Report of the Director-General

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APPENDIX I

EXPENDITURE ON TECHNICAL CO-OPERATION ACTIVITIES, 1982-85

Expenditure on technical co-operation activities under all sources of funds for the years 1982 to 1985 was as follows (in thousands of US dollars):

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<tbody>
<tr>
<td>UNDP</td>
<td>52 305</td>
<td>44 019</td>
<td>38 147</td>
<td>38 250</td>
</tr>
<tr>
<td>UNFPA</td>
<td>5 041</td>
<td>5 126</td>
<td>4 409</td>
<td>6 180</td>
</tr>
<tr>
<td>Trust Funds</td>
<td>40 465</td>
<td>36 372</td>
<td>32 387</td>
<td>35 600</td>
</tr>
<tr>
<td>Regular budget</td>
<td>5 224</td>
<td>9 144</td>
<td>8 431</td>
<td>10 370</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>103 035</strong></td>
<td><strong>94 661</strong></td>
<td><strong>83 374</strong></td>
<td><strong>90 400</strong></td>
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As can be seen from the above table, in 1985 there was a slight increase of 8 per cent in the value of expenditure for technical co-operation as compared with 1984. The UNDP remained the main single funding source of ILO operational activities, accounting for 42.3 per cent of total expenditure, followed by multi-bilateral and trust fund arrangements, 39.4 per cent, the ILO regular budget, 11.5 per cent and UNFPA, 6.8 per cent.

As regards the distribution of expenditure by region in 1985, the breakdown was as follows: Africa 48.4 per cent; Asia 25.7 per cent; Americas 12.2 per cent; Middle East 3.4 per cent; Europe 1.1 per cent; Inter-regional 9.2 per cent.
The main emphases in technical co-operation which were noted in 1984 were largely maintained in 1985. The economic crisis in Africa required a concerted response and exploration of appropriate means of action. A series of interdisciplinary missions were undertaken to several of the most affected least-developed countries (LDCs) in Africa (Burkina Faso, Chad, Ethiopia, Mali, Sudan) resulting in specific proposals. More detailed information will be found in Appendix II, where action taken on the resolution concerning the most urgent problems of Africa is listed.

Three action-oriented studies were carried out during the year in the field of technical co-operation: the first concerned the effectiveness of ILO technical co-operation and delivery activities, the second was a reappraisal of ILO technical co-operation, comparing ascertained needs and opportunities with the ILO's capacity to provide assistance, while the third dealt with the interrelationships between technical co-operation and standard setting.

ILO-sponsored projects and centres in the different regions remained the main vehicles for the promotion of TCDC. At its 231st Session (November 1985) the Governing Body decided to include an item on the role of the ILO in technical co-operation on the agenda of the 73rd Session of the International Labour Conference in 1987.
APPENDIX II

ACTION TAKEN ON THE RESOLUTIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE AT ITS 67TH TO 71ST SESSIONS

The International Labour Conference adopted unanimously at its 46th (1962) Session a resolution inviting the Governing Body to request the Director-General to include each year in his Report to the Conference a chapter setting out the steps taken to give effect to resolutions adopted at previous sessions and the results achieved. In pursuance of a decision taken by the Governing Body at its 152nd Session (June 1962), the Director-General's Report to the Conference regularly includes a review of the implementation of resolutions adopted by the Conference over the previous five years.

This Appendix to the Report provides information on steps which were taken in 1985 to give effect to the resolutions adopted by the Conference at its 67th to 71st Sessions. However, information given in previous years is generally not repeated, and action taken on the implementation of some resolutions is not described at length if the relevant information appears in Part II of the Report.

TRIPARTISM AND PROMOTION OF HUMAN RIGHTS

Resolution concerning the Implications of Israeli Settlements in Palestine and Other Occupied Arab Territories in Connection with the Situation of Arab Workers (66th (1980) Session)

See Appendix III.

PROMOTION OF EQUALITY

Resolution concerning Equal Opportunities and Equal Treatment for Men and Women in Employment (71st (1985) Session)

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1 No resolutions were adopted by the Conference at its 68th Session.
This resolution was adopted at the 71st Session of the International Labour Conference and discussed at the 231st (November 1985) Session of the Governing Body. It was also brought to the attention of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace (Nairobi, July 1985).

