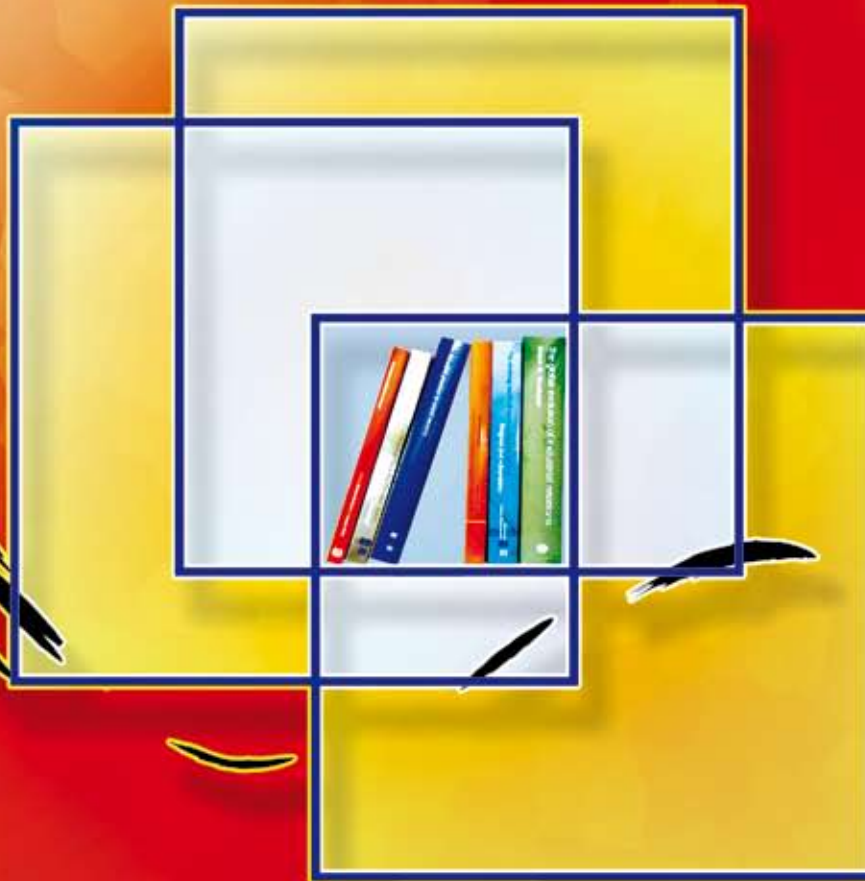


# ILO PUBLICATIONS

February - July 2008



International  
Labour  
Office  
Geneva



International Labour Office

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## WORLD OF WORK MAGAZINE

### The Magazine of the ILO

Published three times a year by the International Labour Office, the *World of Work* examines the latest social and labour issues from around the world along with the ILO's major objectives and current thinking on decent work.

Visit [www.ilo.org](http://www.ilo.org) to read articles online on:

- Discrimination at work
- Working together out of poverty
- International labour standards and globalization
- Progress in eradicating child labour
- Global alliance against forced labour
- HIV/AIDS and the world of work
- Managing disabilities in the workplace

... and many other issues in the world of work.

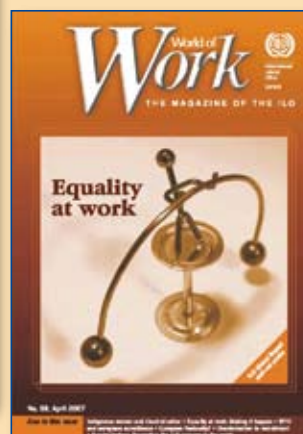
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**NEW!**

## Freedom of Association in Practice: Lessons Learned

Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, 2008. International Labour Conference, 97th Session 2008, Report I (B)

Achieving the goal of decent work for all women and men in conditions of freedom, equity, security and human dignity is only possible if they can have a say in how this impacts on their work and living conditions as well as on economic and social development. This Global Report on freedom of association and the right to collective bargaining emphasises the need for a conducive environment in law and practice to facilitate collective bargaining and conflict resolution, well-functioning labour administration, and strong workers' and employers' organizations. It identifies positive developments in freedom of association, such as the emergence of various initiatives promoting it due to growing economic integration, but it also describes restrictions and interference representative organizations worldwide continue to face from the unprecedented challenges posed by structural and technological changes and globalization. Finally it describes the ILO response to these challenges through technical cooperation and assistance to member States and outlines a plan of action for the next four years.

March 2008 250 pp. ISBN 978-92-2-119481-1  
35 Sw.frs.; US\$30; £17; 23 Euros

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

**NEW!**

## From Conflict to Cooperation

Labour market reforms that can work in Nepal

Robert Klyoh



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

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

This is a co-publication with Academic Foundation, India.

March 2008 120 pp. ISBN 978-92-2-120166-3  
30 Sw.frs.; US\$24.95; £12.95; 20 Euros

**NEW!**

## Active Labour Market Policies Around the World

Coping with the consequences of globalization  
Second edition

Peter Auer, Ümit Efendioğlu and Janine Leschke

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

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

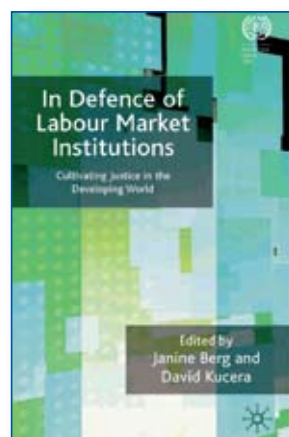
April 2008 120 pp. ISBN 978-92-2-120456-5  
40 Sw.frs.; US\$29.95; £18; 25 Euros

**NEW!**

## In Defence of Labour Market Institutions

Cultivating justice in the developing world

Edited by Janine Berg and David Kucera



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

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

Since the early 1990s there has been heated debate on the merits of labour market institutions, regulations and policies and their economic costs. This volume offers a valuable contribution to this debate by examining the merits of labour market institutions from the perspective of developing countries. Leading experts in the field offer insightful analysis on how different labour market institutions – labour administration, trade unions, minimum wages, training and unemployment insurance – affect work in these regions.



The book addresses some of the positive benefits of labour market institutions, offering an understanding of why formal regulations and policies were implemented and how informal values and norms also influence the workings of the labour market, while at the same time analysing the economic effect that these institutions can have. The analysis also sheds light on conceptual and methodological questions associated with the labour market flexibility debate.

The study aims to counter the prevailing view that labour market institutions are equated with labour market rigidity, and offers economic and social reasons for maintaining certain policies and standards, differentiating between the needs and challenges of countries with varying levels of income.

