



SEVENTEENTH ITEM ON THE AGENDA

**Report of the Director-General**

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## I. Composition of the Organization

1. Article 1, paragraph 3, of the Constitution and article 27 of the Standing Orders of the International Labour Conference provide that a Member of the United Nations may become a Member of the International Labour Organization by communicating to the Director-General its acceptance of the obligations of the Constitution.

### Entry of the Republic of Vanuatu

2. By a letter dated 17 April 2003 and received on 22 May 2003 the Government of the Republic of Vanuatu, which is a Member of the United Nations, communicated to the Director-General its formal acceptance of the obligations of the Constitution of the International Labour Organization. Vanuatu accordingly became the 176th Member of the ILO on 22 May 2003.

### Entry of the Democratic Republic of Timor-Leste

3. By a letter dated 22 July 2003 and received 19 August 2003, the Government of the Democratic Republic of Timor-Leste, which is a Member of the United Nations, communicated to the Director-General its formal acceptance of the obligations of the Constitution of the International Labour Organization. Timor-Leste accordingly became the 177th Member of the ILO on 19 August 2003.

## II. Progress in international labour legislation

### Ratifications of Conventions and Protocols to Conventions

4. Since the preparation of the document submitted to the 288th Session of the Governing Body, the Director-General has registered the following 17 ratifications of international labour Conventions, bringing the total number of ratifications registered on 30 January 2004 to 7,180. In addition, two ratifications of Protocols have also been registered.

#### **Armenia**

*Ratification registered on 12 November 2003:*

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

#### **Belgium**

*Ratification registered on 19 December 2003:*

Rural Workers' Organisations Convention, 1975 (No. 141)

## **Bulgaria**

*Ratification registered on 12 June 2003:*

Seafarers' Annual Leave with Pay Convention, 1976 (No. 146)

## **Dominica**

*Ratifications registered on 6 January 2004:*

Workers' Representatives Convention, 1971 (No. 135)

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

## **Finland**

*Ratification registered on 9 December 2003:*

Protocol of 2002 to the Occupational Safety and Health Convention, 1981

## **Georgia**

*Ratification registered on 10 October 2003:*

Labour Relations (Public Service) Convention, 1978 (No. 151)

## **Hungary**

*Ratification registered on 19 September 2003:*

Private Employment Agencies Convention, 1997 (No. 181)

*Ratification registered on 4 November 2003:*

Maternity Protection Convention, 2000 (No. 183)

## **India**

*Ratification registered on 21 November 2003:*

Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948

## **Jamaica**

*Ratifications registered on 13 October 2003:*

Minimum Age Convention, 1973 (No. 138)

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

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**Kyrgyzstan**

*Ratifications registered on 22 December 2003:*

Labour Administration Convention, 1978 (No. 150)

Collective Bargaining Convention, 1981 (No. 154)

**Lithuania**

*Ratifications registered on 29 September 2003:*

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

Maternity Protection Convention, 2000 (No. 183)

**Norway**

*Ratification registered on 22 October 2003:*

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

**Poland**

*Ratification registered on 3 December 2003:*

Social Security (Minimum Standards) Convention, 1952 (No. 102)

**Spain**

*Ratification registered on 7 January 2004:*

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

**Denunciations of Conventions****Lithuania**

5. The Director-General registered, on 11 November 2003, the denunciation by Lithuania of the Night Work (Women) Convention, 1919 (No. 4). The text of the communication concerning the denunciation by Lithuania of this Convention reads as follows: "... the said Convention was revised on 6 June 1990 by the Convention concerning night work (No. 171) which was ratified by the SEIMAS (Parliament) of the Republic of Lithuania on 26 September 1994".
6. The Government also indicated that, in accordance with the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), consultations on proposals for the denunciation of Convention No. 4 were held with the most representative employers' and workers' organizations.

## **Ratification/acceptance of the Constitution of the International Labour Organization Instrument of Amendment, 1997**

7. Since the preparation of the document submitted to the 288th Session of the Governing Body, the Director-General has received no further ratification or acceptance of the instrument. The total number of ratifications and acceptances thus remains 76, including six States of chief industrial importance.
8. The Director-General hopes that, further to the 2002 ratification campaign requested by the Governing Body, the pace of conveyance of the 44 ratifications or acceptances still necessary for the amendment to come into force will henceforth be accelerated.

