



International
Labour
Organization



UPDATE
English titles

ILO PUBLICATIONS

Autumn 2013

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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World of Work Report 2013

Repairing the economic and social fabric

International Institute for Labour Studies

The *World of Work Report 2013* provides a comprehensive analysis of the current state of labour markets and social conditions around the world. It also projects employment trends and assesses the risk of social unrest. This report shows that the employment situation has deteriorated significantly in most advanced economies and highlights the spillover effects on emerging and developing economies. Income inequalities continue to widen in advanced economies, and although they have stabilized somewhat in large emerging and developing countries, they remain acute and progress in this area is still fragile. The report analyses these trends and discusses the conditions necessary for putting job creation at the heart of policy development. It addresses the following questions:

- What are the challenges associated with an uneven job recovery from the global financial crisis? What impact has the crisis had on the middle class?
- Can minimum wages promote social justice and stimulate aggregate demand without dampening employment in developing countries?
- How can productive investment be stimulated in order to create more and better jobs?
- What are the trends in executive pay, and how do these compare with the evolution of the average worker's earnings?
- Is it possible to make the shift to job-friendly policies happen? What role should the ILO play in this regard?

June 2013

Paperback – xi + 119 pp.

ISBN 978-92-9251-017-6 (print)

ISBN 978-92-2-9251-018-3 (pdf)

ISSN 2049-9280 (print)

ISSN 2049-9272 (pdf)

CHF 50; USD 50; GBP 30; EUR 35



World Report on Child Labour

Economic vulnerability, social protection and the fight against child labour

How can we reduce child labour in the less favourable circumstances of a global economic slowdown? This new report is the first in a series to be published annually by the ILO's International Programme on the Elimination of Child Labour. It brings together research on child labour and social protection, identifying policies that are designed to achieve multiple social goals. It discusses the role of poverty and economic shocks in rendering households vulnerable to child labour and considers the impact on child labour of cash transfers, public employment programmes, social insurance and other social protection initiatives as they have been implemented around the world. The report distils a broad range of research in economic and social policy and should be of keen interest to those looking for ways to combat poverty in the present and reduce its burden on the next generation.

April 2013

Paperback – xxiv + 80 pp.

ISBN 978-92-2-126234-3 (print)

ISBN 978-92-2-126235-0 (pdf)

ISBN 978-92-2-127562-6 (EPUB)

ISBN 978-92-2-127563-3 (Kindle)

CHF 50; USD 50; GBP 30; EUR 35

Also available in French and Spanish



Ending Child Labour in Domestic Work and Protecting Young Workers from Abusive Working Conditions

Within the framework of the two ILO fundamental Conventions on child labour and the recently adopted instruments on decent work for domestic workers, this new report sets the scene for a better understanding of child labour in domestic work. It outlines why involvement of children in domestic work should be a global concern and presents the basic concepts in this area as well as the required responses. It looks into child domestic work as a social development priority, a human rights concern and a gender equality challenge.

The report provides detailed information on current data regarding the estimated number of child domestic workers worldwide. It examines the ambiguity of the working relationship, the discrimination and isolation associated with the practice, the hazards and risks of this type of work, as well as the vulnerability to violence and to abuse to which child domestic workers are too often exposed. It also explores policy responses to child labour and underlines the key role of the social partners and civil society organizations in the fight against child labour in domestic work. The report concludes by making a call for specific action towards ending child labour and protecting young workers in domestic work.

June 2013

Paperback – xii + 88 pp.

ISBN 978-92-2-127136-9 (print)

ISBN 978-92-2-127137-6 (pdf)

CHF 25; USD 27; GBP 17; EUR 20

Also available in French and Spanish



NEW!

Shared Harvests

Agriculture, trade and development

Edited by David Cheong, Marion Jansen and Ralf Peters

Agriculture employs more than a billion people in developing countries, representing 48 per cent of the developing-country labour force. This book analyses agricultural trade and labour markets in developing countries, in particular the creation and destruction of jobs in the agricultural sector. Since many agricultural workers are members of poor households, the relationship between trade and jobs in the sector is highly relevant for poverty reduction and broader development strategies.

This volume presents a series of assessments at the country, regional, and global levels of the employment impacts of agricultural trade and discusses national trade policies and regional and multilateral trade agreements. It examines how changes in productivity, food security, rural–urban migration, skills and domestic regulation affect the relationship between trade and employment in the agricultural sector. The analysis highlights the importance of gradual trade liberalization with social protection and of targeted promotion of agricultural productivity to enhance global competitiveness.

Co-published with the United Nations Conference on Trade and Development.

May 2013

Paperback – xiii + 392 pp.

ISBN 978-92-2-126812-3 (print)

ISBN 978-92-2-126813-0 (pdf)

CHF 50; USD 53; GBP 35; EUR 40



Trade and Employment

From myths to facts

Edited by Marion Jansen, Ralf Peters and José Manuel Salazar-Xirinachs

This volume addresses the disconnect between the prominence of trade and employment linkages in the public debate and the relative absence of factual assessments of the employment implications of trade. The book takes stock of the most recent evidence and provides guidance on the design of tools to assess the employment impacts of trade.

The volume argues for strengthening the micro-foundations of models used to evaluate the employment effects of trade and for including the informal economy and adjustment processes in modeling efforts. It emphasizes the role of governments in helping firms survive or grow, in providing social protection to protect against external shocks, in addressing gender equity and in building physical infrastructure and human skills bases that facilitate export diversification. It is a valuable resource for all those interested in the debate on the employment effects of trade: workers and employers, academics and policy-makers, and trade and labour specialists.

Co-published with the European Commission.

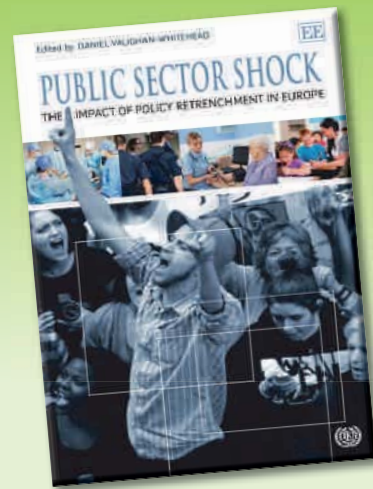
2011

Paperback – xvi + 307 pp.

ISBN 978-92-2-125320-4 (print)

ISBN 978-92-2-125321-1 (pdf)

CHF 50; USD 53; GBP 35; EUR 40



Public Sector Shock

The impact of policy retrenchment in Europe

Edited by Daniel Vaughan-Whitehead

After a first series of policy responses to the 2008–09 crisis aimed at sustaining domestic demand through expansionary anti-crisis packages, most European governments – starting with Greece, Ireland, Bulgaria and Romania, and followed by many others – have since put in place a series of restrictive budgetary policies aimed at reducing their budget deficits. With these new policies, jobs and wages have been cut significantly in the public sector, as have education and training programmes. These reforms have given rise to waves of protest throughout Europe.

The goal of this volume is to study this “public sector shock”. While budgetary reforms seek to ensure more balanced and sound economic policy, they may generate new work inequalities among public sector employees, most particularly among women, who account for a considerable proportion of public sector employment. Cuts in education and training may also have an impact on the quality of human capital in both the public and private sectors, despite the fact that the recent crisis has shown the value of education as employees with better skills and training are more likely to maintain their jobs and incomes.

On the basis of a comparative and comprehensive assessment, illustrated by case studies in education, health and public administration, policy issues are discussed with the aim of finding the right mix of public sector reforms.

Co-published with Edward Elgar.

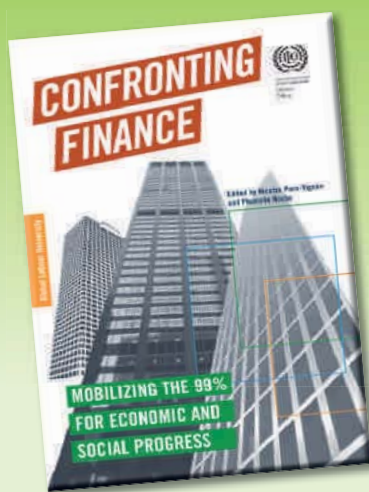
April 2013

Paperback – 570 pp.

ISBN 978-92-2-126568-9 (print)

ISBN 978-92-2-126569-6 (pdf)

CHF 80; USD 85; GBP 53; EUR 66



Confronting Finance

Mobilizing the 99% for economic and social progress

Edited by Nicolas Pons-Vignon and Phumzile Ncube

The Global Labour Column has become a valuable source of analysis of current economic trends that affect working people all over the world. This anthology brings together critical pieces on many issues (fiscal strategies, finance policies, social protection, strategies for job creation and much more), encompassing different regions and various perspectives.

Jayati Ghosh, Professor of Economics, Jawaharlal Nehru University, New Delhi

The unfolding economic crisis has unequivocally proved that neoliberal policies were no better for growth than for social progress. As poverty and inequality are rising to alarming levels in Europe, the old continent seems at a loss to respond. Political leaders seem content to liquidate the social gains made by workers' struggles. A small minority, possibly even smaller than 1 per cent, associated with the financial sector, stands to benefit from a deepening of neoliberalism.

This anthology of essays from the Global Labour Column explores Europe's turmoil and challenges the deep-rooted consequences of neoliberalism in the North and the South. It sheds light on new movements and ideas which are emerging to defend and mobilize workers, and points to encouraging new policies and directions which could lay the foundations of a new order that would put decent work and life at its core. A number of these come from the South, from which the North may have much to learn.

June 2012

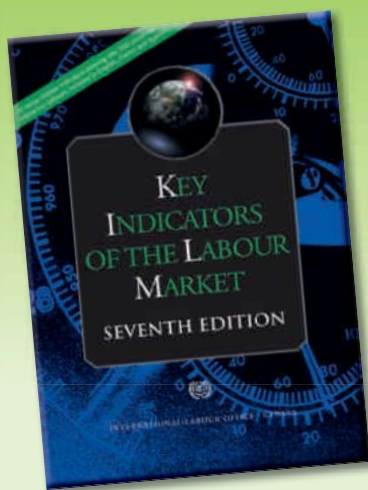
Paperback – 130 pp.

ISBN 978-92-2-126213-8 (print)

ISBN 978-92-2-126214-5 (pdf)

CHF 30; USD 30, GBP 18; EUR 22

Also available in French and Spanish



Key Indicators of the Labour Market (KILM)

Seventh edition (includes trilingual CD-ROM in English, French and Spanish)

Key Indicators of the Labour Market (KILM) is a wide-ranging reference tool that offers the general user instant and uncomplicated access to data and analysis on the world's labour markets. Harvesting information from international data repositories as well as regional and national statistical sources, the KILM offers data for over 200 countries from 1980 up to the latest available year.

The 18 key labour market indicators cover employment (status, sector, hours, etc.), the lack of work and the characteristics of job-seekers, education, wages and compensation costs, labour productivity and working poverty. Taken together, the indicators provide a strong foundation from which to address key questions related to productive employment and decent work. This seventh edition adds two new indicators, employment by occupation and average monthly wages; expands access to global and regional aggregates of key labour market indicators; and analyses specifically part-time work as it relates to gender equality.

With three formats available – print, interactive software (CD-ROM) and an online database – accessing the country-level data for the 18 key labour market indicators, as well as the accompanying analysis, is now easier than ever.

2012

Paperback – x + 800 pp.

ISBN 978-92-2-125377-8 (print)

ISBN 978-92-2-125378-5 (pdf)

CHF 275; USD 275; GBP 180; EUR 200

CD-ROM

ISBN 978-92-2-025379-3

CHF 100; USD 90; GBP 60; EUR 70



Rethinking Economic Growth

Towards Productive and Inclusive Arab Societies

The Arab uprisings have exposed skewed development policies, deficits and over two decades of poorly managed economic liberalization. While policies pursued in the 1990s and 2000s enabled countries in the region to tackle debt and inflation, growth lagged behind the rest of the world and governments paid little attention to the social consequences of their economic policies.

This report examines prospects for creating decent employment. It traces the consequences of the “Arab Spring” for labour markets in the wake of a surge in commodity and energy prices, the impacts of a global recession on public revenues, increased uncertainty for investors, a rise in unemployment and greater demands for social justice.

The report concludes that economic growth in the next decade hinges on good governance to enable structural and institutional reforms. Calling for a new development model that delivers equitable growth and social justice, the report underlines the need for macro-policy coherence that can enhance productivity and wages, and expand social protection systems to provide employment and livelihoods security. It offers valuable insights to Arab policy-makers as they tackle the dual challenge of short-term crisis effects and pre-existing structural deficits.

Co-published with the United Nations Development Programme.

February 2013

Paperback – 150 pp.

ISBN 978-92-2-126779-9 (print)

ISBN 978-92-2-126780-5 (pdf)

CHF 30; USD 32; GBP 20; EUR 22

NEW!



NEW!

Resilience in a Downturn

The power of financial cooperatives

Johnston Birchall

This new report addresses the historical, statistical, conceptual, and policy aspects of financial cooperatives, focusing in particular on how cooperatives fare in times of crisis. Importantly, it underscores that cooperatives' success during the global financial crisis can provide a credible alternative to the investment-owned banking system.

In analysing their performance in the crisis, the report shows that financial cooperatives have continued to provide banking services to people on low incomes, to stabilize the banking system, to regenerate local economies and, indirectly, to create employment. The report explains that cooperatives are able to do this because of their unique combination of member ownership, control and benefit. It concludes with a set of policy recommendations for governments, development agencies and other policy-makers, for instance using cooperatives not as "conduits" but as partners in the wider aims of business development, insurance against episodic poverty, and decent work.

March 2013

Paperback – xiv + 58 pp.

ISBN 978-92-2-127030-0 (print)

ISBN 978-92-2-127031-7 (pdf)

CHF 30; USD 32; GBP 20; EUR 22

Also available in Korean



NEW!

Are "Green" Jobs Decent?

International Journal of Labour Research,
Vol. 4, Issue 2

The aim of *International Journal of Labour Research* 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 in all the relevant disciplines worldwide – industrial relations, sociology, law, economics and political science.

This issue of the *Journal* focuses on the question of whether the jobs that are emerging in the efforts to reach sustainable development can be described as "decent". A series of case studies is presented which demonstrates that this seems to be far from the case. While these results remain very partial, this should be seen as an important reminder that "green" employment is not decent by definition and that as in any other sector, green jobs require careful stewardship from public authorities to ensure that workers are able to exercise their rights. This is all the more the case given the central role government policy plays in creating the enabling conditions for these industries to emerge and thrive.

