



International  
Labour  
Organization



▶ **ILO publications 2024**

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# ILO flagship reports

Our flagship reports provide readers with in-depth analysis of the core world-of-work issues



The **Global Wage Report** examines the evolution of real wages around the world, giving a unique picture of wage trends globally and by region. For details, see **page 64**.



The **Social Dialogue Report** focuses on global developments in labour relations, for example collective bargaining. For details, see **page 42**.



The **World Social Protection Report** provides a global overview of recent developments in social protection systems, including social protection floors. For details, see **page 7**.



The **World Employment and Social Outlook** thematic reports delve into key world-of-work topics. Recent reports cover key workers (see **page 5**) and digital labour platforms (see **page 6**).



**World Employment and Social Outlook: Trends** examines global and regional trends in employment, unemployment, labour force participation and productivity. For details, see **page 4**.



Flagship  
report

**2023**

Paperback • 136 pp.

ISBN 9789220372913 (print)

ISBN 9789220372920 (pdf)

ISSN 2709-7080 (print)

## World Employment and Social Outlook

Trends 2023

This ILO flagship report examines global and regional trends in employment, unemployment, labour force participation and productivity, as well as dimensions of job quality such as employment status, informal employment and working poverty. It also provides extensive analysis of the varied impacts of the crisis on enterprises and workers.

This year's report provides a comprehensive assessment of existing decent work deficits and discusses how they were affected by the COVID-19 crisis. It analyses global patterns, regional differences and outcomes across groups of workers. The report also offers labour market projections for 2023 and 2024. Moreover, it presents trends in labour productivity growth and analyses the factors underlying its decline.

**USD 25 • GBP 20**

Also available in Chinese, French, Japanese and Spanish



Flagship  
report

**2023**

Paperback • 279 pp.

ISBN 9789220366509 (print)

ISBN 9789220366516 (pdf)

ISSN 2709-7439 (print)

# World Employment and Social Outlook 2023

## The value of essential work

The COVID-19 pandemic has underscored the extent to which economies and societies depend on key workers. It has also highlighted how undervalued most key jobs are. Despite carrying out activities that are indispensable to the functioning of societies – producing, distributing and selling food, cleaning, ensuring public security, transporting essential goods and workers, and caring for and healing the ill – many key workers lack decent working conditions.

This ILO flagship report calls for a revaluation of key work and greater investment in key sectors, both to address longstanding deficits in social justice and to ensure the continuity of essential economic activities during future shocks and crises.

**USD 40 • GBP 32**

Also available in Chinese, French and Spanish



Flagship  
report

**2021**

Paperback • 285 pp.

ISBN 9789220319444 (print)

ISBN 9789220319413 (pdf)

ISSN 2709-7439 (print)

## World Employment and Social Outlook 2021

The role of digital labour platforms in transforming the world of work

This ILO flagship report explores how the contemporary platform economy is transforming the way work is organized, analyzing the impact of digital labour platforms on enterprises, workers and society as a whole.

The report offers a comprehensive picture of the experience of workers and businesses on online web-based and location-based platforms, drawing on surveys and interviews with some 12,000 workers and representatives of 85 businesses around the world, in multiple sectors. It also provides insights into the digital labour platform as a business model, examines regulatory responses across the globe, and presents a way forward to ensure all platform work is decent work.

**USD 40 • GBP 32**

Also available in Chinese, French, Japanese and Spanish



**2021**

Paperback • 318 pp.

ISBN 9789220319499 (print)

ISBN 9789220319505 (pdf)

ISSN 2709-7439 (print)

## World Social Protection Report 2020-22

Social protection at the crossroads – in pursuit of a better future

This ILO flagship report provides a global overview of recent developments in social protection systems, including social protection floors, and covers the impacts of COVID-19. Based on new data, it offers a broad range of global, regional and country data on social protection coverage, benefits and public expenditures on social protection.

Following a life-cycle approach, the report analyses progress with regard to universal social protection coverage with a particular focus on achieving the globally agreed 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs). The report includes access to comprehensive statistical tables with the latest social protection data, including detailed country data on SDG indicator 1.3.1.

**USD 45 • GBP 36**

Also available in Chinese, French and Spanish





**2023**

Paperback • 132 pp.

ISBN 9789220386637 (print)

ISBN 9789220386620 (pdf)

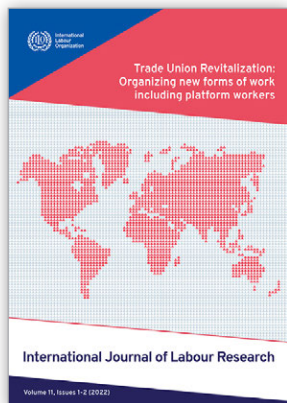
## Promoting and enforcing compliance with labour provisions in trade agreements

Comparative analysis of Canada, European Union and United States approaches and practices

A fundamental question about labour provisions in trade agreements is how the provisions work in practice, particularly in the context of labour disputes.

This study answers this question through an analysis of monitoring, cooperation areas and activities, and dispute settlement procedures, supported by research, data from the ILO's Labour Provisions in Trade Agreements Hub and interviews with stakeholders.

**USD 30 • GBP 24**



**2022**

Paperback • 72 pp.

ISBN 9789220379493 (print)

ISBN 9789220379486 (pdf)

ISSN 2076-9806 (print)

## Trade union revitalization. Organizing new forms of work including platform workers

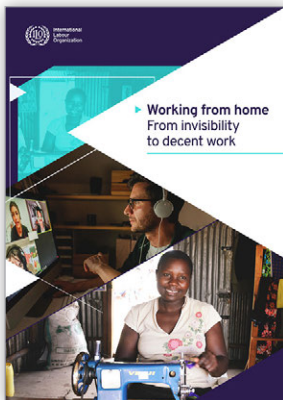
International Journal of Labour Research,  
Volume 11, Issue 1-2/2022

Confronted by multiple crises following the COVID-19 pandemic, trade unions have shown resilience and adaptability, enabling them to cope better with these crises and minimize the impacts on workers and society at large. In turn, this experience is helping trade unions to revitalize themselves.

This edition of the *International Journal of Labour Research* presents noteworthy examples of unity and cooperation as well as of the challenges of organizing workers in new forms of work, for example platform work.

**USD 25 • GBP 20**

Also available in French and Spanish



**2021**

Paperback • 279 pp.

ISBN 9789220337103 (print)

ISBN 9789220337097 (pdf)

## Working from home

### From invisibility to decent work

With the spread of the COVID-19 pandemic, many in the world's workforce have shifted to homeworking, thereby joining the hundreds of millions of workers who have already been working from home for decades.

This report seeks to improve understanding of home work as well as to offer policy guidance that can pave the way to decent work for homeworkers both old and new.

"A stunning achievement." – Eileen Boris, University of California, Santa Barbara

**USD 40 • GBP 32**

Also available in Arabic, French and Spanish



**2021**

Paperback • 284 pp.

ISBN 9789220319628 (print)

ISBN 9789220319635 (pdf)

## The future of diversity

*Edited by Christiane Kuptsch and Eric Charest*

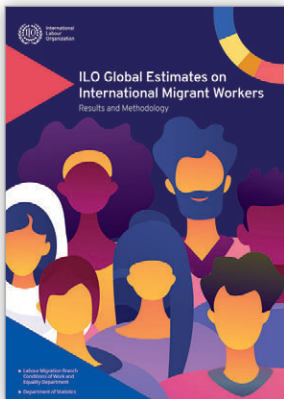
This book offers new perspectives on the concept of diversity and the role diversity can play in the future world of work.

In this collection, scholars and practitioners reflect on the most appropriate interventions to create a more inclusive labour market for all. They explore the economic case for diversity and diversity management strategies, finding that diversity and inclusion must go hand in hand.

The book covers a range of issues including gender equality and mainstreaming, migration and ethnic diversity, racism, violence against LGBTI people and age discrimination. It is thus a rich source of inspiration for anyone wishing to move towards greater justice in the labour market.

**USD 35 • GBP 28**

Also available in French

**2021**

Paperback • 73 pp.

ISBN 9789220346570 (print)

ISBN 9789220346563 (pdf)

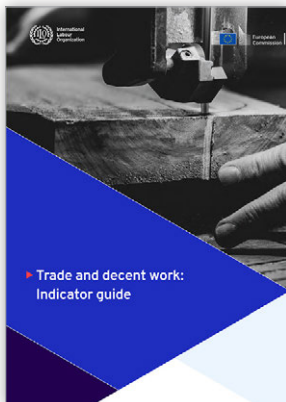
## ILO global estimates on international migrant workers

Results and methodology. Third edition

This report's third edition presents the most recent estimates on the stock of international migrant workers, disaggregated by age, sex, country-income group and region, and the estimation methodology. The reference year is 2019. The report predates the onset of the COVID-19 crisis, which has affected the magnitude and characteristics of international labour migration. The estimates offer a benchmark against which the COVID-19 driven changes can be analysed in the future.

The periodic publication of this report provides information on recent trends on labour migration and therefore contributes to achieving the Sustainable Development Goals, as well as supporting policymaking at the country, regional and global levels.

**USD 20 • GBP 16**



## Trade and decent work

### Indicator guide

This guide provides analytical tools to support research on trade and decent work. It offers a broad set of labour market indicators for trade policy assessment for use in studies of the nexus between trade and employment, labour relations, and working terms and conditions, singling out and contextualizing the ILO decent work indicators suitable for analysing the impacts of trade policy on the labour market.

It also facilitates the use of these indicators in macro, sectoral and micro assessments of the impact of trade on the labour market at the country level, by providing an overview of measurement approaches, relevant data sources, links to trade theory and empirical evidence.

**2021**

Paperback • 123 pp.

ISBN 9789220347638 (print)

ISBN 9789220347645 (pdf)

**USD 20 • GBP 16**

Also available in Spanish



**2021**

Paperback • 75 pp.

ISBN 9789220347652 (print)

ISBN 9789220347669 (pdf)

## Trade and decent work

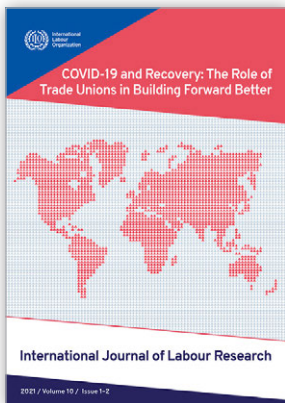
### Handbook of assessment methodologies

This handbook traces the evolution of international trade theory and of the empirical methodologies used to study the effects of trade on employment, examining their strengths and weaknesses.

It has been designed to help with the selection of methodological approaches for assessing the effects of trade on broader labour market outcomes.

**USD 20 • GBP 16**

Also available in Spanish



## COVID-19 and recovery. The role of trade unions in building forward better

International Journal of Labour Research,  
Volume 10, Issue 1-2

This double issue of the *International Journal of Labour Research* explores strategies for workers and their organizations to shape COVID-19 response policies as well to adapt internally to provide vital services to workers and continue fulfilling their societal role as advocates for social justice and workers' rights. The issue thus reveals key findings on various topics that are of special interest to trade unions and provides guidance on policies in building forward better.

**2021**

Paperback • 164 pp.

ISBN 9789220350195 (print)

ISBN 9789220350201 (pdf)

ISSN 2076-9806 (print)

**USD 45 • GBP 36**

Also available in French and Spanish





2019

Paperback • 76 pp.

ISBN 9789221327950 (print)

ISBN 9789221327967 (pdf)

## Work for a brighter future

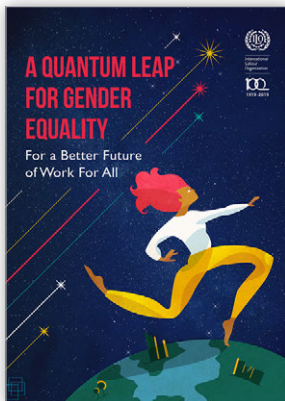
The Global Commission on the Future of Work

This landmark report by the ILO Global Commission on the Future of Work examines how to achieve a better future of work for all at a time of unprecedented change and exceptional challenges in the world of work.

