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## There Is an Alternative

Economic policies and labour strategies beyond the mainstream

Edited by Nicolas Pons-Vignon

Since the start of the global economic crisis, economists and trade unionists have sought to engage in dialogue with government and business, hoping to arrive at the adoption of balanced policies that would deliver an equitable and sustainable recovery. But some years on, countries have failed to break with the economic regime that caused the crisis, and in many, austerity programmes are being adopted and social and labour rights are under attack.

Achieving a meaningful reduction in inequality and the power of finance requires both the formulation of convincing policy alternatives and the determination to see them realized. The short articles here, from the Global Labour Column, show that one-dimensional thinking has been a major reason for the severity of the crisis. The contributions give an insightful overview of current labour struggles around the world as well as the institutional measures that have proven successful. The programme the authors propose is ambitious, as it implies reversing deep trends such as the exclusion of many workers from wage negotiations, growing casualization and increasing wage inequality, but such ambition is necessary if there is to be an alternative.

|                  |                        |
|------------------|------------------------|
| <b>June 2011</b> | xvi+130 pp.            |
| <b>Paperback</b> | ISBN 978-92-2-124581-0 |
|                  | CHF 30                 |
|                  | USD 30                 |
|                  | GBP 18                 |
|                  | EUR 22                 |



## 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.

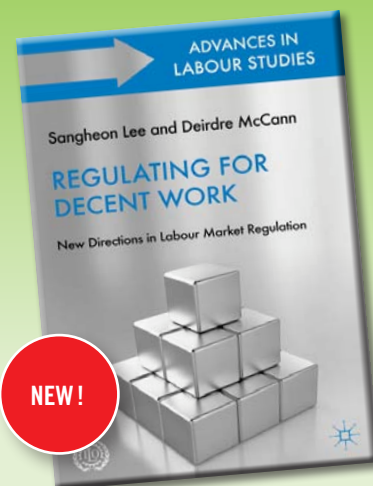
Bruce Kaufman, Georgia State University, USA

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 fundamental principle and right at work is realized in different country settings and how its practice can be reinforced across borders. The volume also highlights the numerous challenges in this regard and the critically important role that governments play in rebalancing bargaining power in a global economy. The chapters are written in an accessible style and deal with practical subjects (e.g. employment security, workplace change and productivity and working time).

Co-published with Edward Elgar.

|                  |                        |
|------------------|------------------------|
| <b>June 2011</b> | x+316 pp.              |
| <b>Paperback</b> | ISBN 978-92-2-124099-0 |
|                  | CHF 50                 |
|                  | USD 50                 |
|                  | GBP 30                 |
|                  | EUR 33                 |



## Regulating for Decent Work

New directions in labour market regulation

Edited by Sangheon Lee and Deirdre McCann

Regulating the labour market is a distortion for some, a panacea for others. This book provides the ingredients for those who wish to transcend simple positions. Drawing on empirical, interdisciplinary and comparative perspectives, this unique collection establishes the moral and economic case for regulation, identifies the circumstances that make regulation effective, and reveals the gap between "law on the books" and "law in action". A significant resource for scholars and policy-makers who are engaged in thinking about regulation as part of a just regime market.

Guy Mundlak, Tel Aviv University

This book is an international and interdisciplinary response to the neoliberal ideologies that have shaped labour market regulation in recent decades. It draws on contributions by leading experts across a range of disciplines, including economics, law, political science and industrial relations. International in scope, it includes chapters on both advanced economies and the developing world. The volume identifies central themes in the contemporary regulation of labour, including the role of empirical research in assessing and supporting labour market interventions, the regulation of precarious work and the emergence of new types of labour markets. Each theme is explored through key contributions by leading experts. Chapters cover issues that include labour market uncertainty, the effectiveness of legal norms and methodologies for evaluating the intersection of various levels of regulation. The book advances the academic and policy debates on post-crisis labour regulation by identifying new challenges, subjects and theoretical perspectives. In contrast to the dominant deregulatory approaches, it calls for labour market regulation to be reinvigorated.

