



SIXTEENTH ITEM ON THE AGENDA

**Report of the Director-General**

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## I. Obituary

### Mr. Roger Louet

1. The Director-General announces with great regret the death, on 27 November 2004, of Mr. Roger Louet, former deputy Worker member of the Governing Body.
2. Born on 11 March 1926 in Paris, Roger Louet became a trade unionist while working as a radio operator at Radio France. He joined the General Confederation of Labour-Force Ouvrière (CGT-FO) shortly after it was founded in 1948. At the congress of 1959, he was elected to the Confederation's board, assuming responsibility for the economic and social sector. In May 1968, at the height of the social unrest, he participated in the Grenelle conference during which the trade unions won major concessions from the French employers. A symbol of reform and pragmatism in the trade union movement, he took great pride in his independence from political parties.
3. In 1964, Mr. Louet joined the French Economic and Social Committee (ESC), where he played a leading role. Later, in 1973, he was chosen to present the opinion of the ESC on a reform to the law on termination of employment to the National Assembly.
4. Between 1964 and 1973, he attended every session of the International Labour Conference as a Workers' delegate or Workers' adviser in the French delegation. On 12 June 1969, he became a deputy Worker member of the Governing Body, retaining that position until November 1973. After joining the European Economic and Social Committee in July 1973, he enjoyed a distinguished career there as Director-General and then as Secretary-General until 1987.
5. Roger Louet was an affable and sociable man who will be remembered by colleagues in the trade union movement as a trade unionist of commitment and conviction, and one totally dedicated to the cause of working men and women throughout the world. Everyone who had the privilege of knowing him or of working by his side on the ILO's executive bodies will also remember him as a determined defender of international labour standards and social justice, an astute negotiator, and a fervent advocate of social dialogue.
6. *The Governing Body will no doubt wish to invite the Director-General to convey its condolences to the family of Mr. Roger Louet and to the General Confederation of Labour-Force Ouvrière (CGT-FO).*

## II. Progress in international labour legislation

### Ratifications of Conventions and Protocols to Conventions

7. Since the preparation of the document submitted to the 290th Session of the Governing Body, the Director-General has registered the following 21 ratifications of international labour Conventions, bringing the total number of ratifications registered on 31 January 2005 to 7,256. In addition, two ratifications of Protocols have also been registered.

## **Armenia**

*Ratifications registered on 17 December 2004:*

Workmen's Compensation (Accidents) Convention, 1925 (No. 17)

Forced Labour Convention, 1930 (No. 29)

Labour Inspection Convention, 1947 (No. 81)

Protection of Wages Convention, 1949 (No. 95)

Abolition of Forced Labour Convention, 1957 (No. 105)

## **Belgium**

*Ratification registered on 28 September 2004:*

Private Employment Agencies Convention, 1997 (No. 181)

## **Bulgaria**

*Ratification registered on 28 September 2004:*

Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173)

## **Colombia**

*Ratification registered on 28 January 2005:*

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

## **Cyprus**

*Ratification registered on 12 January 2005:*

Maternity Protection Convention, 2000 (No. 183)

## **Estonia**

*Ratifications registered on 1 December 2004:*

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

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

## **Fiji**

*Ratification registered on 1 December 2004:*

Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)

**India**

*Ratification registered on 17 January 2005:*

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

**Latvia**

*Ratification registered on 15 December 2004:*

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

**Peru**

*Ratification registered on 8 November 2004:*

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

**Philippines**

*Ratification registered on 9 November 2004:*

Social Security (Seafarers) Convention (Revised), 1987 (No. 165)

**Poland**

*Ratification registered on 15 September 2004:*

Occupational Health Services Convention, 1985 (No. 161)

*Ratifications registered on 2 December 2004:*

Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)

Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)

**Senegal**

*Ratification registered on 19 November 2004:*

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

**Ukraine**

*Ratifications registered on 10 November 2004:*

Labour Inspection Convention, 1947 (No. 81)

Labour Inspection (Agriculture) Convention, 1969 (No. 129)

Labour Administration Convention, 1978 (No. 150)

## Denunciations of Conventions

### *Australia*

8. The Director-General registered, on 3 September 2004, the denunciation by Australia of the Labour Standards (Non-Metropolitan Territories) Convention, 1947 (No. 83). Pursuant to this denunciation, the declarations made by Australia, under Article 1 of Convention No. 83 in relation to the application to Norfolk Island of the following Conventions, listed in the Schedule to Convention No. 83, lapse:

- Maternity Protection Convention, 1919 (No. 3)

*Applicable with modification*

- Weekly Rest (Industry) Convention, 1921 (No. 14)

*Not applicable*

- Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)

*Not applicable*

- Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)

*Not applicable*

- Workmen's Compensation (Accidents) Convention, 1925 (No. 17)

*Applicable without modification*

- Underground Work (Women) Convention, 1935 (No. 45)

*Not applicable*

- Minimum Age (Sea) Convention (Revised), 1936 (No. 58)

*Not applicable*

- Minimum Age (Industry) Convention (Revised), 1937 (No. 59)

*Not applicable*

- Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77)

*Not applicable*

- Night Work (Women) Convention (Revised), 1948 (No. 89)

*Not applicable*

- Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)

*Not applicable*

9. The text of the communication concerning the denunciation by Australia of Convention No. 83 reads as follows:

In 1997, the International Labour Conference adopted a constitutional amendment which would allow the abrogation or repeal of any ILO Convention that had lost its purpose or that no longer made a useful contribution to attaining ILO objectives. While this amendment has not yet come into effect, Australia accepted it in October 2001. In this context, the Australian Government decided to review the ILO Conventions ratified for Australia with a view to identifying those that were obsolete.