Among the key issues considered by the Commission are new forms of work, the institutional ramifications of the changing nature of work, lifelong learning, greater inclusivity and gender equality, the measurement of work and human well-being, and the role of universal social protection in a stable and just future of work.

**USD 15 • GBP 12**

Also available in Arabic, Chinese, Czech, French, German, Italian, Japanese, Korean, Mongolian, Portuguese, Russian, Spanish and Turkish



**2019**

Paperback • 146 pp.

ISBN 9789221329978 (print)

ISBN 9789221329985 (pdf)

## A quantum leap for gender equality

For a better future of work for all

*Laura Addati and Valeria Esquirel*

The culmination of the extensive and often ground-breaking work of the ILO's Women at Work Centenary Initiative, this report highlights key gender gaps and obstacles to decent work for women.

It explores the structural barriers, including unpaid care work, that shape the nature and extent of women's engagement in paid employment, and examines how laws, policies and practices in certain countries have addressed them.

The report, which is closely aligned with the 2030 Agenda for Sustainable Development, also outlines pathways to future gender equality.

**USD 20 • GBP 16**

Also available in French and Spanish



**2019**

Paperback • 129 pp

ISBN 9789221336778 (print)

ISBN 9789221336785 (pdf)

## Time to act for SDG 8

Integrating decent work, sustained growth and environmental integrity

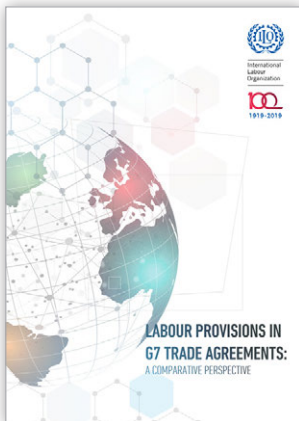
The report seeks to improve understanding of SDG 8 at the empirical, conceptual and policy levels by:

- Charting empirical progress towards the 12 targets under SDG 8 and comparing related country performance;
- Mapping inter-linkages between SDG 8 targets and other SDG targets and exploring regional patterns of achievement;
- Presenting policy interventions and institutional support that can enable countries to achieve SDG 8 by 2030.

The report shows that an urgent acceleration of efforts is required to support SDG 8 in its three dimensions of sustained, inclusive and sustainable growth.

**USD 20 • GBP 16**

Also available in French and Spanish



**2019**

Paperback • 67 pp.

ISBN 9789221335955 (print)

ISBN 9789221335962 (pdf)

## Labour provisions in G7 trade agreements

### A comparative perspective

The report shows that in the past 25 years labour provisions have become a common feature of all G7 regional trade agreements. While some G7 countries have consistently considered labour in their legislation and trade policy, others have more recently taken this approach. This reflects a concern with the uneven impacts of globalization and trade, and attempts by states to push for a level playing field based on minimum conditions of work and labour rights for all trading partners.

Of the 85 regional trade agreements with labour provisions, more than half, or 45, include as a partner at least one G7 country. These 45 agreements represent 1.2 billion workers, almost 30 per cent of the world's workers. The regulatory frameworks of these trade agreements have a deep connection to the governance of the world of work.

**USD 15 • GBP 12**



2019

Paperback • 490 pp.

ISBN 9789221330035 (print)

ISBN 9789221330042 (pdf)

## Towards convergence in Europe

Institutions, labour and industrial relations

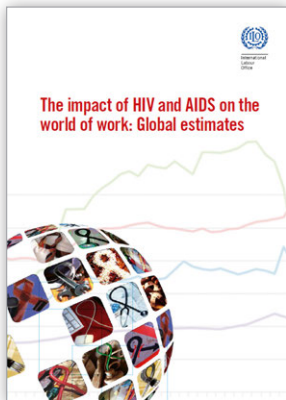
*Edited by Daniel Vaughan-Whitehead*

This book provides a unique and timely analysis of the socio-economic indicators influencing convergence trends in the EU.

Case studies help to identify the possible impacts of global movements (migration, foreign investment) and policies (social protection, social dialogue, employment) on cross-country convergence. The volume presents examples of where institutions and industrial relations can change convergence outcomes and proposes a range of useful policy options. Scholars and researchers will find it an invaluable reference for studies of European affairs and social policies.

Co-published with Edward Elgar Publishing.

**USD 45 • GBP 36**



# The impact of HIV and AIDS on the world of work

## Global estimates

This report examines how the evolution of the HIV epidemic and the scale-up of anti-retroviral therapy (ART) have impacted on the global labour force, and what its effects will be in the future.

Bringing together health data, in particular HIV prevalence data, with labour force, economic and demographic data, estimates are provided for workers affected by HIV and AIDS. The report sets out social and economic impacts on workers and their households for 2005, 2010, 2015, and projections for 2020.

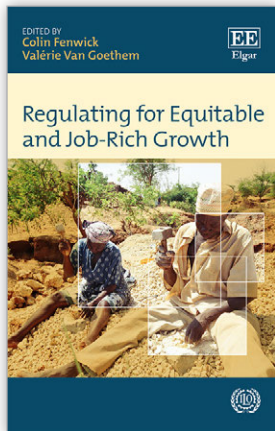
**2018**

Paperback • 210 pp.

ISBN 9789221312369 (print)

ISBN 9789221312376 (pdf)

**USD 30 • GBP 24**



**2017**

Paperback • 257 pp.

ISBN 9789221296461 (print)

ISBN 9789221296478 (pdf)

## Regulating for equitable and job-rich growth

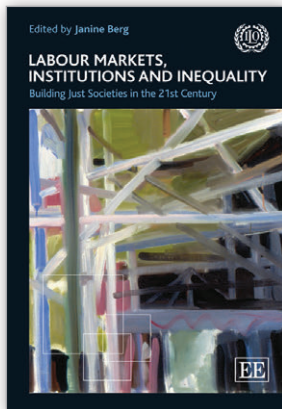
*Edited by Colin Fenwick and Valérie Van Goethem*

This book offers a critical reflection on the operation and effects of labour regulation, in particular its potential to contribute to inclusive development and the limits of some areas of regulation and governance.

Following analysis of how the global financial crisis has increased labour market segmentation, the book addresses the needs of key groups often at the periphery, including young women, workers in the informal economy, migrants and home-care workers. The book argues that effective and efficient labour market regulation can contribute to achieving key policy goals of employment formalization and inclusive labour markets, while also pursuing equitable distribution.

Co-published with Edward Elgar Publishing.

**USD 45 • GBP 36**



**2015**

Paperback • xiii + 415 pp.

ISBN 9789221286578 (print)

ISBN 9789221286585 (pdf)

# Labour markets, institutions and inequality

Building just societies in the 21st century

*Edited by Janine Berg*

Labour market institutions, including collective bargaining, the regulation of employment contracts, and pension and other social protection policies, are instrumental for improving the well-being of workers and their families as well as societies. Yet these institutions have been eroded in many countries over the past few decades; in other countries, they do not exist.

This edited volume examines the potential of these institutions for ensuring equitable income distribution. Using empirical examples from both developed and developing countries, it analyses the connections between macroeconomic policies and inequality as well as how specific groups are affected by labour market institutions.

Co-published with Edward Elgar Publishing.

**USD 45 • GBP 36**

Also available in Turkish



**2023**

Paperback • 186 pp.

ISBN 9789220389393 (print)

ISBN 9789220389409 (pdf)

## Global Employment Policy Review 2023

Macroeconomic policies for recovery and structural transformation

This publication examines trends in employment policies and presents new and innovative solutions to the challenges relating to employment policy design and implementation.

The 2023 edition examines macroeconomic policies as a key tool for crisis response and recovery as well as a lever for structural transformation to foster decent work and social justice. It includes chapters on the effectiveness of policies used during COVID-19 pandemic as well as on policies to address gender inequality, youth employment and the need for structural transformation in Africa.

**USD 25 • GBP 20**



2022

Paperback • 221 pp.

ISBN 9789220320082 (print)

ISBN 9789220320075 (pdf)

## Greening enterprises

### Transforming processes and workplaces

This is the first ILO research report focusing specifically on the transition of enterprises. It considers the enterprise not only in terms of its production processes but also as a workplace.

Through this approach, it has identified a range of measures that enterprises may use to become more environmentally sustainable and that also give workers a role in the process. Sustainable transport, increased resource intensity, waste management, work organization and sustainable food at work are increasingly part of enterprises' efforts to curb their impact on the environment.

USD 35 • GBP 28

Also available in French and Spanish



**2022**

Paperback • 300 pp.

ISBN 9789220367674 (print)

ISBN 9789220367681 (pdf)

## Global Employment Trends for Youth 2022

Investing in transforming futures for young people

Incorporating the most recent data available, *Global Employment Trends for Youth* sets out the youth labour market situation around the world. It shows where progress has or has not been made, updates the relevant world and regional indicators, and provides detailed analyses of trends and issues facing young people in the labour market.

The 2022 edition discusses the COVID-19 pandemic's impacts on young people and their labour market prospects. As countries seek to address the potential permanent damage to youth labour markets, they must look to targeted investments in the green, blue (ocean), digital, creative and care economies for greater sustainability, inclusiveness and resilience.

**USD 25 • GBP 20**



**2021**

Paperback • 264 pp.

ISBN 9789220343890 (print)

ISBN 9789220344057 (pdf)

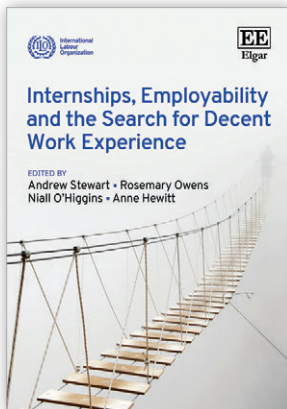
## Is the future ready for youth?

Youth employment policies for evolving labour markets

Youth labour markets have seen enormous changes in the last decade. While young people are typically more digitally capable than older generations, the current employment prospects for young women and men are extremely challenging. Youth are most often the worst hit social group in times of crisis, and the COVID-19 pandemic has been devastating for young people.

Instead of asking whether youth are ready for the future, which places the burden on them, this book asks “Is the future ready for youth?” How do we ensure that the policymakers and the global community prioritize youth employment, so essential for sustainable development and social justice? This book brings together contributions from ILO staff with broad global experience in successful youth employment policies.

**USD 20 • GBP 16**



2021

Paperback • 384 pp.

ISBN 9789220338131 (print)

ISBN 9789220338148 (pdf)

## Internships, employability and the search for decent work experience

*Edited by Andrew Stewart, Rosemary Owens, Niall O'Higgins, and Anne Hewitt*

This groundbreaking book examines the growing phenomenon of internships, and the policy issues that they raise, during a time when internships or traineeships have become an important way of transitioning from education into paid work.

Featuring contributions from established and emerging scholars in a range of disciplines, the book considers how various countries around the world are meeting the challenge of ensuring decent work for interns, and what more needs to be done to realise that objective. Additionally, the case for new forms of regulation to minimize or prevent the exploitation of interns is explored, against the background of a possible new international labour standard.

Co-published with Edward Elgar Publishing.

**USD 45 • GBP 36**



2021

Paperback • 87 pp.

ISBN 9789220349427 (print)

ISBN 9789220349434 (pdf)

## Small goes digital

How digitalization can bring about productive growth for micro and small enterprises

A significant yet often overlooked segment of the global economy has remained largely excluded from the benefits of the “digital revolution”: micro and small enterprises tend to be under-digitalized and may therefore struggle to exploit fully the opportunities afforded by digitalization.