Co-published with Palgrave Macmillan.

|                  |                        |
|------------------|------------------------|
| <b>July 2011</b> | xvi+364 pp             |
| <b>Hardback</b>  | ISBN 978-92-2-124559-9 |
|                  | CHF 110                |
|                  | USD 110                |
|                  | GBP 67.50              |
|                  | EUR 75                 |



## International Labour Standards Electronic Library ILSE 2011

### CD-ROM

Wide-ranging, valuable and user-friendly, ILSE is an electronic reference library of basic international labour standards documents, including:

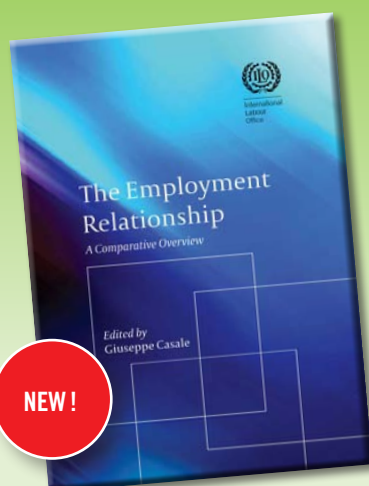
- ILO Conventions
- Recommendations
- Constitution
- Standing Orders of the International Labour Conference
- General Surveys
- Digest of Decisions of the Committee on Freedom of Association
- Declaration on Fundamental Principles and Rights at Work
- Global Reports

and the recent publications on international labour standards.

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|                 |                |
|-----------------|----------------|
| <b>May 2011</b> | CD-ROM         |
|                 | ISSN 1020-9972 |
|                 | CHF 25         |
|                 | USD 25         |
|                 | GBP 16         |
|                 | EUR 16         |

*Trilingual English/French/Spanish*



## The Employment Relationship

### A comparative overview

*Edited by Giuseppe Casale*

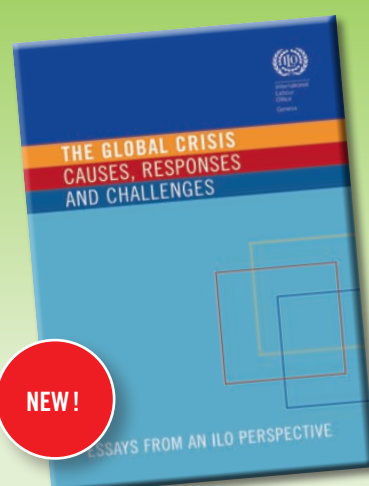
The issue of who is or is not in an employment relationship has become problematic in recent decades as a result of major changes in work organization as well as in the adequacy of legal regulation in adapting to such changes. In different parts of the world there are increasing difficulties with establishing whether or not an employment relationship exists in situations where the respective rights and obligations of the parties concerned are not clear, where there has been an attempt to disguise the employment relationship, or where inadequacies or gaps exist in legal frameworks or in their interpretation or application. Vulnerable workers tend to suffer most in these situations. At the same time, social partners and labour administrators emphasize that globalization has increased the need for protection, in particular against the circumvention of national labour legislation by contractual and/or other legal arrangements.

Accordingly, the employment relationship is coming under more and more scrutiny not only from labour lawyers, but also from workers, employers and the judiciary. Changes in the world of work are continuing to modify the "traditional employment relationship". These changes are altering both labour legislation and affecting the ways labour law is implemented.

This book presents the complex relation of labour legislation to the employment relationship, reporting on the many terms, notions, definitions, laws and practice in the various regions of the world.

Co-published with Hart Publishing.

|                     |                        |
|---------------------|------------------------|
| <b>January 2011</b> | 320 pp.                |
| <b>Paperback</b>    | ISBN 978-92-2-123302-2 |
|                     | CHF 50                 |
|                     | USD 48                 |
|                     | GBP 30                 |
|                     | EUR 33                 |



## The Global Crisis

### Causes, responses and challenges

A well-coordinated, professional and efficient labour administration machinery is essential to the effective governance of the labour market.

