



SIXTEENTH ITEM ON THE AGENDA

Report of the Director-General

Contents

	<i>Page</i>
I. Obituary.....	1
II. Progress in international labour legislation	2
III. Internal administration	7
IV. Publications and documents	9

I. Obituary

Professor Max Gustaaf Rood

1. The Director-General announces with deep regret the death, on 2 December 2001, of Professor Max Gustaaf Rood, former Chairperson of the Committee on Freedom of Association of the Governing Body.
2. Born in the Netherlands in 1927, Mr. Rood was a practising lawyer in Amsterdam, Emeritus Professor of Labour Law at the University of Leiden (Netherlands), a member of the Advisory and Arbitration Board of the Dutch Public Sector, and a former Home Secretary in the Dutch Government. He was a member of the Economic and Social Committee of the European Communities and Vice-President (Europe) of the International Society for Labour Law and Social Security.
3. Mr. Rood was head of the Dutch Government delegation to the International Labour Conference from 1987 to 1994. He was Chairperson of the ILO Conference Committee on the Application of Standards in 1990 and 1992, and Chairperson of the ILO Conference Committee on Part-time Work in 1993 and 1994. He has been Chairperson of the Committee on Freedom of Association since 1995.
4. Mr. Rood was deeply committed to the ideals of the ILO, where his acute sense of equity and his unique qualities as a conciliator earned him the respect of all three groups of ILO constituents. He will be remembered in particular for his tolerance, and his constant courteous attitude to all those who had the privilege to work with him.
5. *The Governing Body will no doubt request the Director-General to convey its sympathy to the family of Professor Rood and to the Government of the Netherlands.*

Mr. Juan Francisco Alfaro Mijangos

6. The Director-General announces with deep regret the death, on 5 February 2002, of Mr. Juan Francisco Alfaro Mijangos, Government member of the Governing Body.
7. Born in Guatemala, Mr. Alfaro Mijangos graduated from the Faculty of Law and Social Sciences of the University of San Carlos of Guatemala. As of 1962 he became a trade union leader and served the Sindicato Luz y Fuerzade Guatemala, the Federation of Workers in Guatemala (FTG) and the Confederation of Trade Union Unity of Guatemala (CUSG). Mr. Alfaro Mijangos was also a member of the Inter-American Regional Organization of Workers (ORIT), deputy member of the Executive Committee of the International Confederation of Free Trade Unions and President of the Confederation of Central American Workers (CTCA). Furthermore, he was a member of the SANFORD Commission.
8. In 1983, he served as Secretary of State, between 1991 and 1994 he was Member of Parliament, and in January 2000, he was appointed Minister of Labour and Social Welfare.
9. As of 1999, he participated regularly in the work of the International Labour Conference, in 1999 as a Workers' delegate and from 2000 as the Minister attending the Conference. In March 2000, he became a regular Government member of the Governing Body of the ILO.

All those who had the privilege of working with him will remember his devotion to the values of the ILO, his ardent desire to promote social justice and his belief in improving the condition of workers through social dialogue.

- 10. *The Governing Body will no doubt wish to request the Director-General to convey his sympathy to the family of Mr. Alfaro Mijangos and the Government of Guatemala.***

II. Progress in international labour legislation

Ratifications of Conventions

- 11.** Since the preparation of the document submitted to the 282nd Session of the Governing Body, the Director-General has registered the following 43 ratifications of international labour Conventions, bringing the total number registered on 22 January 2002 to 7,004:

Austria

Ratification registered on 4 December 2001:

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

Bahamas

Ratification registered on 31 October 2001:

Minimum Age Convention, 1973 (No. 138)

Belarus

Ratification registered on 21 November 2001:

Safety and Health in Construction Convention, 1988 (No. 167)

Benin

Ratification registered on 6 November 2001:

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

Bosnia and Herzegovina

Ratification registered on 5 October 2001:

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

Bulgaria

Ratification registered on 6 December 2001:

Maternity Protection Convention, 2000 (No. 183)

Cape Verde

Ratification registered on 23 October 2001:

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

Greece

Ratification registered on 6 November 2001:

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

Guatemala

Ratification registered on 11 October 2001:

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

Honduras

Ratification registered on 25 October 2001:

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

Republic of Korea

Ratifications registered on 27 December 2001:

Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)

Employment Service Convention, 1948 (No. 88)

Minimum Wage Fixing Convention, 1970 (No. 131)

Workers' Representatives Convention, 1971 (No. 135)

