem difficult to identify and to punish through effective law enforcement, especially in remote areas. Brazil has also developed a highly effective media campaign to raise mass awareness of the problems caused by forced labour in the country today, and to mobilize public opinion against it. The book shows how Brazil is leading the way for the rest of Latin America, where similar patterns of forced labour can be found.

2009	xviii+122 pp.
ISBN	978-92-2-122292-7
Paperback: Price	Sw.frs.25
	US\$23
	UK£15
	€17



The Financial and Economic Crisis: A Decent Work Response

The banking crisis of 2008 has brought about the worst global economic catastrophe since the Great Depression. The real economy is at risk and job prospects continue to diminish. This timely study reviews worldwide responses to the crisis and contributes to the ongoing debate on restoring stability. The study pinpoints global imbalances, decent work deficits and inequalities as significant contributors to the crisis and discusses the need for a global jobs pact in order to support recovery. With a focus on promoting employment and social protection, and international commitment to a strong, clean and fair economy, the recovery stimulus pact would pave the way for sustainable growth and development. Written in preparation for the discussions at the International Labour Conference in June 2009, the objective of this book is to provide timely evidence-based policy analysis on how to best mitigate the effects of the crisis on enterprises and workers.

2009	xx+80 pp.
ISBN	978-92-9014-900-2
Paperback: Price	Sw.frs.25
	US\$25
	UK£15
	€16



International and Comparative Labour Law

Current challenges

Arturo Bronstein

Written by a leading expert in labour law, this invaluable study provides a comprehensive analysis of the challenges facing labour law in the twenty-first century across the globe. It focuses in particular on labour law and international trade, the employment relationship and the fundamental rights of the person in the employer/employee relationship, work in the informal economy and outsourced work, as well as discussing the most noteworthy changes in labour law at the regional level.

The international nature of global supply chains means that nationally defined labour laws are increasingly unable to provide effective protection against inhumane working conditions. The author offers different approaches to improving the effectiveness of labour law in the globalized era, including ratification of ILO Conventions, the harmonization of labour legislation in areas with an important trade market, the inclusion of social clauses in international trade agreements, and the application of corporate social codes across supply chains.

Co-published with Palgrave Macmillan.

2009	320 pp.
ISBN	978-92-2-121202-7
Paperback: Price	Sw.frs.80
	US\$80
	UK£40
	€50

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The Cost of Coercion

Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, 2009. International Labour Conference, 98th Session 2009, Report I (B)

This Global Report sheds new light on forced labour in today's global economy. It examines the daunting challenges faced by the many actors and institutions involved in a global alliance against forced labour, from the conceptual and political through to the legal, juridical and institutional. It shows how challenges have been met so far, often with the support or involvement of the ILO, and points to substantial examples of good practice that can guide future efforts to tackle forced labour in all its forms. It highlights the need for labour administration and inspectorates to be at the forefront of action against forced labour and human trafficking, complementing other law enforcement and prevention mechanisms.

The report expands on the estimates of the 2005 Global Report on forced labour, which put the total number of persons in forced labour at 12.3 million worldwide and calculated the profits generated in one year by trafficked forced labourers at US\$32 billion. Today, these figures still form the most accurate estimate of the extent of forced labour worldwide. The report reveals new figures that focus on the cost of coercion to the victims of forced labour.

2009	96 pp.
ISBN	978-92-2-120628-6
Paperback: Price	Sw.frs.35
	US\$35
	UK£23
	€23

Also available in French, Spanish, Arabic, Chinese, German and Russian



The Promotion of Sustainable Enterprises

Graeme Buckley, Michael Henriques and José-Manuel Salazar-Xirinachs

Promoting sustainable enterprises is about strengthening the institutions and governance systems which nurture enterprises – strong and efficient markets need strong and effective institutions. It is also about ensuring that human, financial and natural resources are combined equitably and efficiently in order to achieve innovation and enhanced productivity. This calls for new forms of cooperation between government, business, labour and society at large to ensure that the quality of present and future life and employment is maximized whilst safeguarding the sustainability of the planet.

This volume provides detailed guidance on what constitutes a conducive environment for sustainable enterprises, noting that such an environment combines the legitimate quest for profit with the need for development which respects human dignity, environmental sustainability and decent work. The book underscores the principle that sustainable enterprises need sustainable societies and that business tends to thrive where societies thrive and vice versa.

2009	xxii+258 pp.
ISBN	978-92-2-121200-3
Paperback: Price	Sw.frs.50
	US\$50
	UK£25
	€35



The Promise and Perils of Participatory Policy-Making

Research Series No. 117

Lucio Baccaro and Konstantinos Papadakis

Do civil society organizations (e.g. groups representing youth, women, migrants, indigenous people, people with HIV/AIDS, or the poor) have a stronger influence when directly involved in policy-making, or when they are not directly involved but operate indirectly by trying to influence policy-makers from outside? Does participatory policy-making enhance the efficiency and equity of public policy? Does the “best argument” prevail in such participatory processes, as claimed by “deliberation theory”, or is it the “strongest argument” that ultimately carries the day?

This volume explores these questions by contrasting the theoretical underpinnings of participatory governance and deliberation theories with empirical findings from extensive field research in South Africa, a country that has introduced numerous participatory policy-making institutions from the early 1990s on. It argues that civil society organizations might be unable to exert real influence over policy-making unless they possess mobilization capacities and can exert a credible exit option from participatory structures.

December 2008	viii+70 pp.
ISBN	978-92-9014-876-0
Paperback: Price	Sw.frs.18
	US\$18
	UK£9
	€12

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Labour and Social Trends in ASEAN 2008

Driving competitiveness and prosperity with decent work

This report looks at some of the most important current labour and social trends in the ten ASEAN Member Countries. It analyses the key factors that underpin long-term competitiveness and productivity, and the policy challenges that lie ahead if growth and prosperity are to be maintained – including encouraging innovation and progressive workplace practices, raising the quality of the workforce, strengthening social dialogue and cohesion, and tackling vulnerability.

The report highlights three main aims: to present an update in major trends in employment and social conditions in the dynamic ASEAN region; to advance the development of internationally comparable, gender- and age-specific labour market statistics across the ASEAN region and beyond; and to provide analysis and policy recommendations to the discussion on progressive labour practices at the ASEAN Human Resource Summit.

December 2008	viii+116 pp.
ISBN	978-92-2-121694-0
Paperback: Price	Sw.frs.25
	US\$25
	UK£13
	€17



Cooperating Out of Poverty

The renaissance of the African cooperative movement

Edited by Patrick Develtere, Ignace Pollet and Frederick Wanyama

Cooperatives are omnipresent in Africa and represent a significant part of the private sector in most African countries. Successful and economically viable cooperatives create economic opportunities, provide a basic level of social protection and security, and provide their members with voice and representation. Yet, there are weaknesses and deficiencies of cooperatives in certain countries or sectors that result in poor performance. This book offers an objective analysis of the state of affairs of the cooperative sector in Africa since the liberalization of the economy in the early 1990s. It contains a historical overview of cooperative development in the continent and in-depth country studies that illustrate not only the structure and operation of the cooperative sector, but also analyse the major strengths and weaknesses of various cooperative undertakings in Africa. The aim of this book is to alert governments, donors and researchers to a fragmented, dispersed movement and make a case for the viability of cooperatives in Africa.

December 2008	xxiv+372 pp.
ISBN	978-92-2-120722-1
Paperback: Price	Sw.frs.35
	US\$35
	UK£18
	€23



Active Labour Market Policies Around the World

Coping with the consequences of globalization

Second edition

Peter Auer, Ümit Efendioğlu and Janine Leschke

The second edition of this acclaimed volume has been thoroughly revised and updated to provide an authoritative account of how active labour market policies (ALMPs) can help make globalization work better in the interest of workers around the world. Offering an expanded and current overview of the nature of ALMPs, this new edition gives readers a fresh look at the pitfalls and challenges countries face when evaluating these programmes.

A new chapter on financing reflects the growing relevance of ALMPs and provides an overall policy framework for designing durable, yet adaptable ALMPs. While putting forth some powerful arguments in favour of these programmes, the book also emphasizes that they should not be used as a “quick-fix” solution. For this reason, it recommends new ways of financing these policies over the long term and examines the importance of social dialogue as a vital policy tool for establishing more permanent frameworks that allow for labour market flexibility while maintaining security in a globalized world.

Co-published in India with Academic Foundation.

2008	xii+104 pp.
ISBN	978-92-2-120456-5
Paperback: Price	Sw.frs.35
	US\$29.95
	UK£18
	€25

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From Conflict to Cooperation

Labour market reforms that can work in Nepal

Robert Kylooh

This book reviews the history of labour relations in Nepal and considers criticisms of the existing industrial relations system. It reports on the re-emergence of the militant Maoist trade union and the recent upsurge in strikes and demonstrations in Nepal. A reduction in workplace tension is required to cement in place the recent peace agreement, facilitate political stability and promote economic growth.

Focusing on broad economic developments since 1990, it sheds light on how labour legislation and labour institutions have influenced investment, growth and jobs over the long term. The views of those most directly affected by the labour legislation, institutions and attitudes that govern industrial relations in Nepal have been collected through surveys and interviews with managing directors and entrepreneurs, trade union leaders and hundreds of ordinary workers from a range of locations, industries and occupations. These views have heavily influenced the conclusions presented in this volume.

Co-published in India with Academic Foundation.

2008	220 pp.
ISBN	978-92-2-120166-3
Paperback: Price	Sw.frs.30
	US\$24.95
	UK£12.95
	€20



In Defence of Labour Market Institutions

Cultivating justice in the developing world

Edited by Janine Berg and David Kucera

"This is a timely volume on a critically important topic. Berg and Kucera and their contributors challenge the conventional wisdom that excessive labor market regulation retards growth and development, and that developing countries in particular can ill afford the level of such regulation that they have taken on. Taken as a whole, the papers make a compelling case for skepticism about this conventional wisdom. The volume provides a vital survey of the state of regulatory institutions in the developing world and the main empirical, theoretical, and normative arguments about the alleged regulation/growth tradeoff."