This is a co-publication with Palgrave Macmillan Publishers.

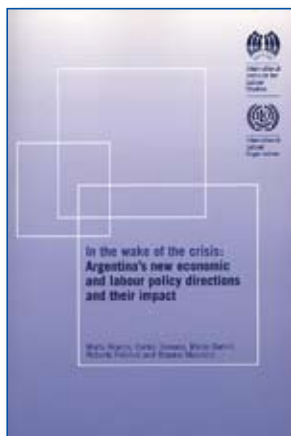
March 2008 280 pp. ISBN 978-92-2-119319-7  
Hardback: 125 Sw.fr.s.; US\$95; £60; 80 Euros

**NEW!**

## In the Wake of the Crisis

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

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



The two papers in this volume provide in-depth information on, and analysis of, the policy shifts in Argentina in the wake of the 2001 economic crisis and their impact. The first paper discusses the adaptation of the development model as a whole, and the attempt to integrate economic and social goals in general, and decent work in particular, within a coherent policy framework. The second paper explores in some depth a crucial dimension of the policy response, concerned with macroeconomic management.

Public policy in Argentina since 2003 has been inspired by the concept of decent work. Indeed, Argentina was the first Latin American country to make decent work an objective of its labour legislation and public policy.

This book presents an invaluable experience, both of the impact that globalization, when based only on market liberalization, can have on an economy and a society which was seen to possess a relatively developed welfare state, and of a remarkable national response to the challenges of globalization. This publication, whose authors include both independent academics and key policy actors, provides valuable insights into the options, the strategies adopted and their results.

December 2007 xiv+130 pp. ISBN 978-92-9014-850-0  
20 Sw.fr.s.; US\$16; £9; 13 Euros  
Also available in Spanish

## Trade Union Responses to Globalization

**A review by the Global Union Research Network**

*Edited by Verena Schmidt*



Bringing together papers from some of the leading national and international experts from the Global Union Research Network (GURN), this book provides a valuable overview of how trade unions around the world are responding to globalization.

Globalization has proved a complex and multi-faceted process for workers, as are the strategies they must develop to face its challenges. The case studies in this volume demonstrate successful strategies undertaken by trade unions in Brazil, Bulgaria,

the Caribbean, Colombia, India, Poland, the United Kingdom, Turkey as well as Southern and Eastern Africa. In the process, the contributors highlight issues crucial to trade unions in this period of fast-paced change, such as the struggle for transparent governance for a fairer globalization, the implementation of labour standards, employment creation, social protection, poverty alleviation including meeting the UN's Millennium Development Goals and gender equality and more.

Above all, this book shows how trade unions are key in influencing the rules of globalization to achieve a fairer globalization, while also playing a paramount role in implementing and enforcing these rules.

2007 xx+195 pp. ISBN 978-92-2-119860-4  
30 Sw.fr.s.; US\$24.95; £14.95; 20 Euros

## The Evolving World of Work in the Enlarged EU

**Progress and vulnerability**

*Edited by François Eyraud and Daniel Vaughan-Whitehead*



While many factors – unemployment, increased competition, globalization – have brought about radical changes in the way labour markets operate, the growth of the European Union (EU) from 10, to soon 27, Member States has also contributed to the transformation of employment and working conditions.

This volume, produced by a working group of leading experts in the field, presents timely information on the essential, but rarely studied, area of social policy in the EU enlargement process. It looks at the evolving

practices in the world of work and how these may affect – sometimes in a differentiated way – workers and their families.

Comprehensive in scope, the book provides information for the first time on the trends in all important elements of the world of work in the enlarged EU: employment contracts, working time and

work intensity, wages, training, health and safety, social dialogue and workers' participation, and work-family balance. It does this from an original perspective, through a series of case studies that highlight what practices are put in place at enterprise level, and how different working and employment conditions are combined and interact at local level.

At the same time it identifies the 'most vulnerable workers' or 'the workers most at risk' – those at the lower end of the labour market who seem to remain excluded from the main economic and social benefits of increased competition and trade at European and international level.

2007 ix+582 pp. ISBN 978-92-2-119547-4  
80 Sw.fr.s.; US\$65; £35; 50 Euros

## Working for Better Times

### Rethinking work for the 21st century

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



To most people, work is the mainstay of livelihood, social integration and identity. But the 20th century meaning of "work" can no longer be taken for granted. Nor, therefore, can the ways in which work shapes those inter-related spheres of human existence. As patterns of work continue to shift in response to the demands of production and trade in the global economy, major challenges have indeed arisen – not only in the lives of individual workers, but also for employers exposed to global competition, and for the makers of national and international policy and law. At the heart of the debate lies the challenge of reframing the concepts and rules whereby people's socio-economic security and the human dimensions of work can be reconciled with the global market's growing need for competitive labour flexibility.

This volume offers unique insights into current thinking and policy options on these crucial issues. It consists of a selection of articles from the ILO's flagship journal, the *International Labour Review*, including contributions by such distinguished scholars as Amartya Sen, Martha Nussbaum, Joseph Stiglitz, Robert Reich, Sir Bob Hepple and Alain Supiot. It also includes an introduction by Jean-Michel Servais.

2007 xi+721 pp. ISBN 978-92-2-117956-6  
60 Sw.fr.s.; US\$49.95; £29.95; 42 Euros  
Also available in French

## International Labour Standards

### Electronic Library – ILSE 2007

#### CD-ROM

ILSE is an electronic reference library of basic International Labour Standards documents, including ILO Conventions, Recommendations, Constitution, Standing Orders of the International Labour Conference, General Surveys, the Digest of Decisions of the Committee on Freedom of Association, the Declaration on Fundamental Principles and Rights at Work, the Global Reports, and the recent publications on International

Labour Standards. A selection of further texts is available in Arabic, Chinese, German, Portuguese and Russian.