March 2013

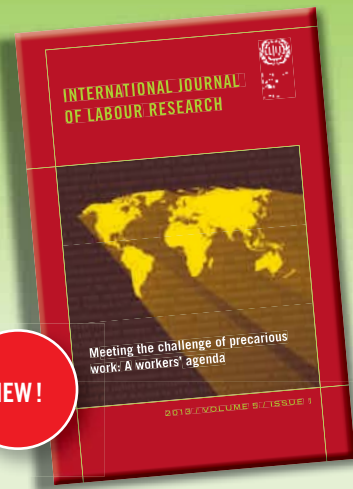
Paperback – 117 pp.

ISSN 2076-9806 (print)

ISSN 2076-9814 (pdf)

CHF 45; USD 42; GBP 27; EUR 30

Also available in French and Spanish



NEW!

Meeting the Challenge of Precarious Work: A workers' agenda

International Journal of Labour Research,
Vol. 5, Issue 1

Recent decades have been marked by the worldwide spread of precarious forms of employment: temporary contracts, agency work and casual labour have accounted for a major share of job growth. Thus, growth in recent times, far from favouring the development of decent work, has often fostered new forms of precarity. This issue of the *International Journal of Labour Research* examines the trends and the reasons that lie behind this expansion, as well as their effects on workers and various segments of the labour force such as youth and women and inequality. It also considers the consequences of this development on workers' capacity to organize, and what strategies trade unions can envisage to reverse this trend.

June 2013

Paperback – 168 pp.

ISSN 2076-9806 (print)

ISSN 2076-9814 (pdf)

CHF 45; USD 42; GBP 27; EUR 30

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A rights-based approach
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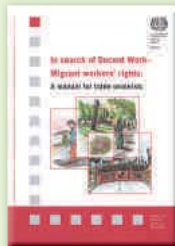
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A decent work response
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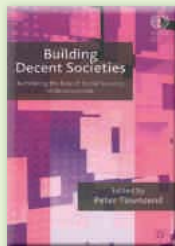
Active Labour Market Policies Around the World

Coping with the consequences of globalization
Peter Auer, Ümit Efendioğlu and Janine Leschke
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CHF 35; USD 29.95;
GBP 18; EUR 25



Don't Waste the Crisis

Critical perspectives for a new economic model
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EUR 75
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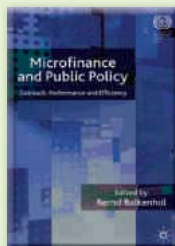
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EUR 35



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2007 – xxiii + 263 pp.
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CHF 115; USD 90; GBP 55;
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Available in French / Spanish



The Youth Employment Crisis: Time for Action

Report V
2012 – 116 pp.
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EUR 17
Available in Arabic, Chinese, French, German, Russian and Spanish



Extending Social Security to All

A guide through challenges and options
2010 – 190 pp.
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The Global Crisis

Causes, responses and challenges
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EUR 35
Available in Spanish



The Labour Markets of Emerging Economies

Has growth translated into more and better jobs?

Sandrine Cazes and Sher Verick

This volume focuses on the labour market situation, trends and regulations in emerging economies, devoting attention to how they have dealt with both short-term issues, namely the global financial crisis, and longer-term structural challenges – as well as the gaps that still remain.

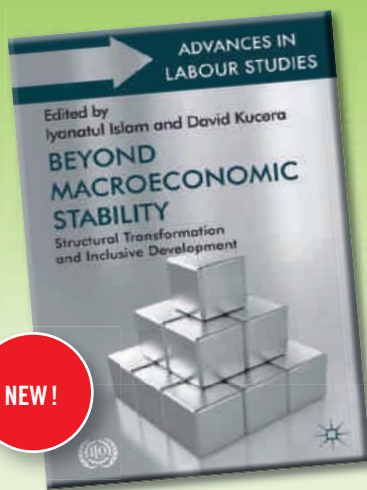
The past few decades have witnessed the economic and geopolitical rise of a number of large middle-income countries around the world, which have to varying degrees embarked on a rapid path to economic development. Even during the recent global crisis, “emerging economies” such as Brazil, China, India, Indonesia and Turkey have been able to grow strongly, resulting in a decline in poverty. However, despite the economic progress made, improvements in the labour market have not been as impressive. Indeed, informality, working poverty and vulnerable employment, all different indicators of decent jobs deficits, continue to be the norm for most workers in these countries.

Part I of the volume provides a comparative perspective on labour market trends and the institutional and regulatory environment, referencing a range of countries including China and India. Part II includes in-depth case studies of Brazil, Indonesia, South Africa and Turkey. Overall, the volume – which contains much new quantitative data as well as many lessons for policy-makers – shows that countries with effective policies and institutions in place are better equipped to tackle labour market challenges.

Co-published with Palgrave Macmillan as part of the Advances in Labour Studies series.

June 2013

Hardback – xx + 284 pp.
ISBN 978-92-2-124565-0 (print)
ISBN 978-92-2-124566-7 (pdf)
CHF 100; USD 105; GBP 65; EUR 80



Beyond Macroeconomic Stability

Structural transformation and inclusive development

Edited by Iyanatul Islam and David Kucera

This thought-provoking volume goes beyond the narrow conceptualization of macroeconomic stability to explore the link between structural transformation and inclusive development. It examines three thematic pillars: the limits of conventional macroeconomics; the long-run agenda of structural transformation and the development of capabilities; and inequality and its macroeconomic consequences.

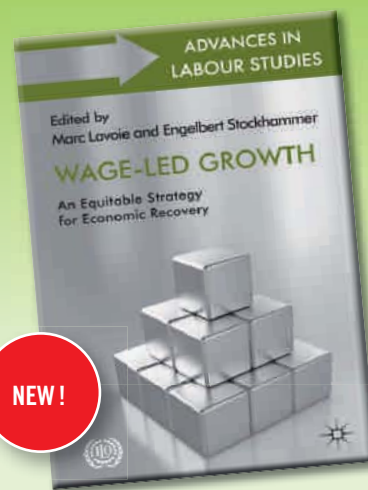
Using an empirical approach to track the various sources of structural transformation, the book builds on the thesis that investment in infrastructure leads to the inculcation of capabilities, broadly defined to include knowledge accumulation, dissemination and application. The volume examines secular trends in the functional distribution of income and explores their possible macroeconomic consequences by developing a two-country macroeconomic model for open economies. It also reinterprets social protection from the perspective of inclusive development and structural transformation. Further, through a combination of country-specific and global evidence as well as macroeconomic modeling and literature surveys, it seeks to answer the question of whether growing inequality in many countries combined with stagnant real incomes was one of the sources of the global financial crisis.

This book offers an essential new resource to economists, labour specialists, policy-makers, teachers, students and all those interested in the economics and theories of development.

Co-published with Palgrave Macmillan as part of the Advances in Labour Studies series.

November 2013

Hardback – 300 pp.
ISBN 978-92-2-127800-9 (print)
ISBN 978-92-2-127801-6 (pdf)



Wage-led Growth

An equitable strategy for economic recovery

Edited by Marc Lavoie and Engelbert Stockhammer

This original study examines the causes and consequences associated with the falling wage share and rising inequality in income distribution, relating to both aggregate demand and labour productivity. It presents new empirical and econometric evidence regarding the economic causes and potential impact of changing income distribution.

The volume argues that distributional shifts in favour of capital and the rise in income inequality have reduced economic growth and increased economic instability. It shows that the risk of wage moderation is real and that the debt-led and export-led strategies pursued in many countries are related to these economic problems.

In turn, the book analyses the policy implications and strategies for a wage-led recovery that would alleviate the global problems associated with the rising household debt needed to sustain consumption expenditures and with new mercantilist policies based on wage moderation. Its findings point to the need to “rebalance” functional income distribution. This “rebalancing” in favour of wages will be an essential element of equitable and sustainable growth and will require strong policy coordination. In this regard, *Wage-led Growth* provides an overarching framework that will prove invaluable to present and future researchers and policy-makers.

November 2013

Hardback – 220 pp.
ISBN 978-92-2-127487-2 (print)
ISBN 978-92-2-127488-9 (pdf)
CHF 90; USD 90; GBP 60; EUR 70



NEW!

Global Employment Trends 2014

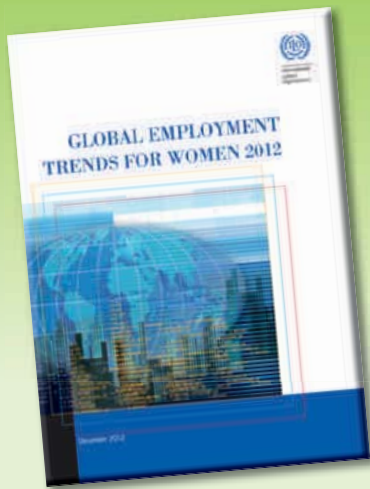
The annual *Global Employment Trends* (GET) reports provide the latest global and regional estimates of employment and unemployment, employment by sector, vulnerable employment, labour productivity and working poverty. They also analyse country-level issues and project trends in the labour market up to 2019.

The 2014 report highlights the factors preventing a broad-based recovery in labour markets. Some countries have started to experience improvements in their labour market outcomes. However, many more remain trapped in a downward spiral of high unemployment, stagnant or falling disposable incomes and weak aggregate demand. The multi-speed recovery in labour markets has had an impact on developing countries as well; reversals in international capital flows, slower than expected growth in world trade and uncertainty about future global policy-making are adversely affecting job creation both in advanced and emerging economies. The rise in unemployment duration and the particularly severe situation for young workers are increasing the risk of long-term scars of the crisis on job and productivity growth.

The report argues that countries need to step up their efforts to support aggregate demand. Those countries with improvements in employment need to allow their recovery to benefit those more affected. This can be achieved through job guarantee programmes for targeted labour market groups or through social protection measures. Also, new opportunities for growth and improvements in education and training systems can help jobseekers find jobs in new industries or occupations. The strong cut-back in public investment at the beginning of the crisis should also be reverted, helping countries both in the short and long run to promote growth and employment.

January 2014
Paperback – 100 pp.
ISBN 978-92-2-127485-8 (print)
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ISSN 2304-4365 (print)
ISSN 2304-2893 (pdf)
CHF 30; USD 35; GBP 22; EUR 25

Also available in French and Spanish



Global Employment Trends for Women 2012

Part of the *Global Employment Trends* series, this publication delivers the most current information on emerging trends and key challenges facing women in labour markets around the world.

Women face particular challenges both in terms of the sectors in which they wish to work as well as the conditions under which they work. Promoting gender equality and empowering women is vital to achieving decent work for all and finally stamping out the discrimination that has plagued labour markets. This publication considers a wide variety of quantitative data collected from around the globe, organizing it into a format that projects the causes and effects of gender-related employment trends. It also analyses policies that affect gender and employment.

The *Global Employment Trends for Women 2012* report focuses on the gender dimensions of labour underutilization and gender inequalities. As the global jobs crisis continues unabated, the report analyses trends in employment opportunities and the extent of unemployment, but it is also concerned with developments in employment quality. To this end, the report analyses recent trends and gender gaps in different employment categories, including sectoral and occupational segregation in labour markets. It also illustrates the main factors at the household level that influence female labour market outcomes, presents examples of good practices and highlights key policy areas for reducing gender-based inequalities around the world.

October 2012
Paperback – 72 pp.
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ISSN 2304-439X (print)
ISSN 2304-4357 (pdf)
CHF 26; USD 27; GBP 17; EUR 20



NEW!

Global Employment Trends for Youth 2013

A generation at risk

Incorporating the most recent labour market information available, *Global Employment Trends for Youth 2013* sets out the youth labour market situation around the world. It shows where progress has or has not been made, updates world and regional youth labour market indicators and gives detailed analyses of medium-term trends in youth population, labour force, employment and unemployment.

This year's report shows that the youth employment crisis continues in developed as well as developing economies. Little progress has been made in reducing youth unemployment in the advanced economies since the height of the economic crisis, while skills mismatch is on the rise. In most developing regions, youth unemployment rates are projected to remain at the same level or increase in the medium term. Drawing on the results of the school-to-work transition surveys undertaken as part of the Work4Youth partnership between the ILO and The MasterCard Foundation, the report shows that developing regions face major youth employment challenges relating to the quality of work.

The report offers valuable lessons learned from in-depth regional and gender analyses as well as recommendations on youth employment policies. Ideally, these will shape future developments, as countries continue to prioritize youth in their national recovery policy agendas.

May 2013
Paperback – ix + 111 pp.
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ISSN 2304-4349 (pdf)
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Also available in French and Spanish



Working Towards Sustainable Development

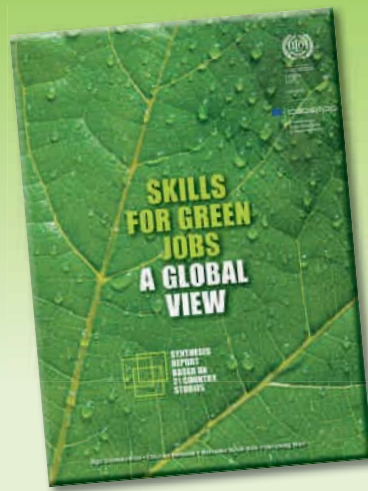
Opportunities for decent work and social inclusion in a green economy

A green economy is necessary if sustainable development is to be realized. However, as this report emphasizes, a green economy can also, if accompanied by the right policy mix, create more and better jobs, lift people out of poverty and promote social inclusion. In fact, the growth model of the past few decades has been inefficient, not only economically but also from environmental, employment and social perspectives. It overuses natural resources, is environmentally unsustainable and has failed to meet the aspirations of a large proportion of society seeking productive, decent work and dignified lives.

A new development model – one which puts people, fairness and the planet at the core of policy-making – is urgently needed, and is eminently achievable. More fundamentally, this report demonstrates that employment and social inclusion must be integral parts of any sustainable development strategy and must be included in policies that address climate change and ensure the preservation of the environment. In particular, the report assesses the sectoral, employment and income implications of the transition to a green economy. It highlights the necessary conditions, policy prescriptions and good practices required to ensure that the green economy is characterized by gains in job quality, reductions in poverty and improvements in social inclusion.