Under Convention No. 83 the Australian Government was required to consider the appropriateness of applying the 13 Conventions listed in the Schedule to the Convention to Norfolk Island. Only four of the listed Conventions (i.e. Conventions Nos. 3, 17, 19 and 27) were declared applicable to Norfolk Island by the Australian Government. However, as Conventions Nos. 3 and 17 have not been ratified by Australia, it is inappropriate to require Norfolk Island to continue to be bound by these standards, which do not apply to mainland Australia. Conventions Nos. 19 and 27 will continue to apply to Norfolk Island in accordance with declarations lodged in respect of Australia's ratification of these Conventions.

Convention No. 83 lacks support, as there is only one other ratifying State, and the ILO no longer promotes ratification of Convention No. 83.

In accordance with the provisions of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), the Australian Government consulted with representative organizations of employers and of workers concerning the proposal to denounce the three Conventions. The Australian Chamber of Commerce and Industry (ACCI) and the Australian Council of Trade Unions (ACTU) both indicated support for the proposal.

## **Netherlands**

10. The Director-General registered, on 20 December 2004, the denunciation by the Netherlands of the Equality of Treatment (Social Security) Convention, 1962 (No. 118).

## **III. Internal administration**

11. 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.

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

### **Ms. Judica Amri-Makhetha (United Republic of Tanzania)**

Born in 1953, appointed Director of the ILO Office for South Africa, Botswana, Lesotho, Namibia and Swaziland, in Pretoria and promoted to D.1 with effect from 1 January 2005.

In 1976 Ms. Amri-Makhetha graduated with a Bachelor of Arts degree in education from the University of Dar-es-Salaam, United Republic of Tanzania, and in 1981 completed postgraduate studies in international relations at the University of Nairobi, Kenya.

Before joining the ILO, Ms. Amri-Makhetha held the positions of secondary-school teacher at the Rugambwa Secondary School in Bukoba, United Republic of Tanzania, and Human Resource and Recruitment Officer at the Ministry of National Education, Dar-es-Salaam, United Republic of Tanzania. She contributed to the national discourse on language and education policy through research and articles.

In 1983 Ms. Amri-Makhetha was appointed Associate Expert in ILO Lusaka, Zambia, with responsibility for the ILO anti-apartheid programme and working with southern African national liberation movements. From 1987, she held the position of Programme Officer for Southern Africa in Lusaka. In 1994, she was appointed Deputy Director for the Lusaka Office as well as Special Adviser to Namibia. In 1995 she became Deputy Director of the ILO Pretoria Office until 2000, when she moved to the Harare Subregional Office to take up the post of Senior Gender Specialist for English-Speaking Africa, a post she held until her current appointment. She has contributed to several ILO publications and to the development of tools related to gender equality and employment.

#### **Mr. Duncan Campbell (United States)**

Born in 1952, appointed Director of the International Policy Group, Policy Integration Department, and promoted to D.1 with effect from 1 January 2005.

In 1986, Mr. Campbell obtained a PhD in Management and Applied Economics and in 1979 an MBA in Finance/Multinational Enterprises from the Wharton School, University of Pennsylvania, United States.

Before joining the ILO, Mr. Campbell held the positions of Associate Director of the Industrial Research Unit and Adjunct Assistant Professor of Management at the Wharton School, University of Pennsylvania. He has published numerous papers and articles in the field of labour relations.

In 1990, Mr. Campbell was appointed Senior Research and Education Assistant in INST. In 1994, he was assigned to the World Employment Report Task Force, and in 1997 transferred to the Subregional Office in Bangkok as Senior Specialist on Industrial Relations. Since 2002, Mr. Campbell has held the position of Senior Economist in the Employment Strategy Department, acting as Director since September 2003.

#### **Ms. Karen Curtis (United States)**

Born in 1960, appointed Deputy Director of the International Labour Standards Department, in the Standards and Fundamental Principles and Rights at Work Sector, and promoted to D.1 with effect from 1 March 2005.

In 1982, Ms. Curtis graduated with a Bachelor of Arts in Philosophy from the Barnard College of Columbia University, New York, and in 1987 obtained a Juris Doctorate from the University of Minnesota Law School.

In 1988, Ms. Curtis was appointed Application Officer in the Application of Standards Branch in Geneva. From 1990 to 1993, she was Regional Adviser on Standards to the Caribbean. From 1994, she held the position of Senior Application Officer in the Freedom of Association Branch. In 2001, she became Coordinator of the Freedom of Association Unit, a post she held until her current appointment.

#### **Mr. Tayo Fashoyin (Nigeria)**

Born in 1948, appointed Director of the ILO Subregional Office for Southern Africa in Harare and promoted to D.1 with effect from 1 February 2005.

In 1981, Mr. Fashoyin graduated with a D.Phil. in Labour Economics from the University of Sussex, United Kingdom. He also holds an MA in Industrial Relations from the University of Minnesota, and a BA in Economics and Political Science from the University of Illinois at Chicago.