This report looks at the barriers and opportunities involved in the digitalization of micro and small enterprises as well as its contribution to productivity growth and job creation. The report does so in the context of the COVID-19 crisis and achievement of the Sustainable Development Goals, and should be regarded as a call to action in its own right.

USD 20 • GBP 16

Also available in Spanish



2021

Paperback • 356 pp.

ISBN 9789220337196 (print)

ISBN 9789220337202 (pdf)

## Decent work in a globalized economy

Lessons from public and private initiatives

*Edited by Guillaume Delautre, Elizabeth Echeverría Manrique and Colin Fenwick*

The hybridization and proliferation of forms and mechanisms of governance is a consequence of the fragmentation of production across national boundaries. The emergence of global supply chains has provided new opportunities for many developing countries to participate in global trade, diversify their economies and generate employment. At the same time, production for global supply chains has raised new concerns about working conditions and the protection of workers' rights.

This volume is the result of a collaborative effort involving recognized research experts from different disciplines. It aims to review current knowledge on developments in the governance of work in global supply chains.

**USD 30 • GBP 24**

Also available in French



2020

Paperback • 107 pp.

ISBN 9789220323762 (print)

ISBN 9789220323755 (pdf)

## Robotics and reshoring

### Employment implications for developing countries

*Fernanda Bárca de Mattos, Sukti Dasgupta, Xiao Jiang, David Kucera and Ansel F. Schiavone*

Much of the discussion of the impact of automation on employment has focused on developed countries. Yet for developing countries a key concern is the prospect of “reshoring” or “nearshoring” – the opposite of offshoring – in which production shifts from developing back towards developed countries. These shifts would be enabled by automation in the labour-intensive sectors that have provided developing countries with strategic entry points into global markets and continue to employ large numbers of workers, often disproportionately women.

The COVID-19 crisis has lent renewed urgency to the discussions on such restructuring of global supply chains. Relatively absent in these discussions is a sense of how automation plays out on the shop floor.

USD 20 • GBP 16





2019

Paperback • 146 pp.

ISBN 9789221331674 (print)

ISBN 9789221331681 (pdf)

## Women in business and management

### The business case for change

Our second global report on women in business and management offers new insights into how gender diversity at the top improves organizational performance. These include how the many dimensions of an organization's policies, a gender-balanced workforce and a gender-inclusive culture, among other factors, move the needle for more women to hold decision-making power.

USD 20 • GBP 16



**2019**

Paperback • 58 pp.

ISBN 9789221339908 (print)

ISBN 9789221339915 (pdf)

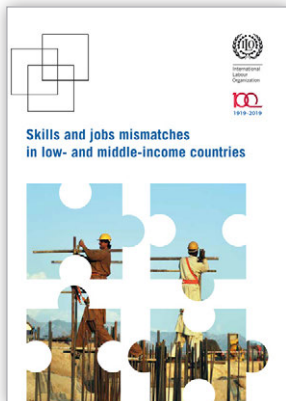
## Small matters

Global evidence on the contribution to employment by the self-employed, micro-enterprises and SMEs

Until recently, there was relatively limited empirical evidence available on the contribution of smaller firms. Many earlier studies did not cover the informal economy, which in many countries is the largest contributor to employment. There has also been growing recognition of the role of self-employment and micro-enterprises in driving employment.

Thanks to a new ILO database using data from household, labour and other statistical surveys conducted in 99 countries between 2009 and 2018, we now have a much better picture. The contribution of small economic units to worldwide total employment is striking, but there remain considerable challenges such as widespread informal employment (especially in developing countries), gender gaps, and issues related to the productivity and job quality in smaller firms.

**USD 20 • GBP 16**



2019

Paperback • 219 pp.

ISBN 9789221315612 (print)

ISBN 9789221315629 (pdf)

## Skills and jobs mismatches in low- and middle-income countries

Mismatch between jobs and skills is considered one of the biggest concerns of our times. The concept of skills mismatch, however, is broad and includes many forms of mismatch, such as over- or underqualification, skill gaps, skill shortages, field of study mismatch and skill obsolescence. These various forms are very different in their causes and consequences, and require different policy approaches.

The book reviews literature and produces new analysis using data on educational mismatch from 60 low- and middle-income countries, assessing the extent to which mismatch is correlated with factors such as productivity, labour force participation, unemployment and informality.

USD 30 • GBP 24



## Skills for a greener future

A global view based on 32 country studies

Expanding on the ILO's exploration of the likely job impacts by 2030 of keeping the rise in global temperature below the 2°C ceiling set by the Paris Agreement on Climate Change, this is the first global study to analyse the implications of the transition to low-carbon and resource-efficient economies for skills, gender and occupations (based on 32 country studies).

Some of the main objectives of this global qualitative and quantitative analysis are to identify the scale of the need for reskilling and upskilling to realize the employment potential of the transition to environmental sustainability (the "green transition") and the changes in occupations, skills gaps and skills shortages in meeting the skills demand of the green transition.

**2019**

Paperback • 226 pp.

ISBN 9789220314395 (print)

ISBN 9789220314401 (pdf)

**USD 30 • GBP 24**

Also available in Chinese



2019

Paperback • xix + 235 pp.

ISBN 9789221339496 (print)

ISBN 9789221339502 (pdf)

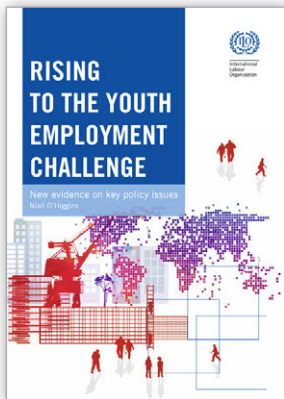
## What works

### Promoting pathways to decent work

This report builds upon the finding of a previous research project and specifically from the conclusion that, while active labour market policies (ALMPs) are indeed able to improve workers' labour market prospects, the success of such interventions hinges on their accessibility. In several cases, a critical missing piece seemed to be adequate income support, which appeared to be a prerequisite for workers to participate fully in activation programmes.

The results of the report indicate that once certain design and implementation features are taken into account, approaches exploiting the complementarity between ALMPs and income support are effective in improving the labour market perspectives of vulnerable workers while protecting them throughout working-life transitions.

USD 30 • GBP 24



2017

Paperback • 250 pp.

ISBN 9789221308652 (print)

ISBN 9789221308669 (pdf)

## Rising to the youth employment challenge

New evidence on key policy issues

*Niall O'Higgins*

This book brings together contributions from the ILO's Youth Employment Programme, detailing policies that enable young people to find decent work. The chapters consider the impacts of a broad range of interventions including fiscal and sectoral development policies, minimum wages and active labour market programmes.

"Niall O'Higgins and colleagues have produced an insightful, world-oriented account of youth employment problems and policy options. The research embraces low- and middle-income countries, not just the high-income countries that dominate the literature. This book is both technically well constructed and highly readable." – Paul Ryan, Fellow, King's College Cambridge.

**USD 30 • GBP 24**

Also available in French and Spanish



2017

Paperback • 182 pp.

ISBN 9789221296416 (print)

ISBN 9789221296423 (pdf)

## Investing in skills for inclusive trade

*Bolormaa Tumurchudur-Klok, Cornelius Gregg, Marc Bacchetta, and Stela Rubinova*

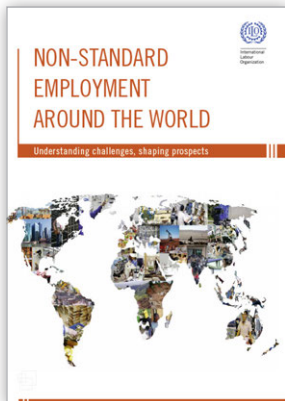
Given the role of skills in productivity and in trade performance as well as in access to employment and wage distribution, a strong emphasis on skills development is vital for both firms and workers.

In the current fast-changing context of globalization, where technology and trade relations evolve rapidly, the responsiveness of skills supply to demand plays a central role not only from an efficiency but also a distributional perspective. Featuring results from the ILO's Skills for Trade and Economic Diversification (STED) Programme, it shows that appropriate skills development policies are key to helping firms participate in trade, and also to helping workers find good jobs.

Co-published with the World Trade Organization.

**USD 40 • GBP 32**

Also available in French and Spanish



## Non-standard employment around the world

Understanding challenges, shaping prospects

Non-standard forms of employment – including temporary work, part-time work, temporary agency work and other multi-party employment arrangements, disguised employment relationships and dependent self-employment – have become a contemporary feature of labour markets the world over.

This report documents the incidence and trends of non-standard forms of employment across different countries of the world and explores the reasons behind this phenomenon, including increased firm competition, shifting organizational practices of firms, and changes and gaps in the regulation of work.

**2016**

Paperback • xxv + 374 pp.

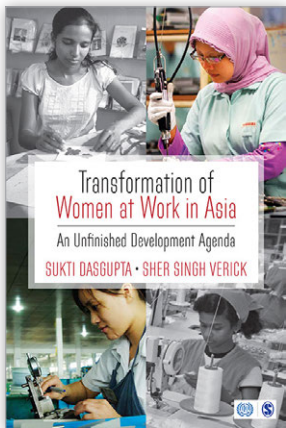
ISBN 9789221303855 (print)

ISBN 9789221303862 (pdf)

**USD 40 • GBP 32**

Also available in Japanese and Turkish





2016

Paperback • xix + 312 pp.

ISBN 9789221310020 (print)

ISBN 9789221310037 (pdf)

## Transformation of women at work in Asia

An unfinished development agenda

*Sukti Dasgupta and Sher Singh Verick*

This book examines the drivers of, and barriers to, participation of women in the Asian labour market for its socio-economic development and structural transformation. Based on original comparative research and extensive fieldwork, it highlights challenges that women across Asia face in gaining access to more and better jobs.

Findings show that women across the continent have contributed significantly to its spectacular growth story. Nonetheless, social norms and economic factors limit their levels of participation. This publication provides policy options for governments to promote decent work opportunities for women across social strata.

Co-published with Sage India.

**USD 35 • GBP 28**



**2014**

Paperback • xxii + 402 pp.

ISBN 9789221285656 (print)

ISBN 9789221285663 (pdf)

## Transforming economies

Making industrial policy work for growth,  
jobs and development

*Edited by José Manuel Salazar-Xirinachs, Irmgard Nübler  
and Richard Kozul-Wright*

“This volume is a well-timed and comprehensive guide to how countries have used industrial policy to achieve structural transformation, raise productivity and create jobs. Crucially, the authors go beyond the sterile debate about whether governments ‘pick winners’ and instead draw on a variety of analytical approaches to draw lessons and principles for successful industrial strategies.” – Ha-Joon Chang, University of Cambridge.

The book argues that industrial policy involves much more than targeting preferred economic activities, sectors and technologies. Practical lessons and fundamental principles for industrial policy design and implementation are distilled from country case studies.

Co-published with UNCTAD.

**USD 25 • GBP 20**

Also available in Farsi and Spanish



Flagship  
report

**2022**

Paperback • 248 pp.

ISBN 9789220364499 (print)

ISBN 9789220364482 (pdf)

## Social Dialogue Report 2022

Collective bargaining for an inclusive, sustainable and resilient recovery

The first edition of this new ILO flagship report focuses on collective bargaining.

The report examines the role of collective bargaining in mitigating the impact of the COVID-19 crisis on employment and earnings, helping to cushion inequality while reinforcing the resilience of enterprises and labour markets. The tailoring of public health measures and strengthening of occupational safety and health at the workplace, together with the paid sick leave and healthcare benefits provided for in many collective agreements, protected workers and supported the continuity of economic activity.

Looking to the future, the report considers the contribution of collective bargaining to a human-centred recovery, one that is inclusive, sustainable and resilient.