—Professor Chris Tilly, Department of Regional Economic and Social Development and Center for Industrial Competitiveness, University of Massachusetts Lowell

Though labour market regulations have been blamed for the poor economic performance of many developing countries, the evidence on which this argument rests is weak. Rather than constraining economic development, labour market institutions, including the laws that regulate the labour market, are important for both economic growth as well as the well-being of the workforce. Through analysis of different labour market institutions in developing countries, this volume reaffirms the importance of labour market institutions in this era of globalization.

Co-published with Palgrave Macmillan.

2008	xvi+294 pp.
ISBN	978-92-2-119319-7
Hardback: Price	Sw.frs.125
	US\$95
	UK£60
	€80

RELATED TITLES

International Labour Standards Electronic Library (ILSE) 2009

CD-Rom

- May 2009 – ISSN 1020-9972
- Sw.frs.25; US\$25; UK£16; €16

Trilingual English/French/Spanish

Pursuing Decent Work Goals: Priorities for Research

Gerry Rodgers and Christiane Kuptsch

- 2008 – x+81 pp.
- ISBN 978-92-9014-858-6
- Sw.frs.20; US\$18; UK£10; €13

Governance, International Law and Corporate Social Responsibility

Jean-Claude Javillier et al.

- 2008 – xiv+207 pp.
- ISBN 978-92-9014-860-9
- Sw.frs.20; US\$20; UK£10; €13

The Evolving World of Work in the Enlarged EU

Progress and vulnerability

Edited by François Eyraud and Daniel Vaughan-Whitehead

- 2007 – ix+582 pp.
- ISBN 978-92-2-119547-4
- Sw.frs.80; US\$65; UK£35; €50

The Right to Decent Work of Persons with Disabilities

Arthur O'Reilly

- 2007 – xi+149 pp.
- ISBN 978-92-2-120144-1
- Sw.frs.30; US\$22.95; UK£12.95; €20

Also available in French and Spanish

In the Wake of the Crisis

Argentina's new economic and labour policy directions and their impact

Marta Novick, Carlos Tomada, Mario Damill, Roberto Frenkel and Roxana Maurizio

- 2007 – xiv+130 pp.
- ISBN 978-92-9014-850-9
- Sw.frs.20; US\$16; UK£9; €13

Also available in Spanish

Social Dialogue and Poverty Reduction Strategies

Edited by Graeme Buckley and Giuseppe Casale

- 2006 – xii+549 pp.
- ISBN 92-2-117541-3
- Hardback: Sw.frs.80; US\$60; UK£35; €63

Also available in Spanish

The Global Evolution of Industrial Relations

Events, ideas and the IIRA

Bruce Kaufman

- 2004 – xxvi+726 pp.
- ISBN 92-2-114153-5
- Hardback: Sw.frs.100; US\$74.95; UK£42.95; €65



World of Work Report 2009

The global jobs crisis

The 2009 edition of the *World of Work Report* examines strategies to overcome the immediate challenges of the current economic and jobs crisis, while also laying the foundation for more sustainable growth.

This includes an examination of the medium-term outlook for the labour market and an assessment of what can be learned from country responses to date. With a view to addressing these medium-term challenges, the report:

- Considers how firms' financing mechanisms could be made more sustainable
- Examines the linkages between policies oriented to greening the economy and job creation
- Discusses new possibilities for thinking about development, in particular the issue of social protection in developing countries, and
- Explores the issue of globalization and the role of international labour standards in the post-crisis era.

November 2009	180 pp.
ISBN	978-92-9014-908-8
Paperback: Price	Sw.frs.50
	US\$50
	UK£30
	€35

Also available in French and Spanish



Growth, Employment and Poverty Reduction in Indonesia

Iyanatul Islam and Anis Chowdhury

This timely study examines the impact of policies on growth, employment and poverty reduction in Indonesia, reviewing the periods both before and after the 1997 financial crisis and drawing important implications for today's policy-makers.

Analysing the Indonesian labour market and exploring appropriate responses to foster growth and poverty reduction, the authors argue that "de-industrialization", decline in employment elasticity and lack of growth of real wages seem to be the key features of labour market performance in the post-1997 period. Influential commentators have suggested that this has resulted from onerous labour market regulations. The authors carefully dissect the evidence and make a case for a new reform agenda that empowers labour market institutions and prioritizes investment in public infrastructure and expenditure on human development over inflation targeting and fiscal conservatism.

Focusing on the sectors of agriculture, manufacturing and construction and services, as well as assessing macroeconomic policies, this book addresses current challenges with respect to past and emerging trends, and advocates recognizing the country's strengths and fostering a skilled workforce that can adapt and respond to the imperatives of industrial transformation.

September 2009	210 pp.
ISBN	978-92-2-122001-5
Paperback: Price	Sw.frs.40
	US\$40
	UK£25
	€27



Globalization and Informal Jobs in Developing Countries

Marc Bacchetta, Ekkehard Ernst and Juana Paola Bustamante

This study presents an overview of current research on the relationship between trade globalization and informal jobs in developing economies. Based on existing academic literature and complemented by new research by ILO and WTO, it discusses the impact of trade reforms on different dimensions of informal employment. Various transmission mechanisms are discussed, setting results from country studies against international comparisons.

The volume analyses the policies necessary for countries with large informal economies to take advantage of trade reforms and maximize the benefits from international trade. It discusses the obstacles to translating trade openness into sustainably higher long-term growth rates and focuses on the connections between trade, labour and social policies that can create conditions for countries to successfully integrate into the world economy. It will be of interest to all those who are involved in this debate, in particular trade specialists, economists, policy-makers, employers and trade unions.

Co-published with WTO.

October 2009	140 pp.
ISBN	978-92-2-122719-9
Paperback: Price	Sw.frs.35
	US\$33
	UK£20
	€23

Also available in French and Spanish



NEW!

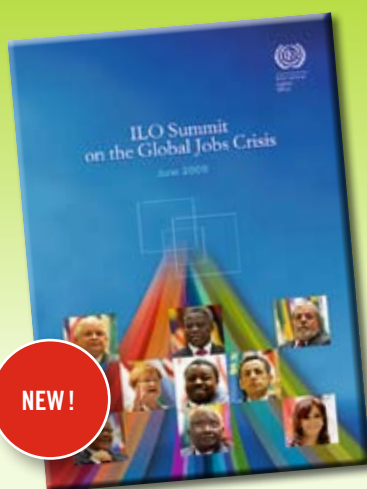
Concealed Chains: Labour Exploitation of Chinese Migrants in Europe

Edited by Yun Gao

This groundbreaking book exposes the hidden world of Chinese irregular migrants in three European countries: France, Italy and the United Kingdom. Chinese workers migrating to Europe pay huge sums of money to intermediaries, often leaving them trapped in debt before they even begin their journey. Exposed to various risks during their migratory process, they can arrive in the destination country vulnerable to extreme exploitation and sometimes even forced labour.

Through analysis of the employment relationship between the different actors in the labour market, the book seeks to understand the links that connect vulnerable Chinese workers to European labour markets and a complex international production chain. Presenting detailed case studies, a clear explanation of the relevant international and national legal frameworks and an overview of the migration mechanism between China and Europe, this book makes an important contribution to understanding how to break these patterns of labour exploitation.

December 2009	250 pp.
ISBN	978-92-2-121993-4
Paperback: Price	Sw.frs.40
	US\$36
	UK£24
	€26



NEW!

ILO Summit on the Global Jobs Crisis

June 2009

The ILO Summit on the Global Jobs Crisis was held on 15–17 June 2009 in Geneva, in response to the financial crisis and its grave impact on global unemployment, poverty and inequality. Addressed by Heads of State and Government, Vice-Presidents, Ministers and leaders of workers' and employers' organizations from around the world, the Summit featured three days of intense debate on different aspects of the crisis.

Collecting together the summaries of the panel debates along with the full speeches of the world leaders at the Summit, this volume documents the varied regional and national responses to the jobs crisis and reflects a common commitment to stemming its social and economic consequences. It also includes the text of the Global Jobs Pact, a concrete policy response from the International Labour Conference, which was presented to the Summit and has subsequently received strong support from the international community, including the G8 and G20.

October 2009	150 pp.
ISBN	978-92-2-122700-7
Paperback: Price	Sw.frs.35
	US\$32
	UK£20
	€23

Also available in French and Spanish



NEW!

International Journal of Labour Research

International Journal of Labour Research is a new journal launched in Fall 2009 by the Bureau of Workers' Activities of the ILO. Its aim is to provide an overview of recent research on labour and social policies from trade union researchers and academics around the world. The journal is multi-disciplinary and of interest to trade union researchers, labour ministries and academics of all relevant disciplines worldwide – industrial relations, sociology, law, economics and political science.

Published twice a year in English, French and Spanish, each issue focuses on a specific theme.

