CONTENTS

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

Activities of the ILO, 1985

Human rights and international labour standards ............... 1
Promotion of equality ................................... 7
Labour relations ........................................ 10
Labour administration ................................... 12
Workers' activities ....................................... 13
Employers' activities .................................... 15
International Programme for the Improvement of Working
Conditions and Environment (PIACT) ......................... 16
Social security ........................................... 18
World Employment Programme ............................... 21
Training .................................................. 28
Sectoral activities ....................................... 35
Labour information and statistics ............................ 43
Regional activities ....................................... 45
International Institute for Labour Studies .................... 56
International Social Security Association .................... 57
International Centre for Advanced Technical and Vocational
Training, Turin ......................................... 59

Annexes

Annex I: ILO meetings held in 1985 .......................... 63
Annex II: New publications issued in 1985 ................... 67
Annex III: New technical co-operation projects approved in 1985 .. 73

The Appendices to this Report are printed in a separate volume.
INTRODUCTION

As in previous years my Report to the Conference this year is divided into two Parts. Part I concerns a special theme, *The changing world of work: major issues ahead*. Part II contains an account of the activities of the Organisation during the year 1985 and is submitted in accordance with article 12 of the Standing Orders of the Conference. In accordance with the same article, the Appendices to this Report include an account of steps taken by the Governing Body and the Office to give effect to the decisions of the Conference at previous sessions, as well as a report on the situation of workers in the occupied Arab territories and details of expenditure on technical co-operation in recent years.

In order to ensure that as much material as possible is in the hands of those who will be attending the Conference well in advance of its opening, Parts I and II are being printed and distributed separately.

An important link between the subject matter of Parts I and II deserves emphasis: Part I of my Report this year surveys the issues facing the ILO and its tripartite constituents in the coming decade. It is intended to pave the way for a discussion in this year's session of the Conference that will lead to the preparation of the new Medium-Term Plan 1990-95. My aim in submitting Part I is to ensure that the future activities of this Organisation are planned in such a way as to respond to the changing needs of the world of work. However, careful planning alone cannot ensure our success in meeting the needs of constituents. The situation in the world of work may well evolve with a rapidity that will render plans obsolete or inappropriate. Organisational dynamism and flexibility is therefore vital, not only in the context of advanced planning, as demonstrated in Part I of my Report, but also in programme implementation. I believe that Part II of my Report demonstrates such dynamism and flexibility in current programme implementation, showing how in determining the programme of activities each year the Office, together with the Conference and the Governing Body, endeavours to take account of current economic and social trends and developments. To illustrate this, the paragraphs which follow contain various examples of activities in 1985 reflecting the ILO's response to recent events and trends in the wide constituency we serve.
As a first example, in 1985, following the appeal in my Report to last year’s Session of the Conference for the ILO’s constituents to do whatever they could to ensure that more resources were made available for technical co-operation, I took several decisions of long-term consequence aimed at improving the relevance and quality of technical co-operation services, enhancing delivery and strengthening links between technical co-operation and international labour standards. In particular I set up a new Technical Co-operation Department designed to play a co-ordinating and catalytic role in the development of policies and strategies for the ILO’s technical co-operation activities. In addition, internal reviews were undertaken to assess the effectiveness of current procedures for the promotion, delivery and improvement of technical co-operation, particularly by matching needs and opportunities to the ILO’s capacity. An important internal review of the relationship between international labour standards and technical co-operation was also carried out. The recommendations and new programme initiatives resulting from this review significantly strengthen our efforts to utilise technical co-operation activities as a means to encourage the implementation and application of Conventions and Recommendations. Meanwhile I am pleased to note that the total delivery of technical co-operation in 1985 was US$80.0 million, as compared with US$74.9 million in 1984—an increase of 7 per cent.

As a second example of organisational flexibility, I should mention that throughout 1985 we in the Office kept under continuing review the deteriorating social and economic conditions in sub-Saharan Africa. The resolution adopted by last year’s session of the Conference concerning the most urgent problems of Africa, and particularly food security, as well as the discussions at different sessions of the Governing Body, provided added impetus to ILO action to respond both to the immediate crisis and to the deep-rooted developmental problems of the region. The ILO’s operational activities in this field, which form part of the concerted UN system-wide action, began to move beyond responding only to short-term needs. In particular, the Office sought to promote more projects of longer-lasting assistance where the ILO’s policy of focusing on the social and human resources aspects of African development will, through a series of inter-disciplinary programming missions, achieve maximum effect.

Throughout 1985 we have also borne in mind the possible need to adjust ILO activities in response to the continuing violence and unrest in South Africa, where the struggle against apartheid has intensified. Events during the past year, including increasing political instability and the violation of human rights, a growing international campaign by governments, workers and employers and non-governmental organisations, and the emergence of greater trade union unity among Black workers, have increased the need for the ILO to strengthen its action in this field. This strengthening of our activities has included the expanded monitoring, in the Governing Body Committee on Discrimination and the Conference Committee on Apartheid, of developments relating to apartheid and of action taken by ILO constituents. The ILO’s operational activities against apartheid increased in 1985. Extra-budgetary financing totalled over
US$2.3 million. Activities are now under way or were recently completed in the fields of vocational training, vocational rehabilitation, labour administration, employment planning and creation, rural development, workers' education and migrant workers. An in-depth evaluation of the ILO's programme against apartheid was initiated in 1985 and is to be completed in 1986 by a tripartite evaluation mission of the Governing Body.

Organisational dynamism is also demonstrated, I believe, by three particularly significant activities completed in 1985 which together constitute a quite vigorous ILO response to the generally unfavourable economic and social climate in the world today.

First, the Governing Body agreed in principle to the establishment of a Governing Body Committee on Employment to give effect to the resolution concerning employment policy adopted by the Conference at its 70th Session (June 1984) which, inter alia, called 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 international and national economic, financial and trade policies on employment. Second, a Tripartite Symposium on Employment, Trade, Adjustment and North-South Co-operation examined three different facets of the general problem of adjustment policies, namely: employment growth and policies in industrialised market-economy countries; growth and equity in newly industrialising countries and the relevance of these countries' experience for other developing countries; and the implications for North-South interdependence. Third, the Office completed a broad range of studies and contact missions in preparation for the high-level policy meeting to review employment policies in relation to structural adjustments called for by the resolution on employment policy adopted by the 70th Session of the Conference in 1984.

A further example of the ILO's ability to adjust its activities in line with the current preoccupations of our constituents lies in the field of industrial safety. In response to the widespread concern arising out of the industrial accidents in Bhopal and elsewhere, a senior official carried out a mission to India with a view to advising the Government on the establishment of a major accident hazard control system. Later a resolution concerning the promotion of measures against risks and accidents arising out of the use of dangerous substances and processes in industry was adopted by the 71st Session of the Conference. Inter alia this resolution called for the convening of an ILO meeting and, in response to this, and with the authorisation of the Governing Body, a Tripartite Ad Hoc Meeting of Consultants on Methods of Prevention of Major Hazards in Industry was held three months later, in October 1985, to provide guidance to the Office on how to develop the necessary measures to improve safety and health in the production and storage of dangerous substances. The report of the meeting, adopted by the Governing Body in November, contains several detailed recommendations regarding future action by the Office in fields such as the preparation of practical guide-lines for major hazard control systems dealing with hazard analysis, risk assessment, major accident prevention management and emergency plans for workers and the public.
Finally, as a follow-up to the 1984 Conference discussion on international labour standards, the Governing Body set up a Working Party which began its discussions in 1985 on future policy regarding the adoption of standards and the updating of the classification of Conventions and Recommendations and possible subjects for new standards approved by the Governing Body in 1979.

The mandate for the Working Party as now defined will enable it to consider and make recommendations to the Governing Body concerning future policy regarding the adoption of standards, subjects which might be dealt with under the single-discussion procedure, and on any other aspects of the standard-setting work of the ILO which, in the view of the Working Party, it would be desirable to refer to the Governing Body for consideration. In addition to the international study previously mentioned on the relationship between ILO standards and technical co-operation, the Office also undertook a study of flexibility clauses in Conventions, and preliminary work was started on a study to determine how the assistance which the ILO provides to employers’ and workers’ organisations can be strengthened to enable them to deal with matters relating to ILO standards. Efforts to strengthen Office action on the promotion of standards were maintained, including special measures to promote the implementation of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

These examples demonstrate how the activities summarised in Part II of my Report are the consequence not only of the medium-term plans and biennial programme budgets adopted by the Conference, but of a continuous debate, in the Office itself, and in the Conference and the Governing Body, regarding the adjustments appropriate to meet changing needs at any particular time. Flexibility of this kind is vital to the vigour of our Organisation, as is a readiness to face the new issues and problems confronting the world of work in the years to come, summarised in Part I of my Report.

Even as this Report is being finalised, a new economic development of potentially very considerable global significance is manifesting itself. I refer to the sudden, and very marked, decline in oil prices in the period November 1985-January 1986, the consequences of which could turn out to be as far-reaching as those of the sharp increases in these prices in the 1970s. This marked decline in energy costs could well be beneficial to the world economy as a whole, especially if sustained over several years. On the other hand, the economies of some oil-producing countries will be adversely affected. Fortunately, in recent years the capacity of the Office to advise on issues of international economic relations has materially improved, and we are therefore better placed to respond to the new set of economic and social problems arising from the oil price decline. But this is only one field in which our programme activities will need to be kept under review. As the year unfolds, other areas for early ILO action will no doubt become apparent and the Office will, of course, be especially attentive during the Conference debates to indications of the changing needs of our tripartite constituency.

* * *

VIII
The 72nd Session of the Conference this year has a heavy and important programme of work before it. We hope that the work begun last year on asbestos will be completed, with the adoption of new instruments. In addition the Conference will also be seized of two important technical items for general discussion: youth and small-scale enterprises. Although these two general-discussion items were chosen almost two years ago by the Governing Body, both have a special relevance this year, for different reasons.

As regards the position of young people, it is vitally important that this Organisation should not accept with resignation the prospect of a growing number of young people, in both developed and developing countries, being faced with long-term unemployment. We must make every effort, at the national level and in international forums, to ensure that economic circumstances encourage the employment of more young people than is now the case in countries at all levels of income; and that these young people receive sufficient training, of the right kind, to enable them to play a fully productive role in society. We, in the Office, will follow the Conference discussions on youth this year with great interest, bearing in mind the possible implications for programme planning in the future.

Likewise, the general discussion on small and medium-sized enterprises is especially appropriate at a time when entrepreneurship, in the traditional small-scale sense, is increasingly regarded as a major source of new employment opportunities, in both developed and developing countries. For many years the ILO has pioneered technical co-operation programmes to assist and encourage small enterprise development, so the Office has had considerable experience on which to draw in preparing the technical report before the Conference.

In conclusion, I should like to wish the Conference every success in its discussions on these complex issues for general discussion, and on the other important items on its agenda.

21 February 1986. Francis BLANCHARD
HUMAN RIGHTS AND INTERNATIONAL LABOUR STANDARDS

General discussion on international labour standards

Following the 1984 Conference discussion on international labour standards, the Governing Body set up a working party with the following terms of reference:

(a) to review the classification of existing Conventions and Recommendations and possible subjects for new standards approved by the Governing Body in 1979 and to submit a revised classification to the Governing Body for approval;

(b) to consider and make recommendations to the Governing Body concerning future policy regarding the adoption of standards, including the pace of standard setting, the relative priorities to be given to the revision and consolidation of existing standards and to the formulation of standards on new topics, and priorities in dealing with the subjects listed in the revised classification for the possible adoption of new or revised standards;

(c) to consider and make recommendations concerning subjects, among those suggested for the adoption of new or revised standards, which might be dealt with under the single-discussion procedure, preceded by a technical meeting;

(d) to make recommendations to the Governing Body on any other aspects of the standard-setting work of the ILO which, in the view of the Working Party, it would be desirable to refer to it for consideration.

The Working Party is composed of 20 Government members (five from each of the four regions: Africa, Americas, Asia and the Pacific, and Europe), ten Employers’ members and ten Workers’ members. After meeting in May to organise its work, in November the Working Party began discussions on future policy regarding the adoption of international labour standards and the updating
of the classification of Conventions and Recommendations and possible subjects for new standards approved by the Governing Body in 1979.

During the Conference discussion on international labour standards in 1984, many speakers emphasised the importance of enabling all member States to participate in the standard-setting process and pointed out the difficulties encountered by many countries in sending sufficiently large delegations to the Conference. At the suggestion of the Director-General, the Governing Body decided to resume consideration of the financing of Conference delegations at a future session. In November it agreed in principle to placing on the agenda of a future Conference proposals for the amendment of article 13 of the Constitution so as to permit the inclusion in future budget proposals of provisions for the financing of full tripartite delegations from selected member States.

The Governing Body Committee on Standing Orders and the Application of Conventions and Recommendations has undertaken a discussion of possible improvements in the procedures for choosing Conference agenda items and for drawing up Conventions and Recommendations. Consideration of these matters is continuing.

On the recommendation of the same Committee, the Governing Body decided that, subject to certain safeguards, detailed reports should no longer be requested on a number of Conventions which were out of date. Thus, should a change in circumstances give renewed importance to the Conventions concerned, the Governing Body could again require detailed reports to be presented. Employers' and workers' organisations would remain free to make comments on problems encountered in the fields covered by the Conventions concerned. On the basis of information provided in general reports or otherwise available, the Committee of Experts would be free at any time to make comments and to request information on the application of the Conventions concerned, including the possibility of requesting a detailed report. Finally, the right to invoke the constitutional provisions concerning representations and complaints (articles 24 and 26) regarding the Conventions involved would remain unaffected.