June 2012
Paperback – 288 pp.
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ISBN 978-92-2-126379-1 (pdf)
CHF 60; USD 65; GBP 40; EUR 50

Also available in Spanish



Skills for Green Jobs: A global view

Synthesis report based on 21 country studies

Olga Strietska-Illina, Christine Hofmann, Mercedes Durán Haro and Shinyoung Jeon

The shift to a green economy is increasing the pace of change in labour markets and skill needs. This study shows that economies moving towards greener production can seize the potential for job creation if they deal effectively with the coming structural change and transformation of existing jobs.

The report examines the experiences of 21 developed and developing countries – representing 60 per cent of the world population – in adjusting their training provision to meet new demands of a greener economy. It shows that while few new occupations emerge in the transition to greener work, massive change occurs in existing occupations, with carbon-intensive industries typically losing jobs.

Successful transitions from old to new, greener industries and occupations will require efficient retraining and skill upgrading. A key element of the transformation must be training initiatives targeted to segments of the population typically at a disadvantage in the labour market. To avoid future skill shortages, the report recommends that countries devise strategies based on well-informed policy decisions, social dialogue, and coordination among ministries and between employers and training providers.

October 2011
Paperback – xxix + 442 pp.
ISBN 978-92-2-125091-3 (print)
ISBN 978-92-2-125092-0 (pdf)
CHF 60; USD 70; GBP 45; EUR 50



Assessing Green Jobs Potential in Developing Countries

A practitioner's guide

Andrew Jarvis, Adarsh Varma and Justin Ram

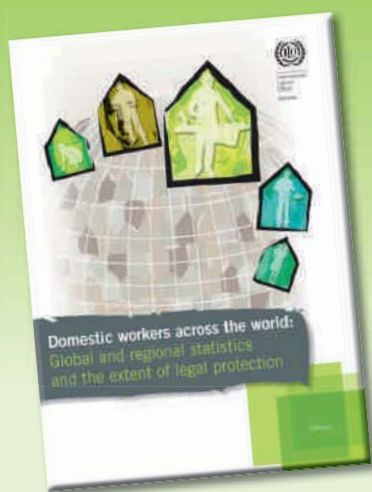
Analysis of how a transition to a sustainable, low-carbon economy might affect employment is vital to informing policies that enable a just transition to a green economy. However, to date there are few studies of how to achieve such assessments for developing countries. A key bottleneck is the scarcity of information, particularly employment and production data on green jobs as well as on linkages with the rest of the economy.

Part of the ILO's Global Green Jobs Programme, *Assessing Green Jobs Potential in Developing Countries* provides practical solutions tailored to the considerations of developing countries that can help fill these information gaps. The book adopts a menu approach, providing policy-makers with a range of options that take into account time and resource constraints as well as policy priorities. Though meant to stand on its own, the guide can also serve as a companion to a series of country studies published separately by the ILO, which provide country-specific details on how the guide can be applied.

November 2011
Paperback – xvi + 116 pp.
ISBN 978-92-2-124571-1 (print)
ISBN 978-92-2-124572-8 (pdf)
CHF 30; USD 30; GBP 20; EUR 22

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Domestic Workers Across the World

Global and regional statistics and the extent of legal protection

The adoption of new international labour standards on domestic work (Convention No. 189 and its accompanying Recommendation No. 201) by the ILO at its 100th International Labour Conference in June 2011 represents a key milestone on the path to the realization of decent work for domestic workers. This publication sheds light on the magnitude of domestic work, a sector often “invisible” behind the doors of private households and unprotected by national legislation.

The volume presents national statistics and new global and regional estimates on the number of domestic workers. It shows that domestic workers represent a significant share of the labour force worldwide and that domestic work is an important source of wage employment for women, especially in Latin America and Asia. It also examines the extent of inclusion or exclusion of domestic workers from key working conditions laws. In particular, it analyses how many domestic workers are covered by working time provisions, minimum wage legislation and maternity protection. The results demonstrate that under current national laws, substantial gaps in protection still remain.

The volume concludes with a summary of the main findings and a reflection on the relevance of the newly adopted international standards to extend legal protection to domestic workers.

February 2012
Paperback – 65 pp.
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ISBN 978-92-2-125274-0 (pdf)
CHF 35; USD 40; GBP 28; EUR 30



NEW!

Bangladesh

Studies on Growth with Equity

International Institute for Labour Studies

Over the past two decades, Bangladesh has experienced sustained economic growth as it transformed itself from an agriculture-based economy to one that is more reliant on exports and manufacturing. At the same time, significant advances have been made in reducing poverty and improving gender equality. However, the rate of employment creation has failed to keep pace with the substantial rise in the working-age population. The result is that informal employment remains persistently high and many Bangladeshis, particularly youth, have expressed the desire to emigrate in search of better employment prospects.

This new study on Bangladesh highlights the fact that many of these migrant workers face difficult employment conditions abroad and their remittances have not translated into higher levels of investment at home – with consequent dampening effects on both productivity gains and formal job creation. The report calls for the Government to work together with social partners in order to enhance employment creation, improve job quality and reduce informality by: improving productivity and occupational health and safety; removing the obstacles to higher investment, including leveraging remittances for broad development objectives; improving basic education and skills matching; and making further reductions in gender inequalities, especially in terms of employment outcomes. Part of that strategy will include ensuring that social programmes are more effective at establishing a foundation from which to address longer-term development needs.

September 2013
Paperback – xii + 124 pp.
ISBN 978-9251-025-1 (print)
ISBN 978-92-9251-026-8 (pdf)
CHF 30; USD 32; GBP 20; EUR 22



NEW!

Kenya

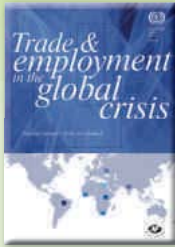
Studies on Growth with Equity

International Institute for Labour Studies

This new report on Kenya, part of the Studies on Growth with Equity series, examines how employment and social policies can contribute to a more stable and equitable growth pattern. Growth in Kenya has been characterized by considerable volatility, due in part to a narrow growth base and weak investment patterns. This has adversely affected formal job creation and hampered attempts to improve living standards. The disconnect between growth and job creation has been particularly acute for young Kenyans, despite considerable efforts by the Government to support youth employment.

Moving forward, Kenya needs to establish a more job-centred macroeconomic framework that is capable of addressing the current vulnerabilities. Yet, as evidenced by the experience of the most recent expansionary period, GDP growth in and of itself is not enough to ensure labour market and social improvements. Policy-makers should develop a national employment strategy that integrates employment goals with strategic growth plans. Particular emphasis should be placed on stimulating job creation for youth, facilitating the creation of formal-sector enterprises and improving the working conditions of workers in informal-sector employment. To this end, the report highlights a number of policy areas and recommendations intended to help guide the Government and social partners in achieving growth with equity.

September 2013
Paperback – xii + 124 pp.
ISBN 978-92-9251-023-7 (print)
ISBN 978-92-9251-024-4 (pdf)
CHF 30; USD 32; GBP 20; EUR 22



Trade and Employment in the Global Crisis

Marion Jansen and Erik von Uexkull
2010 – 174 pp.
ISBN 978-92-2-123334-3
CHF 25; USD 25; GBP 15; EUR 16
Available in Spanish



Building a Sustainable Job-Rich Recovery

2011 – xvii + 98 pp.
ISBN 978-92-2-9014-984-2
CHF 25; USD 28; GBP 19; EUR 20



Eurozone Job Crisis: Trends and policy responses

Studies in Growth with Equity
2012 – 60 pp.
ISBN 978-92-9251-013-8
CHF 15; USD 15; GBP 31; EUR 12



Towards a Greener Economy: The social dimensions

The social dimensions
2011 – xvii + 102 pp.
ISBN 978-92-9014-986-6
CHF 25; USD 28; GBP 19; EUR 20



Towards Decent Work in Sub-Saharan Africa: Monitoring MDG employment indicators

Monitoring MDG employment indicators
Edited by Theo Sparreboom and Alana Albee
2011 – xviii + 190 pp.
ISBN 978-92-2-124942-9
CHF 80; USD 95; GBP 60; EUR 65



Spain: Quality jobs for a new economy

Studies on Growth with Equity
2011 – xii + 141 pp.
ISBN 978-92-9014-988-0
CHF 30; USD 28; GBP 20; EUR 22
Available in Spanish



2012 Labour Overview: Latin America and the Caribbean

December 2012
Paperback – 104 pp.
ISSN 2305-0241
CHF 15; USD 16; GBP 10; EUR 12
Available in Spanish



Globalization and Informal Jobs in Developing Countries

Marc Bacchetta, Ekkehard Ernst and Juana Paola Bustamante
2009 – 140 pp.
ISBN 978-92-2-122719-9
CHF 35; USD 35; GBP 20; EUR 23
Available in French / Spanish



Brazil: An innovative income-led strategy

Studies on Growth with Equity
2011 – xii + 130 pp.
ISBN 978-92-9-014958-3
CHF 30; USD 28; GBP 20; EUR 22



The Evolving World of Work in the Enlarged EU: Progress and vulnerability

Progress and vulnerability
Edited by Francois Eyraud and Daniel Vaughan-Whitehead
2007 – x + 582 pp.
ISBN 978-92-2-119547-4
CHF 80; USD 65; GBP 35; EUR 50



Promotion of Sustainable Enterprises

Graeme Buckley, Michael Henriques and José Manuel Salazar-Xirinachs
2009 – xxxii + 258 pp.
ISBN 978-92-2-121200-3
CHF 50; USD 50; GBP 25; EUR 30
Available in Spanish



The Global Employment Challenge

Ajit K. Ghose, Nomaan Majid and Christoph Ernst
2008 – xiv + 290 pp.
ISBN 978-92-2-120305-6
CHF 50; USD 40; GBP 22; EUR 30
Available in Spanish



China: From an active employment policy to Employment Promotion Law

2011 – xvi + 78 pp.
ISBN 978-92-2-125442-3
CHF 25; USD 28; GBP 19; EUR 20



Global Employment Trends 2013: Recovering from a second jobs dip

2013 – 140 pp.
ISBN 978-92-2-126655-6
ISSN 2304-4365
CHF 30; USD 35; GBP 22; EUR 25



Indonesia: Reinforcing domestic demand in times of crisis

Studies on Growth with Equity
2011 – xii + 113 pp.
ISBN 978-92-9014-966-8
CHF 30; USD 28; GBP 18; EUR 22



Tunisia: A new social contract for fair and equitable growth

Studies on Growth with Equity
2011 – xii + 124 pp.
ISBN 978-92-9251-000-8
CHF 30; USD 28; GBP 20; EUR 22
Available in French



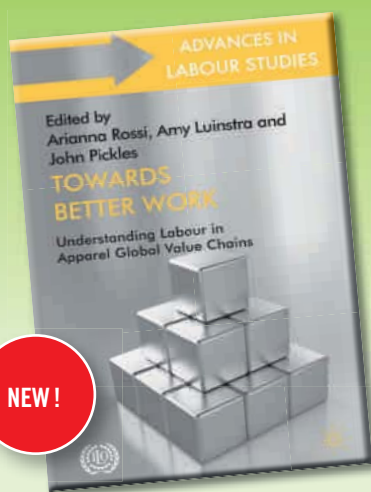
From the Great Recession to Labour Market Recovery

Issues, evidence and policy options
Edited by Iyanatul Islam and Sher Verick
2011 – xx + 310 pp.
ISBN 978-92-2-124031-0
CHF 110; USD 105; GBP 65; EUR 75
Available in Spanish



Job-rich Growth in Asia: Strategies for local employment, skills development and social protection

Cristina Martinez-Fernandez, Kees Van Der Ree, Sylvain Giguère and Aurelio Parisotto
2011 – 128 pp.
ISBN 978-92-2-124089-1
CHF 30; USD 33; GBP 20; EUR 24



Towards Better Work

Understanding labour in apparel global value chains

Edited by Arianna Rossi, Amy Luinstra and John Pickles

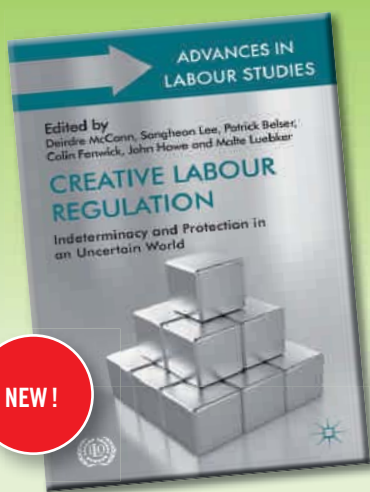
This volume provides solutions-oriented approaches for promoting improved working conditions and labour rights in the apparel industry.

The manufacture of apparel is an exemplar of global production. Since the 1970s, multinational brands have increasingly outsourced their manufacturing activities to lower cost production locations in developing countries. The low entry barriers and minimal investments needed in apparel have led to booming employment in apparel factories in regions where formal employment was limited. While this has translated into higher labour force participation rates and new empowerment opportunities for previously marginalized groups such as young, unskilled women and migrant workers, it has also become increasingly clear that workers are often exploited and work in unsafe conditions in order to keep production costs competitive in the global marketplace. This was made dramatically evident by the 2013 garment factory collapse in Bangladesh.

This new volume analyses how workers, governments and business can collaborate in order to confront the key opportunities and challenges affecting labour in apparel global value chains. It provides new empirical insights into the garment sector in Asia (Cambodia, India, Lao People's Democratic Republic), Europe (Romania), Africa (Lesotho, Morocco) and the Americas (Haiti, Nicaragua), with a focus on wages, worker empowerment and the institutional contexts facilitating or hampering the attainment of improved working conditions.

Co-published with Palgrave Macmillan as part of the Advances in Labour Studies series.

November 2013
Hardback – 350 pp.
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CHF 100; USD 105; GBP 70; EUR 80



Creative Labour Regulation

Indeterminacy and protection in an uncertain world

Edited by Deirdre McCann, Sangheon Lee, Patrick Belser, Colin Fenwick, John Howe and Malte Luebker

Creative Labour Regulation is an interdisciplinary response to the central contemporary challenges to effective labour regulation. Drawing on contributions by leading experts from the Regulating for Decent Work Network, it offers new ideas for research and policy.