In accordance with paragraph 18 of the conclusions to the resolution, containing recommendations aimed at promoting ILO technical co-operation in favour of women, an assessment was made of ILO operational activities concerning women which identifies problem areas and makes recommendations for possible improvements. It was submitted to the Committee on Operational Programmes (OPC) of the Governing Body at its 231st Session (November 1985).

The Governing Body endorsed paragraph 18 (j) of the conclusions which calls upon the ILO to strengthen the capacity of the ILO’s organisational structures at headquarters and at the regional levels to deal with women workers’ questions and to develop appropriate technical co-operation programmes, and paragraph 18 (j) which urges the ILO to set an example in all its services and structures in the implementation of equality of opportunity and treatment between men and women. Paragraph 18 (h) of the conclusions calls for the dissemination of information in various languages and stipulates that it should be easily accessible through a variety of means, including computerised data bases, audio-visual materials, serial publications, information sheets and monographs. The Governing Body emphasised that information in ILO publications should aim at enhancing awareness of the economic and legal rights of women workers. Four special issues of *Women at work*, highlighting research, data and future trends having regard to progress achieved in the United Nations Decade for Women, were published during the 1984-85 biennium. Contributions to the *International Labour Review* and the *Social and Labour Bulletin* will continue to reflect various aspects relating to women and work.

The Governing Body was informed that the Director-General intends to request all headquarters and field units, including the regional teams, to report on their plans to implement the conclusions relating to ILO action as a basis for future programme planning and other possible measures. He will keep the Governing Body informed of progress through periodic reports to its Committee on Discrimination concerning the implementation of the resolution and action to be taken by the ILO on the “Forward-looking strategies” adopted by the Nairobi Conference.

**EMPLOYMENT AND DEVELOPMENT**

Resolution concerning Young People and the ILO’s Contribution to International Youth Year (69th (1983) Session)

In accordance with the desire expressed by the Conference in this resolution, the Governing Body at its 228th (November 1984) Session decided to include an agenda item in the 72nd Session of the Conference on the needs and problems of
youth. For this purpose, a comprehensive report was prepared by the Office to serve as a basis for general discussion. During 1985, International Youth Year (IYY), the Office attended a United Nations inter-agency consultation and the Fourth Session of the Advisory Committee for International Youth Year.

The ILO also participated in numerous regional and international governmental and non-governmental meetings concerning youth. These included, inter alia, the World Congress on Youth organised by UNESCO, the ICFTU Seminar on Youth Employment Initiatives (Spain), the World Conference of National Committees for the IYY (Romania), the XII World Festival of Youth and Students (Moscow), the Second Latin American and Caribbean Regional Meeting for the IYY, the Council of Europe's Public European Parliamentary Hearing on Youth Unemployment, as well as two Latin American meetings for young workers sponsored by the Latin American Central of Workers-World Confederation of Labour (CLAT-WCL) and inter-agency consultative meetings.

In the context of IYY activities, the ILO also organised or contributed to the organisation of the Tripartite Advisory Meeting on the Integration of Youth into Working Life in Industrialised Countries (Geneva, September-October), and a CINTERFOR Meeting of Consultants concerning Youth, Employment and Training (Santo Domingo, October) based on case studies prepared in ten countries, and sought to expand its contacts with young people by increasing links with non-governmental organisations assisting youth. In this regard, it hosted an assembly of the youth organisation ATD-Quart Monde, during which some 1,000 young people met at ILO headquarters. The ILO also met and exchanged experience and information with numerous national youth committees. In addition, during the IYY a number of youth-related projects and operational activities were undertaken: PREALC completed a study on present and future perspectives of employment for Latin American youth and JASPA continued its work on the problem of unemployment of young school leavers. In the training field a number of ILO projects assisted job-entry programmes for young people at the national level, while others assisted small enterprise development and self-improvement schemes.

Resolution concerning Employment (69th (1983) Session)

No further action than that contained in the Report of the Director-General to the 71st Session of the Conference (1985) was taken as a follow-up to this resolution during 1985. However, action on the resolution concerning employment policy (70th (1984) Session) is closely connected to this resolution.