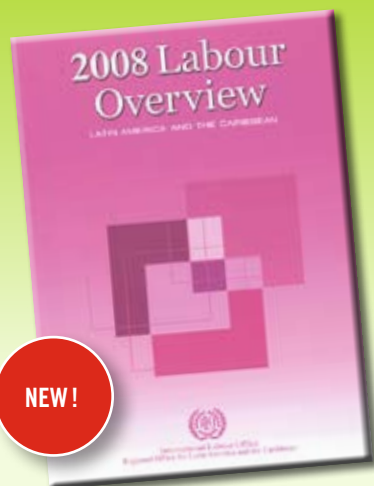
Vol. 1, No. 1: Trade union strategies towards global production systems

October 2009	160 pp.
ISBN	978-92-2-122309-2
Paperback: Price	Sw.frs.45
	US\$42
	UK£27
	€30

Vol. 1, No. 2: Global capital strategies and trade union responses

December 2009	160 pp.
ISBN	978-92-2-122725-0
Paperback: Price	Sw.frs.45
	US\$42
	UK£27
	€30

Also available in French and Spanish



2008 Labour Overview

This 2008 edition of *Labour Overview* provides evidence of the effects of the global financial and economic crisis on the employment situation in Latin America and the Caribbean. After several years of favourable economic growth, declining unemployment and modest increases in real wages, the regional economy is showing signs of slowing down. Based on GDP growth of 1.9 per cent in 2009, the report estimates that urban unemployment in the region will rise for the first time since 2003, to around 8 per cent.

As well as offering a comprehensive overview and forecast of labour market trends, the 2008 report focuses on the theme of small businesses and globalization, identifying policy areas needing action to ensure decent work for all and giving examples of good practice. Additional articles explore the topics of informality, social dialogue, minimum wages and social security policy, and agricultural labour in different areas of the region. The report includes full statistical appendices.

2009	xvi+120 pp.
ISBN	978-92-2-121799-2
Paperback: Price	Sw.frs.15
	US\$10
	UK£8
	€10

Also available in Spanish



Global Wage Report 2008/09

Minimum wages and collective bargaining: Towards policy coherence

The first in a new series of ILO reports focusing on wage developments, this volume reviews major trends in the level and distribution of wages around the world since 1995. It considers the effects of economic growth and globalization on wage trends, looking closely at the role of minimum wages and collective bargaining, and suggests ways to improve wage levels and to enable more equal distribution. Wages are a major component of decent work, yet there is a serious knowledge gap in this increasingly important area which this report begins to address.

- Part one summarizes the main trends in average wages and distribution of wages, providing a statistical analysis of the links between wages and productivity, along with wage forecasts for 2008 and 2009
- Part two examines the relationship between minimum wage policies and collective bargaining, highlighting the effects of institutions on wage outcomes and the importance of coherent policy articulation
- Part three concludes with concrete policy recommendations and identifies key issues for further research.

The report includes full technical and statistical annexes.

Co-published in India with Academic Foundation.

November 2008	xiv+106 pp.
ISBN	978-92-2-121499-1
Paperback: Price	Sw.frs.50
	US\$50
	UK£25
	€30

Also available in French



Globalization, Flexibilization and Working Conditions in Asia and the Pacific

Edited by Sangheon Lee and François Eyraud

This unique study reviews employment conditions in Asia and the Pacific in the context of globalization and the increasing pressures towards flexibilization. It places a strong focus on the divergent experiences of individual workers regarding their employment conditions, employment status, wages/incomes, working time, work organizations and health and safety. Along with thematic studies concerning the roles of workers' voice and labour regulation in determining employment conditions, this book includes eight country studies from Australia, China, Indonesia, Japan, Republic of Korea, the Philippines, Thailand and Viet Nam, based on a common research framework, which offers a rigorous comparative review.

Co-published with Chandos Publishing.

November 2008	xxx+452 pp.
ISBN	978-92-2-120029-1
Hardback: Price	Sw.frs.150
	US\$120
	UK£59.95
	€110

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The Global Employment Challenge

Ajit K. Ghose, Nomaan Majid and Christoph Ernst

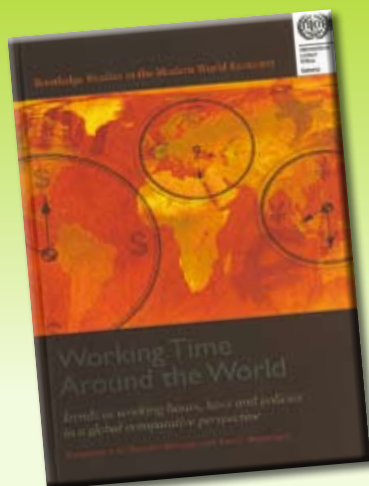
"The report was a pleasure to read. It is well written, full of useful information and has a nice combination of data and analytics. Since the latter is rare in reports emerging from international organizations, this was a welcome deviation. The report should be valuable to the research and policy communities."

—Professor Kaushik Basu, C. Marks Professor and Director, Center for Analytic Economics, Department of Economics, Cornell University

This volume offers an in-depth analysis of the state of employment in the world today. The authors argue that the precise nature of what they call "the employment challenge" varies between countries and regions, as do its underlying causes and the responses of governments. But they also suggest that in a globalizing world there are policy challenges that can only be addressed at the international level. The authors warn that if the international community and national governments fail to take corrective action immediately, what is now an employment problem will soon become an employment crisis in all parts of the world.

The book's empirical focus is on four groups of States: Developing countries, developed countries, Central and Eastern Europe and the Commonwealth of Independent States. It offers groundbreaking analysis of the nature and characteristics of employment and of emerging trends in these areas, as well as valuable information derived using both new and established indicators of employment and unemployment.

2008	xiv+290 pp.
ISBN	978-92-2-120305-6
Paperback: Price	Sw.frs.50
	US\$40
	UK£22
	€30



Working Time Around the World

Trends in working hours, laws and policies in a global comparative perspective

Sangheon Lee, Deirdre McCann and Jon Messenger

John Maynard Keynes once made the bold prediction that the three-hour work day would prevail for his grandchildren's generation. This pioneering study is the first of its kind to offer a comparative analysis of working time trends in developing and transition countries.

Based on a series of 14 national studies undertaken between 2001 and 2005 to track trends in hours of work and the organization of working time, this book examines the diverse, and often complex, circumstances that exist in the following countries: Brazil, Chile, China, the Czech Republic, Hungary, the Republic of Korea, Malaysia, Mauritius, Mexico, Peru, the Russian Federation, Senegal and Tunisia. The study also analyses data from an even broader range of countries, drawing from the ILO's new database of working time laws, existing ILO data on average weekly working hours, and a new standardized questionnaire collecting data on the distribution of weekly working hours from national statistics. Thus, the study provides the richest array of data ever assembled for analysing working time in the developing world.

Co-published with Routledge.

2007	xvii+220 pp.
ISBN	978-92-2-119311-1
Hardback: Price	Sw.frs.155
	US\$125
	UK£65
	€95

Also available in Spanish (paperback)

RELATED TITLES

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- ISBN 978-92-9014-868-5
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Also available in French and Spanish

Co-published in India with Academic Foundation

Promoting Employment in Cambodia

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Working Time and Workers' Preferences in Industrialized Countries

Finding the balance

Edited by Jon Messenger

- 2007 – xv+231 pp.
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Flexicurity

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Edited by Sandrine Cazes and Alena Nesporova

- 2007 – xiv+262 pp.
- ISBN 978-92-2-119215-2
- Sw.frs.35; US\$29.95; UK£15.95; €25

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Rethinking work for the 21st century

Edited by Jean-Michel Servais, Patrick Bollé, Mark Lansky and Christine Smith

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Also available in French and Spanish

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Challenges for policy research

Marion Jansen and Eddy Lee

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- ISBN 978-92-2-119551-1
- Sw.frs.20; US\$12.95; UK£8; €13

Co-published with WTO



NEW!

Building Decent Societies

Rethinking the role of social security in development

Edited by Peter Townsend

The downturn of the global economy has worsened the problems of poverty and unemployment across the whole world. This book makes the case for a comprehensive social security system to be developed in all countries, including the poorest ones, in order to eliminate desperate conditions of poverty, to reverse growing inequality and to sustain economic growth.

The establishment of universal social security systems has been one of the cornerstones of OECD countries' successful economic and social development and has contributed to reducing poverty and fostering social inclusion in today's rich countries. It is increasingly understood that universal social security systems have an enormous potential for low income countries which has not yet been sufficiently explored. Recognizing that economic and social development are inextricably intertwined across countries, new international strategies are required to design appropriate social security policies which would effectively help to reduce poverty and productively contribute to economic and social development.

Co-published with Palgrave Macmillan.

August 2009	xxii+386 pp.
ISBN	978-92-2-121995-8
Hardback: Price	Sw.frs.110
	US\$105
	UK£65
	€75



NEW!

The Minimum Wage Revisited in the Enlarged EU

Edited by Daniel Vaughan-Whitehead

This book provides in-depth and innovative analysis of the minimum wage in Europe, looking at its scope within the enlarged EU and posing the question of harmonization between the minimum wages of the individual Member States – or even a common EU minimum wage. It also explores the role of the minimum wage at the national level, looking at trends and effects, with case studies on specific national policy issues or industrial sectors.

Minimum wage fixing has returned quite prominently to the core of policy debates, as illustrated by the adoption of a statutory minimum wage by Austria, Ireland and the United Kingdom, and the ongoing discussions in Germany and Sweden. Proposals to have common rules at EU level have also multiplied since EU enlargement, in particular to minimize "social dumping". Bringing together 15 national studies from noted European specialists in the field, this timely collection aims to stimulate the current debate.

Co-published with Edward Elgar Publishing.

January 2010	viii+520 pp.
ISBN	978-92-2-121987-3
Paperback: Price	Sw.frs.90
	US\$85
	UK£50
	€60



Microfinance and Public Policy

Outreach, performance and efficiency

Edited by Bernd Balkenhol

The goal of microfinance institutions (MFIs) is to help the poor to cope better with risk, take advantage of small income-generating opportunities and empower themselves through organization. To have this impact on an increasing number of people, MFIs need to be financially sound and sustainable. This volume argues that while there may be situations where MFIs can go up-scale and thus meet both objectives at the same time, there are other market configurations where it is very difficult or even impossible for an institution to break even, no matter how efficiently it runs its operations. This is particularly the case in rural, remote and sparsely populated areas.