The Committee on Standing Orders and the Application of Conventions and Recommendations examined the possibility of simplifying the report forms for ratified Conventions. The Governing Body approved some changes in these forms, including the insertion of a note providing practical guidance to governments in drawing up their reports.

The Committee on Standing Orders and the Application of Conventions and Recommendations also reviewed practice in respect of observations by employers' and workers' organisations as regards the implementation of Conventions and Recommendations.

Various measures to follow up the 1984 Conference discussion have been taken by the Office: a study on the relationship between ILO standards and technical co-operation was on the point of completion at the end of 1985; a study of flexibility clauses in Conventions was undertaken and another study is planned to determine how the assistance the ILO provides to employers' and
workers' organisations can be strengthened to enable them to deal with matters relating to ILO standards. Within the limits of budgetary constraints, the Office also sought to strengthen its action on the promotion of standards. Special measures were taken to promote the implementation of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). The Conference will be kept informed, through the reports of the Governing Body and of the Director-General, of further developments regarding the above-mentioned matters.

Ratification of Conventions

In 1985, 78 ratifications by 23 member States were registered (Europe: 40; the Americas: 3; Africa: 10; Asia and Oceania: 25). The total number of ratifications at the end of the year was 5,245.

On 31 December the state of ratification of Conventions on basic human rights and tripartism was as follows:

<table>
<thead>
<tr>
<th>Convention</th>
<th>Number of ratifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</td>
<td>97</td>
</tr>
<tr>
<td>Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
<td>113</td>
</tr>
<tr>
<td>Workers' Representatives Convention, 1971 (No. 135)</td>
<td>41</td>
</tr>
<tr>
<td>Rural Workers' Organisations Convention, 1975 (No. 141)</td>
<td>25</td>
</tr>
<tr>
<td>Labour Relations (Public Service) Convention, 1978 (No. 151)</td>
<td>17</td>
</tr>
<tr>
<td>Collective Bargaining Convention, 1981 (No. 154)</td>
<td>6</td>
</tr>
<tr>
<td>Forced Labour Convention, 1930 (No. 29)</td>
<td>129</td>
</tr>
<tr>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>109</td>
</tr>
<tr>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>107</td>
</tr>
<tr>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td>107</td>
</tr>
<tr>
<td>Employment Policy Convention, 1964 (No. 122)</td>
<td>70</td>
</tr>
<tr>
<td>Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</td>
<td>38</td>
</tr>
</tbody>
</table>

At the end of 1985, the total number of denunciations unaccompanied by the ratification of a revised Convention was 47.
Committee of Experts on the Application of Conventions and Recommendations

In March the Committee of Experts held its annual meeting to carry out its supervisory functions as regards compliance by member States with their obligations under the ILO Constitution in respect of international labour standards.

Some 2,500 reports were received from governments for examination by the Committee, which formulated close to 1,500 comments in the form either of observations published in its report or of direct requests to governments. The Committee again expressed its appreciation of the efforts made by many governments (in 41 cases involving 32 countries) to bring their national law and practice into conformity with Conventions they have ratified. The number of instances of progress recorded by the Committee since 1964 thus reached almost 1,600.

The implementation of the Employment Policy Convention, 1964 (No. 122), continued to receive particular attention. The Committee noted, as regards industrialised market-economy countries as a whole, that although unemployment remained high, there had been signs of a halt in the increase or even a slight decrease in overall unemployment figures in a limited number of countries. It also noted developments in some planned-economy countries, including measures to improve productivity and the allocation of manpower resources. For many developing countries, the Committee pointed to the growing problems created by the burden of large international debts at high interest rates.

The Committee also continued its examination of the question of the application of ratified Conventions to offshore installations and export processing zones.

The general survey of national law and practice in ILO member States prepared by the Committee in 1985 dealt with the question of labour inspection as covered by the Labour Inspection Convention, 1947 (No. 81) and Recommendation, 1947 (No. 81); the Labour Inspection (Mining and Transport) Recommendation, 1947 (No. 82); and the Labour Inspection (Agriculture) Convention, 1969 (No. 129) and Recommendation, 1969 (No. 133).

Direct contacts and promotional activities

The procedure of direct contacts carried out by a representative of the Director-General and other missions concerning matters connected with standards continued to prove extremely valuable. In 1985, such direct contacts and missions took place in Bangladesh, Chad and Mauritania. Furthermore, the regional advisers on international labour standards made regular visits to countries in Latin America and the Caribbean, Africa (English- and French-speaking), and Asia and the Pacific.
Other promotional activities were carried out through individual and group training. Fellowships were granted to 19 officials from 17 countries and one trade union federation for courses in Geneva and to fellows from the International Institute of Human Rights in Strasbourg. National seminars on international labour standards were held in Argentina, Colombia, Comoros, Cuba, Nepal and Uruguay. A regional seminar for officials from English-speaking countries of Africa was held in Zambia and a subregional seminar for South Pacific countries was held in Australia. Seminars for employers' representatives were held in India, Pakistan and Thailand; and for workers' representatives in India and Pakistan.

Representations and complaints

A number of representations filed under article 24 of the ILO Constitution were dealt with in 1985.

The Governing Body approved the report of the committee set up to examine the representation made by the Confederation of Costa Rican Workers, the Authentic Confederation of Democratic Workers, the United Confederation of Workers, the Costa Rican Confederation of Democratic Workers and the National Confederation of Workers, alleging non-observance by Costa Rica of Conventions Nos. 81, 95, 102, 122, 127, 130, 131, 144 and 145. The Governing Body also approved the report of the Committee set up to examine the representation made by the General Confederation of Portuguese Workers alleging non-observance by Portugal of Conventions Nos. 29, 81, 95, 105, 129 and 132.

The Governing Body considered the report of the committee set up to examine the representation made in June 1984 by the World Federation of Trade Unions alleging failure by the Federal Republic of Germany to implement the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). After hearing a statement by the representative of the Government of the Federal Republic of Germany, the Governing Body decided, in application of article 10 of the Standing Orders concerning the examination of representations, to refer the matter to a Commission of Inquiry under article 26 of the Constitution. The members of the Commission were appointed at the 231st Session (November 1985) of the Governing Body.

The Governing Body set up a committee to examine a representation made by the National Trade Union Co-ordinating Council of Chile alleging non-observance by Chile of Conventions Nos. 1, 2, 24, 29, 30, 35, 37, 38 and 111.

Freedom of association

The Governing Body Committee on Freedom of Association met three times during 1985. The 100th meeting of the Committee took place in May. A total of five reports was submitted by the Committee to the Governing Body, containing final or interim conclusions in respect of 105 cases. This figure
includes representations made under article 24 of the ILO Constitution concerning Costa Rica, Portugal and Turkey, referred by the Governing Body to its Committee on Freedom of Association for examination. The Committee's case load appears to have stabilised at a number slightly in excess of 100. Some 35 new cases were submitted for consideration during the course of 1985.

A number of visits were made to countries in the context of the special procedures for the examination of complaints of alleged violation of trade union rights. At its meeting in November, the Committee had before it the reports of the representatives of the Director-General concerning a study and information mission to Canada and a direct contacts mission to Paraguay. At the request of the Government of Uruguay, a consultative mission was sent by the International Labour Office to Uruguay in October and the Government of Ecuador agreed to receive a direct contacts mission in December.

In two cases, concerning Chile and Honduras, the Committee decided at its meeting in May to have recourse to the procedure whereby the Chairman of the Committee makes contact with the Government representatives attending the International Labour Conference. Such contacts were carried out during the 71st (1985) Session of the International Labour Conference when an exchange of views took place with the Government representatives of the two countries concerned.

Promotional activities undertaken during the year included the organising of two seminars: an Asian regional tripartite seminar in Manila (Philippines) and a regional seminar for workers from countries in the Caribbean region.

Special studies of the trade union situation and the industrial relations systems in selected countries of Europe

Further to the two studies relating to Hungary and Norway which had been published in 1984, two such studies relating to Spain and Yugoslavia, completed in 1984, were published in 1985. A fifth study, relating to Austria, was completed in 1985 and discussed by a Working Group of the Governing Body. These studies were undertaken in response to resolutions adopted by the Second and Third European Regional Conferences held in 1974 and 1979.

Legislative information

Three issues of the Legislative Series, each containing a chronological list of legislative enactments, were published in English, French and Spanish. Beginning in 1985, each issue contains an analysis of an especially important enactment, prepared by a distinguished jurist of the country in which the enactment was promulgated. The purpose of these articles is to describe the genesis of the enactment in question, to highlight its salient features and so to facilitate the study of the legislation in the various countries.

During 1985 the Legislative Information Branch continued to carry out its programme of providing information about labour and social security laws. Its computerised List of Recent Legislation was published and circulated three
times a month in English, French and Spanish. The data base now comprises about 12,000 texts. In addition, the computerised data base includes the subject index (1919-84) and the chronological index (1919-84) to the Legislative Series. The recording on microfiches of all texts cited in the List was also initiated in 1985. The aim is to make it possible for all those outside the Office interested in learning about legislative trends in the world to gain access to the List, together with the corresponding microfiches that contain the full text, in the original language, of the laws, regulations and other enactments concerning labour and social security published in the official gazettes of the various countries. In this way it will become possible to disseminate legislative information more rapidly throughout the world.

PROMOTION OF EQUALITY

Equal rights

A new Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa (updated in 1981) was prepared and submitted to the Conference at its 71st Session in June. It was the twenty-first such report since the adoption of the original Declaration in 1964. In addition to reviewing recent developments in apartheid in the field of labour and social matters, the Report included information on action taken by the ILO's constituents during the preceding year and a summary of action taken by other international organisations.

The Conference also had before it a report submitted by the Committee on Discrimination to the Governing Body at its Session in June 1985. This report provides an analysis of the information supplied by the ILO's constituents, as well as the Committee's consideration of the procedure for monitoring the implementation of the Declaration.

The Conference Committee on Apartheid adopted conclusions which called for a more explicit formula for reporting on the implementation of the 1981 programme of action and for a number of measures to be taken by the ILO and its constituents to strengthen action against apartheid.

At the Governing Body's 231st Session (November 1985) the Committee on Discrimination undertook its annual review of ILO activities to combat discrimination, including the recommendations of the Conference Committee on Apartheid and the development of financial and technical assistance to the victims of apartheid in the southern African region. Progress continued on the implementation of externally financed projects in the fields of vocational training, vocational rehabilitation, labour administration, employment, rural development, workers' education and migrant workers. In addition, the ILO contributed more than US$100,000 in regular budget technical co-operation (RBTC) credits for fellowships and projects during this period, according to criteria established by the Governing Body. Voluntary contributions and offers of fellowships were also received from ILO constituents. The Committee also
considered a detailed report which forms the first step in the in-depth evaluation of the ILO's practical programme against apartheid, as requested by the Lusaka Tripartite Conference on Apartheid. The Governing Body appointed a tripartite evaluation mission to complete the in-depth evaluation early in 1986.

The general programme of promotional activities to foster observance of the principles of equal rights and opportunities in employment was actively continued. As part of the series of tripartite seminars initiated in the preceding biennium, a subregional tripartite seminar for southern African countries was held in Zambia in October.

Other activities during 1985 included the publication and distribution of a *Proposed guide of practice for equal opportunity and treatment in employment*. In addition, considerable attention was devoted to the examination of over 100 reports from countries which have ratified the Conventions on non-discrimination and equal remuneration. The Office also continued to carry out research, provide advice, prepare reports and publish information and articles in the relevant fields, especially in the *International Labour Review*, the *Social and Labour Bulletin* and for reports to United Nations bodies and meetings.

A further report on the situation of workers of the occupied Arab territories was prepared on the basis of missions undertaken at the beginning of the year and was submitted to the International Labour Conference at its 71st Session, in accordance with the 1980 Conference resolution on this subject. Additional measures were also taken to implement projects of assistance for the benefit of the populations of the occupied territories, as requested in the same resolution. More detailed information is provided in Appendix III to the present Report.

**Young and older workers**

Co-ordination activities concerning young and older workers continued throughout 1985 both outside and within the Office, particularly in the context of the International Youth Year. As the ILO's main contribution to the latter, a comprehensive report was prepared for general discussion by the International Labour Conference in 1986 on the needs and problems of young people in the fields of training, employment and conditions of work in both developing and industrialised countries. The Office participated in international meetings and seminars held in connection with the International Youth Year, and in national and NGO meetings concerning younger workers in general and older workers, particularly in relation to the follow-up to the World Assembly on Aging (1982).

**Women workers**

ILO activities to eliminate discrimination against women workers and improve their conditions are described in other sections of this Report. The
Office for Women Workers’ Questions co-ordinates action on these matters throughout the ILO and with other United Nations agencies, and promotes a wider awareness of the problems of women workers and policies to improve their situation.

A report on *Equal opportunities and equal treatment for men and women in employment* was discussed at the 71st Session of the International Labour Conference. The report assessed progress achieved and problems which had arisen since 1975 in respect of women workers and policies to promote their equality. The Conference adopted a resolution on equal opportunities and equal treatment for men and women in employment reaffirming the principles set forth in the ILO Declaration on Equality of Opportunity and Treatment for Women Workers and in the resolution concerning a Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers, both adopted by the Conference in 1975. The 1985 resolution also called on all States Members to strengthen measures to overcome discrimination against women and to promote equality of opportunity, to consider the possible need for additional standards on equality of opportunity and treatment, and to reinforce the ILO’s capacity to implement the policy aims of technical co-operation programmes in favour of women. The ILO, in collaboration with other United Nations organisations, took an active part in the deliberations which led to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace (Nairobi, July), contributed to several of the reports submitted, and was represented at the World Conference itself.