Resolution concerning Employment Policy (70th (1984) Session)

Operative paragraph 1 of this resolution calls on the Governing Body to make effective arrangements or rearrangements of its working methods to enable it to assess at regular intervals the impact of government policies, both national
and international, on employment levels. A paper submitted to the Governing Body at its 231st (November 1985) Session set out possible terms of reference for a new Committee on Employment of the Governing Body. At its 231st Session the Governing Body decided to set up an employment committee for an initial period of two years but deferred a decision on the committee's terms of reference and timing to its following, 232nd, Session (February-March 1986).

Operative paragraph 2 (a) calls on the Governing Body to invite international agencies responsible for economic and financial policies to take the views of the ILO into account. In this respect the dialogue at the technical level has continued with both the International Monetary Fund and the World Bank in the context of research. ILO officials have participated in World Bank missions concerning structural adjustment loans in Colombia and Thailand. Both the IMF and the World Bank were represented at a senior level at the Tripartite Symposium on Employment, Trade, Adjustment and North-South Co-operation held in Geneva in October. Discussions in the Administrative Committee on Co-ordination have also continued on the theme of stabilisation, employment and development.

Operative paragraph 2 (b) calls for a meeting of government, employer and worker experts to which concerned international agencies should also be invited. The Programme and Budget Proposals for 1986-87 provide for such a meeting; the Governing Body has not yet decided on its composition and agenda.

Operative paragraph 2 (c) calls for the Governing Body to put forward proposals on measures to enable the ILO to play fully its role and enlarge its influence, within its field of competence, in international discussion and decision-making concerning various economic policies. It would seem appropriate that such proposals be formulated in the light of the discussion at the meeting mentioned in the previous paragraph.


Operative paragraph 1 of the resolution invites member States to ensure the application of the International Development Strategy through the implementation of ILO instruments and by securing the active involvement of the different groups of society, especially employers' and workers' associations. The ILO Sectoral Report on the Review and Appraisal of the Implementation of the Strategy, along with the comments of members of the Governing Body, was part of the documentation submitted in 1984 to the United Nations committee responsible for examining and appraising the implementation of the International Development Strategy. The Committee concluded its work in September 1985 and re-endorsed the economic and social goals of the Strategy.

Operative paragraphs 2 and 3 of the resolution are addressed to the United Nations and the specialised agencies and also relate to the promotion of ILO standards. As in the previous period, every opportunity has been seized upon to
emphasise the need to promote relevant ILO standards, particularly those stemming from conferences and meetings at the national and international level, and especially within the framework of the discussions of the United Nations committee referred to in the previous paragraph.

Operative paragraph 4 contains a number of specific requests for ILO action that were taken into account in the Programme and Budget for 1986-87. As called for in the resolution, the ILO participates in United Nations activities concerning the implementation of the International Development Strategy, in particular through the Administrative Committee on Co-ordination and its Task Force on Long-Term Development Objectives and through the Committee for Development Planning and its working parties, in order to ensure a full awareness of the social objectives and the standards adopted by the ILO. Papers were presented to the Task Force and the Committee on Development Planning on the social aspects of development, the social consequences of the recent adverse economic evolution and the nature of the necessary remedial measures.

Resolution concerning the Economic and Social Consequences of Disarmament (67th (1981) Session)

A focal point on disarmament was established within the Office in 1983 and resources were committed under the 1984-85 Programme and Budget for research on certain aspects of manpower conversion problems following complete or partial disarmament. In 1985 a number of studies were completed dealing, inter alia, with: the consequences for world-wide employment of converting a part of current arms production expenditure in the industrialised countries into official aid flows to developing countries; experience in manpower conversion; training needs for manpower conversion; labour use and productivity in military and non-military industry; and the measurement of defence-related employment. A questionnaire sent to all member States, asking for information on the numbers and skills of workers dependent on defence expenditure, has elicited a number of replies which are being analysed.

The Office maintained liaison with the United Nations Institute for Disarmament Research, and participated in preparatory meetings to draw up the background material for the International Conference on the Relationship between Disarmament and Development planned for mid-1986.