To take account of the variety of market and contextual constraints, this book argues that public policy should be guided by efficiency, being an overarching criterion accommodating different combinations of financial performance and social impact. A valuable contribution to the debate surrounding the performance and sustainability of microfinance, this volume examines the concept of efficiency in financial intermediation, how it is measured and how public policy can be geared to provide incentives to efficiency gains. The argument is illustrated by an empirical analysis of 45 MFIs from around the world.

Co-published with Palgrave Macmillan.

2007	xxiii+263 pp.
ISBN	978-92-2-119347-0
Hardback: Price	Sw.frs.115
	US\$90
	UK£55
	€80

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Social Protection Expenditure and Performance Review and Social Budget: Zambia

In recent years, Zambia has witnessed economic expansion, a fall in inflation rates and lower external vulnerability. In particular, the ILO-DFID project to extend social protection and coverage as means of poverty reduction has yielded favourable results. The results of the project indicate that social protection is an indispensable factor in economic and social development and decent state-building.

This report, a review of the output of the first year's work of the project, examines the objective of extending social protection coverage in the country.

The report focuses on five key issues: living conditions of households; working conditions and patterns of informality in the labour market; coverage and performance of existing public social protection interventions; resource allocations to social protection; and future trends in the Zambian social budget. The assessments presented will be useful for the ongoing work in Zambia, implemented by different sectoral ministries, Sectoral Advisory Groups (SAGs), cooperating partners and other actors involved.

2008	268 pp.
ISBN	978-92-2-121251-5
Paperback: Price	Sw.frs.40
	US\$40
	UK£20
	€25

Social Protection Expenditure and Performance Review and Social Budget: Tanzania Mainland

Tanzania mainland is susceptible to many factors present in the demographic, labour market and economic environment that could challenge the social protection system. The ILO-DFID funded project indicates that a global minimum social protection package would substantially reduce the poverty headcount, close the shortfall in consumption and be economically sustainable.

This report builds on this work to analyse and provide the foundation for future analysis of policy options regarding social protection as means of reducing poverty in the region.

It takes into account demographic and macroeconomic information specific to mainland Tanzania and makes projections from a baseline year based on the two types of social protection schemes, contributory and non-contributory.

2008	190 pp.
ISBN	978-92-2-121265-2
Paperback: Price	Sw.frs.40
	US\$40
	UK£20
	€25

Protecting the Poor

A microinsurance compendium

Edited by Craig Churchill

"...enables policy-makers, insurers, academics and NGOs an opportunity to study the various initiatives taken in different countries and profit from these experiences. I congratulate the publishers for bringing out this excellent compendium."

—C.S. Rao, Chairman, Insurance Regulatory and Development Authority, India

"This compendium provides an invaluable summation of the state of the art and will hopefully encourage people with relevant skills and unfettered minds to look at what they can contribute to grassroots risk management."

—Rodney Lester, Program Director, Financial Markets for Social Safety Net, The World Bank

Essential reading for insurance professionals, practitioners and anyone involved with offering insurance to low-income persons, this volume covers the many aspects of microinsurance in detail including product design, marketing, premium collection and governance.

It also discusses the various institutional arrangements available for delivery such as the community-based approach, insurance companies owned by networks of savings and credit cooperatives and microfinance institutions. The roles of key stakeholders are also explored and the book offers insightful strategies for achieving the right balance between coverage, costs and price.

Co-published with Munich Re Foundation.

2006	688 pp.
ISBN	978-92-2-119254-1
Hardback: Price	Sw.frs.100
	US\$80
	UK£45
	€80

Also available in French and Spanish (paperback)

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Health Microinsurance Schemes

Monitoring and evaluation guide

These guides assist managers in monitoring and evaluating their microinsurance schemes. They will also allow stakeholders – both technical and financial – to evaluate the viability and performance of such schemes.

Volume 1 focuses on methodology and presents the basic concepts used in the guide. It also describes the indicators to measure schemes' viability from administrative, technical, functional, financial and economic standpoints.

Volume 2 focuses on practical indications and offers support utilizing the tables and indicators presented in Volume 1.

Volume 1: Methodology

2007	xiv+139 pp.
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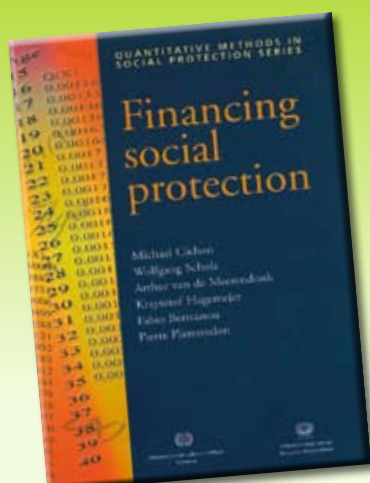
Volume 2: Practical indications

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Financing Social Protection

Quantitative Methods in Social Protection Series

Michael Cichon, Wolfgang Scholz, Arthur van de Meerendonk, Krzysztof Hagemeyer, Fabio Bertrano and Pierre Plamondon

Designing social protection systems that are effective and equitable as well as fiscally, financially and economically efficient has been a challenge for many countries. Formal social protection systems redistribute between 5 per cent (in developing countries) and 35 per cent (in OECD countries) of their GDP. One of the first volumes of its kind, this book addresses these challenges by offering a comprehensive overview of the many financing options available while also providing a thorough analysis of their advantages and disadvantages and their financial and economic implications.

The most important task of social protection systems is to alleviate and prevent poverty. With this in mind, the book presents a "methodological toolbox" from which social protection planners, managers and social policy analysts can work. Written by practitioners for practitioners, the book discusses the design and maintenance of national social protection systems that ensure an effective and efficient use of available resources at the community, national and international levels while supporting long-term economic development. Each chapter includes stylized real-life examples that deal with the theory as well as practical policy questions. The book also guides readers through the policy process that determines the affordable levels of and scope of social protection in a given country.

2004	696 pp.
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François Eyraud and Catherine Saget

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Social Security for All Trade unions' strategies Labour Education 145

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Maria Svorenova and Alexandra Petrasova

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- ISBN 92-2-116995-2
- Sw.frs.35; US\$26.95; UK£15.95; €23

Economic Security for a Better World

- 2004 – xxv+450 pp.
- ISBN 92-2-115611-7
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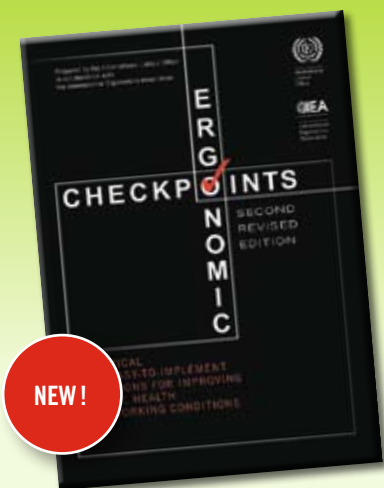
Also available in French

Making Insurance Work for Microfinance Institutions A technical guide to developing and delivering microinsurance

Craig Churchill, Dominic Liber, Michael McCord and James Roth

- 2003 – xiii+246 pp.
- ISBN 92-2-113544-6
- Sw.frs.50; US\$35; UK£24.95; €35

For full description, see page 27



Ergonomic Checkpoints

Practical and easy-to-implement solutions for improving safety, health and working conditions

Second edition

Prepared by the International Labour Office in collaboration with the International Ergonomics Association

Fully revised and expanded, this new edition of the highly successful *Ergonomic checkpoints* is aimed at reducing work-related accidents and diseases and improving safety, health and working conditions. Building on the wealth of experience of practitioners in applying these checkpoints, the second edition features revised text, additional checkpoints and new, full-colour illustrations.

The manual presents 132 realistic and flexible solutions to ergonomic problems applicable across a whole range of workplace situations.

Each of the illustrated checkpoints indicates an action, why it is necessary and how to carry it out, and provides further hints and points to remember. A template checklist is also included, which can be adapted to individual workplaces.

The manual is designed for use by all who are concerned with creating a better workplace: employers, supervisors, workers, inspectors, safety and health personnel, trainers and educators, extension workers, engineers, ergonomists and designers.

January 2010	350 pp.
ISBN	978-92-122666-6
Paperback: Price	Sw.frs.45
	US\$40
	UK£28
	€30



Approaches to Attribution of Detrimental Health Effects to Occupational Ionizing Radiation Exposure and their Application in Compensation Programmes for Cancer (OSH 73)

Occupational Safety and Health Series, No. 73

Workers exposed to ionizing radiation in the course of their work may claim for compensation if they develop cancer. However, cancer is a common disease, especially in older age, and most cancers will be caused by non-occupational risk factors. Compiled by international experts, this book examines in detail the scientific basis for risk attribution, focusing in particular on the methodological issues associated with attributing individual cancers to previous occupational radiation exposures. The general features of compensation schemes are also presented, along with examples of compensation schemes from different countries, which illustrate a variety of approaches.

Jointly published by three international organizations with mandates relating to occupational health and ionizing radiation – the ILO, IAEA and WHO – the publication will be useful for national authorities, trade unions, employers and other parties with an interest in ensuring an equitable approach to workers' compensation.

November 2009	140 pp.
ISBN	978-92-2-122413-6
Paperback: Price	Sw.frs.35
	US\$32
	UK£20
	€23



Safety and Health in Underground Coalmines

An ILO code of practice

This code of practice on safety and health in underground coalmines reflects the many changes in the industry and its workforce, as well as new developments in occupational safety and health policies and ILO instruments on occupational safety and health. A leaner, multi-skilled workforce, new technology and less prescriptive, more systems-oriented approach to addressing safety and health are also reflected in this code.

