CONTENTS

Introduction ........................................... V

Activities of the ILO, 1978:
- Human rights and international labour standards ........ 1
- World Employment Programme .......................... 6
- Training ............................................. 17
- Working conditions and environment ...................... 24
- Social security ........................................ 31
- Industrial relations and labour administration .......... 35
- Co-operatives .......................................... 41
- Industrial activities .................................... 43
- Labour statistics ....................................... 46
- Regional projects ....................................... 47
- International Centre for Advanced Technical and Vocational Training, Turin .. 51
- International Institute for Labour Studies ............... 53
- International Social Security Association ............... 56

Appendix: Expenditure on technical co-operation activities, 1975-78 .......... 59

Note: The action taken on the resolutions adopted by the International Labour Conference at its 59th to 64th Sessions is described in the separate Supplement to this Report.
INTRODUCTION

The preparation of my annual Report to the International Labour Conference on the activities of the ILO during the previous year is always an occasion for taking stock of the work accomplished and the progress achieved in attaining the objectives of the Organisation, as well as of the difficulties encountered. This exercise of stock-taking is of particular significance in respect of the year under review. The year 1978 was the first full year of ILO activities following the withdrawal from the Organisation in November 1977 of the United States of America. It was the first full year in which the ILO was called upon to bear the consequences of this departure, both in terms of their effect on the universality of the Organisation and on its capacity for action as a result of the very large reduction which it sustained in its financial resources. Thus, 1978 was an exceptionally and possibly uniquely difficult and challenging year. Difficult, because programmes had to be cut or deferred, thus diminishing our already modest capacity to respond to the demands of our constituents, particularly in the developing countries; and because painful decisions had to be taken to reduce staff, while recruitment of badly needed specialist staff had in many cases to be postponed. Challenging, because the ILO had to learn to live with and adjust to its reduced circumstances while maintaining intact its ability to uphold the principles for which it was created and to pursue the major tasks assigned to it. Here, I should like to pay tribute to the generosity of a large number of governments and employers’ and workers’ organisations which have provided the Organisation with voluntary contributions. These contributions, which are concrete evidence of continuing support on the part of the ILO’s tripartite membership, have in no small measure helped to lessen the initial shock while enabling an orderly process of adjustment to a lower level of income.

The effect of the departure of the United States on the approved programme of work should not be minimised. No major regional meetings were held in 1978, and four major industrial meetings had to be deferred. Our technical activities also had to be pursued on a reduced scale. Numerous research projects in the approved programme for 1978-79 had to be abandoned, our publications and information activities had to be scaled down, and several technical
meetings were deferred or cancelled. The long-term effects of these severe cutbacks on the vitality and dynamism of the Organisation, and on its ability to respond to new needs, could be very serious.

In spite of these setbacks, however, and thanks to the exceptional efforts made by all concerned, the year 1978 has, as I believe this Report will show, been one of intense activity and impressive achievement.

Once again, solid technical work was accomplished by the International Labour Conference, which adopted a Convention and a Recommendation concerning labour administration and a Convention and a Recommendation concerning labour relations in the public service. It also completed the first discussion of the other two technical items on its agenda, concerning the protection of dockers against accidents, and hours of work and rest periods in road transport, which are being discussed for a second time this year.

Two special plenary sittings of the Conference were devoted to a discussion of apartheid. Suggestions made for the setting up of a tripartite body to promote the effective application of measures designed to eliminate apartheid in labour matters will be examined at an extra meeting of the Governing Body Committee on Discrimination to be held during the May 1979 Session.

As regards the Organisation's standard-setting work, the level of ratifications in 1978 was higher than in any year since the early 1960s. Of the 205 ratifications registered, 80 per cent were received from developing countries and an important proportion related to Conventions concerning basic human rights and tripartism. The working party set up by the Governing Body to review existing standards and future needs completed its work. Its report, which was adopted by the Governing Body in February-March 1979, will provide valuable guidance for the ILO's standard-setting activities in the years to come. The Committee of Experts on the Application of Conventions and Recommendations once again achieved concrete results in its examination of government reports on the application of international labour Conventions. The Committee also examined a first series of government reports on Articles 6-9 of the United Nations Covenant on Economic, Social and Cultural Rights and its conclusions were transmitted to the Economic and Social Council. The Governing Body Committee on Freedom of Association held three sessions during the year and submitted substantive conclusions and recommendations to the Governing Body in over 50 cases concerning countries in all regions and at all stages of development.

Progress was made as regards assistance to national liberation movements in southern Africa, and a UNDP/ILO programme including fellowships, courses and vocational training projects was drawn up and its implementation commenced.

Activities in the field of employment continued to be closely geared to the guidelines laid down in the Declaration of Principles and Programme of Action adopted by the World Employment Conference. Emphasis was placed on the expansion of technical advisory services to governments to assist them in finding practical solutions at the country level to problems of employment.
and basic needs. A major task undertaken in 1978 was the preparation of the report which is before the Conference at its present session on basic needs to follow up the World Employment Conference. As regards rural poverty and employment, substantial contributions were made to the inter-agency joint planning exercise on rural development, as well as to the preparations for the FAO World Conference on Agrarian Reform and Rural Development. Work on the development and implementation of labour-intensive public works schemes continued to contribute to direct employment creation in developing countries. A meeting of potential donor agencies was held in March and agreed to review and consider on a continuing basis specific country programmes for financial support. Other urgent problems dealt with under this programme included the restructuring of industrial economies and their adaptation to structural changes, including those due to expanded trade with less developed countries, on which a tripartite symposium took place in May, with extra-budgetary financing; the problems of unemployed youth and migrant labour; the integration of population issues into development strategies; and the application of appropriate technologies for employment creation in developing countries.

The International Programme for the Improvement of Working Conditions and Environment (PIACT) became fully operational as an integrated programme, based on a balanced and co-ordinated utilisation of the various means of action at the ILO’s disposal. The multi-disciplinary approach to the improvement of conditions of work and life was further reflected in the efforts made to link the work of the PIACT more closely with the programmes of other international organisations and to develop joint activities. Following the conclusion of a Memorandum of Understanding with the United Nations Environment Programme (UNEP), the ILO is to play a leading role in system-wide efforts to improve working conditions.

Training activities were increasingly focused on the establishment and strengthening of regional institutions aiming to promote the exchange of information, experience and expertise among the developing countries. On the basis of its positive experience with the Inter-American Research and Documentation Centre on Vocational Training (CINTERFOR), the ILO sponsored or supported the creation of two new regional institutions, in Africa and in Asia, thus furthering the concept of technical co-operation among developing countries. Issues of employment, training and working conditions in the sectors concerned were dealt with by the two major industrial meetings which were held in 1978, namely the Tenth Session of the Textiles Committee and the Second Tripartite Meeting for the Food Products and Drink Industries. Under the industrial relations programme, greater emphasis was placed on tripartism, enhancing sound industrial relations practices through collective bargaining and other forms of worker participation, and the contribution of industrial relations to economic and social development. A number of seminars and meetings were held on these topics. Work in the field of social security continued to concentrate on matters of concern to both the developing and
developed countries. Extensive co-operation was maintained with regional organisations, in particular as regards the co-ordination of social security legislation for migrant workers, while substantial assistance was provided to developing countries in the development of their social security legislation and the strengthening of the relevant institutions. A joint ILO/Council of Europe meeting discussed and revised a new European agreement on reciprocity of medical care for persons on short stays abroad.

Expenditure on technical co-operation activities under all sources of financing increased in 1978 by over 28 per cent as compared with the previous year, the reduction in resources under the ILO regular budget having been more than offset by increased activities financed by UNDP and multi-bilateral sources. A system for over-all project design and evaluation, which is intended to lead to the improvement of the quality and effectiveness of activities, was introduced on an experimental basis early in 1979.

** * **

The above selected examples of what I consider to have been an impressive and fruitful year of activity are not, of course, exhaustive. Fuller details can be found in the following sections of this Report, as well as in the supplement concerning action taken on resolutions adopted at previous sessions of the Conference.

The past year also saw continued negotiations and discussions on the establishment of the New International Economic Order and the beginning of preparations for an International Development Strategy for the Third United Nations Development Decade. In view of the importance of these developments for the international community as a whole, and for the future role of the ILO, I should like to devote a few lines of this introduction to them.

It will be recalled that the concept of a new international economic order is embodied in a number of resolutions adopted by the United Nations General Assembly. In 1974 the Declaration and Programme of Action on the Establishment of a New International Economic Order were adopted at the Sixth Special Session of the Assembly. In the same year a Charter of Economic Rights and Duties of States was adopted at the regular session, while in 1975 the Seventh Special Session of the General Assembly adopted a resolution on development and international economic co-operation, to provide the basis and framework for the work of the bodies and organisations of the United Nations system in establishing the New International Economic Order. One major object is to achieve a more equitable sharing of resources and welfare among nations and, in particular, to improve the conditions of the poorest countries. The other main object is to achieve a fairer sharing of power and decision-making in a new set of relationships, based upon mutual interest between nations and mutual respect.

The new International Development Strategy is to be the successor to the Strategy proclaimed by the General Assembly in 1970 for the Second United Nations Development Decade. Like its predecessors, its general purpose
Introduction

would be to promote the development of developing countries. The main feature distinguishing it from its predecessors is that the new Strategy would be formulated within the framework, and be directed towards the objectives, of the New International Economic Order.

Essentially, the New International Economic Order and (if and when adopted) the new International Development Strategy establish the basic principles by which the economic and social dichotomy between the countries of "the North" and those of "the South" is to be overcome by co-operation in the United Nations system. As a specialised agency of that system, the ILO is involved in both, within the limits of its general mandate concerning international social and labour affairs. More specifically, the World Employment Conference of 1976, like other major meetings and conferences convened by international organisations during the current development decade, adopted a number of major conclusions on world economic and social development that have a bearing both on the implementation of the New International Economic Order and on the preparation of a new strategy.

Against this background, I must note with concern the continued difficulties encountered in negotiations over the establishment of the New International Economic Order. The slowness of progress towards agreement between the Group of 77 and the developed countries on some of its basic elements has tended to paralyse work in the economic and social fields by important international bodies. Indeed, the structural changes in international economic relationships which are envisaged as the New International Economic Order, and which should unite member countries in a decisive effort to create a better life for all people, have at times appeared rather to divide them. In the resulting climate of frustration and distrust, preparations for a new strategy were delayed. Most unfortunately, from the point of view of our own Organisation, this climate has also contributed to a certain estrangement, not altogether related to the merits of the approach, on the part of the Group of 77 from the unanimous conclusions on a basic-needs approach to development which the World Employment Conference adopted in 1976 and whose essence it hoped to see included in the new strategy.

In these circumstances, until late in 1978 there was considerable doubt as to whether agreement could be reached on the broad contents of such a strategy. Such preparatory work as could be taken in hand was mainly confined to the Committee for Development Planning (which is the expert advisory body to the Economic and Social Council) and to the secretariats co-operating through the Administrative Committee on Co-ordination. The Office has participated in this limited work, bearing in mind especially the recommendation of the World Employment Conference that the ILO should co-operate with other United Nations agencies in bringing about the national and international reforms necessary for creating full employment and for meeting basic needs in the developing countries. In doing so, in the course of 1977 and 1978 the Office convened two inter-agency meetings with the aim of bringing about a concerted programme for implementing the conclusions of the World Employment Con-
ference. It also participated actively in meetings convened by the United Nations, including those of a Task Force on Long-Term Development Objectives for a New International Strategy. Furthermore, the Office was represented at and submitted papers to meetings of the Committee for Development Planning and of certain of its working groups. In all these activities the Office has attempted to clear up misunderstandings about certain aspects of the recommendations of the World Employment Conference that had given rise to questions or criticism. To the same end, I have on a number of occasions addressed my colleagues in the Administrative Committee on Co-ordination as well as certain political bodies of the United Nations system, including the Economic and Social Council (most recently at its Second Regular Session in 1978). However, all these efforts suffered to some extent from the unfavourable international political climate mentioned above.

In January 1979 the General Assembly adopted a resolution concerning preparations for an International Development Strategy, indicating a number of general objectives and principles and establishing a Preparatory Committee which is open to all States. Later this year the Committee is to submit a preliminary draft to the General Assembly and the resolution requests bodies and organisations of the United Nations system to contribute to its work. The discussion by the Conference at its present session of the question of the follow-up of the World Employment Conference provides an obvious occasion for the ILO's tripartite membership to make such a contribution. The discussion will bear on a number of the objectives mentioned in the General Assembly's resolution and any conclusions that the Conference may reach will be forwarded to the Preparatory Committee as well as, in the normal way, to the Economic and Social Council and the General Assembly. Such conclusions will also guide the Office in its further involvement in technical work concerning the preparation of the new Strategy.

In 1980 the General Assembly is to convene in a special session for the purpose of assessing "the progress made in the various forums of the United Nations system in the establishment of the New International Economic Order" and, on that basis, taking action to promote the development of developing countries and international economic co-operation, including the adoption of a new strategy. In preparation for this special session, another resolution of the General Assembly, adopted in January 1979, invites the governing bodies of the organisations of the United Nations system to assess progress and obstacles to progress in the establishment of the New International Economic Order in their areas of competence. Interim reports on these matters are to be presented to the General Assembly later this year. In accordance with these requests, at the time of writing proposals to the Governing Body of the ILO were being prepared with a view to giving effect to the General Assembly's invitation.

* * *

The social objectives of development are of central and long-standing concern to the ILO; they should find reflection in any new world order which
may emerge from the process of dialogue which is now under way. As is evident from the brief account of progress given above, the preparation of a new International Development Strategy for the next decade will not be an easy task. However, it is clear that the ILO, as the only tripartite organisation in an otherwise intergovernmental system, and as spokesman for the world of labour, has a unique responsibility in these negotiations. The assessment to be made by the Governing Body in May of the progress achieved in the establishment of a New International Economic Order in the areas of competence of the ILO thus assumes particular significance, as does the outcome of the discussion at the present session of the Conference on the further action to be taken on the recommendations of the World Employment Conference. The results of these deliberations will constitute important contributions to the work of the various United Nations bodies concerned.

The issues involved in the current debate on development and international economic co-operation are such as to call for the dedicated efforts of all concerned if viable solutions are to be found. But central to such efforts must be the recognition that the development process cannot be perceived solely as the responsibility of States or of the public authorities. It also calls for the effective participation of management and labour. Indeed, the participation of the two social partners must be viewed as a prerequisite for ensuring the necessary broad-based support for development efforts, and the ultimate attainment of the objectives sought. We in the ILO must therefore intensify our efforts to promote and foster a more effective partnership between governments, employers and workers. Only thus will all our constituents be enabled to play their full role in the immensely difficult and challenging task which lies ahead and which is of such vital concern to all peoples everywhere.

16 March 1979

FRANCIS BLANCHARD
HUMAN RIGHTS AND INTERNATIONAL LABOUR STANDARDS

Ratification of Conventions

In 1978 again, the importance which ILO member States continue to attach to the Organisation's standard-setting work was amply demonstrated. No less than 205 ratifications by 33 member States were registered, a total not exceeded since the early 1960s. Of these, 81 were new ratifications and 124 represented the confirmation by new member States of obligations previously undertaken in their name. Europe accounted for 35 of the ratifications registered, the Americas for 16, Africa for 133 (including the 124 confirmations) and Asia for 21. Once more, a particularly encouraging feature was the high percentage of ratifications received from the developing countries: 80 per cent of the total ratifications and 55 per cent of the new ones.

The new ratifications will permit the entry into force in 1979 of the following recently adopted Conventions: the Continuity of Employment (Seafarers) Convention, 1976 (No. 145), the Seafarers' Annual Leave with Pay Convention, 1976 (No. 146), the Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148), and the Nursing Personnel Convention, 1977 (No. 149).

On 31 December 1978 the total number of ratifications was 4,641. The state of ratification as regards Conventions in the field of basic human rights and tripartism was as follows:

<table>
<thead>
<tr>
<th>Convention</th>
<th>No. of ratifications</th>
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<tbody>
<tr>
<td>Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</td>
<td>91</td>
</tr>
<tr>
<td>Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
<td>107</td>
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<tr>
<td>Forced Labour Convention, 1930 (No. 29)</td>
<td>119</td>
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<tr>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>102</td>
</tr>
<tr>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>96</td>
</tr>
<tr>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td>96</td>
</tr>
<tr>
<td>Employment Policy Convention, 1964 (No. 122)</td>
<td>63</td>
</tr>
</tbody>
</table>
Report of the Director-General

Convention | No. of ratifications
---|---
Workers' Representatives Convention, 1971 (No. 135) | 32
Rural Workers' Organisations Convention, 1975 (No. 141) | 16
Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) | 11

Review of existing standards and of future needs

In November 1978 the working party set up by the Governing Body to review systematically the entire body of existing international labour standards and proposals for new standards completed its work. Its report, submitted to the Governing Body at its February-March 1979 Session, contained proposals for the classification of existing standards into three categories, the classification being subject to review from time to time in the light of new developments: (1) instruments whose ratification and application should be promoted on a priority basis; (2) instruments whose revision would be appropriate; (3) other instruments. A fourth category lists subjects which should be examined with a view to the possible adoption of new standards. The report provides valuable guidance to the ILO in the planning of its standard-setting work in the years to come.

The work of the Committee of Experts on the Application of Conventions and Recommendations

In its General Report of 1978 the Committee of Experts once more affirmed its adherence to the principles of independence, impartiality and objectivity. The Committee also restated the basic principles by which it was guided in its evaluation of national law and practice against the requirements of international labour Conventions.

Under the new procedure for detailed reporting by governments, approved by the Governing Body, some 2,300 reports were received for processing and subsequent examination by the Committee of Experts. A total of 1,160 comments were formulated by the Committee either in its report or in requests addressed directly to governments on the Committee's behalf. Once more, the Committee was able to express its appreciation of the considerable efforts made by many governments to ensure that their national law and practice were brought into conformity with the terms of Conventions they had ratified. This year the Committee noted 80 cases of progress towards this end in no fewer than 47 countries, bringing the total recorded instances of progress, since the Committee began listing them in its reports 15 years ago, to nearly 1,200.