TRAINING

Resolution concerning the Contribution of the ILO to Production and Productivity Improvement, with Special Reference to Developing Countries, Oriented towards Greater Social and Economic Development (70th (1984) Session)

Operative paragraph (2) of the resolution requests the Governing Body to include in ILO programmes studies on: (a) the positive and negative effects of various measures that may be undertaken to improve productivity at the
enterprise, sectoral and national levels, the organisation of productivity programmes and the role of governments, employers' and workers' organisations in this respect, as well as the estimated effects of these measures on the employment situation and working conditions; (b) the sharing of the benefits obtained through production and productivity improvement, in particular at the level of wages and the humanisation of working conditions, at the level of lowering prices, and at the level of employment development; (c) the real growth of wages and the improvement of working conditions and their appropriate relation to productivity improvement; (d) the effects of the application of science and technology on the security of jobs and through that on the life of the workers and their families; (e) the role that information, consultation and workers' participation within the enterprise can play in this context; and (f) the need for improvements in health care, workers' protection, education, vocational training and retraining, particularly in connection with the introduction of new technologies, social services and physical infrastructures in the interest of workers and their families, as well as to produce an increase in overall economic productivity.

During 1985 a new technical guide was developed on how to plan, organise and implement productivity improvement programmes and campaigns at national and enterprise level. The approach taken emphasises the involvement of workers' and employers' organisations and the need for correct planning for a fair sharing of the benefits obtained.

The ILO/UNEP project on environmental management completed a set of training materials which emphasised the need to protect the living environment when deciding on measures aimed at increasing production and productive efficiency.

The Office compiled and disseminated information on pay system practices, including payment-by-results incentive schemes and financial participation, with a view to assisting and encouraging appropriate pay-system reforms at enterprise and industry level. It is also undertaking enterprise case studies in five Asian countries on the effects of changes in technology and work organisation on pay systems and will hold a meeting to discuss the findings. The evidence thus far indicates that changes in these areas of enterprise policy tend to be made in order to improve production and productivity.

As regards office productivity, conceptual work and the development of new training materials were undertaken with a view to promoting the idea of users' involvement in choosing new technologies and making related changes in office systems and organisation. The materials were tested in the Philippines in collaboration with the Government and the employers' organisations.

Assistance was rendered to Asian member States in the planning and implementation of major productivity drives such as productivity years or months, and productivity symposia.

Operative paragraph (3) of the resolution requests the Governing Body to ensure a sufficient increase in the funds allocated from the ILO regular budget (RBTC) and to make available to member States advisory services and technical
Appendix II

co-operation programmes and other measures as well as other resources adequate in nature in the above-mentioned fields.

Assistance on productivity measurement and analysis was provided to Bangladesh, Indonesia, Malaysia and Thailand during the year. A proposal was prepared for a regional project on productivity enhancement for public sector enterprises in Asia, and another for a productivity and management development project in Nepal. Advisory services in connection with the productivity year were provided to Thailand, and short-term consultancies on labour productivity statistics were provided to Bangladesh, Malaysia, Sri Lanka and Thailand. Technical support was also provided to the national productivity conferences organised in the Philippines, Indonesia and Pakistan.

Progress was made on an important technical assistance project on productivity improvement in Nigeria. However, productivity improvement assistance in Africa focused mainly on improving maintenance, an area where a new project was prepared and approved at the request of the Government of Morocco, and co-operation was pursued with the Ethiopian Institute of Management. An on-going technical co-operation project on wage reform in Ethiopia contains an important element of promoting production and productivity and sharing the gains through pay systems linked to performance.

Resolution concerning the Training and Retraining of Managers in Both Private and Public Undertakings as well as the Encouragement of the Spirit of Entrepreneurship Especially in Developing Countries (67th (1981) Session)


The ILO's "Improve Your Business" programme prepared the international version of its training materials (handbook and workbook) for publication. In addition, a number of local applications were carried out jointly with national employers' federations and associations.

Assistance to employers' organisations included a seminar on office technology for employers in the Philippines in October, a construction management seminar in Cyprus, also in October, and a project to assist Bangladesh employers in establishing a productivity service wing within their national secretariat. This project completed its first phase and plans for continuing assistance are under review with UNDP. Several advisory missions (e.g. to Swaziland and Botswana) were undertaken to review the policies of national and regional management institutions with
special regard to making their activities more relevant to the needs of clients in
least developed countries, and improving the cost/benefit ratio of training and
consulting services offered by these institutions.