The code sets out a national framework that specifies the roles of the competent authorities, employers, workers and their organizations. It also comprises a methodology for identifying hazards, preventing and minimizing risks, as well as specific provisions for safe underground coalmining operations.

These specific provisions address most of the currently identified hazards and risks associated with underground coalmining. When used in conjunction with the code's methodology for hazard identification, risk assessment and control process, these provisions represent current best practice. At the same time, the code is drafted in a way to not inhibit the development of new technologies, better practice or the adoption of alternative measures that provide effective protection to all persons involved in underground coalmining.

2009	410 pp.
ISBN	978-92-2-120162-5
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	US\$32
	UK£17
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Also available in French and Spanish



Compendium of Maritime Labour Instruments

The Maritime Labour Convention, 2006, an important new international labour Convention, was adopted by the International Labour Conference at its 94th (Maritime) Session. Sometimes called a “bill of rights” for seafarers, the Maritime Labour Convention, 2006, sets out seafarers’ rights to decent conditions of work and helps to establish conditions for fair competition for shipowners. It was designed as a global legal instrument that will become the “fourth pillar” of the international regulatory regime for quality shipping, complementing the key Conventions of the International Maritime Organization (IMO). The Convention contains a comprehensive set of global standards, consolidating almost all the existing maritime labour Conventions and Recommendations that have been adopted since 1920 in a single new instrument with a new format and requirements that reflect modern conditions in the industry.

This essential new reference source presents the full text of the Maritime Labour Convention, 2006, along with a collection of related standards, including the Seafarers’ Identity Documents Convention (Revised), 2003 (No.185), the Work in Fishing Convention, 2007 (No.188) and its accompanying Recommendation, as well as the ILO’s fundamental Conventions and the Declaration on Fundamental Principles and Rights at Work and its follow-up.

October 2008	x+308 pp.
ISBN	978-92-2-120612-5
Paperback: Price	Sw.frs.40
	US\$30
	UK£18
	€25

Also available in French and Spanish



Guidelines for Flag State Inspections

under the Maritime Labour Convention, 2006

The guidelines contained in this book are an important resource for implementing flag State responsibilities under the Maritime Labour Convention, 2006 (MLC, 2006). They were adopted by the ILO in September 2008 together with *Guidelines for port State control officers carrying out inspections under the Maritime Labour Convention, 2006*. The present guidelines provide practical advice to competent authorities in flag States and to flag State inspectors, or recognized organizations, on how to carry out ship inspections and certifications to verify compliance with the requirements of the MLC, 2006 as implemented nationally.

This book provides an overview of the special features of the MLC, 2006 and its key concepts; an overview of the procedures for ship inspection and certification, including areas of national flexibility, and processes for responding to complaints; the basic requirements to be complied with, a list of items showing how to check the basic requirements and examples of deficiencies; and guidance on actions to be taken when deficiencies are found and when a ship may have to be detained.

2009	80 pp.
ISBN	978-92-2-121741-1
Paperback: Price	Sw.frs.15
	US\$15
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Guidelines for Port State Control Officers

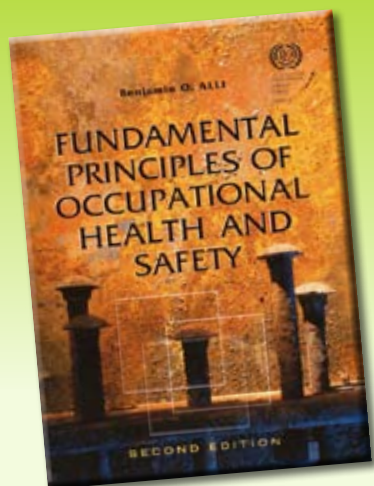
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The guidelines contained in this book are an important international resource for implementing port State responsibilities under the Maritime Labour Convention, 2006 (MLC, 2006). They were adopted by the ILO in September 2008 together with *Guidelines for flag State inspections under the Maritime Labour Convention, 2006*. The present guidelines provide practical advice to port State control officers (PSCOs) verifying compliance of foreign ships with the requirements of the MLC, 2006.

This book contains an overview of the special features of the MLC, 2006 and its key concepts; relates to the required profile of PSCOs under the MLC, 2006; covers the required review of documents in the case of ships that carry certification under the MLC, 2006; explains when a more detailed inspection may be carried out; indicates the basic requirements to be complied with, sources of information for checking compliance and examples of deficiencies in the 14 areas of working and living conditions that are mainly concerned; provides guidance when deficiencies are found and when a ship may have to be detained in port; and relates to the handling of onshore complaints by seafarers.

2009	80 pp.
ISBN	978-92-2-121743-5
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Fundamental Principles of Occupational Health and Safety

Second edition

Benjamin Alli

This practical guide to developing effective occupational health and safety (OSH) policies and programmes is based on the provisions defined in the “core” ILO standards and instruments concerning OSH. It focuses on the key topics essential to promoting and managing national and enterprise OSH systems. It presents a concise overview of the issues involved, together with specific guidelines for policy design, implementation and management at both national and enterprise levels. The operational aspects of meeting health and safety requirements are also covered, with detailed sections on legislation and enforcement, occupational health surveillance, and preventive and protective measures, as well as health education and training. This second edition covers new areas of OSH such as the recent ILO standard on the promotion of OSH, HIV/AIDS and the world of work, occupational safety and health management systems, and new chemical safety information tools.

2008	160 pp.
ISBN	978-92-2-120454-1
Paperback: Price	Sw.frs.40
	US\$34.95
	UK£16.95
	€25



Collected Publications on HIV/AIDS and the World of Work

CD-Rom

This valuable, wide-ranging CD-ROM contains a collection of publications from the ILO Programme on HIV/AIDS and the World of Work such as: *Saving Lives, Protecting Jobs*; *HIV/AIDS and the World of Work*, Report IV, International Labour Conference 2009; *The ILO Code of Practice on HIV/AIDS and the World of Work*; *Implementing the ILO Code of Practice on HIV/AIDS and the World of Work*; *The Workplace: Gateway to Universal Access*; *HIV/AIDS Behaviour Change Communication Toolkit for the Workplace*; and many other titles, including all updates to the end of June 2008.

Alphabetical listings, table of contents, bookmarks make this CD-ROM interactive and user-friendly.

2008	
ISBN	978-92-2-021477-0
Price	Sw.frs.50
	US\$50
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Trilingual English/French/Spanish



Saving Lives, Protecting Jobs

Second report

The ILO's Strategic HIV/AIDS Responses in Enterprises (SHARE) programme promotes policies and programmes worldwide. A total of 650 workplaces in 24 countries stretching from Belize to China are now involved with SHARE, helping to protect almost a million working men and women from the risks of HIV.

This second report documents the work carried out by ministries of labour, employers' and workers' organizations and partner enterprises. It gives an insight into this ILO/USDOL partnership which has been running for five years and includes a special focus on the experiences and achievements of the pioneer country projects in Belize, Benin, Cambodia, Ghana, Guyana, India and Togo. It also captures major innovations and collaborations from on-going initiatives in other countries which have been a source of inspiration to others and will help guide the SHARE programme to its conclusion in 2010.

2008	viii+88 pp.
ISBN	978-92-2-121062-7
Paperback: Price	Sw.frs.20
	US\$20
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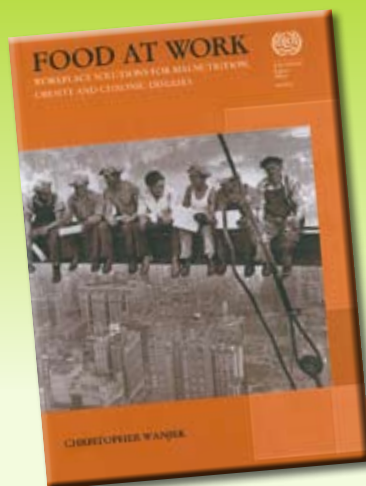
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14 standard radiographs, comprising nine of the most frequently used standards in the Complete Set plus five (quadrant) composite reproductions of relevant parts from the other radiographs in the Complete Set.

ISBN	92-2-113326-5
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Both boxed sets are compatible with, and include one copy of, the *Guidelines for the Use of the ILO International Classification of Radiographs of Pneumoconioses* (Revised edition 2000).



Food at Work

Workplace solutions for malnutrition, obesity and chronic diseases

Christopher Wanjek

"Wanjek's book is worthwhile, particularly for the human rights issues that it raises and the suggestions it describes for short-term solutions. He skilfully integrated two branches of healthcare by providing historical background, a human rights angle and then suggestions for nutritional interventions in the workplace"

—South African Journal of Social and Economic Policy, Issue 25, 2007

Good nutrition, like other vital occupational safety and health issues, is the foundation of workplace productivity, safety, wages and job security – top concerns shared by unions, workers, employers and governments around the world. This comprehensive volume presents a multitude of "food solutions" applicable to a variety of workplaces. It demonstrates that ensuring that workers have access to nutritious, safe and affordable food, an adequate meal break and decent conditions for eating is not only socially important and economically viable but a profitable business practice as well.

2005	xv+448 pp.
ISBN	92-2-117015-2
Hardback: Price	Sw.frs.60
	US\$50
	UK£27.95
	€40



Guidelines for the Use of the ILO International Classification of Radiographs of Pneumoconioses

Revised edition 2000

- 2002 – 43 pp.
- ISBN 92-2-110832-5
- Sw.frs.10; US\$6.95; UK£4; €6.50

Also available in French, German and Spanish

Employers' Organizations and HIV/AIDS

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What can be done?