Lebanon

Ratification registered on 11 September 2001:

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

Lesotho

Ratification registered on 1 November 2001:

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

Madagascar

Ratification registered on 14 June 2001:

Migration for Employment Convention (Revised), 1949 (No. 97)

Ratification registered on 4 October 2001:

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

Malta

Ratifications registered on 10 January 2002:

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

Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976

Mauritania

Ratifications registered on 3 December 2001:

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

Equal Remuneration Convention, 1951 (No. 100)

Minimum Age Convention, 1973 (No. 138)

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

Republic of Moldova

Ratifications registered on 19 December 2001:

Human Resources Development Convention, 1975 (No. 142)

Private Employment Agencies Convention, 1997 (No. 181)

Morocco

Ratification registered on 15 October 2001:

Seafarers' Identity Documents Convention, 1958 (No. 108)

Namibia

Ratification registered on 13 November 2001:

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

Nepal

Ratifications registered on 3 January 2002:

Forced Labour Convention, 1930 (No. 29)

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

New Zealand

Ratification registered on 6 November 2001:

Labour Statistics Convention, 1985 (No. 160)

Pakistan

Ratifications registered on 11 October 2001:

Equal Remuneration Convention, 1951 (No. 100)

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

Papua New Guinea

Ratification registered on 2 June 2000:

Minimum Age Convention, 1973 (No. 138)

Peru

Ratification registered on 10 January 2002:

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

Saint Vincent and the Grenadines

Ratifications registered on 9 November 2001:

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

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

Ratifications registered on 4 December 2001:

Equal Remuneration Convention, 1951 (No. 100)

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

Saudi Arabia

Ratifications registered on 8 October 2001:

Prevention of Major Industrial Accidents Convention, 1993 (No. 174)

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

Syrian Arab Republic

Ratification registered on 18 September 2001:

Minimum Age Convention, 1973 (No. 138)

United Kingdom

Ratification registered on 20 December 2001:

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

Zambia

Ratification registered on 10 December 2001:

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

Denunciations of Conventions

Dominican Republic

12. The Director-General registered, on 6 November 2001, the denunciation by the Dominican Republic of the Night Work (Women) Convention (Revised), 1948 (No. 89). The text of the communication concerning the denunciation by the Dominican Republic of this Convention reads as follows:

(Translation)

In accordance with the provisions of Article 15 of Convention No. 89, I hereby confirm by the present the denunciation by the Dominican Republic of Convention No. 89.

Please bear in mind that the ratification of the Night Work Convention, 1990 (No. 171), by the Dominican Republic, was registered on 3 March 1993 and that the most representative organizations of employers and workers have been consulted concerning this denunciation.

Paraguay

13. The Director-General registered, on 12 December 2001, the denunciation by Paraguay of the Minimum Age (Non-Industrial Employment) Convention (Revised), 1937 (No. 60).

Entry into force of a Protocol

14. In accordance with its Article 6, paragraph 2, the Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976, comes into force 12 months after the date on which the ratifications of five Members, three of which having at least 1 million gross tonnage of shipping, have been registered. Following its ratification by Malta on 10 January 2002, this condition is fulfilled. The Protocol of 1996 will consequently come into force on 10 January 2003.

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

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

United Kingdom

Declaration registered on 15 October 2001:

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

Applicable without modification: Guernsey (excluding the Bailiwick of Guernsey which includes the authorities on the islands of Alderney and Sark)

Constitution of the International Labour Organization Instrument of Amendment, 1997

16. Since the preparation of the document submitted to the 282nd Session of the Governing Body, the Director-General has received the following ratifications of the instrument:

Australia	Ratification	11 October 2001
Estonia	Ratification	12 February 2002
Morocco	Ratification	15 October 2001

The total number of ratifications and acceptances is now 70, including six by States of chief industrial importance.

III. Internal administration

17. 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. ...

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

Mr. Ibrahim Awad (Egypt)

Joined the ILO as Director of the ILO Area Office and the North Africa Multidisciplinary Advisory Team in Cairo with effect from 18 March 2001. Born in 1947.

Holds a Bachelor of Science (Political) from the Faculty of Economics and Political Sciences, University of Cairo; a Certificat d'Etudes Supérieures en Relations Internationales from the Graduate Institute of International Studies in Geneva; and a Doctorat en Sciences Politiques from the University of Geneva.