A number of countries received assistance in the assessment of management
problems and related training needs. Projects completed during the year
included a three-year project in the Congo to monitor and evaluate the
performance of public enterprises in the country; a major survey of the
management and performance problems faced by enterprises in the industrial
sector in Sri Lanka; and a five-year project to strengthen the Somali Institute of
Development Administration. A second programme on the management of
public utilities in French-speaking African countries was arranged at the request
of the African Development Bank.

Resolution concerning Training (67th (1981) Session)

As in previous years, work in the field of training policies and strategies,
as well as in technical co-operation as a whole, responded to the require­
ment to improve the effectiveness and efficiency of vocational guidance
and training systems. The interaction of development strategies and training
was the subject of the recently completed study on enhancing the effective­
ness — through training — of investment projects financed by development
banks.

Promoting equal opportunity in training is one of the main objectives of
ILO training activities for women and youth. Based on experience in 17
developing countries, one project analyses policies and legislation concerning
women’s access to vocational training, the extent and quality of vocational
guidance available to women, and the types of training to which they have access.
Youth work has focused, in particular, on the problems of disadvantaged youth
in developing countries, especially young people in rural areas and in the urban
informal sector, and on the integration of youth into working life in
industrialised countries, particularly those undergoing structural adjustment
and experiencing high levels of youth unemployment. Outputs during the year
included a contribution on training to the current Conference report on Youth
and a study prepared for the 1985 Tripartite Meeting on the Integration of Youth
into Working Life in Industrialised Countries.

The development of regional training institutions has continued with
further financial and technical support to APSDEP, CIADFOR and
CINTERFOR. The expansion of networking approaches to implementing their
respective work programmes has been encouraged and facilitated, as has the
involvement of employers’ and workers’ organisations in the policy-making
organs and technical meetings of the centres. Employers’ and workers’
organisations have also played a significant role in finalising the statutes of
APSDEP and CIADFOR. The subject of the participation of employers’ and
workers’ organisations in vocational training was discussed in depth at the 23rd
meeting of the Technical Committee of CINTERFOR on the basis of a regional
study and six country case studies.
The requirement to improve the collection and dissemination of information on training has been met by the significant expansion and development of the Inter-Regional Training Information System (IRTIS), not only in terms of the number of collaborating institutions but also through a number of training programmes for staff of national and regional training documentation centres.

In the field of training methodologies and learning materials about 50 MES learning elements were finalised in the areas of woodworking, measuring and printing. The ILO bank of learning elements has thus been expanded to include 773 titles and during 1985 about 20,000 copies of learning elements were delivered to various projects and training institutions.

Furthermore, a core of MES staff development materials, designed for training various kinds of trainers, was finalised in the areas of preparation, implementation, administration and monitoring of MES training programmes, the development of learning elements, and the follow-up and feedback of MES training programmes.

LABOUR INFORMATION AND STATISTICS

Resolution concerning Standards on Labour Statistics (70th (1984) Session)

At the 231st Session of the Governing Body (November 1985) the Director-General submitted a document on the proposed composition and agenda of the International Conference of Labour Statisticians to be held in October or November 1987.

The agenda comprises the general report (including chapters concerning the development of statistics on the informal sector and statistics on absence from work); consumer price indices; industrial disputes; and revision of the International Standard Classification of Occupations.

In accordance with the practice governing previous International Conferences of Labour Statisticians, the governments of all member States will be invited to nominate participants. Representatives of employers’ and workers’ groups, as well as representatives of intergovernmental and professional international organisations and bodies, will also be invited. The composition and agenda were adopted.

The Office is now preparing reports on each of the topics on the agenda. Except for the general report, they will include proposals for the revision of earlier recommendations for examination and adoption by the Conference.

Resolution concerning Statistics of Productivity (71st (1985) Session)

The resolution requested the ILO to give high priority in its future programme proposals to work on the problems of productivity measurement. An item covering preliminary work on productivity statistics was included in the 1986-87 Programme and Budget.
WORKING CONDITIONS AND ENVIRONMENT

Resolution concerning the Improvement of Working Conditions and Environment (and appended conclusions on future ILO action) (70th (1984) Session)

Operative paragraph (2) of the resolution invites the Governing Body to instruct the Director-General to take into consideration the conclusions on future ILO action appended to the resolution when preparing programmes of work of the Office.

