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**Comprehensive, state-of-the-art
consulting practice for a new economy**

Management Consulting

A guide to the profession

Widely recognized as a key reference work on the practice of consulting, this ILO guide, now in its fourth edition, offers an extensive introduction to professional consulting, its nature, methods, organizational principles, behavioural rules, and training and development practices. As with the previous edition, this volume provides a true and balanced picture of consulting as it is known and practised around the world. Today, the information- and knowledge-based economy is constantly creating new opportunities and challenges for consultants. This new edition of *Management Consulting* actively reflects and confronts these developments and changes.

New topics covered in this edition include:

- e-business consulting
- consulting in knowledge management and the use of knowledge management by consultants themselves
- total quality management
- corporate governance
- social role and responsibility of business
- company transformation and renewal
- public administration

In this rapidly changing climate, consultants must continuously “re-invent themselves” to be in a position to advise clients effectively. Information and communications technology, the Internet, globalization, major changes in geopolitics, demographic changes, the progress of education, shifts in consumer taste and behaviour, and the changing role of governments have all created a dynamic and innova-



**Edited by
Milan Kubr**

tive market for consulting services. This book presents vital guidelines and standards to help consultants maintain high performance in this increasingly complex, competitive and difficult environment.

At the same time, the whole book has been substantially enhanced and updated. Sections devoted to key legal aspects of consulting, such as consultant liability, contracts and intellectual property issues, have been expanded. This fourth edition continues to offer practical materials, guidelines and checklists throughout – serving as a useful and inspiring tool for individuals and organizations wishing to start or improve their consulting activities.

In praise of the previous edition:

“...*Management Consulting* has a wealth of information about the nature and purpose of management consulting, consulting in various areas and the management of a consulting firm. It should help practitioners, entrants to the profession and business people wishing to use consultants more effectively...”
– **Financial Times**, 1 April 1996

“As a guide for the novice consultant and reference for the experienced, this book’s grasp of subject matter, breadth of coverage, simplicity of treatment, and accessibility is unsurpassed. ...*Management Consulting’s* perspective on the world of consulting is fresh and down-to-earth. Milan Kubr is principal author and also editor for the twenty-plus thought leaders who have contributed to the book.”

– **Gerald A. Simon FCMC**, *Journal of Management Consulting*

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Older People and Work

Breaking barriers

Ali Taqi

Providing up-to-date information and analysis, this volume explores the key issues surrounding older people in the labour market. Rising life expectancy, falling birth rates and retirement at an earlier age have raised concerns in many industrialized countries about the financing of social security, the adequacy of future labour market supply and the social inclusion of older people.

This book examines these issues, as well as the particular obstacles faced by older people who wish to carry on working. Discrimination, insufficient access to training and information technology, and tax, social security and other financial disincentives are just some of the problems faced by older workers. The study discusses methods for overcoming such obstacles and reviews existing policies, programmes and measures at the country and enterprise level. It also includes the reactions and views of employers, workers, older people and their respective organizations – providing a thorough, overall picture of older people working in today's economy.

120 pp. – January 2003
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Employment Stability in an Age of Flexibility

Evidence from the industrialized countries

Peter Auer and Sandrine Cazés

This book starts by examining the state of the stable employment relationship in the context of rapid globalization and technological change. Mass dismissals, high unemployment and the rise of part-time and temporary jobs reveal that work in the new labour market is very different from that of the past. However, the authors put forward convincing evidence that the long-term employment relationship is more resilient than commonly thought. While offering comparative analysis of employment stability and flexibility in 16 OECD countries, this study then provides a detailed analysis on the type of labour market regulations needed to ensure a balance of employment flexibility and security. In particular, it studies the linkages between employment protection and labour market policies in four countries, Denmark, France, Japan and the United States.

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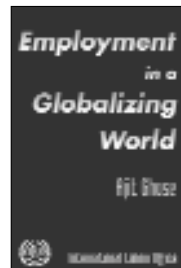
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Reducing the Decent Work Deficit

A global challenge

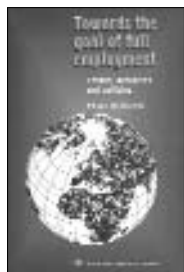
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Key Indicators of the Labour Market 2001-2002



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See also: Women in Trade Unions, page 16



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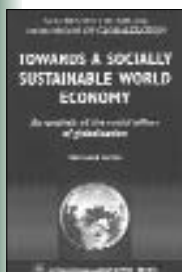
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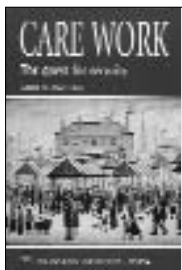
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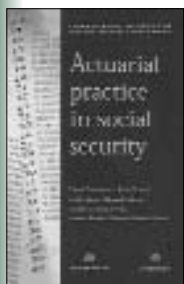
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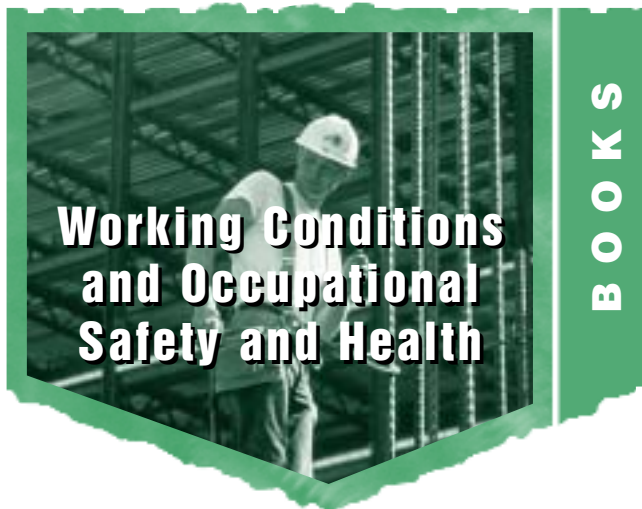
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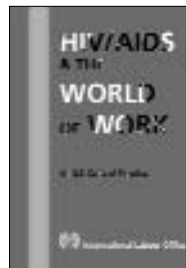
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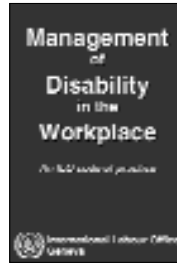
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The code sets out the general duties for manufacturers, suppliers, specifiers, employers, workers and competent authorities, all of whom have an important role to play in maintaining the safety of the entire process, from production to waste management and disposal. The provisions of the code cover preventive and protective measures, information, education and training, and surveillance of the working environment and workers' health. The perspective has been enlarged to establish a proper chain of responsibility so that diversified situations in different countries are covered.

