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## World of Work Report 2011

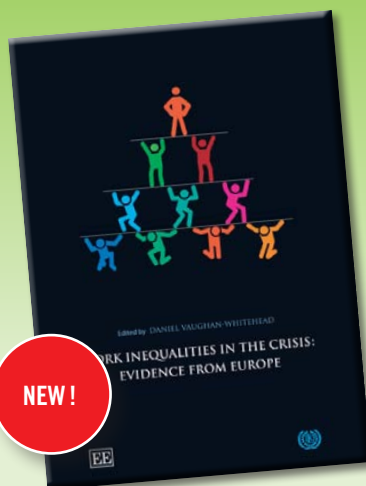
**Jobs versus markets**

*International Institute for Labour Studies*

The *World of Work Report 2011* shows that it will not be possible to recover successfully from the Great Recession unless social inequalities are addressed through well-designed policies. Growing youth unemployment, income inequalities made worse as a result of rising food and oil prices, and other social inequities undermine support for pro-growth policies. They also entail a risk of social unrest which has started to materialize in the Arab region, some Asian countries and the Euro area. And they deprive the world economy from the kind of income growth that is needed in order to ensure sustainable economic recovery.

The report presents two scenarios for the next five years: under business-as-usual, the world economy will remain unstable, undermining employment prospects; by contrast, a strategy which addresses social inequalities adequately will support employment and sustain economic growth. Such a strategy is complex and faces implementation hurdles as some groups resist change; the report shows, however, that it can be achieved.

<b>October 2011</b>	136 pp.
<b>Paperback</b>	ISBN 978-92-9014-974-3
	CHF 50
	USD 50
	GBP 30
	EUR 35



## Work Inequalities in the Crisis

**Evidence from Europe**

*Edited by Daniel Vaughan-Whitehead*

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

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

Co-published with Edward Elgar.

<b>November 2011</b>	xvi+570 pp.
<b>Paperback</b>	ISBN 978-92-2-124885-9
	CHF 90
	USD 90
	GBP 50
	EUR 60



## Making Globalization Socially Sustainable

*Edited by Marc Bacchetta and Marion Jansen*

Globalization is widely seen as a powerful engine that has the potential to promote growth and development. For many years, however, concerns have also been raised about the effects of globalization on jobs and wages. This has led to questions about the social sustainability of globalization.

This volume consists of contributions by leading academic experts who analyse the various channels through which globalization affects jobs and wages. Together, the nine chapters in this volume summarize state-of-the-art knowledge on themes related to the social dimension of globalization. It represents a step in the direction of a better understanding of the mechanisms through which globalization affects workers and of the measures that governments can take to give globalization a strong social dimension.

This book will be of value to all those who are interested in the debate on the social sustainability of globalization, including workers and employers, policy-makers, academics and other trade and labour specialists.

Co-published with the WTO.

<b>September 2011</b>	xvi+320 pp.
<b>Paperback</b>	ISBN 978-92-2-124583-4
	CHF 50
	USD 50
	GBP 35
	EUR 42

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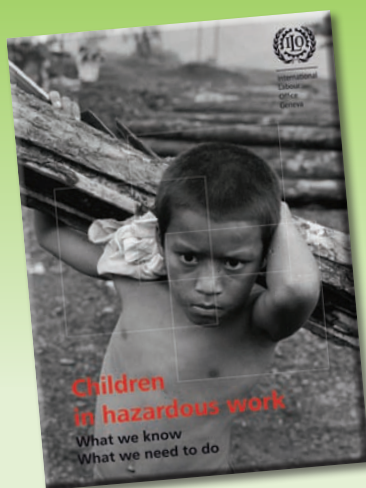
## Social Protection Floor for a Fair and Inclusive Globalization

Report of the Advisory Group chaired by Michelle Bachelet

In many ways the power of the social protection floor lies in its simplicity. The floor is based on the idea that everyone should enjoy at least basic income security sufficient to live, guaranteed through transfers in cash or in kind, such as pensions for the elderly and persons with disabilities, child benefits, income support benefits and/or employment guarantees and services for the unemployed and working poor. Together, in cash and in kind transfers should ensure that everyone has access to essential goods and services, including essential health services, primary education, housing, water and sanitation.