2007 ISSN 1020-9972 18 Sw.fr.s.; US\$14; £8; 12 Euros  
*Trilingual English/French/Spanish*

Also includes documents in Arabic, Chinese, German, Portuguese and Russian

## RELATED TITLES:

### Equality at Work: Tackling the Challenge

Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, 2007  
2007 130 pp. ISBN 978-92-2-118130-9 35 Sw.fr.s.; US\$30; £16; 25 Euros  
Also available in French, Spanish, Arabic, Chinese, German and Russian

### Freedom of Association

Digest of decisions and principles of the Freedom of Association Committee of the Governing Body of the ILO  
Fifth (revised) edition.  
2006 xii+275 pp. ISBN 92-2-119031-5 30 Sw.fr.s.; US\$23; £13; 20 Euros  
Also available in French and Spanish

### Social Dialogue and Poverty Reduction Strategies

*Edited by Graeme J. Buckley and Giuseppe Casale*  
2006 xii+549 pp. ISBN 92-2-117541-3  
Hardback: 80 Sw.fr.s.; US\$60; £35; 63 Euros  
Also available in Spanish

### Social Dialogue in the Process of Structural Adjustment and Private Sector Participation in Ports

A practical guidance manual  
*Peter Turnbull*  
2006 xv+93 pp. ISBN 92-2-117721-1 27 Sw.fr.s.; US\$19.95; £11.95; 18 Euros  
Also available in French and Spanish

### Competing for Global Talent

*Edited by Christiane Kuptsch and Eng Fong Pang*  
2006 x+275 pp. ISBN 92-9014-776-8 40 Sw.fr.s.; US\$30; £16.95; 26 Euros

### Labour-Management Cooperation in SMEs

Forms and factors  
*Tayo Fashoyin, Emily Sims and Arturo Tolentino*  
2006 141 pp. ISBN 92-2-117413-1 35 Sw.fr.s.; US\$26.95; £15.95; 24 Euros

### Trade Union Strategies in Central and Eastern Europe

Towards decent work  
*Edited by Dimitrina Dimitrova and Jacques Vilroxx*  
2005 xix+278 pp. ISBN 92-2-117852-8 30 Sw.fr.s.; US\$22.95; £13.95; 22 Euros

### Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy

Fourth edition  
2006 vi+26 pp. ISBN 978-92-2-119010-3 10 Sw.fr.s.; US\$7.50; UK£4.50; 7 Euros  
Also available in French and Spanish

### ILO Multilateral Framework on Labour Migration

Non-binding principles and guidelines for a rights-based approach to labour migration  
2006 84 pp. ISBN 978-92-2-119118-6 20 Sw.fr.s.; US\$15; £9; 13 Euros

### Decent Work in the Americas:

#### An Agenda for the Hemisphere, 2006–2015

Report of the Director-General. Sixteenth American Regional Meeting, Brasilia, May 2006  
2006 viii+86 pp. ISBN 92-2-118509-5 15 Sw.fr.s.; US\$11.95; £6.95; 10 Euros  
Also available in French and Spanish

### Decent Work: Objectives and strategies

*Edited by Dharam Ghai*  
2006 280 pp. ISBN 978-92-9014-785-5 30 Sw.fr.s.; US\$22.95; £12.95; 22 Euros

**NEW!****The Global Employment Challenge**

Ajit K. Ghose, Nomaan Majid, Christoph Ernst



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

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

This volume offers an in-depth analysis of the state of employment in the world today,

providing a detailed and comprehensive picture of the serious challenges faced by today’s policy-makers. The authors argue that the precise nature of what they call “the employment challenge” varies between countries and regions, as do its underlying causes and the responses of governments. But they also suggest that in a globalizing world there are policy challenges that can only be addressed at the international level. The authors warn that if the international community and national governments fail to take corrective action immediately, what is now an employment problem will soon become an employment crisis in all parts of the world.

The book’s empirical focus is on four groups of States: Developing countries, developed countries, Central and Eastern Europe and the Commonwealth of Independent States. It offers groundbreaking analysis of the nature and characteristics of employment and of emerging trends in these areas, as well as valuable information derived using both new and established indicators of employment and unemployment. The study also looks in detail at certain specific questions such as the unequal distribution of productive resources and the failure of globalization to alter this, the relationship between employment and poverty reduction in developing countries, and the rise in non-standard employment in developed countries.

March 2008 304 pp. ISBN 978-92-2-120305-6  
50 Sw.fr.s.; US\$40; £22; 30 Euros

**NEW!****Globalization, Flexibilization and Working Conditions in Asia and the Pacific**

Edited by Sangheon Lee and François Eyraud

This unique study reviews employment conditions in Asia and the Pacific in the context of globalization and the increasing pressures towards flexibilization. It places a strong focus on the divergent experiences of individual workers regarding their employment conditions – employment status, wages/incomes, working time, work organizations and health and safety. Along with thematic studies concerning the roles of workers’ voice and labour regulation in determining employment conditions, this book includes eight country studies from Australia, Japan, Republic

of Korea, Indonesia, the Philippines, Thailand, China and Viet Nam, based on a common research framework, which offers a rigorous comparative review.

Key features:

- Systematic review of employment conditions in selected countries of the region
- National-level analysis based on a common research framework
- Highly analytical and timely analysis of workers’ voice and labour regulation with respect to employment conditions
- Micro analysis revealing a detailed picture of individual workers’ conditions in the workplace
- In-depth analysis of the on-going debates on globalization and flexibilization

This is a co-publication with Chandos Publishing, Oxford, UK.

June 2008 320 pp. ISBN 978-92-2-120029-1

Hardcover: 150 Sw.fr.s.; US\$120; £59.95; 110 Euros

**NEW!****Eliminating Discrimination Against Indigenous and Tribal Peoples in Employment and Occupation**

A guide to ILO Convention No. 111



*“... all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity...”*

– Declaration of Philadelphia, 1944

Convention No. 111 provides an important framework for promoting the rights of indigenous women and men to equality and decent work in line with the Indigenous and Tribal Peoples Convention, 1989 (No. 169) and the 2007 United Nations

Declaration on the Rights of Indigenous Peoples. Indigenous peoples’ equal access to decent work that respects their needs and aspirations is not only a matter of human rights, it is a crucial to the attainment of international and national development objectives.

This guide, which is part of a broader effort by the ILO to support the development and implementation of national laws and policies guided by international labour and human standards, is intended to serve indigenous peoples and their representatives as a source of information and a tool for engaging with policy and decision makers. It is also a tool for the broader development community, including international and national development professionals.

2007 vi+38 pp. ISBN 978-92-2-120519-7

15 Sw.fr.s.; US\$12; £7; 10 Euros

Also available in French and Spanish



**NEW!**

## The Employment Situation of People with Disabilities

Towards improved statistical information



This guide highlights basic knowledge from the fields of labour and disability statistics which have to be combined for a comprehensive description of the employment situation of people with disabilities. It will be of great relevance to countries worldwide as they work to promote and monitor equal employment opportunities for disabled persons.

It provides information on current standards and definitions in the fields of employment and disability, as well as descriptions of good practices related to the

compilation of statistics on the employment situation of people with disabilities, so that better data on this topic can be produced. It is directed to countries wishing to gather or improve such statistics in order to meet policy needs and it is an attempt to bring together all relevant information in this field.

Its main objective is to inform users on the current state of national methodologies for the compilation of statistics on the employment situation of people with disabilities; standards and definitions for the measurement of different sub-groups of the economically active population; concepts and methods for the measurement of disability; and useful sources and survey questions on disability.