### **III. Internal administration**

9. 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.

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

#### **Mr. I. Ahmed (Bangladesh)**

Mr. Iftikhar Ahmed is appointed Director of the Publications Bureau (PUBL) with effect from 1 July 2003, while continuing as Editor-in-Chief of the International Labour Review Section (REVUE). Promotion to D.1 was reported to the Governing Body in March 2001.

#### **Mr. J. Baker (United States)**

Mr. James Baker is appointed Director of the Bureau for Workers' Activities (ACTRAV) at the D.2 level with effect from 1 December 2003. Born in 1953. Graduated in 1971 from the Springfield High School, Oregon, United States.

Prior to joining the ILO, Mr. Baker held the post of Director of Multinational Enterprises at the International Confederation of Free Trade Unions (ICFTU) in Brussels where he was responsible for organization and recruitment. His department worked with global union federations and national centres on campaigns, global social dialogue, and other activities related to MNEs, as well as efforts to stimulate and support trade union organizing. Mr. Baker held several positions in the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO), including Executive Assistant to the President. He was European representative of the AFL-CIO for nine years and served on the ILO Governing Body from 1986 to 1991. Before becoming a trade union official, Mr. Baker was an autoworker employed by the Ford Motor Company and a member of the United Automobile, Aerospace and Agricultural Implement Workers' International Union (UAW), Local 560.

**Mr. C. Dan (Benin)**

Mr. Charles Dan is appointed Director of the ILO Preparatory Team to the African Union Extraordinary Summit of Heads of State and Government on Employment and Poverty Alleviation, in addition to his functions in the Office of the Director-General, and promoted to D.1 with effect from 1 November 2003. Born in 1960, Mr. Dan graduated from the Université Paris II, Assas, with a Masters in Public Law, from the Université Paris I, La Sorbonne, with a Diplôme d'Etudes Approfondies in Public Law, and from the Institut d'Etudes Politiques in Paris, France.

Mr. Dan joined the ILO in 1994 as Senior Specialist in Employers' Activities in the ILO Multidisciplinary Advisory Team in Dakar. In 1997, he was transferred to the Bureau for Employers' Activities (ACT/EMP) in Geneva as official responsible for relations with African employers. Since 1999, he has been a member of the Office of the Director-General.

Prior to joining the ILO, Mr. Dan worked for the International Organisation of Employers (IOE) where he successively held the positions of Assistant to the Secretary-General, Deputy Executive Secretary and Executive Secretary.

**Mr. D. Duysens (Belgium)**

Mr. Daniel Duysens is appointed Deputy Regional Director of the ILO Regional Office for Africa with effect from 1 November 2003. Promotion to D.1 was reported to the Governing Body in November 1995.

**Ms. A. Ouedraogo (Burkina Faso)**

Ms. Alice Ouedraogo is appointed Director of the ILO Subregional Office for Central Africa in Yaoundé with effect from 1 March 2004. Promotion to D.1 was reported to the Governing Body in November 1999.

**IV. Publications and documents**

11. The publications listed below have become available for sale at ILO headquarters since the 286th Session (March 2003) of the Governing Body.

**International Labour Conference**

12. The following reports for the 91st Session (2003) 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	Draft Programme and Budget for 2004-05 and other financial questions.
Report II (Supplement)	The Director-General's Programme and Budget proposals for 2004-05. Second edition.

Report III(1B)	Protection of wages: Standards and safeguards relating to the payment of labour remuneration.
Report III(2)	Lists of ratifications by Convention and by country (as of 31 December 2002).

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

Report I(A)	Report of the Director-General: Working out of poverty.
Report I(B)	Report of the Director-General: Time for equality at work. Global report under the follow-up to the ILO Declaration of Fundamental Principles and Rights at Work.
Report III(1A)	Report of the Committee of Experts on the Application of Conventions and Recommendations.
Report V	The scope of the employment relationship.
Report VI	ILO standards-related activities in the area of occupational safety and health.
Report VII(2A)	Improved security of seafarers' identification.
Report VII(2B)	Improved security of seafarers' identification.
Report APP	Report of the Director-General: The situation of workers of the occupied Arab territories. Annex.