Before joining the ILO, Mr. Fashoyin was Professor in the Department of Industrial Relations and Personnel Management at the University of Lagos, Nigeria. From 1990 to 1993, he was Special Adviser to the Hon. Minister, Ministry of Employment, Labour and Productivity of the Federal Government of Nigeria. Mr. Fashoyin is Secretary-General of the International Industrial Relations Association (IIRA).

In 1994, Mr. Fashoyin was appointed Labour Relations Specialist in the Industrial Relations and Labour Relations Department. Between 1995 and 1999, he served in the ILO Subregional Offices in both Addis Ababa and Harare. In 1999, he returned to headquarters and took up the position of Senior Labour Relations Officer and Officer-in-Charge of the InFocus Programme on Social Dialogue.

#### **Mr. Orphal Hembrechts (Belgium)**

Appointed Chief of Development Cooperation in the Department of Partnerships and Development Cooperation with effect from 1 March 2005. Promotion to D.1 was reported to the Governing Body in November 1996.

#### **Mr. Riswanul Islam (Bangladesh)**

Appointed Director of the Employment Strategy Department in the Employment Sector with effect from 1 January 2005. Promotion to D.1 was reported to the Governing Body in May 1993.

#### **Mr. Mpenza Kabundi (Democratic Republic of the Congo)**

Appointed Director of the Skills and Employability Department in the Employment Sector with effect from 1 January 2005. Promotion to D.1 was reported to the Governing Body in November 2001.

#### **Mr. Eddy Lee (Malaysia)**

Appointed Senior Adviser on Economic and Social Policy of the International Institute for Labour Studies with effect from 1 January 2005. Promotion to D.2 was reported to the Governing Body in November 1997. Promotion to D.1 was reported to the Governing Body in August 1983.

#### **Mr. Jean Maninat (Venezuela)**

Born in 1949, appointed Senior Adviser for Latin America and the Caribbean, Office of the Director-General, and promoted to D.1 with effect from 1 January 2005.

In 1971, Mr. Maninat graduated with a degree (Associate in Arts and Philosophy) from the Miami-Dade Community College, Miami, Florida, United States, and in 1987 with a BA in Philosophy from the Central University of Venezuela in Caracas.

Before joining the ILO, Mr. Maninat held the positions of Professor of Social Aspects of Development at the Institute for Higher Trade Union Studies, Caracas; and Coordinator of the International Relations Department of the Confederación de Trabajadores de Venezuela. Mr. Maninat was a member of the Miranda State Legislature (1979-84), and collaborated regularly with the main newspapers and magazines in his country.



In 1987, Mr. Maninat was appointed Relations Officer in the Bureau for Workers' Activities. From 1995 to 1997, he was Head of the Research, Information, Publication and Documentation Unit in the Bureau for Workers' Activities. In 1997, he was transferred to the ILO Office for Mexico, Cuba and Haiti as Director, returning to headquarters in 2000 to take up the position of Adviser for Latin America and the Caribbean in the Office of the Director-General.

**Ms. Alena Nesporova (Czech Republic)**

Born in 1950, appointed Deputy Regional Director for Europe and Central Asia with effect from 1 March 2005.

Ms. Nesporova obtained an academic degree (Inženýr – Ing.) from the Prague School of Economics in 1975 and a postgraduate advanced degree (Candidate of Sciences – CSc. – equivalent to PhD) from the Institute of Economics of the Czechoslovak Academy of Sciences in Prague, Czech Republic, in 1980.

Before joining the ILO, Ms. Nesporova held the position of Executive Director of the Department of Economics of the Central European University in Prague. Before that she was Senior Research Fellow at the Institute for Forecasting of the Czechoslovak Academy of Sciences. She was a member of the preparatory team for the Employment Observatory, Central and Eastern Europe.

In 1993, Ms. Nesporova was appointed Senior Labour Market Specialist in SRO Budapest, Hungary. From 1998, she held the position of Senior Employment and Labour Market Economist in the Employment and Labour Market Policies Branch in Geneva. From 2000, she worked in the Employment Strategy Department, and for two years was co-chief of the Labour Market and Policy Unit. In 2003, and until her current appointment, she became Chief of the Employment Policies Unit in the Employment Strategy Department in Geneva. She is author or co-author of several books, numerous articles in economic journals, ILO advisory reports, research studies and working papers.

**Mr. Moucharaf Paraiso (Benin)**

Appointed Director of the Evaluation Unit, Management and Administration Sector, with effect from 1 March 2005. Promotion to D.2 was reported to the Governing Body in November 2003. Promotion to D.1 was reported to the Governing Body in March 2001

**Mr. Frans Roselaers (Netherlands)**

Appointed Director of the Department of Partnerships and Development Cooperation with effect from 1 March 2005. Promotion to D.2 was reported to the Governing Body in November 1998. Promotion to D.1 was reported to the Governing Body in June 1991.

**Ms. Jane Stewart (Canada)**

Appointed Deputy Executive Director of the Employment Sector with effect from 1 January 2005. Appointment at D.2 level was reported to the Governing Body in November 2004.

**Mr. Lee Swepston (United States)**

Appointed Senior Adviser for Human Rights to the Executive Director of the Standards and Fundamental Principles and Rights at Work Sector, with effect from 1 March 2005. Promotion to D.1 was reported to the Governing Body in November 1993.