This report, prepared under the guidance of Ms Michelle Bachelet and members of the Advisory Group, shows that the extension of social protection, drawing on social protection floors, can play a pivotal role in relieving people of poverty and deprivation. It can in addition help people adapt their skills to overcome the constraints that block their full participation in a changing economic and social environment, contributing to improved human capital development and stimulating greater productive activity. The report also shows how social protection has helped to stabilize aggregate demand in times of crisis and to increase resilience against economic shocks, contributing to accelerate recovery towards more inclusive and sustainable development paths.

<b>October 2011</b>	200 pp.
<b>Paperback</b>	ISBN 978-92-2-125337-2
	CHF 40
	USD 45
	GBP 30
	EUR 35



## Children in Hazardous Work

What we know, what we need to do

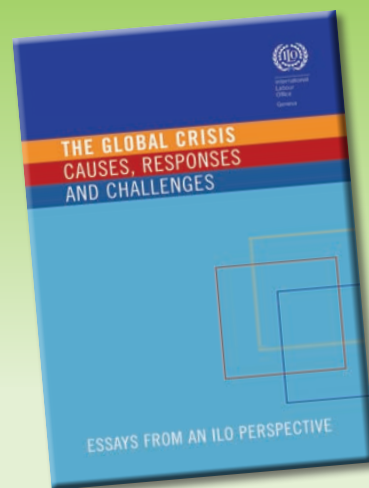
This report reviews the current state of knowledge concerning children in hazardous work and presents the case for a new focus on the issue as part of the wider global effort to eliminate the worst forms of child labour.

The report highlights recent global trends while comprehensively summarizing the scientific evidence base related to health and well-being of working children. It identifies the key challenges not only in understanding the effects of hazardous work on childhood development, but also in preventing and eliminating hazardous occupational exposures for children.

The report also features good practice approaches of various stakeholder groups that have demonstrated the potential to be scaled up and discusses the importance of an integrated policy response to the issue.

<b>June 2011</b>	xvii+86 pp.
<b>Paperback</b>	ISBN 978-92-2-124918-4
	CHF 15
	USD 15
	GBP 9
	EUR 10

Also available in French and Spanish



## The Global Crisis

Causes, responses and challenges

This important collection of essays brings together the main findings of ILO research since the start of the global financial and economic crisis in 2008. With contributions from diverse research disciplines, the volume provides new perspectives on employment and income-led growth and the role of regulation, and makes policy recommendations for the future.

The collection presents the different policy responses that have been put in place in different regions and assesses their effects. It also examines the reforms that are needed in labour markets, incomes, enterprises and social protection to achieve a sustainable recovery in the world of work. The role of social dialogue in overcoming obstacles to the implementation of these reforms and in ensuring their equity is discussed. Finally, the volume looks at how globalization of trade and finance can be made fairer.

<b>June 2011</b>	xx+240 pp.
<b>Paperback</b>	ISBN 978-92-2-124579-7
	CHF 50
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## Crisis: Causes, Prospects and Alternatives

International Journal of Labour Research,  
Vol. 3, Issue 1

The crisis of 2008 revealed the fault lines in the world economy for all to see. While the worst was avoided thanks to unorthodox fiscal and monetary policies, workers across the world are still paying the price of the policy failures through increased unemployment and precarious work, pay and benefits reductions, and cutbacks in public services. And if we are slowly coming out of the Great Recession, the underlying structural problems that got us there are still with us: a fragile and still largely under-regulated financial system, depressed wages and widening income inequalities, and imbalances between debtor and surplus countries in matters of trade.

At the 99th International Labour Conference, the ILO committed itself to intensifying its efforts to define new paths for macroeconomic policy. The contributions to this issue are a small step in this direction. They are mostly drawn from the Global Labour University conference held in Berlin in September 2010, which brought together young trade union activists from around the world as well as a new generation of academic researchers. Together, they endeavoured to distil the lessons of the crisis for the labour movement and to define alternative ways forward.

