



Governing Body

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GB.323/INS/11

Institutional Section

INS

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Original: English

ELEVENTH ITEM ON THE AGENDA

Report of the Director-General

Purpose of the document

This document contains information that the Director-General wishes to bring to the attention of the Governing Body regarding progress in international labour legislation, internal administration, and publications and documents, as set out in the table of contents.

Relevant strategic objective: Not applicable.

Policy implications: None.

Legal implications: None.

Financial implications: None.

Follow-up action required: None.

Author unit: Official Relations and Meetings Branch (RELOFF).

Related documents: None.

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I. Progress in international labour legislation

Ratifications of Conventions

1. Since the information submitted to the 322nd Session (November 2014) of the Governing Body to 22 January 2015, the Director-General has registered the following **14** ratifications of international labour Conventions.

Bangladesh

Ratification registered on 6 November 2014:

Maritime Labour Convention, 2006

Bosnia and Herzegovina

Ratification registered on 26 September 2014:

Collective Bargaining Convention, 1981 (No. 154)

Fiji

Ratification registered on 10 October 2014:

Maritime Labour Convention, 2006

Finland

Ratification registered on 8 January 2015:

Domestic Workers Convention, 2011 (No. 189)

France

Ratification registered on 29 October 2014:

Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

Gabon

Ratification registered on 25 September 2014:

Maritime Labour Convention, 2006

Ireland

Ratification registered on 28 August 2014:

Domestic Workers Convention, 2011 (No. 189)

Republic of Maldives

Ratification registered on 7 October 2014:

Maritime Labour Convention, 2006

Ratification registered on 5 January 2015:

Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)

Russian Federation

Ratifications registered on 19 September 2014:

Paid Educational Leave Convention, 1974 (No. 140)

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

Ratification registered on 18 December 2014:

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

Serbia

Ratification registered on 10 December 2014:

Labour Clauses (Public Contracts) Convention, 1949 (No. 94)

Switzerland

Ratification registered on 12 November 2014:

Domestic Workers Convention, 2011 (No. 189)

Declaration concerning the application of Conventions regarding non-metropolitan territories (article 35 of the Constitution)

2. The Director-General has registered the following declaration concerning the application of international labour Conventions regarding the following non-metropolitan territory:

Netherlands

Declaration registered on 17 October 2014:

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

Acceptance of the obligations of the Convention: Curaçao

Membership of the Organization

3. The membership of the Organization has not changed during the period under review.

Ratifications/acceptances of the instrument for the amendment of the Constitution of the International Labour Organisation, 1997

4. Since the preparation of the document submitted to the 322nd Session (November 2014) of the Governing Body, the Director-General has received the following acceptance of the instrument:

Mali	Acceptance	16 December 2014
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5. The total number of ratifications and acceptances is now **123**, including seven States of chief industrial importance.¹

II. Internal administration

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

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

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

Mr André Bogui (Côte d'Ivoire)

Appointed Director of the Strategic Programming and Management Department (PROGRAM) and promoted to D2 level with effect from 1 January 2015. Promotion to D1 was reported to the Governing Body in March 2013.

Mr Giovanni Di Cola (Italy)

Appointed Special Adviser, Multilateral Cooperation Department (MULTILATERALS) at the D1 level with effect from 1 April 2015. Promotion to D1 was reported to the Governing Body in October 2013.

Mr Giorgio Fraternali (Italy)

Appointed Chief of the Procurement Bureau (PROCUREMENT) at the D1 level with effect from 1 November 2014.

Born in 1956, Mr Fraternali is a Member of the Association of Italian Chartered Certified Accountants and of the Italian Tax Lawyers Bar. He holds a university degree in Finance and Economics from Bologna University.

¹ As at 29 January 2015, only one additional ratification/acceptance by a member State was required for the instrument to enter into force; see GB.323/LILS/2.