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

Report IV(1)	Human resources development and training.
Report V(1)	Conditions of work in the fishing sector: A comprehensive standard (a Convention supplemented by a Recommendation) on work in the fishing sector.
Report VII(1)	Withdrawal of 16 recommendations.

## Regional meeting reports

**15.** The following reports have been issued in English, French and Arabic:

- ILO activities in Africa, 2002-03. Report of the Director-General. Tenth African Regional Meeting, Addis Ababa, December 2003;
- Decent work for Africa's development. Report of the Director-General. Tenth African Regional Meeting, Addis Ababa, December 2003.

## Sectoral Activities Programme

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

- *Note on the Proceedings* of the Joint Meeting on Social Dialogue in the Health Services: Institutions, Capacity and Effectiveness.
- *Note on the Proceedings* of the Joint Meeting of the Public Emergency Services: Social Dialogue in a Changing Environment.
- *Note on the Proceedings* of the Tripartite Meeting on the Employment Effects of Mergers and Acquisitions in Commerce.
- *Note on the Proceedings* of the Tripartite Meeting on Challenges and Opportunities Facing Public Utilities.
- *Note on the Proceedings* of the Tripartite Meeting on Employment Trends in the Tobacco Sector: Challenges and Prospects.
- *Report for discussion* at the Tripartite Meeting on the Employment Effects of Mergers and Acquisitions in Commerce.
- *Report for discussion* at the Tripartite Meeting on Challenges and Opportunities Facing Public Utilities.
- *Report for discussion* at the Tripartite Meeting on Best Practices in Work-Flexibility Schemes and their Impact on the Quality of Working Life in the Chemical Industries.

## Periodical publications

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

- *Bulletin of Labour Statistics*, first to fourth quarter issues, 2003 (trilingual).
- *Supplement of the Bulletin of Labour Statistics*, first to fourth quarter issues, 2003 (trilingual).
- *Statistics on occupational wages and hours of work and on food prices*, 2003 edition. *October Inquiry Results 2001-02*; special supplement to the *Bulletin of Labour Statistics* (trilingual).
- *International Labour Review*, Vol. 141, No. 4, 2002; Vol. 142, Nos. 1, 2 and 3, 2003 (English and French); Vol. 121, Nos. 3 and 4, 2002; Vol. 122, Nos. 1, 2 and 3, 2003 (Spanish).
- *Judgments of the Administrative Tribunal of the International Labour Organization: 94th Session (October 2002-February 2003), 95th Session (May-July 2003)* (English and French).
- *Labour Education*, Vol. 128, No. 3, 2002 (Spanish); Vol. 129, No. 4, 2002 (English, French and Spanish); Vol. 130, No. 1, 2003 (English, French and Spanish).
- *Official Bulletin*, Vol. LXXXIV, 2001, Series A, index (English, French and Spanish); Vol. LXXXV, 2002, Series A, Nos. 1, 2 and 3 (English, French and Spanish) and Series B, No. 3 (English, French and Spanish); Vol. LXXXVI, 2003,



Series A, Nos. 1 and 2 (English, French and Spanish) and Series B, Nos. 1 and 2 (English, French and Spanish).

- *Yearbook of Labour Statistics*, 62nd edition, 2003 (hard cover and limp cover) (trilingual).

## Non-periodical publications

18. The following volumes have been issued or are in press in the following languages (other languages indicated in parenthesis):