<b>2011</b>	156 pp.
<b>Paperback</b>	ISSN 2076-9806
	CHF 45
	USD 42
	GBP 27
	EUR 30

Also available in French and Spanish



## Towards a Sustainable Economic Recovery: The case for wage-led policies

International Journal of Labour Research,  
Vol. 3, Issue 2

While much attention has been deservedly given to the financial roots of the current economic crisis, the role of wages as a cause as well as a solution has yet to be fully understood. To help fill this gap, this issue of the *International Journal of Labour Research* is largely dedicated to this topic.

Contributors look at the policy roots of growing wage inequality, the secular decline in the wage share of national income in recent decades, and how these developments are intertwined with the financial crisis. Their essays offer critiques of mainstream economic analysis of labour markets and present alternative analytical frameworks in the effort to understand the role that wages can play in a wage-led recovery strategy. Elements of such a strategy, including re-linking wages to productivity gains and improving minimum wage floors, are presented and discussed.

Further articles explore other current trends related to the crisis. One, for instance, examines how in Greece the response to fiscal crisis has evolved into a full-fledged attack on labour, and how this may well become the template for future policy responses in the rest of Europe.

<b>2011</b>	120 pp.
<b>Paperback</b>	ISSN 2076-9806
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### There Is an Alternative

Economic policies and labour strategies beyond the mainstream

*Edited by Nicolas Pons-Vignon*

- 2011 – xvi+130 pp.
- ISBN 978-92-2-124581-0
- CHF 30; USD 30; GBP 18; EUR 22

Also available in French and Spanish

### World Social Security Report 2010/11

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Rethinking the role of social security in development

*Edited by Peter Townsend*

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Co-published with Palgrave Macmillan

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Cultivating justice in the developing world

*Edited by Janine Berg and David Kucera*

- 2008 – xvi+293 pp.
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- CHF 125; USD 95; GBP 60; EUR 80

Co-published with Palgrave Macmillan

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A rights-based approach

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- CHF 50; USD 50; GBP 30; EUR 33

### Forced Labor

Coercion and exploitation in the private economy

*Edited by Beate Andrees and Patrick Belser*

- 2009 – xvi+230 pp.
- ISBN 978-92-2-120164-9
- CHF 25; USD 22.50; GBP 17; EUR 17

Co-published with Lynne Rienner Publishers  
Also available in Spanish

### The Financial and Economic Crisis

A decent work response

*International Institute for Labour Studies*

- 2009 – xx+80 pp.
- ISBN 978-92-9014-900-2
- CHF 25; USD 25; GBP 15; EUR 16



NEW!

## Key Indicators of the Labour Market (KILM)

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

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

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

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

<b>January 2012</b>	x+800 pp.
<b>Paperback</b>	ISBN 978-92-2-125377-8
	CHF 275
	USD 275
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	EUR 200
<b>CD-ROM</b>	ISBN 978-92-2-025379-3
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	USD 90
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NEW!

## Global Employment Trends 2012

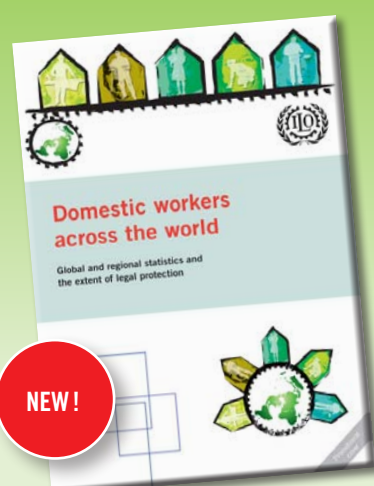
The annual *Global Employment Trends (GET)* reports provide the latest global and regional estimates of employment and unemployment, employment by sector, vulnerable employment, labour productivity and working poverty, while also analysing country-level issues and trends in the labour market.

Based on the most recently available data and taking into account macroeconomic trends and forecasts, the *GET* reports seek to shed light on current labour market trends and challenges. The reports build on the *Key Indicators of the Labour Market* and include a consistent set of tables with regional and global estimates of labour market indicators. Each report contains a short-term labour market outlook, focusing on unemployment, vulnerable employment and working poverty.