The Committee of Experts also carried out a general survey of the discharge by governments of their obligation to submit Conventions and Recommendations to the competent national authorities, and a general survey of national law and practice in ILO member States as regards the matters dealt with in the Employment (Women with Family Responsibilities) Recommendation, 1965 (No. 123).
Finally, in 1978 the procedure for supervising the implementation of the United Nations Covenant on Economic, Social and Cultural Rights came into operation. Accordingly, the Committee examined a first series of government reports on articles 6-9 of the Covenant, and its conclusions were transmitted to the Economic and Social Council.

Direct contacts and promotional activities

Governments continued to appreciate the possibility of having recourse to consultations in their own countries with a representative of the Director-General in order to seek solutions to standards-related problems. In 1978 such direct contacts, missions following up on earlier direct contacts, or informal advisory missions involved the following countries: Central African Empire, Colombia, Congo, Costa Rica, Dominican Republic, Ecuador, Guatemala, Kenya, Mauritius, Panama, Peru, Seychelles, Venezuela and Zambia.

A regional seminar on national and international labour standards was held in Lima in November 1978 and was attended by 21 senior officials from 17 countries in the region. Seminars of this kind have proved their value as a means of familiarising senior labour administration officials with the obligations of their countries and the ILO procedures relating to international labour standards.

A further seminar on national and international labour standards was organised by the ILO in Athens in autumn 1978 at the request of the Government of Greece and with a financial contribution from the Government. This seminar was the first of its kind to be organised for the benefit of an individual country. It was attended by 26 senior officials from the Ministry of Labour and other ministries and public bodies.

Freedom of association

The Governing Body Committee on Freedom of Association held three sessions during the year and submitted 13 reports to the Governing Body, with substantive conclusions and recommendations in more than 50 cases concerning countries in all regions and at all stages of development.

The trend towards an increase in the complexity of cases both from a legal and a political point of view, noted in recent years, was confirmed in 1978, many cases before the Committee being such as to affect the entire trade union movement of the countries concerned. In four cases (Antigua (United Kingdom), Argentina, Chile and the Dominican Republic) direct-contact missions were carried out, as well as two visits of a similar nature to Tunisia, one of them by the Director-General.

Three cases of particular importance are described below in the section dealing with complaints received under article 26 of the Constitution. The case of Chile is dealt with in the supplement to this Report relating to action taken on resolutions adopted by the International Labour Conference.

A booklet, *ILO principles, standards and procedures concerning freedom of association*, was published during the year in English, French and Spanish.
Fact-Finding and Conciliation Commission on Freedom of Association

A complaint concerning alleged violations of trade union rights in the United States (Puerto Rico) was referred to the Fact-Finding and Conciliation Commission at the request of ECOSOC and with the consent of the United States Government. A panel of three members of the Commission, appointed by the Governing Body to examine the case, held its first session in December 1978.

Complaints under article 26 of the Constitution

In May 1978 two complaints were filed by the Government of France relating to the non-observance by Panama of the Officers’ Competency Certificates Convention, 1936 (No. 53), the Repatriation of Seamen Convention, 1926 (No. 23), and the Food and Catering (Ships’ Crews) Convention, 1946 (No. 68). The Government of Panama having transmitted certain observations regarding these complaints, the Governing Body decided in November 1978 to postpone examination of the question to its February-March 1979 Session pending the receipt from the Government of additional information.

During the year, the Governing Body Committee on Freedom of Association continued to examine the complaints presented by delegates to the International Labour Conference against Argentina, Bolivia and Uruguay, as regards the application of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and (as regards Uruguay) the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

In the case of Argentina, the Governing Body at its 208th (November 1978) Session, noted, inter alia, with regard to the arrest of trade unionists in the country that a number of these had been released and expressed the hope that the authorities would as soon as possible take the necessary steps to put an end to the detention of trade unionists against whom no charges had been made before the judicial authorities, and to other measures restricting their freedom.

With regard to the alleged taking over of trade union organisations and restrictions on trade union activities, the Governing Body, while noting that these restrictions were gradually being applied less strictly in practice, requested the Government to communicate to the Committee on Freedom of Association before its next session information on the measures taken to restore the full exercise of trade union rights and to restore their autonomy to the organisations which had been taken over.

As regards Bolivia, the Governing Body decided at its 206th Session (June 1978) that, taking into account the positive changes that had taken place in the trade union situation in the country since the complaints were presented, the case called for no further examination.

In the case of Uruguay, the Committee on Freedom of Association held hearings in May 1978 with representatives of the Government as well as with representatives of the World Confederation of Labour and the World Federation of Trade Unions. It submitted two interim reports, which were approved
Activities of the ILO, 1978

by the Governing Body in June and November 1978. On the basis of the second of these reports the Governing Body, inter alia, expressed its concern at the slowness in adopting new legislation based on the principles of freedom of association and requested the Government to indicate, by 30 January 1979, the date on which it envisaged the adoption and application of such legislation. With regard to a large number of arrested trade unionists the Governing Body, while noting that some of these had been released, requested detailed information as regards the situation of those who remained in detention as well as the Government's observations on allegations made concerning the ill-treatment of prisoners and obstruction of their right of defence.

Representations under article 24 of the Constitution

Following a representation made by the International Confederation of Free Trade Unions in 1977 alleging non-observance by Czechoslovakia of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the tripartite committee entrusted with the examination of the case submitted its report to the Governing Body in June 1978. At its 208th (November 1978) Session the Governing Body, having considered, in the light of article 25 of the Constitution, that the reply received from the Government was not satisfactory, decided (38 votes in favour, 4 against, with 9 abstentions) to publish the representation, the reply and the text of the Committee's report.

The Governing Body also decided at its 205th (February-March 1978) Session to entrust to a tripartite committee the examination of a representation presented by the World Federation of Trade Unions in January 1978 alleging the non-observance by the Federal Republic of Germany of Convention No. 111. The Committee held two meetings during the year.

Equal rights

The Fourteenth special report of the Director-General on the application of the Declaration concerning the policy of apartheid of the Republic of South Africa was submitted in English, French, German, Spanish and Russian to the International Labour Conference at its 64th (1978) Session. The report dealt with recent developments in the application of apartheid as regards restrictions on advancement in training and employment, labour relations and questions concerning freedom of association, etc., and also reviewed developments at the international level as regards action by governments, employers and trade unions. The report is now available also in Zulu.

A number of suggestions having been made during the special discussion on apartheid at the 64th Session of the Conference for setting up a tripartite committee or working party to promote the effective application of measures designed to eliminate apartheid in labour matters, the Governing Body and its Committee on Discrimination made a preliminary examination of these sug-
gestions at the 208th (November 1978) Session. It was decided that the matter be further examined by the Committee on Discrimination at an extra meeting to be held at the May 1979 Session of the Governing Body.

In 1978 efforts to work out an ILO technical co-operation programme for the peoples of southern Africa were continued and expanded, in particular as regards the implementation of vocational training programmes to provide the population with the skills they are considered most likely to need after independence. A regional seminar on equal rights in labour matters was held in Lusaka in September-October 1978 to familiarise representatives of liberation movements in southern African countries with the contribution that ILO standards and operational activities can make to the achievement of equal rights in the light of present and future circumstances in their countries.

The ILO's research and action programmes relating more generally to the elimination of discrimination in employment were also continued during the year, although on a reduced scale due to the inadequacy of resources.

Additional information is given in the supplement to the present Report dealing with action taken on resolutions adopted by the International Labour Conference.

WORLD EMPLOYMENT PROGRAMME

The central objective of this major programme remained the implementation of the Declaration of Principles and Programme of Action of the World Employment Conference, and constituents direct assistance to ILO to this end. Among the major tasks undertaken in 1978 was the preparation for discussion by the Conference in 1979 of the agenda item entitled “Follow-up of the World Employment Conference: basic needs”. In addition, an effort was made to concentrate resources on a few high priority areas, which are described in the following paragraphs, while striking a balance between the different means of action, namely research, advisory services and technical co-operation.

The trend—already evident in the previous year—towards the application at the country level of the knowledge and experience acquired through the World Employment Programme continued. Emphasis was placed, in particular, on the expansion of advisory services to governments with a view to finding practical solutions in specific national contexts to the general problems of basic needs and employment posed by the conclusions of the World Employment Conference.

Employment problems also figured on the agenda of the Second Tripartite Technical Meeting for the Food Products and Drink Industries (October 1978), which adopted conclusions concerning appropriate technology for employment creation in those industries in developing countries. Work also started on a report for the Second Tripartite Technical Meeting for the Leather and Footwear Industry on the employment implications of technological choice and of changes in international trade in the industry.
Comprehensive employment policies

The trend, already reported a year ago, away from "comprehensive" to more limited but still multidisciplinary employment projects and missions, continued to develop. In 1978 only one major employment mission took place, to Afghanistan in April-May 1978. The main purpose of this mission, which included ten consultants and ILO officials, was to highlight the employment and manpower problems of that country (including its needs for trained manpower). It also aimed at formulating a development strategy oriented towards promoting productive employment opportunities in the context of planning for rapid economic growth and more equitable income distribution.

As regards national employment projects, mention should be made of the tendency for some of the governments concerned to explore the implications of focusing their development strategies on the satisfaction of basic needs as well as on the promotion of productive employment. Thus, in Kenya, with the help of funds provided by the Norwegian Government, the ILO assisted the Government in drawing up a basic-needs framework for its new development plan for 1979-83. Following on work initiated in 1977, to take stock of the follow-up given during the 1974-78 planning period to the recommendations of the 1972 comprehensive employment strategy mission, further consultancy missions were carried out to examine the data base provided by Kenya's Integrated Rural Survey—an information source unique in tropical Africa—and suggest ways in which the data could be used in the systematic planning of basic needs-oriented policies, and later in monitoring their implementation. The contributions of the ILO missions are well reflected in the new plan, which has a clear basic-needs focus, and Kenya has indicated its interest in continued co-operation with the ILO in monitoring plan implementation.

In Madagascar, the ILO's employment planning projects concentrated in 1978 on the development of adequate methodologies and techniques for the formulation of development strategies oriented towards the satisfaction of basic needs. This included the establishment within the planning agency of a national working group on basic needs, which prepared a document on levels and means of satisfaction of basic needs in Madagascar. It also organised a national seminar on basic-needs strategies in which the majority of government agencies participated. The seminar helped to convince the various ministries of the need for promoting and implementing a coherent policy on this crucial issue. The success of this seminar was such that further seminars are to be organised, both at the national and regional levels.

In Asia, a high level inter-ministerial workshop on employment creation and equitable income distribution was held in Jakarta and Puncak, Indonesia, in November 1978 to consider the recommendations of the ILO/UNDP project officers in their report "An employment and income distribution strategy proposal for Repelita III (1979-1984)", endorsed by the Ministry of Manpower and Transmigration. The major significance of the workshop, which was
Report of the Director-General

opened by the President of the Republic of Indonesia and attended by eleven Government Ministers, was that for the first time in Indonesia top level officials from the various departments were brought together with academics to consider employment and income distribution aspects in the preparation of a new development plan. The conclusions drawn at the end of the workshop corresponded closely to the recommendations of the report, which called for the revision of policies and programmes in the fields of investment, credit, exports, technology, pricing, taxation, education, training, health services, and rural and urban development, in order to make them more responsive to employment and income distribution considerations. The workshop also emphasised the importance of giving a regional development orientation to such policies and programmes.

In Latin America, officers of the employment planning and promotion project in Mexico assisted the Government in the formulation of the national employment plan, while in Panama and in Costa Rica the second phases of the employment planning and promotion projects were successfully completed.

In addition, technical inputs were made in national seminars or workshops on employment policy formulation and implementation in Benin, Rwanda, Burundi, Chad, Cameroon, Colombia and Brazil. These took the form of discussion papers and the sending of high-level consultants.

The work of the regional employment teams, which accounted for the bulk of activities in the field of comprehensive employment policies, is described in the section of this Report dealing with regional projects.

Income distribution and employment

Research under this programme has been concerned with the impact on employment and basic needs of certain general economic policies (such as fiscal policies or prices and incomes policies) and social programmes, such as education, health and housing programmes. Two articles were prepared for the *International Labour Review* on "Housing and employment" and "Health and employment" (the latter written in collaboration with a WHO staff member).

Technical advisory services included assistance to the Government of Sri Lanka in the field of participation (resulting in a report on "District level planning in Sri Lanka"); assistance to the Government of Iran in connection with the ILO/UNDP planning and employment promotion project (leading to a report on "Basic needs in Iran: an overview"), and participation in the above-mentioned employment policy mission to Afghanistan.

In the field of technical co-operation, a project in Zambia—Assistance in the formulation of national incomes and prices policies—successfully completed its second phase. In Thailand work was completed on the income-distribution effects of a feeder road construction project, and a working paper was issued, entitled: "The Cha-Am Road: Employment and income distribution effects of rural road construction". A paper on "Personal income distribu-
tion in Costa Rica, the 1974 inquiry " was completed, as was a paper entitled " Study of basic needs in the health sector ", relating to Panama.

In addition to the reports and articles mentioned above, and seven working papers, four manuscripts were completed for publication in book form, as were two further articles intended for publication in the International Labour Review. All are expected to appear during 1979.

International migration and employment

During 1978 work on international migration covered southern Africa, the Arab region and the question of "return migration".

In southern Africa a number of studies were completed. One of these assesses the international labour supply trends and economic structure in Southern Rhodesia/Zimbabwe. Following the ILO publication, Labour conditions and discrimination in Southern Rhodesia (Zimbabwe), it examines: (a) the characteristics and policies of labour movements into and out of that country, and (b) the problems they may pose to whatever independent African government will eventually emerge.

Another set of studies related to Swaziland. In one, the characteristics, attitudes and policy implications of internal and, particularly, external migration are explored. Special attention is paid to the scope of and means for improving the working and living conditions of Swazi miners as long as there are movements to South Africa. Another focus of this study is the question of how to reduce out-movements of workers if and when they are considered as undesirable from the viewpoint of the individual or the country involved. The micro-economic and social background to the migration of labour from Swaziland was examined in a further working paper, entitled "Migrant labour and rural homesteads".

A major study on Botswana was also completed. It presents an attempt to simulate with the aid of a computer the problems of production and consumption—indeed, of basic-needs satisfaction—faced by a certain type of agricultural household in that country in the case of declining migration to South Africa.

Work on the Arab region was a continuation of that begun in 1977. Several studies have now been completed. They attempt, inter alia, to lay the foundations of clear immigration and emigration policies, as well as employment and manpower policies in the countries concerned, by elaborating the hitherto largely lacking statistics. The countries treated so far are Egypt, Sudan and Oman, on the one hand, and Kuwait, Bahrain, Qatar and the United Arab Emirates, on the other hand.

In the field of return migration two studies were completed concerning, respectively, return migration from western European to Mediterranean countries and the Turkish model of workers' companies or self-help organisations.

Altogether 14 studies on international migration were completed and circulated as working papers during 1978. In addition, the ILO issued a volume
Report of the Director-General

entitled *Trade in place of migration: An employment-oriented study with special reference to the Federal Republic of Germany, Spain and Turkey,* by U. Hiemenz and K.-W. Schatz (Geneva, ILO, 1979). Four articles were published, including “Reactions of Swiss employers to the immigration freeze”, which was included in the November-December issue of the *International Labour Review.* The other three articles were published externally.

**International trade and employment**

Work on employment and international trade resulted in the completion of a number of working papers. These included a working paper, in Spanish, on employment and exports of fruit and vegetables in Mexico in 1960-1975, which analyses the general characteristics of the production of fruit and vegetables in Mexico, the contribution of exports of these products to employment creation, and export policy for these products; a study entitled “An analysis of the changing patterns of international trade in textiles and clothing, 1963-1976”, which constitutes the first step in a systematic analysis of the employment effects of the changing international division of labour in this critical sector; and a study on “Employment in the banana-export industry of Panama and Central America”, which analyses the employment-generating characteristics of the individual commodity export of developing countries and reaches a number of conclusions on government policy for the banana industry.

**Rural employment policies**

Work in this area continued to be guided by the conclusions of the In-depth Review of Rural Development and the 1975 International Labour Conference resolution on rural development. Its orientation towards the alleviation of poverty in the countryside was accordingly maintained and strengthened. Efforts were made to gain a clearer insight into the magnitude and causes of rural poverty, to identify forms and methods of improving the socio-economic conditions of the rural population and to provide appropriate advice to member States for policy and programme formulation for rural development, aiming particularly at ensuring stronger participation of the disadvantaged and poorer groups in the development process.

Work on quantification of rural poverty was continued, with several new country case studies, mainly in Africa, the results of a number of similar studies in Asia having been published in 1977; however, the work on Asia was extended in 1978 by studies undertaken in the Republic of Korea and Soviet Central Asia. Several papers on the methodological aspects of basic-needs targets were prepared in connection with the analysis of basic needs related to rural development. A monograph entitled *The anatomy of rural poverty, Egypt 1977* was completed for publication.

With financial assistance from extra-budgetary grants, a series of studies on different agrarian systems was completed and is summarised in a book entitled *Agrarian systems and rural development,* covering the Republic of Korea, India,
Activities of the ILO, 1978

Bangladesh, Egypt, Guyana, Tanzania, China, Soviet Central Asia and Cuba (to be issued by a commercial publisher in 1979). A study was also completed in the field of employment and income generation in new settlement projects, and a working paper on the subject was issued; a further study entitled "Rural employment and administration in the third world: development methods and alternative strategies" was completed for later publication.

The work on the organisation and participation of rural poverty groups in development, launched in 1977, gained momentum with a number of case studies of participatory initiatives completed in India, Central America, Viet Nam, Bangladesh and Tanzania.