Mr Fraternali's professional career in UN Procurement both at headquarters and in the field has spanned some 28 years. He first joined the ILO in 1987, before taking up a post in the United Nations Secretariat's Procurement Department in New York. In 1996 he moved to the World Intellectual Property Organization (WIPO) in Geneva, becoming Deputy Director of the Procurement and Travel Division (PTD). He was nominated Chairman of the UN Global Market Place (UNGM) in 2008 and was recently re-elected for another four-year term. He also served as Chairman of the Inter-Agency Procurement Working Group (IAPWG), now the High Level Committee on Management (HLCM) Procurement Network, in 2000 and 2001. Mr Fraternali served for a six-month period as a member of the UN special task force created in 1995 and entrusted with establishing the International Criminal Tribunal for Rwanda (ICTR) based in Arusha, United Republic of Tanzania. He has been active in leading major procurement projects within the United Nations Common Procurement Activities Group (CPAG) and leading WIPO's comprehensive IT and building tenders, thus gaining a wide range of experience in the areas of contract negotiation and risk management.

Mr Yasser Ahmed Hassan (Egypt)

Appointed Senior Adviser in the Office of the Director-General (CABINET) at the D1 level with effect from 1 February 2015.

Born in 1968, Mr Hassan has a BA in Economics and Political Science.

Prior to joining the ILO, Mr Hassan had a diplomatic career of more than 20 years with the Ministry of Foreign Affairs of Egypt. During this period, he worked in many duty stations until 2006 when he was appointed Director of the UN Specialized Agencies Department, in charge of managing relations and partnerships with international organizations and institutions. In 2008, he was posted to Geneva where he worked as the Deputy Permanent Representative of Egypt to the United Nations and other international Organizations in Geneva. In this capacity, he represented his Government in the ILO Governing Body and in sessions of the International Labour Conference from 2008 to 2012. He has a deep knowledge of public and international policies, having interfaced with diverse international organizations, and having attended many regional and international conferences, meetings and forums within the UN and elsewhere. Mr Hassan has significant experience of political, economic and social developments in the Arab and African regions.

Mr Sangheon Lee (Republic of Korea)

Appointed Special Adviser to the Deputy Director-General for Policy on Economic and Social Issues and promoted to D1 level with effect from 15 August 2014.

Born in 1967, Mr Lee holds a PhD in Economics from Cambridge University.

Mr Lee joined the Conditions of Work Department (CONDIT) in 2000, and has specialized in analysing and monitoring employment and related economic, development and social issues. He has also written extensively on labour and economic issues, including articles in the *International Labour Review* as well as editing volumes under the global research project of Regulating for Decent Work (2011 and 2013, ILO and Palgrave). He is also one of the main authors of the *Global Wage Report* (2008, 2010 and 2012) and the *World of Work Report* (2014).

Ms Giovanna Rossignotti (Italy)

Appointed Deputy Director of the Strategic Programming and Management Department (PROGRAM) and promoted to D1 level with effect from 15 January 2015.

Born in 1964, Ms Rossignotti holds an MA in Humanities from the University of Milan (Italy).

Ms Rossignotti has 19 years of experience with the ILO both at headquarters and in the field. She has worked in the Regional Office for Africa, the Bureau for Workers' Activities and the Enterprises Department in Geneva, where she also held the position of Coordinator of the global Youth Employment Programme. Since joining PROGRAM in 2008, Ms Rossignotti has served as Senior Policy Analyst. She has authored several publications and articles on youth employment, the informal economy, trade union issues and programming matters.

Prior to the ILO, she worked at the European Commission in Brussels and taught at the University of Milan.

Ms Tine Staermose (Denmark)

Appointed Special Adviser on Labour Market Institutions and Governance, Office of the Deputy Director-General for Policy (DDG/P) at the D1 level with effect from 8 December 2014. Promotion to D1 was reported to the Governing Body in November 2010.

Mr Peter van Rooij (Netherlands)

Appointed Director of the ILO Decent Work Team for North Africa and Country Office for Egypt, Eritrea, Sudan and South Sudan (DWT/CO-Cairo) and promoted to D1 level with effect from 15 January 2015.

Born in 1967, Mr van Rooij holds an MSc in Development Economics from the University of Wageningen, Netherlands.