Prior to joining the ILO, he was Secretary of the United Nations Economic and Social Commission for Western Asia (ESCWA), Special Assistant to the Executive Secretary and Representative of the Secretary-General of the United Nations on the Provident Fund Committee of the United Nations Relief and Works Agency for Palestinian Refugees in the Near East (UNRWA). As of 1985, Mr. Awad was a lecturer and researcher in political economy, development studies and international organizations. He also was a consultant to international organizations, including the ILO, undertaking short-term assignments for headquarters, Geneva, and the ITC of ILO, Turin, between 1989 and 1998. In 1991-92 Mr. Awad was Regional Coordinator of the ILO/UNDP "Support to Arab Labour Migration Policies" project. He was an Adjunct Associate Professor, Political Science Department, American University in Cairo, 1991-92 and 1996. Mr. Awad was an official of the League of Arab States (LAS) from 1970 to 1978, serving at headquarters and in the offices of the LAS in Buenos Aires and Madrid. He was Director, a.i., of the Madrid Office in 1974.

Mr. Conradus Damen (Netherlands)

Appointed Chief of the Official Relations Branch and promoted to D.1 with effect from 1 January 2002. Born in 1945.

Holds a Doctorat in French and Occitan Languages and Literature, Modern English Literature from the Rijksuniversiteit in Utrecht.

Prior to joining the ILO, he was General Secretary of the World Confederation of Teachers from 1972 to 1986. In 1974, he became a Member of the Confederal Board of the World Confederation of Labour (WCL). From 1982 to 1986, he was also General Secretary for the International Federation of Employees in Public Service of the WCL. He was Secretary for External Relations of the European Trade Union Committee for Education from 1984 to 1986 and, in that capacity, a member of the Executive Committee of the European Trade Union Confederation. Since 1987, Mr. Conradus Damen has worked as Senior Relations Specialist in the Bureau for Workers' Activities.

Ms. Deborah France Massin (United Kingdom)

Appointed Deputy Director of the Bureau for Employers' Activities (ACT/EMP) with effect from 1 August 2001. Born in 1962.

Holds a BSc (Honours) in European Studies and Modern Languages from the University of Manchester, United Kingdom and a Certificate in Political Studies from l'Institut d'Etudes Politiques de Paris.

Prior to joining the ILO, Ms. France Massin was Deputy Secretary General of the International Organisation of Employers in Geneva. Between 1997 and 1999 she worked as a human resources consultant for a number of multinational companies. From 1989 to 1997 she was Head, International Social Affairs with the Confederation of British Industry and from 1995 to 1999 was an Employer titular member of the ILO Governing Body and a member of the Committee on Freedom of Association. Between 1985 and 1989 she worked in commercial and human resources management with large UK retailers.

Mr. Jean-Victor Gruat (France)

Appointed Coordinator of Programming and Administration in the Social Protection Sector with effect from 1 November 2001. Promotion to D.1 was reported to the Governing Body in November 1994. Appointment as Director of the ILO Area Office and ILO Eastern European and Central Asia Multidisciplinary Advisory Team (EECAT) in Moscow was reported to the Governing Body in March 1998.

Ms. Mary Johnson (Italy)

Appointed Chief, Resource Mobilization in the Development Cooperation Department with effect from 1 February 2002. Appointment as Director of the ILO Area Office in New Delhi was reported to the Governing Body in November 1999.

Mr. Herman van der Laan (the Netherlands)

Appointed Director of the merged Area Office and the ILO South Asian Multidisciplinary Advisory Team in New Delhi, India, with effect from 1 February 2002. Born in 1947.

Graduated from the University of Western Ontario, London, Canada with an MA in Sociology.

After having worked in the private sector, Mr. van der Laan began his career with the ILO in 1976 as an Associate Expert in the International Institute for Labour Studies, following which he held the position of Programme Officer in the ILO Office in Lusaka from 1978 to 1980. He worked as Programme Analyst in the Bureau for Programming and Management from 1981 and was appointed Director of the ILO Office in Jakarta in 1992. From 1996 to

2002, he was Chief of the Coordination Unit responsible for relations with ILO donor countries in the Development Cooperation Department, Geneva.

Mr. Amarjit Oberai (India)

Appointed Adviser on Ageing and Employment in the Social Protection Sector with effect from 15 January 2002. Appointment as Director of the ILO South Asian Multidisciplinary Advisory Team (SAAT) in New Delhi was reported to the Governing Body in March 1998.

Mr. Gerald Rodgers (United Kingdom)

Appointed Director of the Policy Integration Department and promoted to the D.2 grade with effect from 1 January 2002. Promotion to D.1 was reported to the Governing Body in November 1995. Appointment as Chief of the Training Policies and Systems Branch (POLFORM) was reported to the Governing Body in November 1995.