Research on rural women was also intensified. Case studies were completed in four countries (Bangladesh, China, Nigeria and Tanzania). Two papers were prepared dealing respectively with participation of women in production systems and with the division of labour on the basis of sex.

In the field of rural-urban migration, tests were carried out on a general disequilibrium model incorporating migration and technological change in rural areas of Ecuador and were reported in a working paper on the subject. Ecuador is the first of several countries in which such work is to be carried out (similar surveys have already been set up in Bolivia and Colombia).

Technical advisory services were provided to Indonesia to identify rural development projects for the next national development plan; to the United Republic of Cameroon for project preparation in the field of employment promotion; to Pakistan on basic-needs issues; to Liberia for the preparation of a national rural development strategy; to Bolivia, Ecuador and Brazil on possible assistance for research and technical co-operation in the field of migration; to Cyprus on rural employment problems in connection with the evaluation of World Food Programme assistance. Finally, participation was provided in workshops and seminars on labour absorption in agriculture and on aspects of basic needs.

A major contribution was made to the preparation of the FAO World Conference on Agrarian Reform and Rural Development in close co-operation with the Conference secretariat, by co-ordinating contributions within the Office, attending inter-agency meetings, helping in the preparation of the draft agenda and programme of action, and providing inputs for the basic Conference document.

After having handed over lead-agency functions for the ACC Task Force on Rural Development to the FAO at the end of 1977, the ILO pursued a course of active co-operation in this inter-agency exercise. In this context, contributions were made towards programme harmonisation for the next biennium for rural development in general, and for institution building and popular participation aspects in particular; and co-ordinated ILO inputs were made to the field-level exercise in the first countries selected by the Task Force, particularly Liberia, Bolivia and Lesotho.

At its June 1978 Session the Governing Body approved the agenda of the 9th Session of the Advisory Committee on Rural Development, which will be
Report of the Director-General

held in November-December 1979 in Geneva. At its November 1978 Session the Governing Body appointed the members of the Advisory Committee who had previously been proposed by the Employers’ and Workers’ groups or had been nominated after consultations with the governments concerned.

Crash labour-intensive public-works programme

The rapid progress of this important programme noted in the previous report was maintained in 1978, thanks to the continued support provided by the UNDP through an inter-regional project (Inter-regional Project on Planning and Administration of Special Public Works Schemes, January 1975 to December 1978) (now Inter-regional Project on Planning, Organisation and Implementation of Special Public Works Programmes), although certain difficulties, often beyond the control of the Office, were also inevitably encountered.

Technical advisory missions were carried out by members of the ILO mobile team, at the request of the Governments concerned, in Bangladesh, Nepal, the Philippines, Burundi, Cape Verde, Chad, Mali, Sierra Leone, Somalia, Tanzania, Tunisia, Upper Volta, Chile, Mexico and Haiti. These missions assisted the respective governments in defining the scope and structure of the programmes, determining the economic and technical feasibility of projects, finalising programmes for immediate implementation, formulating technical co-operation projects, and preparing requests for funding to be submitted to potential donor agencies. Several of these programmes, ready for implementation, are due to become operational in the course of 1979.

A number of important training activities were carried out during the year. A third inter-regional training course of three weeks’ duration on “Organisation, institution building, financing and workers’ training in special public-works programmes” was organised at Arusha (Tanzania), in which 24 trainees from 12 countries participated. National training courses, on planning, administration and evaluation aspects of crash labour-intensive works programmes, each of two weeks’ duration, were organised for 32 participants in Cape Verde and 14 trainees in Haiti, both of which countries are now ready to launch large-scale programmes. In Burundi and Mali national seminars were organised on planning and evaluation of labour-intensive works programmes. Finally, several research papers on important aspects of these programmes were completed. These included a study of the “Pilot intensive rural employment programme in Tamil Nadu, India”, which deals with the benefit-cost aspects; an “Assessment of the flows of benefits in selected projects under the Employment Guarantee Scheme of Maharashtra, India”; a study on the “Participation of women workers in typical labour-intensive rural public works in India and Tanzania”; and a comprehensive study on “Tools and materials in use in labour-intensive public-works programmes in India, the Philippines, Tanzania and Tunisia”. The results of these studies will be circulated to member countries currently undertaking large-scale rural public-works programmes and will
also be used by the ILO technical advisory service to devise special guidelines in these regards.

Several other initiatives were taken to foster inter-agency co-operation and bring about a co-ordinated convergence of inter-agency inputs on particular national labour-intensive public-works programmes. The most important of these was the meeting of potential donors jointly convened by the ILO and the UNDP in Geneva in March 1978. Some 26 donor agencies—many of them the ILO's multilateral partners—participated in the meeting, confirmed their support for this important programme for the rural poor and agreed to review and consider, on a continuing basis, specific country programmes for financial support. A second consultative meeting of interested donors is envisaged for May 1979, when specific programme requests of several member countries are expected to be considered. Meanwhile, to enable them to launch their priority programmes, the UNDP, in collaboration with SIDA and the OPEC Special Fund, agreed to make substantial amounts available to the Governments of Nepal, Tanzania and Burundi, to meet the immediate costs of tools, equipment and labour wages.

The ILO also fostered co-operation arrangements with the International Fund for Agricultural Development (IFAD), the office of the United Nations Disaster Relief Co-ordinator (UNDRO) and the United Nations Environmental Programme (UNEP), as a result of which there will be growing scope for ILO co-operation with these agencies in agriculture-supporting labour-intensive infrastructural projects, labour-intensive disaster relief operations and activities in the spheres of arid lands desertification, water development and environment protection, through labour-intensive soil and water conservation projects.

As mentioned above, certain difficulties were encountered in implementing this programme. In some cases national authorities have tended to rely too heavily on the slender resources of the ILO technical advisory service to define programmes, scrutinise technical feasibility of projects, and obtain funding therefor, whereas this assistance is intended to supplement national efforts and to build up local capability and not to supplant local initiative. Other difficulties have arisen from the fact that potential donors wish to see concrete evidence that there is a firm commitment to these programmes on the part of recipient governments before they themselves will commit large sums of external aid to them, while many recipient governments hesitate to take the plunge until they are certain that the external aid will be forthcoming.

Manpower planning and labour market information

Activities in this field consisted mainly of expert assistance to countries requesting ILO help in the fields of manpower planning, labour market information and occupational classification. In 1978 projects were completed in Indonesia, Pakistan, Nepal, Pacific Islands (Trust Territory), Seychelles, Zambia, Uganda, Rwanda, Paraguay and Uruguay.
In Asia follow-up action to a manpower evaluation workshop in Tokyo in 1977 led to the initiation of a longer-term and diversified programme of technical co-operation with emphasis on improving the manpower/labour market information base. Main components of this programme in 1978 were the holding of the First Sub-Regional Workshop on Labour Market Information in Jogjakarta (December 1978), which discussed practical ways of improving employment market information to serve better the needs of information users, and the initiation of one-year experiments in India, Malaysia and Bangladesh to test the feasibility of the key informants’ approach towards obtaining more comprehensive and problem-relevant manpower information on a more regular and timely basis, especially for the vast rural sectors.

These activities were underpinned by a number of technical studies leading to the publication of a monograph entitled “Labour market information in developing countries” and of an article in the *International Labour Review* (July-August 1978) on “New sources of manpower information in developing countries”. Both review the current situation and major problems of employment market information in developing countries and suggest practical ways and means of dealing with these problems.

Education and employment research

This project, financed by a DANIDA grant, was completed in 1978 with the preparation of a final report containing major insights gained and putting forward a number of conclusions and recommendations concerning policy in the education-labour market-employment fields. A notable feature was the immediate application of the lessons drawn from this research project to on-going technical co-operation projects through advisory missions. Countries which requested such missions were Brazil, Colombia, Haiti and Rwanda.

Though this programme element was concluded, it also opened up a number of new activities which will be pursued either by the ILO or by UNESCO, with which close working connections had been established in the execution of this project. In fact, certain activities initiated under this project are now being continued and expanded by the International Institute of Educational Planning.

Employment problems in industrialised countries

Further work was undertaken on youth unemployment in 1978. Several research working papers were issued under the title “Youth unemployment in industrialised market economy countries”. The ILO was represented at three European regional meetings organised by non-governmental organisations in Ireland, France and the United Kingdom and lectures were given at each of them on various aspects of the problem.

Research on adjustment problems was concentrated on adjustment policies and employment restructuring resulting from new patterns of international
trade. The project was widened in scope—going beyond the study of adjustment assistance systems—by focusing on the restructuring of industrial economies, their adaptation to structural changes, including those which are due to expanding trade with the least developed countries. A tripartite symposium on this subject, financed by extra-budgetary funds, took place in May 1978 and a basic document submitted to it was subsequently published in book form under the title *Restructuring of industrial economies and trade with developing countries.* A background document “Adjustment of productive structures in the DCs and trade with LDCs” was also prepared for the United Nations within its Programme for a New International Development Strategy.

**Technology and employment**

During 1978 increasing emphasis was placed on technical assistance, advisory services and the dissemination of information to encourage the application of appropriate technology. In the field of construction, assistance was provided to the Government of Guatemala in the implementation of a programme of labour-intensive rural road construction. Also, a visit of a group of African and Indonesian engineers to the rural access roads programme in Kenya (to which the ILO is providing technical assistance) was organised. The object of the study tour was to promote technical co-operation between developing countries (TCDC) through the exchange of technical personnel.

Information dissemination activities were launched with the circulation of a paper entitled “Programme on the dissemination of information on appropriate technologies”. Two technical memoranda on sugar-processing and rice-milling were jointly prepared by the ILO and UNIDO. Information dissemination was also promoted through the holding of seminars and workshops, for example, in Indonesia on appropriate technologies in civil construction.

Other examples of extensive co-operation with United Nations agencies and participation in their activities include: (a) the preparation of two joint papers by the ILO and UNIDO on rural transport and food processing and storage for the UNIDO International Forum on Appropriate Industrial Technology (New Delhi, November 1978); (b) the preparation of two papers entitled “Technology, employment and basic needs” and “Technologies for productive employment creation in developing countries” for the Secretariat of the United Nations Conference on Science and Technology; (c) the preparation of a progress report entitled “Industrialisation and social progress” for UNIDO on the implementation of the Lima target; and (d) ILO participation in World Food Programme evaluation missions concerned with more effective use of labour-intensive methods in large canal construction in India and Pakistan.

A study on the assessment of the impact of technological change on the condition of rural women and four papers on appropriate technology in forestry were completed, while an article on technologies for basic needs in Philippines forestry was published in the July-August issue of the *International Labour Review.*
In the field of agricultural technology, two studies entitled, respectively, "Technological change and employment—a study of plantations" and "Education, innovations and agricultural development" were issued by commercial publishers.

In construction technology, the report of a field project on road construction in the Philippines was also published by the ILO under the title "Men or machines", and a study on the application and upgrading of indigenous technology in irrigation works was completed.

As regards rural small-scale industries and employment, a brief description of the WEP programme on rural industrialisation, rural non-farm technology and employment was prepared. A report on rural small-scale industry and employment in Sri Lanka, based on a technical advisory mission undertaken during 1977, was completed and submitted to the Government during the year under review. The ILO assisted the International Fund for Agricultural Development with a view to identifying viable non-farm employment opportunities for rural poor in Jamaica. Technical assistance was also provided to a number of UNDP and multilateral projects in the field of handicrafts and small-industries development. An article on assessing technical co-operation in rural industry was published in the May-June issue of the International Labour Review. Also, two ILO officials participated in the World Bank's technical workshop on small-scale industries (January 1978). The workshop was designed to obtain advice in respect of the objectives, scope and methodology of the Bank's research activities on small-scale industries.

Urbanisation and employment

Several studies on the urban informal sector initiated during 1975-77 were completed during 1978. These include studies on Lagos, Kano, Freetown, Jakarta, Colombo, Manila and Bogotá. A study entitled "Calcutta and rural Bengal: Small sector symbiosis," was issued by a commercial publisher.

Research on skill acquisition and self-employment in the urban informal sector of French-speaking Africa led to the completion of diagnostic surveys and studies in Mauritania, Rwanda and Togo. Relevant technical papers analysing census and survey results were submitted to the governments concerned for approval. An article on the modern informal sector in Nouakchott was published in the November-December issue of the International Labour Review. The main purpose of these studies was to assess the employment and skill generation potential of the informal sector with a view to increasing job opportunities for educated unemployed youth.

Population and employment

One of the highlights of the technical co-operation activities of this programme was the implementation of new country projects (in the Syrian Arab Republic and Sierra Leone), having as an objective the integration of population issues into development strategies, with particular reference to the ILO's
Activities of the ILO, 1978

Concern with labour, employment and income distribution. During the year the number of technical co-operation projects being implemented continued to increase. At the end of 1978 over 40 such projects were either operational or had been approved by the UNFPA, which finances nearly all of the programme. A NORAD-supported project in Indonesia was completed during the year. This project related to the planning and organisation of population education and family-planning activities among workers at plant level, and was based in the National Institute of Industrial Hygiene and Occupational Health. A new feature in 1978 was the provision of technical support on the part of the Asian regional labour and population team to nationally funded projects in the Philippines and the Republic of Korea. A monograph on the educational activities of the programme appeared during the year. A number of seminars and workshops were organised dealing with population and development issues and with population education and family welfare.

On the research side, a new project on the role and status of women and demographic change was launched in 1978. ILO publications included three volumes on labour force participation and a monograph on changes in employment structure with economic development. Commercial publishers issued on the ILO's behalf a volume on employment problems in Kenya and a volume entitled *Population, employment and inequality: BACHUE—Philippines*. In addition, many research papers were published in reputed journals or brought out in the working papers series.

'Follow-up of the World Employment Conference: basic needs

In March 1978 the ILO organised a meeting in Geneva of an ad hoc inter-agency working group of the ACC on the World Employment Conference. A number of reports were prepared for this meeting.

Replies by the governments of some 64 countries to the ILO questionnaire on basic needs were received and analysed. A report, based on these replies and on other research results was prepared, for submission under item VII to the 1979 Session of the International Labour Conference.

**TRAINING**

During 1978 special emphasis was placed in ILO training activities on the establishment and strengthening of regional institutions aimed at promoting the exchange of information, experience, teaching material and expertise among developing countries. This emphasis was the logical expansion of a policy which was established as long ago as 1960 when the Inter-American Vocational Training Research and Documentation Centre (CINTERFOR) was created. CINTERFOR has now become an important forerunner of TCDC activities. Since its inception, CINTERFOR has continued to pursue a policy which aims at utilising to the maximum expertise and institutions available in the Latin American and Caribbean region in carrying out studies and research and in providing assistance to countries in the region, as well as in promoting
the exchange of information and experience through documentation, seminars, etc.

A UNDP-financed project has been instrumental in promoting CINTERFOR activities. The joint UNDP/ILO evaluation team which reviewed this project in September 1978 noted the very favourable impact of CINTERFOR on the advancement of vocational training in Latin America. The team also considered that the regional project funded by UNDP had made a vital contribution to the achievement of the objectives of the Centre. Encouraged by the success of such institutional arrangements as CINTERFOR, the ILO has sponsored or supported the creation of two new regional institutions.

The first is the African Centre for the Development of Vocational Training (CIADFOR). This institution came into being in July 1978 and has already established its programme for the first year. In order to exchange views and experience between the different regions, the ILO, in collaboration with the UNDP and the Government of Brazil, organised a technical meeting on training programmes in Africa, Latin America and the Caribbean in August 1978 at which experiences and problems confronted by training institutions in both areas were discussed.

The second institution is the Asian Regional Skills Development Programme (ARSDEP), which was formally created in September 1978. The preparatory meeting of ARSDEP has already established its programme priorities and is seeking UNDP financing for these projects.

Both CIADFOR and ARSDEP have adopted a policy similar to that of CINTERFOR in depending primarily on the experience and resources available in their respective regions. It is expected that, when such institutions have become strong enough, the training programme of the ILO will be firmly linked with an active network of national and regional institutions which will give it its proper dimension and impact and contribute to helping member States to develop their human resources and adapt them to the technical, social and economic requirements of the New International Economic Order.

It is with this objective in mind that special attention has been paid to closer integration of the activities of the ILO Training Department with those of the International Centre for Advanced Technical and Vocational Training in Turin; this has been achieved through joint programming meetings and joint technical advisory missions. During the year the Training Department provided technical advisory services from Headquarters to a large number of member States. Over 50 missions enabled the Office to respond more rapidly and effectively to requests for advice or short-term assistance.

Management development

Technical co-operation continued to be the main means of action of the Management Development Programme. The number of field projects increased by ten compared with 1977, to reach a total of 69. This included some impor-
tant long-term projects which were completed in 1978, such as assistance to the Singapore National Productivity Board. The Advanced Management Consultancy Project carried out in the period 1975-78 was a culmination of ILO assistance which started ten years ago and gradually developed from simple and elementary management and productivity improvement techniques to more advanced and sophisticated ones. The National Productivity Board has now become a recognised national authority on productivity questions and a base of professional services that is extensively used by local managers. With a professional training and consultancy staff of over 100, it has started offering services to other countries in the region. Another major two-phase project was completed in Ghana. Thanks to the dynamism of national staff and constant government support, the project achieved its objective in establishing the capacity of the Management Development and Productivity Institute in Accra to render professional services to public and private enterprises without further support by foreign experts. Shortly before its termination, the project was rated by UNDP as one of the best UNDP-sponsored projects in the African region.

An example of a new type of management project, started in 1978, is the Emergency Transport Unit in Ethiopia. This organisation is being established for the transportation of food and other emergency aid that has to be distributed by road to the severely affected rural areas. The ILO project is helping the Government to structure, organise and manage all transport activities related to this aid programme.

After a good start in 1977, support for direct co-operation among management institutions within the framework of TCDC continued to be provided and further developed in 1978. A second regional co-operation programme organised in collaboration with the Algerian "Institut national de la productivité et du développement industriel" provided intensive training in the management of development projects for professionals from 15 French-speaking African countries. A round-table on managing management development institutions was organised in co-operation with the Government of France and the "Fondation nationale pour l'enseignement de la gestion des entreprises" for heads of Arab management education and training institutes, with the participation of the directors of a number of well known French institutions.