DVD

- 2006
- ISBN 978-92-2-018790-6
- Sw.frs.40; US\$31.95; UK£17; €28

Violence at Work

Third edition

Duncan Chappell and Vittorio Di Martino

- 2006 – xxiv+360 pp.
- ISBN 92-2-117948-6
- Sw.frs.30; US\$19.95; UK£14.95; €22

HIV/AIDS and Work

Global estimates, impact on children and youth, and response, 2006

- 2006 – xiv+134 pp.
- ISBN 92-2-119070-6
- Sw.frs.30; US\$22.95; UK£13; €20

Guidelines for Labour Inspection in Forestry

- 2006 – xi+104 pp.
- ISBN 92-2-118081-6
- Sw.frs.30; US\$22.95; UK£13.95; €22

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ILO code of practice

- 2005 – xxiii+528 pp.
- ISBN 92-2-115287-1
- Sw.frs.40; US\$30; UK£16.95; €26

Also available in French and Spanish



NEW!

Give Girls a Chance

Tackling child labour, a key to the future

"Girls have the right to grow and develop free of child labour and girls have the right to education. We must give girls a chance to make these rights a reality".

—International Programme on the Elimination of Child Labour (IPEC)

This publication is a comprehensive report on child labour among girls, identifying the reasons why it is important that the issues facing girls engaged in child labour be urgently addressed. Girls are highly vulnerable as many forms of girls' work is hidden, girls face multiple disadvantages, and have the "double burden" of having to combine household chores and economic activity, which as a result jeopardizes their schooling. The report provides an analysis of the work of girls and boys in sixteen countries, looking both at economic activities and unpaid household services, and draws attention to the international legal framework as it relates to child labour.

The observations that emerge are that overall, girls work longer hours than boys, and girls constitute a large proportion of the children engaged in the most dangerous forms of child labour, including forced and bonded labour and prostitution. The report calls for strengthening the knowledge base on issues of child labour among girls and suggests that policy steps include free quality education for all children up to the minimum age of employment.

2009	xiv+70 pp.
ISBN	978-92-2-122374-0
Paperback: Price	Sw.frs.15
	US\$15
	UK£9
	€10



NEW!

Action Against Child Labour: IPEC Highlights 2008

February 2009

This report is the mid-term implementation report of the ILO's International Programme on the Elimination of Child Labour (IPEC). The report outlines IPEC's progress over the year towards meeting its goals under the ILO's programme and budget. It also focuses on the implications of the global financial crisis on children and IPEC's initiatives to mitigate the situation.

The report explores the three important topics for the biennium 2008–09: The special situation of girls in child labour; the success of cataloguing statistical data on child labour, and the history and impact of the landmark Worst Forms of Child Labour Convention, 1999 (No. 182). Aimed at members of the ILO Governing Body Committee on Technical Cooperation and other stakeholders, this report forms a part of IPEC's continued efforts to develop comprehensive evaluation and assessment strategies in helping combat child labour.

2009	76 pp.
ISBN	978-92-2-122054-1
Paperback: Price	Sw.frs.15
	US\$15
	UK£9
	€10

Also available in French and Spanish



NEW!

Cooperating Out of Child Labour

Harnessing the untapped potential of cooperatives and the cooperative movement to eliminate child labour

This timely publication is a call to action to the world cooperative movement to work together in fighting child labour. Cooperatives generally operate in most of the economic sectors where child labourers are found. As cooperatives emphasize commitment to social responsibility, they have a natural role in the movement to eliminate child labour. Cooperatives can ensure that cooperative business operations and supply chains are child labour free; engage in an active awareness-raising campaigns among their members and in the communities in which they operate; and stimulate decent youth employment through training and education programmes. Outlining the general characteristics of child labour, the framework for cooperative action on the issue and best practice methods, the book offers general guidance to cooperative leaders, employees and members.

2009	viii+44 pp.
ISBN	978-92-2-122262-0
Paperback: Price	Sw.frs.15
	US\$15
	UK£9
	€10

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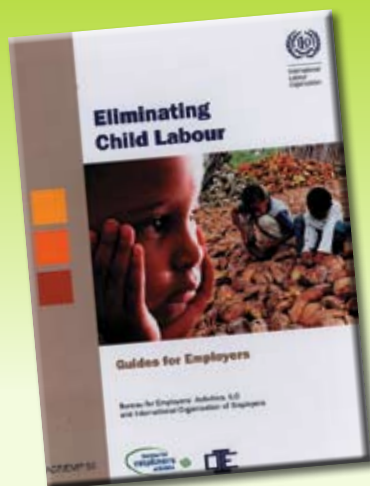


Training Resource Pack for Agricultural Cooperatives on the Elimination of Hazardous Child Labour

The goal of this resource kit is to raise awareness, help cooperative trainers to plan and run activities, and improve occupational safety and health conditions and promote the implementation of the Worst Forms of Child Labour Convention, 1999 (No. 182).

The pack includes two components: a trainer's guide and a book for training course activities for cooperatives. The guide is developed for cooperative trainers, offering guidelines on running training courses for cooperative leaders and members on hazardous child labour. It provides essential information on what cooperatives can do to eliminate child labour in their business activities, supply/value chains and in the local areas and communities where they are based. The training course activities book presents a set of easy-to-use course materials for members of cooperatives. The 11 training activities detailed in this book can be used in conjunction with the guide to help provide interactive information to help cooperative members learn how to identify and eliminate hazardous child labour.

2009	2 books
ISBN	978-92-2-122478-5
Paperback: Price	Sw.frs.30
	US\$28
	UK£18
	€20



Eliminating Child Labour

Guides for employers

Eliminating Child Labour is designed to help businesses and their organizations understand and take action against child labour. The three practical guides provide ideas, advice and examples for the prevention of child labour, the withdrawal of children from work and the protection of young workers from hazardous conditions.

The package will be a key resource for the executives, directors and managers of employers' organizations and other business associations that wish to engage on this important and sensitive issue.

The guides focus on:

- Introduction to the issue of child labour
- How employers can eliminate child labour
- The role of employers' organizations in combating child labour.

2007	3 guides
ISBN	978-92-2-120080-2
Hardback: Price	Sw.frs.60
	US\$50
	UK£29
	€39

Also available in French and Spanish



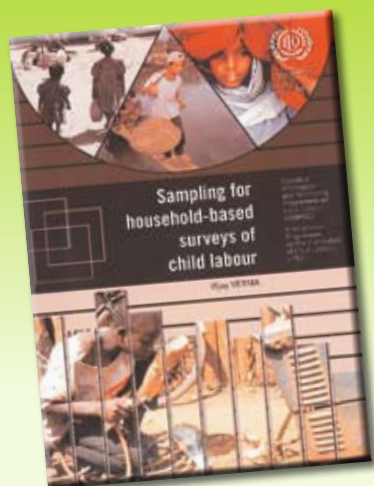
The Worldwide Movement Against Child Labour

Progress and future directions

Alec Fyfe

This study provides the first systematic analysis of the worldwide movement against child labour. It argues that the intellectual and policy frameworks first articulated by the ILO in the 1980s remain important departure points for developing a more coherent, more sustained global effort against child labour. But the study also emphasizes that they need re-visiting and more certain application, and examines areas of divergence and convergence within the movement. A key objective of this study is to identify the means by which the worldwide movement can gain the necessary traction to exert a sustained impact on the problem. To this end, the book outlines the major challenges and opportunities facing the worldwide movement and highlights the role of the key global actors in responding to them.

2007	viii+94 pp.
ISBN	978-92-2-120017-8
Paperback: Price	Sw.frs.18
	US\$14
	UK£8
	€12



Sampling for Household-Based Surveys of Child Labour

Vijay Verma

As child labour has become an important global issue, there is a constant need for detailed and up-to-date statistics on working children. Statistics and surveys can help determine the extent and magnitude of the problem, identify the factors and reveal its consequences, and generate public awareness of the issue. Child labour surveys include data collected from diverse sources including national population census, secondary sources, household surveys and special child labour studies and surveys. Various statistical techniques used for sampling need separate treatment. This manual is concerned with sampling issues arising in the context of household-based child labour surveys. Many techniques discussed in the manual can be useful in the design of more specialized, targeted or sectoral surveys of child labour.

2008	264 pp.
ISBN	978-92-2-121503-5
Paperback: Price	Sw.frs.25
	US\$25
	UK£12
	€17

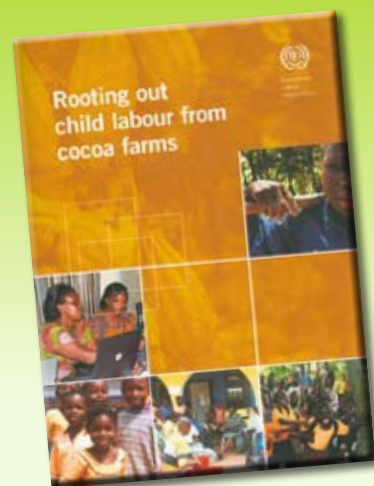


SIMPOC Training Modules on Child Labour Data Collection, Processing, Analysis and Reporting

The Statistical Information and Monitoring Programme on Child Labour (SIMPOC) contains a wealth of statistical information concerning the extent, characteristics and determinants of child labour. Considered the statistical arm of the ILO's International Programme on the Elimination of Child Labour (IPEC), SIMPOC assists countries in the collection, documentation, processing and analysis of child labour relevant data. In this manual, SIMPOC has developed a complete and self-contained training kit for practitioners collecting, processing, analysing and reporting data related to child labour. Applying a user-friendly PowerPoint-based approach, the manual covers different areas on efficient data management, including guidance on how to properly process and clearly analyse collected information.

2006	580 pp.
ISBN	978-92-2-116171-4
Paperback: Price	Sw.frs.45
	US\$45
	UK£22
	€30

Also available in French and Spanish



Rooting Out Child Labour from Cocoa Farms

A series of four papers

About 70 per cent of the world's 218 million child labourers (5–17 years old) are working in agriculture, on small family farms or large plantations, missing out on school and exposed to serious hazards and exploitation.