### English

- *Annotated bibliography on child labour.*
- *Assisting disabled persons in finding employment: A practical guide.*
- *The Committee of Experts on the Application of Conventions and Recommendations: Its dynamic and impact* (French and Spanish).
- *Concepts and strategies for combating social exclusion: An overview.*
- *Corrosive reform: Failing health systems in Eastern Europe.*
- *Decent employment through small enterprises: A progress report on SEED activities.*
- *Employment stability in an age of flexibility: Evidence from industrialized countries.*
- *Ethiopian women entrepreneurs: Going for growth.*
- *Fundamental rights at work and international labour standards* (French and Spanish).
- *Good practice guide: Microfinance for self-employment in industrialized countries.*
- *Good practices: Gender mainstreaming in actions against child labour* (Spanish).
- *Health benefits of eliminating child labour.*
- *Helping small businesses prevent substance abuse.*
- *How we work and live: Forest workers talk about themselves. A global account of working and living conditions in the forestry sector.*
- *ILO Convention on indigenous and tribal peoples, 1989 (No. 169): A manual* (Spanish).
- *Investing in every child: An economic study of the costs and benefits of eliminating child labour.*
- *Jobs after war: A critical challenge in the peace and reconstruction puzzle.*
- *Jobs and incomes in a globalizing world.*
- *The Kasambahay: Child domestic work in the Philippines, a living experience.*

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- *Key Indicators of the Labour Market, 2003 edition.*
  - *Labour markets in transition: Balancing flexibility and security in Eastern Europe.*
  - *Leasing for small and micro enterprises: A guide for designing and managing leasing schemes in developing countries.*
  - *Making insurance work for microfinance institutions: A technical guide to developing and delivering microinsurance.*
  - *Minimum income schemes in Europe.*
  - *The muted cry: Stories of working children.*
  - *Opening doors: A presentation of laws protecting Filipino child workers (3rd edition).*
  - *Philosophical and spiritual perspectives on decent work.*
  - *Placement of job-seekers with disabilities: Elements of an effective service.*
  - *Policies for small enterprises: Creating the right environment for good jobs.*
  - *Preventing and responding to violence at work.*
  - *Rising from the ashes (French and Spanish).*
  - *Safety and health in the non-ferrous metal industries: An ILO code of practice (French and Spanish).*
  - *Sectoral social dialogue in future EU Member States: The weakest link.*
  - *Start your business, international edition. Handbook, workbook and business plan.*
  - *Tanzanian women entrepreneurs: Going for growth.*
  - *Traditional occupations of indigenous and tribal peoples: Emerging trends.*
  - *Unbearable to the human heart: Child trafficking and action to eradicate it (French and Spanish).*
  - *Women entrepreneurs in Pakistan: How to improve their bargaining power.*
  - *Women seafarers: Global employment policies and practices.*
  - *Work in the non-profit sector: Forms, patterns and methodologies.*
  - *Work stress in the context of transition: A case study of three public sectors in Bulgaria.*
  - *Zambian women entrepreneurs: Going for growth.*

**French**

- *ABC des droits des travailleuses et de l'égalité entre hommes et femmes* (English and Spanish).
- *La Commission d'Experts pour l'application des Conventions et Recommandations: Dynamique et impact* (English and Spanish).
- *Droits fondamentaux au travail et normes internationales du travail* (English and Spanish).
- *Encyclopédie de sécurité et de santé au travail, 3<sup>e</sup> édition., vol. IV* (English and Spanish).
- *Guide de gestion des mutuelles de santé en Afrique.*
- *Le mal insupportable au coeur des hommes. Le trafic des enfants et les mesures d'éradication* (English and Spanish).
- *Manuel sur la mesure de l'économie non observée* (co-publication with OECD; English).
- *Mise en oeuvre des directives pratiques du BIT sur le VIH/SIDA et le monde du travail: Manuel de formation* (English).
- *Réassurance sociale. Stabiliser les micro-assurances santé dans les pays pauvres* (co-publication with the World Bank; English).
- *Renâitre de ses cendres* (English and Spanish).
- *Un revenu de base pour chacun(e).*
- *La sécurité et la santé dans les industries de métaux non ferreux. Recueil de directives pratiques du BIT* (English and Spanish).