Mr. John Vance Langmore (Australia)

Appointed Director of the ILO Liaison Office with the United Nations in New York with effect from 1 January 2002. Born in 1939.

Mr. Langmore holds a Bachelor of Commerce and a Diploma in Social Studies from the University of Melbourne, a Master of Economics from the Monash University and a Graduate Diploma in Development Economics from the University of Cambridge.

He was an Economic Adviser to the Australian Treasurer and Senior Private Secretary to the Minister for Employment and Industrial Relations. He was a Member of the Australian House of Representatives and Federal Government of Australia for 12 years. Other significant positions held by him include: Lecturer in Economics at the University of Papua New Guinea; Member of the Advisory Committee, Social Work Department of the Australian Catholic University; and Honorary Fellow of the Royal Australian Planning Institute. Mr. Langmore has co-authored several books, including "Work For All: Full Employment in the Nineties", published numerous articles and chapters and chaired various parliamentary committees.

IV. Publications and documents

19. The publications listed below became available for sale at ILO headquarters since the 280th Session (March 2001) of the Governing Body.

International Labour Conference

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

<i>Record of Proceedings</i>	Vol. I – <i>Provisional Records</i> Nos. 1-22, index of speakers.
	Vol. II – <i>Provisional Records</i> Nos. 23-27, authentic texts, resolutions, index of speakers, delegations.

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

<i>Record of Proceedings</i>	<i>CD-ROM.</i>
Report II	<i>Draft Programme and Budget for 2002-03 and other financial questions.</i>
Report II(SUP)	<i>Programme and Budget proposals for 2002-03.</i>
Report III(2)	<i>Lists of ratifications by Convention and by country (as of 31 December 2000).</i>

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

Report 1(A)	<i>Report of the Director-General: Reducing the decent work deficit: A global challenge.</i>
Report I(B)	<i>Stopping forced labour. Global report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work.</i>
Report APP	<i>Report of the Director-General: Appendix: Report on the situation of workers of the occupied Arab territories.</i>
Report IV(2A)	<i>Safety and health in agriculture.</i>
Report IV(2B)	<i>Safety and health in agriculture.</i>

23. The following reports for the 90th Session (2002) of the International Labour Conference have been issued in English, French and Spanish:

Report III(1A)	<i>Application. International Labour Conventions. Report of the Committee of Experts on the Application of Conventions and Recommendations (articles 19, 22 and 35 of the Constitution). General Report and observations concerning particular countries.</i>
Report III(1B)	<i>Dock work.</i>

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

Report IV(1)	<i>Promotion of cooperatives.</i>
Report V(1)	<i>Recording and notification of occupational accidents and diseases and ILO list of occupational diseases.</i>

25. The following reports for the 91st Session (2003) of the International Labour Conference have been issued in English, French, Spanish, German, Russian, Arabic and Chinese:

Report IV(1)	<i>Learning and training for work in the information society.</i>
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Regional meeting reports

26. The following reports have been issued in the languages indicated:

Decent work in Asia – ILO activities 1997-2000, Report of the Director-General. Thirteenth Asian Regional Meeting, Bangkok, August 2001 (in English, French, Russian, Arabic and Chinese) (Bangkok).

Decent work in Asia – Annex: List of ILO activities in the Asian region 1997-2000 (in English) (Bangkok).

Sectoral Activities Programme

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

The *Note on the Proceedings* at the Tripartite Meeting on the Construction Industry in the Twenty-first Century: Its Image, Employment Prospects and Skills Requirements.

The *Note on the Proceedings* of the Tripartite Meeting on the Employment Impact of Mergers and Acquisitions in the Banking and Financial Services Sector.

The *Note on the Proceedings* of the Tripartite Meeting on the Human Resources Development, Employment and Globalization in the Hotel, Catering and Tourism Sector.

The *Note on the Proceedings* of the Joint Meeting on the Impact of Decentralization and Privatization on Municipal Services.

The *Note on the Proceedings* of the Tripartite Meeting on Labour Practices in the Footwear, Leather, Textiles and Clothing Industries.

The *Note on the Proceedings* of the Tripartite Meeting on the Social and Labour Dimensions of the Forestry and Wood Industries on the Move.

The *Note on the Proceedings* of the Tripartite Meeting on Sustainable Agriculture in a Globalized Economy.

The *Final report* of the Joint Maritime Commission (29th Session) Geneva.