In small-enterprise management, an effort was made to expand the ILO programme of co-operation to further geographic and language areas. Of the above-mentioned 69 field projects, 25 dealt fully or partially with small-enterprise development and management. Growing emphasis was placed on applying a comprehensive approach to small enterprise development. The ILO book *Small-enterprise development: policies and programmes* (Management Development Series, No. 14) was translated into and published in Spanish and the French translation was prepared for printing. A meeting of French-speaking African employers on the development of small enterprises was organised in Kinshasa in January 1978. A study of small-enterprise development policies and problems was completed in the Caribbean region and submitted to an
employers’ meeting in January 1979. The African construction management programme, sponsored by Norway, completed a number of country studies and organised several country and sub-regional workshops on the promotion of local small enterprises in the construction sector.

To respond to continued demands from the Governing Body and a number of member States, a new programme sponsored by the Regular Budget was started in supervisory development. A detailed survey of over 100 training materials and programmes was carried out and a number of institutions and enterprises interviewed on their policies and practices in supervisory development. The preliminary conclusion is that the ILO might provide considerable help by producing and disseminating a complete set of basic training modules suitable for adaptation to local conditions. The intention is, therefore, to orient the programme in this direction.

The third revised edition of Introduction to work study, prepared in 1976-77, was published. Management consulting: a guide to the profession was translated into Spanish in co-operation with the Turin Centre, while the Arab Organisation of Administrative Sciences completed the translation of this book into Arabic. The series of technical papers issued to stimulate and support national productivity improvement and management training efforts was completed by papers on productivity improvement in developing countries, on improving management in the distribution sector and on social problems and human welfare in organisations. Finally, a first co-operative research study was carried out with UNIDO on manpower training needs in the petrochemical industry, as part of a major UNIDO study on problems and development trends of this sector until the year 2000.

Vocational training

The volume of technical co-operation activities in the field of vocational training maintained an increasing trend with the normalisation of UNDP financial support. The number of experts in post averaged 240, rising to 250 by the end of the year. Of 104 operational projects, 78 were in industrial vocational training, 19 in rural training and 7 in vocational rehabilitation. The rate of delivery fluctuated between 78 and 87 per cent with an average over the year of 85 per cent. In addition to the above there were, at the end of 1978, a total of 181 posts which were approved but not yet due for implementation. Although the major financing source has been the UNDP, funds-in-trust financed projects have continued to develop from the IBRD, multi-bilateral and direct government sources.

Projects in the industrial training field involved the establishment and upgrading of training institutions, the setting up of training organisation and structures, apprenticeship training schemes and in-plant training. The levels of training ranged from basic training in essential occupational areas in countries which had recently acceded to independence to specialised training in countries which had already advanced in their training programmes. In the
latter, programmes in such areas as electronics and automation were developed. Examples of activities in specialised fields are a project in Malaysia for assistance to the National Electricity Board in the training of specialists for the electric power supply industry, and similar projects in Egypt and in Pakistan.

In spite of financial difficulties, regional advisers were maintained under the regular budget for the promotion and development of vocational training, including the introduction of new approaches (such as the Modules of Employable Skills (MES) method, mentioned below). The least developed countries and more seriously affected countries, such as Botswana, Zambia, Benin, Guinea-Bissau, Bangladesh, Cape Verde, etc., received particular attention.

Among projects which reached a final stage of operations in 1978, the following are particularly worthy of mention: a project in Bhutan which started operations in training in general mechanics, auto-mechanics and electricity within the Government's programme for self-reliance in the field of vocational training, and is now able to supply nationally trained skilled craftsmen for employment in various establishments in the country; a National Vocational Training Institute which was set up in Ghana with UNDP/ILO assistance and is now responsible for the co-ordination of training, instructor training, trade testing and certification and apprenticeship training; a vocational training scheme for adult workers which was handed over to the Government of Qatar in mid-1978 after seven years of ILO assistance, and which developed a training centre for Qatar with a regional orientation, permitting the enrolment of trainees from other Gulf States; and a commercial training project in Guinea which assisted in upgrading the commercial training school at Belle-Vue.

Activities for the training of refugees in co-operation with other United Nations organisations included a UNDP/ILO programme for assistance to national liberation movements. A pilot vocational training project for the liberation movements of South Africa—African National Congress (ANC) and Pan-African Congress of Azania (PAC)—aims at training 60 South Africans, 30 from each movement, in industrial skills in Tanzanian institutions. A second project for emergency assistance to the liberation movements of Zimbabwe and Namibia in the fields of technical and vocational training was declared operational in April 1978. The immediate objectives are to impart to ZANU, APU and SWAPO refugees instructor and foreman training at the Turin Centre; railway training at the Wardan Centre in Egypt; and basic training in a variety of fields in existing institutions in the front-line States. Two other projects for the training of national liberation movements are in the process of finalisation.

Rural vocational training activities in 1978 continued to be focused on population groups whose training needs are all too often overlooked. The projects completed during the year have thus aimed at the creation of institutional facilities for these groups. A rural instructors' training manual was developed in co-operation with the Turin Centre. The purpose of this manual is to prepare people with work-skill competencies to assume a role as local
trainers and agents of change in rural communities. The manual will now be field-tested in projects in developing countries where the emphasis is on training programmes for disadvantaged groups, such as youth, women, nomads and underemployed rural workers.

Technical advisory missions were sent to Bangladesh, India and Somalia. In India assistance was provided in planning a training system for rural activities within a national programme for rural manpower development. In Bangladesh the ILO co-operated with the Asian Development Bank in appraising the establishment of some 50 rural vocational training institutes. A project is being developed for financing under an Asian Development Bank loan. The mission to Somalia helped to establish a basic-skills training programme applicable to resettlement schemes for nomads. Participation in the joint FAO/UNESCO/ILO Inter-Secretariat Working Group on Agricultural Education and Training continued in 1978. Two meetings were held. In the field of forest workers' training, the emphasis in 1978 was on joint activities with the FAO and the ECA, technical advisory services and the development of training material. The ILO participated in several meetings, jointly with other United Nations agencies, such as the World Forestry Congress.

The first phase of the ILO/SIDA Research and Development Project in Vocational Training Methods and Techniques terminated at the end of 1977 and was continued into 1978 under funds which were also made available by SIDA. The second phase, in the amount of US$ 3 million, was approved in mid-1978 and became operational in September/October 1978. Work on the development of principles and practices of the ILO approach to vocational training through the application of MES continued throughout the period, and a paper "MES—principles and practices", translated into French and Spanish from the English original, was written and issued to all field offices and projects. Reports on the results of field testing of MES learning materials resulted in the standardisation of format for learning elements, the pedagogical revision of materials and reorganisation into standardised learning elements, further analysis to identify new learning elements to be produced and the production of about 100 learning elements divided fairly evenly between the occupations of auto-mechanic, electrician and machinist. Work also started on a manual for curriculum developers covering all technical aspects of the preparation and delivery of MES-based learning materials from occupational analysis and identification and preparation of learning elements to the delivery of instructional programmes. Preliminary studies were also begun in order to identify the training needs of vocational training administrators, programmers and instructors as a basis for future guidelines and manuals.

Parallel to and reflecting these headquarters-based activities, a field project in Egypt entitled "Introduction of modern training techniques for vocational training applying modules of employable skill" in the field of building/construction and textile training, was completed on 31 August 1978, after a duration of 20 months. It was financed by multi-bilateral assistance from the Federal Republic of Germany. A one-month seminar on MES was held in Jakarta,
Indonesia, in March-April 1978, financed under Swiss multi-bilateral assistance. The seminar, which was attended by 19 participants from ten countries of the Asian region, explored the various aspects of the MES approach. Follow-up during 1979 and further project activities are currently under preparation.

In the field of vocational rehabilitation of the disabled, every effort was made to comply with the request embodied in the 1975 International Labour Conference resolution on this subject, namely to assist developing countries in their efforts to create employment opportunities for their disabled persons. Some 30 countries of Africa, Asia, Latin America and the Caribbean benefited from the services of regional vocational rehabilitation advisers stationed in these regions, through assistance with the planning of rehabilitation and sheltered workshop programmes and the training of necessary staff. Longer-term assistance was provided under the UNDP and multi-bilateral financing to several other countries, including Ecuador, Ethiopia, Fiji, Jamaica, Jordan and Zambia, where pilot centres and workshops were either newly established or expanded. An increasing number of requests were received for assistance with the vocational rehabilitation of drug-addicted persons, and expert and/or consultancy services in this field were provided to several countries including Burma, Bolivia, Lao Republic, Pakistan and Thailand. With the support of SIDA and DANIDA two seminars were held, one for an African group on co-operatives for the disabled and another for a Latin American/Caribbean group on vocational rehabilitation of the mentally retarded. The two projects provided specialised training in the subjects concerned for some 50 rehabilitation personnel.

The vocational rehabilitation documentation service was expanded considerably and the specialised BLINDOC service provided 70 articles on innovative methods of training and employment for blind persons to some 450 organisations and individuals throughout the world. Two research studies were completed during the year and will result in the issue of a handbook on vocational rehabilitation of the mentally restored and a monograph on the organisation of a production workshop for the disabled. In addition, handbooks on co-operatives for the disabled and vocational rehabilitation of the mentally restored were published. The ILO's vocational rehabilitation activities were closely co-ordinated with the related work (i.e. social, educational and medical) of the United Nations, other specialised agencies and non-governmental organisations through regular formal and informal consultations.

One of the most serious consequences of the lack of financial resources was the discontinuation of the Training and Development Series (T and D Abstracts and "News in brief"), thus terminating with the completion of Volume No. 13 a regular publication service which began in 1961. This decision was taken with considerable reluctance and in the full realisation that the needs for information in the field of training will have to be satisfied by other means. A co-ordinated and flexible system of documentation and information services relating to all fields covered by the Training Department is accordingly now being developed.
WORKING CONDITIONS AND ENVIRONMENT

PIACT

Its activities in 1978 clearly demonstrate that the International Programme for the Improvement of Working Conditions and Environment (PIACT) has become fully operational as an integrated programme based on the co-ordinated utilisation of the various means of action available to the ILO: standard setting, use of industrial committees, convening of a tripartite advisory committee and of several meetings to promote an exchange of views on specific subjects, research and studies geared to practical action, compilation and dissemination of information and development of technical advisory services and practical activities in the member States.

Multi-disciplinary missions of experts on working conditions and environment were sent to five countries in the course of the year (Morocco, Greece, Honduras, Iraq and India), which brings the total number of missions of this type so far to 11—six others having been carried out in Venezuela, Ethiopia, Senegal, Bolivia, Peru and Tunisia. In July 1978 PIACT helped the Indonesian Government to organise a National Tripartite Seminar on Improving Working Conditions and Environment. In addition, exploratory or follow-up missions were carried out in some ten countries and regular direct technical assistance continued to be made available in the form of experts, technical advisory services, grants or the supply of equipment. The development of PIACT's practical activities has been facilitated by their gradual decentralisation and by the fact that there are now two regional advisers in Asia, two in Latin America and one in Africa. An article—Jean de Givry: "The ILO and the quality of working life. A new international programme: PIACT"—giving a brief description of the objectives and characteristics of PIACT appeared in the May-June 1978 issue of the International Labour Review.

Substantial progress was also made in relating PIACT to the programmes of other inter-governmental organisations and in the systematic co-ordination of efforts and the joint execution of projects. Inasmuch as it is often impossible to promote action to improve working conditions and environment as an isolated objective, this is particularly important. Following the signing of a Memorandum of Understanding concerning Co-operation between the ILO and the United Nations Environment Programme and two decisions taken by the Governing Council of UNEP in 1977 and 1978, two inter-agency advisory meetings on the working environment were organised by UNEP in 1978, the outcome of which was that the ILO was requested to prepare a working paper, in consultation with the other agencies concerned and especially the WHO, outlining the action planned in this field by the various United Nations agencies, for submission to a joint programming meeting on the subject to be held in October 1979 whose conclusions will then be communicated to the Governing Body of the ILO. The ILO also participated in a joint study on the effects of industrialisation on health, which is to serve as the basis of a joint WHO/UNIDO/ILO/UNEP report on industrialisation, health and
environment, for UNIDO's Third Regional Conference (New Dehli, 1980). Finally, the objective of improving working conditions and environment has been duly incorporated in the report prepared by the ILO for the United Nations Conference on Science and Technology. The attention of UNCTAD experts working on an International Code of Conduct for Technology Transfer has also been drawn to this point.

Conditions of work and life

Work in this field during 1978 involved the publication of several studies, reports, documents or articles on the quality of working life, working time and its arrangement, the organisation and content of work, the repercussions on conditions of work of choices of technology and conditions of work and life of particular categories of workers. As in previous years, the *International Labour Review* and the *Social and Labour Bulletin* were used to publish research findings and information on these various themes. Seven articles appeared in the *Review*, as follows: "Economic aspects of shift and night work in industrialised market economies", by P. J. Sloane (March-April 1978); "Job improvement: the personal views of a practitioner", by O. Tynan (May-June 1978); "Labour turnover and employment structure in European socialist countries", by L. Köszegi (May-June 1978); "Unpleasant or tedious jobs in the industrialised countries", by C. Dufour (July-August 1978); "Social welfare programmes in Czechoslovak enterprises", by V. Tesar (July-August 1978); "Technology to make work more human", by F. J. Dy (July-August 1978); and "Limitations of legislation in improving working conditions: the Venezuelan experience", by E. Marín Quijada (January-February 1979).

Several studies on the quality of working life were completed in 1978; they are expected to be published by the Office during the course of 1979. They include a major study entitled "The quality of working life in the perspective of modern labour policies" and a series of sectoral studies carried out jointly by employers' and union representatives from three of Japan's industrial sectors—shipbuilding, electrical equipment and motor vehicles. Substantial progress has also been made in setting up a clearing-house on the quality of working life.

As regards working time, the first discussion of the item "Hours of work and rest periods in road transport" during the 64th Session of the ILO General Conference (1978) was followed by the preparation of two reports which will serve as the basis for the second discussion in June 1979. A study was published on *Management of working time in industrialised countries*, which reproduced the main working papers submitted to the ILO Symposium on Arrangement of Working Time and Social Problems Connected with Shift Work in Industrialised Countries (Geneva, 3-11 May 1977), together with a summary of the discussions at this Symposium. A tripartite advisory meeting on night work was convened in Geneva from 26 September to 3 October 1978 with a view, inter alia, to making suggestions as to the measures that the ILO could take.
in the future in the field of night work. For this meeting, whose findings were examined by the Governing Body at its 208th Session (November 1978), the Office had prepared a document containing a detailed analysis of measures adopted in legislation or collective agreements at the national level to restrict the use of night work and to improve the conditions of work and life of night workers. Finally, on the subject of shift work, during the period under consideration the Office pursued its analysis of available statistics in several industrialised market-economy and planned-economy countries, continued its research into the specific problems raised by this kind of work in the developing countries and strengthened its official contacts with the European Foundation for the Improvement of Living and Working Conditions.

On the subject of the organisation and content of work, the Office finalised two of the three planned volumes on new forms of organisation of work. The first of these volumes, which was published at the end of 1978, contains the revised text of the monographs on the subject prepared in Denmark, Norway and Sweden, the Federal Republic of Germany, France, the United Kingdom and the United States. The second, which is to be published in 1979, will contain the monographs on Italy, the German Democratic Republic, the USSR and India, together with a study on the cost and economic advantages of the new forms of work organisation. The third volume in this series should also appear in 1979, with a summary of the findings and conclusions reached in the various monographs and a comparative analysis of the experience of the individual countries. Work organisation is another research area in which the Office has strengthened its collaboration with the European Foundation for the Improvement of Living and Working Conditions during the past year.

The Office also embarked on the revision and editing of various case studies and national monographs which have been carried out in Asia on the repercussions on conditions of work of choice of technology, with a view to publishing them in 1979 in a monograph entitled "Technology to improve working conditions in Asia". The repercussions on conditions of work of choice of technology was moreover one of the main items on the agenda of the National Tripartite Seminar on Improving Working Conditions and Environment which the Indonesian Government organised in July 1978 with the technical assistance of PIACT.

With regard to the conditions of work and life of particular categories of workers, the Office published, in French, a monograph on the housing of migrant workers and their families in western European countries. Child labour was also one of the main areas of research under this sub-programme, as part of the contribution of the Office to the International Year of the Child (1979). An Office publication, which is to appear in 1979, will contain a condensed version of most of the 12 national monographs prepared on the subject in 1978, together with a comparative study. Furthermore, at its 208th Session (November 1978), the Governing Body decided to invite governments to submit in 1980 reports under article 19 of the Constitution on the application of the Minimum Age Convention (No. 138) and Recommendation (No. 146) of 1973.
Activities of the ILO, 1978

Finally, further progress was made in 1978 on a study on social infrastructure facilities for women workers and their children in Eastern European countries. Various aspects of the conditions of work and life were discussed at two meetings of industrial and analogous committees in 1978: namely the Tenth Session of the Textiles Committee (April), whose agenda included a technical item on "Conditions of work in the textile industry, including problems related to organisation of work ", and the Second Tripartite Technical Meeting for the Food Products and Drink Industries (October), whose agenda included an item on "Labour and social problems arising out of seasonal fluctuations of the food products and drink industries ".

Work continued in 1978 on the promotion of training activities in the field of conditions of work and life within the framework of PIACT. By way of support for these activities, an "Introduction to the study of working conditions and environment" was drafted in English and French.