At its 231st Session (November 1985) the Governing Body considered three papers prepared by the Office, one concerning action to be taken on the 1985 Conference resolution, one summarising recent events in the United Nations system, particularly the World Conference in Nairobi, and one reviewing the ILO technical co-operation projects concerning women. Discussion on the third paper will be continued at the 232nd Session (February-March 1986) of the Governing Body.

A global study of discrimination in recruitment, at work and on retirement was prepared and published in *Women at Work* in 1984 and 1985. In collaboration with the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) a publication was prepared on *Women in economic activity: A global statistical survey (1950-2000)*. Contributions were also prepared for the UNDP’s *Inter-organizational assessment of women’s participation in development* and for an education kit, *The key to development: Women’s social and economic role*, which was prepared under the auspices of the Joint United Nations Information Committee.

During 1985 the ILO participated in about thirty seminars, conferences and meetings on women’s questions, some of which were intergovernmental, while others were organised by United Nations agencies or by trade unions or non-governmental organisations. Two special issues of *Women at Work* were published in 1985, while a press kit on the *ILO and working women (1980-85)*
Activities of the ILO. 1985

and an ILO global survey of *Maternity benefits in the eighties* were prepared and distributed at the World Conference in Nairobi.

Migrant workers

Preparatory work was completed for the Tripartite Regional Round Table on International Migration (West and Central African countries) to be held in Geneva in September 1986, and initial consultations were undertaken with respect to a similar meeting to be held in Latin America.

The ILO continued its active participation in the elaboration of the United Nations international convention on the protection of the rights of all migrant workers and their families, in particular by providing the General Assembly's working group with the Office's observations on the results of the first reading of the text.

The ILO/UNDP European Regional Project for Second-Generation Migrants came to a close with a seminar held in Geneva in May designed to evaluate its activities and draw lessons for the future. Four follow-up projects were prepared: one is to benefit young migrants of Maghreb origin, another aims to facilitate the integration of migrants in Switzerland, a third is concerned with the potential for self-employment in the Federal Republic of Germany, and the fourth seeks to utilise the special capacities of second-generation migrants, such as bilingualism, in the promotion of small and medium-sized enterprises located in countries around the Mediterranean.

In the Latin American region, a new ILO/UNHCR project in Costa Rica began assisting the integration of refugees into the urban economy of San José. Under a joint ILO/ICM project feasibility studies were prepared for the settlement of approximately 2,400 migrants in two rural provinces of northern Argentina. A new project to promote the employment of Indonesian workers in the Middle East and to ensure appropriate protection for them was started during the year.

In West and Central Africa, a mission explored the need for assistance to countries in international migration matters. In southern Africa, an Italian-financed project has become operational in Botswana and Mozambique and three studies deriving from it have been issued as ILO working papers: (a) *Recent trends and prospects of black migration to South Africa*, (b) *Agreements concerning the employment of foreign black labour in South Africa* and (c) *The rights and welfare of migrant workers*.

LABOUR RELATIONS

The Director-General's Report to the 1985 Session of the International Labour Conference was devoted to the role of industrial relations and tripartism in finding solutions to structural problems encountered by both industrialised and developing countries.
The research begun in 1984 on recent trends in collective bargaining in industrialised market economies, with a view to revising and updating the comprehensive study on *Collective bargaining in industrialised market economies* (1974) was completed in 1985. The study and related research will provide the basis for discussions at an international symposium on collective bargaining in these countries expected to be held in 1987 in response to the challenges of the late 1980s.

A new series of studies on labour relations and the settlement of labour disputes in public service employment in developing countries was launched, and a certain number completed in the course of the year. These studies, together with the similar studies on industrialised market-economy countries already completed, will provide an input for the meeting on the settlement of labour disputes in the public service to be held in October 1986.

An important research project on labour relations and development in Africa was launched with a view to the preparation of a major publication on the subject which it is hoped will provide the basis for developing a programme of action to improve the functioning of labour relations systems in this region.

Research was undertaken on the practice of workers' participation in formulating personnel policies at the enterprise level, involving a series of case studies in some twelve countries. This research will culminate in a comparative survey. Research was also carried out on the formulation and content of works rules in a certain number of countries, and a comparative survey is nearing completion.

Studies were prepared on subcontracting of services by enterprises in nine countries, and will serve as the basis for the preparation of a comparative study next year. Research was also begun in a number of countries on reinstatement in employment in cases of unjustified dismissal. In the wages field, studies were prepared in twelve countries on wage policy in developing countries. The studies will form the basis of an analytical survey to be published in the next biennium. Publication of a series of articles in the *Social and Labour Bulletin* on pay systems practices was begun with a view to highlighting significant developments that would be of interest to an international audience. These will later be brought together in a publication on the subject. Research on incomes and redistributive policies in developing countries was completed during the year. The resulting study is expected to be completed and published in 1986.

In the field of technical co-operation, expert missions to advise governments on the revision of their labour legislation were carried out in Guinea, Guinea-Bissau and the Sudan. Similar advice was given to several Caribbean countries by the Caribbean subregional adviser on labour legislation and relations. The Office also reviewed draft labour legislation communicated to it by the Government of El Salvador. Missions were undertaken to the Institute of Labour Relations in São Paolo, Brazil, in connection with a project in the field of labour law, labour relations and employment policy; to Mauritius to study and advise on wage regulation and industrial relations and the structural adjustment process, and to Uruguay to advise on job evaluation in the
construction industry. An important project in Ethiopia on national wage policy reform was carried forward through the year and will continue in 1986. Technical advisory services were provided to a number of countries with a view to advising governments on labour relations or wage policy questions.

LABOUR ADMINISTRATION

A comparative analysis of the reports of tripartite missions to seven West European countries (completed in 1983) to evaluate the effectiveness of labour inspection was presented to the Tripartite Symposium of Specialists on Labour Inspection (seven Western European countries) held in Geneva in October. The symposium reviewed the current situation and the future of labour inspection in the countries visited.

The first of a series of tripartite labour inspection missions to developing countries, which was sent to Peru at the end of 1984, prepared its report for presentation to the Government early in 1986. Two similar missions are being prepared to English- and French-speaking African countries in 1986-87.

A preliminary study was made of the use of computers in labour inspection based on the experience of a number of European countries. It is intended to make a more detailed study of this subject in the future with the objective of preparing a guide to computerisation for the use of developing countries.

Missions were undertaken to Algeria, Malawi, Morocco and Nigeria to provide technical advice on labour administration including labour inspection and national employment services.

Throughout the year, the main vehicles for the technical co-operation activities of the labour administration programme continued to be the five regional labour administration centres, namely: the African Regional Labour Administration Centre for English-speaking countries (ARLAC), the African Regional Centre for Labour Administration for French-speaking countries (CRADAT), the Asian and Pacific Project for Labour Administration (ARPLA), the Inter-American Centre for Labour Administration (CIAT) and the Caribbean Labour Administration Centre (CLAC). Detailed accounts of the work of these centres are given in the section on regional activities. The work of the regional labour administration centres was supplemented by that of three regional labour administration advisers.

During the year technical assistance projects were completed in six countries (Guinea, Mali, Mauritania, Nigeria, the Sudan and Uganda). The largest of these, financed by the Federal Republic of Germany, was designed to assist the Sudanese Ministry of Labour and Social Services to improve the technical capacity and operational performance of the Labour Department and of its regional components. Assistance provided under the project included some 30 international fellowships as well as substantial material support, such as vehicles and office equipment. A comprehensive technical memorandum prepared for the Government contained far-reaching recommendations for
further strengthening of the Labour Department. The second phase of a project to train junior labour administrators for an independent Namibia was completed which included the TCDC-oriented in-service training of 15 Namibians in labour administration in Zimbabwe and another 15 in Zambia.

WORKERS' ACTIVITIES

The main objective of the Workers' Education Programme in 1985 continued to be the strengthening of representative and independent workers' organisations. With that aim in view the development of rural workers' organisations, the expansion of trade union participation in economic and social development, and the promotion of workers' education institutions, their staff, study materials and training methods received special attention.

The volume of technical co-operation increased sharply in 1985 compared with 1984, continuing the rising trend of the last few years. Assistance was provided to more than 70 trade unions and workers' education bodies by experts at headquarters and ten regional advisers, and this was supplemented by training courses organised at the Turin Centre.

An unusually large number of important meetings were held during the year: a meeting of members of the Panel of Consultants on Workers' Education (Geneva, 15-19 April) which identified a number of activities that should be further developed, including research into the use of new technologies and techniques for the evaluation of workers' education activities; an inter-regional symposium on special issues for workers' educators in industrialised countries (Örenäs, Sweden, 20-25 October) which discussed international development issues as seen by trade unions; and regional or subregional seminars and workshops in Tokyo, Buenos Aires, Nairobi, Dakar, Harare as well as in the Caribbean and elsewhere which concentrated on such questions as trade unions' economic services and co-operatives, their role in areas such as industrial relations and employment policies, and the development of workers' education institutions. Seminars and study courses were also held on the problems of specific groups of workers.

Continued assistance was given to rural workers' organisations in developing workers' enterprises, special services and self-help schemes as a means of effectively protecting their members' interests and promoting their welfare. A project designed to assist rural workers' organisations in developing their educational activities and small-scale economic ventures continued its work in selected countries of Central and South America, while courses and seminars were organised and follow-up action undertaken to stimulate initiatives, promote self-help activities and facilitate the sharing of experiences by organisations of rural workers in 25 countries including Colombia, Egypt, Fiji, India, Ghana, Peru, Portugal, Philippines, Sri Lanka, Turkey and Venezuela. Seminars on the ILO and its work were organised in Brazil, China
and Morocco, and a contribution was made to an international seminar organised by the World Federation of Trade Unions in Moscow in October.

The participation of women and young workers in trade union activities was promoted through special projects, under one of which a seminar was organised to assess achievements in countries of Central America and the Dominican Republic and to formulate guide-lines for future action. Two projects, one in India and the other in Zimbabwe, included specific activities on behalf of women workers, while a number of seminars and courses for young workers were organised in collaboration with trade union organisations in over 20 countries.

Following two seminars held in Geneva and Lusaka respectively in 1984, and the African subregional seminar on the promotion and development of workers' education institutions held in Harare, Zimbabwe, in November 1985, project assistance to trade unions in countries adjoining South Africa has been increased. Continued assistance was also provided to independent organisations of Black workers in South Africa and Namibia.

Thirty-seven study programmes were organised during the year for visiting groups of trade unionists, and group programmes for trade unionists from African, Asian, European and Latin American countries were also organised. Contributions were made to over 100 selected workers' education activities carried out by 41 trade union organisations and workers' education bodies. These contributions included the provision of teaching materials, active participation by specialists and the award of study grants to 917 trade unionists.

An increasing number of RBTC activities were carried out, including expert assistance to trade union organisations in Brazil, Djibouti, Ecuador, Guinea-Bissau, Nepal, Sao Tome and Principe, United Republic of Tanzania, Venezuela and Zimbabwe, to help in the planning and implementation of workers' education programmes and research projects. Study materials and teaching aids were also provided to many trade union centres in several countries, including China, Ghana, Mozambique, and Sao Tome and Principe, as well as to workers' organisations.

Fellowships were made available to trade unionists for training or research assignments in higher education institutions and workers' education centres. Two internship fellowships were arranged at Geneva headquarters and several others were made available for group training in labour colleges in Europe, while a number of trade unionists from the South Pacific and South-East Asia were granted fellowships to study in Australian workers' education institutions.

A study on sugar workers in Ecuador was published in Spanish and updated versions or translations of the following course topics and guides were also completed: Negotiating and writing a collective agreement, Trade union financial administration, Trade unions and vocational training, Trade unions and migrant workers, Standard course on teaching about the ILO, Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (its significance for workers and their unions) and The role of trade unions in the
The first part of a study on young workers was published in *Labour Education*. Four issues of the latter publication were published in English, French and Spanish and one in German.

EMPLOYERS' ACTIVITIES

During 1985 the steady growth of the technical co-operation programme for employers' organisations in developing countries continued and further efforts were made to stimulate interest in employer-oriented projects among potential donors. Activities in 1985 reflected an intensified effort to strengthen relations with national employers' organisations, and with corresponding regional and international bodies.

The ILO-DANIDA project, aimed at improving the capacity of employers' organisations to provide fuller services to members in the industrial relations field was completed in Asia and was launched in Africa. Preparation of the Caribbean phase of the project began. It is planned to publish some of the findings of the Asian project to serve as a guide to employers' organisations in the region. Training workshops have remained the mainstay of the programme in Africa and an inter-country seminar was also held there during the year.

Under another DANIDA-funded project built around the ILO's “Improve Your Business” training materials, seminars were held in Kenya, Mauritius, United Republic of Tanzania and Zambia. The material was adapted for Mauritius and published and a version for Zambia was finalised. Under a SIDA-financed project a version for India was prepared in collaboration with the All-India Organisation of Employers and promotional seminars based on it are to be held next year. SIDA also financed a similar project to adapt the material to conditions in the woodworking industry in Cyprus.