The *Issues paper for discussion* at the Tripartite Meeting on Civil Aviation: Social and Safety Consequences of the Crisis Subsequent to 11 September 2001.

The *Reference document* (Finalized, July 2001): *Restructuring of civil aviation: Consequences for management and personnel*, prepared for the Tripartite Meeting on Civil Aviation: Social and Safety Consequences of the Crisis Subsequent to 11 September 2001.

The *Report for discussion* at the Joint Meeting on the Impact of Decentralization and Privatization on Municipal Services.

The *Report for discussion* at the Tripartite Meeting on the Construction Industry in the Twenty-first Century: Its Image, Employment Prospects and Skills Requirements.

The *Report for discussion* at the Tripartite Meeting on the Promotion of Good Industrial Relations in Oil and Gas Production and Oil Refining.

The *Report for discussion* at the Tripartite Meeting on the Social and Labour Dimensions of the Forestry and Wood Industries on the Move.

Periodical publications

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

Bulletin of Labour Statistics, first to fourth quarter issues, 2001 (trilingual).

Supplement of the Bulletin of Labour Statistics, fourth quarter issue, 2000; first to fourth quarter issues, 2001 (trilingual).

Statistics on occupational wages and hours of work and on food prices, Edition 2001. *October Inquiry results, 1999 and 2000*, Special supplement to the *Bulletin of Labour Statistics* (trilingual).

International Labour Documentation, No. 12, 2000; Nos. 1-5, 2001 (trilingual).

International Labour Review, Vol. 139, No. 4, 2000; Vol. 140, Nos. 1 and 2, 2001 (in English and French); Vol. 119, No. 4, 2000; Vol. 120, Nos. 1 and 2, 2001 (in Spanish).

Judgments of the Administrative Tribunal of the International Labour Organization: 90th Session (October 2000-January 2001), 91st Session (April-July 2001) (in English and French).

Labour Education, Vol. 120, No. 3, 2000; Vol. 121, No. 4, 2000; Vol. 122, No 1, 2001 (in English, French and Spanish).

Official Bulletin, Vol. LXXXIII, 2000: Series A: No. 1 (in Spanish), No. 2 (in English and Spanish); Series B: No. 2 (in French and Spanish), No. 3 (in English, French and Spanish); Vol. LXXXIV, 2001: Series B: No. 1 (in English, French and Spanish).

Yearbook of Labour Statistics, 60th edition, 2001 (hard cover and soft cover) (trilingual).

Non-periodical publications

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

Action against sexual harassment at work in Asia and the Pacific (in English) (Bangkok).

Administration of social security. Social security manual No. 2. Co-publication with the International Social Security Association (in Spanish).

Breaking through the glass ceiling: Women in management (in English).

La calidad del empleo: La experiencia de los países latinoamericanos y de los Estados Unidos (in Spanish) (Lima).

Care work: The quest for security (in English).

Children at work: Health and safety risks (Second edition) (in English).

Constitution of the International Labour Organization and Standing Orders of the International Labour Conference. 2002 edition (Russian) (Moscow).

Constitution of the International Labour Organization and Standing Orders of the International Labour Conference. 2001 edition (Bilingual: in English and French).

Constitution of the International Labour Organization and Standing Orders of the International Labour Conference. March 2001 edition (based on Spanish 2000 edition) (in Arabic) (Beirut).

Decent work for all: Targeting full employment in Thailand (in English) (Bangkok).

East Asian labour markets and the economic crisis: Impacts, responses and lessons. Co-publication with the World Bank, Washington (in English).

Encyclopaedia of occupational health and safety. Third edition, Vols. I and II (translation from the fourth edition in English) (in French).

Flujos internacionales de capital y empresas multinacionales: Una perspectiva sindical (in Spanish) (Lima).

Fundamental principles of occupational health and safety (in English).

Guide de suivi et d'évaluation des systèmes de micro-assurance santé. Vol. I: *Méthodologie*. Co-publication with the Centre international de Développement et de Recherche (CIDR) (in French).

Guide de suivi et d'évaluation des systèmes de micro-assurance santé. Vol. II: *Indications pratiques*. Co-publication with the Centre international de Développement et de Recherche (CIDR) (in French).

Guidelines on occupational safety and health management systems (ILO/OSH 2001) (in English, French and Spanish).

Guidelines for the use of ILO international classification of radiographs of pneumoconioses. OSH 22 (Rev. 2000) (in English).