## IV. Publications and documents

13. The publications listed below have become available for sale at ILO headquarters since the 289th Session (March 2004) of the Governing Body.

### International Labour Conference

14. The following reports for the 92nd Session (2004) of the International Labour Conference have been issued in English, French and Spanish:

<i>Record of Proceedings</i>	Vol. I – <i>Provisional Record</i> , index of speakers, delegations. Vol. II – Committee reports, authentic texts, resolutions.
Report II	<i>Information concerning the Programme and Budget for 2004-05 and other financial and administrative questions.</i>
Report III(1B)	Report of the Committee of Experts on the application of Conventions and Recommendations (articles 19, 22 and 35 of the Constitution). <i>Promoting employment. Policies, skills, enterprises.</i>
Report III(2)	<i>Application of international labour standards, 2004 (II).</i> Information document on ratifications and standards-related activities (as of 31 December 2003).

15. The following reports of the 92nd Session (2004) of the International Labour Conference have been issued in English, French, Spanish, German, Russian, Arabic and Chinese:

Report of the Director-General on the World Commission on the Social Dimension of Globalization. <i>A fair globalization: The role of the ILO</i>	
Report I(A)	Report of the Director-General: <i>ILO programme implementation 2002-03.</i>
Report I(B)	Report of the Director-General: <i>Organizing for social justice. Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work.</i>
Report III(1A)	<i>Report of the Committee of Experts on the Application of Conventions and Recommendations.</i>
Report IV(2A)	<i>Human resources development and training.</i>
Report IV(2B)	<i>Human resources development and training.</i>
Report V(2)	<i>Conditions of work in the fishing sector: The constituents' views.</i>
Report VI	<i>Towards a fair deal for migrant workers in the global economy.</i>
Report VII(2)	<i>Withdrawal of 16 Recommendations.</i>

Report APP Report of the Director-General: *The situation of workers of the occupied Arab territories. Annex.*

16. The following report for the 93rd Session (2005) of the International Labour Conference has been issued in English, French and Spanish:

Report III(1B) Report of the Committee of Experts on the application of Conventions and Recommendations (articles 19, 22 and 35 of the Constitution). *Hours of work. From fixed to flexible?*

17. The following reports for the 93rd Session (2005) of the International Labour Conference have been issued in English, French, Spanish, German, Russian, Arabic and Chinese:

Report III(1A) Report of the Committee of Experts on the application of Conventions and Recommendations (articles 19, 22 and 35 of the Constitution). *Application of international labour standards, 2005 (I).*

Report IV(1) *A promotional framework for occupational safety and health.*

Report V(1) *Work in the fishing sector.*

18. The following reports of the 95th Session (2006) of the International Labour Conference have been issued in English, French, Spanish, German, Russian, Arabic and Chinese:

Report V(1) *The employment relationship.*

## Regional Meeting reports

19. The following reports for the Seventh European Regional Meeting (February 2005) have been issued in English, French, Spanish, German and Russian:

- *Cooperation in a changing environment. ILO activities 2001-04:* Report of the Director-General, Volume I.
- *Managing transitions: Governance for decent work:* Report of the Director-General, Volume II.

## Sectoral Activities Programme

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

- *Note on the proceedings* of the Tripartite Meeting on Best Practices in Work-Flexibility Schemes and their Impact on the Quality of Working Life in the Chemical Industries.
- *Note on the proceedings* of the Tripartite Meeting on the Future of Work and Quality in the Information Society: The Media, Culture, Graphical Sector.

- Report for discussion at the Tripartite Meeting on Employment, Social Dialogue, Rights at Work and Industrial Relations in Transport Equipment Manufacturing: Automotive Industry Trends Affecting Component Suppliers.
- Report for discussion at the Tripartite Meeting on the Future of Work and Quality in the Information Society: The Media, Culture, Graphical Sector.

## Periodical publications

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

- *Bulletin of Labour Statistics*, first to third quarter issues, 2004 (trilingual E/F/S).
- *Supplement of the Bulletin of Labour Statistics*, first to third quarter issues, 2004 (trilingual E/F/S).
- *Statistics on occupational wages and hours of work and on food prices*, edition 2004.
- *October Inquiry Results 2002-03*; Special supplement to the *Bulletin of Labour Statistics* (trilingual E/F/S).
- *International Labour Review*, Vol. 142, No. 4, 2003; Vol. 143, Nos. 1-2 and 3, 2004 (English and French); Vol. 122, No. 4, 2003; Vol. 123, Nos. 1-2 and 3, 2004 (Spanish).
- *Judgments of the Administrative Tribunal of the International Labour Organization*: 96th Session (November 2003-February 2004) and 97th Session (May-July 2004) (English and French).
- *Labour Education*, Vol. 131-132 and 133, Nos. 2-3 and 4, 2003; Vols. 134-135, No. 1-2, 2004 (English, French and Spanish).
- *Official Bulletin*, Vol. LXXXV, 2002, Series A, Index (English, French and Spanish); Vol. LXXXVI, 2003, Series A, Index and No. 3 (English, French and Spanish); Vol. LXXXVII, 2004, Series A, No. 1 (English, French and Spanish).
- *Sources and methods. Economically active population, employment, unemployment and hours of work (household surveys)*, Vol. 3 (3rd edition) (trilingual E/F/S).
- *Sources and methods. Employment, unemployment, wages and hours of work (administrative records and related sources)*, Vol. 4 (2nd edition) (trilingual E/F/S).
- *Yearbook of Labour Statistics*, 63rd edition, 2004 (trilingual E/F/S)

## Non-periodical publications

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

### English

- *40 questions on labour competency* (Spanish).