He began his professional career as a programme officer for the United Nations Development Programme (UNDP) in Sudan. Subsequently, he assumed various functions at ILO headquarters, Geneva, in the fields of resource mobilization, microfinance and knowledge sharing, and as an adviser to the ILO Bureau for Employers' Activities (ACT/EMP). He took part in a staff exchange programme between the ILO and the Michelin Company in one of the tyre manufacturer's factories working on high performance team management.

From ILO headquarters, Mr van Rooij moved to the field. Prior to this appointment, he was the Country Director of the ILO Jakarta Office responsible for Indonesia and Timor-Leste. The Office also serves as the liaison for the ASEAN Secretariat with an expanding cooperation between the two institutions. Before becoming Director of Jakarta Office, he served as Deputy Director.

Ms María Luz Vega Ruiz (Spain)

Appointed Special Adviser, Regional Office for Europe and Central Asia (RO-Europe and Central Asia) and promoted to D1 level with effect from 1 January 2015.

Born in 1962, Ms Vega Ruiz holds a Degree in Law from the Universidad Complutense de Madrid, and a Higher Diploma in Labour Law (DES) from the University of Geneva. In 1986, she was appointed as a labour and social security inspector at the Spanish Ministry of Employment and Social Security.

In 1998, Ms Vega Ruiz took up a post at the ILO as an associate expert in the Industrial Relations Department (REL/PROF), working until 1999 as a specialist in areas

such as legislation, social dialogue and labour relations, and also labour administration and inspection. In 1999, she was appointed senior specialist in labour, labour administration and inspection, and labour relations at the ILO Country Office for the Andean Countries, returning to ILO headquarters in 2001 as senior specialist in the Programme for the ILO Declaration on Fundamental Principles and Rights at Work. In 2007, she became senior specialist in the area of labour inspection and administration. Before taking up her new duties, she was Technical Adviser in the Governance and Tripartism Department. Ms Vega Ruiz has extensive international experience in the areas of legislation, labour inspection and administration, and labour relations, and is the author of numerous publications.

Mr Jean-Claude Villemonteix (France)

Appointed Chief of the Policies and Social Benefits Branch (HR/POL), Human Resources Development Department at the D1 level with effect from 1 May 2014.

Born in 1957, Mr Villemonteix holds a DU in Mediation, Institut Universitaire Kurt Boesch, Switzerland, 2006; an MSc in Applied Behavioural Sciences, School of Professional Studies in Business and Education, Johns Hopkins University, United States, 1993; an L.LD in Labour Law and Social Protection, Poitiers Law School, France, 1991; a postgraduate degree in HR Management, ISFOGEP-ESSEC Graduate School, France, 1989; a postgraduate degree in International Business Administration, Institut du Commerce International, France, 1988; and an MA in Economics, Limoges University, France, 1985.

Mr Villemonteix is a certified mediator. He is a member of the Association for Human Resource Management in International Organizations (AHRMIO) and of the International Ombudsman Association (IOA).

He has extensive experience in all fields of human resources management and in employment dispute resolution, including almost 25 years in the international and public sector. Before joining the ILO Human Resources Department, he held the position of Chief, Human Resources Services at the International Training Centre of the ILO in Turin (2003–09 and 2011–14); Chief, Human Resources Section at UNV/UNDP, Bonn (2009–11); Chief, Human Resources Policy and Planning Group, at FAO, Rome (2000–03); Head, Recruitment and Staff Development Section, IAEA, Vienna (1994–2000); Personnel Officer, Staff Development Division, International Monetary Fund, Washington DC (1990–94).

Prior to becoming a staff member of international organizations, Mr Villemonteix worked for several years in the private sector in France as a lawyer, auditor, and an organization development specialist.

III. Publications and documents

8. The publications listed below have become available for sale at ILO headquarters since the 320th Session (March 2014) of the Governing Body.

International Labour Conference

9. The following reports of the 103rd Session (2014) of the International Labour Conference have been issued in English, French and Spanish.

<i>Record of Proceedings</i>	Plenary sitting, committee reports, authentic texts, resolutions, delegations
Report II	<i>Information concerning the programme and budget and other questions</i>
ILC.103/FIN	<i>Financial report and audited consolidated financial statements for the year ended 31 December 2013 and Report of the External Auditor</i>
ILC.103/III/2	<i>Information document on ratifications and standards-related activities</i>

10. The following reports of the 103rd Session (2014) of the International Labour Conference have been issued in English, French, Spanish, German, Russian, Arabic and Chinese.