2007 vi+80 pp. ISBN 978-92-2-120152-6  
18 Sw.frs.; US\$14; £9; 12 Euros

## Working Time Around the World

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

Sangheon Lee, Deirdre McCann and Jon C. Messenger

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

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

This is a co-publication with Routledge Publishers.

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

## Working Time and Workers' Preferences in Industrialized Countries

Finding the balance

Edited by Jon C. Messenger

The gradual reduction in weekly working hours in the first half of the last century, which culminated in the widespread adoption of the "standard" working week by the 1960s, was grounded in a concern for health and safety and for the preservation of time outside of paid labour.

However, over the last few decades, this progressive standardization of working time has given way to a diversification and individualization in working hours as employers have responded to the competitive pressures of globalization by requiring that productivity be enhanced through changes in working-time schedules.

Since the turn of the century, a common goal to remove or liberalize restrictions on unsocial hours and vary working hours has emerged. This book draws together an international team of contributors to examine the process.

This is a co-publication with Routledge Publishers.

2007 xv+231 pp. ISBN 978-92-2-119697-6  
45 Sw.frs.; US\$40; £20; 30 Euros

## Flexicurity

A relevant approach in Central and Eastern Europe

Edited by Sandrine Cazes and Alena Nesperova



This study is a valuable contribution to the debate surrounding the role of flexibility and security on labour market performance. It argues that the flexicurity approach is the most relevant for Central and Eastern European countries and suggests appropriate reforms of economic policy, institutional framework of the labour market, labour market policy and education and social policies in this region.

The book follows the pattern of analysis used in *Labour Markets in Transition*, a previous monograph

by the authors, and re-examines the different dimensions of flexibility, including flexible forms of employment. It studies fluctuations of labour turnover over the economic cycle. Then it reviews changes in the regulatory provisions, collective bargaining, labour taxation and labour market policies and their impacts on key labour market indicators for the period 1999–2003 as compared with the end of the 1990s.

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

## Trade and Employment

Challenges for policy research

Marion Jansen and Eddy Lee

This study is the outcome of collaborative research between the World Trade Organization Secretariat and the International Labour Office. It addresses an issue that is of concern to both organizations: the relationship between trade and employment.

On the basis of an overview of the existing academic literature, the study provides an impartial view of what can be said, and with what degree of confidence, on the relationship between trade and employment, an often contentious issue of public debate. Its focus is on the connections between trade policies, and labour and social policies and it will be of interest to all those who are involved in this debate: academics and policy-makers, economists, workers and employers, trade and union specialists.

This is a co-publication with the World Trade Organization.

2007 112 pp. ISBN 978-92-1-19551-1 20 Sw.fr.s.; US\$12.95; £8; 13 Euros

## Rural Road Maintenance

**Sustaining the benefits of improved access**

*Chris Donnges, Geoff Edmonds and Bjorn Johannessen*

Investments in rural roads have significant potential for creating decent jobs, supporting local economies and commerce and have important overall implications for poverty reduction and social development.

This report brings together available data on the technical, financial and institutional aspects of maintenance in order to provide an assessment of the status of rural road maintenance in Asia. It looks at the social and economic impact of the current lack of maintenance of rural roads and highlights not only the economic but also the human cost of the lack of maintenance. Key issues surrounding rural road maintenance by the process of government decentralization are also explored and the report draws together valuable lessons learned from recent experience in the region and offers practical solutions and suggested good practices.

2007 110 pp. ISBN 978-92-2-119723-2 18 Sw.fr.s.; US\$14; £8; 12 Euros

## RELATED TITLES:

### The New Offshoring of Jobs and Global Development

ILO Social Policy Lectures, Jamaica, December 2005

*Gary Gereffi*

2006 xii+65 pp. ISBN 978-92-9014-805-0 15 Sw.fr.s.; US\$12; £7; 10 Euros

### Offshoring and the Internationalization of Employment

A challenge for a fair globalization?

*Peter Auer, Geneviève Besse and Dominique Méda (eds.)*

2006 xv+280 pp. ISBN 92-9014-783-0 30 Sw.fr.s.; US\$22.95; £12.95; 22 Euros

### Decent Working Time

New trends, new issues

*Edited by Jean-Yves Boulou, Michel Lallement, Jon C. Messenger*

*and François Michon*

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50 Sw.fr.s.; US\$39.95; £21.95; 35 Euros

### Meeting the Employment Challenge

Argentina, Brazil, and Mexico in the global economy

*Janine Berg, Christoph Ernst, and Peter Auer*

2006 xv+247 pp. ISBN 92-2-117947-8

Hardback: 70 Sw.fr.s.; US\$55; £30; 45 Euros

### Beyond the Scoreboard

Youth employment opportunities and skills development in the sports sector

*Edited by Giovanni di Cola*

2006 xxvi+229 pp. ISBN 92-2-117968-0 30 Sw.fr.s.; US\$21.95; £13.95; 25 Euros

Also available in Spanish

## Microfinance and Public Policy

**Outreach, performance, efficiency**

*Edited by Bernd Balkenhol*



The goal of microfinance institutions (MFIs) is to help the poor to cope better with risk, take advantage of small income generating opportunities and empower themselves through organization. To have this impact on an increasing number of people MFIs need to be financially sound and sustainable. This volume argues that while there may be situations where MFIs can go up-scale and thus meet both objectives at the same time, there are other market configurations where it is very difficult or even

impossible for an institution to break even, no matter how efficiently it runs its operations. This is particularly the case in rural, remote and sparsely populated areas.

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

This is a co-publication with Palgrave Macmillan Publishers.

2007 xxiii+263 pp. ISBN 978-92-2-119347-0

Hardback: 115 Sw.fr.s.; US\$90; £55; 80 Euros

## Health Microinsurance Schemes

**Monitoring and evaluation guide**



These guides assist managers in monitoring and evaluating their microinsurance schemes. They will also allow stakeholders – both technical and financial – to evaluate the viability and performance of such schemes. Volume 1 focuses on methodology and presents the basic concepts used in the guide. It also describes the indicators to measure, among other aspects, schemes' viability from administrative, technical, functional, financial and economic standpoints. Volume 2 focuses on practical indications and offers

support utilizing the tables and indicators presented in Volume 1.

