SIXTEENTH ITEM ON THE AGENDA

Report of the Director-General

Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Obituary</td>
<td>1</td>
</tr>
<tr>
<td>II. Progress in international labour legislation</td>
<td>2</td>
</tr>
<tr>
<td>III. Internal administration</td>
<td>7</td>
</tr>
<tr>
<td>IV. Publications and documents</td>
<td>9</td>
</tr>
</tbody>
</table>
I. Obituary

Professor Max Gustaaf Rood

1. The Director-General announces with deep regret the death, on 2 December 2001, of Professor Max Gustaaf Rood, former Chairperson of the Committee on Freedom of Association of the Governing Body.

2. Born in the Netherlands in 1927, Mr. Rood was a practising lawyer in Amsterdam, Emeritus Professor of Labour Law at the University of Leiden (Netherlands), a member of the Advisory and Arbitration Board of the Dutch Public Sector, and a former Home Secretary in the Dutch Government. He was a member of the Economic and Social Committee of the European Communities and Vice-President (Europe) of the International Society for Labour Law and Social Security.


4. Mr. Rood was deeply committed to the ideals of the ILO, where his acute sense of equity and his unique qualities as a conciliator earned him the respect of all three groups of ILO constituents. He will be remembered in particular for his tolerance, and his constant courteous attitude to all those who had the privilege to work with him.

5. The Governing Body will no doubt request the Director-General to convey its sympathy to the family of Professor Rood and to the Government of the Netherlands.

Mr. Juan Francisco Alfaro Mijangos

6. The Director-General announces with deep regret the death, on 5 February 2002, of Mr. Juan Francisco Alfaro Mijangos, Government member of the Governing Body.

7. Born in Guatemala, Mr. Alfaro Mijangos graduated from the Faculty of Law and Social Sciences of the University of San Carlos of Guatemala. As of 1962 he became a trade union leader and served the Sindicato Luz y Fuerzade Guatemala, the Federation of Workers in Guatemala (FTG) and the Confederation of Trade Union Unity of Guatemala (CUSG). Mr. Alfaro Mijangos was also a member of the Inter-American Regional Organization of Workers (ORIT), deputy member of the Executive Committee of the International Confederation of Free Trade Unions and President of the Confederation of Central American Workers (CTCA). Furthermore, he was a member of the SANFORD Commission.

8. In 1983, he served as Secretary of State, between 1991 and 1994 he was Member of Parliament, and in January 2000, he was appointed Minister of Labour and Social Welfare.

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

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

II. Progress in international labour legislation

Ratifications of Conventions

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

Austria

*Ratification registered on 4 December 2001:*

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

Bahamas

*Ratification registered on 31 October 2001:*

Minimum Age Convention, 1973 (No. 138)

Belarus

*Ratification registered on 21 November 2001:*

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

Benin

*Ratification registered on 6 November 2001:*

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

Bosnia and Herzegovina

*Ratification registered on 5 October 2001:*

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

Bulgaria

*Ratification registered on 6 December 2001:*

Maternity Protection Convention, 2000 (No. 183)
Cape Verde

*Ratification registered on 23 October 2001:*

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

Greece

*Ratification registered on 6 November 2001:*

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

Guatemala

*Ratification registered on 11 October 2001:*

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

Honduras

*Ratification registered on 25 October 2001:*

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

Republic of Korea

*Ratifications registered on 27 December 2001:*

Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)
Employment Service Convention, 1948 (No. 88)
Minimum Wage Fixing Convention, 1970 (No. 131)
Workers’ Representatives Convention, 1971 (No. 135)

Lebanon

*Ratification registered on 11 September 2001:*

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

Lesotho

*Ratification registered on 1 November 2001:*

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

Madagascar

*Ratification registered on 14 June 2001:*

Migration for Employment Convention (Revised), 1949 (No. 97)
*Ratification registered on 4 October 2001:*

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

Ratifications registered on 10 January 2002:
Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)
Protocol of 1996 to the Merchant Shipping ( Minimum Standards) Convention, 1976

Mauritania

Ratifications registered on 3 December 2001:
Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
Equal Remuneration Convention, 1951 (No. 100)
Minimum Age Convention, 1973 (No. 138)
Worst Forms of Child Labour Convention, 1999 (No. 182)