- *Achieving equal employment opportunities for people with disabilities through legislation.*
- *Active labour market policies around the world. Coping with the consequences of globalization.*
- *Child labour survey data processing and storage of electronic files.*
- *Confronting economic insecurity in Africa.*
- *Constitution of the International Labour Organization and Standing Orders of the International Labour Conference (edition May 2004, bilingual E/F).*
- *Consumer price index manual. Theory and practice.*
- *Economic security for a better world.*
- *A fair globalization: Creating opportunities for all (French, Spanish, German, Russian, Arabic and Chinese).*
- *Financing social protection (co-published with the International Social Security Association (ISSA)).*
- *Gender roles and sex equality. European solutions to social security disputes.*
- *GET ahead for women in enterprise. Training package and resource kit.*
- *The global evolution of industrial relations. Events, ideas and IIRA.*
- *The global seafarer. Living and working conditions in a globalized industry.*
- *Healthy beginnings. Guidance on safe maternity at work.*
- *HIV/AIDS and work. Global estimates, impact and response.*
- *ILO Migration Survey 2003: Country summaries/Enquête de l'OIT sur les migrations, 2003: résumés par pays/Encuesta de la OIT sobre migraciones, 2003: resúmenes par país (trilingual E/F/S).*
- *Implementing codes of conduct: How businesses manage social performance in global supply chains (co-published with Greenleaf Publishing, United Kingdom).*
- *Improving prospects for young women and men in the world of work. A guide to youth employment.*
- *International training compendium on labour statistics. Module 1: Statistics of employment, unemployment, underemployment: Economically active population.*
- *Investing in every child. An economic study of the costs and benefits of eliminating child labour.*
- *Local economic development in post-crisis situations. Operational guide.*
- *Moving forward. Toward decent work for people with disabilities. Examples of good practices in vocational training and employment from Asia and the Philippines.*
- *New forms and meanings of work in an increasingly globalized world.*

- *Les normes internationales du travail. Un patrimoine pour l'avenir. Mélanges en l'honneur de Nicolas Valticos* (trilingual English, French and Spanish).
- *Productivity in organizations* (Spanish).
- *Promoting gender equality. Guide to ILO Conventions and Recommendations of particular concern to women workers* (French and Spanish).
- *Quality management in vocational training. The use of standards and their different labour applications.*
- *Renewing labour market institutions.*
- *Rural industry in India. Policy perspectives, past performance and future options.*
- *Safety and health in ports. Code of practice* (French and Spanish).
- *Safety and health in shipbreaking. Guidelines for Asian countries and Turkey.*
- *Security in ports. Code of practice* (French and Spanish).
- *A series of policy recommendations. Decent work and poverty reduction in Indonesia* (bilingual English/Bahasa).
- *Start and improve your business. The game.*
- *Work improvement in small enterprises. Package for trainers (WISE).*
- *Work in the global economy. Papers and proceedings of an international symposium.*
- *Working out of poverty. An ILO submission for the Indonesia PRSP.*
- *Workplace violence in services sectors and measures to combat this phenomenon. Code of practice* (French and Spanish).
- *World Employment Report 2004-05. Employment, productivity and poverty reduction.*
- *Young soldiers. Why they choose to fight.*

## **French**

- *L'assurance et les institutions de microfinance. Guide technique pour le développement et la prestation de services de micro-assurance.*
- *Instructions pour l'utilisation de la classification internationale du BIT des radiographies de pneumoconioses* (Ed. révisée 2000) (English and German).
- *Une mondialisation juste: Créer des opportunités pour tous* (English, Spanish, German, Russian, Arabic and Chinese).
- *Les normes internationales du travail. Un patrimoine pour l'avenir. Mélanges en l'honneur de Nicolas Valticos* (trilingual English, French and Spanish).
- *Panorama de la lutte contre l'exclusion sociale. Concepts et stratégies* (English, Spanish and Portuguese).

- *Promotion de l'égalité de genre. Guide des conventions et recommandations de l'OIT concernant les femmes au travail* (English and Spanish).
- *Réponse aux crises. Manuel d'évaluation rapide des besoins* (English).
- *Sécurité et santé dans les ports. Recueil de directives pratiques du BIT* (English and Spanish).
- *Sûreté dans les ports. Recueil de directives pratiques du BIT* (English and Spanish).
- *Le Travail Décent. Points de vue philosophiques et spirituels* (English).
- *Violence au travail dans le secteur des services et moyens de combattre le phénomène. Recueil de directives pratiques du BIT* (English and Spanish).