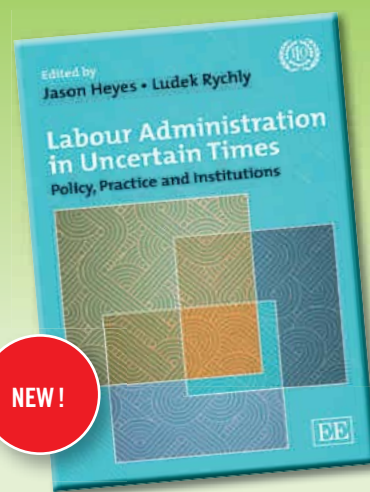
The book identifies three central challenges to contemporary labour regulation: intensifying labour market fragmentation; complex interactions between labour market institutions; and obstacles to effective enforcement. International in scope, the volume includes chapters on both advanced economies (Europe and the United States) and the developing world (Argentina, Cambodia, South Africa and Viet Nam).

Topics addressed include the regulation of precarious and informal work, the role of minimum wage regulation in industrialized and low-income countries, the promise and limitations of “hybrid” public-private enforcement mechanisms – including the Better Work programme of the ILO and the International Finance Corporation – and the involvement of labour inspectorates and civil society organizations in implementing labour standards.

Creative Labour Regulation acknowledges the complexity of ensuring labour protection in contemporary economies. It concludes, however, that innovation in devising more effective legal regulation is possible, in both the advanced industrialized world and in low-income countries.

Co-published with Palgrave Macmillan as part of the Advances in Labour Studies series.

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ISBN 978-92-2-127821-4 (pdf)
CHF 100; USD 100; GBP 65; EUR 80



Labour Administration in Uncertain Times

Policy, practice and institutions

Edited by Jason Heyes and Ludek Rychly

The 2008 financial crisis marked the beginning of a prolonged and ongoing period of extreme economic turbulence that has created multiple challenges for both governments and national systems of labour administration. Difficult economic conditions are encouraging a re-evaluation of established policies and institutions in the areas of labour, employment, social protection and industrial relations. This book analyses recent reforms in labour administration and national labour policies, charting their development and discussing the challenges and opportunities faced by governments, ministries of labour, labour inspectors, employer organizations and trade unions.

The contributors draw upon new and original research to explore issues including labour law, public employment services, labour inspection and industrial relations. They evaluate the effectiveness of implementation, addressing questions relating to the structure and management of labour ministries, regulatory bodies and the resources that they have at their disposal. Future prospects for labour administration are also considered.

This book will prove a thought-provoking read for academics, researchers and students of economics – particularly labour economics, social policy and public administration. Policy-makers and practitioners involved with labour administration at any level will also find this book to be an invaluable reference tool.

Co-published with Edward Elgar.

October 2013
Paperback – xvi + 302 pp.
ISBN 978-92-2-127489-6 (print)
ISBN 978-92-2-127490-2 (pdf)
CHF 45, USD 45; GBP 30; EUR 37



Labour Administration Reforms in China

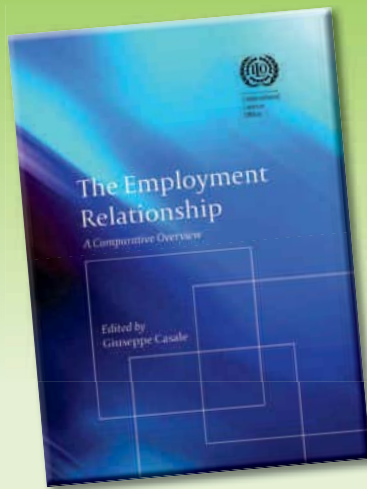
Giuseppe Casale and Changyou Zhu

China has the largest labour market in the world and is undergoing rapid urbanization and industrialization. To adapt to these challenges, China's labour administration system is being reformed and modernized so that it can effectively carry out its work of ensuring compliance with legislation and protecting the rights and interests of employers and workers – a role that is particularly important during periods of change.

This timely volume provides a unique and comprehensive overview of the evolution of labour administration in China and details the recent reforms of its legislation and institutions. It gives a clear explanation of the principles and practical workings of labour administration in workplace-specific issues such as occupational and safety and health, labour relations, and working conditions, as well as in the public employment services, labour inspection and social security services.

October 2013

Paperback – x + 104 pp.
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CHF 30; USD 30; GBP 20; EUR 25



The Employment Relationship

A comparative overview

Edited by Giuseppe Casale

The issue of who is or is not in an employment relationship has become problematic in recent decades as a result of major changes in work organization as well as in the adequacy of legal regulation in adapting to such changes. In different parts of the world there are increasing difficulties with establishing whether or not an employment relationship exists in situations where the respective rights and obligations of the parties concerned are not clear, where there has been an attempt to disguise the employment relationship, or where inadequacies or gaps exist in legal frameworks or in their interpretation or application. Vulnerable workers tend to suffer most in these situations. At the same time, social partners and labour administrators emphasize that globalization has increased the need for protection, in particular against the circumvention of national labour legislation by contractual and/or other legal arrangements.

Accordingly, the employment relationship is coming under more and more scrutiny not only from labour lawyers, but also from workers, employers and the judiciary. Changes in the world of work are continuing to modify the “traditional employment relationship”. These changes are altering both labour legislation and affecting the ways labour law is implemented.

This book presents the complex relation of labour legislation to the employment relationship, reporting on the many terms, notions, definitions, laws and practice in the various regions of the world.

Co-published with Hart Publishing.

2011
Paperback – xxvii + 322 pp.
ISBN 978-92-2-123302-2 (print)
ISBN 978-92-2-123303-9 (pdf)
CHF 50; USD 48; GBP 30; EUR 33



Towards the Single Employment Contract

Comparative reflections

Giuseppe Casale and Adalberto Perulli

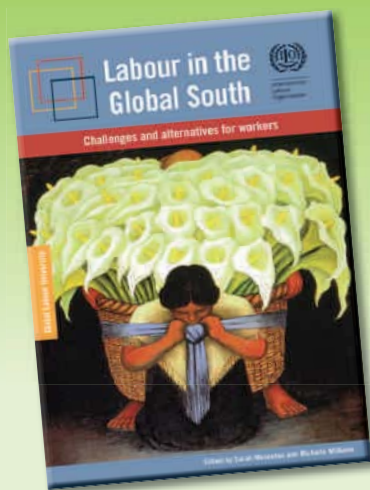
This book examines the concept of the single employment contract in a comparative perspective, presenting its pros and cons, highlighting its virtues and revealing its inherent contradictions. The authors set out the general framework within which the current debate has developed by outlining the origins that gave rise to the proposal of a single employment contract. They then review the debate on labour market segmentation and the flexicurity proposal and examine the key characteristics of the single employment contract as well as the arguments put forward both for and against it. Case studies show how the idea has been taken up in France, Italy and Spain. The book concludes with a concise review of contractual arrangements in EU labour markets and of possible future projections and developments. It is highly recommended for all academics and practitioners involved in labour market and labour legislation reforms.

Co-published with Hart Publishing.

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CHF 33; USD 33; GBP 22; EUR 25

The dollar (USD) rates apply in the USA, the pound sterling (GBP) rates apply in the UK, and the euro (EUR) rates in the EU only. In all other countries the Swiss franc (CHF) rates or the equivalent in convertible currencies are applicable.

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Labour in the Global South

Challenges and alternatives for workers

Edited by Sarah Mosoetsa and Michelle Williams

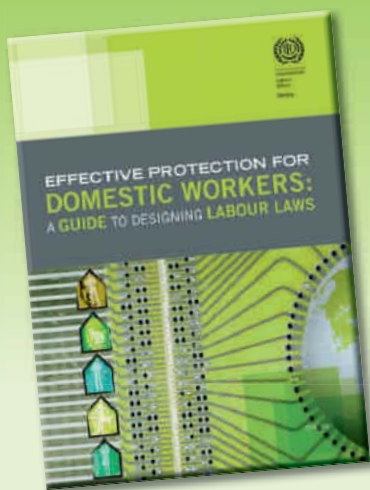
Labour in the Global South is an excellent contribution to our understanding of the crises and opportunities facing workers and their collective organizations under twenty-first century global capitalism. The volume not only provides a much-needed focus on the experiences of workers in countries in the global South, it also broadens the empirical and theoretical boundaries of how we study the changing worlds of work and labour.

Jennifer Jihye Chun, University of Toronto

The twenty-first century has posed serious challenges to workers – formal and informal, organized and unorganized – around the world. It has also brought to the fore extraordinarily creative responses, forcing us to think beyond our common understandings of “labour”, effective trade union strategies and forms of power.

Challenging the global North’s dominance in the literature, *Labour in the Global South* presents alternative approaches as well as creative responses to the challenges facing labour in the global South, in countries such as Argentina, Bangladesh, Brazil, India, South Africa and Uruguay. The volume devotes particular attention to areas often neglected by organized labour: the relationship between ecology, climate change and jobs; unionizing service work; the dynamics of trade union–political party alliances; gender; and new forms of solidarity. It brings together a group of distinguished labour scholars and practitioners who make an important advance with their rich empirical case studies.

September 2012
Paperback – 230 pp.
ISBN 978-92-2-126238-1 (print)
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CHF 40, USD 45, GBP 30, EUR 35



Effective Protection for Domestic Workers

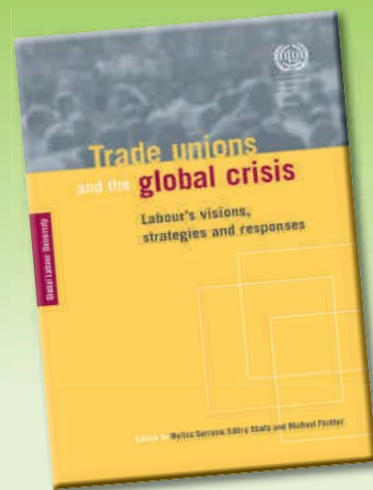
A guide to designing labour laws

At the 100th International Labour Conference in June 2011, the ILO adopted Convention No. 189 and Recommendation No. 201 on decent work for domestic workers. Because domestic workers are often excluded from the protection of labour laws or are treated less favourably than other wage workers, implementing the basic principles embodied in Convention No. 189 calls for an assessment and strengthening of national labour laws.

This guide is a practical tool for those involved in national legislative processes and in the design of labour laws, including government officials and representatives of workers’ and employers’ organizations. With Convention No. 189 as its underlying framework, it provides specific guidelines and complements these with examples drawn from a wide range of existing national labour laws concerning domestic workers.

The guide’s first part discusses alternative approaches to regulating domestic work, the nature and characteristics of domestic work, the forms of employment relationships that may exist, and their implications for regulation. Subsequent chapters focus on substantive areas of regulation, namely, formalizing the employment relationship, working time, remuneration, fundamental principles and rights at work, protection from abuse and harassment, and protection of migrant domestic workers and child domestic workers.

May 2012
Paperback – 100 pp.
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ISBN 978-92-2-125276-4 (pdf)
CHF 45; USD 50; GBP 35; EUR 40
Also available in Arabic, Chinese and Spanish



Trade Unions and the Global Crisis

Labour’s visions, strategies and responses

Edited by Melisa Serrano, Edlira Xhafa and Michael Fichter

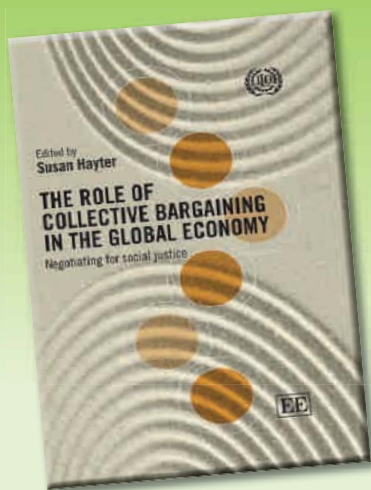
In a context of sustained economic crisis ... there are no clear roadmaps for the alternative, a sustainable society that can only be forged through innovative mobilization. We are fortunate, therefore, for the rich offerings in this book that examine the crisis and craft inspiring elements of a vision for a more economically and environmentally viable society. Based on well-informed research, this fine collection of writings also points toward the innovative strategies labor unions and their allies need in the battles ahead.

Lowell Turner, Cornell University, USA

If the recent global economic crisis has debilitated labour in many parts of the world, many segments of the trade union movement have been fighting back, combining traditional and innovative strategies and articulating alternatives to the dominant political and economic models.

Trade Unions and the Global Crisis offers a composite overview of the responses of trade unions and other workers’ organizations to neoliberal globalization in general and to the recent financial crisis in particular. The essays here, by trade unionists and academics from around the world, explore the state of labour in Brazil, China, Nepal, South Africa, Turkey, North America and Europe. The authors offer a rich range of short-term strategies and actions, medium- and long-term policies, and alternative visions that challenge the current development paradigm. This book makes a stimulating contribution to the continuing debate on labour’s role as an economic, political and social force in building a more democratic and just society.

2011
Paperback – 292 pp.
ISBN 978-92-2-124926-9 (print)
ISBN 978-92-2-124927-6 (pdf)
CHF 40; USD 45; GBP 30; EUR 35



The Role of Collective Bargaining in the Global Economy

Negotiating for social justice

Edited by Susan Hayter

Susan Hayter has put together a first-rate set of authors and chapters on the positive role collective bargaining and employee voice have to play in the global economy of the twenty-first century. Examples from numerous countries illustrate how negotiation and dialogue can lead to a win-win outcome of improved economic performance and enhanced equality and social justice.

Bruce Kaufman, Georgia State University, USA

Participation in the global economy can contribute to growth and development but, as the recent financial crisis demonstrated, such participation can also threaten employment, wages and labour standards. This volume examines the role that collective bargaining plays in ensuring that participation in the global economy is balanced, fair and just.

Collective bargaining is often seen either as an impediment to the smooth functioning of markets, or as ineffective. This book focuses on the other side of the story and demonstrates the positive contribution that collective bargaining can make to both economic and social goals. No one size fits all and the various contributions examine how this fundamental principle and right at work is realized in different country settings and how its practice can be reinforced across borders. The volume also highlights the numerous challenges in this regard and the critically important role that governments play in rebalancing bargaining power in a global economy. The chapters are written in an accessible style and deal with practical subjects.

Co-published with Edward Elgar.

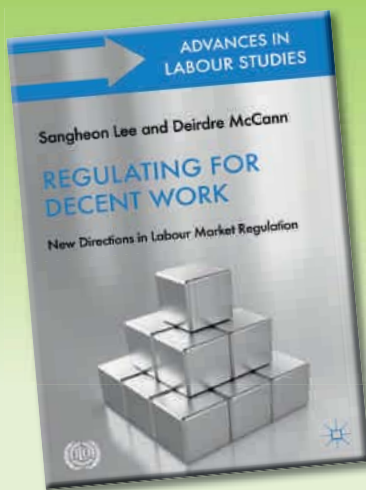
June 2011

Paperback – x + 316 pp.