Occupational safety and health

In the course of 1978 activities in this field continued to focus upon the closely interlinked elements of occupational safety and health policies, the prevention and control of occupational diseases and the limitation of occupational accidents. Activities for the general optimisation of the working environment to safeguard the life and health of workers in all occupations were undertaken at two levels: the international level, through such means of action as standard setting, research, studies and meetings; and the national level, by way of technical co-operation services, dissemination of information and the promotion of relevant legislation, institutional structures and the organisation of training programmes. Sectors reviewed included traditionally organised ones, such as mining and dock work, as well as informal ones, such as agriculture in developing settings and fishing, which had, to some extent, been neglected.

As in each year during the past decade, a topic on occupational safety and health was on the agenda of the 64th (1978) Session of the Conference. Following the first discussion by the Conference of the Revision of the Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32), two reports were prepared with a view to the second discussion, to take place at the 1979 Session.

The health and safety problems of sea-going workers received considerable attention. As regards seafarers, a Code of Practice on Accident prevention on board ship at sea and in port was published. Fishermen were the subject of a report on medical care on board which was discussed by the Committee on Conditions of Work in the Fishing Industry. Considering the very limited number of vessels associated with the fishing industry that carry doctors on board, the latter report emphasised the need for trained non-medical personnel for the dispensing of medical care at sea and, in the interest of injured or sick fishermen, it stressed the desirability of a greater measure of international
harmonisation in respect of such elements as medical training for fishermen, ship's medicine chests, medical guides and medical advice by radio.

In a completely different setting, i.e. the rural sector, the continued inadequacy of the basic protection extended to rural workers with regard to work-related accidents and diseases led to an analytical review of possible options for the incorporation of occupational safety and health elements within the ILO rural development programme. Moreover, a Code of Practice entitled Safe design and use of chain saws—a problem of relevance to rural workers—was published.

Occupational hazards related, inter alia, to toxic substances, harmful dusts, and various agents endangering the health of workers in mining and industry, continued to receive a good deal of attention during the year. The Fifth International Conference on Pneumoconiosis was organised in Caracas, with the collaboration of the National Pneumoconiosis Committee of Venezuela. The safety and health problems specific to small mining undertakings were reviewed in a report contributed by the ILO to the UNITAR Conference on the Future of Small-Scale Mining, which was held in Jurica (Mexico). Two publications, one on occupational exposure limits for airborne toxic substances and another on occupational cancer prevention and control, were made generally available through the Occupational Safety and Health Series. The latter document included an appendix listing known carcinogenic substances and agents, classified according to the degree of protection needed to avoid occupational risk. Within the same general field, a Code of Practice on occupational exposure to airborne substances harmful to health was submitted to the Governing Body for its consideration prior to publication. There was a consensus that some time was to be allowed for comments on the text before the Code was eventually published. On the over-all question of preparation and adoption of Codes of Practice on occupational safety and health, a document was prepared for the Governing Body. An important development in terms of identifying hazards and disseminating essential information in this general area was the launching of the International Occupational Safety and Health Hazard Alert System, which will be further strengthened with the support of extra-budgetary resources made available by the United States Government.

A paper on recent trends and problems of employment injury prevention was written for the Meeting of Experts on Occupational Accident Prevention and Compensation. Aspects covered included the high safety risks associated with the production of fossil fuels; stress and fatigue in relation to certain types of conveyor processes and the application of ergonomic principles; and the inherent risks of technological transfer to developing countries without the requisite modification. Going beyond traditional occupational safety and health measures, an ILO Symposium held in Istanbul (May 1978) reviewed several aspects of the new trends in the optimisation of the working environment in both industrialised and developing countries.

As regards technical co-operation activities, occupational safety and health constituted the major element of the five PIACT multi-disciplinary missions
Activities of the ILO, 1978

(Morocco, Greece, Honduras, India and Iraq) implemented during 1978. The Iraq mission was carried out with the co-operation of two WHO experts. Close collaboration, especially in respect of training activities, was maintained with regional institutions (ARLAC, CRADAT and CIAT) concerned with occupational safety and health. Preparatory work for the establishment of national occupational safety and health institutions in Algeria and the Republic of Korea was completed; the institute in Iran became operational; the Sri Lanka SLIOSHEP project was extended to technical co-operation in connection with the occupational safety and health problems of women at work, and support was given to the Cairo National Institute of Occupational Safety and Health, Heliopolis, which is in the process of extending its activities. Consistent with the policy of organising basic practical occupational safety and health training at the grass-roots level, training courses for different categories of safety officers and factory inspectors were held in Morocco, Nepal and the Syrian Arab Republic. It is expected that these training projects will have a multiplier effect on the capacity of the national authorities to meet the requirements of occupational safety and health programmes.

The International Occupational Safety and Health Information Centre (CIS) welcomed in 1978 the Sri Lanka Institute for Occupational Safety, Health and Environmental Protection (SLIOSHEP), thus raising the number of its national centres to 34. Continuing its work of scanning the relevant world literature (some 40,000 documents in 1978), the Centre published Volume 5 of the CIS Abstracts bulletin, a periodical collection of selected, classified bibliographical abstracts in English and French, distributed to over 1,600 subscribers in more than 100 countries and territories. Translation of the bulletin into Russian, Spanish and Italian and distribution of these three supplementary editions in their relevant territories was ensured by the respective national centres. The CIS service thus reached a total of approximately 20,000 direct users. The literature-searching service, which replies to requests from subscribers, national centres, various branches and sections in the Office, as well as the general public, for selective documentation from the computerised database, supplemented by manual searches in the CIS card index published from 1960 to 1973, handled more than 600 requests. CIS bibliography No. 13, which dealt with asbestos, and the fourth edition of the List of periodicals abstracted by the CIS were published in 1978. Finally, No. 8 of the CIS Abstracts bulletin of the year, which traditionally comprises annual subject and author indexes, is this time a cumulative index for the first five years of the computerised CIS service. For economy reasons, no meeting of the CIS national centres was held in 1978.

Women workers

The Office for Women Workers’ Questions, which was set up in April 1976, continued its co-ordinating activities, particularly as regards the implementation of the resolution concerning a plan of action with a view to promoting
equality of opportunity and treatment for women workers and of the resolution concerning equal status and equal opportunity for women and men in occupation and employment, adopted by the International Labour Conference in 1975.

Special attention was given to ensuring that the needs of working women received due attention in all aspects and all areas of the work of the ILO, including employment, training, industrial relations, labour legislation and administration, working conditions, social security and other related subjects.

Two law and practice reports on "equal opportunities and equal treatment for men and women workers: workers with family responsibilities" were prepared for the discussion at the 208th Session of the Governing Body (November 1978) of the agenda of the 1980 Session of the Conference. The item was among those retained by the Governing Body for the 1980 agenda.

Two numbers of the bulletin *Women at work* were published. The purpose of this periodical publication is to disseminate information on trends and developments concerning women workers and to inform governments, employers’ and workers’ organisations, women’s organisations, research and other institutes, of ILO policy and programmes concerning women.

In compliance with ECOSOC Resolution 1978/32, the ILO is required to prepare a contribution on the sub-theme "Employment" for the 1980 Conference on the Decade for Women. The Office took part in the first meeting of the preparatory Committee of the Conference (Vienna, 19-30 June 1978) and initiated consultations with a view to the preparation of this contribution.

Statistical analyses on women's participation in economic activities in various regions—Africa, Latin America, and the CMEA countries—were completed. These were carried out in line with the provisions of the ILO Plan of Action which called for the collection and analysis of statistical data on women in both industrialised and developing countries.

As part of its research activities, the Office prepared studies on the following themes: (a) recent developments in legislation regarding the employment of women in industrialised countries and its importance for industrial relations; (b) women, technology and the development process; and (c) women in industry in developing countries.

The Office for Women Workers’ Questions continued to co-ordinate ILO activities in preparation for the International Year of the Child (1979) and participated in several important meetings in this connection, including two meetings of the IYC Inter-agency Advisory Group. A background paper on the IYC was prepared, updated and widely distributed.

**Young workers and older workers**

During 1978 there was a significant increase in co-ordination work on activities related to young workers and older workers, both within the Office and with the other organisations concerned, as a result both of the growing interest in the specific employment and labour problems of certain categories
of manpower and of the more and more widely recognised need to tackle these problems in a consistent manner.

As regards young workers, most of the work was on the final stages of the ILO's summary contribution to the United Nations annual report on activities concerning young people and on the strengthening of technical relations with other organisations in the United Nations system—particularly through the Inter-Agency Working Group—with regional organisations such as the European Communities and with the non-governmental youth organisations that hold regular informal meetings in Geneva.

With respect to older workers, the preparation of new international standards gave rise to two reports entitled *Older workers: work and retirement*, which are to be submitted to the Conference in June 1979. Moreover, the ILO's active participation in expert meetings sponsored by the Council of Europe and the OECD made it possible not only to minimise the risk of overlapping but also to some extent to harmonise the general policy recommendations concerning older workers adopted by the various international institutions.

**SOCIAL SECURITY**

The results of the ninth inquiry into the cost of social security were processed, tabulated and published. The inquiry covers national data and international comparisons of income and expenditure of social security schemes throughout the world for the period 1972-74. Statistics on the incidence of social security on the national economy are included, according to the pattern of analysis followed in previous inquiries. Current data are linked to comparable time series over a period of two decades or more.

A series of major studies was devoted to the various issues which the Governing Body had included on the agenda of a Meeting of Experts on Occupational Accident Prevention and Compensation. The questions reviewed and discussed in the various ILO studies included: (a) the link between prevention and compensation in social security legislation concerning employment injuries; (b) the influence on prevention of the methods of financing employment injury insurance; (c) recent trends in the adaptation and extension of employment injury schemes in developing countries; and (d) ways and means of promoting an increased participation of social security programmes in the prevention of employment injuries. (These studies, together with short national monographs, were completed in 1978 and distributed to the Meeting of Experts (January-February 1979).)

The problems of work and retirement of older workers—an item on the agenda of the 1979 Session of the International Labour Conference—was the subject of a study by the Social Security Department for inclusion in the report prepared for the Conference discussion of this item in 1979. A law and practice report on social security and employment was prepared for consideration by the Governing Body in connection with discussion of the 1980 Conference agenda.
Two major contributions were made to the sectoral activities of the ILO: a report on social security trends and developments in the fishing industry and a similar study concerning the extent to which teachers are at present entitled to social security benefits in respect of all the major social contingencies. A study on maternity protection in industrialised countries—with special reference to socialist countries—was contributed to the Office-wide programme of research on women’s questions.

The rising cost of medical care under social security was the subject of a paper submitted to an Inter-American Congress of Social Medicine. The paper drew largely on the experience of studies made in previous years by the ILO in relation to industrialised countries. At the request of the International Institute for Labour Studies, a paper was prepared on social security and technology, with special emphasis on the issues concerning Spain and Latin America.

Operational activities continued to account for a major share of the Social Security programme, thus enabling the ILO to contribute in a tangible form to the development of social security legislation and to the strengthening of relevant institutions in member States.

In Asia ILO experts advised the Government of Burma on planning a new national old-age, disability and survivors’ benefit system, including the preparation of statistical surveys and the supporting actuarial studies. In Indonesia attention was focused on the implementation of a new compulsory employment-injury scheme, while in the Seychelles ILO advisers assisted in the various stages (legal, actuarial, administrative) of planning a new national insurance programme. Advice was sought by Thailand on the possibility of introducing a health insurance programme.

Substantial activities relating to the preparation of multilateral instruments on co-ordination of social security legislation for migrant workers were undertaken in Africa. The main part of the 1978 programme consisted of assistance to the general secretariat of the African and Mauritian Common Organisation (OCAM) (Benin, Central African Empire, Ivory Coast, Mauritius, Niger, Rwanda, Senegal, Togo and Upper Volta) in bringing into operation the General Convention on Social Security for the protection of social security rights of migrant workers. This instrument had been in abeyance since 1972, pending the preparation of the regulations necessary for its application. Under the ILO/Norway bilateral co-operation project the services of an ILO official were provided to the OCAM Committee of Experts in order to establish a set of administrative forms and instructions and a model guide for insured migrant workers. Further, the ILO organised a two-week seminar for the training of the staff of social security institutions in the techniques involved in the application of the OCAM Convention. The 35 participants in the seminar, appointed by 11 countries (four not being OCAM member States) comprised, besides officials from social security institutions, representatives of employers’ and workers’ organisations who were members of the governing boards of such institutions.
Activities of the ILO, 1978

Advisory services were moreover made available to the executive general secretariat of the Economic Community of the Great Lakes Countries (CEPGL) (Burundi, Rwanda and Zaire) for the preparation of a draft social security Convention and the administrative arrangements, for examination by various CEPGL authorities and adoption by the Chiefs-of-State Conference (September 1978). A programme was established for the continuation of this co-operation in 1979 subject to financial support from bilateral sources (Belgium). Advice was also given to the six member States of the West African Economic Community (CEAO) (Ivory Coast, Mali, Mauritania, Niger, Senegal and Upper Volta) resulting in a proposed draft of the CEAO Social Security Convention and the relevant administrative arrangements. Preliminary discussions took place with the general secretariat of the Customs and Economic Central African Union (UDEAC) (United Republic of Cameroon, Central African Empire, Congo and Gabon) concerning a fully fledged technical co-operation programme with a view to preparing a general social security Convention and to carrying out the technical work leading to its implementation.

An ILO representative attended a round-table meeting organised by the Togo Social Security Fund in May 1978 on the topic of social security for migrant workers within the Economic Community of West African States (ECOWAS) (Benin, Cape Verde, Gambia, Guinea, Guinea-Bissau, Ghana, Ivory Coast, Liberia, Mali, Mauritania, Niger, Nigeria, Senegal, Sierra Leone, Togo and Upper Volta). A preliminary survey was introduced to social security fund managers representing ECOWAS members in order to underline the complex techniques involved in co-ordinating the legislation of the 16 ECOWAS member States together with guidelines for an approach to such action.

In the broader field of social security planning in Africa, ILO advisers performed a variety of technical tasks at policy level at the request of the Governments of Ethiopia, Mozambique, Mauritania, Liberia, Niger, Libyan Arab Jamahiriya, Tunisia and Togo. In the latter country ILO work focused on the feasibility of extending social security and welfare to rural areas, including the issue of how the country should pursue the matter of planning the further provision of health services with the support of the social security system. In the Middle East advice was provided to the Syrian Arab Republic and Lebanon.

For Latin America and the Caribbean mention should be made of two important projects. Under one of these, further technical aid was provided to the countries of the Andean Group for the implementation of an Andean Social Security Agreement for the protection of the rights of workers moving from one country to another within the Andean region. The other project was a UNDP-financed multi-island endeavour to plan jointly the gradual and harmonised development of social security in seven islands of the eastern Caribbean (St. Kitts, St. Vincent, Grenada, Antigua, Dominica, Montserrat and British Virgin Islands). Within this context, an ILO team of experts provided the various governments with studies and recommendations on relevant legal, administrative and financial questions.
The ILO international actuarial service continued to handle from Headquarters a number of requests for advice from developing countries dealing specifically with actuarial valuations, financing and investment of pension funds as well as with the organisation of social security statistics. The service also undertook specialised training for social security actuaries from developing countries.

Following similar activities undertaken in 1977, the ILO continued to hold in Asia high-level national seminars in order to provide an opportunity for both social planners and social security administrators to review and discuss together the objectives and means of action which may best suit an individual country in order to make further progress in the field of social security. These seminars were tripartite and, as a rule, were financed thanks to the contribution of the Norwegian multi-bilateral programme; in 1978 they were held in Thailand and in Sri Lanka. A third event of this nature—financed entirely by the ILO—was organised in Indonesia. The conclusions and recommendations of this seminar were given consideration by policy makers and a substantial follow-up in terms of new plans and reforms at the national level is to be expected.

Throughout the year emphasis was laid on the provision of ad hoc advisory services by the ILO’s own staff directly to governments and/or social security institutions. As an example, a staff member was called to Iraq for one month to advise urgently on computerisation of social security records. Another assisted various social security institutions in French-speaking Africa with the organisation of accounting procedures.

Operational activities were not limited to co-operation with the developing countries. ILO specialists continued as in the past to co-operate in different projects with the staff of the European Economic Community and the Council of Europe. ILO participation was particularly concerned with advising on the solution of problems raised by the application of EEC regulations concerning social security of migrant workers and their extension to self-employed workers, and with participating in the periodic review held by the EEC with a view to the concertation of social security policies within the Community. At the Council of Europe the most significant contribution of the ILO was the preparation of a final draft of a new European Agreement on reciprocity of medical care for short-term visitors. This draft was discussed and revised by a meeting of government representatives which the ILO convened in Geneva in October 1978. Assistance was also provided to the Rhine Boatmen Commission for the final revision of their multilateral social security agreement.

Throughout the year close co-operation was maintained with the International Social Security Association (ISSA): ILO staff attended and participated actively in all major technical meetings of the Association and more particularly in the work carried out at the ISSA’s Sixth Regional Conference for Africa and at the Association’s technical and research meetings in Europe and overseas.

Technical and financial support continued to be given to the Inter-American Committee on Social Security (IACSS); this included the financing of 20 fellow-
ships for Latin American personnel to be trained at the Inter-American Centre for Social Security Studies in Mexico. A training course on social security statistics was held with the participation of ILO specialists.

The activities of the ILO in social security were likewise co-ordinated, when required, with the various specialised agencies of the United Nations, especially the WHO, as well as with the Organisation for Economic Co-operation and Development (OECD), the Organisation of African Unity (OAU), the Organisation of American States (OAS) and the Arab Labour Organisation (ALO).

INDUSTRIAL RELATIONS AND LABOUR ADMINISTRATION

Labour law and labour relations

ILO activities in the field of labour law and labour relations concentrated on giving greater emphasis to tripartism, on enhancing sound industrial relations practices through collective bargaining and other forms of worker participation and on initiating research and exchanges of views on the contribution of industrial relations to socio-economic development.

The most important activity was related to extending to public employees protection against acts of anti-union discrimination, recognising their right to negotiate or effectively participate in the determination of their conditions of employment and providing for the appropriate settlement of disputes arising in connection with such determination. The adoption by the 1978 Session of the International Labour Conference of the Labour Relations (Public Service) Convention (No. 151) and Recommendation (No. 159) by an overwhelming majority without a single vote being cast against is a great tribute to world-wide concern with the universality of basic human rights.