### **Spanish**

- *40 preguntas sobre competencia laboral* (English).
- *Aplicación de las recomendaciones prácticas de la OIT sobre el VIH/SIDA y el mundo del trabajo. Manual de capacitación* (English and French).
- *Aprendizaje organizacional para la gestión del riesgo.*
- *Cuidado infantil y trabajo. Un desafío exclusivamente femenino?*
- *Competencias clave y aprendizaje permanente.*
- *Desarrollo local, tejidos productivos y formación.*
- *Diálogo social sobre formación en el Perú.*
- *Empleos y rentas en un mundo globalizado (co-publication with Ministério de Trabajo y Asuntos Sociales, Spain)* (English).
- *Escuela, capacitación y aprendizaje.*
- *Formación de jóvenes en alternancia.*
- *Formación en la economía informal.*
- *La gestión de la calidad en la formación profesional.*
- *Identidades y formación para el trabajo.*
- *Mutuales de salud y asociaciones de microempresarios* (English and French).
- *Panorama laboral 2003* (English).
- *Pedagogía de la formación de adultos.*
- *Prevención y respuesta a la violencia en el trabajo (co-publication with Ministério de Trabajo y Asuntos Sociales, Spain)* (English).
- *Por una globalización justa. Crear oportunidades para todos* (English, French, German, Russian, Arabic and Chinese).

- *Promoviendo la igualdad de género. Guía de los convenios y recomendaciones de la OIT de interés particular para las trabajadoras* (English and French).
- *Protección en los puertos. Repertorio de recomendaciones prácticas de la OIT* (English and French).
- *Seguridad y salud en los puertos. Repertorio de recomendaciones prácticas de la OIT* (English and French).
- *La violencia en el trabajo en el sector de servicios y medidas para combatir este fenómeno. Repertorio de recomendaciones prácticas de la OIT* (English and French).

### **Arabic**

- *A fair globalization: Creating opportunities for all* (English, French, Spanish, Russian, German and Chinese).

### **Russian**

- *A fair globalization: Creating opportunities for all* (English, French, Spanish, Arabic, German and Chinese).
- *Labour inspection: A guide to the profession* (English).

### **German**

- *Eine faire Globalisierung: Chancen für alle schaffen* (English, French, Spanish, Russian, Arabic and Chinese).
- *Richtlinien für die Anwendung der internationalen Klassifikation des IAA von Pneumokoniose-Röntgenfilmen. Ausgabe 2000* (English and French).
- *Umgang mit Behinderungen am Arbeitsplatz. Richtlinienammlung des IAA* (English, French, Spanish and Chinese).

### **Chinese**

- *A fair globalization: Creating opportunities for all* (English, French, Spanish, Russian, German and Arabic).

### **Bahasa**

- *A series of policy recommendations. Decent work and poverty reduction in Indonesia* (bilingual English/Bahasa).

### **Portuguese**

- *Modelo SENAI de prospecção. Documento metodológico* .
- *Panorama da luta contra a exclusão social. Conceitos e estratégias* (English, French and Spanish).



**CD-ROMs**

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

- *ILO Migration Survey 2003: Country summaries/Enquête de l'OIT sur les migrations, 2003: résumés par pays/Encuesta de la OIT sobre migraciones, 2003: resúmenes por país.* CD-ROM (trilingual E/F/S).
- *ILSE – International Labour Standards Electronic Library*, 2004 edition.
- *Programmes d'infrastructure à haute intensité de main-d'oeuvre (HIMO). Cours de formation à l'usage des PME, des bureaux d'études et des ingénieurs de l'Etat.*
- *Record of proceedings, 92nd Session, International Labour Conference, 2004* (trilingual E/F/S).
- *Statistics on occupational wages and hours of work and on food prices.*
- *October Inquiry*, 2004 edition (trilingual E/F/S).
- *Yearbook of Labour Statistics, 63rd issue, 2004; Sources and methods: Labour Statistics*, Vols. 1-10 (English).

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

24. The following agreements have been signed since the 289th Session of the Governing Body:

Promoting income security as a right: Europe and North America (original English edition)	Anthem Press, United Kingdom
Understanding globalization, employment and poverty reduction (original English edition)	Palgrave Macmillan, United Kingdom
Working time and workers' preferences in industrialized countries: Finding the balance (original English edition)	Routledge Ltd., United Kingdom
Implementing codes of conduct. How businesses manage social performance in global supply chains (original English edition, co-publication)	Greenleaf Publishing, United Kingdom
Ergonomic checkpoints. Practical and easy-to-implement solutions for improving safety, health and working conditions (Spanish edition, co-publication)	Instituto Nacional de Seguridad e Higiene en el Trabajo, Spain
Managing emerging health-related problems at work. SOLVE (Spanish edition, co-publication)	Ministério de Trabajo y Asuntos Sociales, Spain