The *Global Employment Trends 2012* takes stock of labour market developments and emerging challenges as the world continues to struggle to forge a sustainable recovery from the global economic and jobs crisis.

<b>January 2012</b>	112 pp.
<b>Paperback</b>	ISBN 978-92-2-124924-5
	CHF 30
	USD 35
	GBP 22
	EUR 25

Also available in French and Spanish



NEW!

## Domestic Workers Across the World

Global and regional statistics and the extent of legal protection

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

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

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

<b>February 2012</b>	65 pp.
<b>Paperback</b>	ISBN 978-92-2-125273-3
	CHF 35
	USD 40
	GBP 28
	EUR 30



## Skills for Green Jobs: A global view

Synthesis report based on 21 country studies

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

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

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

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

<b>October 2011</b>	xxix+442 pp.
<b>Paperback</b>	ISBN 978-92-2-125091-3
	CHF 60
	USD 70
	GBP 45
	EUR 50



## Assessing Green Jobs Potential in Developing Countries

A practitioner's guide

*Andrew Jarvis, Adarsh Varma and Justin Ram*

A number of studies for industrialized countries assess how a transition to a sustainable, low-carbon economy might affect employment. These typically find overall job gains compared to “business-as-usual” scenarios. The more detailed of these studies address not just changes in the total number of jobs, but also underlying job movements as well as the quality of jobs. Such knowledge is vital to informing policies that enable a just transition to a green economy, yet there are few comparable studies for developing countries. A key bottleneck is the scarcity of information, particularly employment and production data on green jobs as well as on linkages with the rest of the economy.

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

<b>October 2011</b>	x+82 pp.
<b>Paperback</b>	ISBN 978-92-2-124571-1
	CHF 30
	USD 30
	GBP 20
	EUR 22



## Towards Decent Work in sub-Saharan Africa

Monitoring MDG employment indicators

*Edited by Theo Sparreboom and Alana Albee*

Decent work – productive employment that delivers a fair income, security, freedom and dignity, social protection for families, opportunities for personal development and social integration, and equality of opportunity for men and women – is a fundamental goal for all societies. It is also a central element in the fight against global poverty and hunger. In 2008, the United Nations adopted a new target under the Millennium Development Goals (MDGs) “to achieve full and productive employment and decent work for all, including women and young people”. This target has particular relevance for sub-Saharan Africa, where widespread poverty is inextricably entwined with a lack of decent work.

Drawing on broad regional labour market analyses and country case studies, this book demonstrates how the new MDG employment indicators can be used as a basis for improved labour market and poverty monitoring as well as improved employment policy development in sub-Saharan Africa. It is argued that analysis based on the MDG employment indicators provides a major building block for employment diagnostics, which in turn serves to inform growth strategies that generate more high-quality and productive jobs.

<b>July 2011</b>	xviii+190 pp.
<b>Hardback</b>	ISBN 978-92-2-124942-9
	CHF 80
	USD 95
	GBP 60
	EUR 65





## Job-rich Growth in Asia

Strategies for local employment, skills development and social protection

Cristina Martínez-Fernández, Kees Van Der Ree, Sylvain Giguère and Aurelio Parisotto

Developing Asia is currently leading the world's economic rebound from the global economic and financial crisis. Though economic recovery is well on its way, lagging employment growth and widespread underemployment and poverty are putting strains on labour markets and posing significant social challenges. The least developed economies of the region remain particularly vulnerable to a volatile international economic environment.

This ILO-OECD report reviews some of the main labour market and social policy challenges that developing Asia faces. The report proposes a development approach that integrates skills, employment and social protection with local development strategies to achieve more "sustainable and balanced" patterns of growth. It provides guidance on how to implement employment and skills policies to maximize their impact on job creation and quality employment, considers the development of social protection systems to make the economy both more productive and inclusive, and addresses vertical and horizontal coordination of effective policies and strategies.

Co-published with the OECD.