Report I(A)	<i>ILO programme implementation 2012–13</i>
Report I(B)	<i>Fair migration: Setting an ILO agenda</i>
Report IV(2A)	<i>Strengthening action to end forced labour</i>
Report IV(2B)	<i>Strengthening action to end forced labour</i>
Report V(2)	<i>Transitioning from the informal to the formal economy</i>
Report VI	<i>Employment policies for sustainable recovery and development</i>
Report APP	<i>The situation of workers of the occupied Arab territories</i>

11. The following report of the 104th Session (2015) of the International Labour Conference have been issued in English, French and Spanish.

Report III(1B)	<i>General Survey of the reports on the Right of Association (Agriculture) Convention, 1921 (No. 11), the Rural Workers' Organisations Convention, 1975 (No. 141), and the Rural Workers' Organisations Recommendation, 1975 (No. 149)</i>
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12. The following reports of the 104th Session (2015) of the International Labour Conference have been issued in English, French, Spanish, German, Russian, Arabic and Chinese.

Report III(1A)	<i>Report of the Committee of Experts on the Application of Conventions and Recommendations</i>
Report V(1)	<i>The transition from the informal to the formal economy</i>

Regional Meeting reports

13. The following report and declaration from the 18th American Regional Meeting, Lima, Peru (October 2014) have been issued in English and Spanish.

Twenty-first century challenges for the Americas: Full and productive employment and decent work

The Lima Declaration

Sectoral Activities Programme

14. The following reports have been issued in English, French and Spanish.

Report SWJMC/2014 (February 2014)	<i>Subcommittee on Wages of Seafarers of the Joint Maritime Commission</i>
Report GDFPS/2014 (April 2014)	<i>Collective bargaining in the public service: Bridging gaps for a better future</i>
Report GDFMCS/2014 (May 2014)	<i>Employment relationships in the media and culture industries</i>
Report GDFTCLI/2014 (September 2014)	<i>Wages and working hours in the textiles, clothing, leather and footwear industries</i>
Report MEMOSH/2014 (October 2014)	<i>Draft guidelines for implementing the occupational safety and health provisions of the Maritime Labour Convention, 2006</i>
Report GDFACE/2014 (December 2014)	<i>Ups and downs in the electronics industry: Fluctuating production and the use of temporary and other forms of employment</i>

Periodical publications

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

International Journal of Labour Research, Vol. 6, Nos 1–2 (2014) (English, French and Spanish)

International Labour Review, Vol. 154 (2014), Nos 1–4 (English, French and Spanish)

Non-periodical publications

16. The following publications have been issued or are in press in the following languages (other languages indicated in parenthesis).

English

Creative labour regulation: Indeterminacy and protection in an uncertain world

Ergonomic checkpoints in agriculture (second edition) (also in French and Spanish)

Global Employment Trends 2014: Risk of a jobless recovery?

Global Wage Report 2014/2015: Wages and income inequality (also in French and Spanish)

Greece: Productive jobs for Greece

Key Indicators of the Labour Market (Eighth edition)

Labour administration and labour inspection in Asian countries

Labour markets, institutions and inequality: Building just societies in the 21st century

Maternity and paternity at work: Law and practice across the world

Maternity protection in SMEs. An international review

Portugal: Tackling the jobs crisis in Portugal

Profits and poverty: The economics of forced labour

Spain: Growth with jobs (also in Spanish)

The European Social Model in crisis: Is Europe losing its soul?