Republic of Moldova

Ratifications registered on 19 December 2001:
Human Resources Development Convention, 1975 (No. 142)
Private Employment Agencies Convention, 1997 (No. 181)

Morocco

Ratification registered on 15 October 2001:
Seafarers’ Identity Documents Convention, 1958 (No. 108)

Namibia

Ratification registered on 13 November 2001:
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Nepal

Ratifications registered on 3 January 2002:
Forced Labour Convention, 1930 (No. 29)
Worst Forms of Child Labour Convention, 1999 (No. 182)

New Zealand

Ratification registered on 6 November 2001:
Labour Statistics Convention, 1985 (No. 160)

Pakistan

Ratifications registered on 11 October 2001:
Equal Remuneration Convention, 1951 (No. 100)
Worst Forms of Child Labour Convention, 1999 (No. 182)

**Papua New Guinea**

*Ratification registered on 2 June 2000:*

Minimum Age Convention, 1973 (No. 138)

**Peru**

*Ratification registered on 10 January 2002:*

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

**Saint Vincent and the Grenadines**

*Ratifications registered on 9 November 2001:*

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

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

*Ratifications registered on 4 December 2001:*

Equal Remuneration Convention, 1951 (No. 100)
Worst Forms of Child Labour Convention, 1999 (No. 182)

**Saudi Arabia**

*Ratifications registered on 8 October 2001:*

Prevention of Major Industrial Accidents Convention, 1993 (No. 174)
Worst Forms of Child Labour Convention, 1999 (No. 182)

**Syrian Arab Republic**

*Ratification registered on 18 September 2001:*

Minimum Age Convention, 1973 (No. 138)

**United Kingdom**

*Ratification registered on 20 December 2001:*

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

**Zambia**

*Ratification registered on 10 December 2001:*

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

Dominican Republic

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

(Translation)

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

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

Paraguay

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

Entry into force of a Protocol

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

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

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

United Kingdom

Declaration registered on 15 October 2001:

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

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

Constitution of the International Labour Organization
Instrument of Amendment, 1997

16. Since the preparation of the document submitted to the 282nd Session of the Governing Body, the Director-General has received the following ratifications of the instrument:
Australia Ratification 11 October 2001
Estonia Ratification 12 February 2002
Morocco Ratification 15 October 2001

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

III. Internal administration

17. Article 4.2(d) of the Staff Regulations states:

Vacancies in the Director and Principal Officer category shall be filled by the Director-General by transfer in the same grade, promotion or appointment. Such promotions or appointments, other than to vacancies in technical cooperation projects, shall be reported to the Governing Body with a short statement of the qualifications of the persons so promoted or appointed. …

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

Mr. Ibrahim Awad (Egypt)


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

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

Mr. Conradus Damen (Netherlands)

Appointed Chief of the Official Relations Branch and promoted to D.1 with effect from 1 January 2002. Born in 1945.
Holds a Doctorat in French and Occitan Languages and Literature, Modern English Literature from the Rijksuniversiteit in Utrecht.

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

Ms. Deborah France Massin (United Kingdom)

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

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

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

Mr. Jean-Victor Gruat (France)

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

Ms. Mary Johnson (Italy)

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

Mr. Herman van der Laan (the Netherlands)

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

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

After having worked in the private sector, Mr. van der Laan began his career with the ILO in 1976 as an Associate Expert in the International Institute for Labour Studies, following which he held the position of Programme Officer in the ILO Office in Lusaka from 1978 to 1980. He worked as Programme Analyst in the Bureau for Programming and Management from 1981 and was appointed Director of the ILO Office in Jakarta in 1992. From 1996 to
2002, he was Chief of the Coordination Unit responsible for relations with ILO donor countries in the Development Cooperation Department, Geneva.

Mr. Amarjit Oberai (India)

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

Mr. Gerald Rodgers (United Kingdom)

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

Mr. John Vance Langmore (Australia)


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

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

IV. Publications and documents

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

International Labour Conference

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

   Vol. II –  Provisional Records Nos. 23-27, authentic texts, resolutions, index of speakers, delegations.