**Spanish**

- *ABC de los derechos de las trabajadoras y la igualdad de género* (English and French).
- *Las buenas prácticas: Integrando et género en la acciones contra el trabajo infantil* (English).
- *La Comisión de Expertos en Aplicación de Convenios y Recomendaciones: Dinámica y impacto* (English and French).
- *Cómo ayudar a las personas discapacitadas a encontrar un empleo: Guía práctica.*
- *Constitución de la Organización Internacional del Trabajo y Reglamento de la Conferencia Internacional del Trabajo. Edición 2003* (German and Arabic).
- *Convenio número 169 sobre pueblos indígenas y tribales. Un manual* (English).
- *Derecho de la formación profesional en Uruguay.*
- *Derecho del trabajo y formación.*

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- *Derechos fundamentales en el trabajo y normas internacionales del trabajo* (French).
  - *La estabilidad del empleo en una época de flexibilidad. Testimonios de varios países industrializados* (English).
  - *La formación profesional en el MERCOSUR.*
  - *Formación profesional y relaciones laborales.*
  - *Formación y legislación del trabajo (nueva edición).*
  - *Insoportable para el alma humana: El tráfico de niños y niñas y su erradicación* (English and French).
  - *La inspección de trabajo* (English).
  - *Mujeres, pobreza y mercado de trabajo: Argentina y Paraguay.*
  - *Los niños en el trabajo. Riesgos para la salud y la seguridad.*
  - *Panorama de la lucha contra la exclusión social. Conceptos y estrategias.*
  - *Paraguay: Empleo y protección social. Desafíos institucionales para reducir la pobreza.*
  - *Reformas económicas y formación.*
  - *Renacer de las cenizas* (English and French).
  - *La seguridad y la salud en las industrias de los metales no ferrosos. Repertorio de recomendaciones prácticas de la OIT* (English and French).
  - *El trabajo asistencial. En busca de la seguridad.*
  - *Trabajo, calificación y formación. Cuestiones de la modernidad y de la vulnerabilidad.*
  - *Universidades del trabajo en Argentina y Brasil.*
  - *La vinculación laboral de las personas discapacitadas que buscan empleo. Elementos para un servicio efectivo.*

### **Chinese**

- *Managing disability in the workplace: An ILO code of practice* (English, French and Spanish).

### **Portuguese**

- *Panorama da luta contra a exclusão social. Conceitos e estratégias.*

**CD-ROMs**

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

- *The ILO digital collection 2003* (trilingual).
- *International Labour Standards Electronic Library (ILSE)*, 2003 edition (trilingual).
- *Key indicators of the labour market*, 2003 edition (trilingual).
- *Record of Proceedings*, 91st Session, International Labour Conference, 2003 (trilingual).
- *Safety in the use of synthetic vitreous fibre insulation wools (glass wool, rock wool, slag wool): An ILO code of practice* (trilingual).
- *Le maillon vital (The vital link)* (video; French).
- *Yearbook of Labour Statistics*, 62nd edition, 2003 (trilingual).

**E-books**

20. The following publications have been made available in navigable PDF format, in English only:

- *Safety and health in construction: An ILO code of practice.*
- *Safety in the use of chemicals at work: An ILO code of practice.*
- *Safety in the use of synthetic vitreous fibre insulation wools (glass wool, rock wool, slag wool): An ILO code of practice.*
- *Technical and ethical guidelines for workers' health surveillance* (OSH Series, No. 72).

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

21. The following agreements have been signed since the 286th Session of the Governing Body:

Young soldiers: Why they choose to fight (original English edition, co-publication)	Lynne Rienner Publishers Inc., United States
Children of a lost spring (original English edition)	Penguin Books India Pvt. Ltd., India
A basic income grant for South Africa (original English edition)	University of Cape Town Press, South Africa