Health and safety at the workplace: Trade union experiences in Central and Eastern Europe (in English) (Budapest).

Key Indicators of the Labour Market 2001-2002 (KILM) (hard cover). Co-publication with Routledge, New York (in English).

Labour standards and the integration process in the Americas (bilingual: in English and Spanish) (Lima).

Local development, institutions and conflicts in post-socialist Hungary (in English) (Budapest).

Mutual health organizations and micro-entrepreneurs' associations: Guide (in English).

New approaches to poverty analysis and policy: The poverty agenda. Vol. I (in Arabic) (Beirut).

New approaches to poverty analysis and policy: Reducing poverty through labour market policies. Vol. II (in Arabic) (Beirut).

New forms of labour administration: Actors in development (in English).

Pension schemes. Social security manual No. 4. Co-publication with the International Social Security Association (in Spanish).

Perspectives on decent work. Statements by the ILO Director-General (in English).

Reforma de las jubilaciones y concertación social (in Spanish) (Lima).

La reforma laboral en América Latina: Un análisis comparado (in Spanish) (Lima).

El sindicalismo en el milenio de la globalización (in Spanish) (Lima).

Social health insurance. Social security manual No. 5. Co-publication with the International Social Security Association (in Spanish).

Social justice in the global economy: ILO social policy lectures. International Institute for Labour Studies (in English).

Social security: A new consensus (in English, French and Spanish).

Social security financing. Social security manual No. 3. Co-publication with the International Social Security Association (in Spanish).

Social security manual: Trainer's guide. Social security manual No. 6. Co-publication with the International Social Security Association (in English).

Social security principles. Social security manual No. 1. Co-publication with the International Social Security Association (in Spanish).

Stolen childhood: A book of photographs. Fernando Molerés, Photographer. Co-publication with Peliti Associati, Rome (in French and Spanish).

Towards the goal of full employment: Trends, obstacles and policies (in English).

Tripartite declaration of principles concerning multinational enterprises and social policy. Third edition (in English, French, Spanish, Russian, Chinese, Arabic and German).

Work of giants (in English) (Bangkok).

World Employment Report 1998-99: Employability in the global economy – How training matters (in Arabic) (Beirut).

World Employment Report 2001: Life at work in the information economy (in English; French and Spanish in preparation).

Videos

30. The following videos have been issued in the language indicated.

The ILO in focus (VHS-NTSC) (in English).

The ILO in focus (VHS-PAL) (in English).

CD-ROMs

31. The following CD-ROMs have been issued in the languages indicated.

Codes of conduct and multinational enterprises (in English).

Health and safety at the workplace: Trade union experiences in Central and Eastern Europe (in English) (Budapest).

Key Indicators of the Labour Market 2001-2002 (KILM) (in English, French and Spanish).

Record of Proceedings, 89th International Labour Conference, 2001 (in English, French and Spanish).

World Employment Report 2001: Life at work in the information economy (in English).

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

32. The following agreements have been signed since the 280th Session of the Governing Body:

Beyond new paternalism: Basic security as equality (original English edition, co-publication)	Verso, United Kingdom
Key Indicators of the Labour Market 2001-2002 (original English edition, co-publication)	Routledge (New York), United States
Key Indicators of the Labour Market: 2003-2004 (original English edition, co-publication)	"
Social re-insurance: a new approach to sustaining community health financing (original English edition, co-publication)	World Bank, United States
Programas de infraestructura intensivos en empleo. Desarrollo de capacidades para la contratación en el sector de la construcción. Guía (reprint)	Alfaomega Grupo Editor S.A. de C.V., México
Flexibilización en el margen: La reforma del contrato de trabajo (reprint)	"
Inseguridad laboral y competitividad: modalidades de contratación (reprint)	"
Manual para la defensa de la libertad sindical (reprint)	"
Convenios y recomendaciones sobre el trabajo marítimo con inclusión de las normas sobre la pesca, el trabajo portuario y la navegación interior (tercera edición) (reprint)	"
Negociar la flexibilidad. Función de los interlocutores sociales y del Estado (reprint)	"
Modules of Employable Skills (MES) learning elements (reprint)	Institute for Curriculum Development and Research (ICDR), Ethiopia
Your health and safety at work. A modular training package (reprint)	Jaico Publishing House, India