Co-operation with the Norwegian Employers' Confederation (NAF) was maintained in two major projects to assist the Federation of Kenyan Employers and the Barbados Employers' Confederation in the fields of management training and safety and health. Steps were taken to encourage other employers' organisations in neighbouring countries to set up similar projects, and one such project is expected to start in 1986.

Co-operation with the United Nations Environment Programme (UNEP) continued with a jointly organised subregional meeting for French-speaking Africa (Abidjan, 2-6 December). This meeting completed the series for Africa as a whole and was intended to help to reconcile the need for economic development with environmental protection.

RBTC activities included several study grants for officials of employers' organisations, the promotion of self-financing activities and the expansion of the services of employers' organisations. National seminars were held in the Bahamas, Barbados, Benin, Cyprus (construction industry), Dominican Republic, Egypt, El Salvador, Ghana, India, Indonesia, Kenya, Republic of Korea, Malta, Pakistan, Philippines, Portugal, United Republic of Tanzania, Uruguay, Zambia and Zimbabwe.
Advisory missions were undertaken to assist employers’ organisations in Bahamas, Barbados, Cameroon (hotel industry), Congo, Republic of Côte d’Ivoire, Cyprus, Greece, Kenya, Republic of Korea, Liberia, Madagascar, Malta, Mauritania, Niger, Panama, Senegal, Zaire, Zambia and Zimbabwe.

INTERNATIONAL PROGRAMME FOR THE IMPROVEMENT OF WORKING CONDITIONS AND ENVIRONMENT (PIACT)

A resolution reaffirming support for the International Programme for the Improvement of Working Conditions and Environment (PIACT) and indicating its future orientation was adopted by the Conference in 1984. Among the key points in this resolution was the need for tripartite involvement in policy formulation and implementation. In application of this principle, a special effort has been made to encourage and support tripartite activities and activities designed to strengthen the capacity of employers’ and workers’ organisations to deal with problems relating to working conditions and environment.

Improving working conditions in sectors which often fall outside the scope of legislation and other traditional protective measures is an important but difficult problem to which PIACT has been giving increasing attention. An innovative training package on working conditions and productivity in small and medium enterprises was developed and tested in a series of courses held in India and the Philippines.

Other activities included a series of national seminars in Argentina on working conditions and environment problems in various industries; an advisory mission to Algeria to discuss future co-operation; support for national employers’ programmes in Argentina, Malaysia, Pakistan and the Philippines and regional employers’ programmes, organised jointly with UNEP, in Africa and the Caribbean; and major UNDP projects in Indonesia and Thailand.

Occupational safety and health

At the 1985 Session of the International Labour Conference, the Occupational Health Services Convention (No. 161) and Recommendation (No. 171) were adopted and a first discussion took place on safety in the use of asbestos.

Several activities were rapidly organised to respond to the widespread concern caused by industrial accidents in Bhopal and elsewhere. A Tripartite Ad Hoc Meeting of Consultants on Methods of Prevention of Major Hazards in Industry made specific recommendations concerning training, the 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 at three workshops. An Asian Regional
Workshop on Major Hazards and their Control in Industry was held in Bombay in November.

A Meeting of Experts on Safety and Health in Construction (Geneva, September) led to the inclusion of an item on safety and health in construction in the agenda of the 73rd (1987) Session of the Conference. A code of practice, Safety and Health in Coal Mines, was adopted by the Meeting of Experts on the Model Code of Safety Regulations for Coal Mines (Geneva, April). ILO model forms of the register of ship's lifting appliances (including the relevant certificates) were revised in compliance with Article 25 of the Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152). Reports were prepared for several meetings of Industrial and analogous Committees.

Training activities included the production of short video films for training rural workers and the completion of a training manual on better working conditions and environment prepared in collaboration with the Swedish Joint Industrial Safety Council. Technical contributions were made to training courses and seminars in China, India, Madagascar, Malawi, Niger and Tunisia.

Co-operation with international organisations was maintained, in particular with the WHO, IAEA and UNEP. The ILO continued to play an active role in the International Programme of Chemical Safety (IPCS).

Technical co-operation projects completed in 1985 included assistance to the National Safety and Health Institute in Algeria, strengthening of the factory inspectorate in the United Republic of Tanzania (ILO/Finland), co-operation with the Model Centre for Occupational Health Services in Bharat Heavy Electricals Limited, Tiruchirapalli, India, and training in coal mines safety engineering, also in India. Other projects were in progress in Greece, India, Indonesia, the Islamic Republic of Iran, Poland, Singapore and Thailand. Short advisory missions were carried out in a number of countries.

The International Occupational Safety and Health Information Centre (CIS) continued to produce a data base in English and French, to publish CIS Abstracts, and to maintain computer-searchable files. Two new national centres joined its network, bringing the total to 50.

Conditions of work and welfare facilities

Law and practice reports on two subjects, working and employment conditions of part-time workers and night work of women, were submitted to the Governing Body for consideration in its discussion of the agenda of the 73rd (1987) Session of the International Labour Conference. A major contribution on working time issues was made to the technical report submitted to the Joint Meeting on Employment and Conditions of Work in Health and Medical Services (Geneva, October). A report entitled Towards a global programme of action on child labour was presented at the International Seminar on Ways and Means of Achieving the Elimination of the Exploitation of Child Labour in All Parts of the World (Geneva, October-November) organised by the United Nations in collaboration with the ILO.
The increasing exchange of information with national institutions through the Clearing-House for the Dissemination of Information on Conditions of Work continued. The two issues of *Conditions of Work: A Cumulative Digest* which were published in 1985 included bibliographies on home work and on child labour, and fact sheets containing selected provisions of laws, regulations, model agreements, guide-lines and policy statements relating to the introduction of new technology.

Other major publications included a reference volume, *Introduction to working conditions and environment*, aimed at providing basic materials for the different categories of people involved in training activities in this field (the French and Spanish versions of this volume will be published in 1986); a study on *Visual display units: Job content and stress in office work* which examines visual display units from the viewpoint of work organisation and working time, health, safety and ergonomic aspects, and occupational stress; and a study entitled *Improving working conditions in small enterprises in developing Asia*, based on case studies in eight countries, which demonstrates the feasibility of numerous low-cost improvements in that type of enterprise.

A number of technical co-operation activities and technical advisory missions were carried out, most of them jointly with the Occupational Safety and Health Programme. These are described above in the section on PIACT. Technical advisory services were provided to the Governments of India, the Philippines and Thailand to assist them in formulating pilot action programmes in respect of child labour. Technical contributions were made to two workshops organised by UNICEF with the aim of drawing up a UNICEF programme of action on working children and to a WHO meeting on special risk factors of children at work.

Environment and human settlements

Collaboration with the United Nations Environment Programme (UNEP) and the United Nations Centre for Human Settlements (UNCHS) continued during 1985. The ILO participated in the meetings of the Governing Councils of UNEP and of the UNCHS, in the planning of system-wide field programmes and activities, and in technical meetings such as the Inter-Agency Working Group on Desertification. Support for four ILO/UNEP collaborative projects concerned with environment was maintained. Technical contributions were made to a paper discussing environmental prospects up to the year 2000 being prepared by the World Commission on Environment and Development.

SOCIAL SECURITY

The activities initiated by the ILO in previous years to promote implementation of the primary health care approach among health insurance institutions in Latin America were concluded in 1985 with a series of important events. The Second Regional Technical Consultation on Strategies for the
Development of Social Security Health Programmes was held in Medellín (Colombia) in March. The meeting, which was co-sponsored by the ILO, the Pan-American Health Organisation (PAHO) and the Inter-American Committee of Social Security (IACSS), led to the adoption of guidelines for national and subregional action. Subsequently two national panels were held, in Ecuador and Guatemala, to discuss with national health professionals and administrators the possibility of redirecting medical care programmes in the light of primary health care goals and strategies.

A comprehensive survey was carried out among industrialised countries to determine the impact of the economic recession on the level of social security protection and on the methods of financing the various income-maintenance and welfare programmes. This survey is now ready for publication. Parallel to this analysis, specific trends in pensions and health care were reviewed and discussed in a number of articles and technical papers published in the specialised press and discussed at international gatherings of experts.

A comprehensive historical review of the gradual adaptation of social security legislation to the specific needs of women was undertaken which outlined the progress made in various countries in achieving greater equality and recognising women's rights as regards both old-age protection and family benefits and support. This study will be published in due course.

A collection of earlier articles and statistical information on the accumulation and investment of capital under national pension and/or provident fund schemes in developing countries was reviewed, updated and edited with a view to publication.

All ILO social security maritime standards were reviewed during the year to establish where revision and updating were required. A set of proposals was prepared for a new standard-setting strategy in this area which will be submitted to the forthcoming session of the Preparatory Technical Maritime Conference (1986).

Another major policy review of existing standards dealt with the regional and subregional multilateral instruments which have so far been adopted in Africa to promote and safeguard the social security rights of migrant workers. Recent developments have shown the possible inadequacy of the present multilateral network and the advisability of drawing up a new and more coherent one. Proposals for further action were submitted for comments and advice to various African subregional organisations such as the West African Economic Community (CEAO) and the Economic Community of West African States (ECOWAS). In the same area of migrant workers' rights the ILO responded to requests for advice from the General Secretariat of the Islamic Conference and the Organisation for African Unity (OAU). A report was submitted to the Labour Commission of the OAU on the findings of an ILO/OAU feasibility study concerning the expansion of the capacity of existing African training schemes.

Two feasibility studies were undertaken in 1985. One dealt with the establishment of a new computerised system which would make information on
social security legislation, studies and research available to all ILO constituents as well as catering for the in-house needs of both the ILO and ISSA. The second dealt with the computerisation of the processing and publication of the ILO's international inquiry into the cost of social security.

During 1985 the ILO continued to make technical contributions to the activities of the International Social Security Association (ISSA), the Ibero-American Social Security Organisation (OISS) and the Inter-American Centre for Social Security Studies (CIESS). A significant event was ILO participation in a Joint Japanese/OECD Conference of High-level Experts on Health and Pensions Policies in the Context of Demographic Evolution and Economic Constraint (Tokyo, 25-28 November).

Reports were prepared for many governments in developing countries on the extension of existing social security schemes and on the broadening of coverage of such schemes. Actuarial advice was given in a number of countries and territories, designed either to provide the basis for costing schemes or to provide for the periodical reviews of the financial state of schemes required under the relevant legislation. These countries and territories included the Bahamas, Belize, Costa Rica, Djibouti, Ecuador, Grenada, Guyana and Western Samoa. Under the ILO's International Actuarial Services advanced actuarial training was made available to social security actuaries from developing countries. Arrangements were made for statisticians to visit Geneva and to take advantage of international fellowships in this field of work. Fellowships for other types of training abroad were granted to officials from a number of Asian and African countries.

Regional advisers located in French- and English-speaking Africa, Latin America and Asia and the Pacific continued to provide technical advice. In Latin America there was particular emphasis on primary health care provision by social security, and on joint projects with the Pan-American Health Organisation (WHO/PAHO). Technical co-operation activities in social security were financed as in past years either by the UNDP or by RBTC.

Advisory services were also provided in Europe. Concrete proposals were elaborated by the ILO, at the request of the EEC, on problems involved in employment and self-employment in member States of the European Communities; and advice was given for the solving of the problem of double liability to pay social security contributions. Another subject for ILO study was the extension of European Community regulations on the social security rights of migrant workers to students in member States other than those of which they are nationals.

The ILO assisted the Council of Europe in the preparation of a common European form for certifying entitlement to medical care during temporary residence in another country. The ILO continued to participate in the preparation of the final text of the revised European Code of Social Security and the explanatory report thereon. It also contributed to the preparation of a new Council of Europe recommendation on the generalisation of medical care. Finally, it took an active part in the Third Conference of European Ministers.
Activities of the ILO, 1985

Responsible for Social Security which took place in Athens in October under the sponsorship of the Council of Europe. On the strength of a paper presented to it by the Office at its Sessions in May and November 1985, the Governing Body decided to include on the agenda of the Conference at its 73rd Session in 1987 an item on social security and employment involving the possible revision of Convention No. 44.

WORLD EMPLOYMENT PROGRAMME


The Programme continued to account for approximately one-third of the ILO's total technical co-operation activities, mainly in the fields of special public works programmes, manpower and employment planning, labour market information, appropriate technology, rural development, women workers, refugees and population. Advisory missions at country and regional levels also continued to be important elements of the work of the programme.

Employment, manpower planning and labour market information

The regional employment teams in Asia (ARTEP), Africa (JASPA and SATEP) and Latin America (PREALC) remain important components of the World Employment Programme, responding to requests for advisory services and training courses from a large number of countries. A fuller account of the work of the regional employment teams is given in the section on regional activities.

During 1985, two regional seminars were held on the upgrading of labour market reporting systems, one for the Caribbean (in May) and one for Latin America (in August). National training seminars for middle-level personnel involved in manpower planning and labour market information were held in Burkina Faso, Mali, Mauritania and Rwanda. A special programme of overseas fellowships for technicians from these same countries was also organised. Technical co-operation projects and short-term advisory services were completed on employment and manpower planning and labour market information in Benin, Burkina Faso, Cameroon, Indonesia, Lesotho, Mali, Morocco, Mauritania, Nigeria, Senegal and Tunisia. Case studies on employment and manpower were undertaken in Guyana, Liberia and Namibia. A project on the consequences of basic-needs policies for economic growth, and poverty and unemployment levels of various socio-economic groups in Colombia, Kenya and Sri Lanka was completed.