2007

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xiv+139 pp. ISBN 978-92-2-112551-3 25 Sw.fr.s.; US\$19.95; £10.95; 16 Euros

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**Two-volume set:**

ISBN 978-92-2-119669-3, 40 Sw.fr.s.; US\$31.95; £17.95; 26 Euros

Also available in French



## Protecting the Poor

A microinsurance compendium

Edited by Craig Churchill



*"Peppered with examples from over 20 case studies, this essential guide combines in-depth analysis with readability, a remarkable achievement on a topic of critical importance to improving the lives of the poor."*

– Elisabeth Littlefield, Consultative Group to Assist the Poor (CGAP)

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

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

Regulatory and Development Authority, India

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

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

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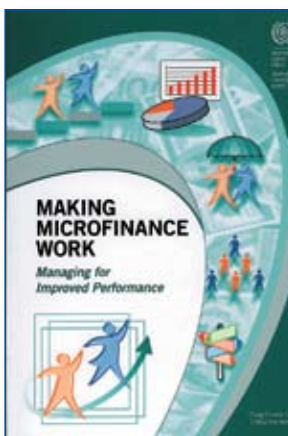
This is a co-publication with Munich Re Foundation, Germany.

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

## 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 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, *Making Microfinance Work: Managing for improved performance* offers an arsenal of tools and advice. The book examines the markets and marketing of MFIs and captures

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The topic of managing risks is also covered. This manual offers strategies to prevent risk from occurring and, if it does occur,

explains how to rectify the situation. Practical techniques for allocating costs and determining prices are also highlighted, as well as the importance of plans, budgets and reports.

2006 xii+416 pp. ISBN 978-92-2-118657-1  
50 Sw.frs.; US\$40; £20; 35 Euros

## Social Protection and Inclusion

Experiences and policy issues

This book focuses on the role of social protection in the process towards inclusion in economic, social and political life. It presents some of the most innovative and promising experiences worldwide in this field. Various chapters examine the role of new social assistance programmes in the fight against poverty and combating exclusion. They stress the need for the development of social assistance schemes that act on several dimensions of poverty simultaneously. It also explores avenues for extending social protection within local economic development strategies. This is central to further expand protection to vulnerable people in many weakly developed institutional settings or poor areas. Finally, some chapters focus on access to basic social services, such as health care, education, housing and nutrition, which also play a crucial part towards inclusion and empowerment.

Three emerging policy issues derive from the book linked with: gearing social assistance towards social inclusion and employment; achieving universal coverage through a plurality of approaches to reach the excluded; and, asserting social security as a human right under changing circumstances in the world of work.

2006 x+237 pp. ISBN 978-92-2-119195-7  
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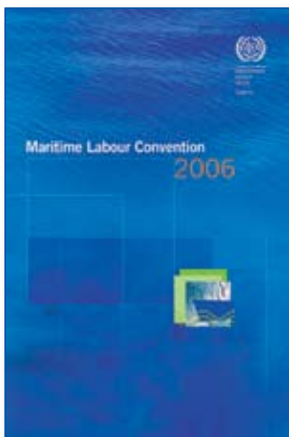
**NEW!****Safety and Health in Underground Coalmines****An ILO Code of Practice***Martin Hahn*

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

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

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

May 2008 410 pp. ISBN 978-92-2-120162-5  
40 Sw.frs.; US\$32; £17; 25 Euros  
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**NEW!****Maritime Labour Convention, 2006 and standards relating to seafarers' identity documents and fishing**

The *Maritime Labour Convention, 2006*, an important new international Labour Convention, was adopted by the International Labour Conference at its 94th (Maritime) Session. Sometimes called a "bill of rights" for seafarers, the *Maritime Labour Convention, 2006*, sets out seafarers' rights to decent conditions of work and helps to establish conditions for fair competition for shipowners. It was designed as a global legal instrument that will become the "fourth pillar" of the international regulatory regime for quality

shipping, complementing the key Conventions of the International Maritime Organization (IMO). The Convention contains a comprehensive set of global standards, consolidating almost all the existing maritime labour Conventions and Recommendations that have been adopted since 1920 in a single new instrument with a new format and requirements that reflect modern conditions in the industry.

This essential new reference source presents the full text of the *Maritime Labour Convention, 2006*, along with a collection of related standards, including the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185), the Work in Fishing Convention,

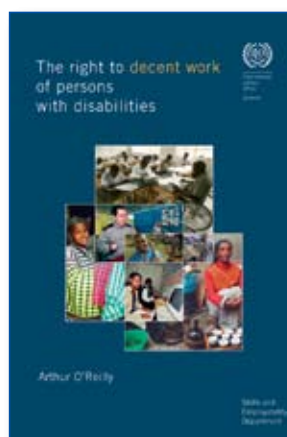
2007 (No. 188) and its accompanying Recommendation, as well as the ILO's fundamental Conventions and the Declaration on Fundamental Principles and Rights at Work and its follow-up.

July 2008 160 pp. ISBN 978-92-2-120612-5  
40 Sw.frs.; US\$30; £18; 25 Euros  
Also available in French and Spanish

**NEW!****Fundamental Principles of Occupational Health and Safety****Second edition***Benjamin O. Ali*

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

May 2008 160 pp. ISBN 978-92-2-120454-1  
40 Sw.frs.; US\$34.95; £16.95; 25 Euros

**The Right to Decent Work of Persons with Disabilities***Arthur O'Reilly*

This publication provides an invaluable overview of the principal international legal instruments, policies and initiatives of relevance to the rights of people with disabilities, with a particular focus on employment and work. It focuses on the different options available to people with disabilities who wish to work in open/competitive employment, sheltered employment, supported employment and social enterprises and examines the trends in each of these categories, highlighting the key issues faced in each case.

The volume also deals with the main approaches which have been adopted at national level to assist people with disabilities in securing, retaining and advancing in employment and work, including legislation; employment services; training for employment; disability management; financial, technical and personal supports; and persuasion measures. The essential elements of consultation, information gathering, monitoring and evaluation are also covered.

Along with a useful list of definitions of key terms, the book also proposes an agenda for future action required in order

to implement the UN Convention on the Rights of Persons with Disabilities (CRPD) 2006, and its provisions on work and employment.

2007 xi+149 pp. ISBN 978-92-2-120144-1  
30 Sw.fr.s.; US\$22.95; £12.95; 20 Euros  
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Information, tools and good practices for workplace action against HIV/AIDS  
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This CD-ROM, produced jointly by the Bureau for Employers' Activities and the Programme on HIV/AIDS and the World of Work, aims to help employers' organizations and their members manage the impact of HIV/AIDS and strengthen the business response to the epidemic. There is a wealth of information about HIV/AIDS. Finding relevant

materials can be a daunting and time-consuming task. The CD-ROM is a compilation of guidelines, training materials, and case studies, linked to particular topics, with guidance on how to use them. It helps users to:

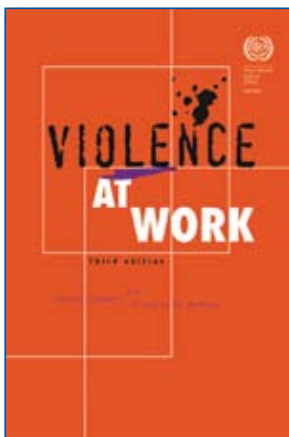
- get accurate facts about HIV/AIDS;
- understand the need for action on HIV/AIDS in the world of work;
- find essential information and practical guidance;
- learn from good practice and experiences of employers and enterprises in a range of countries.