The code takes an integrated approach since insulation wools do not appear in their pure forms but rather as products with mixed components. It addresses all the hazards arising from the product (insulation fibres, binders and other materials), with regard to real-life situations, and contains useful appendices on classification systems, exposure data and risk assessment.

Although the code was written for insulation wools, many of its provisions could be applied to other synthetic vitreous fibre materials.

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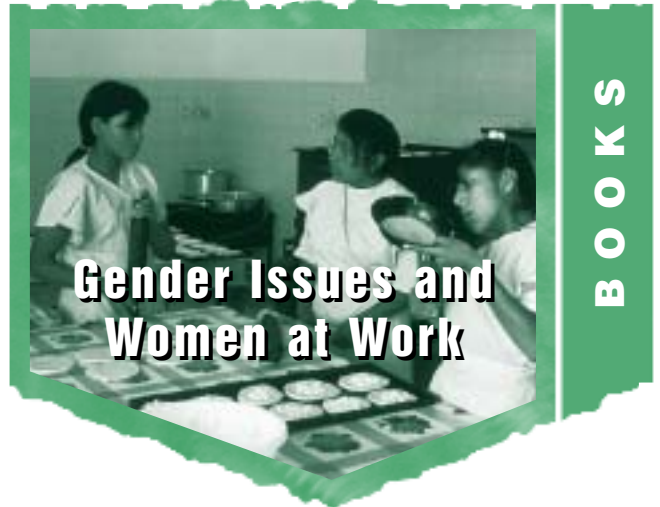
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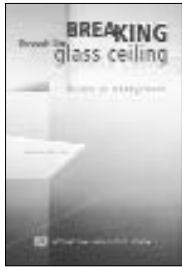
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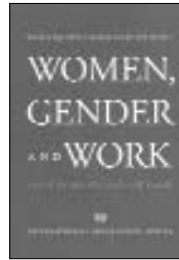
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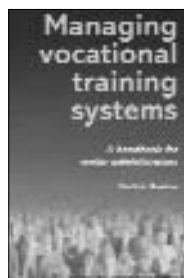
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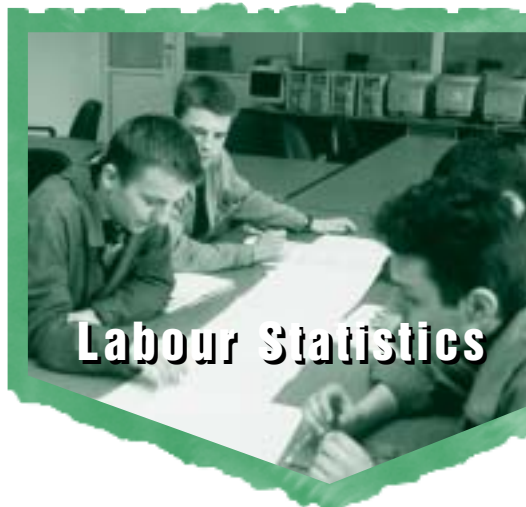
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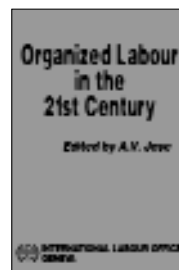
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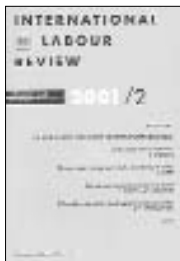
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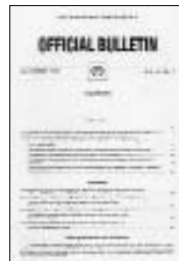
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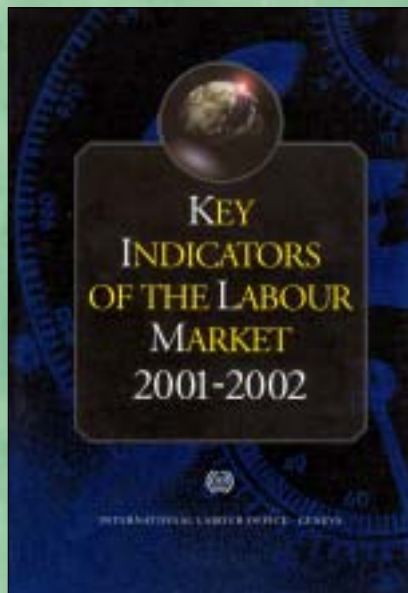
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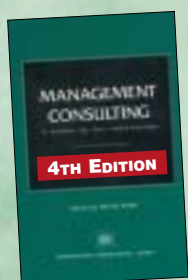
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