The ILO continued to assist developing countries in applying the key informants system as a practical, flexible and cost-effective source of labour
market information. Projects were carried out in Nepal and Somalia and advisory services were provided to Madagascar. An operational manual entitled *Reporting by key informants on labour markets* was published.

Manpower assessments in the energy sector concentrated on advice in policy planning, the preparation of technical papers and the establishment of data bases. Guide-lines on the analysis of manpower requirements for the energy sector were completed. A training module was developed for use at the Turin Centre’s courses on energy. An article on manpower and training assessments for petroleum development in the Arab region and a technical report for the Petroleum Committee were published.

During 1985, informal sector projects in Mali, Rwanda and Togo were widened to include at least four secondary cities in each country. Requests for similar projects have been received from Benin, Burkina Faso and Chad. Working papers concerning policies to promote the urban informal sector in Mali and apprenticeship practices in French-speaking Africa were completed. A training module was developed for use at the Turin Centre's courses on energy. In Asia, proposals for generating self-employment in the urban informal sector were prepared for Bangladesh and India and advisory services were provided to Indonesia. A working paper on India was published and a study on technology adaptations in the informal sector in Ecuador was completed.

Work was undertaken to explore the relationship between labour market rigidities and high unemployment in industrialised countries. A monograph on unemployment in the United Kingdom was prepared, and work is starting on monographs concerning other countries. A paper was prepared as the basis for further work on how mass unemployment in industrialised countries can be reduced by meshing labour flexibility with income security. An analytical survey of documentation on labour costs and productivity was undertaken and a search for relevant data initiated.

A series of country studies was made of low income groups in urban labour markets in Panama, Costa Rica, Guatemala, North-east Brazil and São Paulo, Jakarta, Calcutta and Tunis, and the effects of government policies on these groups. Similar work is planned in Peru and Egypt in connection with national technical co-operation projects. Reviews were initiated of vulnerable groups in the labour market, and their income levels in Asia, Latin America, English-speaking Africa and French-speaking Africa. A working paper entitled *Labour markets, labour processes and economic development: Some research issues* was published.

A workshop on employment forecasting techniques was held in December, and work was started on a data system for monitoring certain aspects of labour underutilisation; the system will contribute to a new data service on labour and employment in the next biennium.

In the field of labour markets and youth, a study of Ireland's work experience programme was made and an analytical framework was prepared for the study of job creation programmes. Within the context of the International Youth Year, technical contributions and speeches on the youth employment problem were prepared for presentation at meetings and an article critically
evaluating employment and training schemes for rural youth was prepared for the July/August 1985 issue of the *International Labour Review*.

**International employment problems and policies**

Following completion of the second phase of the Netherlands-financed project on employment, trade, adjustment and North-South co-operation, a Tripartite Symposium was held in Geneva in October. Its report was submitted to the Governing Body in November.

A study on the impact of the recession in the industrialised countries on poverty and employment in developing countries was completed for publication. Studies were also completed on the likely effects on employment of currency devaluation and higher interest rates respectively. A follow-up mission was undertaken to the United Republic of Tanzania to update the report prepared for that country in 1984 on structural adjustment and employment. Research contacts were maintained on this general subject with UNICEF and initiated with the World Institute for Development Economics Research (WIDER) of the United Nations University.

In the field of disarmament research, a number of studies were completed during 1985 dealing, inter alia, with the consequences for employment of converting part of the current arms expenditure into aid for developing countries, experience in manpower conversion 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. It also participated in preparatory meetings to draw up the background material for the United Nations International Conference on the Relationship between Disarmament and Development planned for mid-1986.

**Rural development and employment**

The Programme took an active part in the Office-wide efforts to assist drought and famine-stricken countries in the Sudano-Sahelian zone of Africa. As a result of a mission to the Sudan, a report entitled "After the famine: A programme of action to strengthen the survival strategies of affected populations" was prepared outlining an approach to policy-making and proposing a number of projects. Similar missions were undertaken to Burkina Faso, Chad, Mali and Mauritania, while a workshop on people's participation and the crisis in Africa was held in Arusha in December. Several studies on the African crisis and food security were published as working papers.

Two studies were completed on rural labour processes and the choice of development policy. The Italian-financed project on livestock raising in the Sahel was completed. The report suggests alternative policies to strengthen the survival strategies of the livestock herders.
Advisory missions were sent to Tunisia and Ethiopia. The ILO participated in a follow-up mission to an FAO World Conference on Agrarian Reform and Rural Development, in two World Food Programme evaluation and programming missions, and in various international and regional meetings on rural development.

Within the framework of the programme of assistance to refugees in the Sudan, the revolving fund project became operational. A Committee made up of representatives of the ILO, the UNHCR and the Sudanese authorities was set up to review the 250 applications so far received from refugees who have organised in groups to provide collective collateral. These applications cover a wide range of income-generating and self-employment projects. The ILO was also asked to carry out three additional projects for refugees in the Sudan.

The project on action to assist rural women in Asia was completed and local- and national-level meetings to discuss the information obtained were organised in six Asian countries — Bangladesh, India, Nepal, Pakistan, the Philippines and Sri Lanka. Projects continued on employment opportunities for rural women in India, Nepal and Pakistan, self-employment schemes for female-headed households in Bangladesh, India, Nepal and Pakistan, and cooking efficiency planning in Ethiopia. A new project on productive activities for women settlers in Upper Egypt was launched. It aims at providing technical and material support to self-help groups currently assisted by the WFP.

Under the project on energy and rural women’s work, studies were completed on Ghana, Mozambique, West Java, Indonesia, Peru and East Nepal, and a meeting of researchers from the various country teams was held in October in preparation for an international workshop to be held in 1986.

Summaries of 25 studies examining strategies to improve the employment and working conditions of rural women in Africa, Asia and the Pacific undertaken in the framework of a DANIDA-financed project were published in a two-volume report entitled Rural development and women: Lessons from the field. In addition, studies of women’s work in Third World agriculture and of women in rural development in China were published in the Women, Work and Development series.

In its programme on participation of the rural poor, the Office prepared official guide-lines for ILO activities to promote people’s participation in rural development. These guide-lines were distributed to all ILO project and field office staff. An information brochure on the Office’s work in the field of participation was prepared in English, French and Spanish. A study in Spanish on this subject, entitled Conocimiento y poder popular: Lecciones con campesinos de Nicaragua, México, Colombia, was published. An English translation of this document was prepared for possible publication by a commercial publisher. Two working papers were also published.

The Panel of the Advisory Committee on Rural Development met in December. It reviewed ILO activities in the field of rural development since the last full meeting of the Committee in 1983 and selected two technical items for the agenda of its next meeting in 1987. The inter-agency Panel on People’s
Activities of the ILO, 1985

Participation, of which the ILO is the convener, met in March on the occasion of a session of the ACC Task Force on Rural Development. The ILO also sponsored a regional Asian workshop on rural women's participation in development through organisation (Madurai, India, November).

Special Public Works Programmes (SPWPs)

At the end of 1985, 17 countries were receiving ILO assistance in the execution of Special Public Works Programmes: 3 in Asia, 12 in Africa and 2 in the Caribbean. Much of the ILO's promotional effort was naturally focused on the African region where several new programmes geared to both the construction, and the rehabilitation and maintenance of agriculture-supporting and environment-protecting rural infrastructures were designed. In Mauritania, preparatory activities, financed by the UNDP, started prior to the launching of a SPWP. New programmes were designed in Guinea, Niger, Sao Tome, Chad and the Maldives.

In addition, technical advisory missions were carried out in Bangladesh, Botswana, Burkina Faso, Burundi, Cape Verde, Ethiopia, Guinea-Bissau, Lesotho, Madagascar, Mali, Samoa, Senegal, Sierra Leone and the United Republic of Tanzania to assist the Governments in identifying and formulating new SPWPs or expanded programmes, in determining the feasibility of projects and in preparing relevant technical co-operation projects. In virtually all countries with on-going or newly designed SPWPs, follow-up missions from ILO headquarters were organised for project management reviews.

Training activities in support of SPWPs were reinforced under the UNDP-funded inter-regional project, and technical guides and training elements for SPWP workers were produced on various subjects. New technical manuals were also prepared on subjects such as the selection of basic projects and low-cost building.

The on-going SPWPs in Bangladesh, Burkina Faso and Uganda were the subject of in-depth socio-economic evaluation. In Burundi/Rwanda and Nepal two studies were conducted and reports produced on the medium- and long-term impact of SPWPs on the target groups.

The Seventh Joint Meeting for Support to SPWPs jointly sponsored by the ILO and the UNDP was held in Geneva in May, and reviewed the progress and financial needs of SPWPs. It also discussed special issues such as comparative analysis of national support systems for SPWPs, diversification of SPWP-financing sources, and SPWP maintenance arrangements. The meeting once again highlighted the commitment of the governments involved and of the donors and financing institutions to the SPWPs. However, it also urged that soft loans and bilateral financing should be sought to fund larger-scale programmes and that the principle of "additionality" should be maintained in allocating grant and loan assistance for SPWPs.

Funding to SPWPs reached $10 million from multilateral and UNDP sources in 1985. The UNDP's support for the inter-regional project on the
implementation and evaluation of SPWPs remained fairly substantial in 1985. The Arab Gulf Programme (AGFUND) joined the circle of SPWP donors with a contribution for the Sudan SPWP, while the United Nations Capital Development Fund made a substantial contribution for certain equipment components of the Burundi SPWP. The EEC made two substantial contributions in 1985 for the SPWPs in Burundi and Zanzibar (United Republic of Tanzania), and the World Food Programme provided food aid for the on-going programmes in Sierra Leone and Uganda and for two newly designed SPWPs in the Sudan and the Philippines.

The UNDP/ILO/World Bank collaboration initiated in 1984 became fully operational with the organisation of a round table on SPWPs held by the UNDP/ILO at World Bank headquarters. In addition, the ILO participated in World Bank project appraisal and identification missions in Bangladesh, Guatemala, Mali and Nepal. Jointly with the UNDP, the Inter-American Development Bank financed a two-year ILO-executed technical assistance project to the SPWP in Haiti.

Technology and employment

The new Advisory Committee on Technology established by the ILO Governing Body met for the first time in April. It noted that the ILO was mandated to analyse the social dimensions of technology, and to contribute to international initiatives such as the proposed United Nations Global Information Network, and agreed that it should continue its work on new technologies and on the blending of new and traditional technologies.

A report reviewing ILO activities in the field of technology since 1979, entitled Facing the technological challenge, was published in 1985. Working papers were published on the use of micro-electronics in the North-American automobile industry, on the socio-economic impact of photo-voltaics, and on the employment and income distributional impact of micro-electronics in the Third World. An article on the employment and income implications of the "bio-revolution" was published in the International Labour Review. A report entitled Application of new technologies to small-scale activities was presented at the February 1985 Session of the United Nations Advisory Committee on Science and Technology for Development (ACSTD). A book entitled Technology, institutions and government policies was published.

In the energy field, a number of working papers examined the effects and policy implications of energy price increases in Colombia, Costa Rica, India and Zambia, and the labour, energy and capital intensities of alternative technologies in rice cultivation (South-East Asia) and construction materials (Sierra Leone). Studies were also completed on institutional constraints on the diffusion of renewable energy technologies. A new country study on the socio-economic impact of rural electrification was carried out in Algeria. An advisory mission on renewable energy technologies was sent to Nicaragua.

In the civil construction sector, the technical co-operation work on labour-based road construction and maintenance continued in Botswana,
Ethiopia, the Lao People's Democratic Republic, Mozambique, the Philippines and Thailand. Joint Government/donor agency meetings dealing with road maintenance policy issues and labour-based road programme development were organised in Kenya, Lesotho and the United Republic of Tanzania. A major study on road maintenance using local resources was initiated. Advisory services on road construction and maintenance were provided to Bangladesh, the Gambia, Ghana, Haiti, the southern Sudan, the United Republic of Tanzania and Zaire, and on labour-intensive irrigation to the Philippines. Guide-lines on choice of technology issues in road maintenance were prepared.

Preparatory work continued on an inter-agency project on upgrading traditional technologies in low-cost rural transportation. An integrated rural transport project was initiated in the United Republic of Tanzania. A book entitled *Rural transport in developing countries* was published. A technical memorandum on the design and manufacture of animal-drawn carts was prepared jointly with UNCHS/HABITAT. A book entitled *Technology and rural women: Conceptual and empirical issues* was published, and the first phase of a technical co-operation project in Ghana on technologies for rural women was completed.

Five national workshops on farm tool and equipment technology, basic needs and employment were held in Botswana, Kenya, the Sudan, the United Republic of Tanzania and Zambia. Preparatory work was carried out on a proposed inter-agency project, and on the establishment of a regional TCDC network for agricultural tools and equipment; an inter-agency mission to six African countries identified priority areas for TCDC and the nature and size of country inputs.

Handicrafts development and appropriate technology projects continued in Bangladesh, Burma, Republic of Côte d'Ivoire, Cyprus, Lao People's Democratic Republic, Madagascar, Mauritania and Senegal. A new small-scale project on the construction of ferrocement water tanks started in Kiribati (Pacific). A book on *Employment and growth in small-scale industry* was published. Two technical memoranda, on the small-scale processing of beef and of pork respectively, and two training manuals, one on the solar drying of foodstuffs and one on horn processing, were completed. Advisory missions were sent to Algeria, Burkina Faso, Republic of Côte d'Ivoire, Democratic Yemen, Madagascar, Mali, Netherlands Antilles (Aruba) and Senegal. A feasibility study on the development of an ILO information system on technological alternatives for development was completed.