The four papers in this series synthesize the knowledge and experiences acquired through the implementation of the ILO-IPEC technical assistance programme to combat hazardous and exploitative child labour in cocoa and commercial agriculture in West Africa (WACAP):

- A synthesis report of five rapid assessments
- Safety and health hazards
- Sharing experiences
- Child labour monitoring: A partnership of communities and government.

Available as one boxed set.

2007	
ISBN	978-92-2-120985-0
Paperback: Price	Sw.frs.40
	US\$30
	UK£20
	€25

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NEW!

Workplace Solutions for Childcare

Catherine Hein and Naomi Cassirer

For parents who work or would like to work, childcare is a problem that is almost universal. One way that workers can be supported is through assistance offered by their workplace. The focus of this book is on why workplace partners around the world have become involved in childcare and the nature of the programmes that have been implemented.

The book provides an overview of diverse workplace initiatives, beyond the traditional workplace crèche for pre-school children. Partnership is a key theme, and the authors highlight the fruitfulness of collaborations that combine the resources and capabilities of different actors. Ten countries, industrialized and developing, are examined through a national overview on policies and facilities for childcare and the implications for working parents, followed by case studies of specific workplaces.

By showing how support for childcare has been organized and funded in a variety of workplaces and the diversity of the partnerships which have evolved in both developing and industrialized countries, as well as the limitations and challenges they face, this book should be helpful to policy-makers and workplace partners who are concerned to find practical solutions for helping working parents with their childcare needs.

October 2009	400 pp.
ISBN	978-92-2-122035-0
Paperback: Price	Sw.frs.40
	US\$40
	UK£25
	€28



NEW!

Gender Equality at the Heart of Decent Work

International Labour Conference,
98th Session 2009, Report VI

This report reviews the progress made by the ILO in achieving gender equality and its current efforts to implement International Labour Conference (ILC) resolutions and Governing Body decisions in this area. To eliminate sex discrimination in today's globalized world, this report advocates scaling up current measures by increasing institutional capacity of member States, as well as of representative organizations of employers and workers. Proactive measures such as affirmative action, awareness raising, lifelong skills development and women's economic empowerment should be implemented to reform outdated systems and challenge gender role stereotypes. The report looks at how these measures can be fortified at every stage of life, starting from ensuring a decent childhood and education for boys and girls, to promoting safe maternity and infant care, to establishing social protection packages that assist elderly men and women. The objective of this report is to provide background knowledge for constituents to chart a strategic course for the ILO's future work in this field as it approaches its centennial.

2009	xiv+246 pp.
ISBN	978-92-2-120654-5
Paperback: Price	Sw.frs.15
	US\$15
	UK£8
	€10

Also available in French, Spanish, Arabic, Chinese, German and Russian



NEW!

Promoting Equity: Gender-Neutral Job Evaluation for Equal Pay

A step-by-step guide

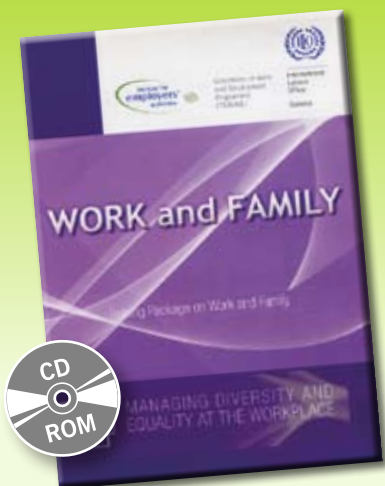
Significant gender disparities in pay are amongst the most resilient features of labour markets. Even though the gender pay gap has narrowed in some places, women, on average, continue to work for a lower pay than men. This gender pay gap has many causes and sex discrimination in remuneration is one of them. For an objective and fair assessment of jobs, evaluation methods must be free from gender bias.

This step-by-step guide sets out the various methodological components of the process and explains the criteria that should be met in order to avoid discriminatory practices. It can be adapted to different economic and organizational contexts and to large and small enterprises. The guide is aimed at workers' and employers' organizations, officers of Equal Opportunity bodies, human resource managers, gender specialists and pay equity practitioners responsible for implementing a pay equity programme.

2009	vi+98 pp.
ISBN	978-92-2-121538-7
Paperback: Price	Sw.frs.35
	US\$30
	UK£18
	€23

Also available in Spanish

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see pages 36–39



Work and Family

Managing diversity and equality at the workplace

Training package on work and family

CD-Rom

This CD-ROM training package on work and family issues can be used by companies, employers' organizations and individuals. It contains a wide range of information, activities, examples of good practices and other resources to guide action and initiatives on work and family.

The training package aims to illustrate, describe and assist in the development of work and family initiatives and how these can become enterprise policies, while at the same time, also be an integral and compatible part of competitive and productive enterprise management.

2008	
ISBN	978-92-2-121019-1
Price	Sw.frs.40
	US\$40
	UK£20
	€25



ABC of Women Workers' Rights and Gender Equality

Second edition

Women's rights and gender equality have gained growing attention over the past decades, at both international and national levels. In order to promote equality between women and men in the world of work, international labour standards and national legislation have been adopted on a wide range of related issues. However, workers are often unaware of their rights derived from these standards – a fact that has been increasingly identified as a major obstacle to their effective use.

Based on the ILO's Conventions and Recommendations, this revised and expanded ABC focuses on governments' or employers' obligations and workers' rights in relation to gender equality in the world of work. Arranged alphabetically, each entry provides a clear, succinct definition or description, and directs the reader to relevant ILO and other legal instruments, and to related topics in the ABC.

The publication incorporates important information relevant to women workers in entries on sexual harassment, women in development, the glass ceiling and much more. With an easy-to-follow format, the guide is an essential tool for raising awareness and legal literacy on critical work and gender equality issues.

2007	xii+209 pp.
ISBN	978-92-2-119622-8
Paperback: Price	Sw.frs.30
	US\$22.95
	UK£12.95
	€20

Also available in French and Spanish

RELATED TITLES

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- 2007 – 36 pp.
- ISBN 978-92-2-120403-9
- Sw.frs.15; US\$15; UK£8; €10

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The ILO participatory gender audit methodology

- 2007 – 150 pp.
- ISBN 978-92-2-119825-3
- Sw.frs.40; US\$30; UK£18; €26

Also available in French and Spanish

Gender Equality Around the World

Articles from *World of Work* magazine, 1999–2006

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Also available in French

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Ida Öun and Gloria Pardo Trujillo

- 2005 – 88 pp.
- ISBN 92-2-117501-4
- Sw.frs.20; US\$14.95; UK£8.95; €13

Gender and Competency-Based Training

Conceptual contributions, tools and applications

- 2006 – 180 pp.
- ISBN 92-9088-197-6
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Also available in Spanish

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Trilingual English/French/Spanish

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- 2005 – v+85 pp.
- ISBN 92-2-117277-5
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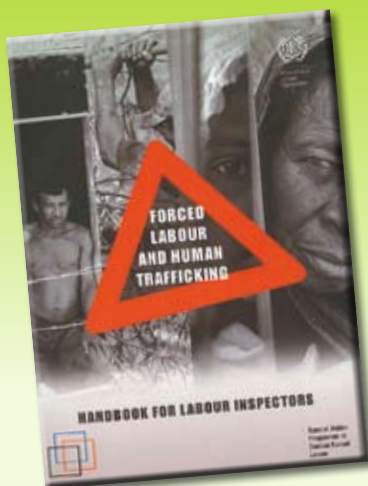
Forced Labour and Human Trafficking: Casebook of Court Decisions

A training manual for judges, prosecutors and legal practitioners

Forced labour and human trafficking have evolved into numerous and often subtle forms of abuse and exploitation, posing a challenge for law enforcement. This casebook covers a range of national experience, from judicial decisions on forced and bonded labour in developing countries, to more recent decisions on forced labour and trafficking in industrialized countries. It seeks to illustrate how national court decisions have taken into account the provisions of the ILO's own Conventions on forced labour, and how this may provide guidance for future court decisions. By increasing familiarization with, and awareness of jurisprudence on forced labour, judicial practitioners would be able to cultivate a cross-fertilization of experience and dialogue, both within and between domestic and international courts.

This casebook is aimed at judges, prosecutors and other legal practitioners to provide guidance in adjudicating cases, drafting legislation, investigating allegations and bringing charges in courts or labour tribunals.

2009	viii+110 pp.
ISBN	978-92-2-122177-7
Paperback: Price	Sw.frs.35
	US\$32
	UK£18
	€23

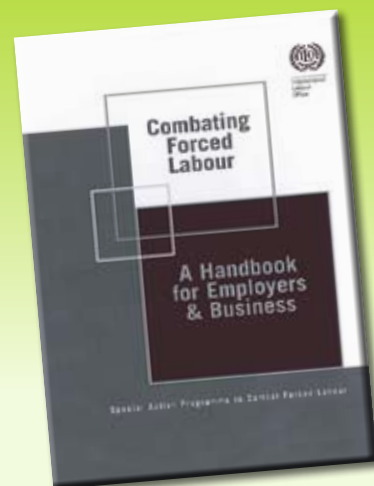


Forced Labour and Human Trafficking: Handbook for labour inspectors

Bonded labour, forced child labour, forced labour linked to migration, and organized criminal trafficking in the sex industry are all forms of forced labour. There are over 12 million people currently in forced labour throughout the world, and over 2.4 million trafficked people. It is a global problem affecting both industrialized and developing countries, robbing workers of their basic rights and exploiting vulnerabilities.