ISBN 978-92-2-124099-0 (print)

ISBN 978-92-2-124100-3 (pdf)

CHF 50; USD 50; GBP 30; EUR 33



Regulating for Decent Work

New directions in labour market regulation

Edited by Sangheon Lee and Deirdre McCann

Regulating the labour market is a distortion for some, a panacea for others. This book provides the ingredients for those who wish to transcend simple positions. Drawing on empirical, interdisciplinary and comparative perspectives, this unique collection establishes the moral and economic case for regulation, identifies the circumstances that make regulation effective, and reveals the gap between “law on the books” and “law in action”. A significant resource for scholars and policy-makers who are engaged in thinking about regulation as part of a just regime market.

Guy Mundlak, Tel Aviv University

This book is an international and interdisciplinary response to the neoliberal ideologies that have shaped labour market regulation in recent decades. It draws on contributions by leading experts across a range of disciplines, including economics, law, political science and industrial relations. International in scope, it includes chapters on both advanced economies and the developing world. The volume identifies central themes in the contemporary regulation of labour, including the role of empirical research in assessing and supporting labour market interventions, the regulation of precarious work and the emergence of new types of labour markets. Each theme is explored through key contributions by leading experts. The book advances the academic and policy debates on post-crisis labour regulation by identifying new challenges, subjects and theoretical perspectives. In contrast to the dominant deregulatory approaches, it calls for labour market regulation to be reinvented.

Co-published with Palgrave Macmillan as part of the Advances in Labour Studies series.

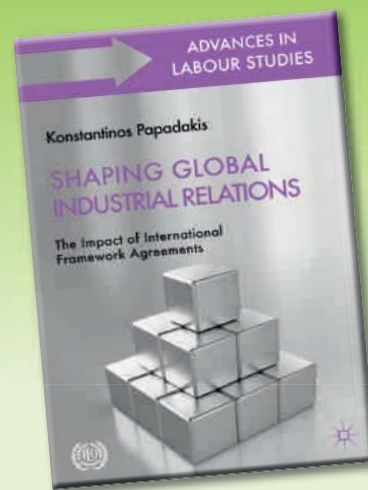
July 2011

Hardback – xvi + 364 pp.

ISBN 978-92-2-124559-9 (print)

ISBN 978-92-2-124560-5 (pdf)

CHF 110; USD 110; GBP 70; EUR 75



Shaping Global Industrial Relations

The impact of international framework agreements

Edited by Konstantinos Papadakis

In recent years, many multinational enterprises have adopted corporate codes of conduct with social provisions. Increasingly, they are now signing international framework agreements (IFAs) with global unions representing workers by sector of activity. In addition to regulating labour-management relations across global value chains, these agreements aim to promote compliance with ILO core labour standards. *Shaping Global Industrial Relations* assesses the phenomenon of IFAs, examining their impact around the world as well as their effectiveness in fostering labour-management dialogue.

This book brings together the contributions of 15 specialists, both academics and practitioners, covering the 80-plus IFAs that existed in July 2010. Particular attention is paid to the negotiation and implementation of IFAs, and a number of case studies illuminate the managerial motivation behind the adoption of these agreements. The authors evaluate the consequences of IFAs and assess their potential as a model for cross-border industrial relations in the future.

Co-published with Palgrave Macmillan as part of the Advances in Labour Studies series.

September 2011

Hardback – xx + 308 pp.

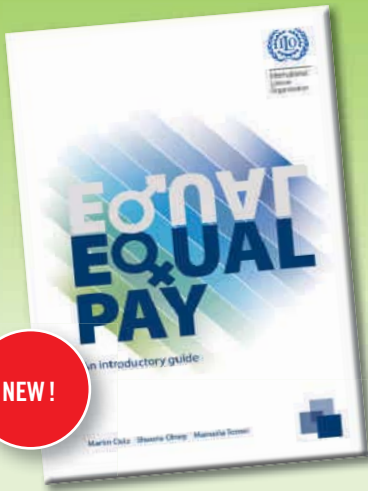
ISBN 978-92-2-124587-2 (print)

ISBN 978-92-2-124588-9 (pdf)

CHF 110; USD 110; GBP 67.50; EUR 85

Discount for developing countries

Customers from developing countries can benefit from special discounts on the regular prices indicated in this catalogue and may be able to pay in local currency through an ILO field office. Please contact your local ILO field office, distributor or bookseller (see pages 36–39) or email us at pubvente@ilo.org for more information.



Equal pay

An introductory guide

Martin Oelz, Shauna Olney and Manuela Tomei

Ensuring that the work done by women and men is valued fairly and ending pay discrimination is essential to achieving gender equality. However, pay inequality continues to persist and gender pay gaps, in some instances, have stagnated or even increased. Unequal remuneration is difficult to overcome without a clear understanding of the principle of equal remuneration for men and women for work of equal value. The guide may be used in a number of ways, including to:

- raise awareness and understanding of the principle of equal remuneration for work of equal value;
- help apply the principle in national law and practice, e.g. by assisting national equality bodies and wage-fixing institutions;
- negotiate equal pay provisions in collective agreements;
- develop workplace policies, including job evaluation methods;
- provide trainers with information and examples for awareness raising and capacity building;
- provide a basis for ratification of the ILO's Equal Remuneration Convention, 1951 (No. 100);
- improve application and reporting of Convention No. 100;
- encourage measures for realizing rights at work under the ILO Declaration on Fundamental Principles and Rights at Work, and improve related reporting.

This is an ideal resource for government officials, workers' and employers' organizations, policy-makers, practitioners, trainers and others interested in this dynamic and evolving area.

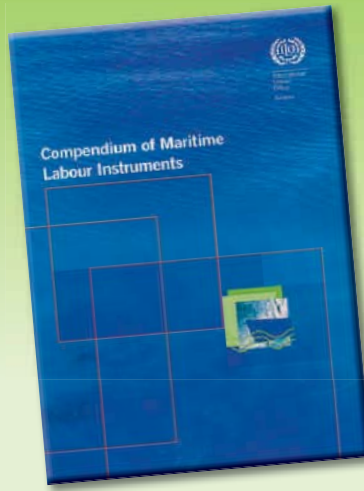
June 2013

Paperback – viii + 114 pp.

ISBN 978-92-2-126932-8 (print)

ISBN 978-92-2-126933-5 (pdf)

CHF 30; USD 32; GBP 20; EUR 22



Compendium of Maritime Labour Instruments

The Maritime Labour Convention, 2006, was adopted by the International Labour Conference at its 94th (Maritime) Session. Sometimes called a “bill of rights” for seafarers, the Convention 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 to 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.

2008

Paperback – x + 308 pp.

ISBN 978-92-2-120612-5 (print)

ISBN 978-92-2-124061-7 (pdf)

CHF 40; USD 30; GBP 18; EUR 25

Also available in French and Spanish



Gender Equality and Decent Work

Non-discrimination and promoting equality have been fundamental principles underpinning the work of the ILO since its creation in 1919. These principles are also an integral part of the ILO Decent Work Agenda: to promote decent and productive work for women and men in conditions of freedom, equity, security and human dignity.

However, there continues to be a gap between the rights set out in national and international standards and the real situation of workers. A major obstacle preventing workers from exercising their rights is a lack of awareness of these standards' existence. Dissemination of information about these rights is therefore a vital step towards improving gender equality.

Intended for both policy-makers and practitioners, this useful resource brings together, in an easily accessible form, a range of international labour standards of particular relevance to the promotion of gender equality in the world of work.

March 2012

Paperback – vi + 206 pp.

ISBN 978-92-2-125534-5 (print)

ISBN 978-92-2-125535-2 (pdf)

CHF 28; USD 30; GBP 18; EUR 23

Also available in French, Spanish and Ukrainian

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see pages 36–39

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NEW!

Report of the Committee of Experts on the Application of Conventions and Recommendations

Report III (1A)

The Committee of Experts is an independent body composed of legal experts charged with examining the application of ILO Conventions and Recommendations by ILO member States. This annual report of the Committee is divided into the following parts.

The Reader's note provides indications on the Committee of Experts and the Committee on the Application of Standards of the International Labour Conference (their mandate, functioning and the institutional context in which they operate). Part I, the General Report, describes how the Committee of Experts undertakes its work and the extent to which member States have fulfilled their constitutional obligations in relation to international labour standards; it also covers issues of general interest arising from the Committee's work. Part II gives observations concerning particular countries covering the sending of reports, the application of ratified Conventions and the obligation to submit instruments to the competent authorities. In Part III, the General Survey, the Committee of Experts examines the state of the legislation and practice regarding specific areas covered by certain Conventions and Recommendations. Published as a separate volume, this year it concerns labour relations and collective bargaining in the public service. Finally, an Information document on ratifications and standards-related activities, also a separate document, supplements the information in the report.

March 2013
Paperback – xxvii + 917 pp.
ISBN 978-92-2-126855-0 (print)
ISBN 978-92-2-126856-7 (pdf)
CHF 50; USD 55; GBP 35; EUR 40
Also available in Arabic, Chinese, French, German, Russian and Spanish, as well as EPUB edition



NEW!

Collective Bargaining in the Public Service: A way forward

General Survey concerning labour relations and collective bargaining in the public service. Report III (1B).

The General Survey seeks to give a global picture of the law and practice in member States in terms of the practical application of ratified and non-ratified Conventions, describing the various positive initiatives undertaken in some countries, in addition to certain serious problems encountered in the implementation of their provisions. The Survey covers all member States regardless of whether or not they have ratified.

This General Survey is the first one to be conducted on the Labour Relations (Public Service) Convention, 1978 (No. 151), the Collective Bargaining Convention, 1981 (No. 154), the Labour Relations (Public Service) Recommendation, 1978 (No. 159), and the Collective Bargaining Recommendation, 1981 (No. 163). Its main focus is on collective bargaining rights in the public administration. It also covers a number of other subjects, including consultation, the civil and political rights of public employees, the facilities to be granted to trade union representatives, protection against acts of discrimination and interference, and dispute settlement mechanisms.

March 2013
Paperback – vii + 247 pp.
ISBN 978-92-2-126857-4 (print)
ISBN 978-92-2-126858-1 (pdf)
CHF 25; USD 27; GBP 18; EUR 20
Also available in Arabic, Chinese, French, German, Russian and Spanish, as well as EPUB edition



NEW!

Social Dialogue

Recurrent discussion on social dialogue under the ILO Declaration on Social Justice for a Fair Globalization, 2013. Report VI.

At its 97th Session in 2008, the International Labour Conference adopted the ILO Declaration on Social Justice for a Fair Globalization. The Declaration emphasizes that social dialogue and tripartism should be promoted as the most appropriate methods for:

- adapting the implementation of each of the Declaration's four strategic objectives to the needs and circumstances of each country;
- translating economic development into social progress, and social progress into economic development;
- facilitating consensus building on relevant national and international policies that impact on employment and decent work strategies and programmes; and
- making labour law and institutions effective, including in respect of the recognition of the employment relationship, the promotion of good industrial relations and the building of effective labour inspection systems.

This recurrent report draws on a large body of ILO technical reports, desk reviews, published research and policy papers and Governing Body reports relevant to social dialogue produced over the last ten years, since the adoption of the 2002 ILO resolution on social dialogue and tripartism. It also draws on research and publications produced by other regional, international and national bodies and specialized agencies, as well as by academic and research institutions.

March 2013
Paperback – vi + 99 pp.
ISBN 978-92-2-126869-7 (print)
ISBN 978-92-2-126870-3 (pdf)
CHF 15; USD 16; GBP 10; EUR 11
Also available in Arabic, Chinese, French, German, Russian and Spanish, as well as EPUB edition

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

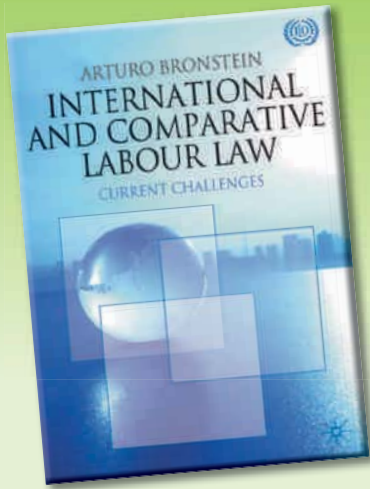
Paperback – 320 pp.

ISBN 978-92-2-121202-7 (print)

ISBN 978-92-2-121203-4 (pdf)

CHF 80; USD 80; GBP 40; EUR 50

Also available in Spanish



RELATED TITLES

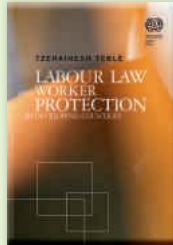


Guidelines for Cooperative Legislation

Third edition

Hagen Henry

2012 – ix + 126 pp.
ISBN 978-92-2-126794-2
CHF 30; USD 32;
GBP 20; EUR 22



Labour Law and Worker Protection in Developing Countries

Edited by Tzehainesh Tekle

2010 – xxxvi + 304 pp.
ISBN 978-92-2-122999-4
CHF 60; USD 55; GBP 35;
EUR 40

Available in Spanish

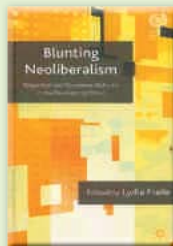


Fundamentals of Labour Administration

Giuseppe Casale and Alagandram Sivananthiran

2010 – xvi + 92 pp.
ISBN 978-92-2-122999-5
CHF 30; USD 28; GBP 18;
EUR 20

Available in French / Spanish



Blunting Neoliberalism

Tripartism and economic reforms in the developing world

Edited by Lydia Fraile

2009 – 240 pp.
ISBN 978-92-9014-896-8
CHF 110; USD 100;
GBP 65; EUR 75

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
CHF 100; USD 74.95;
GBP 42.95; EUR 65



International Labour Standards Electronic Library

ILSE 2013

CD-ROM
ISSN 1020-9972
CHF 25; USD 25; GBP 16;
EUR 16
Trilingual E/F/S

NEW!