Technical reports were published on the assessment of national technology policy and the mechanisation of sugar harvesting respectively in Fiji, and on traditional food processing and solar drying in Democratic Yemen, Somalia, the Sudan and Yemen.

Population and labour policies

At the end of 1985, there were 60 family-welfare education projects being implemented in 29 countries, involving not only labour ministries but in some
cases also employers' organisations, trade unions and youth organisations as national implementing agencies. An international seminar for senior officials of national personnel associations was held in May as part of an attempt to develop plant-level programmes in this field.

Some 25 technical co-operation projects on population, human resources and development were operational or had been approved for implementation in 1985. There was an increase in the number of technical co-operation activities in Africa, where nearly half of all operational projects are being implemented, divided about equally between English- and French-speaking countries.

The following volumes were published in 1985: *Cypriot women in the labour market: An exploration of myths and reality*; *Fertility determinants in developing countries: A case study of Kenya*; and *Working women in Socialist countries: The fertility connection*. Research work was completed on sex inequalities in urban employment in the Third World, sex roles, population and development in West Africa, and land settlement policies and population redistribution in developing countries. A methodological handbook for the collection and analysis of data on the changing status and roles of women was prepared.

A series of in-depth studies is being undertaken in Cameroon, Colombia, India and Togo on methods for the fuller integration of population issues into development planning. The first reports on the outcome of these studies were discussed at a workshop on approaches and methodologies held in May. A number of national, regional and inter-regional seminars, training courses and workshops were organised for senior and middle-level officials and development institutes in China, Japan, Kenya, Mali, Somalia and the Syrian Arab Republic.

**TRAINING**

In 1985 the diversification of sources of funding for training projects gathered momentum, with special emphasis on the training components of investment projects financed by international and regional development agencies. This strategy, supported by research work into better means of identifying and designing such components, appears to have helped to arrest the decline in the volume of technical co-operation activities observed over the past few years. Total technical co-operation expenditure on training in 1985 was US$28.5 million (of which about 40 per cent was derived from non-UNDP sources) compared with US$28.9 million in 1984. Some 40 per cent of technical co-operation delivery took place in the least developed countries (LDCs). The year's results justify the hope that the previous downward trend of technical co-operation can now be reversed.

On the wider issue of overall resources available for training, a feasibility study of a proposal to establish an International Training Fund to assist developing countries in overcoming specific, critical skill shortages was completed and presented to the 231st Session of the Governing Body.
The development of regional training centres has continued, with further financial and technical support for 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.

The selection of rural and urban vocational training and vocational rehabilitation as two of the main agenda items of the Tenth ILO Asian Regional Conference (Jakarta, December) reflects the importance attached to these subjects. Comprehensive law and practice reports covering Asia and the Pacific, as well as the Middle East, were prepared as a basis for the relevant Conference discussions.

Management development

Technical co-operation in management development was expanded in 1985 and several studies aimed at making field operations more effective were completed. Eighty-seven field projects were in operation, including 21 new ones and 17 which were completed during the year.

In the Congo, a three-year project was completed in co-operation with the National Management Centre (CENAGES). In Somalia a five-year project was completed, aimed at strengthening the Somali Institute of Development Administration and Management (SIDAM) as the central co-ordinating agency for management development and consultancy in the country. A project to assist the Botswana Institute of Administration and Commerce (BIAC) in the field of secretarial and accountancy training was also completed.

A new programme was launched in Africa to train loan officers and other bank staff in providing credit and technical assistance to small enterprises. An inter-regional banking seminar on the appraisal and supervision of loans to small enterprises was held in Cyprus in November-December.

The Institute for Social Management (ISM) in Sofia, Bulgaria, assisted in organising a seminar on modern methods of training managers for the Instituto Superior de Dirección de la Economía in Havana, Cuba, in February. This completed one action-learning cycle, whereby the management institute, having acquired new skills as a result of an ILO project which began in 1983, showed another institute how to use them, in the spirit of TCDC.

A subregional project to introduce new management training methods for small enterprises in Costa Rica, the Dominican Republic, Honduras and Panama, and to improve the effectiveness of extension services for small rural enterprises, demonstrated methods of improving community water and sanitation facilities and transport infrastructure, as well as business activities.

In the Caribbean, consultation with small-enterprise specialists and employers' organisations in the subregion, based on a previous ILO study, helped to define a programme for exchanging experience on small-enterprise development and for joint subregional activities starting in 1986.
In Sri Lanka, a major survey of the management and performance problems faced by enterprises in the industrial sector was completed and the report reviewed with the Government.

The "Improve Your Business" programme was further expanded during the year. The basic learning package (workbook and handbook) was finalised for publication and a number of adaptations to the needs of local businessmen were introduced in countries including Botswana, India, Mauritius and the Philippines. Employers' organisations were increasingly involved, thus offering a new service to their members and to other small firms in the country.

The construction management programme continued to gain momentum and regional and national training programmes were run in Cyprus, Ethiopia, Iraq and Kenya. New training materials were developed on work study and operations planning in construction and on promoting policies favourable to the development of small contractors. A construction management bibliography was prepared.

A joint ILO/UNEP project in environmental management completed the design and testing of a comprehensive training package dealing with the introduction of the environmental component in training programmes for general, production and project managers. The package is now available for distribution and local application.

Research and studies were carried out on new approaches to entrepreneurship development, the effectiveness of extension services for small enterprises, the involvement of users in choosing and applying modern office technology, the methods of subcontracting used in small businesses, the management of productivity improvement programmes, decision-making in management development, and new trends in management education and training in Eastern and Western Europe, Asia and Latin America.

A manager's guide to international labour standards was prepared and a number of technical papers were produced.

The ILO/UNDP inter-regional project for co-operation among the management development institutions (INTERMAN) held a second inter-regional symposium of heads of management institutions in 1985 and assisted the European Foundation for Management Development in organising a conference in Geneva on co-operation between Europe and the developing countries in the improvement of management practices. It was decided to establish INTERMAN as an independent association of management development bodies as from 1986, though it will continue to receive technical and logistical support from the ILO's Management Development Programme.

Vocational training

In 1985 vocational training maintained its position as the largest single component of the ILO's technical co-operation programme. Approximately 65 projects in urban areas and 40 in rural areas were operational during the year.
compared with 50 and 25 respectively in 1984. However, although the total number of new projects started in 1985 (30) was larger — and their total value significantly higher — than in 1984, they remained substantially below the 1983 level. Some 20 projects were completed during the year.

In Angola a project assisted the Government, through the Ministry of Education, to organise and develop the Vocational Training Centre in Luanda. The project helped in the construction of new workshops, installation of equipment, establishment of new training programmes, curriculum development, instructor training courses and mobile training. Training courses in mechanics, auto mechanics, lathe operation, electronics, refrigeration, lift maintenance, diesel repair and graphic arts were organised. Groups of trainees participated in courses organised by the Turin Centre and in Brazil at the National Service for Industrial Apprenticeship (SENAI). A new phase of this project started in mid-1985.

In the Dominican Republic, a project to consolidate the National Institute for Vocational and Technical Training (INFOTEP) was completed in 1985. The project assisted INFOTEP to co-ordinate and plan the national vocational training system, organised courses, provided small- and medium-sized enterprises with advice, trained national personnel for the Institute and established co-operation agreements with other Latin American training institutions.

In Honduras, a UNDP/IDB-financed project which was concluded in 1985 provided training for technicians, foremen and workers in construction, electricity and heavy machinery maintenance in connection with the construction of the El Cajón dam. Between 1982 and 1985, 7,201 trainees participated in 558 courses totalling more than 57,000 hours. For the expansion of training activities, mobile workshops were used. The implementation of this project has also helped in strengthening the National Vocational Training Institute (INFOP).

In Nigeria, an institutional vocational training project was terminated whose main objective was to improve the quality and quantity of skilled manpower available to Nigerian industry. A vocational training centre was established as a model for the development of further centres. A pilot instructor-training unit was also set up to train staff for these centres. Eighteen in-plant training schemes were implemented in a wide variety of industrial enterprises.

An important rural project in Thailand, terminated in 1985, established a regional institute for skill development in Nakorn Sawan. The institute provided the basic training needed in rural development and stimulated industrial development in the region. It trained graduates in agro-mechanics, engineering and building construction.

Among the new projects begun in 1985, the dominant trend is towards the strengthening of national training institutions, the design of vocational training systems and development of the training infrastructure, i.e. institutes, centres and technical schools.
A major new project corresponding to these characteristics is the IDA IIId Education Project in the Sudan, financed by the World Bank. Its aim is to improve training and increase the output of the College of Engineering of the Khartoum Polytechnic; it will also assist in the consolidation and development of six selected vocational training centres and two teacher training institutes. This project will strengthen the planning, co-ordination and monitoring of vocational training on a national basis by assisting the Departments of Labour in Khartoum and Juba.

A project was started in Madagascar in 1985 to support the infrastructure for vocational training and further training. The objective is to assist the Instituto national de promotion-formation (INPF) in developing the means and instruments of labour market analysis, qualified labour force needs assessment and programming and co-ordination of training according to the 1984-87 development plan.

A number of new projects were oriented to particular sectors, such as one in the Netherlands Antilles on employment-oriented training for automotive and heavy equipment (maintenance skills). This project will contribute to the development of trained manpower and the establishment of appropriate procedures for effectively and efficiently operating and maintaining fleets of expensive heavy transport equipment and special purpose vehicles in Curacao. Training programmes will follow the principles of the ILO’s Modules of Employable Skills (MES).

A USAID-financed project was started in Niger to provide training and support for artisans’ enterprises, thereby enabling them to offer better services to agriculture and related activities. Artisans and small entrepreneurs will define their own needs for training, equipment, credit and the potential clientele, while farmers’ organisations will be associated with the programme from the beginning.

In the field of training methodologies, further learning elements and staff development materials of the MES were finalised, increasing the ILO bank of learning elements to 773 titles, while about 20,000 copies of elements were delivered to various projects and training institutions.

A large number of missions were undertaken during the year, of which 22 were to provide advisory services mainly to countries in Africa and Asia; 24 were for the purpose of identifying training needs or to develop existing programmes in the regions; 17 were to support, monitor or evaluate on-going projects; and 8 were consultancy missions to formulate projects to be funded by the World Bank. Technical advisory services were also provided to industrialised countries at various seminars and meetings, to donor agencies such as FINNIDA, NORAD and SIDA and to vocational training institutions in Africa, the Americas and Asia.

Training policies

In the area of training strategies and policies a number of studies were completed or are nearing completion. Based on contacts and missions
undertaken in 1984, a study on enhancing the effectiveness of investment projects in developing countries through training was finalised. Focusing on training issues raised by investment projects financed by development banks, the study provides ILO officials at headquarters and in the field with an overview of the role of training within various types of investment project, an analysis of the main training issues at the various steps in the project cycle, and some suggestions and basic principles concerning the identification and design of training components.

Two papers on the relationship between training and technology were published: *The skill and training implications of new technologies: Some issues*; and an *International Labour Review* article: "Developing skills for technological change"; an annotated bibliography on the subject was prepared for publication. Case studies reviewing national experience were commissioned by seven countries; the findings will be published early in 1986.

As part of an overall drive to improve the effectiveness of training and to spread the growing financial burden that large-scale training systems impose on governments, regional overviews and national case studies were prepared on policies and measures to promote enterprise-based training. A study is also being finalised on vocational training opportunities in the urban informal sector, while another on indicators of human resources development policy, which provides a tool for the analysis and evaluation of national training systems and their components, has been completed for publication in 1986.

Training for special groups focused principally on youth and women. A chapter on training young people in developing countries was prepared for a report on youth which will be on the agenda of the 72nd Session of the International Labour Conference in 1986, and contributions were made to other parts of the report. A report was also prepared for the Tripartite Advisory Meeting on the Integration of Youth into Working Life in Industrialised Countries (Geneva, September-October).

A project to examine ways of expanding women's access to training for income-generating activities reviewed experiences in developing countries over a ten-year period, analysed legislation and policies concerning women's access to vocational training, the availability and quality of vocational guidance for women, and the availability to them of credit and other services.

The collection, analysis and dissemination of technical information on training continued. The English and French editions of a new glossary of vocational training terms were prepared. The Inter-regional Training Information System (IRTIS) moved into a new phase in which national training institutions will enter the system. In order to ensure that they are fully familiar with IRTIS data bases and working methods, a training course for documentalists and librarians was held in collaboration with the Turin Centre, with participants from APSDEP, CIADFOR, CINTERFOR and national training institutions. The regional centres also conducted training programmes for documentalists. The IRTIS data bases have continued to expand. Additions to the training materials data base were received from the regional centres, and
new records from APSDEP, CIADFOR and a national training institution in Africa were added to the training institutions data base.

The effort to clarify and formalise the status and role of APSDEP and CIADFOR has continued. The APSDEP Statute, adopted at the Sixth Meeting of the APSDEP Technical Committee (Jakarta, October 1984), was approved by the Director-General in February and submitted for information to the Operational Programmes Committee of the Governing Body at its 231st Session. Possibilities for extending CIADFOR’s outreach to English-speaking African countries are being explored and as a first step an informal three-day meeting with heads of national training services in four East African countries was held in Dar-es-Salaam in November.