Activities related to the promotion of collective bargaining included two meetings which were held in Asia in collaboration with the Friedrich-Ebert-Stiftung, namely a seminar on labour-management relations in public enterprises in Asia (Bangkok, 23-28 January 1978) and a seminar on collective bargaining and labour arbitration for South Asian countries (Colombo, 5-11 November 1978). Participants at both meetings had the opportunity of engaging in a frank discussion on some of the most topical industrial relations issues in the region.

Two important studies on collective bargaining were also published during the year, namely a monograph on bargaining practices in Latin America and an issue of the Labour-Management Relations Series devoted to collective bargaining in industrialised countries; articles on these two subjects were also published in the International Labour Review.

Similarly, and with a view to strengthening tripartism, an ILO Regional Technical Seminar for Latin American Employers' Organisations was held in Lima in October 1978, followed by a Round Table for Employers' Organisations in the Pacific Area which was held in Melbourne in November. While the Lima meeting discussed items related to the role of employers' organis-
Report of the Director-General

ations in collective bargaining, management development programmes (par-
ticularly in respect of small and medium enterprises) and the improvement of
conditions of work and life, the Melbourne meeting concentrated on wage
criteria and payment systems and other priority issues for strengthening the
contribution of employers' organisations to industrial relations.

In response to the growing concern of governments and employers' and
workers' organisations for promoting the industrial relations institutions and
procedures that contribute most constructively to development while at the
same time respecting ILO principles, two specific activities were organised
in 1978. First, an Inter-regional Round Table on the Relationship between
Labour Law, Labour Relations and Development was held in Geneva in
September. The meeting, which was organised with the financial assistance
of the Federal Republic of Germany, was attended by 24 participants
from developing countries and two from industrialised countries, one desig-
nated by a central organisation of employers and the other by a central organ-
isation of workers. In addition to providing an excellent opportunity for a
broad exchange of views and experiences, the meeting enabled participants
to hold an in-depth discussion of three particularly topical questions: (a) mini-
mum wage fixing and development; (b) collective bargaining and settlement of
labour disputes; and (c) participation in decisions at the enterprise level and
its repercussions on development. The second activity relates to the launching
of a research programme on industrial relations and development in Asia and
in Latin America in preparation for two meetings of experts to be held in Asia
towards the end of 1979 and in Latin America at a later stage.

In the related area of remuneration, an ILO/DANIDA Regional Wage
Determination Seminar for Selected Caribbean Countries was held in Kingston
in March 1978. Being the first of its kind in the region, the meeting, at which
nine Caribbean countries were represented, was concerned with the discussion
of key wage policy issues, including prices and income policies, public sector
wages and enterprise-level pay systems. A study on wage indexation in indus-
trialised countries was also published in French. Moreover, the revision of
the well known but somewhat dated manuals, Payment by results and Job
evaluation, was started.

At the country level seven technical co-operation projects were successfully
completed. These included four labour legislation projects in Botswana,
Panama, Seychelles and Sri Lanka, a job evaluation project in Ethiopia, an
industrial relations component of the larger President's Citizenship College
project in Zambia and a two-month consultancy for employers' organisations
in Egypt. Special mention should also be made of the assistance given by the
ILO regional advisers for labour-management relations and for employers' or-
ganisations, and of the short advisory missions carried out in Fiji and Peru.
In the former country, advice was given to the Government on union recog-
nition and collective bargaining procedures. In Peru assistance was provided
on two occasions: the first to the textile industry on the development of a
new system of wage adjustment; and the second to the Constituent Assembly
in drafting the provisions on labour relations to be included in the new Constitution.

Lecturers were provided for a number of industrial relations activities. In addition to talks for members of study tours visiting the ILO, lecturing activities were organised for trade union groups in Brussels, Berlin and Lucerne, for management groups in Lausanne, Geneva, Cranfield (United Kingdom) and Athens, and for government officials and university students and professors in Washington and Sorrento (Italy). Most of these activities were financed by the host organisation or were run at a very low cost to the ILO.

Labour administration

The major event for this programme in 1978 was the adoption of the Labour Administration Convention (No. 150) and Recommendation (No. 158). These instruments, which were adopted unanimously, confirm the basic principles of labour administration, define the scope of its objectives and set out a number of institutional and technical guidelines for action by member States and the ILO. They thus constitute an important landmark in the development of the ILO's work in labour administration, particularly as regards future technical co-operation activities in this field. An initial reflection on the contents of these standards from the point of view of their practical application at the regional level is contained in the report on labour administration prepared for the Eleventh Conference of American States Members of the ILO.

As in the past, and even more so, several developing countries have called on the ILO for assistance in restructuring their national labour administrations and systems for the training and advanced training of national labour administrators. In response to these requests, a number of short-term missions were undertaken by the regional and sub-regional labour administration centres and by the newly appointed African regional adviser on labour administration.

As regards the regional labour administration centres—the African Regional Labour Administration Centre (ARLAC) for English-speaking African countries and the African Regional Labour Administration Centre (CRADAT) for French-speaking African countries, the Inter-American Centre for Labour Administration (CIAT) in Latin America and the Asian Regional Project for Strengthening Labour and Manpower Administration (ARPLA) in Asia—the ILO continued, under its regular programme of technical co-operation, to finance the chief technical advisers, thus enabling practical effect to be given to the new policy of the Office concerning decentralisation, with adequate technical instruments complementing the activities of the regional and area offices.

The fact that some 80 governments have recourse to the services of these centres each year demonstrates their sustained interest in this type of co-operation as a means of meeting their needs for training, advanced training, research and technical advisory services in the field of labour administration. The direct contribution, both budgetary and technical, of the ILO to these regional programmes has been a catalyst for obtaining increased financial support from
the UNDP, beneficiary governments and multi-bilateral donors. This support enabled the centres to pursue a solid programme of activities in the various regions in 1978. ARLAC resumed activities following two meetings of ministers of labour of English-speaking African countries which were held in Tunis in April and in Geneva in June. A draft inter-State agreement concerning the institutionalisation of ARLAC was discussed in October 1978. In Latin America UNDP support for the CIAT was ensured for a further two years. A sub-regional programme for the Caribbean (the Caribbean Labour Administration Centre—CLAC) was started, thanks to additional support from Venezuela. More details of the activities of these centres are contained in the section of this report dealing with regional projects.

A number of national technical co-operation projects in the field of labour administration were started, in progress or completed in ten countries during 1978.

Assessments of labour inspection and its ability to play its role in the improvement of working conditions and environment were carried out within the framework of PIACT multidisciplinary missions which visited Morocco, Greece, Iraq and Honduras during the year.

Studies to evaluate the present state of labour inspection in industrialised countries, in the form of tripartite labour inspection missions, were initiated in Belgium in 1977. The report of the mission to Belgium was favourably received in the country, and has been submitted by the Government to the "Conseil national du Travail" for examination. Contact was maintained with the five other European countries which have expressed interest in this type of mission; further missions will be organised in 1979 and onwards, according to the availability of resources.

A labour administration manual was completed. There is a growing demand for the manual from the regional centres and from those responsible for programmes for the training of labour administrators. While filling a gap in the pedagogical material available, the manual will also constitute a work of reference.

Finally, a survey of the application of the Conventions on unemployment, labour inspection, employment service and fee-charging employment agencies (Nos. 2, 81, 85, 88, 96 and 129) was undertaken on the basis of reports submitted by governments. Instances of progress were noted by the Committee of Experts on the Application of Conventions and Recommendations. This exercise enabled the Office once again to enrich its knowledge of the technical, juridical and other aspects of the application of these standards and confirmed the continued value of this kind of dialogue with governments both for the technical services at Headquarters and for activities in the field.

Workers' education

Activities carried out in 1978 reflected the special emphasis placed in the programme and budget on priority areas such as the strengthening and development of rural workers' organisations, the advancement of trade union par-
Activities of the ILO, 1978

ticipation in social and economic ventures and the development of institutional and technical means of furthering workers' education. Extra-budgetary support facilitated response to basic needs in these major thrust areas.

As regards the rural sector, the Rural Workers' Organisations Convention (No. 141) and Recommendation (No. 149) of 1975 remained the basis for ILO action. These instruments reaffirm the importance of strong and independent organisations of rural workers as an effective means of ensuring the participation of rural workers in development and its benefits. Trade union organisations that had started to extend their activities and membership into the rural areas were assisted through workers' education and training in overcoming the obstacles and constraints that impede organisation. Other trade unions were encouraged to motivate rural self-organisation and to create self-awareness among rural workers in relation to their environment. Field studies were carried out in the Caribbean, the Philippines and Zambia to identify the requirements of organisations of rural wage and non-wage earners as regards workers' education. The studies contain practical information on the problems facing rural workers, both employed and self-employed, as well as data on the type of rural workers' organisations that may help to overcome those problems. In addition to a pilot training package for instructors and organisers, which is being tested in rural field seminars, the preparation of material on technical and self-help services operated by rural workers was undertaken to supplement the manual and guide issued in the previous year. A further significant step was the provision of advisory services, guidance and information, as well as teaching materials, to rural workers' organisations in nine countries. Consultations were developed with two international trade union organisations and participation was ensured in four training schemes. A selective project for rural and forestry workers providing for technical advisory assignments, training activities and individual fellowships in ten Asian countries is to be followed by action based on a study and its relevant conclusions.

Steps were also taken to improve and develop the infrastructures for labour education including trade union education and research departments, labour colleges and training centres, as well as workers' education institutes having the support of organised labour. Additional sets of teaching booklets were prepared on the production and development of audio-visual aids, the analysis and use of information on all aspects of workers' education, and the work of public relations officers in trade unions. Work undertaken in respect of the study of systems of collection and retrieval of labour data will facilitate the development of model units. It may further respond to the needs of trade union research and documentation centres and thus supplement the proposed study on the planning and operation of these centres. Advisory services were provided to 47 trade union organisations and workers' education bodies on the establishment of labour education institutes. Technical information was given to 14 trade union organisations on the structure of systems of workers' education. Fellowships and grants were awarded to programme managers and instructors drawn from the labour movement to participate in methodology training
courses organised in co-operation with the Turin Centre. A sub-regional training course on methods of workers' education intended for trade unionists in the South Pacific was held in Australia, and a Caribbean workshop on the production, use and care of audio-visual aids took place in Barbados. In addition to on-going projects in countries such as the Democratic Yemen, Suriname, Tanzania and Zambia, technical advisory and training assignments were undertaken or completed in Burundi, Ivory Coast, Mexico, Pakistan and Sri Lanka.

Workers' education activities for social and economic participation were basically designed to make workers aware of the fact that in sharing in decisions at various levels they also share in the responsibilities resulting from such decisions and therefore commit their own organisations. A manual on trade unions and the ILO was issued to assist labour educators in their task of promoting understanding of the steps that workers and their representatives take to encourage and follow up action by the ILO. Draft chapter outlines of a booklet for field use on methods and aids for teaching collective bargaining were completed. The analysis of the scope, content and principles of union by-laws and constitutions forms the basis for the study on trade union structures. Following consultations with collaborators, including members of the Panel of Consultants on Workers' Education, methods were evaluated and aids identified for the preparation of a study and report on non-bargaining trade union activities. Technical advisory services on workers' education development related to social and economic participation were provided for 17 trade union organisations. Consultation and guidance on the analysis of data on labour economics for advanced workers' education studies were ensured with 16 trade union organisations and labour bodies. A regional seminar on economic education for trade unionists from Asia was held in Singapore in association with the national trade union congress concerned. The meeting was the first of a series to be developed in various parts of the world to enable different groups of trade unionists and workers' educators to familiarise themselves with problems, concepts and methods and to develop training patterns, methodologies and study materials, in order to improve educational activities and the understanding of the issues involved.

Workers' education activities of general scope or intended for specific groups of trade unionists such as maritime workers and women continued to be carried out. In this connection technical advisory services were provided for 21 trade union organisations on infrastructure building, programme development and integration of workers' education. On-going work providing for the analysis and dissemination of technical data on current developments, new subjects and approaches was supplemented by a series of articles published in three issues of the bulletin Labour Education. Thirteen study programmes were organised for visiting groups of trade unionists selected by bodies such as national trade union centres in the Scandinavian countries, the British Workers' Education Association, the Ernest Bevin Foundation, the Irish Congress of Trade Unions, the Friedrich-Ebert-Stiftung and the Canadian Labour Con-
growth. Contributions were made to 41 selected workers’ education activities carried out by 27 international trade union organisations. These contributions included the provision of teaching materials, active participation by specialists and the award of study grants to 237 trade unionists. Progress continued to be made in the field through action by 17 experts undertaking regional or sub-regional training assignments. They organised numerous courses for instructors and trade union representatives at various levels, explored ways of promoting workers’ education with public support and contributed towards the development of programmes sponsored by national, regional and international trade union bodies.

CO-OPERATIVES

While this programme, like others, was affected by measures taken to reduce the ILO’s programmes in 1978-79, the reduction affected only Regular Budget resources available for information, research and documentation work, and had no adverse effect on the technical co-operation programme, which continued to expand steadily. Financial support for this programme is provided increasingly from multi-bilateral sources, which at present cover some two-thirds of the total expenditure of the ILO’s development work in the co-operative field, the highest share recorded for any type of ILO programme. Furthermore, the UNDP-financed activities, after a period of stagnation mainly due to the UNDP crisis, are gradually expanding again, though to a lesser extent than programmes financed from multi-bilateral sources.

In line with requests for assistance received from member States, the ILO’s co-operative development efforts concentrated to a large extent on training programmes for the staff of co-operative institutions and on the education and information of the co-operative membership. This comprised the organisation of courses in the countries concerned, help with the establishment and operation of permanent training facilities, support for education campaigns for grass-roots level members, regional workshops, inter-regional seminars and exchanges of experience, and specially designed fellowship programmes. In this context, the launching of an inter-regional programme for the design and production of training materials for co-operative management (with SIDA support) constituted an important breakthrough and has already led to the creation of a network of resource persons and institutions in the developing countries themselves.

On the basis of a joint study and policy discussions with the World Food Programme, the ILO was able to launch, in 1978, its first large-scale “Food Aid and Co-operatives” development programme in the Sahelian region of Central and West Africa. This new approach also aroused interest in other regions and a similar programme has already been prepared (and assured of financial support) for Central America. Furthermore, a new type of co-operative programme was developed, with the help of the international co-operative movement and the International Trade Centre, for the promotion of the co-
operative export and import trade of Asian countries, mainly through the establishment of closer links with the large and economically strong co-operative movements in the industrialised countries.

As in past years, several co-operative meetings and courses were organised by the ILO at the inter-regional and regional levels. The series of DANIDA-supported training activities in the field of financial management of co-operatives continued with a regional workshop in the Caribbean (in which 27 co-operative managers and organisers from 11 countries in the region participated), and with a third inter-regional seminar in Denmark, attended by 24 participants from Asian and Caribbean countries. The evaluation of this specialised series of training events led, in 1978, to the preparation of a three-year follow-up programme combining inter-regional and regional training activities and short-term consultancies at the national level. An eight-week course in training methodology for the teaching staff of co-operative training institutions in English-speaking African countries was held at the Turin Centre, with SIDA support. This course was followed by a one-week study visit to Kenya. Another SIDA-financed seminar, on the organisation of co-operatives for handicapped persons, was held in Teheran; in addition to a group from Iran, 20 participants from African countries took part. With the help of the Irish Government, the organisation of co-operative study tours to Ireland continued with a fourth programme in which 15 leaders and organisers of co-operatives, from eight countries in Africa and Asia, participated. The emphasis of the programme was again on membership participation in management, and on the voluntary and self-help aspects of the co-operative movement.

Many national co-operative training activities were again carried out in the framework of on-going ILO-supported co-operative development projects. Furthermore, co-operative specialists from ILO Headquarters and offices in the field again took an active part in co-operative training programmes and meetings organised by other bodies, such as the International Co-operative Alliance.

Among national activities completed in 1978, special reference should be made to two large-scale projects which contributed to the establishment of a National Co-operative Development Centre in the United Republic of Cameroon, and of a Co-operative Management Services Centre in Sri Lanka. In the Sudan two preparatory projects were completed with the creation of a co-operative training centre in Khartoum, and of a broad-based co-operative development programme in the southern region.

Within its reduced regular programme, the ILO Co-operative Branch gave priority to the provision of technical advisory services, particularly in the form of advisory missions carried out at the request of government services and co-operative institutions in member States. These missions proved to be particularly helpful as regards assistance in the formulation of national policies for co-operative development in line with the Co-operatives (Developing Countries) Recommendation, 1966 (No. 127), and other ILO policy statements relevant to co-operative or rural development issues.
INDUSTRIAL ACTIVITIES

During the year the Industrial Activities Committee of the Governing Body took certain decisions of over-all importance for the programme of industrial activities. At the February-March 1978 Session the Committee reviewed the priorities within the programme of industrial meetings already approved for the 1978-79 biennium, in the light of the financial situation of the ILO. On the recommendation of the Committee, the Governing Body decided to postpone four major industrial meetings to the following biennium. The meetings affected by this decision were the Ninth Session of the Petroleum Committee, the Second Tripartite Technical Meeting for the Clothing Industry, the Eighth Session of the Advisory Committee on Salaried Employees and Professional Workers and the Tenth Session of the Iron and Steel Committee. However, the Governing Body decided to make no changes for the time being in the present rules governing industrial committee type meetings.

As a consequence of the reductions in the programme of industrial activities, only two major industrial meetings were held in 1978. These were the Tenth Session of the Textiles Committee and the Second Tripartite Technical Meeting for the Food Products and Drink Industries. One smaller industrial meeting was also held, that of the Committee on Conditions of Work in the Fishing Industry.

At its November 1978 Session the Industrial Activities Committee made recommendations to the Governing Body on the programme of Industrial Committee meetings for the 1980-81 biennium.