In Defence of Labour Market Institutions

Cultivating justice in the developing world

Edited by Janine Berg and David Kucera

2008 – xvi + 293 pp.
ISBN 978-92-2-119319-7
CHF 125; USD 95; GBP 60;
EUR 80



From Conflict to Cooperation

Labour market reforms that can work in Nepal

Robert Kyloh

2008 – 220 pp.
ISBN 978-92-2-120166-3
CHF 30; USD 24.95;
GBP 12.95; EUR 20



The Committee on the Application of Standards of the International Labour Conference

A dynamic and impact built on decades of dialogue and persuasion

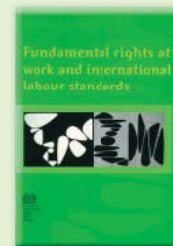
2011 – viii + 186 pp.
ISBN 978-92-2-124332-8
CHF 35; USD 37; GBP 25;
EUR 28



Trade Union Responses to Globalization

Edited by Verena Schmidt

2007 – xx + 195 pp.
ISBN 978-92-2-119860-4
CHF 30; USD 24.95;
GBP 14.95; EUR 20



Fundamental Rights at Work and International Labour Standards

2003 – 134 pp.
ISBN 92-2-113375-3
CHF 27.50; USD 16.95;
GBP 11.95; EUR 20
Available in French / Spanish



Global Wage Report 2012/13

I read the Global Wage Report with much interest – and with much admiration. The ILO seems to have got it absolutely right, particularly in terms of length and in terms of the balance between technical and non-technical content and between words and numbers. The analysis of wage trends is of particular interest because of the successful effort made to keep its country and regional coverage as broad as possible.

Adrian Wood, Professor of International Development, University of Oxford

The Global Wage Report comes at a most opportune moment. The wave of unrest that swept through industrialized countries and gained its climax in the Arab Spring countries was rooted in declining wages and increased inequality.

Samir Radwan, former Minister of Finance, Egypt

Wages are a major component of decent work, yet serious knowledge gaps remain in this increasingly important area. The *Global Wage Report*, published biennially, is divided into two parts. Part I provides policy-makers, social partners and academics around the world with information on regional and global trends in the areas of wage statistics and wage policies. This information is illustrated and enriched with country-specific examples and noteworthy policy initiatives. Part II offers readers deeper insights into wage-related issues, for instance minimum wage fixing, collective bargaining and in-work benefits. The report also contains a rich statistical appendix that can be accessed through the ILO website.

November 2012

Paperback – xvi + 106 pp.

ISBN 978-92-2-126236-7 (print)

ISBN 978-92-2-126237-4 (pdf)

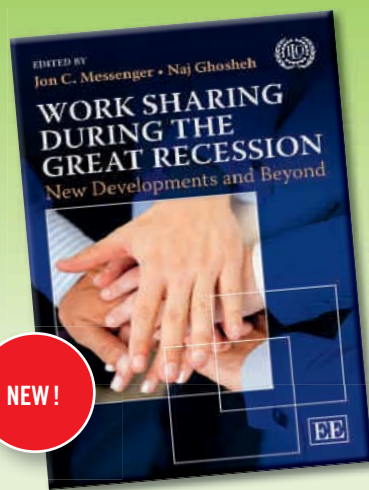
ISBN 978-92-2-126923-6 (EPUB)

ISSN 2305-1450 (print)

ISSN 2305-1469 (pdf)

CHF 50; USD 50; GBP 30; EUR 35

Also available in Arabic, Chinese, French, Portuguese, Spanish and Russian, as well as Kindle and iBook editions



NEW!

Work Sharing during the Great Recession

New developments and beyond

Edited by Jon C. Messenger and Naj Ghosheh

Work sharing is a labour market instrument based on the reduction of working time, which is intended to spread a reduced volume of work over the same (or similar) number of workers in order to avoid lay-offs. In times of economic crisis, work sharing can also permit businesses to retain their skilled workforces, thus minimizing firing and (re)hiring costs, preserving functioning plants and bolstering staff morale during difficult times. If work-sharing policies are properly designed and implemented, the result can be a “win-win-win” solution for workers, businesses and governments.

This volume presents the concept and history of work sharing, how it can be used as a strategy for preserving jobs and also its potential for increasing employment – including the complexities and trade-offs involved. Work-sharing programmes used during the Great Recession of 2008–09 are analysed for several European countries (Germany's *Kurzarbeit*, and measures in Austria, Belgium, France and the Netherlands) and other countries around the world (Japan, Turkey, the United States and Uruguay). The volume synthesizes the lessons learned from these recent experiences and their implications for policy, and also considers how work sharing might go beyond being solely a crisis response tool to contribute to improved individual well-being, more sustainable economies and, ultimately, more equitable societies.

Co-published with Edward Elgar.

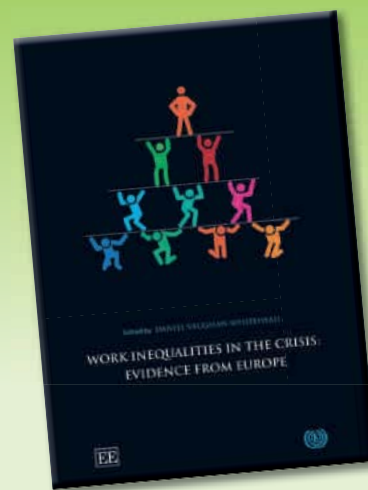
May 2013

Paperback – viii + 298 pp.

ISBN 978-92-2-124563-6 (print)

ISBN 978-92-2-124564-3 (pdf)

CHF 45; USD 48; GBP 30; EUR 37



Work Inequalities in the Crisis

Evidence from Europe

Edited by Daniel Vaughan-Whitehead

The authors are to be congratulated for providing such a detailed panorama and frank assessment, which will be of value to both academic and policy readers.

David Marsden, London School of Economics

This volume provides an in-depth overview of the effects of the crisis on inequalities in the world of work. It examines these inequalities multidimensionally, looking at employment, wages and incomes, working conditions and social dialogue, and investigates whether the crisis may halt the progress made in Europe towards better quality jobs and working conditions.

The volume includes assessments of national trends in 30 European countries and 14 country case studies by noted European specialists on individual enterprises or sectors as well as policy solutions adopted at the national and local levels. By providing an accessible survey of the policies proposed and adopted, this volume contributes to identifying policy responses that strengthen economic competitiveness, preserve social cohesion and do not aggravate or deepen inequalities in the current circumstances. It also sheds light on a further aspect of the crisis poorly documented thus far, namely its microeconomic effects on different types of workers and the areas of work that directly matter to them.

Co-published with Edward Elgar.

November 2011

Paperback – xvi + 570 pp.

ISBN 978-92-2-124885-9 (print)

ISBN 978-92-2-124886-6 (pdf)

CHF 90; USD 90; GBP 50; EUR 60



Ergonomic Checkpoints

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

Second edition

Published 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, including: materials storage and handling; hand tools; machine safety; workstation design; lighting premises; control of hazardous substances and agents; welfare facilities; and work organization. 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.

2010
Paperback – xxx + 306 pp.
ISBN 978-92-2-122666-6 (print)
ISBN 978-92-2-122667-3 (pdf)
CHF 45; USD 40; GBP 28; EUR 30



Stress Prevention at Work Checkpoints

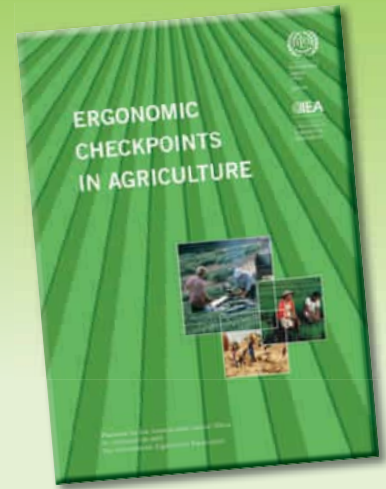
Practical improvements for stress prevention in the workplace

Work-related stress is one of the most important issues in many countries. The negative impacts of stress are multiform and can include circulatory and gastrointestinal diseases as well as physical, psychosomatic and psycho-social problems. These in turn can lead to poor work performance, high accident and injury rates, and low productivity.

It is therefore of vital importance to optimize work conditions and organization. This manual includes easy-to-apply checkpoints for identifying stressors in working life and mitigating their harmful effects. It also provides guidance on linking workplace risk assessment with the process of stress prevention. The checkpoints in this volume are good practice for enterprises and organizations in general, and they are especially useful for companies and organizations that wish to incorporate stress prevention into their overall occupational safety and health policy and management systems. Each of the checkpoints – illustrated in full colour – describes an action, indicates why it is necessary and how to carry it out, and provides further hints and points to remember.

This publication is essential reading for national authorities, company and organizational managers, trade unions, occupational safety and health practitioners, and other parties with an interest in workplace stress prevention.

January 2012
Paperback – xvi + 120 pp.
ISBN 978-92-2-125637-3 (print)
ISBN 978-92-2-125638-0 (pdf)
CHF 35; USD 35; GBP 25; EUR 30



Ergonomic Checkpoints in Agriculture

Prepared by the ILO in collaboration with the International Ergonomics Association.

Agriculture is one of the most hazardous sectors in both developing and developed countries. Increasing attention is being given to applying practical actions in rural and agricultural settings to reduce work-related accidents and diseases, improve living conditions and increase productivity. Reports from many countries have shown the feasibility and effectiveness of ergonomic improvements that have changed the working and living conditions in rural and agricultural settings. This manual is intended to present practical and concrete guidance on easy-to-implement ergonomic improvements, most particularly in developing countries.

The result of long-term collaboration between the ILO and the International Ergonomics Association, the manual compiles 100 illustrated examples of practical ergonomic improvements that can be achieved at low or no cost. The examples focus on ergonomically designed tools and on best techniques for handling materials and arranging workstations, physical environments, welfare facilities, teamwork methods and community cooperation. This manual is an invaluable training tool, since participatory approaches directly involving farmers are the key to applying ergonomic solutions effectively in agricultural workplaces and rural settings.

2011
Paperback – 260 pp.
ISBN 978-92-2-125448-5 (print)
ISBN 978-92-2-125449-2 (pdf)
CHF 40; USD 45; GBP 35; EUR 40



NEW!

Safety Recommendations for Decked Fishing Vessels of Less than 12 Metres in Length and Undecked Fishing Vessels

The safety recommendations contained in this publication are intended to provide information on the design, construction, equipment, training and protection of the crews of small fishing vessels with a view to promoting the safety of the vessel and the safety and health of the crews. The recommendations can also serve as a guide for the safety of vessels used in support of aquaculture activities.

The recommendations cover the full range of safety issues for small vessels, including construction, stability, seaworthiness, fire protection, life-saving equipment, radio and navigation equipment, tools on board, electrical and exhaust equipment, first aid, distress signals and pre-sea safety training. The book contains a bibliography of related resources from the Food and Agriculture Organization of the United Nations (FAO), the ILO, the International Maritime Organization (IMO) and other organizations.

Co-published with FAO and the IMO.

March 2013
 Paperback – x + 254 pp.
 ISBN 978-92-2-127448-3 (print)
 ISBN 978-92-2-127449-0 (pdf)
 CHF 57; USD 60; GBP 40; EUR 46
Also available in French



NEW!

Guidelines on the Medical Examinations of Seafarers

Seafarers are required to undergo medical examinations to reduce risks to other crew members and for the safe operation of the ship, as well as to safeguard their personal health and safety. The Maritime Labour Convention, 2006, and International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978, as amended, require seafarers to hold medical certificates attesting that they are medically fit to perform the duties they are to carry out at sea.

These Guidelines will assist medical practitioners, shipowners, seafarers' representatives, seafarers and other relevant persons with the conduct of medical fitness examinations of serving seafarers and seafarer candidates. They also will help administrations establish criteria that will lead to equitable decisions about who can safely and effectively perform their routine and emergency duties at sea, provided these are compatible with their individual health-related capabilities. They have been developed in order to reduce the differences in the application of medical requirements and examination procedures and to ensure that the medical certificates which are issued to seafarers are a valid indicator of their medical fitness for the duties they will perform.

Co-published with the IMO.

May 2013
 Paperback – 80 pp.
 ISBN 978-92-2-127462-9 (print)
 ISBN 978-92-2-127463-6 (pdf)
 CHF 25; USD 30; GBP 20; EUR 22
Also available in French and Spanish



Accident Prevention on Board Ship at Sea and in Port

ILO code of practice
 Second edition

The safety aspects of work on board ship are a major concern for shipowners and seafarers alike. This code of practice covers the special risks connected to the carriage of bulk cargoes such as oil, gas, chemicals and the hazards relating to roll-on/roll-off vessels, ferries and container ships. It also deals with the perennial problems of anchoring, mooring, access to the ship, use of hoisting devices, general cargo working, maintenance and so on, taking account of the growth and changing nature of seaborne commerce in recent years.

The code, which has been drawn up by an international group of experts, is intended for all those concerned with safety and health on board ship.

This publication aims to provide guidelines based on best practices employed in many maritime countries, which can assist shipowners, seafarers and governments to improve conditions and reduce the number of accidents on board ship.

1996
 Paperback – xiv + 194 pp.
 ISBN 978-92-2-109450-0 (print)
 CHF 27.50; USD 24.75; GBP 14.85;
 EUR 18
Also available in French and Spanish



Guidelines on Training in the Port Sector

The ILO *Guidelines on Training in the Port Sector* present a competency-based framework for portworker training methods designed to:

- protect and promote health and safety in ports;
- improve the skills development of portworkers and enhance their professional status and welfare;
- secure the greatest possible social and economic advantages from advanced methods of cargo handling and other port operations;
- improve cargo handling efficiency and enhance the quality of service to port clients;
- protect the natural environment in and around the port area;
- promote decent work and sustainable jobs in ports.

They are also the first sector-specific training guidelines. The Guidelines have been produced for all organizations and individuals involved in any aspect of portworker training.

May 2013
Paperback – 70 pp.
ISBN 978-92-2-126845-1 (print)
ISBN 978-92-2-126846-8 (pdf)
CHF 25; USD 30; GBP 20; EUR 22
Also available in French and Spanish

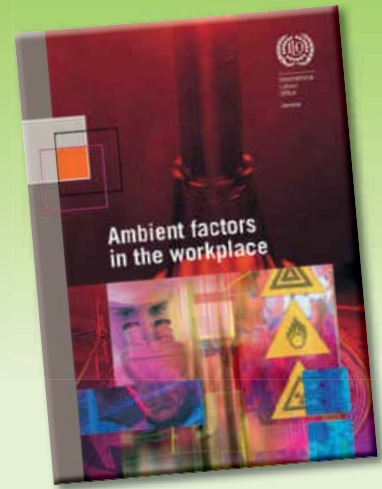


ILO Training Package on Development of a National Programme of Occupational Safety and Health

This ILO training package supports training activities promoting the development and implementation of national programmes on occupational safety and health (OSH), as recommended by the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).