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Duncan Chappell and Vittorio Di Martino



Thoroughly updated and revised, the third edition of this groundbreaking book examines the full range of aggressive acts that occur in workplaces, including homicides, assaults, sexual harassment, threats, bullying, mobbing and verbal abuse. It offers new information and evidence about the incidence and severity of workplace violence in different countries (including examination of some terrorist and mass murder events), identifies occupations and situations at particular risk, evaluates various causal explanations, and details some of the social and economic costs.

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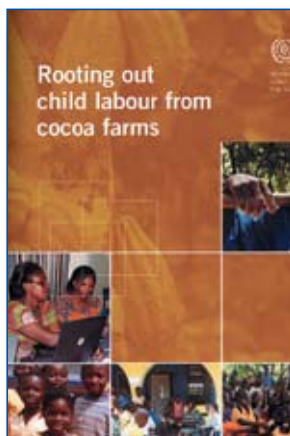
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**NEW!**

## Rooting out Child Labour from Cocoa Farms

A series of four papers



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

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

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2. Safety and health hazards
3. Sharing experiences
4. Child labour monitoring. A partnership of communities and government

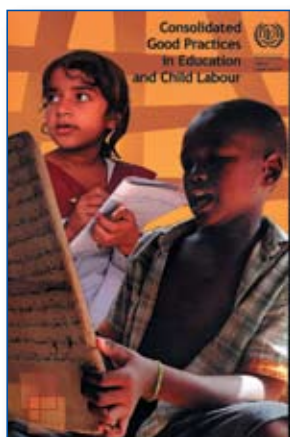
Available as one boxed set.

December 2007 ISBN 978-92-2-120985-0  
40 Sw.frs.; US\$30; £20; 25 Euros

**NEW!**

## Consolidated Good Practices in Education and Child Labour

Education as an intervention strategy to eliminate and prevent child labour



Education and skills training are key tools in eliminating and preventing child labour. This book presents some of the most important good practices identified by ILO-IPEC from thousands of projects and programmes around the world, selected according to the following criteria:

- Innovative or creative
- Documented effectiveness
- Replicable
- Sustainable
- Relevant to direct or indirect action against child labour
- Responsive and ethical
- Efficient use of human, financial or material resources

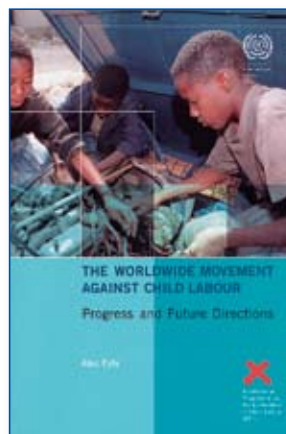
This book is a first step towards sharing the considerable portfolio of knowledge and expertise amassed by ILO-IPEC in using education as a principal means of combating child labour and in linking the elimination of child labour to the Education For All initiative.

December 2007 159 pp. ISBN 978-92-2-120734-4  
35 Sw.frs.; US\$25; £15; 22 Euros

## The Worldwide Movement Against Child Labour

Progress and future directions

Alec Fyfe

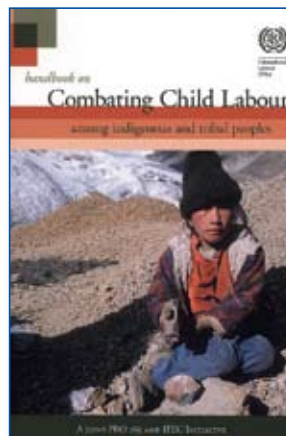


This study provides the first systematic analysis of the worldwide movement against child labour. It argues that the intellectual and policy frameworks first articulated by the ILO in the 1980s remain important departure points for developing a more coherent, more sustained global effort against child labour. But the study also emphasizes that they need re-visiting and more certain application and examines areas of divergence and convergence within the movement. A key objective of this

study is to identify the means by which the worldwide movement can gain the necessary traction to exert a sustained impact on the problem. To this end, the book outlines the major challenges and opportunities facing the worldwide movement and highlights the role of the key global actors in responding to them.

2007 viii+94 pp. ISBN 978-92-2-120017-8  
18 Sw.frs.; US\$14; £8; 12 Euros

## Handbook on Combating Child Labour among Indigenous and Tribal Peoples



*"We fight the worst forms of child labour and often end up finding indigenous children."*

– IPEC staff

Child labour among indigenous peoples has, until recently, received little attention. The general awareness of the extent of the problem and the issues surrounding it is typically low. Recent consultations undertaken by the International Labour Organization (ILO) in Kenya, the Philippines and Guatemala show that indigenous children are disproportionately affected by the worst forms of

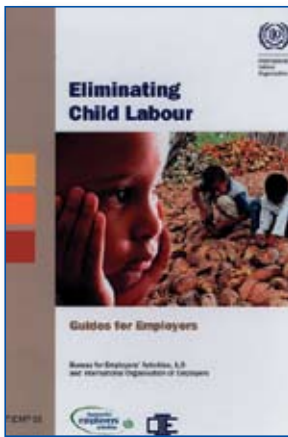
child labour and that specific approaches are needed to effectively combat child labour among indigenous peoples.

This handbook has been elaborated in four parts to provide practical guidance on how the specific issues might be addressed: Part I looks at the rights-based approach to the issue; Part II examines the issue of improving education to combat the problem; Part III considers how to ensure indigenous participation in the process while Part IV provides useful references and additional information.

2007 58 pp. ISBN 978-92-2-118748-6  
30 Sw.frs.; US\$22; £15; 20 Euros  
Also available in French and Spanish

## Eliminating Child Labour

Guides for employers



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

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

on this important and sensitive issue.

The guides focus on:

- Introduction to the issue of child labour
- How employers can eliminate child labour
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2007 3 guides ISBN 978-92-2-120080-2

60 Sw.fr.s.; US\$50; £29; 39 Euros

Also available in French and Spanish

## The End of Child Labour: Within Reach

Global report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work 2006. Report 95 I (B)

*"The end of child labour: Together we can do it"*



This report provides a comprehensive view of the progress made in eradicating child labour. Intriguingly, the evidence indicates that a future without child labour may at last be within our grasp.