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                 |
|                  | USD 50                 |
|                  | GBP 25                 |
|                  | EUR 35                 |

*The dollar (USD) rates apply in the USA, the pound sterling (GBP) rates apply in the UK, and the euro (EUR) rates in the EU only. In all other countries the Swiss franc (CHF) rates or the equivalent in convertible currencies are applicable*

*Prices and titles may be subject to change without notice*



## Labour Law and Worker Protection in Developing Countries

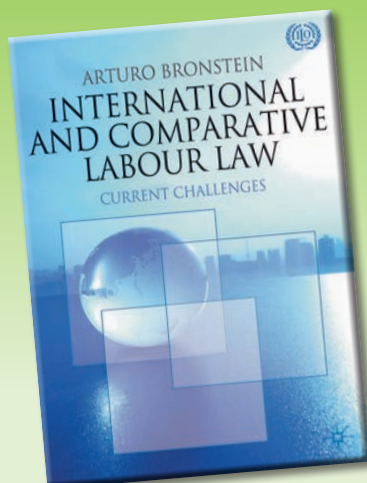
*Edited by Tzehainesh Teklè*

This important new study shifts the focus of scholarly and policy debates on the role of labour law in an era of globalization away from the countries and labour law systems of the North to those of the global South. Placing its analysis within the context of the current scholarly debates on the challenges and future of labour law, the book critically reviews the relevant literature and reflects upon the way in which workers' protection tends to be conceptualized, as well as on the adequacy of the legal categories and tools used to further it, with special attention given to the effectiveness of labour legislation in promoting gender equality.

The book argues that, in addition to problems in the application of labour law, there is a mismatch between the realities of the developing world and the social, economic and political underpinnings of labour law. This dates back to its development in post-colonial African and South Asian countries and, to a lesser extent, in Latin American ones. The divergence persists, while new manifestations have appeared due to globalization, leaving a significant number of workers outside the scope of labour law and in need of protection. Against this background, the book explores regulatory and policy responses at different governance levels to enhance the scope and application of labour regulation in Latin America, South Asia and southern Africa.

Co-published with Hart Publishing.

|                      |                        |
|----------------------|------------------------|
| <b>February 2010</b> | xxvi+304 pp.           |
| <b>Paperback</b>     | ISBN 978-92-9014-894-4 |
|                      | CHF 60                 |
|                      | USD 55                 |
|                      | GBP 35                 |
|                      | EUR 40                 |



## International and Comparative Labour Law

**Current challenges**

*Arturo Bronstein*

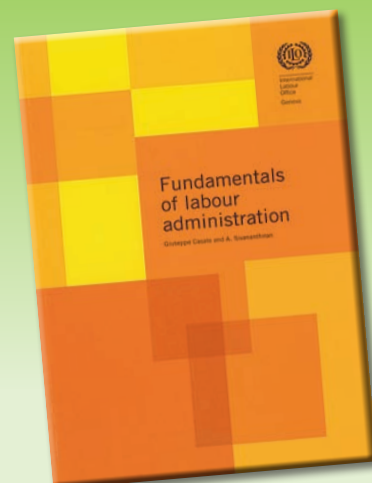
Written by a leading expert in labour law, this invaluable study provides a comprehensive analysis of the challenges facing labour law in the twenty-first century across the globe. It focuses in particular on labour law and international trade, the employment relationship and the fundamental rights of the person in the employer/employee relationship, work in the informal economy and outsourced work, as well as discussing the most noteworthy changes in labour law at the regional level.

The international nature of global supply chains means that nationally defined labour laws are increasingly unable to provide effective protection against inhumane working conditions. The author offers different approaches to improving the effectiveness of labour law in the globalized era, including ratification of ILO Conventions, the harmonization of labour legislation in areas with an important trade market, the inclusion of social clauses in international trade agreements, and the application of corporate social codes across supply chains.