The results of the Meeting of Experts on Safety Problems in the Construction and Operation of Offshore Drilling Installations in the Petroleum Industry (Geneva, October 1977) were reported to the Governing Body at its February-March 1978 Session. The working document prepared by the Office, the report of the Meeting and a summary of the discussion of that report at the 205th Session of the Governing Body were later published under the title *Safety problems in the offshore petroleum industry*.

The Note on the Proceedings of the Tripartite Technical Meeting for Civil Aviation (Geneva, December 1977) was submitted to the Governing Body in May 1978.

The Tenth Session of the Textiles Committee (Geneva, April 1978) adopted nine general resolutions concerning (a) the future work of the ILO in the field of the textiles industry; (b) employment and working conditions in the textiles industry; (c) implementation of the conclusions and resolutions adopted at the previous sessions of the Textiles Committee; (d) carcinogenic substances in the textiles industry; (e) trade union rights and the right to organise and to bargain collectively in the textiles industry; (f) multinational enterprises in the textiles industry; (g) statistical data for the textiles industry; (h) industrial home work; and (i) working mothers employed in the textiles industry. Apart from the general discussion in plenary sitting, of which there is no published record, the technical work of the Committee resulted in the adoption of con-
Conclusions providing guidelines for national and international action concerning (1) training requirements in the textiles industry in the light of changes in the occupational structure, and (2) conditions of work in the textiles industry, including problems related to organisation of work. The Note on the Proceedings of that session was submitted to the Governing Body in November 1978.

The Second Tripartite Technical Meeting for the Food Products and Drink Industries (Geneva, October 1978) adopted four general resolutions concerning (a) future ILO action in the food products and drink industries; (b) the ratification and application of ILO Conventions Nos. 87, 98 and 135; (c) the employment of women; and (d) multinational enterprises. Apart from the general discussion in plenary sitting, of which no record is published, the technical work of the Meeting led to the adoption of conclusions aimed at guiding national and international action on (1) labour and social problems arising out of seasonal fluctuations of the food products and drink industries, and (2) appropriate technology for employment creation in the food-processing and drink industries of developing countries. The results of the Meeting were reported to the Governing Body at its February-March 1979 Session.

The working document for the Meeting of Experts on Problems concerning Air Traffic Controllers (scheduled for May 1979) was completed at the end of 1978.

Maritime workers

The International Conference on Training and Certification of Seafarers, convened by the Inter-Governmental Maritime Consultative Organisation (IMCO) in association with the ILO, was held in London from 14 June to 7 July 1978. The ILO was represented by a delegation appointed by the Governing Body and consisting of two Government members, five Employers' members and five Workers' members accompanied by advisers. The Conference adopted the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978, with an Annex divided into six chapters relating to the different aspects of this question. It also adopted a number of resolutions dealing with the duties of the different officers and ratings on board ship, as well as the training required to carry out these duties, both in general and on board special ships. The ILO delegation to the Conference made an important contribution to its final results.

The Committee on Conditions of Work in the Fishing Industry met in Geneva from 21 to 30 November 1978, and discussed the six items which had been included in its agenda. The Committee decided to recommend that three of these items—namely hours of work and manning, stabilisation of employment and earnings, and medical care on board—be included in the agenda of a future session of the International Labour Conference.

In view of the decision to hold the 23rd Session of the Joint Maritime Commission (JMC) and the Fourth Session of the Tripartite Sub-committee of the
JMC on Seafarers’ Welfare in the early part of the 1980-81 biennium, work has started on preparatory activity for these two meetings.

Among technical co-operation projects in the maritime field, mention should be made of a team of five experts which is working in Venezuela assisting the Government in the establishment of a training centre for port personnel.

Salaried employees and professional workers

For this programme 1978 was a transitional year. Unlike the biennium 1976-77 during which a fairly large number of meetings was held, only one major meeting was scheduled for the current budgetary period, namely the Eighth Session of the Advisory Committee on Salaried Employees and Professional Workers, and this was postponed as a result of reductions in the budget. Consequently, the activities of the Salaried Employees and Professional Workers Branch focused on the compilation and dissemination of information, on relations with the occupational organisations concerned and on the preparation of several studies provided for under the programme and budget. Two of these concern the public services, one dealing with the problems involved in the selection and promotion of public-service personnel and the other with the terms of employment and working conditions of employees in public water-supply, gas and electricity services. Two other studies concerned the conditions of work and employment of two categories of workers to which the ILO had not devoted any special attention for several decades: commercial travellers and insurance representatives, on the one hand, and journalists on the other. These four studies are intended for publication.

The Office also continued its work in connection with another category of workers: workers in the arts and entertainment. In accordance with a decision of the Inter-Governmental Committee of the International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organisations (Rome Convention of 1961), two joint ILO/UNESCO/WIPO subcommittees studied the special problems which certain modern techniques—namely video-recording and cable television—which the authors of the Convention were naturally unable to take into account at the time, pose for the protection of the persons for whom it was designed. In addition, the preparatory report for the meeting of a third subcommittee, scheduled for the beginning of 1979, was drawn up by the Office. This subcommittee will examine the obstacles which the application of certain rights established under the Convention place in the way of its ratification. As far as workers in the arts are concerned, the main issue is the practical possibility of preventing the recording, reproduction or broadcasting of their performances without their consent and the ways and means of guaranteeing the payment and distribution of the remuneration to which they are entitled as a result of these operations. The conclusions of the three subcommittees will be communicated to the next session of the Inter-Governmental Committee of the Rome Convention, at the end of 1979.
Report of the Director-General

Multinational enterprises

Following the adoption by the Governing Body at its 204th Session (November 1977) of a Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, activities during 1978 were focused on the development of a follow-up procedure for the Declaration. Papers on this subject were submitted to the Governing Body at its 205th (February-March 1978) and 208th (November 1978) Sessions. At its 205th Session the Governing Body decided to invite governments to report periodically on the effect given to the Declaration after full consultation with employers' and workers' organisations and to ask for a first report to be made two years after the communication of the Declaration to governments, and through them to employers' and workers' organisations, viz. at the end of 1979. Preparatory work was undertaken on a questionnaire, as a basis for reports by governments on the effect given to the Declaration. Preparatory work was also carried out on the translation and reproduction of the Declaration in several languages other than English, French and Spanish. Co-ordination was maintained with related work in the United Nations and other organisations, and ILO representation was provided at various meetings of the United Nations Working Group on a Code of Conduct for Transnational Corporations. Progress was achieved in these meetings regarding appropriate treatment of the Tripartite Declaration within the framework of the United Nations Code.

Under the continuing research programme concerning the social aspects of the activities of multinational enterprises, progress was made on studies on the employment effects of these enterprises in home and host countries, as well as on training practices of multinational enterprises and their impact on development.

Technical advisory services included a contribution to a European conference on labour law and industrial relations (Brussels, September 1978) organised by the University of Louvain, and preparatory work for two regional seminars (for trade unionists) on multinational enterprises in Africa, to be undertaken in co-operation with the United Nations Centre on Transnational Corporations.

LABOUR STATISTICS

The 1978 edition of the 700-page Year Book of Labour Statistics appeared in December 1978. It contained summary statistical information on major labour questions covering a period of ten years for about 170 countries and territories. This year's edition included an additional special table showing the 1975 total population and economically active population of each country and territory classified by sex and age group.

Four quarterly issues of the trilingual Bulletin of Labour Statistics (about 110 pages per issue) were published to provide annual data for the past ten years and quarterly or monthly data for the past three years on major aspects
of labour statistics. The *Bulletin* for the second quarter gave the results of the 1977 ILO inquiry on wages, salaries and retail prices. Furthermore, to provide more up-to-date information than that published in the *Bulletin*, eight trilingual supplements were published in the intervening months.

A new edition of the *Technical Guide* came out in 1978. It gives summary descriptions of the methods used by national statistical offices to compute the statistical series of employment, unemployment, hours of work, wages and consumer price indices which are published in the ILO *Year Book* and *Bulletin of Labour Statistics*. This sixth edition was issued in three languages and in two volumes: one on consumer prices (about 300 pages for each language) and one on employment, unemployment, hours of work and wages (about 350 pages). Seven articles or press releases on conditions of work and life of workers were also published.

Services were also provided under this programme, either in support of other ILO programmes or in response to a large volume of requests for information from governments, workers' organisations, employers' organisations, research institutes, private firms and individuals.

In the field of technical co-operation, the Office completed assistance to the Indonesian Central Bureau of Statistics and the Department of Manpower in conducting a number of statistical surveys and in improving labour statistics in general; it advised the Arab Labour Office in Cairo on the setting up of its Bureau of Labour Statistics and the Tunisian Ministry of Social Affairs on the subject of a wages survey; it contributed significantly to a course on labour statistics at the Baghdad Institute for Training and Research in Statistics; it assisted the Greek National Statistical Service on labour force statistics; and it helped with an urban unemployment survey in Cape Verde. Furthermore, the regional adviser on labour statistics for Africa provided short-term assistance on various aspects of labour statistics development to Mali, Ivory Coast, Nigeria, Lesotho, Swaziland, Botswana, Liberia, Guinea-Bissau and Rwanda. Six ILO fellowship holders underwent training to specialise in labour statistics: three from Sri Lanka, one from Indonesia, one from Nicaragua and one from Tunisia.

**REGIONAL PROJECTS**

**Africa**

Under the Jobs and Skills Programme for Africa (JASPA), employment and basic-needs advisory missions and sectoral employment missions continued to be the principal means of providing assistance to member States. In 1978 the reports of two missions undertaken in 1977 were submitted to the Governments concerned (Tanzania and Niger). Two further missions were sent to Sierra Leone and Lesotho to assess the nature, causes and magnitude of unemployment and poverty problems and to make appropriate policy recommendations to the respective Governments. Sectoral employment missions
were undertaken in Upper Volta on the employment implications of the choice of technology in the industrial sector, in Cape Verde on the organisation of a household employment survey in urban areas, in the Ivory Coast on the adaptation of technology in small-scale industries in rural and urban areas, and in Senegal on the impact of tariffs on the use of capital goods and choice of technology.

Following consultations with UNDP, a substantial reorientation of JASPA's activities from the country level to the sub-regional and regional levels was set in motion. This involved contacts with over 20 intergovernmental organisations and a strengthening of co-operation with the Economic Commission for Africa. In parallel to these efforts, two exploratory missions were carried out to prepare the ground for the establishment of sub-regional employment and basic-needs programmes, respectively for southern Africa (Zambia, Lesotho, Botswana, Swaziland and the liberation movements of Zimbabwe and Namibia) and for the countries of the Sahel.

In the French-speaking African countries the African Regional Labour Administration Centre (CRADAT), with a new management team appointed by its Board in April 1978 (a director from the United Republic of Cameroon, a head of division from Chad and a head of division from Benin), was responsible for organising an eight-month basic course for middle-management labour supervisors and a four-month advanced training course for senior-management labour inspectors and administrators. The Centre also organised a round table on employment services attended by national officials responsible for employment and planning services from more than ten French-speaking African countries. At this round table emphasis was placed on the role that employment services should play in defining national employment policies and in the field of labour market information. In addition to its training activities CRADAT continued, on request, to provide governments with advisory services in specific areas of labour administration and to conduct research into social and labour legislation whose findings will be made available to the countries concerned.

The African Regional Labour Administration Centre (ARLAC) resumed its activities with two meetings of ministers of labour from English-speaking African countries, one in Tunis in April and the other in Geneva in June 1978. In the second half of 1978 the Centre organised two courses for labour officers and factory inspectors from English-speaking African countries, the first in Nairobi and the second in Cairo. This resumption in ARLAC's activities was made possible by UNDP and ILO financing. A draft inter-State agreement on the creation of a regional African institution was discussed at a meeting of ministers from the countries concerned in October 1978.

In the vocational training field the African Centre for the Development of Vocational Training (CIADFOR) came into being in July 1978. CIADFOR has as its primary objective the promotion of active co-operation between the vocational training institutions of the various African countries concerned. At a meeting of 15 African countries held in Abidjan in July 1978, a number
of decisions were taken of which the most important were the following: (a) a flexible structure for CIADFOR, which should not, in its initial phase, be institutionalised; (b) strengthening of the links between CIADFOR and other intra-African organisations with similar objectives, in particular the African Association for Vocational and Advanced Training (AAFP) created at Addis Ababa in 1974 under the auspices of the United Nations Economic Commission for Africa (ECA); and (c) establishment of a list of projects involving horizontal co-operation. It was considered that these should be joint projects so that Africa can develop its human potential by relying, first of all, on its own resources.

Americas

The activities of the Regional Employment Programme for Latin America and the Caribbean (PREALC) were the subject both of a joint ILO/UNDP evaluation mission and of the third consultative committee meeting of country participants. Favourable conclusions were reached by both exercises as regards PREALC's work and achievements, and specific recommendations were made in support of the future work programme.

Activities undertaken in 1978 included the organisation, with the Government of Mexico, of a regional meeting of national employment directors. The meeting reached conclusions on the formulation of basic-needs and employment-oriented strategies, specific employment policies and the institutional framework for employment planning. The training activities of PREALC included a seminar-workshop organised jointly with the Institute of Social Studies (ISS), in The Hague, on the relationship between employment, income distribution and basic needs. Participants were drawn from government institutions, academic and research centres and the technical departments of workers' and employers' organisations.

At the country level advisory services furnished by PREALC included completion of assistance to Brazil on agrarian structure and employment in the north-eastern region of the country as well as the finalisation of the human resources development plan in Ecuador. The team also elaborated a series of studies, analysing the impact on employment and income distribution of public investment, foreign trade and credit and wage policies in Bolivia. It completed a technical assistance project in Guatemala on labour-intensive techniques for the construction of rural access roads, and worked out various studies on the employment impact of the use of the Canal Zone of Panama following the new agreements between the Governments of the United States and of Panama.

The Inter-American Centre for Labour Administration (CIAT) continued its regular activities and strengthened its position by establishing a closer relationship with the ILO's regional efforts. It now has the assurance of the UNDP's continued financial assistance for another two years. Thanks to additional aid from Venezuela, a specific programme for the Caribbean countries (the Caribbean Labour Administration Centre—CLAC) was started towards the end of the year.
As regards the Inter-American Vocational Training Research and Documentation Centre (CINTERFOR), emphasis was placed on activities which were designed to: produce an appreciable social impact; promote the increased operational effectiveness of the various vocational training institutions; develop modes of international co-operation; or open up new vistas for institutional programming. Projects with the greatest social impact were particularly aimed at the poorest sectors of the population. They included the development of rural training policies and training for small and medium-sized enterprises in rural and urban areas, the promotion of the vocational training of working women, and policies and methods for the certification of the occupational skills of workers.

Activities to enhance the operational effectiveness of institutions included the preparation and testing of teaching materials, the study and dissemination of vocational training methods, and the training of staff.

As a result of consultations carried out with vocational training institutions and ministries of labour in the second half of 1977 concerning the promotion of technical co-operation among countries of the region, it was decided to initiate a regional programme for the development of human resources for vocational training. Consultations were arranged by the Centre in the first half of 1978 with the national training institutions concerned on the financial aspects and substantive content of such a programme.

An activity that went beyond the context of the American continent was the technical meeting between vocational training institutions of Africa, Latin America and the Caribbean which was held in Brasilia in August 1978. The meeting exchanged views and experience on the following four themes: the organisation and administration of vocational training systems in Latin America and Africa; rural vocational training; teacher training and the use of teaching materials; and vocational training in the hotel and tourism sectors.

Within the framework of activities aimed at contributing to the definition of aims, policies and programmes for vocational training, work started on the compilation of data on vocational training activities in the region, and a comparative research project on industrial apprenticeship was undertaken. As regards co-ordination of the work of vocational training institutions with that of the regular educational system, studies were continued on changes and innovations in technical education and vocational training, as well as on career education. Research into new forms of social organisation and the role of institutions was the object of studies on urban work and the quality of life.

Asia

The operational activities of the Asian Regional Team for Employment Promotion (ARTEP) included assistance to the Government of Indonesia (in co-operation with the ILO employment and manpower project in the country) in the preparation of the national development plan, as well as a contribution to a national workshop on appropriate construction technology (also in Indonesia); advisory services to the Government of Nepal on the future develop-
ment of labour supply centres; the organisation of a seminar (in co-operation with the Pakistan Manpower Institute) on employment and basic needs; participation in the employment policy mission which visited Afghanistan in April-May 1978; assistance to the Government of Malaysia on projects for the upgrading of contractors engaged in small-scale construction works; and advisory services to the Government of Burma concerning a proposed project on drinking-water carriers and a possible workshop on appropriate technology.

The team also pursued a number of employment policy research activities, mostly financed by external donor agencies. These included publishing an initial background report on labour absorption in Asian agriculture; holding a technical workshop on the report and carrying out in-depth country analyses, leading to recommendations on the future direction of agricultural employment projects; completing reports on labour absorption in Indian agriculture, on India's experience with basic-needs planning, and on a basic-needs seminar held in Bangladesh in 1977.

With regard to the Asian Regional Project for Strengthening Labour and Manpower Administration (ARPLA), several high-level meetings were held, largely in the form of seminars on the extension of labour administration in the rural environment and of national courses. The meetings and seminars were held in Manila, Dacca and Bangkok and the national courses in Karachi, Hong Kong, Jakarta and Bangkok. The Office's technical branches were directly involved in the preparation of these meetings and in the discussions themselves; in particular, the labour administration programme made a major contribution to the Manila meeting. The Training Programme for Asian Officers of Employment Services (PASOES) was carried out successfully with the assistance of the Federal Republic of Germany.