Action on this resolution and conclusions is fully reflected in Part II of this report under the International Programme for the Improvement of Working Conditions and Environment (PIACT).

Resolution concerning the Promotion of Measures against Risks and Accidents Arising out of the Use of Dangerous Substances and Processes in Industry (71st (1985) Session)

Operative paragraph (5) of the resolution invites the ILO to make early arrangements for ad hoc expert meetings to identify and assess risks arising out of dangerous industries; to advise the Office on general safety measures, and measures required to improve safety and health in the production, storage and transportation of dangerous substances; and to prepare appropriate standards and a code of practice.

Several activities were rapidly organised in 1985 to respond to this resolution and to the widespread concern arising out of industrial accidents in Bhopal and elsewhere. A Tripartite Ad Hoc Meeting of Consultants on Methods of Prevention of Major Hazards in Industry (15-21 October, Geneva) made specific recommendations concerning training, dissemination of information, the preparation of a manual and a code of practice on the prevention of major hazards and the establishment of a list of internationally available consultants to advise governments, employers and workers. A mission was undertaken to India with a view to advising the Government on the establishment of a major accident hazard control system. A manual was prepared and used in three workshops, and an Asian Regional Workshop on Major Hazards and their Control in Industry was held in Bombay in November.

TECHNICAL CO-OPERATION

Resolution concerning the Most Urgent Problems of Africa, and Particularly Food Security (71st (1985) Session)

A report of the action taken by the ILO on this resolution was contained in document GB.231/OP/4/4 submitted to the 231st Session of the Governing Body (November 1985). The main points of this document are summarised below, and updated where necessary:

In 1985 an Inter-Departmental Task Force was established in Geneva with the following terms of reference: (i) to assist in the development of a
co-ordinated multi-disciplinary action programme in response to the African crisis in ILO fields; (ii) to collect and analyse data and information for the above purpose and to facilitate management decisions; (iii) to facilitate the rapid review of on-going and pipeline projects; (iv) to propose alternatives for funding ILO projects and to provide basic information for negotiations with donors; (v) to provide interdepartmental co-ordination of ILO programmes in the region on a continuing basis.

The Task Force adopted the following approach: (i) the immediate provision of expertise to alleviate critical constraints in the operation of relief services; (ii) the assessment of possibilities for reorienting and/or geographically relocating existing and planned technical co-operation work so as to respond more effectively to pressing needs; (iii) the development of new operational activities as contributions to medium and longer-term rehabilitation and development.

As regards relief, the Task Force is giving priority to the 20 countries identified by the United Nations Office for Emergency Operations in Africa (OEOA) for relief operations. But in relation to medium and longer-term economic recovery, ILO assistance is being provided throughout to as much of the region as possible.

In June 1985 proposals were made to 11 countries for ILO programming missions, which would make comprehensive analyses of the situation in each case as a basis for the reorientation of existing work and the design of new activities. Examples of activities undertaken in 1985 are as follows: an on-going project for the Ethiopian Management Institute was revised to include a specialist in road transport management; two experts were made available to joint WFP missions to Ethiopia and the Sudan; a regional adviser on port operations for East Africa was appointed from September to the end of the year; and a project is being finalised with the support of NORAD for the training of port workers in Mozambique. In the United Republic of Tanzania the ILO has reached the final stage of consultation with NORAD for the preparation of a similar project to train port workers. Country-level negotiations and the final project design are expected to be completed before mid-1986. In Sierra Leone an assessment was made in November of the training needs of port workers. Prior to the appointment of the new regional adviser on port operations for East Africa, the regional adviser on management and small enterprise development based in Addis Ababa had already collaborated with the United Kingdom Overseas Development Administration in identifying a project for the port of Assab. Stores management, accounting, stevedoring and port maintenance have all been identified as key areas for improved efficiency. In September an adviser in railway management was appointed to carry out an assessment of the training needs of staff operating the important rail link between Djibouti and Ethiopia. Following a request from the Sudan an official from the ILO’s Labour Law and Labour Relations Branch undertook an exploratory mission to Khartoum in August to look into the possibility of improving labour-management relations in the Sudanese railway system.
A series of country missions was also organised. The first was undertaken to Niger in July to provide advice on setting up a series of Special Public Works Programmes (SPWPs) involving an alternative strategy for rural development, with small-scale initiatives and more specific objectives based on the maximum participation of rural communities themselves. As a result of this mission a three-phase plan was developed for the introduction of SPWP schemes in the country. Another multidisciplinary mission, comprised of experts drawn from headquarters and the field, was undertaken to the Sudan in September. It assessed the drought situation and proposed ILO inputs for the relief operation as well as for medium- and long-term action to enhance the productive capabilities of the most vulnerable groups. The Government has also requested analytical and advisory services from the ILO to help formulate detailed policies for structural adjustment and other conditions deriving from its external debt. The chief of the JASPA team therefore visited the Sudan at the same time as the programming mission. The Government identified a new SPWP project in the eastern part of the country and the UNDP indicated that resources were available for further SPWP preparatory work in the west. The mission reviewed the capacity of the national authorities to implement a rapid expansion of employment creation through SPWP activities and human resources development, the organisation of the rural poor, and income-generating activities in the rural sector, and made recommendations for a number of projects in these areas. Further country-level analytical and programming missions, which were undertaken to Burkina Faso, Chad, Mali, Mauritania and Senegal, resulted in similar recommendations.