**USD 40 • GBP 32**

Also available in Chinese, French, Japanese and Spanish



## Care at work

Investing in care leave and services for a more gender equal world of work

Based on an ILO survey of 185 countries, this report provides a global overview of national laws and practices regarding care policies, namely maternity protection, paternity, parental and other care-related leave policies, as well as childcare and long-term care services.

The report uses the requirements and principles of relevant international labour standards – in particular, the ILO Conventions and Recommendations on maternity protection and workers with family responsibilities – as its benchmark.

**2022**

Paperback • 426 pp.

ISBN 9789220366783 (print)

ISBN 9789220366790 (pdf)

**USD 40 • GBP 32**

Also available in French and Spanish



**2021**

Paperback • 341 pp.

ISBN 9789220319550 (print)

ISBN 9789220319543 (pdf)

## Making decent work a reality for domestic workers

Progress and prospects ten years after the adoption of the Domestic Workers Convention, 2011 (No. 189)

This report, published on the tenth anniversary of the ILO Domestic Workers Convention (No. 189), could not have come at a more critical time for domestic workers. The COVID-19 pandemic underscored both the interdependence of domestic workers and the households they care for, and the vulnerability of the millions of domestic workers earning a living behind closed doors.

This report makes an unprecedented effort to measure if decent work has become a reality for domestic workers around the world. It highlights the progress made over a decade, but also the legal and implementation gaps that remain. Most importantly, it provides guidance on policies that can pave the way to make decent work a reality for domestic workers.

**USD 35 • GBP 28**

Also available in French and Spanish



**2021**

Paperback • x + 377 pp.

ISBN 9789220320150 (print)

ISBN 9789220320167 (pdf)

## Compendium of maritime labour instruments

Third revised edition

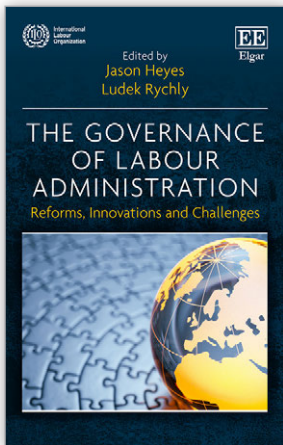
This essential reference source was designed as a global legal instrument of the international regulatory regime for quality shipping, complementing the key Conventions of the International Maritime Organization (IMO). Sometimes called a “bill of rights” for seafarers, it sets out seafarers’ rights to decent conditions of work and helps to establish a level playing field for fair competition for shipowners.

The Maritime Labour Convention, 2006, as amended, entered into force in 2013. By 2020, it had been ratified by 97 countries, representing more than 91 per cent of the world’s gross tonnage of ships.

This compendium also comprises the Seafarers’ Identity Documents Convention (Revised), 2003 (No. 185), the Work in Fishing Convention, 2007 (No. 188) and Recommendation, 2007 (No. 199), and the ILO’s fundamental Conventions.

**USD 40 • GBP 32**

Also available in French and Spanish



2021

Paperback • 320 pp.

ISBN 9789220348154 (print)

ISBN 9789220348161 (pdf)

## The governance of labour administration

Reforms, innovations and challenges

*Edited by Ludek Rychly and Jason Heyes*

This timely book provides detailed analyses of labour administration reforms, innovations and challenges in different countries, including detailed case studies from Brazil, Germany, India, Japan, South Africa, Sri Lanka and the US.

Chapters offer topics such as labour inspection, social dialogue, and the role of performance management and new technologies in labour administration. The book shows labour administration's vital role in upholding employment rights and promoting employment, and how it can contribute to good governance, sustainable development and decent work.

Co-published with Edward Elgar Publishing.

**USD 35 • GBP 28**



## Towards a human-centred agenda

Human resource management in the BRICS countries in the face of global challenges

*Edited by Nikolai Rogovsky and Fang Lee Cooke*

This publication examines human resource management policies and practices in five leading emerging economies, namely Brazil, the Russian Federation, India, China and South Africa (BRICS), in the context of global challenges and a human-centred agenda promoted by the ILO.

It aims to achieve a deeper understanding of the relationships between megatrends that shape human resource management policies and of their specific implications for the BRICS countries.

**2021**

Paperback • 148 pp.

ISBN 9789220352168 (print)

ISBN 9789220352175 (pdf)

**USD 25 • GBP 20**





2021

Paperback • 672 pp.

ISBN 9789220342343 (print)

ISBN 9789220342336 (pdf)

## The new world of work

Challenges and opportunities for social partners  
and labour institutions

*Edited by Daniel Vaughan-Whitehead, Youcef Ghellab and  
Rafael Muñoz de Bustillo Llorente*

This book examines social dialogue and the role of social partners in the governance of the world of work in 34 European countries.

Actors in the world of work are facing an increasing number of challenges, including automatization and digitalization, new types of jobs and more diverse forms of employment. This volume provides evidence on how social dialogue can meet these challenges, how social partners can become stronger and more representative, and what role they and social dialogue can play regarding digitalization.

Co-published with Edward Elgar Publishing.

USD 45 • GBP 36



2020

Paperback • 156 pp.

ISBN 9789221340331 (print)

ISBN 9789221340348 (pdf)

## Implementing the ILO Indigenous and Tribal Peoples Convention No. 169

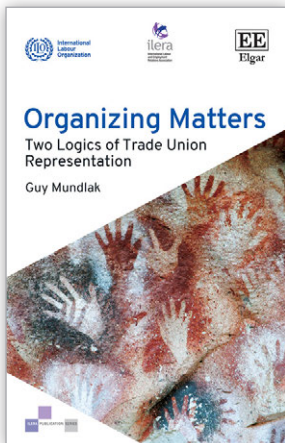
Towards an inclusive, sustainable and just future

In 1989, the ILO adopted the Indigenous and Tribal Peoples Convention No. 169. The Convention has since been ratified by 23 countries, and has guided and inspired governments, trade unions and employers' organizations as well as indigenous peoples across the world in their work to promote and protect indigenous peoples' rights.

This report presents the social and economic situation of indigenous women and men today by looking at key aspects such as population, employment and poverty, as well as the important strides made in public policies, particularly with regard to institutions, consultation and participation. It highlights the Convention's critical role as a framework for social justice, peace, participatory democracy, and inclusive and sustainable development for all.

**USD 25 • GBP 20**

Also available in French and Spanish



2020

Paperback • viii + 252 pp.

ISBN 9789220314210 (print)

ISBN 9789220314227 (pdf)

## Organizing matters

Two logics of trade union representation

*Guy Mundlak*

*Organizing Matters* demonstrates the interplay between two distinct logics of labour's collective action: workers coming together, usually at their place of work, entrusting the union to represent their interests, and social bargaining in which the trade union constructs labour's interests from the top down.

The book investigates the tensions and potential complementarities in an extensive qualitative case study of trade union organizing and recruitment in four countries – Austria, Germany, Israel and the Netherlands. These countries still utilize social-wide bargaining but find it necessary to draw and develop strategies transposed from Anglo-American countries in response to continuously declining membership.

Co-published with ILERA and Edward Elgar Publishing as part of the ILERA Publication Series.

**USD 40 • GBP 32**



**2019**

Paperback • 129 pp.

ISBN 9789221321859 (print)

ISBN 9789221321866 (pdf)

## Rules of the game

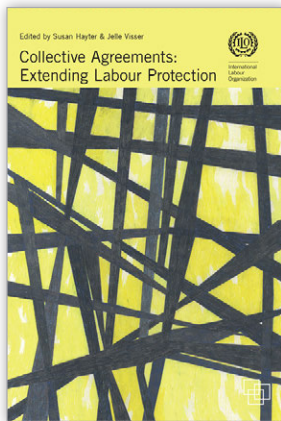
An introduction to the standards-related work of the International Labour Organization

The International Labour Organization's Conventions and Recommendations establish the international legal framework for ensuring social justice in today's global economy.

Aimed at a non-specialist audience, this revised introduction to international labour standards discusses their importance, the subjects they cover, how they are applied and supervised, and where further information can be obtained.

**USD 15 • GBP 12**

Also available in Arabic, French, Italian, Japanese, Mongolian, Portuguese, Russian, Spanish and Vietnamese



**2018**

Paperback • xii + 193 pp.

ISBN 9789221316091 (print)

ISBN 9789221316107 (pdf)

## Collective agreements

### Extending labour protection

*Edited by Susan Hayter and Jelle Visser*

At a time when inequality is on the rise, this volume offers renewed insights on how this tool might be used to advance social justice and inclusive labour markets.

This book examines the extension of collective agreements and their use as a policy tool to expand the coverage of labour protection and shore up collective bargaining.

**USD 20 • GBP 16**



2018

Paperback • 633 pp.

ISBN 9789221300069 (print)

ISBN 9789221300076 (pdf)

## Reducing inequalities in Europe

How industrial relations and labour policies can close the gap

*Edited by Daniel Vaughan-Whitehead*

This edited volume examines the possible role of social dialogue and the social partners – and more generally industrial relations – in reducing inequalities. It addresses wage inequality as well as inequalities in the distribution of working time and access to jobs, training and career opportunities, social protection and pensions.

Chapters give evidence from individual countries and a policy discussion at the European level identifies ways to carry out necessary transformations without generating further inequalities and social exclusion.

Co-published with Edward Elgar Publishing.

**USD 60 • GBP 49**



**2018**

Paperback • 234 pp.

ISBN 9789221303831 (print)

ISBN 9789221303848 (pdf)

## Industrial relations in emerging economies

The quest for inclusive development

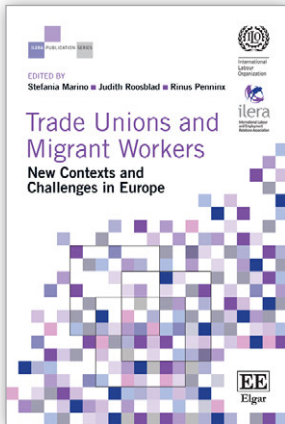
*Edited by Susan Hayter and Chang-Hee Lee*

This work examines industrial and employment relations in the emerging economies of Brazil, China, India, South Africa and Türkiye while assessing the contribution of industrial relations to inclusive development.

The book uses real-world examples and conceptual frameworks to explore organized interest representation of labour and the evolution of industrial relations, revealing a continuing demand for independent collective interest representation in labour relations.

Co-published with Edward Elgar Publishing.

**USD 40 • GBP 32**



## Trade unions and migrant workers

### New contexts and challenges in Europe

*Edited by Stefania Marino, Judith Roosblad and Rinus Penninx*

This timely book analyses the relationship between trade unions, immigration and migrant workers across eleven European countries in the period between 1990 and 2015. It constitutes an extensive update of a previous comparative analysis – published by Rinus Penninx and Judith Roosblad in 2000 – which has become an important reference in the field.

Co-published with ILERA and Edward Elgar Publishing as part of the ILERA Publication Series.

**2017**

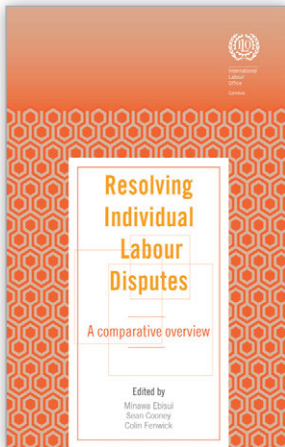
Paperback • 422 pp.

ISBN 9789221304333 (print)

ISBN 9789221304067 (pdf)

**USD 40 • GBP 32**





2017

Paperback • xxii + 347 pp.