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

Report I(B)  Stopping forced labour. Global report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work.
Report IV(2A) Safety and health in agriculture.
Report IV(2B) Safety and health in agriculture.

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

Report III(1B) Dock work.

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

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

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

Report IV(1) Learning and training for work in the information society.

Regional meeting reports

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

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

Sectoral Activities Programme

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


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


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

Periodical publications

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


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


Non-periodical publications

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

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

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

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

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

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

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


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


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

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


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

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

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


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

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

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


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

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

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

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


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


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

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


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

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

Work of giants (in English) (Bangkok).


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

Videos

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

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

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

CD-ROMs

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

Codes of conduct and multinational enterprises (in English).
Health and safety at the workplace: Trade union experiences in Central and Eastern Europe (in English) (Budapest).

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

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

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

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

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

- **Beyond new paternalism: Basic security as equality** (original English edition, co-publication) - Verso, United Kingdom
- **Key Indicators of the Labour Market 2001-2002** (original English edition, co-publication) - Routledge (New York), United States
- **Key Indicators of the Labour Market: 2003-2004** (original English edition, co-publication) - "
- **Social re-insurance: a new approach to sustaining community health financing** (original English edition, co-publication) - World Bank, United States
- **Programas de infraestructura intensivos en empleo. Desarrollo de capacidades para la contratación en el sector de la construcción. Guía (reprint)** - Alfaomega Grupo Editor S.A. de C.V., México
- **Flexibilización en el margen: La reforma del contrato de trabajo (reprint)** - "
- **Inseguridad laboral y competitividad: modalidades de contratación (reprint)** - "
- **Manual para la defensa de la libertad sindical (reprint)** - "
- **Convenios y recomendaciones sobre el trabajo marítimo con inclusión de las normas sobre las pesca, el trabajo portuario y la navegación interior (tercera edición) (reprint)** - "
- **Negociar la flexibilidad. Función de los interlocutores sociales y del Estado (reprint)** - "
- **Modules of Employable Skills (MES) learning elements (reprint)** - Institute for Curriculum Development and Research (ICDR), Ethiopia
- **Your health and safety at work. A modular training package (reprint)** - Jaico Publishing House, India
<table>
<thead>
<tr>
<th>Title</th>
<th>Publisher/Author</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mejore su negocio – básico (reprint with adaptation)</td>
<td>United States Small Business Administration, United States</td>
</tr>
<tr>
<td>Is globalization the reason for national socio-economic problems?</td>
<td>Center for International Private Enterprise, United States</td>
</tr>
<tr>
<td>Occupational lung diseases: prevention and control.</td>
<td>Arab Institute of Occupational Health and Safety, Syria</td>
</tr>
<tr>
<td>(Occupational Safety and Health Series, No. 67)</td>
<td></td>
</tr>
<tr>
<td>Safety in the use of mineral and synthetic fibres</td>
<td></td>
</tr>
<tr>
<td>(Occupational Safety and Health Series, No. 64)</td>