The ILO will continue to develop its relationship with bilateral donors for multi-bilateral financial support of new activities. In addition, where country-level missions are able to identify larger-scale project possibilities which may require separate detailed preparation and which might be too large for financing under UNDP or multi-bilateral grants, the ILO will consider with the government concerned the possibility of drawing on the Special Project Preparation Facility of the World Bank. It is expected that the analytical work and proposals for further technical co-operation activities being developed by the ILO programming missions will facilitate further expansion of ILO activities in Africa.

A provision of $575,000 has been included in the 1986-87 Programme and Budget to strengthen the ILO's participation in social and economic development programmes in Africa.

Resolution concerning the Strengthening of Action for the Least Developed Countries (70th (1984) Session)

A detailed account of action taken by the ILO on this resolution was included in the Director-General's Report to the 71st Session of the International Labour Conference. Activities undertaken in 1985 are thus only briefly outlined below.

Total expenditure on ILO technical co-operation activities for LDCs in 1985 amounted to $29.5 million compared with $25.5 million in 1984 and $25.6
million in 1983. The LDCs' share in total ILO technical co-operation expenditure has been maintained at around 33 per cent since 1982 despite serious resource constraints on technical co-operation activities in general. Activities covered virtually the entire range of the ILO's fields of competence but particular emphasis was placed on aspects pertaining to human resources development and employment promotion.

In 1985 the ILO initiated a series of actions including the establishment of an Inter-Departmental Task Force specifically designed to strengthen the ILO's contribution and response to the crisis in Africa, where most LDCs are located. Details are given above under the resolution concerning the most urgent problems of Africa, and particularly food security. The Task Force will examine the situation of a number of other African LDCs in 1986. All in all it will assist some 20 countries identified by the Office for Emergency Operations in Africa.

In the light of the Governing Body's request to the Director-General contained in the resolution on LDCs, efforts were made to strengthen assistance to workers' and employers' organisations to further promote popular participation in overall development activities. The ILO is also encouraging active participation therein by NGOs.

The ILO participated actively in the Mid-Term Global Review of Progress towards the Implementation of the Substantial New Programme of Action for the LDCs in the 1980s in respect of which a meeting was held in Geneva in October. The ILO's contribution, issued as a conference document, leads to a number of recommendations and raises the issue of resource flows and aid co-ordination, taking into consideration the ILO's experience in implementation of the SNPA. The Mid-Term Review also emphasised the critical role of human resources development and called upon the organisations of the United Nations system to co-operate closely, in each LDC, under the aegis of the resident co-ordinator.

PARTICIPATION OF WOMEN IN ILO MEETINGS

Resolution concerning the Participation of Women in ILO Meetings (67th (1981) Session)

In accordance with the decision taken by the Governing Body at its 218th Session (November 1981) the Director-General communicated this resolution to governments and, through them, to employers' and workers' organisations. Moreover, as has been done since the 68th (1982) Session, the letter of convocation to the 71st Session of the Conference (June 1985) and the accompanying memorandum call attention to the operative paragraph of the resolution.