Création d'entreprise et développement local. Capitalisation d'une expérience de promotion de l'emploi par la micro et petite entreprise au Maroc (original French edition)	L'Harmattan Edition Diffusion, France
Crianças invisíveis. O enfoque da imprensa sobre o Trabalho Infantil Doméstico e outras formas de exploração (original Portuguese edition)	Editora Cortez, Brazil
World Labour Report 2000. Income security and social protection in a changing world (reprint)	Bookwell, India
ILO activities in the area of chemical safety (reprint)	Elsevier Ltd., United Kingdom
ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, adopted by the International Labour Conference at its 86th Session, Geneva, 18 June 1998 (reprint)	Greenleaf Publishing, United Kingdom
Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, 3rd edition (reprint)	Greenleaf Publishing, United Kingdom
Fundamental principles of occupational health and safety (reprint)	VMP Publishers and Distributors, India
Combatendo o trabalho infantil: Guia para educadores (reprint)	Universidade Estadual Paulista, Brazil
An ILO code of practice on HIV/AIDS and the world of work (Thai edition) (reprint)	Department of Labour Protection and Welfare, Thailand
Employers' handbook on managing HIV/AIDS in the workplace (Thai edition) (reprint)	Department of Labour Protection and Welfare, Thailand
Guidelines for baseline surveys and impact assessments. Training papers in population and family welfare education in the worksetting (reprint with adaptation)	Mufti Books Nigeria, Nigeria
Safety and health in the use of agrochemicals: A guide (Arabic edition)	Ministry of Health, Syrian Arab Republic
Male and female reproductive health hazards in the workplace. Your health and safety at work. A modular training package (Arabic edition)	Ministry of Health, Syrian Arab Republic
Guidelines on occupational safety and health management systems. ILO-OSH 2001 (Bulgarian edition)	Ministry of Health, Bulgaria

Management consulting. A guide to the profession, 4th edition (Chinese edition)	Academy Press, China
Action against sexual harassment at work in Asia and the Pacific (Chinese edition)	Hu Nan University Publishing House, China
Labour inspection. A guide to the profession (Chinese edition)	Institute for International Labour Studies, China
Guidelines on occupational safety and health management systems. ILO-OSH 2001 (Chinese edition)	National Taiwan University College of Public Health, Taiwan
Framework guidelines for addressing workplace violence in the health sector (Chinese edition)	National Taiwan University College of Public Health, Taiwan
Enhancing economic security in transition: Pluralism in service delivery (Chinese edition)	Tsinghua University, China
The rights of migrant workers. A guide to ILO standards for the use of migrant workers and their organizations (Creole edition)	Centro Cultural Dominicano-Haitiano, Inc., Dominican Republic
Labour markets in transition: Balancing flexibility and security in Central and Eastern Europe (Czech edition)	Ministry of Labour and Social Affairs, Czech Republic
Guidelines on occupational safety and health management systems. ILO-OSH 2001 (Finnish edition)	Ministry of Social Affairs and Health, Finland
Guidelines on occupational safety and health management systems. ILO-OSH 2001 (Georgian edition)	Georgian National Information Centre on Occupational Safety, Georgia
Young soldiers: Why they choose to fight (German abridged edition)	Quaeker Hilfe e.V., Germany
Safety and health in the use of chemicals at work. A training manual (Gujarati edition)	Mahatma Gandhi Labour Institute, India
International labour Conventions and Recommendations, 1919-95 (Hungarian edition)	Ministry of Employment and Labour, Hungary
Freedom of association. Digest of decisions and principles of the Freedom of Association Committee of the Governing Body of the ILO, 4th (revised) edition	OFA Kht, Hungary
Managing disability in the workplace. An ILO code of practice (Icelandic edition)	Icelandic Confederation of Labour, Iceland
Managing emerging health-related problems at work. SOLVE (Italian edition)	Istituto Dell'Approccio Centrato Sulla Persona (IACP), Italy

Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers (Japanese edition)	Advantage Server Co. Ltd., Japan
Guidelines on occupational safety and health management systems. ILO-OSH 2001 (Japanese edition)	Japan Industrial Safety and Health Association (JISHA), Japan
Tripartite Meeting on the Employment Effects of Mergers and Acquisitions in Commerce. Report for discussion, Geneva 2003 (Japanese edition)	Union Network International (UNI-Apro), Japan
Tripartite Meeting on the Employment Effects of Mergers and Acquisitions in Commerce. Note on the proceedings. Geneva, 7-11 April 2003 (Japanese edition)	Union Network International (UNI-Apro), Japan
Management consulting. A guide to the profession, 4th edition (Japanese abridged edition)	Japan Productivity Centre for Socio-Economic Development, Japan
Workers without frontiers. The impact of globalization on international migration (Korean edition)	Ewha University, Republic of Korea
Supporting workplace learning for high performance working (Korean edition)	Korea Labour Education Institute, Republic of Korea
Labour legislation guidelines prototype version (Korean edition)	Korea Labour Institute, Republic of Korea
Managing disability in the workplace. An ILO code of practice (Mongolian edition)	Mongolian Employers' Federation (MONEF), Mongolia
Small-scale brickmaking (Oriya edition)	Indian Institute of Youth and Development, India
New technologies and the employment of disabled persons (Oriya edition)	Indian Institute of Youth and Development, India
Handbook on Modules of Employable Skills Training (Oriya edition)	Indian Institute of Youth and Development, India
Managing disability in the workplace. An ILO code of practice (Polish edition)	Ministry of Economy, Labour and Social Policy, Poland
Formation à la gestion des banques céréalières. Approvisionnement, stockage et cession des céréales (Portuguese edition)	Ministério do Trabalho e da Solidariedade, Portugal
Formation à la gestion des banques céréalières. Bilan de la campagne (Portuguese edition)	Ministério do Trabalho e da Solidariedade, Portugal



Formation à la gestion des banques céréalières. Organisation interne (Portuguese edition)	Ministério do Trabalho e da Solidariedade, Portugal
Formation à la gestion des banques céréalières. Comptabilité (Portuguese edition)	Ministério do Trabalho e da Solidariedade, Portugal
Health micro-insurance. The Abidjan platform. Strategies to support mutual health organizations in Africa (Portuguese edition)	Ministério do Trabalho e da Solidariedade, Portugal
International Labour Review, Vol. 141, Nos. 1-4, 2002 (Russian edition)	Labour and Social Insurance Research Institute, Russian Federation
International Labour Review, Vol. 139, Nos. 1-4, 2000; Vol. 140, Nos. 1-4, 2001 (Russian edition)	Labour and Social Insurance Research Institute, Russian Federation
Management consulting. A guide to the profession, 4th edition (Russian edition)	Planum Co. Ltd., Russian Federation
Your health and safety at work. A modular training package (Sinhala edition)	Sri Lanka Youth Council, Sri Lanka
Safety and health in small-scale surface mines: A handbook (Thai edition)	Bureau of Mines and Concession, Thailand
Effective negotiation. A practical guide (Thai edition)	Department of Labour Protection and Welfare, Thailand
Guidelines on occupational safety and health management systems. ILO-OSH 2001 (Thai edition)	Department of Labour Protection and Welfare, Thailand
Ergonomic checkpoints. Practical and easy-to-implement solutions for improving safety, health and working conditions (Turkish edition)	National Productivity Centre, Turkey
Barefoot research: A workers' manual for organizing on work security (Turkish edition)	Turkish Medical Association, Turkey
Framework guidelines for addressing workplace violence in the health sector (Bulgarian adaptation)	Federation of Trade Unions – Health Services at CITUB, Bulgaria
Improving working conditions and productivity in the garment industry. An action manual (Hindi adaptation)	Sewing Solutions Society, India
Improving working conditions and productivity in the garment industry. An action manual (Tamil adaptation)	Sewing Solutions Society, India
Labour legislation guidelines prototype version (Korean periodical publication)	Korea Labour Institute, Republic of Korea

Safety and health in the use of agrochemicals: A guide (microform and CD-ROM)	Barbour Index, United Kingdom
Guidelines for the use of the ILO international classification of radiographs of pneumoconioses. (revised edition 2000) (microform and CD-ROM)	Barbour Index, United Kingdom
Managing disability in the workplace. An ILO code of practice (microform and CD-ROM)	Barbour Index, United Kingdom
Preventing and responding to violence at work (microform and CD-ROM)	Barbour Index, United Kingdom
Alcohol and drug problems at work: The shift to prevention (microform and CD-ROM)	Barbour Index, United Kingdom
Women seafarers: Global employment policies and practices (microform and CD-ROM)	Barbour Index, United Kingdom
Alcohol and drug problems at work: The shift to prevention (microform and CD-ROM)	Technical Indexes Ltd. (TI), United Kingdom
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University of Manchester, United Kingdom

Geneva, 25 February 2004.

*Submitted for information.*