ISBN 9789221304197 (print)

ISBN 9789221304203 (pdf)

## Resolving individual labour disputes

A comparative overview

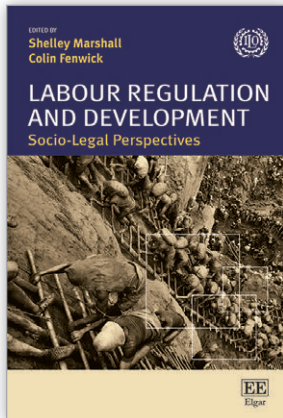
*Edited by Minawa Ebisui, Sean Cooney and Colin Fenwick*

The number of individual disputes arising from day-to-day workers' grievances or complaints continues to grow in many parts of the world. The chapters in this book cover individual labour dispute settlement systems in Australia, Canada, France, Germany, Japan, Spain, Sweden, the United Kingdom and the United States.

Each chapter examines and assesses the institutions and mechanisms for settlement of individual labour disputes, including the procedures and powers available, the interaction of these institutions and mechanisms with other labour market institutions (e.g. for collective bargaining and labour inspection) and the broader system for resolution of legal disputes (e.g. courts of general jurisdiction, specialist commissions and tribunals).

**USD 40 • GBP 32**

Also available in Bulgarian



2016

Paperback • xvi + 332 pp.

ISBN 9789221296447 (print)

ISBN 9789221296454 (pdf)

## Labour regulation and development

Socio-legal perspectives

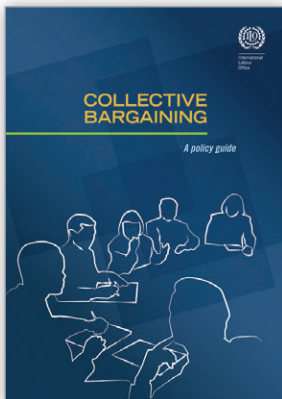
*Edited by Shelley Marshall and Colin Fenwick*

This book explores the question of whether labour law has a positive role to play in promoting economic development, bringing fresh perspectives to a debate that has raged for many years. It includes chapters from leading scholars in the field and presents views and experiences from Latin America, South Asia and southern Africa.

The contributors address important topics covering precarious and informal workers in many developing countries, ways labour could regulate the negative pressures generated by supply chain dynamics and the inter-relationship of trade and labour standards, and could create new roles for the ILO in supporting reforms to labour laws around the world.

Co-published with Edward Elgar Publishing.

**USD 45 • GBP 36**



**2015**

Paperback • xi + 88 pp.

ISBN 9789221292319 (print)

ISBN 9789221292326 (pdf)

## Collective bargaining

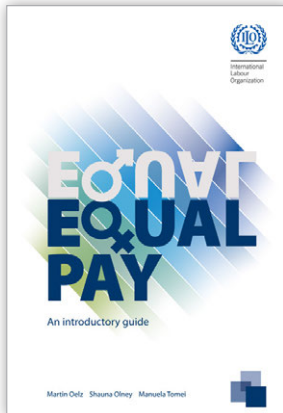
### A policy guide

This guide aims to support governments in their efforts to examine their industrial relations systems and to build consensus on, implement and monitor policies that promote collective bargaining for sound, fair and productive labour relations.

This book provides straightforward guidance on collective bargaining: the parties, the process and how the public authorities can encourage and promote the full development and use of collective bargaining as a tool to regulate terms and conditions of employment in line with relevant international labour standards.

**USD 30 • GBP 24**

Also available in Arabic, Bulgarian, Chinese, French, Macedonian, Myanmar, Portuguese, Spanish and Vietnamese



**2013**

Paperback • viii + 114 pp.

ISBN 9789221269328 (print)

ISBN 9789221269335 (pdf)

## Equal pay

### An introductory guide

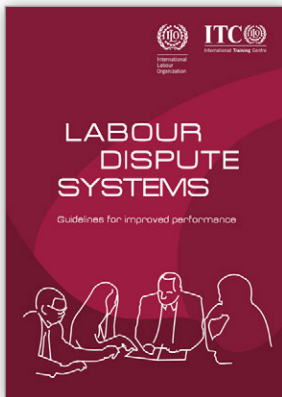
*Martin Oelz, Shauna Olney and Manuela Tomei*

Ensuring that the work done by women and men is valued fairly and ending pay discrimination is essential to achieving gender equality. However, pay inequality continues to persist and gender pay gaps in some instances have stagnated or even increased. As unequal remuneration is a subtle yet chronic problem, it is difficult to overcome without a clear understanding of the principle of equal remuneration for men and women for work of equal value.

This guide is an ideal resource for government officials, workers' and employers' organizations, policy-makers, practitioners, trainers and others interested in this dynamic and evolving area.

**USD 30 • GBP 24**

Also available in Arabic, Azeri, Bahasa Indonesia, Chinese, French, Japanese, Macedonian, Portuguese and Spanish



**2013**

Paperback • vii + 249 pp.

ISBN 9789290496779 (print)

ISBN 9789290496793 (pdf)

## Labour dispute systems

### Guidelines for improved performance

Effective dispute prevention and resolution procedures and mechanisms provide an important underpinning for sound, stable industrial and employment relations.

This guide is part of the ILO's effort to strengthen institutions for the prevention and resolution of labour disputes. It provides advice on the steps to be taken either to revitalize an existing system or to establish an independent institution, so as to ensure that these systems and institutions efficiently provide effective dispute resolution services.

**USD 30 • GBP 24**

Also available in Albanian, Arabic, Bosnian, Bulgarian, Chinese, French, Macedonian, Mongolian, Romanian, Portuguese, Russian, Spanish and Vietnamese



## National tripartite social dialogue

An ILO guide for improved governance

The ILO is based on the principle of tripartism, a process of social dialogue that brings together governments, employers and workers to discuss public policies and laws.

This guide documents lessons learned and experience gained by the ILO over the years in promoting social dialogue at the country level and in providing policy advice, capacity-building and practical guidance to tripartite constituents globally. It is designed for those who are new to social dialogue, and for those involved in establishing institutions, such as labour advisory councils as well as economic and social councils, who wish to review their operations and increase their impact on policy-making.

**2013**

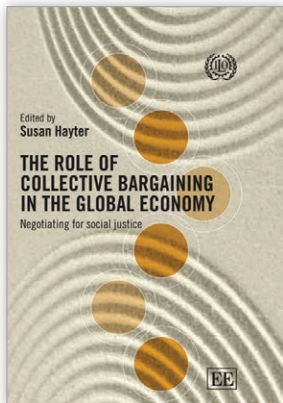
Paperback • xiv + 282 pp.

ISBN 9789221279969 (print)

ISBN 9789221279976 (pdf)

**USD 30 • GBP 24**

Also available in Arabic, French, Georgian, Macedonian, Portuguese, Russian, Spanish, Turkish and Vietnamese



2011

Paperback • x + 316 pp.

ISBN 9789221240990 (print)

ISBN 9789221241003 (pdf)

## The role of collective bargaining in the global economy

Negotiating for social justice

*Edited by Susan Hayter*

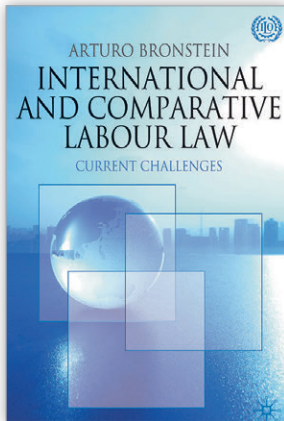
“Susan Hayter has put together a first-rate set of authors and chapters on the positive role collective bargaining and employee voice have to play in the global economy of the twenty-first century. Examples from numerous countries illustrate how negotiation and dialogue can lead to a win-win outcome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

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.

Co-published with Edward Elgar Publishing.

**USD 50 • GBP 41**

Also available in Turkish



## 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.

Co-published with Palgrave Macmillan.

**2009**

Paperback • xxxi + 285 pp.

ISBN 9789221212027 (print)

ISBN 9789221212034 (pdf)

**USD 60 • GBP 49**

Also available in Chinese and Spanish





Flagship  
report

2022

Paperback • 144 pp.

ISBN 9789220365113 (print)

ISBN 9789220365120 (pdf)

ISSN 2305-1450 (print)

## Global Wage Report 2022-23

The impact of inflation and COVID-19 on wages and purchasing power

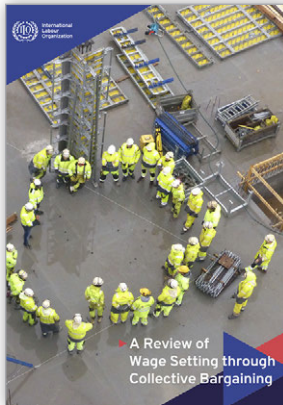
This ILO flagship report gives a unique picture of wage trends globally, by region and at country level.

The current edition presents an in-depth empirical analysis of how concurrent crises – the COVID-19 pandemic followed by the cost-of-living crisis – have impacted on wages and purchasing power across countries and regions. For the first time this century, global real wage growth has become negative while real productivity has continued to grow.

*“The Global Wage Report is an indispensable publication for economists, trade unionists, employers and the interested public.”* – Hansjörg Herr, Berlin School of Economics and Law.

**USD 40 • GBP 32**

Also available in Chinese, French, Japanese, Portuguese and Spanish



## A review of wage setting through collective bargaining

Wages are a central element of collective bargaining. Negotiated wages can ensure that workers get a fair share of productivity gains while not impairing the capacity of employers to operate profitably.

This publication offers an overview of the wage component in collective agreements as well as insights into the dynamics of the wage bargaining process in the private sector. Based on examples from a range of countries with a variety of wage bargaining systems and income levels, it provides tools and information that social partners can use in their own negotiations.

**2023**

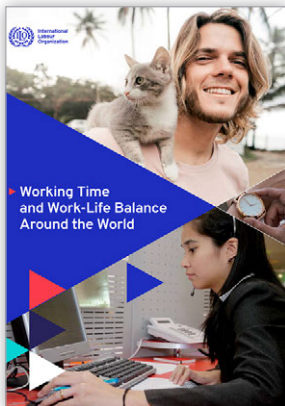
Paperback • 120 pp.

ISBN 9789220385098 (print)

ISBN 9789220385104 (pdf)

**USD 30 • GBP 24**

Also available in French and Spanish



## Working time and work-life balance around the world

This ILO global report on working time focuses on the actual number of hours of work, working-time arrangements and their implications for work-life balance. It includes a range of statistics on working time never before produced, reflecting both the situation as it existed immediately before the COVID-19 pandemic and how it evolved during the pandemic.

A useful reference tool for practitioners and decision-makers around the world, this report will likely encourage further initiatives focusing on hours worked, the way they are organized and rest periods, in ways that will improve our living and working conditions and our capacity to exercise greater choice and control over when we work.

**2023**

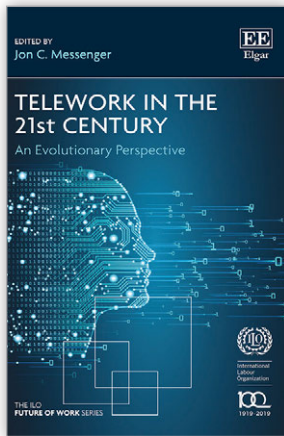
Paperback • 220 pp.

ISBN 9789220379417 (print)

ISBN 9789220378915 (pdf)

**USD 35 • GBP 28**

Also available in Arabic, Chinese, French and Spanish



**2019**

Paperback • 296 pp.

ISBN 9789221333678 (print)

ISBN 9789221333685 (pdf)

## Telework in the 21st century

An evolutionary perspective

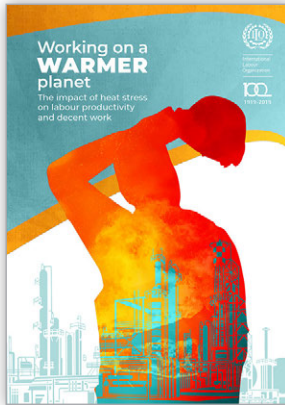
*Edited by Jon C. Messenger*

New information and communications technologies have revolutionized daily life and work in the 21st century.