Preventing and responding to violence at work (Spanish edition, co-publication)	Ministério de Trabajo y Asuntos Sociales, Spain
Jobs and incomes in a globalizing world (Spanish edition, co-publication)	Ministério de Trabajo y Asuntos Sociales, Spain
Policies for small enterprises. Creating the right environment for good jobs (Spanish edition, co-publication)	Ministério de Trabajo y Asuntos Sociales, Spain
Economic security for a better world (Spanish edition, co-publication)	Ministério de Trabajo y Asuntos Sociales, Spain
Financing social protection. Quantitative Methods in Social Protection Series (Spanish edition, co-publication)	Ministério de Trabajo y Asuntos Sociales, Spain
Healthy beginnings. Guidance on safe maternity at work (Spanish edition, co-publication)	Ministério de Trabajo y Asuntos Sociales, Spain
Guidelines on occupational safety and health management systems, ILO-OSH 2001 (reprint)	VMP Publishers and Distributors, India
Safety and health in the non-ferrous metals industries. An ILO code of practice (reprint)	VMP Publishers and Distributors, India
La consultoría de empresas. Guía para la profesión. Tercera edición (revisada) (reprint)	Grupo Noriega Editores, Mexico
A fair globalization: Creating opportunities for all (reprint)	UNESCO, Ecuador
ILO code of practice on HIV/AIDS and the world of work. Workers' Manual (Thai edition) (reprint)	Department of Labour Protection and Welfare, Thailand
HIV/AIDS and the world of work. An ILO code of practice (reprint with adaptation)	Ministry of Labour, Industrial Relations and Productivity, Fiji
Managing relations between government and public enterprises. A handbook for administrators and managers (Arabic edition)	Gezira Publishing House, Sudan
Safety and health in the use of chemicals at work. A training manual (Bahasa Malaysia edition)	MDC Publishers Sdn Bhd, Malaysia

Managing vocational training systems. A handbook for senior administrators (Chinese edition)	Bureau of Employment and Vocational Training Council of Labour Affairs, Taiwan
Social security: A new consensus (Chinese edition)	China Labour and Social Security Publishing House, China
Framework guidelines for addressing workplace violence in the health sector (Czech edition)	Trade Union of the Health Service and Social Care, Czech Republic
Accident prevention on board ship at sea and in port. An ILO code of practice. Second edition (Farsi edition)	Port and Shipping Organization, Islamic Republic of Iran
Workplace violence in services sectors and measures to combat this phenomenon. An ILO code of practice (Finnish edition)	Ministry of Labour, Finland
A fair globalization: Creating opportunities for all (Greek edition)	Dionikos Publishing, Greece
Safety and health in the use of agrochemicals. A guide (Gujarati edition)	Mahatma Gandhi Labour Institute, India
Safety, health and welfare on construction sites. A training manual (Gujarati edition)	Mahatma Gandhi Labour Institute, India
New forms and meanings of work in an increasingly globalized world (Italian edition)	Società Editrice il Mulino, Italy
Guidelines on social dialogue in public emergency services in a changing environment. Adopted by the Joint Meeting on Public Emergency Services: Social Dialogue in a Changing Environment, Geneva, 31 January 2003 (Japanese edition)	Hosei University, Japan
Consumer price index manual. Theory and practice (Japanese edition)	Japan Statistical Association, Japan
Promoting gender equality: A resource kit for trade unions (Japanese edition)	The ILO Association of Japan, Inc., Japan

Fundamental rights at work and international labour standards (Japanese edition)	The ILO Association of Japan, Inc., Japan
Work in the world. A teachers' guide to work issues. Second edition (Korean edition)	Korea Labor Education Institute, Republic of Korea
A fair globalization: Creating opportunities for all (Korean edition)	Korea Labor Institute, Republic of Korea
Labour inspection. A guide to the profession (Polish edition)	National Labour Inspectorate, Poland
Safe use of pesticides. Guidelines (Portuguese edition)	FUNDACENTRO, Brazil
Ergonomic checkpoints. Practical and easy-to- implement solutions for improving safety, health and working conditions (Portuguese edition)	FUNDACENTRO, Brazil
The effects of technological changes in the clothing industry. Report II. Sectoral Activities Programme, Geneva, 1995 (Portuguese edition)	FUNDACENTRO, Brazil
Accident prevention on board ship at sea and in port. An ILO code of practice. Second edition (Portuguese edition)	FUNDACENTRO, Brazil
Work-related stress in nursing: Controlling the risk to health (Portuguese edition)	FUNDACENTRO, Brazil
Trade unions and child labour. A guide to action (Portuguese edition)	FUNDACENTRO, Brazil
Children at work. Health and safety risks (2nd edition) (Portuguese edition)	FUNDACENTRO, Brazil
Guidelines on occupational safety and health management systems. ILO-OSH 2001 (Portuguese edition)	FUNDACENTRO, Brazil
Labour inspection in the petroleum-producing industry (Portuguese edition)	FUNDACENTRO, Brazil

Occupational stress and stress prevention in air traffic control (Portuguese edition)	FUNDACENTRO, Brazil
Safety and health of meat, poultry and fish-processing workers (Portuguese edition)	FUNDACENTRO, Brazil
Guidelines on inspection in chemical factories, especially major accident hazard installations (Portuguese edition)	FUNDACENTRO, Brazil
Principes techniques et éthiques de la santé des travailleurs: Principes directeurs (Portuguese edition)	Inspecção-Geral do Trabalho, Portugal
Guide de gestion des mutuelles de santé en Afrique (Portuguese edition)	Ministério da Segurança Social, da Família e da Criança, Portugal
Formation à la gestion des banques céréalières: auto-évaluation (Portuguese edition)	Ministério da Segurança Social, da Família e da Criança, Portugal
Por una globalización justa: crear oportunidades para todos (Portuguese edition)	Ministério do Trabalho e Emprego, Brazil
How to read a balance sheet. An ILO programmed book. Second (revised) edition (Serbian edition)	University of Kragujevac, Serbia and Montenegro
Combating child labour: A handbook for labour inspectors (Turkish edition)	Labour Inspection Board (Teftis Kurulu Başkanlığı), Turkey
Productivity and quality management. A modular programme (Turkish edition)	National Productivity Centre, Turkey
Management consulting. A guide to the profession. Fourth edition (Turkish edition)	National Productivity Centre, Turkey
Learning and training for work in the knowledge society. Report IV(1), International Labour Conference, 91st Session 2003 (Turkish edition)	National Productivity Centre, Turkey
Labour inspection. A guide to the profession (Turkish edition)	National Productivity Centre, Turkey
Policies for small enterprises. Creating the right environment for good jobs (Turkish edition)	National Productivity Centre, Turkey