With four detailed modules, the training package adopts a global approach that encompasses the main concepts underlying the ILO's strategic approach to OSH. The first module highlights the need for enhanced OSH governance by means of improved national OSH policies, systems, programmes and action plans. The second explains the main components, roles and organization of the national OSH system. The third module provides guidance on the development of a national OSH profile, potential sources of information and the process for collecting information. The fourth module focuses on methodology for designing, implementing and evaluating national programmes on OSH. An optional additional module is specifically designed for trainers, to help them organize and deliver training activities with practical tools such as lesson plans, exercises and case studies.

December 2012
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CHF 65; USD 69; GBP 45; EUR 53



Ambient Factors in the Workplace

An ILO code of practice

This code of practice provides valuable practical recommendations and guidelines for assessing, eliminating and controlling hazardous ambient factors in the workplace. It provides guidance on the roles and obligations of competent authorities and the responsibilities, duties and rights of employers, workers and all other parties involved to help prevent illness and injury among workers. An excellent basis for the setting up of legal, administrative and practical procedures, *Ambient Factors in the Workplace* presents a number of practical solutions to help protect workers' health against hazardous substances, ionizing radiation, electric and magnetic fields, and optical radiation, as well as noise, vibration, thermal conditions and humidity. It reviews the various aspects of prevention and control for each of these factors, and provides essential guidance on hazard assessment and the surveillance of workers' health and the working environment. It also focuses on establishing education and training programmes to ensure workers receive relevant, up-to-date information on their working conditions.

Compiled by an array of experts in the field, this code is an important resource for competent authorities, employers and workers, suppliers, manufacturers, designers and architects and all those concerned with safety and health at work.

2001
Paperback – x + 66 pp.
ISBN 92-2-111628-X
CHF 13; USD 12.95; GBP 7.95; EUR 13
Also available in French and Spanish

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Safety and Health in the Use of Machinery

An ILO Code of Practice

Machinery is used in virtually all work activities, and thus presents certain safety and health risks in a large number of workplaces all over the world. Worker safety should be addressed at all stages of the lifespan of machinery, from design to decommissioning. This code of practice includes recommendations and requirements regarding the obligations, responsibilities, and rights of competent authorities, designers, manufacturers, suppliers, employers and workers. It also sets out technical requirements and information on the protection of workers against hazards, risk assessments, characteristics of guards and protective devices, as well as safety requirements for different types of machinery.

The objective of this code is to protect workers from the hazards of machinery and to prevent accidents and incidents resulting from the use of machinery at work by providing guidelines for: ensuring that all machinery for use at work is designed and manufactured in accordance with safety requirements; ensuring that employers are provided with a mechanism for obtaining from their suppliers safety information about machinery to enable them to implement effective protective measures for workers; and ensuring that proper workplace safety measures are implemented to minimize risks arising from the use of machinery.

October 2013

Paperback – 100 pp.

ISBN 978-92-2-127725-5 (print)

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CHF 25; USD 25; GBP 20; EUR 22

Also available in French and Spanish



Safety and Health in Agriculture

An ILO code of practice

Agriculture is one of the most hazardous of all economic sectors and many agricultural workers suffer occupational accidents and ill health each year. It is also the largest sector for female employment in many countries, especially in Africa and Asia. Agriculture employs some 1 billion workers worldwide, or more than one-third of the world's labour force, and accounts for approximately 70 per cent of child labour worldwide.

This code of practice is intended to raise awareness of the hazards and risks associated with agriculture and promote their effective management and control; to help prevent occupational accidents and diseases and improve the working environment in practice; to encourage governments, employers, workers and other stakeholders to cooperate to prevent accidents and diseases; and to promote more positive attitudes and behaviour towards occupational safety and health in agriculture throughout the sector.

The code was adopted by an international group in October 2010 and was endorsed and approved by the ILO Governing Body in March 2011.

2011

Paperback – 348 pp.

ISBN 978-92-2-124970-2 (print)

ISBN 978-92-2-124971-9 (pdf)

CHF 45; USD 50; GBP 30; EUR 40

Also available in French and Spanish



Guidelines for the Use of the ILO International Classification of Radiographs of Pneumoconioses (OSH 22)

ILO Standard Digital Images (ILO 2011-D) in DICOM Format

In the continuing struggle to protect the health of workers occupationally exposed to airborne dusts, the ILO has for many years sought to improve the understanding of pneumoconiosis problems. The *Guidelines for the Use of the ILO International Classification of Radiographs of Pneumoconioses* (revised edition 2011) is the latest version of a well-established publication designed to standardize classification methods and facilitate international comparisons of pneumoconiosis statistics and research reports.

The revised (2011) edition of the Guidelines extends the applicability of the ILO scheme to classifications of results from digital radiographic images of the chest. The ILO Standard Digital Images (ILO 2011-D), which derive from the ILO (2000) standard radiographs, have been produced for this purpose.

The earlier (2000) Guidelines for classification of conventionally acquired “film-screen” radiography remain applicable. The relevant text from the earlier edition is reproduced in this edition, and the associated sets of standard radiographs remain available from the ILO.

2011

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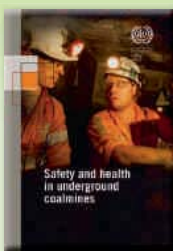
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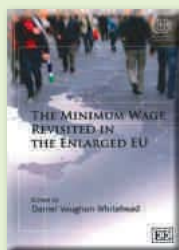
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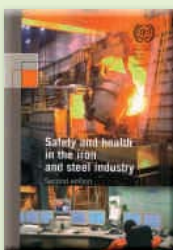
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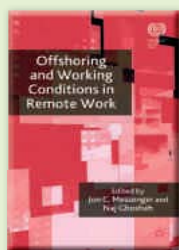
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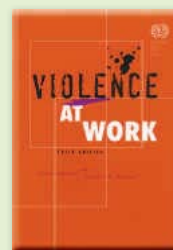
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Available in Spanish



Safety and Health in Ports

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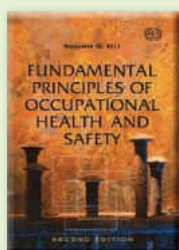
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The Informal Economy and Decent Work

A policy resource guide supporting transitions to formality

This practical policy resource brings together knowledge, policy innovations and good practices in addressing the informal economy and facilitating the transition to formality.

Informal employment is a key challenge in today's globalized economies, not only from the perspective of millions of women and men who earn their livelihoods working and producing under informal arrangements, but also for policy-makers striving to find the right policy responses. Typically, those in the informal economy earn little and have low productivity, in spite of working long hours. Exposed to inadequate and unsafe working conditions, they also have limited access to social protection and weak coverage under the law, and are often not unionized.

Comprising 28 briefs in a range of technical areas, the guide illustrates the multiple policy pathways towards formality and the range of approaches that can be adopted for different groups and sectors within the informal economy. Drawing on the ILO's long experience in this policy area as well as showcasing the most recent innovations, this collection will be invaluable resource for policy-makers and others working on facilitating the transition towards formality.

May 2013

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Handbook on Residential Property Prices Indices

2013 edition

For most citizens, buying a residential property is the most important transaction during their lifetime. Residential properties represent the most significant component of household expenses and, at the same time, their most valuable assets. Residential property prices indices (RPPIs) are index numbers measuring the rate at which the prices of residential properties are changing over time.

RPPIs are key statistics for economic and monetary policy-makers as well as for citizens and households across the world. Among their professional uses, they serve to monitor macroeconomic imbalances and the risk exposure of the financial sector.

This handbook provides comprehensive guidelines for the compilation of RPPIs and explains in depth the methods and best practices used to calculate an RPPi. It also examines the underlying economic and statistical concepts and principles guiding the methodological choices on which the indices are based. The handbook primarily addresses official statisticians in charge of producing RPPIs, and provides a harmonized methodological and practical framework for all parties interested in their compilation.

Written by leading academics in index number theory and by recognized experts in RPPIs compilation, this handbook was co-ordinated by Eurostat, with the collaboration of the ILO, the IMF, OECD, UNECE and the World Bank.

May 2013

Paperback – 153 pp.
 ISBN 978-92-2-127359-2 (print)
 ISBN 978-92-2-127360-8 (pdf)
 CHF 35; USD 37; GBP 24; EUR 29



Towards the Right to Work

A guidebook for designing innovative public employment programmes

Unemployment and working poverty figures indicate that the world faces the challenge of creating 600 million jobs over the next decade, and generating sufficient decent jobs for youth has become an urgent global priority.

What policy options exist for governments to contribute more directly to job creation? Can public spending be used to stimulate job creation more effectively without sacrificing other development objectives? There is sufficient evidence that public investment in infrastructure can play an active role in job creation and sustainable development. Recent innovations in public employment programmes are demonstrating new ways in which these programmes can complement regular investments and create jobs.

This guidebook highlights innovations which can enhance the effectiveness of public employment programmes in the context of a long-term development framework. These include some large-scale programmes in Ethiopia, India and South Africa, in which public employment programmes have been increasingly integrated into national employment and social protection policies.

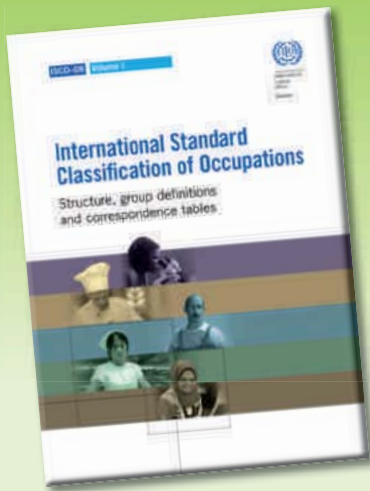
This guidebook is supplemented by an international course that has been developed with support from the ILO's International Training Centre in Turin.

2012

Set of 21 guidance notes
 ISBN 978-92-2-126771-3 (print)
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International Standard Classification of Occupations 2008 (ISCO-08)

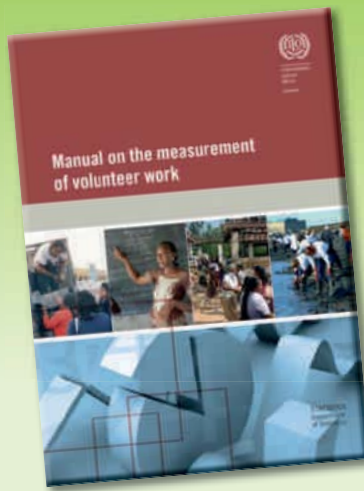
This volume presents the structure and definitions of all groups in the International Standard Classification of Occupations 2008 (ISCO-08) and their correspondence with ISCO-88.

ISCO-08 is a four-level hierarchically structured classification that covers all jobs in the world. Developed with the benefit of accumulated national and international experience as well as the help of experts from many countries and agencies, ISCO-08 is fully supported by the international community as an accepted standard for international labour statistics.

ISCO-08 classifies jobs into 436 unit groups. These unit groups are aggregated into 130 minor groups, 43 sub-major groups and ten major groups, based on their similarity in terms of the skill level and skill specialization required for the jobs. This allows the production of relatively detailed internationally comparable data as well as summary information for only ten groups at the highest level of aggregation. Each group in the classification is designated by a title and code number and is associated with a definition that specifies the scope of the group.

The classification is divided into two volumes: Volume I presents the structure and definitions of all groups in ISCO-08 and their correspondence with ISCO-88, which it supersedes, while Volume II provides an updated and expanded index of occupational titles and associated ISCO-08 and ISCO-88 codes.

March 2012
Paperback – x + 476 pp.
ISBN 978-92-2-125952-7 (print)
ISBN 978-92-2-125953-4 (pdf)
CHF 65; USD 70; GBP 45; EUR 55



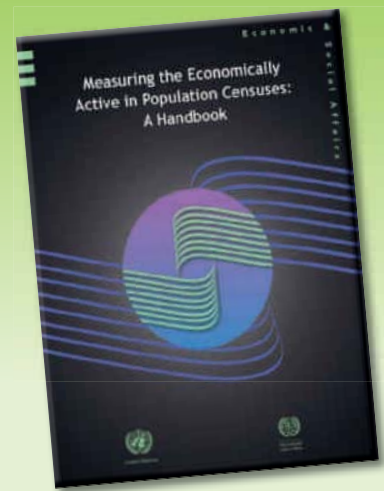
Manual on the Measurement of Volunteer Work

This manual presents a data collection strategy for measuring volunteer work that is cost-effective and reliable. It provides a definition of volunteer work, a measurement methodology to identify volunteer workers and their characteristics, and an estimation methodology to value their work. The 18th International Conference of Labour Statisticians discussed and approved the Manual in 2008, making this the first-ever internationally sanctioned guidance to national statistical agencies for generating official statistics on volunteer work, using a common definition and approach.

The manual is meant to serve as a reference for statisticians as well as a guide to researchers, policy-makers and others who wish to understand and use the resulting statistics. It is intended to help raise awareness of the need for statistics on volunteer work, a crucial labour resource that improves the quality of life everywhere in the world. It is therefore an integral part of ILO's commitment to decent work.

Under the auspices of the ILO Department of Statistics, the manual was prepared by researchers at the Johns Hopkins Center for Civil Society Studies in cooperation with an international Technical Experts Group and with support from United Nations Volunteers. Its publication coincides with the 10th anniversary of the United Nations International Year of the Volunteer.

November 2011
Paperback – vi + 120 pp.
ISBN 978-92-2-125070-8 (print)
ISBN 978-92-2-125071-5 (pdf)
CHF 25; USD 30; GBP 18; EUR 20
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Measuring the Economically Active in Population Censuses: A Handbook

This handbook provides guidance on the measurement of economic characteristics in population censuses, based on relevant experiences of countries, with a particular focus on the questions used and the requirements for processing of responses.

Measuring the Economically Active in Population Censuses is intended to provide census planners with a variety of approaches to assess the questions and methods of collecting economic characteristics used in their national census, as they evaluate the performance in the past decade and plan for the 2010 round of censuses (2005–14).

Users of census results may also find the present text useful when evaluating the quality of census results.

Co-published with the United Nations.