It offers new global estimates and highlights trends and areas where the international community is turning the tide of the tragedy of child labour. However, it is clear that a strong and sustained global movement is still needed to ensure that the scourge of child labour will be eliminated.

It explores key policy issues and the global challenges presented by mainstreaming child labour into broader development frameworks, the special plight of Africa, and strengthening the worldwide movement. An action plan is presented, built around specific targets showing how combating child labour can have a catalytic effect, combined with other efforts, to achieve basic changes in human rights and human security.

2006 127 pp. ISBN 92-2-116603-1

35 Sw.fr.s.; US\$29.95; £15.95; 25 Euros

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## Child Labour Wages and Productivity

Results from demand-side surveys  
May 2007 (SIMPOC)

A new study from the ILO sets out to explore the possibility that, in some contexts at least, employers may actually have an economic incentive to hire children rather than adults. Demand-side research on child labour is relatively underdeveloped while policies for combating child labour operate almost exclusively on the supply side of the market. Policies are designed to send children to school, not to work. But the results of this study indicate that many children may be being pulled into the workforce due to incentives faced by employers. Data on wages and productivity of children and adults in two occupations in four countries – Ghana, India, the Philippines and Uganda – were gathered between 2004 and 2005. The results indicated that where demand-side incentives were a substantial driver for child labour, there was a case for specific demand-side policy to address them. The study discusses three approaches – participatory regulation, informal sector support and technical assistance. The study shows that systematic research on children's wages and productivity is possible and concludes that further research on demand-side incentives is essential if policies aimed at eliminating child labour are to be effective and appropriate.

2007 vi+96 pp. ISBN 978-92-2-120227-1

20 Sw.fr.s.; US\$18; £10; 13 Euros

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Health and Safety Risks

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By Valentina Forastieri

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Also available in Spanish

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Bill Rau

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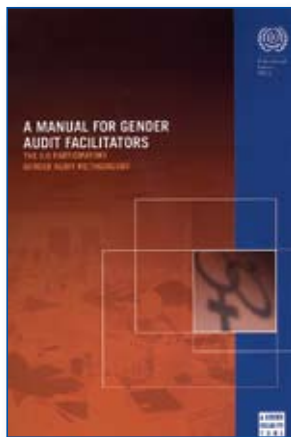
### Action Against Child Labour

Nelien Haspels and Michele Jankanich

2000 xv+334 pp. ISBN 92-2-110868-6 50 Sw.fr.s.; US\$34.95; £24.95; 32 Euros

## A Manual for Gender Audit Facilitators

The ILO participatory gender audit methodology



The first of its kind in the UN system, the ILO Participatory Gender Audit is a tool that supports an organization's commitment to gender equality by examining the extent to which equality is being institutionalized; helping to identify good practices in technical work; and pointing to effective and efficient ways of moving forward in mainstreaming gender in all work activities.

A step-by-step approach is used that leads facilitators through each stage of the audit process, culminating with a set of recommendations and an action plan on how to improve the gender mainstreaming strategy in a given institutional setting. The manual also explains the rationale behind the use of the participatory methodology, its usefulness and relevance.

Though developed primarily to guide gender audit facilitators within the ILO, the manual can easily be adapted to suit a wide variety of organizations wishing to conduct gender audits at either institutional, programme or project levels.

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

## ABC of Women Workers' Rights and Gender Equality

Second edition



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

Based on the ILO's Conventions and Recommendations, this revised and expanded ABC focuses on States' or employers' obligations, and workers' rights, in relation to gender equality in the world of work.

The publication incorporates important information relevant to women workers in entries on sexual harassment, women in development, the glass ceiling and many more. Other major developments for both female and male workers are included under gender mainstreaming and other gender issues, fundamental principles and rights at work, globalization, export processing zones, part-time work and workers with family responsibilities. Enforcement mechanisms and procedures which play a crucial role

in the effective pursuit of individual rights are dealt with under the burden of proof, and remedies and sanctions.

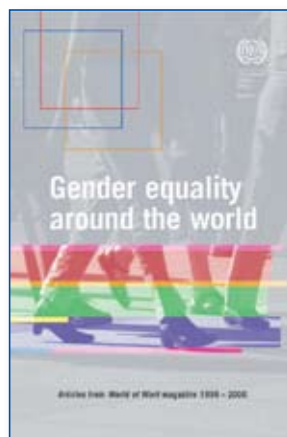
Arranged alphabetically, each entry provides a clear, succinct definition or description, and directs the reader to relevant ILO and other legal instruments, and to related topics in the ABC.

With an easy-to-follow format, the guide is an essential tool for raising awareness and legal literacy on critical work and gender equality issues.

2007 xii+209 pp. ISBN 978-92-2-119622-8  
30 Sw.frs.; US\$22.95 £12.95; 20 Euros

## Gender Equality around the World

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



This compelling and comprehensive collection of articles highlights good practices in gender equality in the world of work. The articles, all of which have been featured in the ILO's *World of Work* magazine from 1999 to the present, are international in scope, covering such issues as women job seekers in Estonia, an innovative life-cycle approach to gender equality in Tanzania, and progressive policies on paternity leave in Norway.

The initiatives presented here not only reveal the intrinsic nature of gender equality in decent work, but reflect on the ILO's response to critical issues through the support of governments, employers' and workers' organizations across the globe.

2007 viii+152 pp. ISBN 978-92-2-119317-3  
25 Sw.frs.; US\$19.95; £9.95; 18 Euros

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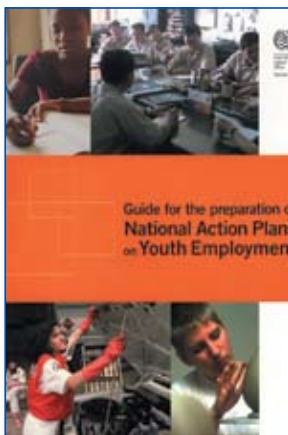
Lois Stevenson and Annette St-Onge  
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**NEW!**

## Guide for the Preparation of National Action Plans on Youth Employment

Gianni Rosas and Giovanna Rossignotti



This Guide has been developed by the ILO to assist governments, employers' and workers' organizations as well as other relevant stakeholders such as youth groups in preparing National Action Plans on Youth Employment (NAPs). The Guide is divided into three main parts. Part I describes some issues to be considered when deciding on the development of a NAP and proposes a step-by-step approach to developing such a NAP through a participatory process that fosters broad-based national

ownership. Part II presents the technical framework for developing a NAP and at the same time provides some guidelines on how to do so. This Part is divided into four sections. The first three sections contain a summary of the purpose and main guidelines for the work to be undertaken and, through a set of tasks, point to information to be collected and analysed when drafting the relevant part of the NAP. The fourth section describes the different documents that should be appended to the NAP. Part III provides additional tools and reference material.