Safety and health in small-scale surface mines: A handbook (Vietnamese edition)	Ministry of Labour, Invalids and Social Affairs (MOLISA), Viet Nam
Safety in the use of chemicals at work. An ILO code of practice (Vietnamese edition)	Vietnam Chamber of Commerce and Industry, Viet Nam
New forms and meanings of work in an increasingly globalized world (Japanese adaptation)	Chuokoron-shinsha, Japan
Young soldiers: Why they choose to fight (Spanish adaptation for Colombia)	American Friends Service Committee, Colombia
Healthy beginnings. Guidance on safe maternity at work (microform and CD-ROM)	Barbour Index, United Kingdom
Workplace violence in services sectors and measures to combat this phenomenon. An ILO code of practice (microform and CD-ROM)	Barbour Index, United Kingdom
Safety and health in forestry work. An ILO code of practice. Second edition (microform and CD-ROM)	Technical Indexes Ltd., United Kingdom
Fundamental principles of occupational health and safety (microform and CD-ROM)	Technical Indexes Ltd., United Kingdom
Safety in the use of synthetic vitreous rock wool, slag wool). An ILO code of practice (microform and CD-ROM)	Technical Indexes Ltd., United Kingdom
Ambient factors in the workplace. An ILO code of practice (FINAL) (microform and CD-ROM)	Technical Indexes Ltd., United Kingdom
Guidelines on occupational safety and health management systems. ILO-OSH 2001 (microform and CD-ROM)	Technical Indexes Ltd., United Kingdom
HIV/AIDS and the world of work. An ILO code of practice (microform and CD-ROM)	Technical Indexes Ltd., United Kingdom
Preventing and responding to violence at work (microform and CD-ROM)	Technical Indexes Ltd., United Kingdom

Moving forward: Toward decent work for people with disabilities. Examples of good practices in vocational training and employment from Asia and the Pacific (microform and CD-ROM)	Technical Indexes Ltd., United Kingdom
The global seafarer: Living and working conditions in a globalized industry (microform and CD-ROM)	Technical Indexes Ltd., United Kingdom
Workplace violence in services sectors and measures to combat this phenomenon. An ILO code of practice (microform and CD-ROM)	Technical Indexes Ltd., United Kingdom
Organizing for social justice. Report of the Director-General. Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, 2004. Report I(B) (microform and CD-ROM)	Technical Indexes Ltd., United Kingdom
SARS working paper. Practical and administrative responses to an infectious disease in the workplace (microform and CD-ROM)	Technical Indexes Ltd., United Kingdom
Integrating women and girls with disabilities into mainstream vocational training. A practical guide (CD-ROM)	Source: International Support Centre, United Kingdom
Managing disability in the workplace. An ILO code of practice (CD-ROM)	Source: International Support Centre, United Kingdom
The right to decent work of persons with disabilities (CD-ROM)	Source: International Support Centre, United Kingdom
Disability and poverty reduction strategies. How to ensure that access of persons with disabilities to decent and productive work is part of the PRSP process (CD-ROM)	Source: International Support Centre, United Kingdom
Barefoot research: A workers' manual for organizing on work security (CD-ROM, French edition)	Canadian Union of Postal Workers, Canada
Labour inspection. A guide to the profession (CD-ROM, Polish edition)	National Labour Inspectorate, Poland

Orderly international migration of workers and incentives to stay – Options for emigration countries (Internet hosting)	Forced Migration Online, United Kingdom
Guidelines on occupational safety and health management systems, ILO-OSH 2001 (Bulgarian edition on Internet)	Ministry of Health, Bulgaria
Guidelines on occupational safety and health management systems, ILO-OSH 2001 (Danish edition on Internet)	Mr. Tom Andersen, Denmark
Safety and health in small-scale surface mines: A handbook (Polish edition on Internet)	State Mining Authority, Poland
Prevention of major industrial accidents. An ILO code of practice (Portuguese edition on Internet)	FUNDACENTRO, Brazil
Ergonomic checkpoints. Practical and easy-to-implement solutions for improving safety, health and working conditions (Portuguese edition on Internet)	FUNDACENTRO, Brazil
Ergonomic checkpoints. Practical and easy-to-implement solutions for improving safety, health and working conditions (Spanish edition on Internet)	Instituto Nacional de Seguridad e Higiene en el Trabajo, Spain
AbilityAsia. Hiring people with disabilities. Employers' perspectives (Vietnamese edition on DVD)	Vietnam Assistance for the Handicapped, Viet Nam
AbilityAsia. Hiring people with disabilities. Employers perspectives (Romanian edition on video)	Padma Sastry, Romania

Geneva, 2 March 2005.

*Point for decision:* Paragraph 6.