This handbook aims to raise awareness of these issues and to examine them in the context of labour inspection, highlighting how labour inspectors can play an active role in the global fight against forced labour and human trafficking. It is designed for use in training seminars and as a reference book for policy development. It includes two adaptable training modules and a CD-ROM containing relevant training materials. Written in a clear and concise style, this handbook provides an accessible guide to enabling labour inspectors to help combat this complex and widespread problem.

2008	x+62 pp.
ISBN	978-92-2-121321-5
Paperback: Price	Sw.frs.25
	US\$25
	UK£12
	€16



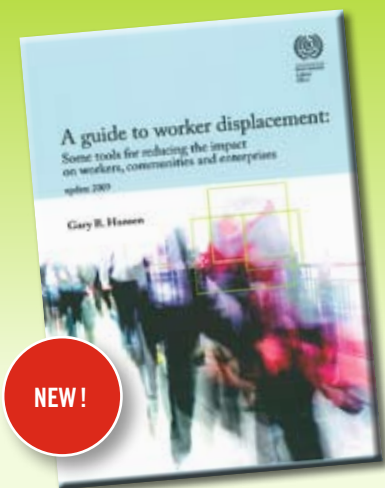
Combating Forced Labour: A Handbook for Employers and Business

Forced labour is becoming an increasingly important issue for employers' organizations and businesses. This handbook, addressed to a broad spectrum of business actors, provides practical tools and guidance material to enable employers to identify and prevent forced labour, and take remedial action where necessary.

Designed for practical use by the business community, the handbook consists of a range of booklets including background information, frequently asked questions, tips for taking action and individual case studies. Small and medium-sized enterprises, as well as organizations within the broader community of CSR will find this cross-sectoral approach useful.

2008	7 booklets
ISBN	978-92-2-121712-1
Paperback: Price	Sw.frs.35
	US\$35
	UK£18
	€23

Also available in Spanish



NEW!

A Guide to Worker Displacement

Some tools for reducing the impact on workers, communities and enterprises (update 2009)

Gary Hansen

This guide is an update to the 2001 *Guide to worker displacement* that was published as a response to the Asian financial crisis. The guide, drawing on experience primarily in North America and during the transition process in Central and Eastern Europe, explores how enterprises, communities and workers can respond to the financial crisis and how to reduce potential job losses. This includes possible strategies for averting lay-offs and promoting business retention by communities, enterprise managements and workers' associations. The guide is primarily for use in industrialized and transition countries, and is aimed at helping policy-makers, employers and workers to develop appropriate responses that promote worker retention and employment during the recession.

2009	viii+78 pp.
ISBN	978-92-2-122103-6
Paperback: Price	Sw.frs.30
	US\$30
	UK£16
	€20



NEW!

Building Rural Roads

Bjørn Johannessen

This manual offers best practice methods and resources in building rural roads. Rural roads are an essential means of access to basic services such as education, health care, water supply and economic opportunities for the rural population.

Building good quality rural roads is a particular skill that requires proper planning, experienced supervision, good workmanship and the sustainable use of local resources as much as possible. The purpose of this manual is to provide technical staff ranging from site supervisors to engineers with a technical reference which details commonly used work methods and best practices for constructing rural roads. It describes all phases of works management from the initial stages of identification and design, through technical planning, work organization, works implementation procedures, site administration, to reporting and control.

2008	468 pp.
ISBN	978-92-2-120977-5
Paperback: Price	Sw.frs.45
	US\$40
	UK£27
	€30



Ageing: Managing Diversity and Equality at the Workplace

Training package on ageing

CD-Rom

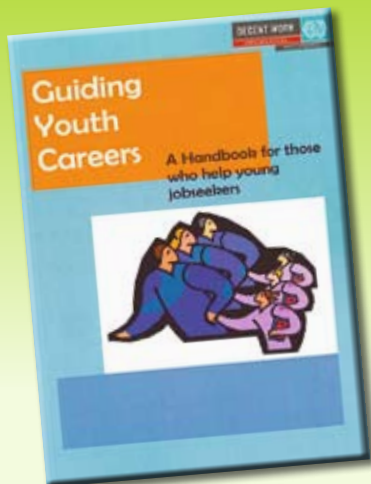
Population ageing has raised economic and social issues for policy-makers and enterprises. Employers' organizations and their organizations can play an important role in addressing this issue by promoting the advantages of employing older workers and taking action at the enterprise level. This training package on ageing is primarily designed for employers' organizations and enterprises to assist them develop programmes and policies that create decent and productive conditions of work and employment that address older age workers in the workplace. It aims to suggest and demonstrate how the retention and recruitment of older workers can be an integral and compatible part of competitive and productive enterprise management. With a user-friendly structure delivering a range of information, activities, examples of good practices and other resources, this package can be used for both self-study and reference.

2008	
ISBN	978-92-2-121017-7
Price	Sw.frs.40
	US\$40
	UK£25
	€25

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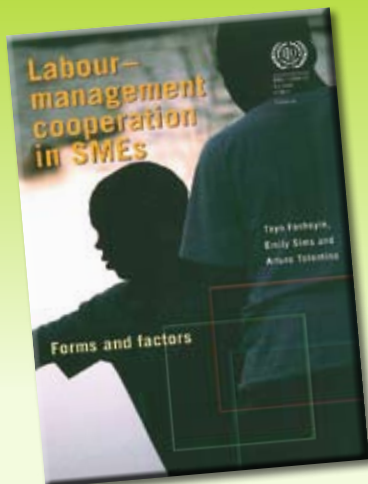
Guiding Youth Careers

A handbook for those who help young job-seekers

The Philippines, like the rest of the world, faces the challenge of curbing high unemployment rates among the youth. The reason for unemployment in this demographic is largely because young job-seekers are not sufficiently equipped with the necessary knowledge, attitudes and skills before embarking on their job search. This handbook is aimed at counsellors whose interest is to guide and empower young people in the career exploration process. With this guide, counsellors have an effective tool to provide relevant and accessible information and guidance services that fit the needs of young people.

Designed for easy reference by trained professionals as well as parents and peers, it includes useful internet links, articles about emotional and psychological aspects of job-searching as well as tips on looking at different career options such as entrepreneurship.

2008	xiii+114 pp.
ISBN	978-92-2-120313-1
Paperback: Price	Sw.frs.15
	US\$15
	UK£8
	€10



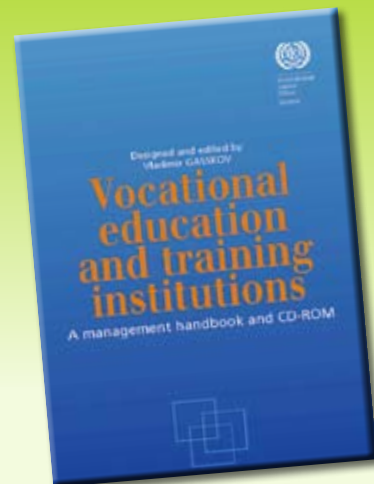
Labour-Management Cooperation in SMEs: Forms and Factors

Tayo Fashoyin, Emily Sims and Arturo Tolentino

Enterprises that place a high priority on the safety and well-being of workers, respect their rights, and engage them fully in the production process are much better positioned to take on the challenges of global markets, increasing competition, and ever-more demanding customers. This comprehensive study examines how the labour-management partnership can contribute to increased productivity and competitiveness in small and medium enterprises in developing countries.

Using case studies from Botswana, Kenya, Nepal and the Philippines as a basis, the volume fleshes out the existing knowledge with regards to recruitment, staffing, wages and compensation, appraisals, occupational safety and health, grievance procedures and other human resource management practices. It also examines the growing importance of labour-management cooperation in a globalizing world and highlights numerous "good practices" that have proven effective in small and medium-sized firms.

2006	141 pp.
ISBN	92-2-117413-1
Paperback: Price	Sw.frs.35
	US\$26.95
	UK£15.95
	€24



Vocational Education and Training Institutions

A management handbook and CD-Rom

Designed and edited by Vladimir Gasskov

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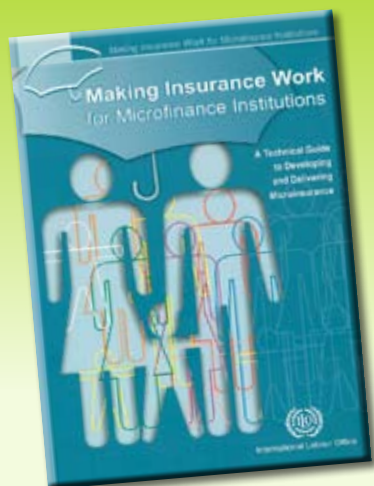
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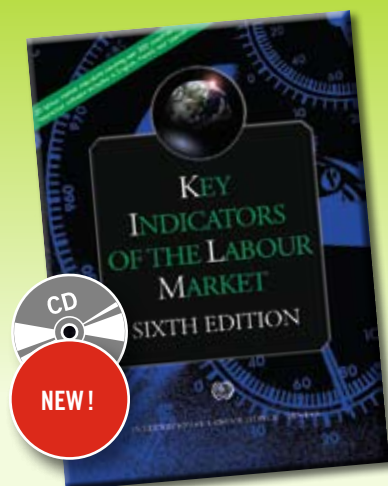
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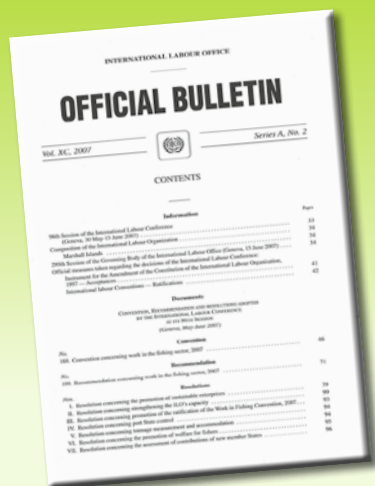
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