Continued technical support has been provided for the current projects of CINTERFOR. Particular attention was paid to the subject of youth, culminating in a ten-country consultation on the situation of youth with respect to employment and training based on case studies prepared in each country (Santo Domingo, October). In addition, a study was initiated of the forms of training available in the urban informal sector. A consultancy mission was undertaken to Mauritania to help the Government to identify training needs, plan procedures, and train national staff.

Vocational rehabilitation

Vocational rehabilitation activities continued to expand in 1985. Some 50 developing countries were assisted on a long- or short-term basis through the provision of expert and consultant assistance, advisory services and fellowships. Special efforts to alleviate the acute shortage of trained manpower in the rehabilitation field included a series of subregional and national training courses which were held in the southern African region. The courses included a one-year bachelor degree course in social rehabilitation in Zimbabwe for participants from front-line States and liberation movements, a year’s course for vocational instructors from rehabilitation centres and liberation movements, and shorter courses and workshops covering rural vocational rehabilitation, and policies and programmes for disabled women and community rehabilitation workers. The Organisation of African Unity approved the establishment of an African Rehabilitation Institute which, in close co-operation with the ILO, will ensure the continuity of similar courses and follow-up of those already held. A long-term ILO/UNDP project in Swaziland was completed, resulting in the establishment of a pilot vocational training centre with associated placement services and rural programmes for the disabled.

In Latin America (Argentina, Chile, Dominican Republic and Paraguay), emphasis was given to the training of rehabilitation staff, particularly those working with blind persons, in sheltered workshops and on placement programmes.

In Indonesia, a project now entering its third phase provides assistance to the Government with the development of community-based rehabilitation
services in rural areas. Similar community-based projects are being developed
with ILO assistance in the Philippines and Ethiopia.

An ILO regional vocational rehabilitation adviser was appointed for the
Arab States of the Middle East. A request to assist with the development of
vocational rehabilitation services for disabled women in Saudi Arabia was met
by the provision of a specialist consultant.

Consultancy services for the rehabilitation of persons suffering from drug
and alcohol abuse were provided in Burma, Thailand and Zimbabwe, and
regional advisers paid special attention to this problem in Malaysia, Philippines,
Hong Kong, Chile and Colombia.

The vocational rehabilitation information service on other general and
specific aspects, including BLINDOC, was further developed. New publications
issued during the year included: Rehabilitation approaches to drug and alcohol
dependence; the third (revised) edition of Basic principles of vocational
rehabilitation of the disabled; and Social and vocational rehabilitation resources,
Vol. 2: Asia and the Pacific.

SECTORAL ACTIVITIES

Four major industrial meetings and a smaller one were held in 1985. The
major meetings concerned inland transport, salaried employees and professional
workers, forestry and wood industries, and leather and footwear, while the
smaller meeting concerned health and medical services. Five joint meetings (two
concerned with standard setting) were held in collaboration with other United
Nations agencies and bodies. Reports were prepared for a major industrial
meeting on petroleum to be held early in 1986, and for the Preparatory Technical
Maritime Conference to be held later that year.

Technical co-operation delivery of about US$11 million in 1985 was at
approximately the same level as in 1984. Most projects were concentrated in the
field of co-operatives and hotels and tourism, and increasing activities took place
in other sectors such as forestry and wood, leather and footwear, food processing,
chemicals, energy and the maritime sphere.

Research activities also continued to increase and eight projects were
completed during the year of which it is proposed to publish six as studies and
manuals and two as Sectoral Activities Programme Working Papers.

Co-operatives

At the 229th Session (February-March 1985) of the Governing Body, the
Committee on Operational Programmes continued its consideration of the
detailed review of ILO operational activities in the field of co-operatives which it
had begun the previous year. It had before it a document showing the main
beneficiaries of the programme, which had been requested by the Workers' group, together with the further comments of that group. The Governing Body
Report of the Director-General

endorsed the scope, orientation and trends of the programme which entailed, inter alia, greater attention to less formally organised cooperative-type groups, to the urban informal sector, and to marine and inland fisheries, as well as the extension of the roles of employers' and workers' organisations in encouraging a more favourable climate for co-operatives.

The level of technical co-operation activities declined slightly in monetary terms, but now seems to have stabilised. The main beneficiaries continue to be the urban and rural poor. Special efforts were directed at finding new approaches, especially in zones affected by some natural disaster, and new income-generating groups which are capable of being reproduced elsewhere. An example of this is the assistance given to the development of small industrial co-operatives as a means of generating new income and employment. Activities of this kind in El Salvador and Morocco are being developed in close collaboration with the International Trade Centre (ITC). Moreover, when providing assistance to co-operative movements, efforts are made to attract investment-oriented activities. A study of rural co-operatives in Nepal aimed at analysing the areas where their structure and operation could be strengthened to permit them to increase production through proposed Asian Development Bank (ADB) assistance. The study was undertaken on behalf of the ADB.

Training still remains the chief tool of technical co-operation activities. A project on management training and member participation for village unit co-operatives (KUD), Indonesia, was started in January and is scheduled to continue over a three-year period. This project, which is financed by Switzerland, has begun establishing a management consultancy system with training support. A project was started in Burma, funded by the UNDP, for the strengthening of co-operative schools and training institutes.

There has been a significant expansion of the project for co-operative support to development activities in the Sudano-Sahelian zone (ACOPAM) financed by Norway and implemented in close collaboration with the World Food Programme. ACOPAM operates through a central co-ordinating and monitoring unit and 14 subprojects throughout the participating countries concerned among other things with developing cereal banks, seed banks, local storage and marketing through self-management.

Continued assistance was given to special activities for women, especially through pre-cooperative groups. The project in Senegal for women's pre-cooperative groups in rural areas now covers 150 groups and is still expanding. The first economic activity of the groups is to acquire and operate millet mills which not only provide further income but enable the women to have more time for developing further economic activities. A subregional seminar is expected to be held early in 1986 to exchange views on developments in the project.

The scope of the inter-regional project for the production of material and techniques for co-operative management training (MATCOM) was re-examined during the year and it was concluded that it should embrace all developing areas, as it meets an ever-increasing need and remains an essential support to other
project activities. It was therefore decided to try to reinforce the activities of MATCOM in the French-speaking countries of Africa and in Latin America.

Seminars were organised on co-operative training policy and standards in Bangladesh and Nepal, and a study tour on the financing of co-operative development (for participants from developing countries) was conducted in Austria and Denmark.

Technical advisory and consultancy missions were undertaken to review co-operative development (Guatemala, Morocco, Nepal, Senegal and Tunisia), to provide sectoral advice (Republic of Côte d’Ivoire, Haiti and India) and to discuss co-operative legislation (Madagascar and Rwanda), as well as for the purpose of project evaluation.

Very close collaboration continued with the International Co-operative Alliance (ICA) and the ILO continued to participate in the work of the Committee for the Promotion of Aid to Co-operatives (COPAC) of which the ICA is also a member.

A number of case studies were undertaken on participative low-cost housing schemes as part of the general collection of information on topical issues.

Two research projects were completed during the year and others are being finalised. Those completed related to: a manual on co-operative management and administration; and an international directory of co-operative organisations.

Manufacturing industries

The First Session of the Forestry and Wood Industries Committee was held in September. The technical discussions at the meeting led to the adoption of conclusions on the achievement of full employment in the wood industries, and on working, living and social conditions in forestry. The meeting also adopted four resolutions concerning freedom of association, future activities of the ILO, the effects of pollution and other man-made and natural hazards, and multinational enterprises.

The Third Tripartite Technical Meeting for the Leather and Footwear Industry was held in December. This meeting adopted two sets of conclusions, one on manpower development, training and retraining in the leather and footwear industry and the other on the impact on employment and income of structural and technological changes in the leather and footwear industry. The meeting also adopted a series of resolutions on the defence of the rights of young workers, occupational health and safety, women workers and working mothers, the observance of international labour standards, future ILO action, employment and working conditions, and the right to organise and to bargain collectively.

In the forestry and wood sector, activities included technical advisory services on logging safety in Malaysia. In the context of the Joint FAO/ECE/ILO Committee on Forest Working Techniques and Training of Forest Workers, the ILO serviced seminars on Occupational Safety and Health in Finland and on
mountain logging and sawmilling in the USSR. In the United Republic of Tanzania, an inter-regional workshop on operational efficiency and ergonomics was organised in conjunction with the International Union of Forestry Research Organisations (IUFRO) and FINNIDA. An evaluation of an ILO/Finland logging training project in Fiji was completed and a manual entitled Fuelwood and charcoal preparation was published. The ILO contributed to a seminar on the informal sector organised by the Turin Centre.

A preliminary mission to Nigeria, Egypt, Cameroon and the Republic of Côte d’Ivoire was undertaken with a view to initiating technical co-operation and advisory services in the food sector in the least-developed countries in Africa. In the same context, a series of studies on the situation of the food industries was launched in Ethiopia, Guinea, Niger, Sudan, United Republic of Tanzania and Zaire. A study covering a number of countries and dealing with the effect of computer-assisted design and manufacturing (CAD/CAM) was also launched.

The 35th and 36th Meetings of the ILO/UNIDO working party were held in Vienna and Geneva respectively. The ILO was represented at the Seventeenth Session of the Industrial Development Board, the first General Conference of UNIDO, which became a specialised agency in June 1985, and at the first subsequent meeting of the re-established Industrial Development Board. Further collaboration with UNIDO included participation in UNIDO’s Leather and Leather Products Industry Panel.

Basic industries and transport

The Eleventh Session of the Inland Transport Committee was held in Geneva in January. It unanimously adopted two sets of conclusions, one on the working and social conditions of boatmen in domestic and international inland navigation, including legal protection and repatriation, as well as occupational safety and health aspects connected with the application of new technologies, and the other on occupational safety and health in road transport. The Committee also unanimously adopted ten resolutions relating to different aspects of the transport industry and to the ILO’s future activities concerning the transport sector.

The General Report was completed for the Tenth Session of the Petroleum Committee in April 1986. Periodic reports on the effect given to the requests of the Eighth Session of the Committee on Work on Plantations and the Tenth Session of the Building, Civil Engineering and Public Works Committee were submitted to the Governing Body at its 230th and 231st Sessions (May and November) respectively.

The results of various studies on plantations were consolidated in a manuscript on plantations and plantation workers which was completed for publication.

Following the completion of a draft synthesis report on the ILO/Norway project on the social and economic effects of petroleum development programmes in non-OPEC developing countries, two national consultations
Activities of the ILO, 1985

were held in Bangladesh and Guatemala to review the findings of the study in the light of the experience of these two countries.

The focal point for energy questions promoted, negotiated and co-ordinated Office-wide inputs into the steadily increasing number of energy-related activities and programmes in countries of Asia, Africa and Latin America. A special effort has been made to support an integrated team approach to the development and execution of energy-related projects, i.e. drawing upon staff from several headquarters units as well as field staff. Of particular importance are the ILO contributions to the Regional Energy Development Programme of ESCAP and to the Joint UNDP/World Bank Energy Sector Assessment Program and Energy Sector Management Assistance Program. Follow-up technical co-operation activities were initiated at the national, regional and subregional levels concerning manpower development, training and the socio-economic implications of the development of different energy sources.

Maritime industries

Following the decision of the Governing Body to convene a Preparatory Technical Maritime Conference in May 1986, five reports were prepared for submission to the meeting. Reports were also prepared for the Joint IMO/ILO Committee on Training which held its Seventh Session in December 1985 in London.

As part of the activities to promote maritime labour standards, a West and Central African seminar on the ILO's maritime labour standards, financed by Norway, was organised in the Congo in November and attended by representatives of the governments, employers and workers from the countries covered. Technical assistance in the preparation of new maritime labour legislation was given to the Government of Morocco.

In Asia and the Pacific, regional workshops were held in November and December in Suva and Madras on maritime and dock safety labour standards and inspection, and on the use of simulation techniques in the training of heavy equipment operators in ports.

The second meeting of the Joint FAO/ILO/IMO Working Group to Prepare a Document for Guidance on Fishermen's Training and Certification was held in London in September. The next meeting of the group will be held in 1986.

Assistance and advice on port workers' training, conditions of employment and legislation governing dock work were provided to several countries including Costa Rica, Guatemala, Honduras, Panama, Paraguay, Mauritius, Mozambique, United Republic of Tanzania, Senegal, Sierra Leone, Bangladesh, India, Pakistan, Sri Lanka and Indonesia. A regional adviser on maritime activities stationed at the ILO Regional Office in Bangkok continued to provide assistance to countries of the Asian and Pacific region while, during the last three months of 1985, regional advisory services on port labour and operations were made available at the ILO Regional Office in Addis Ababa to governments of East African countries. Advice was also provided on the establishment of a training centre for inland waterways in India.
Salaried employees and professional workers

The Advisory Committee on Salaried Employees and Professional Workers held its Ninth Session in Geneva from 17 to 25 April. It adopted conclusions on problems specific to employees in commerce and offices (in the field of employment, hours of work and the organisation of working time, temporary, part-time and home work, and remuneration) and on occupational hazards and diseases. The resolutions on commerce and offices adopted by the Committee concerned: the rights of salaried inventors and authors; personnel information systems and data privacy; follow-up to the Compendium of Principles and Good Practices relating to the Conditions of Work and Employment of Professional Workers; freedom of association for professional and managerial staff; multinational enterprises in commerce; occupational integration of young people holding diplomas giving access to the professions of engineer, supervisor, technician or specialist. Three other resolutions deal respectively with: the attention given within the International Labour Organisation to certain occupational groups; activities of the International Labour Office relating to workers in commerce and offices; and future work of the ILO in relation to salaried employees and professional workers.