The governance of policy reforms in Southern Europe and Ireland: Social dialogue actors and institutions in times of crisis

Towards better work: Understanding labour in apparel global value chains

Towards the single employment contract: Comparative reflections

Transforming economies: Making industrial policy work for growth, jobs and development

Women in business and management: Gaining momentum

World Employment and Social Outlook: Trends 2015

World of Work Report 2014: Developing with jobs

World of Work Report 2014: Developing with jobs (second edition, revised)

World Social Protection Report 2014/15: Building economic recovery, inclusive development and social justice

French

Directives pour l'application de la partie B du Recueil, des Directives facultatives et des mesures de sécurité recommandées (also in English and Spanish)

La prévention du stress au travail: Liste des points de contrôle (also in English and Spanish)

Mesures de sécurité recommandées pour les navires de pêche pontés d'une longueur inférieure à 12 mètres et les navires de pêche non pontés (also in English and Spanish)

Mesures de sécurité recommandées pour les navires de pêche pontés d'une longueur inférieure à 12 mètres et les navires de pêche non pontés (also in English and Spanish)

Protéger les plus démunis. Guide de la micro-assurance (Vol II) (also in English and Spanish)

Rapport mondial sur les salaires 2014/15: Salaires et inégalités de revenus (also in English and Spanish)

Vers le droit au travail: Un guide pour la conception de programmes publics d'emploi novateurs (also in English and Spanish)

Spanish

Atenuar el neoliberalismo: Tripartismo y reformas económicas en el mundo en desarrollo (also in English)

De la gran recesión a la recuperación del mercado de trabajo: cuestiones, datos concluyentes y opciones en materia de políticas (also in English)

Derecho del trabajo y protección de los trabajadores en países en desarrollo (also in English)

Directrices para la implantación de la Parte B del Código, las Directrices de aplicación voluntaria y las Recomendaciones de seguridad (also in English and French)

España: Crecimiento con empleo (also in English)

Informe sobre el trabajo en el mundo 2013: Reparando el tejido económico y social (also in English)

Informe mundial sobre salarios 2014/2015: Salarios y desigualdad de ingresos (also in English and French)

La prevención del estrés en el trabajo: lista de puntos de comprobación (also in English and French)

Protegiendo a los pobres. Un compendio sobre microseguros (Tomo II) (also in English and French)

Recomendaciones de seguridad para los buques pesqueros con cubierta de eslora inferior a 12 metros y los buques pesqueros sin cubierta (also in English and French)

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

17. The following agreements have been signed since the 320th Session of the Governing Body.

Labour markets, institutions and inequality.
Building social justice in the 21st century
(original English, co-publication)

Edward Elgar Publishing Ltd,
United Kingdom

Building human capital through labor migration in Asia (original English, co-publication)	Asian Development Bank Institute, Japan
Global Wage Report 2014/15 (original English, co-publication for South Asia)	Academic Foundation, India
World Social Protection Report 2014/15. Building economic recovery, inclusive development and social justice (original English, co-publication for South Asia)	"
World of Work Report 2014. Developing with jobs (original English, co-publication for South Asia)	"
Protegiendo a los pobres. Un compendio sobre microseguros. Tomo II (Spanish, co-publication)	Münchener Rück Stiftung (Munich Re Foundation), Germany
Sustainability through competitive and responsible enterprises (SCORE) (full package) (reprint)	TUV Rheinland (Guangdong) Ltd, China
Surfing the labour market. Job search skills for young people. Facilitator's Guide and Toolkit (reprint)	Ministry of Labour, Invalids and Social Affairs (MOLISA), Viet Nam
Enhancing youth employability: What? Why? and How?	"
Guide to core work skills (reprint)	
Generate Your Business Idea. Manual (reprint)	SPARK, Netherlands
Start Your Business. Manual and Business Plan (reprint)	"
Expand Your Business. A Training Manual, Trainer's Guide and A case study of a growth-oriented entrepreneur (reprint)	"
Improve your business: A training manual for small-scale entrepreneurs (set of seven modules) (reprint)	"
Generate Your Business Idea (reprint)	Save the Children International (Egypt Country Office), Egypt
Start Your Business (reprint)	"