2008 71 pp. ISBN 978-92-2-120616-3  
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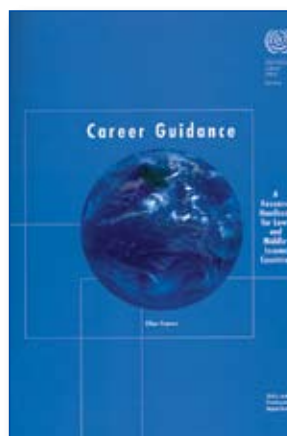
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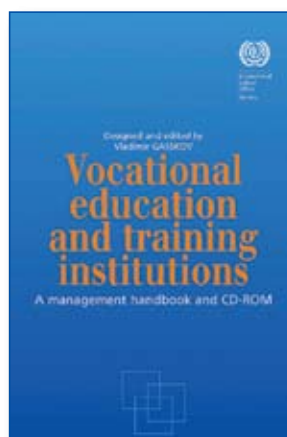
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A management handbook and CD-ROM

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*Vocational Education and Training Institutions* suggests that the vocational education and training (VET) institutions' responsiveness to market demand and their ability to operate flexibly and cost-efficiently are strongly determined by the degree of their management, financial and academic autonomy, as well as by the competence of their staff, to utilize this autonomy for the benefit of their stakeholders.

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2005

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An ILO manual on methods

Karen Taswell and Peter Wingfield-Digby



This manual aims to assist those responsible for compiling data on occupational injuries with newly developed tools for collecting these data from household surveys and establishment surveys, to supplement the data compiled through notification systems. A second aim of the manual is to enhance compatibility of data between countries by encouraging the application of the latest international statistical standards, which form the basis of the new methodological tools.

The manual provides:

- Practical guidance for the production of statistics on occupational injuries through household surveys and establishment surveys
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April 2008 188 pp. ISBN 978-92-2-120439-8  
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**NEW!**

## Yearbook of Labour Statistics 2007 Time Series and Country Profiles



Since its first edition in 1935–36, the *Yearbook of Labour Statistics* has established itself as the world's foremost work of statistical reference on labour questions, bringing together in systematic form a mass of data from a vast network of authoritative sources of information in some 190 countries.

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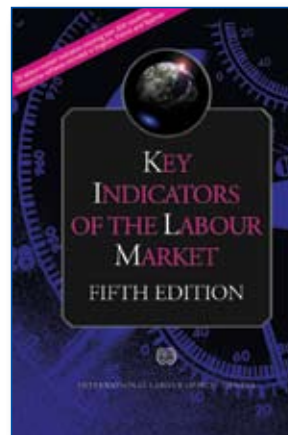
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Statistics from the ILO October Inquiry



*“Indispensable for international comparisons of occupational wages and occupational wage structures and differentials in a wide range of countries.”*

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This volume presents the latest results of the ILO October Inquiry, a worldwide survey of wages and hours of work relating to 159 occupations in 49 industry groups and of retail prices of 93 food items, conducted with reference

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The occupations and industry groups covered comprise, as far as possible, those which are important in terms of the number of persons employed in them, those which fall within the scope of ILO Industrial Committees and similar bodies and those which are important in terms of employment of certain types of workers (such as women, salaried employees and so on). The food items covered are, to the extent possible, representative of the dietary habits in countries throughout the world.

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## Occupational Wages and Hours of Work and Retail Food Prices

2007

CD-ROM

Statistics from the ILO October Inquiry

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See page 19 for full description

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The consumer price index (CPI) measures the rate at which the prices of consumer goods and services are changing over time. It is a key statistic for purposes of economic and social policy-making, especially monetary policy and social policy, and has substantial and wide-ranging implications for governments, businesses and workers, as well as households.

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The *International Labour Review* is the world's leading multidisciplinary journal of labour market institutions and economics. Its aim is to advance academic research and inform policy debate and decision-making in these fields by bringing together the original thinking of lawyers, economists, sociologists, political scientists and industrial relations specialists on a broad range of labour market policy and social protection concerns. The *International Labour Review* also features concise reports on current developments considered to be of particular interest to those working in these fields and reviews of recent major publications. It is committed to an editorial policy that combines accessibility with rigorous, insightful analysis and the highest scholarly standards.

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## Yearbook of Labour Statistics

### Country profiles



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**Language:** Trilingual English/French/Spanish

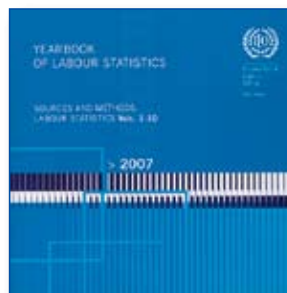
**Frequency:** Published annually

ISSN 0084-3857  
200 Sw.frs.; US\$160; £90; 130 Euros

*Yearbook of Labour Statistics: Country profiles* offers a new format showing the latest available statistics (without time series)

on the topics of economically active population, employment, unemployment, hours of work, wages, labour cost, consumer prices, occupational injuries, and strikes and lockouts, for over 190 countries, areas and territories, and also includes global and regional estimates on the economically active population, employment and unemployment.

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Statistics from the ILO October Inquiry



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93 food items – offering an indispensable statistical resource for international comparisons of wages and prices.

**Language:** Trilingual English/French/Spanish

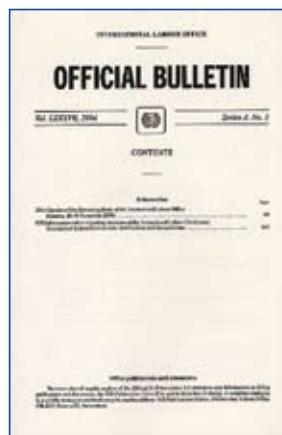
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**Language:** Available in English, French and Spanish

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**Audience:** Specialists in labour market policy; lawyers; researchers; labour ministries; governments; employers' and workers' organizations; anyone interested in labour and employment issues.

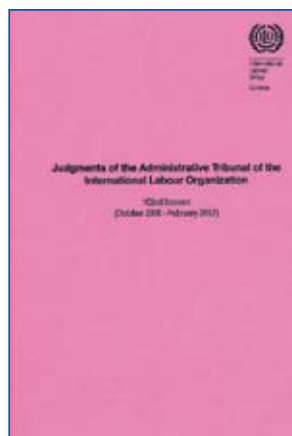
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