Co-published with Palgrave Macmillan.

|                  |                        |
|------------------|------------------------|
| <b>2009</b>      | 320 pp.                |
| <b>Paperback</b> | ISBN 978-92-2-121202-7 |
|                  | CHF 80                 |
|                  | USD 80                 |
|                  | GBP 40                 |
|                  | EUR 50                 |

*Also available in Spanish*



## Fundamentals of Labour Administration

*Giuseppe Casale and Alagandram Sivananthiran*

A well-coordinated, professional and efficient labour administration machinery is essential to the effective governance of the labour market.

This unique volume clearly sets out the role, functions and organization of labour administration, highlighting the relationship between social policy and economic policy, and identifying the vast array of services to which most people have access during their working lives.

It gives a comprehensive overview of the main principles of labour administration, covering labour legislation, industrial relations, working conditions and employment, and describes ways in which current challenges can be met through policy, organization, coordination and management.

This book will be an invaluable resource for labour administrators, labour inspectors, conciliators, employment service officials, governments, workers, employers, researchers and professionals.

|                      |                        |
|----------------------|------------------------|
| <b>February 2010</b> | xvi+92 pp.             |
| <b>Paperback</b>     | ISBN 978-92-2-122999-5 |
|                      | CHF 30                 |
|                      | USD 28                 |
|                      | GBP 18                 |
|                      | EUR 20                 |

*Also available in French and Spanish*





## Financial crises, deflation and trade union responses: What are the lessons?

International Journal of Labour Research, Vol. 2, Issue 1

When the financial crisis erupted back in 2008, analysts and policy-makers were quick to look for historical precedents from which to draw policy guidance. As such, they were able to get inspiration from the recent experiences of Sweden, Japan and the Republic of Korea in the 1990s, and even from the Great Depression in the United States, where financial meltdowns led to a variety of economic outcomes. Indeed, many of the policy responses that have been put forward since the beginning of the current crisis or that are still being debated were imported in large part in what was done and not done in those countries.

For this issue of the *International Journal of Labour Research*, the authors were asked to examine the cases of the United States in the 1930s and of Sweden, Japan and the Republic of Korea in the 1990s to document the build-up to the financial crisis, its economic and political consequences and, as crucially, how the labour movement responded to the situation. The articles thus offer a range of perspectives that fully reflect the wide diversity of the political and industrial relations systems of the countries studied.

|                  |                |
|------------------|----------------|
| <b>2010</b>      | 118 pp.        |
| <b>Paperback</b> | ISSN 2076-9806 |
|                  | CHF 45         |
|                  | USD 42         |
|                  | GBP 27         |
|                  | EUR 30         |

Also available in French and Spanish



## Climate change and labour: The need for a "just transition"

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

Climate change is now widely acknowledged as one of the great – if not the greatest – challenges facing humanity in the coming decades. Through its impact on average temperature, precipitations and sea levels, it will endanger the livelihood of hundreds of millions and impose increasing costs on our societies if nothing is done. Indeed, the economic costs of inaction have been estimated at something between 5 and 20 per cent of global GDP by 2050. It is the people from the poorest nations of the world, those who have in effect contributed the least to the problem that are likely to suffer its worst impacts. Clearly, inaction is not an option.

When it comes to employment, it goes without saying that climate change and policies to mitigate it will in time have an enormous impact on industries, jobs and workers. Yet until very recently climate change negotiations showed only limited concern about the fate of workers.

This issue of the *International Journal of Labour Research* highlights the fact that climate change already has an impact, particularly in the South and in the agricultural sector, exacerbating the problems of poverty and migration. The essays here point to the need for the international community to free up resources to help provide viable alternatives, notably through adaptation programmes.

|                  |                |
|------------------|----------------|
| <b>2011</b>      | 212 pp.        |
| <b>Paperback</b> | ISSN 2076-9806 |
|                  | CHF 45         |
|                  | USD 42         |
|                  | GBP 27         |
|                  | EUR 30         |

Also available in French and Spanish

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Edited by Nicolas Pons-Vignon

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A decent work response

International Institute for Labour Studies

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Gerry Rodgers, Eddy Lee, Lee Swepston and Jasmien van Daele