<td></td>
</tr>
<tr>
<td>Portworker development programme (Arabic edition)</td>
<td>Port Training Institute, Egypt</td>
</tr>
<tr>
<td>Portworker development programme (Bahasa Indonesia edition)</td>
<td>Jakarta International Container Terminal, Indonesia</td>
</tr>
<tr>
<td>Ergonomic checkpoints. Practical and easy-to-</td>
<td>MDC Publishers Printers Sdn Bhd, Malaysia</td>
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<tr>
<td>implement solutions for improving safety, health and working</td>
<td></td>
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<tr>
<td>conditions (Bahasa Malaysia edition)</td>
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<tr>
<td>Management of alcohol- and drug-related issues in the workplace.</td>
<td></td>
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<tr>
<td>An ILO code of practice (Bahasa Malaysia edition)</td>
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<tr>
<td>Sexual harassment. Addressing sexual harassment in the workplace.</td>
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<tr>
<td>A management information booklet. An ILO survey of company procedure</td>
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<tr>
<td>(Bahasa Malaysia edition)</td>
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<tr>
<td>Violence at work. Second edition (Bahasa Malaysia edition)</td>
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<tr>
<td>ILO declaration on principles: A new instrument to promote</td>
<td>Confederation of Independent Trade Unions in Bulgaria, Bulgaria</td>
</tr>
<tr>
<td>fundamental rights. A workers’ education guide (Bulgarian edition)</td>
<td></td>
</tr>
<tr>
<td>Seguridad y salud en la construcción. Repertorio de recomendaciones</td>
<td>Col.Legi Oficial d’Arquitectes d’Andorra, Andorra</td>
</tr>
<tr>
<td>(Catalan edition)</td>
<td></td>
</tr>
<tr>
<td>Placement of job-seeks with disabilities. Elements of an effective</td>
<td>China Disabled Persons’ Federation, China</td>
</tr>
<tr>
<td>service (Chinese edition)</td>
<td></td>
</tr>
<tr>
<td>Breaking through the glass ceiling: Women in management</td>
<td>China Enterprise Confederation, China</td>
</tr>
<tr>
<td>(Chinese edition)</td>
<td></td>
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<tr>
<td>Recording and notification of occupational accidents and diseases.</td>
<td>National CIS Centre for China, China</td>
</tr>
<tr>
<td>An ILO code of practice (Chinese edition)</td>
<td></td>
</tr>
<tr>
<td>Safety in the use of synthetic vitreous fibre insulation wools</td>
<td>National Studies Centre of Safety, Science and Technology, China</td>
</tr>
<tr>
<td>(glass wool, rock wool, slag wool). An ILO code of practice</td>
<td></td>
</tr>
<tr>
<td>(Chinese edition)</td>
<td></td>
</tr>
<tr>
<td>Social security pensions. Development and reform</td>
<td>China Labour &amp; Social Security Publishing House, China</td>
</tr>
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<td>(Chinese edition)</td>
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<tr>
<td>Title</td>
<td>Author</td>
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<tr>
<td>Employing foreign workers. A manual for policies and procedures of</td>
<td>Institute for International Labour Studies, China</td>
</tr>
<tr>
<td>special interest to middle- and low-income countries (Chinese edition)</td>
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<td>Sending workers abroad. A manual for low- and middle-income countries</td>
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<tr>
<td>World Employment Report 2001. Life at work in the information economy</td>
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<tr>
<td>Technical and ethical guidelines for workers’ health surveillance.</td>
<td>Institute of Occupational Medicine, China</td>
</tr>
<tr>
<td>(Occupational Safety and Health Series, No. 72) (Chinese edition)</td>
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</tr>
<tr>
<td>HIV/AIDS and the world of work. An ILO code of practice (Chinese</td>
<td>Ministry of Health, China</td>
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<tr>
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</tr>
<tr>
<td>Key Indicators of the Labour Market 1999 (Chinese edition)</td>
<td>Ministry of Labour and Social Security, China</td>
</tr>
<tr>
<td>Service public de l’emploi dans un marché du travail en évolution</td>
<td>&quot;</td>
</tr>
<tr>
<td>(Chinese edition)</td>
<td></td>
</tr>
<tr>
<td>Tripartite declaration of principles concerning multinational</td>
<td>Ministry of Labour, Finland</td>
</tr>
<tr>
<td>enterprises and social policy. Third edition (Finnish edition)</td>
<td></td>
</tr>
<tr>
<td>Technical and ethical guidelines for workers’ health surveillance.</td>
<td>Federal Institute for Occupational Safety and Health, Germany</td>
</tr>
<tr>
<td>(Occupational Safety and Health Series, No. 72) (German edition)</td>
<td>Edizioni Lavoro, Italy</td>
</tr>
<tr>
<td>Violence at work. Second edition (Italian edition)</td>
<td>Akashi Shoten Co. Ltd., Japan</td>
</tr>
<tr>
<td>At your service. Combating child labour in the tourism industry</td>
<td>Union Network International, Japan</td>
</tr>
<tr>
<td>Employment impact of mergers and acquisitions in the banking and</td>
<td></td>
</tr>
<tr>
<td>financial services sector (Japanese edition)</td>
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Points for decision: Paragraph 5; Paragraph 10.