Mejore su negocio – básico (reprint with adaptation)	United States Small Business Administration, United States
Is globalization the reason for national socio-economic problems? (Arabic edition)	Center for International Private Enterprise, United States
Occupational lung diseases: prevention and control. (Occupational Safety and Health Series, No. 67) (Arabic edition)	Arab Institute of Occupational Health and Safety, Syria
Safety in the use of mineral and synthetic fibres (Occupational Safety and Health Series, No. 64) (Arabic edition)	"
Portworker development programme (Arabic edition)	Port Training Institute, Egypt
Portworker development programme (Bahasa Indonesia edition)	Jakarta International Container Terminal, Indonesia
Ergonomic checkpoints. Practical and easy-to-implement solutions for improving safety, health and working conditions (Bahasa Malaysia edition)	MDC Publishers Printers Sdn Bhd, Malaysia
Management of alcohol- and drug-related issues in the workplace. An ILO code of practice (Bahasa Malaysia edition)	"
Sexual harassment. Addressing sexual harassment in the workplace. A management information booklet. An ILO survey of company procedure (Bahasa Malaysia edition)	"
Violence at work. Second edition (Bahasa Malaysia edition)	"
ILO declaration on principles: A new instrument to promote fundamental rights. A workers' education guide (Bulgarian edition)	Confederation of Independent Trade Unions in Bulgaria, Bulgaria
Seguridad y salud en la construcción. Repertorio de recomendaciones (Catalan edition)	Col.Legi Oficial d'Arquitectes d'Andorra, Andorra
Placement of job-seeks with disabilities. Elements of an effective service (Chinese edition)	China Disabled Persons' Federation, China
Breaking through the glass ceiling: Women in management (Chinese edition)	China Enterprise Confederation, China
Recording and notification of occupational accidents and diseases. An ILO code of practice (Chinese edition)	National CIS Centre for China, China
Safety in the use of synthetic vitreous fibre insulation wools (glass wool, rock wool, slag wool). An ILO code of practice (Chinese edition)	National Studies Centre of Safety, Science and Technology, China
Social security pensions. Development and reform (Chinese edition)	China Labour & Social Security Publishing House, China

Employing foreign workers. A manual for policies and procedures of special interest to middle- and low-income countries (Chinese edition)	Institute for International Labour Studies, China
Sending workers abroad. A manual for low- and middle-income countries (Chinese edition)	"
World Employment Report 2001. Life at work in the information economy (Chinese edition)	"
Technical and ethical guidelines for workers' health surveillance. (Occupational Safety and Health Series, No. 72) (Chinese edition)	Institute of Occupational Medicine, China
HIV/AIDS and the world of work. An ILO code of practice (Chinese edition)	Ministry of Health, China
Key Indicators of the Labour Market 1999 (Chinese edition)	Ministry of Labour and Social Security, China
Service public de l'emploi dans un marché du travail en évolution (Chinese edition)	"
Tripartite declaration of principles concerning multinational enterprises and social policy. Third edition (Finnish edition)	Ministry of Labour, Finland
Technical and ethical guidelines for workers' health surveillance. (Occupational Safety and Health Series, No. 72) (German edition)	Federal Institute for Occupational Safety and Health, Germany
Violence at work. Second edition (Italian edition)	Edizioni Lavoro, Italy
At your service. Combating child labour in the tourism industry (Japanese edition)	Akashi Shoten Co. Ltd., Japan
Employment impact of mergers and acquisitions in the banking and financial services sector (Japanese edition)	Union Network International, Japan
Safety in the use of synthetic vitreous fibre insulation wools (glass wool, rock wool, slag wool). An ILO code of practice (Japanese edition)	Rock Wool Association of Japan (RWA), Japan
Safety in the use of synthetic vitreous fibre insulation wools (glass wool, rock wool, slag wool). An ILO code of practice (Japanese edition)	Glass Fiber Association of Japan (GFA), Japan
Social security pensions. Development and reform (Japanese edition)	HOUKEN Co. Ltd, Japan
Guidelines on occupational safety and health management systems. ILO-OSH 2001 (Japanese edition)	Japan Industrial Safety and Health Association (JISHA), Japan
Public employment services in the changing labour market (Korean edition)	Korea International Labour Foundation, Korea