January 2012
Paperback – xii + 340 pp.
ISBN 978-92-2-124105-8 (print)
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Protecting the Poor

A microinsurance compendium

Volume I

Edited by Craig Churchill

...Enables policy-makers, insurers, academics and NGOs 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, 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.

The compendium 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

Hardback – 688 pp.

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ISBN 978-92-2-119225-5 (pdf)

CHF 100; USD 80; GBP 45; EUR 80

Also available in French and Spanish (paperback)

Protecting the Poor

A microinsurance compendium

Volume II

Edited by Craig Churchill and Michal Matul

Microinsurance is a critical tool to help poor people manage risks efficiently. The increasing interest for base-of-the-pyramid insurance is fuelling the rapid development of innovative products and delivery mechanisms that combine sustainability and value to clients. This volume comes at the right time to pull together key lessons learned so far and distil the latest innovations from an impressive roster of market leaders.

Tilman Ehrbeck, CEO, Consultative Group to Assist the Poor (CGAP)

This insightful compendium makes a critical contribution to advancing financial inclusion and the impact of microinsurance around the globe, furthering the understanding and discussions among regulators, supervisors and key stakeholders in improving inclusive insurance markets.

Yoshi Kawai, Secretary General, International Association of Insurance Supervisors (IAIS)

Offering a synthesis of new trends and practices in the growing market of microinsurance, this second volume of *Protecting the Poor* will be an invaluable resource for policy-makers and practitioners alike. It covers the numerous innovations that have emerged in recent years to meet the challenges of providing insurance to low-income people, from new products and delivery channels to consumer education tools, while examining institutional changes in regulations, providers and schemes.

As the microinsurance community dramatically evolves and millions more low-income households have access to better insurance cover, this timely second volume will be an invaluable resource for policy-makers, insurers, academics and NGOs.

Co-published with Munich Re Foundation.

April 2012

Hardback – xxii + 640 pp.

ISBN 978-92-2-125744-8 (print)

ISBN 978-92-2-125745-5 (pdf)

CHF 100; USD 110; GBP 70; EUR 85

Perspectives on Labour Economics for Development

Edited by Sandrine Cazes and Sher Verick

This book will be a valuable reference for policy-makers and students of development across a range of countries. Written in a non-technical style, it contains examples compiled from both developed and developing countries and connects the evidence of labor markets to broader development and growth outcomes.

John Blomquist, Lead Economist, South Asia Human Development, World Bank

In developing countries, labour markets play a central role in determining economic and social progress since employment status is one of the key determinants of exiting poverty and promoting inclusion. Yet the reality in most developing countries is that the labour market fails to create the jobs in the formal economy that would help individuals and their families prosper.

This book seeks to provide a comprehensive, but non-technical, coverage of labour market issues in a developing country context to help policy-makers and other readers improve their capacity to understand these topics and develop appropriate and effective policy responses.

The volume consists of three main thematic parts. Part I provides a broad overview of key issues, including characterizing the employment challenge in developing countries and the link between economic growth, distribution, poverty and employment. Drawing on the literature and country examples, Part II analyses the specific topics of wages, migration and education. The final section shifts to a more normative focus, addressing labour market institutions and policies, along with systematic approaches to quantifying labour markets in developing countries.

November 2012

Paperback – 270 pp.

ISBN 978-92-2-126714-0 (print)

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CHF 45; USD 48; GBP 30; EUR 37



Making Microfinance Work

Managing for improved performance

Craig Churchill and Cheryl Frankiewicz

This training manual provides a valuable overview of the key management principles necessary to optimize the services of microfinance institutions (MFIs) and brings together useful lessons from numerous MFIs worldwide to help managers strengthen the performance of their unit, branch or institution.

Either used alone, or as part of a management training course, this manual offers an arsenal of tools and advice. The book examines the markets and marketing of MFIs and captures the different ways in which managers can communicate the value of their products and services. It introduces effective methods for enhancing efficiency and productivity which minimize the trade-offs MFIs invariably face as they try to provide services over the long term.

The topic of managing risks is also covered. This manual offers strategies to prevent risk from occurring and explains how to rectify the situation if risk does occur. Practical techniques for allocating costs and determining prices are also highlighted, as well as the importance of plans, budgets and reports.

In a clear, easy-to-follow presentation, the book includes illustrations and case studies to assist managers in applying the concepts outlined in the text. An extensive list of additional reading and useful Internet resources is also provided.

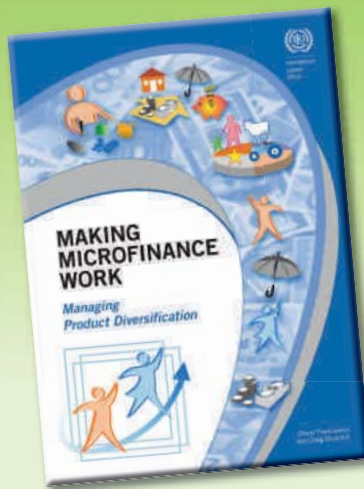
2006

Paperback – xiv + 420 pp.

ISBN 978-92-2-118657-1 (print)

ISBN 978-92-2-118658-8 (pdf)

CHF 50; USD 40; GBP 20; EUR 35



Making Microfinance Work

Managing product diversification

Cheryl Frankiewicz and Craig Churchill

This textbook accompanies a course designed for middle and senior managers in microfinance institutions (MFIs). It is relevant for institutions that have already diversified and are looking for ways to manage their diversification more effectively, as well as institutions that have not yet diversified and are looking for guidance on where and how to begin. This course is also useful to funding agencies and technical assistance providers that are trying to support MFIs' diversification efforts.

This is the second volume of a training programme, building on the highly acclaimed *Making Microfinance Work: Managing for improved performance*. The content includes chapters on various product options, including savings, insurance, leasing, money transfers and even grants and non-financial services. It also explores how to combine different product menus to serve specific market segments, such as the ultra-poor, youth, women, SMEs, as well as persons in rural areas and post-crisis environments. This book concludes with discussions about managing partnerships to enable MFIs to expand their product offerings, and strategies to overcome the challenges of delivering a diverse product portfolio. It provides specific suggestions to manage diversification, including adapting the institutional culture, redistributing responsibilities, empowering staff, communicating with clients, re-engineering systems and managing change.

2011

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Fourth edition

Edited by Milan Kubr

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Dr Erik K. Winslow, Chairman, Management Science Department, George Washington University, USA

2002

Hardback – xxiii + 904 pp.

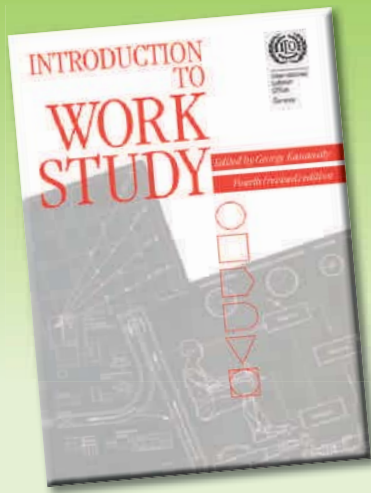
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1992

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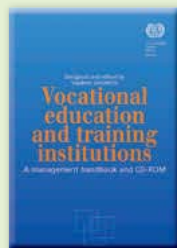
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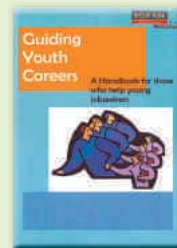
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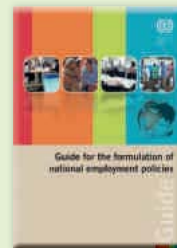
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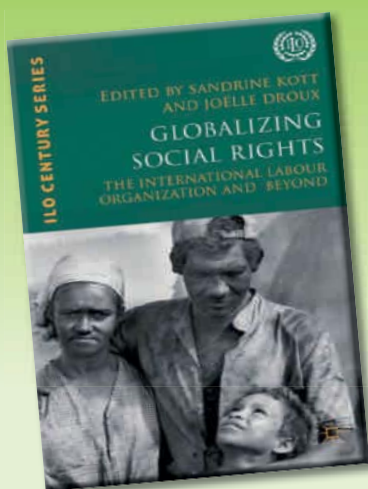
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Globalizing Social Rights

The International Labour Organization and beyond

Edited by Sandrine Kott and Joëlle Droux

Focusing on the ILO, this volume explores its role as creator of international social networks and facilitator of exchange between various national and international actors since its establishment in 1919. It emphasizes the role played by the ILO in the international circulation of ideas, expertise and practices that foster the emergence and shaping of international social models, and examines the impact of its methods and models on national and local societies. By analysing the case of the ILO, the authors rethink the influence of international organizations in the shaping of the contemporary world and the emergence of a global civil society.

This collection brings together a variety of new scholarship by a group of highly qualified and internationally renowned scholars in the field of global history and the history of international organizations.

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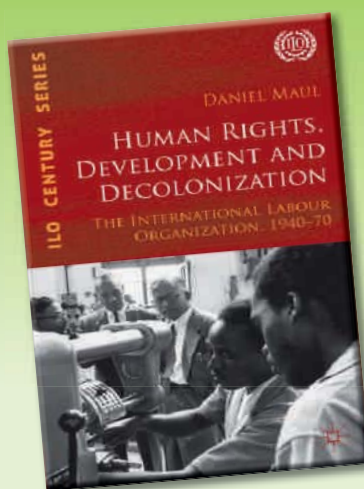
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ISBN 978-92-2-126619-8 (pdf)

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Human Rights, Development and Decolonization

The International Labour Organization, 1940–70

Daniel R. Maul

A breakthrough in historical scholarship on international politics in the twentieth century in general and on the role of international organizations, human rights and development in particular.

Corinna R. Unger, Jacobs University Bremen, Germany

The significance of international organizations as historical actors is one of the least researched aspects twentieth-century history. Daniel Maul's study of the role of the ILO during the core phase of decolonization (1940 to 1970) opens up new perspectives on the topic. Clearly presented, methodologically innovative and based on a wide range of sources, the book makes clear the multifarious ways in which the ILO contributed, both as a political hub and a forum for debate and as an independent actor, to the debates which accompanied the dissolution of the European colonial empires and the processes of post-colonial nation-building that followed. Maul takes an innovative look at the history of decolonization, post-colonial nation-building and the enduringly relevant international human rights and development discourses that these processes spawned.

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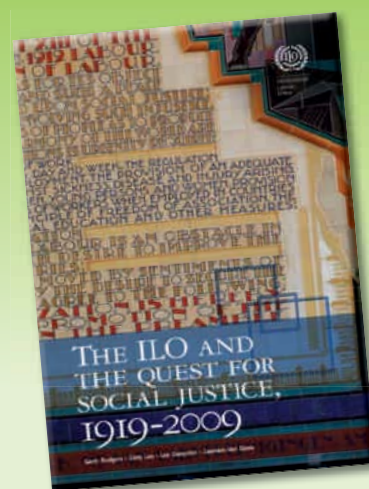
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The International Labour Organization and the Quest for Social Justice, 1919–2009

Gerry Rodgers, Eddy Lee, Lee Sweptson 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

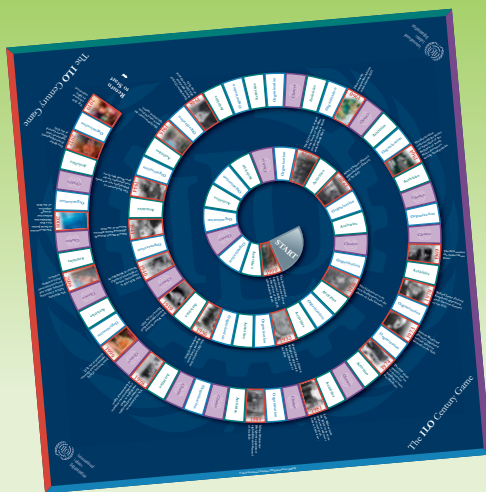
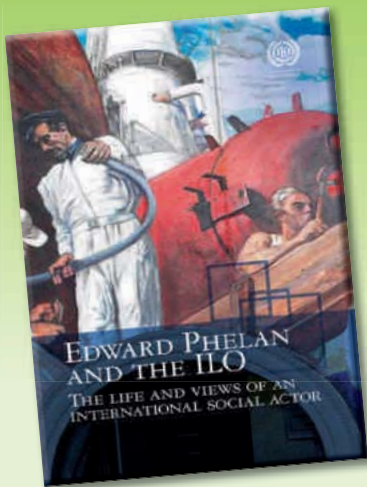
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Edward Phelan and the ILO

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

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 ISBN 978-92-2-121983-5 (print)
 ISBN 978-92-2-121984-2 (pdf)
 CHF 50; USD 50; GBP 35; EUR 35

The ILO Century Game

How much do you know about the ILO's history? Do you know which country offered the ILO refuge during the Second World War? Or what year the ILO won the Nobel Peace Prize?

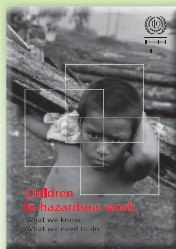
The ILO Century Game is a light-hearted exploration of milestones in the Organization's long history. Players use their general historical knowledge along with what they know of the ILO's story to try to find the right answer to multiple-choice questions, winning pieces of a puzzle that will reveal a historical figure. The first to complete the puzzle wins the game.

Initially conceived for training purposes, this board game is an ideal gift for anyone interested in labour and social history.

Game contains 1 board, 1 die, 4 playing pieces, 4 decks of cards (3 decks of 35 question cards and 1 deck of 25 chance cards) and 4 puzzles (9 puzzle pieces each) in an opaque bag. For 3 to 4 individual players or teams.

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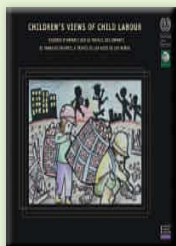


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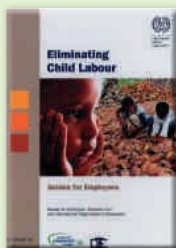


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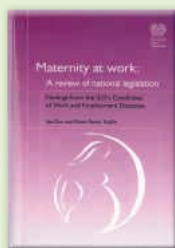
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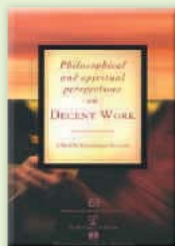


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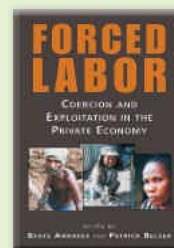


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