This insightful book offers a new conceptual framework explaining the evolution of telework over four decades. It reviews national experiences from Argentina, Brazil, India, Japan, the United States, and ten EU countries and analyses large-scale surveys and company case studies regarding the incidence of telework and its effects on working time, work-life balance, occupational health and well-being, and individual and organizational performance.

This is the first volume in the new ILO Future of Work series. Co-published with Edward Elgar Publishing.

**USD 45 • GBP 36**



**2019**

Paperback • 98 pp.

ISBN 9789221329671 (print)

ISBN 9789221329688 (pdf)

## Working on a warmer planet

The effect of heat stress on productivity and decent work

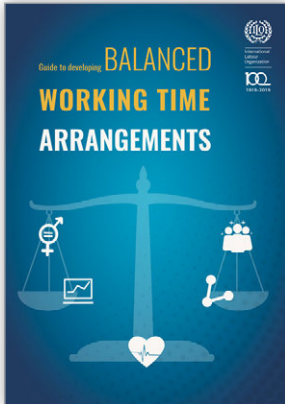
The phenomenon of heat stress refers to heat received in excess of that which the body can tolerate without physiological impairment.

It is one of the major consequences of global warming. By 2030, the equivalent of more than 2 per cent of total working hours worldwide is projected to be lost every year, either because it is too hot to work or because workers have to work at a slower pace.

This report shows the impact of heat stress on productivity and decent work for virtually all countries in the world. It presents innovative solutions based on social dialogue to promote occupational safety and health for the most vulnerable groups of workers.

**USD 35 • GBP 28**

Also available in Chinese, French, Portuguese and Spanish



## Guide to developing balanced working time arrangements

This is a practical guide or “how to” manual on working time arrangements (also known as “work schedules”) for the ILO’s constituents – employers, workers, and governments. It is designed to assist organizations, both private and public, to make informed decisions regarding how to structure working time arrangements in a “balanced” manner for the mutual benefit of both workers and enterprises.

The publication provides a set of guiding principles for developing balanced working time arrangements; some practical tips regarding how to structure various types of working time arrangements; and a step-by-step process that can be used for designing and implementing new and improved working time arrangements.

**2019**

Paperback • vi + 48 pp.

ISBN 9789221332398 (print)

ISBN 9789221332404 (pdf)

**USD 15 • GBP 12**

Also available in French, Portuguese, Spanish and Turkish



**2018**

Paperback • xxiii + 135 pp.

ISBN 9789220310243 (print)

ISBN 9789220310250 (pdf)

## Digital labour platforms and the future of work

Towards decent work in the online world

*Janine Berg, Marianne Furrer, Ellie Harmon, Uma Rani and M Six Silberman*

This report provides one of the first comparative studies of working conditions on five major micro-task platforms that operate globally. It is based on an ILO survey covering 3,500 workers in 75 countries around the world and other qualitative surveys. The report analyses the working conditions on these micro-task platforms, including pay rates, work availability and intensity, social protection coverage and work-life balance.

The report recommends 18 principles for ensuring decent work on digital labour platforms.

**USD 25 • GBP 20**

Also available in Chinese, French, Portuguese, Spanish and Turkish



## Safety and health in shipbuilding and ship repair

ILO code of practice. Second revised edition

This revised code of practice, adopted by a Meeting of Experts in 2018, reflects the development of modern ILO instruments on occupational safety and health (OSH) and the changes in the industry in the past 44 years since an earlier code was adopted.

It contains comprehensive guidance on how to improve OSH in shipbuilding and ship repair, and sets out how governments, shipowners, employers and workers should work together to promote a preventative safety and health culture in which the right to a safe and healthy working environment is respected at all levels through a system of defined rights, responsibilities and duties.

2019

Paperback • 265 pp.

ISBN 9789221323440 (print)

ISBN 9789221323457 (pdf)

USD 30 • GBP 24

Also available in Bahasa Indonesia, Chinese, French and Spanish





**2016**

Paperback • xxxii + 496 pp.

ISBN 9789221299592 (print)

ISBN 9789221299608 (pdf)

ISSN 2305-1507 (print)

## Safety and health in ports

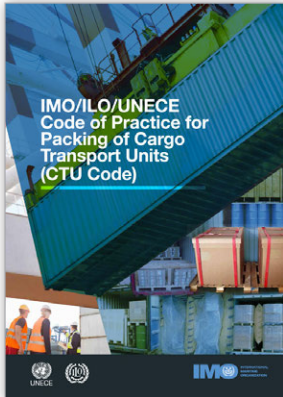
ILO code of practice. Revised 2016 edition

Despite new and sophisticated innovations, port work is still regarded as an occupation with very high accident rates. Every port, in light of its specific circumstances, needs to develop working practices that safeguard the safety and health of port workers.

This revised code of practice addresses safety and health hazards that have emerged in the past decade, issues related to automated port operations, and, in recognition of the increased participation of women in the port workforce, sexual harassment and the provision of workplace facilities for both men and women. The code contains many technical illustrations and examples of good practice, covering all aspects of port operations.

**USD 40 • GBP 32**

Also available in French, Italian and Spanish



**2016**

Paperback • vii + 137 pp.

ISBN 9789221298250 (print)

ISBN 9789221298267 (pdf)

## IMO/ILO/UNECE code of practice for packing of cargo transport units (CTU code)

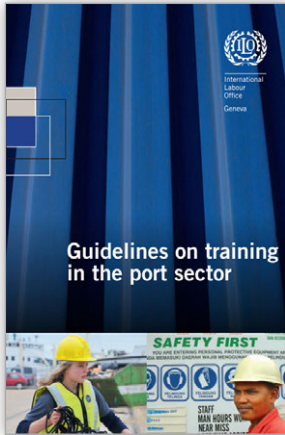
Use of freight containers, swap bodies, vehicles or other cargo transport units substantially reduces the physical hazards to which cargoes are exposed. Improper or careless packing of cargoes into/onto such units may be the cause of personal injury or serious and costly damage to the cargo or equipment.

Many in the transport chain rely on the skill of workers in cargo transport units, including road vehicle drivers and other road users, rail workers, crews of vessels on inland waterways, handling staff at transfer terminals, dock workers, crews of seagoing ships, those inspecting cargoes and those who unpack the units. This code of practice outlines best practices for cargo transport units.

Co-published with the International Maritime Organization and the UN Economic Commission for Europe.

**USD 25 • GBP 20**

Also available in French and Spanish



**2013**

Paperback • ix + 104 pp.

ISBN 9789221268451 (print)

ISBN 9789221268468 (pdf)

ISSN 2305-1507 (print)

## Guidelines on training in the port sector

ILO code of practice

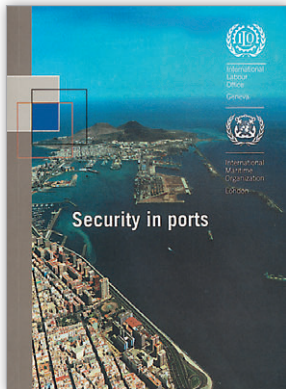
These ILO guidelines present a competency-based framework for portworker training methods designed to protect and promote health and safety in ports, improve the skills development of portworkers and enhance their professional status and welfare.

They also aim to secure the greatest possible social and economic advantages from advanced methods of cargo handling and other port operations, improve cargo handling efficiency and enhance the quality of service to port clients, protect the natural environment in and around the port area, and promote decent work and sustainable jobs in ports.

These are the first such sector-specific training guidelines, and have been produced for all organizations and individuals involved in any aspect of portworker training.

**USD 25 • GBP 20**

Also available in French and Spanish



## Security in ports

ILO and IMO code of practice

This code of practice, developed jointly by the ILO and the International Maritime Organization (IMO), provides useful guidelines to help reduce the risk to ports from threats posed by unlawful acts.

This code offers a valuable framework for formulating and implementing security strategies and identifying potential risks to a port's security and is intended to promote a common approach to port security amongst Member States.

Co-published with the IMO.

**2004**

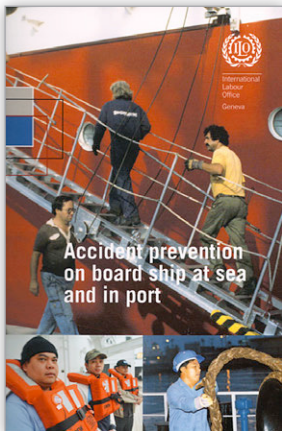
Paperback • xvi + 44 pp.

ISBN 9789221152866 (print)

ISSN 2305-1507 (print)

**USD 20 • GBP 16**

Also available in Arabic, Chinese, French, Russian and Spanish



**1996**

Paperback • xiv + 194 pp.

ISBN 9789221094500 (print)

ISSN 2305-1507 (print)

## Accident prevention on board ship at sea and in port

ILO code of practice. Second edition

The safety aspects of work on board ship are a major concern for shipowners and seafarers alike. This code of practice covers the special risks connected to the carriage of bulk cargoes such as oil, gas, chemicals and the hazards relating to roll-on/roll-off vessels, ferries and container ships.

It also deals with the perennial problems of anchoring, mooring, access to the ship, use of hoisting devices, general cargo working, maintenance and more, taking account of the growth and changing nature of seaborne commerce in recent years.

**USD 25 • GBP 20**

Also available in Bahasa Indonesia, French, Greek, Portuguese, Russian and Spanish



## Safety and health in construction

ILO code of practice. Revised edition

This code of practice replaces an earlier code that was adopted in 1992 and was considered outdated in view of the changes in working practices and conditions in the construction sector in the past decades. It considers new areas which require improved health and safety practices and other protective measures.

ILO sectoral codes of practice are reference tools setting out principles that can be reflected in the design and implementation of policies, strategies, programmes, legislation, administrative measures and social dialogue mechanisms, in specific economic sectors.

**2023**

Paperback • 86 pp.

ISBN 9789220368855 (print)

ISBN 9789220368848 (pdf)

ISSN 2305-1507 (print)

**USD 40 • GBP 32**

Also available in Arabic, French and Spanish



**2018**

Paperback • 227 pp.

ISBN 9789221317098 (print)

ISBN 9789221317104 (pdf)

ISSN 2305-1507 (print)

## Safety and health in opencast mines

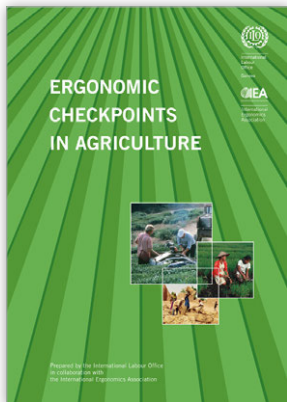
ILO code of practice

The revised edition of this ILO code of practice addresses issues such as the interaction between large-scale and small-scale artisanal miners and includes a section on automated machinery, a development that has great potential to change the work carried out by nearly all workers in opencast mines worldwide.

It reflects the many changes in the industry, its workforce, the roles of the competent authorities, employers, workers and their organizations, and the development of ILO instruments on occupational safety and health, including the Safety and Health in Mines Convention, 1995 (No. 176).

**USD 25 • GBP 20**

Also available in French and Spanish



**2014**

Paperback • xxvi + 234 pp.

ISBN 9789221281832 (print)

ISBN 9789221281849 (pdf)

## Ergonomic checkpoints in agriculture

Practical and easy-to-implement solutions for improving safety, health and working conditions in agriculture. Second edition

*Edited by Shengli Niu and Kazutaka Kagi*

Agriculture is one of the most hazardous sectors in both developing and developed countries. The result of long-term collaboration between the ILO and the International Ergonomics Association, this manual is intended to present practical and concrete guidance on easy-to-implement ergonomic improvements, most particularly in developing countries. It compiles 100 illustrated examples of practical ergonomic improvements that can be achieved at low or no cost.