June 2011	128 pp.
Paperback	ISBN 978-92-2-124089-1
	CHF 30
	USD 33
	GBP 20
	EUR 24



## Spain: Quality jobs for a new economy

Studies on Growth with Equity

International Institute for Labour Studies

It is often argued that the cost of social equity is less economic growth, highlighting the supposed trade-off between these two goals. The crisis that erupted in 2008 – which was preceded by rising social inequalities – has shown that this is simply not the case. In fact, if properly designed, equity-enhancing policies can also promote prosperity and reduce risk of future crises. The aim of the Studies on Growth with Equity series is to show how such policy complementarities can be achieved.

Spain has slowly begun to emerge from a deep crisis – one that has highlighted the inefficiency of the previous growth model. The recovery process is marked by a structural transformation that will entail further reallocation of resources, notably firms and jobs. A successful transition to a new growth model is possible, but only if employment and economic policies are adequately aligned and counterproductive measures such as wage cuts and poorly-designed austerity measures are avoided. This study takes an in-depth look at the Spanish labour market and economy and offers a set of policy recommendations on how the Spanish economy can best recover from the recent crisis. It also includes a series of comprehensive statistics and trends related to the labour market in Spain.

September 2011	xii+141 pp.
Paperback	ISBN 978-92-9014-988-0
	CHF 30
	USD 28
	GBP 20
	EUR 22

Also available in Spanish

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The challenge of a jobs recovery

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International Institute for Labour Studies

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Issues, evidence and policy options

Edited by Iyanatul Islam and Sher Verick

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Co-published with Palgrave Macmillan

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Marion Jansen and Erik von Uexküll

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Co-published in India with Academic Foundation

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Ajit K. Ghose, Nomaan Majid and Christoph Ernst

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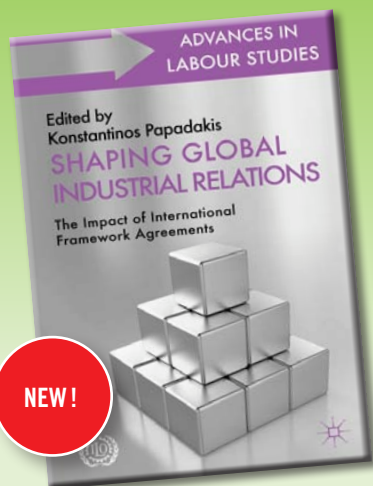
Graeme Buckley, Michael Henriques and José Manuel Salazar-Xirinachs

- 2009 – xxii+258 pp.
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## Shaping Global Industrial Relations

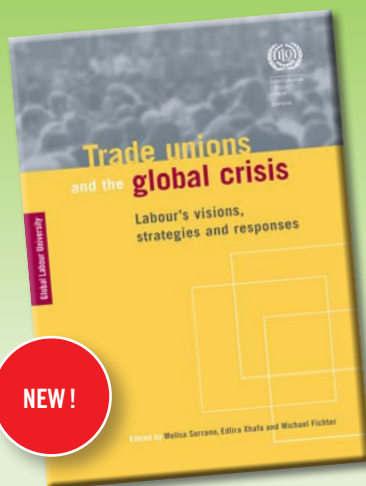
The impact of international framework agreements

Edited by Konstantinos Papadakis

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

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

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



## Trade Unions and the Global Crisis

Labour's visions, strategies and responses

Edited by Melisa Serrano, Edlira Khafa and Michael Fichter

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

Lowell Turner, Cornell University, USA

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

*Trade Unions and the Global Crisis* offers a composite overview of the responses of trade unions and other workers' organizations to neoliberal globalization in general and to the recent financial crisis in particular. The essays here, by trade unionists and academics from around the world, explore the



## The Role of Collective Bargaining in the Global Economy

Negotiating for social justice

Edited by Susan Hayter

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

Bruce Kaufman, Georgia State University, USA

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

Collective bargaining is often seen either as an impediment to the smooth functioning of markets, or as ineffective. This book focuses on the other side of the story and demonstrates the positive contribution that collective bargaining can make to both economic and social goals. No one size fits all and the various contributions examine how this

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