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- ISBN 978-92-2-121955-2
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Edited by Lydia Fraile

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- ISBN 978-92-9014-896-8
- CHF 110; USD 100; GBP 65; EUR 75

### Forced Labor

Coercion and exploitation in the private economy

Edited by Beate Andrees and Patrick Belser

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- ISBN 978-92-2-120164-9
- CHF 25; USD 22.50; GBP 17; EUR 17

Also available in Spanish

### In Defence of Labour Market Institutions

Cultivating justice in the developing world

Edited by Janine Berg and David Kucera

- 2008 – xvi+293 pp.
- ISBN 978-92-2-119319-7
- CHF 125; USD 95; GBP 60; EUR 80



## Global Employment Trends 2011

### The challenge of a jobs recovery

The annual *Global Employment Trends* report provides 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.

This year's report is the first to assess how the world's labour markets have been faring during the ongoing economic recovery and to provide projections of employment and unemployment prospects for the world as a whole as well as the various regions. Chapter 1 focuses on the macroeconomic context for growth and employment and notes that the persistently high levels of unemployment stand in stark contrast to the recovery seen in several key macroeconomic indicators: global GDP, consumption, world trade and many equity markets had all recovered by 2010, surpassing pre-crisis levels. Chapter 2 provides an overview of global trends in employment, unemployment, labour force participation, vulnerable employment, working poverty and other key indicators. Chapter 3 looks at developments across the various regions of the world. Chapter 4 offers policy considerations. It warns that a "narrow" focus on reducing fiscal deficits without addressing job creation will further

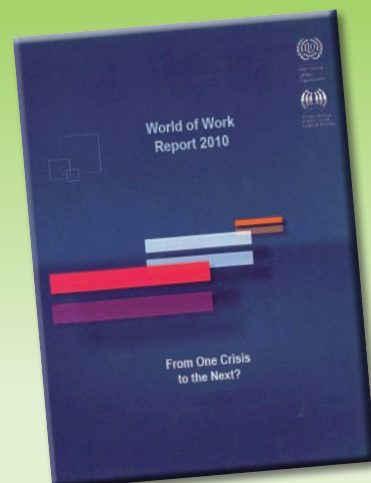


## Global Employment Trends for Youth

### August 2010

Incorporating the most recent labour market information available, this report examines the vulnerability of youth to unemployment and decent work deficits. It shows where progress has or has not been made in terms of tapping the energy, talent and creativity of young people for the benefit of the economy's productive potential. It updates the world and regional youth labour market indicators and gives detailed analyses of longer-term trends in youth population, labour force, employment and unemployment, while providing a first glimpse at new estimates of working poverty among youth.

As the first in the *Global Employment Trends for Youth* series to be written during the global economic and financial crisis, the report shows that the impacts of the crisis have proven to be disproportionately severe for young people around the world. In developed economies, the crisis has led to the highest youth unemployment level and largest increase on record, while in developing economies – where 90 per cent of the world's youth live – it threatens to exacerbate rampant decent work deficits. This will add to the number of young people in working poverty and thus prolong the cycle of poverty through at least another generation. The report also offers valuable lessons



## World of Work Report 2010

### From one crisis to the next?

International Institute for Labour Studies

Economic recovery from the crisis triggered by the collapse of Lehman Brothers in 2008 remains both weak and uneven across countries. The result is persistently high unemployment in some countries, and growing job precariousness almost everywhere. In the countries where the crisis originated, the financial system remains dysfunctional, thereby affecting enterprise investment and further delaying a job recovery.

- When will employment recover strongly enough to mitigate the effects of the crisis?
- Is there a significant risk that the poor employment prospects will lead to social unrest and erode confidence in policy-makers' ability to provide solutions to the crisis that are both effective and fair?
- What is the room to manoeuvre for governments to support employment recovery while at the same time reducing budget deficits?
- How can well-designed employment and wage policies support more balanced growth in countries with large trade surpluses, paving the way for a sustainable global recovery?
- In what ways can the financial sector be reformed to serve the needs of the real

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