Download the Ergonomic Checkpoints in Agriculture app. Available for iPad and iPhone from the App Store, and for Android devices from Google Play.

**USD 40 • GBP 32**

Also available in Arabic, Chinese, Japanese Korean, and Macedonian





**2013**

Paperback • xiv + 137 pp.

ISBN 9789221277255 (print)

ISBN 9789221277262 (pdf)

ISSN 2305-1507 (print)

## Safety and health in the use of machinery

ILO code of practice

Machinery is used in virtually all work activities, and thus presents certain safety and health risks in a large number of workplaces around the world. Worker safety should be addressed at all stages of the lifespan of machinery, from design to decommissioning.

This code of practice includes recommendations and requirements regarding the obligations, responsibilities, and rights of competent authorities, designers, manufacturers, suppliers, employers and workers.

It also sets out technical requirements and information on the protection of workers against hazards, risk assessments, characteristics of guards and protective devices, as well as safety requirements for different types of machinery.

**USD 25 • GBP 20**

Also available in Arabic, French, Serbian and Spanish



2012

Paperback • xvi + 120 pp.

ISBN 9789221256373 (print)

ISBN 9789221256380 (pdf)

## Stress prevention at work checkpoints

Practical improvements for stress prevention in the workplace

Work-related stress is one of the most important issues in many countries. The negative impacts of stress are multiform and can include circulatory and gastrointestinal diseases as well as physical, psychosomatic and psychosocial problems. These in turn can lead to poor work performance, high accident and injury rates, and low productivity. This manual includes easy-to-apply checkpoints for identifying stressors in working life and mitigating their harmful effects.

To create and manage checklists on your mobile device, download the Stress Prevention Checkpoints app from the App Store or Google Play.

**USD 35 • GBP 28**

Also available in Arabic, Bahasa Malaysia, Chinese, Farsi, French, Greek, Japanese, Macedonian, Portuguese, Romanian, Serbian, Spanish, Turkish and Ukrainian



## Safety and health in agriculture

### ILO code of practice

Agriculture employs some 1 billion workers, or more than one-third of the world's labour force, and accounts for approximately 70 per cent of child labour worldwide. It is one of the most hazardous of all economic sectors.

This code of practice is intended to raise awareness of the hazards and risks associated with agriculture and to promote their effective management and control; to help prevent occupational accidents and diseases and to improve the working environment; to encourage stakeholder cooperation to prevent accidents and diseases; and to promote more positive attitudes and behaviour towards occupational safety and health throughout the sector.

**2011**

Paperback • xx + 327 pp.

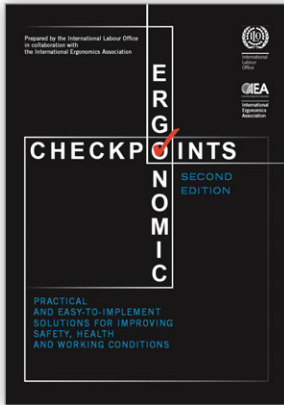
ISBN 9789221249702 (print)

ISBN 9789221249719 (pdf)

ISSN 2305-1507 (print)

**USD 45 • GBP 36**

Also available in Arabic, Chinese, French, Spanish and Turkish



**2010**

Paperback • xxx + 303 pp.

ISBN 9789221226666 (print)

ISBN 9789221226673 (pdf)

## Ergonomic checkpoints

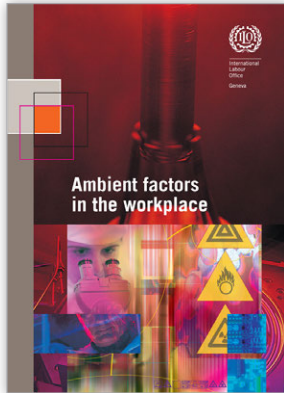
Practical and easy-to-implement solutions for improving safety, health and working conditions.  
Second edition

This manual is aimed at reducing work-related accidents and diseases and improving safety, health and working conditions. Building on the wealth of practitioner experience in applying these checkpoints, it presents 132 realistic and flexible solutions that are applicable across a whole range of workplace situations. Each checkpoint indicates an action, tells why it is necessary and how to carry it out, and provides further hints and points to remember.

Download the Ergonomic Checkpoints app to create and manage checklists on your mobile device. Available for iPad and iPhone from the App Store, and for Android devices from Google Play.

**USD 40 • GBP 32**

Also available in Chinese, Farsi, Greek, Hungarian, Japanese, Korean, Macedonian, Polish, Portuguese, Romanian and Vietnamese



**2001**

Paperback • x + 66 pp.

ISBN 9789221116288 (print)

ISSN 2305-1507 (print)

## Ambient factors in the workplace

### ILO code of practice

An excellent basis for the setting up of legal, administrative and practical procedures, this code presents a number of practical solutions to help protect workers' health against hazardous substances, ionizing radiation, electric and magnetic fields, and optical radiation, as well as noise, vibration, thermal conditions and humidity.

It reviews the various aspects of prevention and control for each of these factors, and provides essential guidance on hazard assessment and the surveillance of workers' health and the working environment. It also focuses on establishing education and training programmes to ensure workers receive relevant, up-to-date information on their working conditions.

**USD 20 • GBP 16**

Also available in Arabic, French and Spanish



## Management of alcohol- and drug-related issues in the workplace

ILO code of practice

Abuse of drugs and alcohol may cause serious difficulties at work including deterioration in job performance. Abuse is caused by a diverse range of personal, family, social or work situations or a combination of such factors. Consequently, this ILO code of practice presents a variety of multidisciplinary approaches to the prevention, treatment and rehabilitation of alcohol- and drug-related problems in the workplace.

Although experience has shown the difficulty of eliminating substance abuse, the workplace policies presented in this book to assist individual abusers are likely to yield constructive results for workers and employers alike.

**1996**

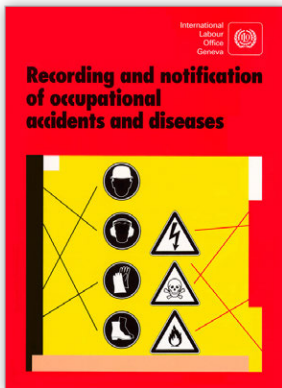
Paperback • xii + 61 pp.

ISBN 9789221094555 (print)

ISSN 2305-1507 (print)

**USD 15 • GBP 12**

Also available in Bahasa Malaysia, Finnish, French, Portuguese and Spanish



1996

Paperback • xxi + 97 pp.

ISBN 9789221094517 (print)

ISSN 2305-1507 (print)

## Recording and notification of occupational accidents and diseases

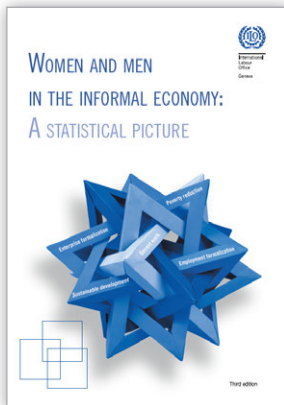
ILO code of practice

This ILO code of practice covers legal and administrative arrangements, enterprise-level recording, the extension of provisions to the self-employed, the compilation of statistics and the investigation of occupational accidents and diseases, commuting accidents and dangerous occurrences and incidents.

These recommendations, which are not legally binding, are intended for the use of all those who play a role in the prevention of occupational accidents and diseases – public bodies, social security institutions, employers and workers, and their organizations. They are considered as basic requirements, and should not discourage competent authorities from adopting higher standards.

**USD 20 • GBP 16**

Also available in Albanian, Bulgarian, Czech, French, Romanian and Spanish



## Women and men in the informal economy

A statistical picture. Third edition

This publication provides, for the first time, comparable estimates on the size of the informal economy and a statistical profile of informality in all its diversity at the global and regional levels. A common set of criteria to measure informal work has been applied to more than 100 countries, both developed and developing.

The publication is particularly timely given the momentum created by the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204), and the Sustainable Development Goals, which include a specific global indicator on informal employment (8.3.1).

**2018**

Paperback • xii + 115 pp.

ISBN 9789221315803 (print)

ISBN 9789221315810 (pdf)

**USD 20 • GBP 16**





**2016**

Paperback • xvi + 200 pp.

ISBN 9789221303541 (print)

ISBN 9789221303558 (pdf)

## Key labor market indicators

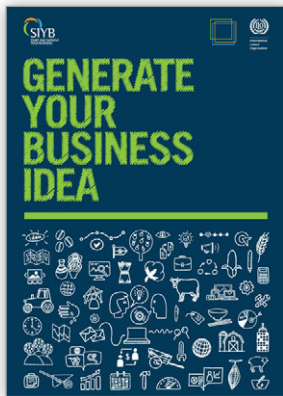
Analysis with household survey data

*By Ina Pietschmann, Steven Kapsos, Zurab Sajaia  
and Michael Lokshin*

This publication is an introduction to labour market indicator analysis and a guide for analysing household survey data using the ADePT ILO Labour Market Indicators Module. It is based on the ILO's *Key Indicators of the Labour Market (KILM)*. KILM indicators provide a strong basis for addressing key questions related to productive employment and decent work.

The ADePT module is a powerful tool for producing and analysing KILM indicators using household survey data. The software allows researchers and practitioners to automate data production, to minimize data production errors and to quickly produce a wide range of labour market data from labour force surveys or other household surveys that contain labour market information. Co-published with the World Bank.

**USD 30 • GBP 24**



## Generate your business idea (GYB)

This manual is aimed at people who want to start a business but are not sure of the business idea to pursue. It assists entrepreneurs to identify potential ideas, to analyse them and to select the most promising one.

**2015**

Paperback • ii + 62 pp.

ISBN 9789221287575 (print)

ISBN 9789221287582 (pdf)

**USD 15 • GBP 12**

Available in multiple languages



## Start your business (SYB)

Complete set of two manuals  
(manual and business plan)

This set of publications allows potential entrepreneurs to assess their readiness to start a business and to examine whether their business idea has the prospect to evolve into a profitable enterprise by making a robust business plan.

**2015**

Paperback

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ISBN 9789221287636 (print)

**USD 20 • GBP 16**

Available in multiple languages



2015

Paperback

ISBN 9789221287414

(complete set of 6 manuals)

## Improve your business (IYB)

Complete set of six manuals

This set of publications is targeted at owners and managers of small enterprises who want to sustain their businesses, increase sales and reduce costs. It addresses the core questions of how to improve the performance of your business. *Improve Your Business (IYB)* is composed by six manuals:

- Marketing ISBN 9789221287445
- Costing ISBN 9789221287421
- Buying and stock control ISBN 9789221287469
- Record keeping ISBN 9789221287520
- Planning for your business ISBN 9789221287483
- People and productivity ISBN 9789221287506

USD 70 • GBP 57

Available in multiple languages



## Perspectives on labour economics for development

*Edited by Sandrine Cazes and Sher Verick*

“This book will be a valuable reference for policy-makers and students of development across a range of countries.” – John Blomquist, Lead Economist, South Asia Development, World Bank.

*Perspectives on Labour Economics for Development* seeks to provide comprehensive, but non-technical, coverage of labour market issues in a developing country context to help policy-makers and other readers improve their capacity to understand these topics and develop appropriate and effective policy responses.

**2013**

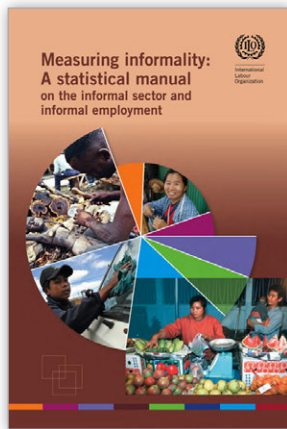
Paperback • xxi + 282 pp.

ISBN 9789221267140 (print)

ISBN 9789221267157 (pdf)

**USD 45 • GBP 36**

Also available in Turkish



**2013**

Paperback • xiv + 323 pp.