Encyclopaedia of occupational health and safety. Fourth edition (Korean edition, extracts from Volumes I & II)	Korea Occupational Safety and Health Agency (KOSHA), Korea
Management consulting. A guide to the profession. Third (revised) edition (Polish edition)	Association of Economic Consultants (SDG), Poland
Guidelines on occupational safety and health management systems. ILO-OSH 2001 (Polish edition)	Central Institute for Labour Protection (CIOP), Poland
Safety and health in forestry work. An ILO code of practice. Second edition (Polish edition)	State Forest Information Centre, Poland
Actuarial mathematics of social security pensions. Quantitative method (Portuguese edition)	Secretaria de Previdência Social, Brazil
Portworker development programme (Portuguese edition)	Diretoria de Portos e Costas, Brazil
Mutuelles de santé et associations de micro-entrepreneurs. Guide (Portuguese edition)	Ministério do Trabalho e da Solidariedade, Portugal
Guide de suivi et d'évaluation des systèmes de micro-assurance santé – Tome 1 (Portuguese edition)	"
Guide de suivi et d'évaluation des systèmes de micro-assurance santé – Tome 2 (Portuguese edition)	"
Mutuelles de santé en Afrique: caractéristiques et mise en place (Portuguese edition)	"
Safety in the use of synthetic vitreous fibre insulation wools (glass wool, rock wool, slag wool). An ILO code of practice (Russian edition)	Research Institute of Occupational Health, Russian Academy, Russian Federation
Rural women in micro-enterprise development. A training manual and programme for extension workers (Tamil edition)	Holistic approach for People's Empowerment (HOPE), India
Social dialogue in Western Europe: The state of the art (Turkish edition)	Hizmet-Is, Turkey
State of the art of social dialogue: United States (Turkish edition)	"
Getting hired: A guide for jobseekers who face barriers to employment (Chinese adaptation edition)	China Disabled Persons' Federation, China
Getting hired: A trainer's manual for conducting a workshop for jobseekers who face barriers to employment (Chinese adaptation edition)	"
Indigenous and tribal peoples: A guide to ILO Convention No. 169 (Japanese adaptation edition)	Ronsosha Co. Ltd., Japan
Ambient factors in the workplace. An ILO code of practice (microform and CD-ROM)	Barbour Index, United Kingdom

The economics of safety, health and well-being at work: An overview (microform and CD-ROM)	"
Fundamental principles of occupational health and safety (microform and CD-ROM)	"
Guidelines on occupational safety and health management systems. ILO-OSH 2001(microform and CD-ROM)	"
HIV/AIDS and the world of work. An ILO code of practice (microform and CD-ROM)	"
Safety and health in the use of chemicals at work. A training manual (microform and CD-ROM)	"
Safety, health and welfare on construction sites. A training manual (microform and CD-ROM)	"
Safety in the use of synthetic vitreous fibre insulation wools (glass wool, rock wool, slag wool). An ILO code of practice (microform and CD-ROM)	"
Adjustment, employment and missing institutions in sub-Saharan Africa (microform)	Congressional Information Service Inc., United States
Breaking through the glass ceiling: Women in management (microform)	"
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World Employment Report 2001. Life at work in the information economy (microform)	"
Youth unemployment and employment policy. A global perspective (microform)	"
Inquiry into the cost of social security (CD-ROM)	Mannheim Centre for European Social Research, Germany
Seguridad y salud en la construcción. Repertorio de recomendaciones (Spanish CD-ROM)	Col.Legi Oficial d'Arquitectes d'Andorra, Andorra
Sécurité et santé dans la construction. Recueil de directives (French CD-ROM)	"
Seguridad y salud en la construcción. Repertorio de recomendaciones (Catalan CD-ROM)	"
Adults in a learning situation (audio recording)	South African National Council for the Blind, South Africa
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Costing basics. A step-by-step approach to starting and improving your business. South African edition (audio recording)	"
The Game. Improve Your Business (audio recording)	"
Improve Your Business. Trainer's Guide, Part II. Follow-up methods (audio recording)	"

Improve Your Business. Trainer's Guide, Part I. Training of entrepreneurs. Practical Management for Small Businesses (audio recording)	"
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Costing basics. A step-by-step approach to starting and improving your business. South African edition (Braille)	"
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Stock control basics. A step-by-step approach to starting and improving your business. South African edition (Braille)	"
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International Labour Review (Internet hosting)	EBSCO Online Relations, United States
Poverty and famines: An essay on entitlement and deprivation (Internet hosting through netLibrary)	Oxford University Press, United Kingdom
Poverty and famines: An essay on entitlement and deprivation (Internet hosting through Questia)	"
Tripartite declaration of principles concerning multinational enterprises and social policy. Third edition (Finnish edition on Internet)	Ministry of Labour, Finland
The ILO Pension Model (software programme)	Service des ressources matérielles, Canada

Geneva, 5 March 2002.

Points for decision: Paragraph 5;
Paragraph 10.