Improve your business: A training manual for small-scale entrepreneurs (reprint)	"
Introducción al estudio del trabajo. Cuarta edición (revisada) (reprint)	Editorial Limusa S.A. de C.V., Mexico
Job tips. A handbook for young jobseekers in Sierra Leone (reprint with adaptation)	The Presidency of Ghana, Ghana
Gérez mieux votre entreprise: Eléments de base. Edition internationale (reprint with adaptation)	CESAM, Centre de Suivi et d'Assistance en Management, Benin
Safety and health in the use of machinery. ILO code of practice (Arabic edition)	Arab Institute of Occupational Health and Safety, Syrian Arab Republic
Management consulting. A guide to the profession. Fourth edition (Arabic edition)	Talal Abu-Ghazaleh Translation, Distribution & Publishing Ltd, Jordan
Global Employment Trends 2014. The risk of jobless recovery (Chinese edition)	China Financial and Economic Publishing House, China
World of Work Report 2014. Developing with jobs (Chinese edition)	"
Ergonomic checkpoints in agriculture. Practical and easy-to-implement solutions for improving safety, health and working conditions. Second edition (Chinese edition)	National Institute of Occupational Health and Poison Control, China
Poverty and famines: An essay on entitlement and deprivation (Chinese edition)	The Commercial Press, China
Start and Improve Your Business Game (Croatian edition)	Centre for Entrepreneurship, Croatia
Making microfinance work. Managing product diversification (French edition)	International Training Centre of the ILO, Italy
Safety and health in the use of chemicals at work. World Day for Safety and Health at Work, 28 April 2014 (Greek edition)	Hellenic Institute for Occupational Health & Safety (ELINYAE), Greece

Guidelines on occupational safety and health management systems. ILO–OSH 2001 (Greek edition)	"
The effective employers' organization (set of four guides + CD-ROM) (Hungarian edition)	Confederation of Hungarian Employers and Industrialists, Hungary
World of Work Report 2014. Developing with jobs (Japanese edition)	Ittosha Incorporated (Publishers), Japan
Global Employment Trends 2014. The risk of jobless recovery (Japanese edition)	"
Regulating the employment relationship in Europe: A guide to Recommendation No. 198 (Korean edition)	Federation of Korean Trade Unions (FKTU), Republic of Korea
Cooperatives and the sustainable development goals. A contribution to the post-2015 development debate. A policy brief (Korean edition)	iCOOP Cooperative Institute, Republic of Korea
Ergonomic checkpoints: Practical and easy-to-implement solutions for improving safety, health and working conditions. Second edition. (Macedonian edition)	Macedonian Occupational Safety & Health Association, (MOSHA), Macedonia
Handbook – Supported Employment (Portuguese edition)	AEDREHC, Associação para Educação, Esporte, Cultura e, Profissionalização da Divisão de Reabilitação, Brazil
Employment policies for sustainable recovery and development. Recurrent discussion under the ILO Declaration on Social Justice for a Fair Globalization. (Portuguese edition)	Instituto do Emprego e Formação Profissional, Portugal
Surfing the labour market. Job search skills for young people. Facilitator's Guide and Toolkit (Portuguese edition)	Ministério do Trabalho e da Solidariedade Social, Portugal
Youth rights@work. Decent work for young people. Facilitator's Guide (Portuguese edition)	"
Safety and health in the use of chemicals at work. World Day for Safety and Health at Work, 28 April 2014 (Romanian edition, PDF)	Ministry of Labour, Family and Social Protection, Romania

Guidelines for Cooperative Legislation. Third edition (Russian edition)	Belgorod University of Cooperation, Economics and Law, Russian Federation
Making microfinance work. Managing product diversification (Spanish edition)	International Training Centre of the ILO, Italy
World of Work Report 2014. Developing with jobs (Spanish edition)	Ministerio de Trabajo y Seguridad Social, Spain
Combating forced labour: A handbook for employers and business. A checklist and guidance for assessing compliance (Thai edition, PDF)	Department of Labour Protection and Welfare, Thailand
Confronting finance: Mobilizing the 99% for economic and social progress (Turkish edition)	Efil Yayinevi, Turkey
Beyond macroeconomic stability. Structural transformation and inclusive development (Turkish edition)	"
Providing clean energy and energy access through cooperatives (Turkish edition)	Ministry of Customs and Trade, Turkey
Enhancing youth employability: What? Why? and How? Guide to core work skills (Vietnamese edition)	Ministry of Labour, Invalids and Social Affairs (MOLISA), Viet Nam
Surfing the labour market. Job search skills for young people. Facilitator's Guide and Toolkit (Vietnamese edition)	"

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