ISBN 9789221273882 (print)

ISBN 9789221273899 (pdf)

## Measuring informality

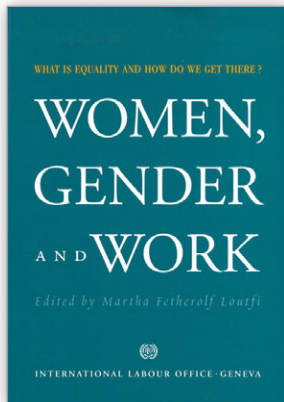
### A statistical manual on the informal sector and informal employment

This manual is intended for national statistical offices and others planning programmes to produce statistics on the informal sector and informal employment.

It has two primary objectives: firstly, to assist countries planning to produce statistics on the informal sector and informal employment in undertaking a review; and secondly, to provide practical guidance on the technical issues involved in the development and administration of surveys, as well as the compilation and dissemination of results.

**USD 40 • GBP 32**

Also available in French and Spanish



## Women, gender and work

Volume 1. What is equality and how do we get there?

*Edited by Martha Fetherolf Loutfi*

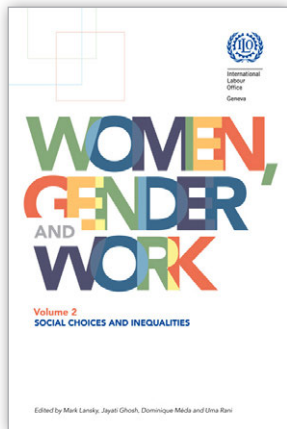
“This important anthology of articles from *International Labour Review* brings together the thinking of leading philosophers, economists, sociologists and lawyers to illuminate the complex issue of equality. Four parts address the concepts, statistics, policy, and law relating to all aspects of women and work. Taken together, the articles provide a thoughtful look at where we’ve been, where we are now, and where we want to go.”  
– *Library Journal*

2001

Paperback • x + 568 pp.

ISBN 9789221113867 (print)

USD 30 • GBP 24



## Women, gender and work

### Volume 2. Social choices and inequalities

*Edited by Mark Lansky, Jayati Ghosh, Dominique Méda and Uma Rani*

On many aggregate measures of labour market performance, gender gaps have narrowed steadily across much of the world. Yet, the statistical picture is not entirely what it seems. The gaps have often narrowed through levelling down, and gendered social regulation still powerfully shapes the life choices of women and men.

This second volume of *Women, Gender and Work* features some 30 recent articles selected from the *International Labour Review*, offering the insights of economists, sociologists and lawyers into a wide range of gender issues and country settings, from Mali to Switzerland, from Jamaica to Malaysia.

**2017**

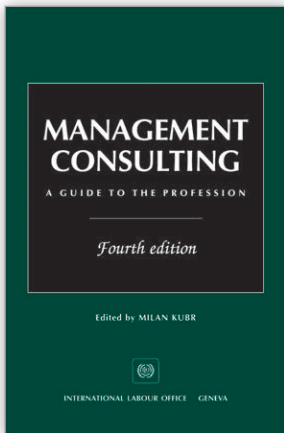
Paperback • xiii + 755 pp.

ISBN 9789221308690 (print)

ISBN 9789221311652 (pdf)

**USD 30 • GBP 24**





**2002**

Hardback • xxiii + 904 pp.

ISBN 9789221095194 (print)

ISBN 9789221138389 (pdf)

## Management consulting

A guide to the profession

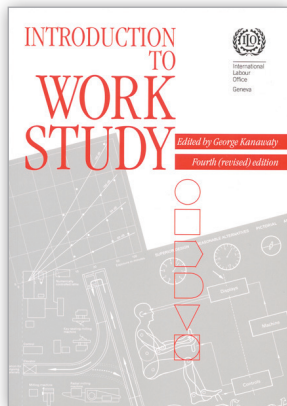
*Edited by Milan Kubr. Fourth edition*

*"Management Consulting is the most comprehensive capture of the body of knowledge of management consulting. The text is the most thorough guide for those who want to develop the competence leading to certification in this profession."*  
– E. Michael Shays, Executive Director, International Council of Management Consulting Institutes, and Chairman, Institute of Management Consultants, USA.

*"The book has a life beyond the course and former students tell me that it becomes a reference book after it has been used as a textbook."* – Dr Erik K. Winslow, Chairman, Management Science Department, George Washington University, USA.

**USD 120 • GBP 97**

Also available in Arabic, Chinese, German, Japanese, Korean, Russian and Turkish



## Introduction to work study

*Edited by George Kanawaty. Fourth revised edition*

This highly successful book, which describes the basic techniques of work study as practiced in many parts of the world, has been widely recognized as the best available introduction to the subject for work-study practitioners, teachers and students.

It provides training in method study and work measurement, outlines the use of information systems and computerization to solve work-study problems, and covers production management approaches and their relation to work study. The book includes numerous illustrations and examples of work-study practice.

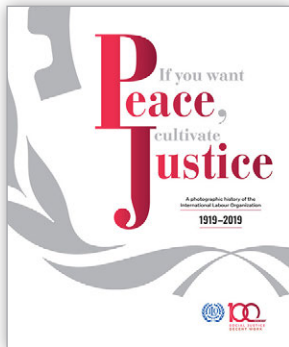
**1992**

Paperback • xvii + 524 pp.

ISBN 9789221071082 (print)

**USD 40 • GBP 32**

Also available in Chinese, French and Spanish



**2019**

Paperback • 192 pp

ISBN 9789221330844 (print)

## If you want peace, cultivate justice

A photographic history of the ILO, 1919–2019

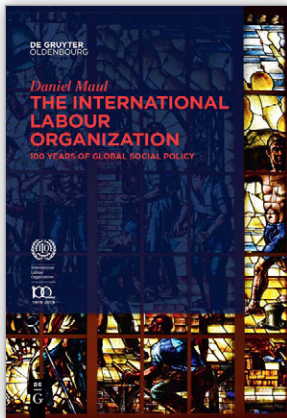
This book tells the ILO's story in over 100 evocative and compelling photographs, many from the ILO archives.

The accompanying narrative offers insights and revelations about the origins of the ILO and its creation in 1919, followed by a decade by decade account of the years leading up to its Centenary in 2019.

A must-have for anyone with ties to the ILO or attracted by its history.

**USD 30 • GBP 24**

Also available in Arabic, Chinese, French, Japanese, Portuguese, Spanish and Russian



2019

Paperback • xiv + 298 pp

ISBN 9789221330431 (print)

ISBN 9789221330448 (pdf)

# The International Labour Organization

100 years of global social policy

*Daniel Maul*

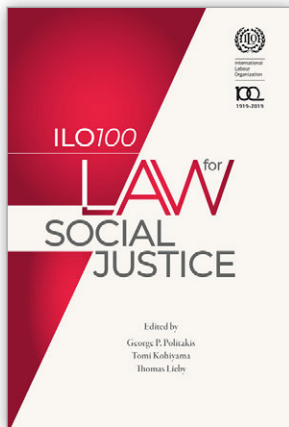
This book is the first comprehensive account of the International Labour Organization's 100-year history. At its heart is the concept of global social policy, which encompasses not only social policy in its national and international dimensions, but also development policy, world trade, international migration and human rights.

Co-published with De Gruyter Oldenbourg.

Daniel Maul is Associate Professor of International and Transnational History of the 19th and 20th Centuries at the University of Oslo.

**USD 45 • GBP 36**

Also available in French, Japanese, Spanish and Turkish

**2019**

Hardback • 192 pp

ISBN 9789221340867 (print)

ISBN 9789221340874 (pdf)

## ILO100

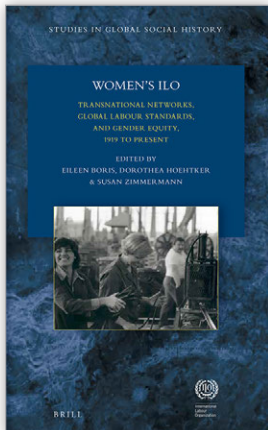
### Law for social justice

*Edited by George P. Politakis, Tomi Kohiyama and Thomas Lieby*

The centenary of the International Labour Organization was a timely reminder that the ILO has been a precursor for much of the legal framework that governs international organizations. From the adoption of standard-setting conventions to the supervision of their application and the functioning of a tripartite governance structure, the forward-looking legal thinking that has characterized the ILO has always been at the service of the promotion of social justice – the ILO's unique constitutional mandate.

As part of the ILO centenary celebrations, the Office of the Legal Adviser organized a three-day international conference in 2019 involving 40 eminent scholars and practitioners to showcase the contribution of the Organization to the development of public international law.

**USD 100 • GBP 81**



**2018**

Paperback • 550 pp

ISBN 9789221300731 (print)

ISBN 9789221300748 (pdf)

## Women's ILO

Transnational networks, global labour standards and gender equity, 1919 to present

*Edited by Eileen Boris, Dorothea Hoeltker and Susan Zimmermann*

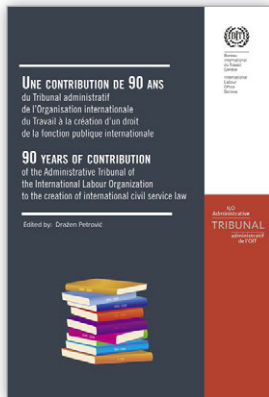
The question of women workers has been on the ILO's agenda since 1919. This volume gathers the newest scholarly research on the complex history of the ILO's activities for women workers.

"This fascinating collection of essays assesses the ILO's role in securing social justice for women workers around the world and asks how that role might change as the world of work is transformed in the next century." – Celia Donert, University of Liverpool.

"This is a must-read volume for scholars and students interested in women, labor and international/transnational history." – Judy Tzu-Chun Wu, University of California, Irvine, USA.

Co-published with Koninklijke Brill NV.

**USD 35 • GBP 28**



## 90 years of contribution of the Administrative Tribunal of the International Labour Organization to the creation of international civil service law

*Edited by Dražen Petrovic*

The genesis of this book is a symposium that the Administrative Tribunal of the International Labour Organization organized in 2017 to celebrate the 90 years of its existence and its 125th Session.

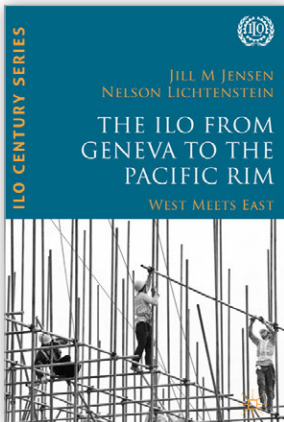
**2017**

Paperback • 223 pp.

ISBN 9789220306888 (print)

ISBN 9789220306901 (pdf)

**USD 35 • GBP 28**



**2015**

Hardback • xiv + 308 pp.

ISBN 9789221296485 (print)

ISBN 9789221296492 (pdf)

## The ILO from Geneva to the Pacific Rim

West meets East

*Edited by Jill M. Jensen and Nelson Lichtenstein*

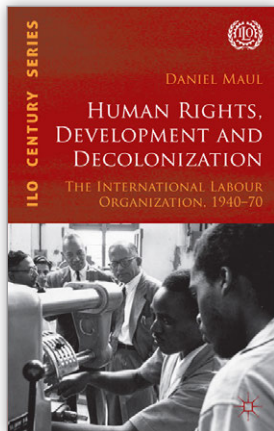
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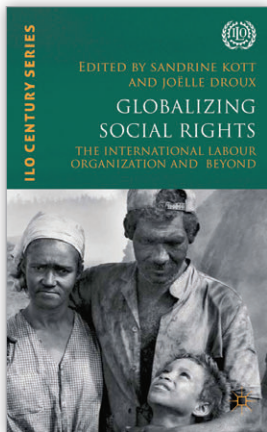
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