Following a preparatory phase financed under the ILO regular budget, the Asian Regional Skills Development Programme (ARSDEP) was formally created in September 1978 on the occasion of a regional preparatory meeting which was convened by the ILO in Islamabad, Pakistan, to consider the organisation and implementation of the Programme's activities. The meeting was attended by representatives from 18 Asian countries and by employers' and workers' representatives nominated by the Employers' and Workers' groups of the Governing Body. It approved a programme of work for the period 1978-81 and agreed to set up a technical committee which would review and evaluate activities in progress, plan the future programme of work and prepare estimates concerning the resources required for its implementation. As a result, a three-year project covering the programme priorities defined by the meeting was submitted to, and approved by, UNDP.

INTERNATIONAL CENTRE FOR ADVANCED TECHNICAL AND VOCATIONAL TRAINING, TURIN

During 1978 the International Centre for Advanced Technical and Vocational Training conducted 53 courses which were attended by 1,006 fellows
from 120 countries. Of these, 240 also followed training programmes outside Turin but organised through the Centre.

In addition to the courses at the Centre, 321 individual fellowship programmes were organised completely outside the Centre. Moreover, various seminars were held in Turin for a total of 108 participants.

These figures, the third highest annual total since the inception of the Centre, bring the cumulative totals from October 1965 to the end of December 1978 to 13,843 fellows and 159 countries.

The concept of tailor-made programmes remained a predominant feature of the Centre's work. This is exemplified by specific courses for the ILO in the areas of co-operatives and safety officers, which were planned in close liaison with the ILO officials responsible for these fields in Geneva.

During the year courses were conducted in a number of languages (French, English, Spanish, Portuguese, Farsi, Arabic and Italian) according to the nationality of the participants.

There was a successful conclusion in April to the programme for the Iranian Government which had run for some three years. During this time some 1,691 Iranian fellows were trained.

Fields where new courses were developed during the year included those for labour and factory inspectors and, a completely new area, for the training of professionals in the techniques of broadcasting, television and cinema for participants from Guinea. A course in airport management was held on behalf of the International Civil Airports Association. Courses were held in general management for nationals of Portugal. Two courses were conducted for managers of employers' associations, this being the first time that such courses, relating directly to the Employers' group, were given at the Centre.

An interesting development was the holding of "bridging" courses on behalf of a German commercial organisation for technicians from the Libyan Arab Jamahiriya. These fellows were given basic technical courses in Turin prior to going directly into German industry for completion of their training.

There was continued assistance to the co-operative movements in developing countries and courses in this field were conducted in English and Spanish.

Six courses were organised specifically for trade union officials during 1978. Three were financed by the ILO Regular Budget, two by the Federal Republic of Germany and one by the Norwegian Agency for International Development (NORAD).

Co-operation with both international and national organisations continued during the year. For UNESCO a seminar on higher education was held in Turin. For the EEC a seminar held in Zaire was organised by the Centre and this programme was completed by a course held in Turin. Detailed discussions took place with UNIDO concerning that organisation's training programme for the world conservation of energy. It is hoped that courses in this field will be held in Turin in 1979.

Italian organisations maintained their keen interest in having the Centre hold courses for their trainers and technical instructors. The courses for voca-
tional training centres in the Campania region were continued and courses were held on behalf of the FIAT organisation for their service agents in Italy and other countries.

With effect from August 1978 the Centre assumed responsibility for all ILO individual fellowships. These were for vocational training and management development projects undertaken by the ILO with UNDP financing. The Centre organised a total of 366 individual fellowship programmes of an average duration of four months each; of this group, 140 involved participation in a course at the Centre as well as external placement. In addition to these UNDP/ILO fellowships, 95 special individual programmes were arranged on behalf of various other sponsors through multilateral, bilateral and national programmes.

Most of the publications programme concerned work subcontracted by the ILO and UNESCO for the production of training materials which consisted largely of trainer and learner packages, books and films. Topics covered training methodology, including educational technology, technical and commercial techniques, working conditions and evaluation techniques. Books and articles were also produced by faculty members.

Throughout the year there was close co-operation between the Centre and various units of the ILO, in particular the Training Department. A number of joint missions took place, for example to Algeria, Tanzania, Libyan Arab Jamahiriya and Brazil, the last-mentioned in connection with an inter-regional conference on vocational training arranged through CINTERFOR.

Towards the latter part of the year the Centre experienced certain financial difficulties; in addition it became clear that a reassessment was required of changing training needs in the developing world. As a result of both these factors a complete restructuring and realignment of the Centre’s policies was begun at the end of the year. This will certainly be a major task of the Centre for 1979 and one that will enable it to face the next decade with confidence; thus it will fulfill its role as an integral part of the training programmes developed by the ILO and other international and regional institutions with a view to meeting the training requirements of the developing world within the context of a new international economic order.

INTERNATIONAL INSTITUTE FOR LABOUR STUDIES

During 1978 the Institute conducted seven educational courses which were attended by 182 participants. This brought the total to 2,509 since the first course was held in 1962. Four of the courses in the year were national industrial relations seminars which have become a regular feature of the educational programme. All of these were held in Africa. The first, in Khartoum, was the first Institute educational activity conducted in Arabic. The other three were in English and were held in Nairobi, Lusaka and Dar-es-Salaam.

The annual internship course which was conducted in French in 1978 was attended by 27 participants from 25 countries. The major topics covered
by the course were a study of the economic and social characteristics of the contemporary world, an examination of structural factors which condition development (such as population characteristics, land tenure systems, natural resource limitations, economic inequality and limited industrialisation) and a review of a number of the social implications of a new international order with particular attention being given to the concept of solidarity.

The second three-month Labour Studies Research Training Programme was held in Geneva for nine participants from Asia and Africa. Two of the participants were able to attend thanks to the award of fellowships by the Friedrich-Ebert-Stiftung. This course was the final activity conducted by the Institute under the programme financed by the Swedish International Development Authority (SIDA) pursuant to an agreement of 11 September 1974. During the four-year period a total of 465 participants, largely from the English-speaking countries of East and West Africa, benefited from the 17 educational activities included in the programme.

The other course held in 1978 was the East African Regional Workshop on Social Aspects of Employment Promotion and Industrial Relations, which was held in Nairobi. This too was a part of the SIDA programme. The course was attended by 25 participants.

Under the on-going research project on workers' participation in management, monographs on the Federal Republic of Germany, Spain and Poland were completed and published in the Research Series. The project on strategic factors in industrial relations in the shipping industry saw the completion of national studies on India and Israel. A new study on the interaction of industrial relations and the political process was launched with the co-operation of institutes and university departments in some ten developing countries on the basis of a comprehensive research plan and introductory survey by the Institute.

The Institute continued its research programme on solidarity contracts. Academic circles, research workers and experts were asked to provide contributions on the main areas with which the solidarity contracts are concerned: health, population, training and research, promotion of the rural world, international trade, industrial, scientific and technical co-operation, and social mastery of needs. The contributions were classified and published in Labour and Society (double issue, Vol. 3, No. 34, July/October 1978), on the one hand, and in ten issues of the Research Series, on the other.

Work also went ahead on preparations for a seminar in 1979 on solidarity contracts in respect of the health of migrant workers.

A joint research programme on changing degrees of food self-sufficiency in developing countries was set up by the International Institute for Labour Studies and the OECD's Development Centre. This project will run throughout 1979.

The most important activity under the Spanish-Latin American Research Project on the Social Implications of the Application of Science and Technology to Development was the holding in March 1978 of a Spanish-Latin American
Symposium, sponsored by the Spanish Government and under the honorary chairmanship of H.M. King Juan Carlos I of Spain, at the University de la Rábida (Huelva, Spain). The Symposium adopted a programme of action which, inter alia, recommended that an in-depth study should be made of the negative effects of technology transfer and that the social objectives of such transfer should be promoted so as to meet the requirements for solidarity between men and nations. This research, which is being carried out in collaboration with research institutes and foundations from the area covered by the project, is already under way.

The Institute completed a major pilot study on social criteria for development co-operation, supported by the Federal Ministry for Economic Co-operation of the Federal Republic of Germany. The role of social factors and objectives in the selection, design and evaluation of technical co-operation projects was studied and suggestions were made for their better integration into planning for economic development. The research was based on a case study in the United Republic of Cameroon (Cameroon Development Corporation), analyses of the relevant literature, expertise from consultants and extensive interviews with the target group (workers of the CDC) and high-level officials of the respective co-operating institutions.

Work continued on the project being undertaken with the French Ministry of Technical Co-operation on agrarian reform as an instrument of economic development and social change.

Work was started during the year on the Islam and Social Policy project. Initial contacts were established in several countries and a firm expression of support was received from the General Secretariat of the Islamic Conference. This project represents a continuation of the Institute's activities concerned with the contribution of social thinking on labour and social policy issues.

Work was completed on the annual (partial) revision and updating of the Directory of institutes for labour studies with the preparation of some 30 new or revised entries.

Twenty-three high-level representatives from six East African countries participated in a meeting on Selected Aspects of Industrial Relations, Employment Promotion and Development which was held in Dar-es-Salaam in May 1978. The aims of the meeting were to discuss a number of interrelated current issues including the labour implications of alternative development paths, employment and population questions, income distribution and the reciprocal impact of industrial relations practices and development.

With the support of the Austrian Federal Government, the Institute organised in Vienna in September an international symposium on women and industrial relations. Approximately 100 specialists from government, trade union, employer and academic circles, together with local observers, participated in this symposium. Based on national monographs and case studies, the symposium explored the conditions of women and their problems in the industrial relations systems and labour markets of industrialised countries. Particular attention was paid to the promotional roles of legislation and col-
lective bargaining in improving the quality of women's working life, including their fuller participation in these processes. It attempted to clarify the factors explaining the present situation and those which inhibit the participation of women and the representation of their interests in industrial relations institutions and processes and in public policies. Specific experience and innovative policies introduced in a variety of countries to improve the position of women and strengthen their decision-making role were reviewed. Publication of the papers and proceedings is planned. This symposium constitutes a component of the Institute's research programme on women, work and society.

*Labour and Society* completed its third year of publication as the journal of the Institute. It has become a respected publication in its field and subscriptions continue to increase. During 1978 a double issue was published which featured the theme of solidarity concepts and for which some 25 individuals and organisations had prepared contributions. These dealt with the concept of world solidarity under such headings as rural promotion, demography and international migration, training and research, industrial development and technology, social transfers and income distribution, multilateral co-operation, information and development and, finally, self-reliance and the new international order.

The Research Series continued to serve as the major outlet for the research activities of the Institute during the year. Sixteen numbers appeared under the headings of workers' participation in management, developments in the fields of humanisation of work and the quality of working life and, a new grouping which was initiated during the year, towards solidarity contracts. The full texts of several of the articles appearing in abridged versions in *Labour and Society* were published in the Research Series in this group.

Other publications during the year included a volume on the proceedings of a meeting of presidents of industrial courts in French-speaking African countries (organised by the Institute and held in Geneva in October 1977), under the title *Les tribunaux du travail en Afrique francophone*, and *Studies of urban labour market behaviour in developing areas*. The last-mentioned publication brings together 17 technical papers which explore the inter-relationships between labour market structures and their implications for unemployment.

The International Educational Materials Exchange Programme ceased publication during 1978 after over ten years of service to thousands of individuals and institutions throughout the world. Some 460 titles were published during the period. Titles remaining in stock will continue to be available on a sales basis until exhausted.

**INTERNATIONAL SOCIAL SECURITY ASSOCIATION (ISSA)**

The ILO continued its support to the International Social Security Association (ISSA), which has 244 affiliated and 78 associate members in 111 countries. The Office took part in most of the Association's activities.
A Second International Symposium on Data Processing in Social Security was held in Munich in September 1978, attended by over 400 delegates (social security administrators and data-processing experts) from 48 countries. Three working groups were set up during the Symposium to discuss the problems connected with data processing as applied to pension insurance, sickness insurance and accident insurance. The Symposium was preceded by the third meeting of the Working Group on Data Exchange in the Field of Social Security of Migrant Workers, at which some 30 experts from 13 European and North African countries considered the possibility of organising an exchange of data between organisations inside and outside the European Communities.

ISSA held several international symposia on the prevention of occupational risks: risks due to electricity (Lucerne, May 1978), risks in the construction and public-works industry (Paris, May 1978), risks in the iron and steel manufacturing industry (Düsseldorf, September 1978), and risks in agriculture (Perugia, September 1978). Finally, an international symposium on the theme "Man, machine and environment" was held in Aix-la-Chapelle in October 1978 and was attended by about 800 experts from 30 countries, with the participation of the ILO.

Among its European regional activities, the Association organised a meeting on the European Convention on Social Security and its Complementary Agreement in Strasbourg in May 1978, in conjunction with the Council of Europe. At this meeting, some 150 delegates from social security institutions in 20 countries discussed the co-ordination techniques provided for under the European Convention on Social Security in respect of old-age, invalidity and survivors' benefits, employment injury and occupational disease. The findings of the meeting and a number of suggestions were communicated to the Committee on the application of the Convention, which will take them into account in its future work.

A European Regional Round Table Meeting on the Role of Sickness Insurance in the Definition and Implementation of a Health Policy was held in Kiev in September 1978. This meeting was attended by 37 delegates from 17 European countries.

Finally, still as part of its European regional activities the Association published an analytical study, "Le coût de l'enfant"; this study was carried out with the National Family Allowance Fund of France and covers several European countries.

The main regional meeting for Africa was the Sixth African Regional Conference which was held in Cairo in 1978 and in which over 120 delegates from 31 countries took part. The Conference discussed the reports on recent developments and future trends in social security schemes in Africa and on the simplification of administrative procedures in the field of social security, a prospective study on old-age insurance and a study on the social protection of rural workers.

At the sub-regional level, the Association sponsored a training course for middle-management staff employed in social security administration in Ouaga-
dougou (Upper Volta) in May 1978; the course was attended by 45 participants from seven countries.

Regional activities in the Americas were pursued in collaboration with the Permanent Inter-American Social Security Committee within the framework of the ISSA/CPISS regional committees. As part of this programme, a Regional Committee of Actuaries and Statisticians was held in June 1978 in La Paz (Bolivia), a meeting of the American Regional Committee on the Prevention of Occupational Risks was held in October in Jalapa (Mexico) and a Conference on medico-social problems, the organisational problems of administrative systems and questions relating to the legal aspects of social security was held at the beginning of November in San José (Costa Rica).

Among its activities in Asia, ISSA organised a training course in New Delhi in December 1978 for 50 participants.

Under its research programme, a Round Table Meeting on the Social Security and Welfare Protection of the Very Old was held in Paris in June 1978. This meeting, attended by 40 participants from 12 countries, was co-sponsored with the United Nations Centre for Social Development and Humanitarian Affairs, as a follow-up to an ISSA meeting on the implications for social security of research on ageing and retirement that was held in 1976.

A meeting of a group of 22 experts from eight countries was held in Jerusalem in December 1978 to discuss the relationship between social security schemes and tax systems.

The Association continued to publish the *International Social Security Review*, the *World Bibliography of Social Security*, the Studies and Research Series, the *Automatic Data-Processing Information Bulletin*, the African Social Security Series and the *Asian News Sheet*. Finally, the Association has started work on a new six-monthly publication, *Current Research in Social Security*, which contains summaries of research projects in the field of social security.
EXPENDITURE ON TECHNICAL CO-OPERATION ACTIVITIES, 1975-78

Expenditure on technical co-operation activities under all sources of funds for the years 1975 to 1978 was as follows:

<table>
<thead>
<tr>
<th></th>
<th>1975 $'000</th>
<th>1976 $'000</th>
<th>1977 $'000</th>
<th>1978 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNDP</td>
<td>40 164</td>
<td>35 344</td>
<td>26 979</td>
<td>38 912</td>
</tr>
<tr>
<td>UNFPA</td>
<td>3 536</td>
<td>3 092</td>
<td>3 332</td>
<td>3 876</td>
</tr>
<tr>
<td>Trust funds</td>
<td>8 743</td>
<td>11 254</td>
<td>13 686</td>
<td>16 523</td>
</tr>
<tr>
<td>Regular budget</td>
<td>1 784</td>
<td>2 238</td>
<td>4 378</td>
<td>3 035</td>
</tr>
<tr>
<td>Total</td>
<td>54 227</td>
<td>51 928</td>
<td>48 375</td>
<td>62 346</td>
</tr>
</tbody>
</table>

Expenditure under the UNDP, UNFPA and Trust funds was as follows:

<table>
<thead>
<tr>
<th>Region</th>
<th>1975 $'000</th>
<th>1976 $'000</th>
<th>1977 $'000</th>
<th>1978 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa</td>
<td>21 353</td>
<td>20 905</td>
<td>19 314</td>
<td>23 858</td>
</tr>
<tr>
<td>Asia</td>
<td>12 655</td>
<td>12 425</td>
<td>13 248</td>
<td>17 263</td>
</tr>
<tr>
<td>Americas</td>
<td>10 771</td>
<td>9 143</td>
<td>7 692</td>
<td>8 729</td>
</tr>
<tr>
<td>Middle East</td>
<td>3 883</td>
<td>3 583</td>
<td>2 511</td>
<td>5 707</td>
</tr>
<tr>
<td>Europe</td>
<td>1 072</td>
<td>953</td>
<td>530</td>
<td>1 535</td>
</tr>
<tr>
<td>Inter-regional</td>
<td>4 493</td>
<td>4 919</td>
<td>5 080</td>
<td>5 254</td>
</tr>
<tr>
<td>Total</td>
<td>54 227</td>
<td>51 928</td>
<td>48 375</td>
<td>62 346</td>
</tr>
</tbody>
</table>

More than half of the total resources went to vocational training and management development; slightly under a quarter went to employment promotion; and nearly a fifth to industrial relations and labour administration, sectoral activities, working conditions and environment and social security.

Under the regular budget alone, technical co-operation expenditure was as follows: slightly more than 36 per cent on industrial relations and labour administration; almost 23 per cent on employment promotion; 20 per cent on training and management development; and almost 15 per cent on working conditions and environment, sectoral activities and social security. As in the previous year, regular budget resources were used mainly to finance seminars, fellowships, short-term projects and consultancy services, many of which were intended to lead to projects to be financed by the UNDP or other outside sources.