The Intergovernmental Committee on the Rome Convention held its Tenth Session in Paris, at UNESCO headquarters, from 26 to 28 June. The Committee had before it a new ILO study on the content of collective agreements in the field of performers’ rights in respect of the use made of their recorded performances.

The ILO and UNESCO undertook a joint world survey among member States of both organisations on the possible updating of the Recommendation concerning the Status of Teachers and on the usefulness of the instrument. The report on the outcome of the survey was submitted for information to the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation which held a Special Session in Paris, at UNESCO headquarters, from 3 to 10 September. During the session the Committee adopted the questionnaire that had been drawn up to gather information from governments in preparation for the fourth round in the follow-up of the application of the Recommendation. In addition the Committee expressed opinions on the need for a possible updating of the instrument, based on the above-mentioned world survey, and adopted the content of a possible Convention based on the Recommendation. Lastly, the Committee was informed of allegations received from teachers’ organisations concerning the application of the Recommendation and considered how its future work should be organised.

A Joint Meeting on Employment and Conditions of Work in Health and Medical Services was held in Geneva from 8 to 15 October. It adopted conclusions on employment, labour-management relations, remuneration, ethical problems, working time and occupational health and safety in the sector. It also adopted resolutions concerning: ILO activities in the field of health and
medical services, freedom of association and the right to collective bargaining, and equal rights and opportunities.

In 1985 a study on the provisions in collective agreements relating to the introduction of new technologies in banking and insurance was the subject of a detailed analysis in a Sectoral Activities Programme Working Paper (New technology in banking and insurance: Relevant provisions in collective agreements by Edythe Epstein).

Hotels and tourism

Technical co-operation in training for the hotel, catering and tourism occupations continued to be the major activity in 1985 in spite of a slight decline in the programme as compared with 1984. Ten projects were operational during the last quarter of 1985 with a total of 25 experts. The main emphasis was on institutional training at supervisory and middle management levels as against basic and craft level training in the past. The projects were small in size with a reduced number of long-term experts. Two, one in Burma and the other in Jordan, were due for completion in January 1986.

Short-term technical advisory missions were undertaken in several countries including Bahrain, Burkina Faso, Cuba, Equatorial Guinea, Gambia, Madagascar, Trinidad and Tobago. The hotel and tourism inter-regional adviser carried out several promotional and advisory missions, while an ILO consultant provided technical advice to the Cameroon Hotels and Restaurants Association in drafting its constitution, bye-laws, and job descriptions for key positions and in determining its organisational structure.

An Asian Regional Seminar on Hotel and Catering Management was held in Colombo in November. Its objectives were to determine training requirements in the hotel and catering sector, to define action required for the development of hotel management training, and to determine how hotel management training in the region could be co-ordinated. A national Seminar on Hotel Management and Hotel Training, the first ILO activity in this field in China, was held in Suzhou (near Shanghai) from 21 October to 16 November. Another national Seminar, of one week's duration, was held in Ouagadougou (Burkina Faso) in November on the subject of welcome/reception at hotels, covering the front office, kitchen and restaurant service.

Relations with international organisations, tourism institutions, universities and United Nations Economic and Social Commissions in Asia and Africa were further strengthened during the year, while ILO assistance to the ESCAP/ILO Tourism Unit in Bangkok was resumed after a temporary break due to financial difficulties. Negotiations were finalised with the Economic Commission for Africa (ECA) on possible collaboration in hotel and tourism training in Africa. The annual IHA (International Hotel Association) Professional Training and Human Resources Forum was held for the fourth time at ILO headquarters in collaboration with the ILO. The ILO also collaborated with the IHA in its First Hotel and Restaurant African Convention in the
Report of the Director-General

Republic of Côte d’Ivoire and made a technical contribution on the subject of hotel training in Africa.

Multinational enterprises

The emphasis on the promotion of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy was reinforced in 1985 in line with decisions taken by the Governing Body at its 226th Session (May-June 1984). The importance of the application of the Declaration was highlighted in a resolution concerning the promotion of measures against risks and accidents arising out of the use of dangerous substances and processes in industry adopted by the 71st Session of the International Labour Conference (1985) and in the resolutions of various meetings of industrial and analogous committees held during the year. The questionnaires for the report on the effect given to the Declaration in 1983, 1984 and 1985 (the third such survey) were despatched to the governments of member States in March. As decided by the Governing Body at its 229th Session (February-March 1985), a working group composed of the Officers of the Committee on Multinational Enterprises will analyse the government reports on the effect given to the Declaration prior to their examination by the Committee itself in November 1986. At its meeting during the 231st Session of the Governing Body (November 1985) the Committee on Multinational Enterprises was provided with annual reports on promotional efforts by the Office, progress with research, and developments regarding multinational enterprises in other organisations.

The promotional efforts in respect of the Declaration were stepped up in 1985 especially through contributions to conferences, workshops and seminars. Other contributions were made during the year to a number of meetings including a Symposium on the Role of Multinational Enterprises in the development of Industrial Relations and Human Resources in Pakistan organised by the Employers’ Federation of Pakistan (Karachi, 24-25 April); the Second World Conference of Bank Employees organised by the International Federation of Commercial, Clerical, Professional and Technical Employees (Copenhagen, 9-11 September); the Third South Pacific Seminar on International Labour Standards (Sydney, 5-9 August); a workers’ education course on teaching about the ILO for Chinese trade unionists (Beijing, 16-21 September); a visit of the Labour and Social Committee of the Parliament of the Federal Republic of Germany; and the 1985 annual conference of the European Foundation for Management Development (Geneva, 12-15 May). The ILO regional advisers on labour standards, workers’ education and employers’ organisations assisted in promotional activities, especially in the Asian region.

At the request of a trade union organisation of the United Kingdom the Committee undertook the first interpretation of the Declaration (paragraph 26). This interpretation was approved by the Governing Body at its 229th Session (February/March 1985) and was transmitted for guidance to the parties directly
concerned as well as to all governments and, through them, to employers' and workers' organisations.

In accordance with the request for continued research into the implications for employment of multinationals, contained in the 1979 Conference resolution concerning follow-up to the World Employment Conference, a number of country and case studies on this subject were completed. Following similar research in Asia and Africa, studies on the employment effects of multinational enterprises in export processing zones were carried out in Latin America (Brazil, Costa Rica, Dominican Republic, Mexico, Trinidad and Tobago, Barbados and Jamaica and El Salvador and Panama). The studies were made in co-operation with the United Nations Centre on Transnational Corporations (UNCTC). Sectoral studies on multinationals in the food products and drink industries, banking and plantations were considerably advanced and the research phase of a project on decision-making in multinationals was concluded. Studies entitled *Women workers in multinational enterprises in developing countries* (undertaken jointly with UNCTC) and *Multinational enterprises: Information and consultation concerning their manpower plans* were published.

To ensure the co-ordination of activities, working contacts and liaison were maintained with the United Nations, UNIDO, UNCTAD, OECD and EEC. The ILO was represented at the 11th Session of the Commission on Transnational Corporations (New York, 10-19 April) and at the United Nations Public Hearings on the Activities of Transnational Corporations in South Africa and Namibia (New York, 16-20 September).

**LABOUR INFORMATION AND STATISTICS**

Statistics

Developmental activities in the field of labour statistics completed in 1985 related to the new Labour Statistics Convention (No. 160) and Recommendation (No. 170), both adopted by the International Labour Conference at its 71st Session, and to the revised ILO October Inquiry on occupational wages and hours of work and on retail prices. Information concerning wages and hours of work for 112 new occupations, compiled during the experimental stages of the revision, was published in a special issue of the *Bulletin of Labour Statistics*. The inquiry in its revised form, covering 159 occupations and 93 food items, was formally introduced in the October 1985 round of the survey.

Government reports on the application of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), were examined and technical comments were prepared for consideration by the Committee of Experts on the Application of Conventions and Recommendations.

Volume 1 of the new series *Statistical Sources and Methods* dealing with consumer price indices was published in Spanish, and the French edition was completed. Volume 2, *Employment, wages and hours of work (establishment surveys)*, was completed in English in 1985 and will be published early in 1986.
Volume 3, *Economically active population, employment, unemployment and hours of work (household surveys)* will be published early in 1986.

A third edition of the publication entitled *Economically active population: Estimates and projections (1950-2025)* is being prepared. It provides a comprehensive and consistent set of data, based on uniform concepts, methods and classification schemes, for all countries, territories, regions and major areas of the world, including summary data for the world, for the developed and less developed regions.

The international definitions of "economically active population", "employment", "unemployment" and "underemployment", adopted by the Thirteenth International Conference of Labour Statisticians in Geneva in 1982, were tested during two small-scale methodological surveys in Asia (Kerala, India) and Latin America (Costa Rica) which assessed the applicability of these international definitions in varied cultural settings. The results of the surveys were analysed in 1985 and will be published in 1986. An international study of the implications of training and employment-creation measures for employment and unemployment statistics in industrialised market-economy countries was launched, in co-operation with the Statistical Office of the European Communities.

Work in 1985 on the revision of the International Standard Classification of Occupations (ISCO) has resulted in a number of proposals to be included in the first draft of the revised ISCO; in guidelines on the use of occupational classifications in statistical censuses and surveys; and in the first draft of a manual on the development of national occupational classifications.

The programme of work embracing the collection, analysis and dissemination of labour statistics was implemented as usual in 1985 through the *Year Book of Labour Statistics* and the quarterly *Bulletin of Labour Statistics*.

Within the framework of technical advisory services, a mission was undertaken to Morocco to advise that country on a basic national programme of labour statistics. At the request of governments, several advisory missions were undertaken by the regional adviser on labour statistics for Africa and consultancy services were provided on household surveys by two regional experts, one in Latin America and the other in Asia. A technical co-operation project for the development and further strengthening of basic programmes in labour statistics was started in September in the Gambia, and another (including manpower statistics) in Uganda was scheduled to commence in September but was postponed because of the particular situation prevailing in the country.

Library and information

As in past years, the central library provided the Office and its constituents with an international collection of information in major areas of interest. Activities included the production, eleven times a year, of the bulletin of
abstracts, *International Labour Documentation*; the distribution, through commercial and non-profit institutions, of the LABORDOC data base; and the provision of about 3,500 tailor-made bibliographies annually to users in the ILO and elsewhere. The demand for bibliographies from outside users has increased by about one-third during the past two years. In the context of the International Labour Information System (ILIS) support was provided to technical departments which have developed or are developing specialised information services; standard data-base formats were developed; and a new edition of the *ILO Thesaurus* was completed. A manual was also prepared to help to develop the library service in ILO Offices in the regions.

Social and labour information

Besides regularly publishing the *Social and Labour Bulletin* in the three official languages, the editorial team has expanded the audience of the labour information data-base (LABORINFO) by licensing it to various commercial data-base vendors.

In response to constituents' feedback, another round-up volume based on articles from the *Social and Labour Bulletin* was published entitled *Technological change: The tripartite response, 1982-85*. The English version was published in 1985 and the French version was completed and will be published early in 1986.

The second volume of the *World labour report* was published early in 1985. It deals with labour relations, international labour standards, training, conditions of work and women at work. The next volume, which is now being prepared, consists of two parts: the first updates the main issues dealt with in the first two volumes, while the second concerns labour incomes, equity and efficiency.

REGIONAL ACTIVITIES

Africa

The socio-economic crisis in Africa continued to be a major preoccupation of the ILO. At its 71st Session the International Labour Conference adopted a resolution concerning the most urgent problems of Africa, particularly food security. Endorsing the deliberations of the Governing Body at its 229th Session (February-March 1985), the Conference declared the short-, medium- and long-term proposals expounded by the Governing Body to constitute the Programme of Action of the ILO for Africa.

Thereafter, the ILO's efforts to come to grips with the problems within its competence engendered by the African crisis gathered momentum. Successive multi-disciplinary missions were sent to a number of the most severely affected countries including Burkina Faso, Chad, Senegal and the Sudan. Preparatory work was undertaken in December, with a view to sending a multi-disciplinary
mission to Ethiopia early in 1986. The object of these missions is to develop high
priority projects for external financing. In the main, the aim of such projects is to
promote the development of human resources and to rehabilitate and/or extend
the physical infrastructure of the countries concerned.

It is foreseen that the years ahead will witness a greater concerted effort by
the United Nations to rehabilitate and develop the African economies afflicted
by the crisis, now that the emergency phase is almost over, and that in this second
phase the ILO will be called upon to contribute more than in the initial
emergency stage.

In the region as a whole some 23 regional advisers were available in respect
of international labour standards, management and vocational training,
vocational rehabilitation, employment, social security, co-operatives, labour
administration, conditions of work, workers' education, employers'
organisations, occupational safety and health, economics, and labour statistics.
They provided assistance and advice to governments on technical problems,
organised and participated in regional and subregional meetings of various
kinds, helped in the preparation of new technical co-operation projects, and
supported and evaluated those being implemented. These latter activities were,
as in the past, undertaken in accordance with the resolutions adopted by the
United Nations Conference on the Least Developed Countries (Paris, September
1981). The regional office participated actively in the Fourth UNDP Country
Programming Cycle.

The Jobs and Skills Programme for Africa (JASPA) undertook a mission to
Burkina Faso to assist the Government in evaluating and programming its
1986-90 Plan. The mission also assessed the nature and magnitude of the
unemployment problems facing the country. Another mission studied
employment problems in the rural sector in Cameroon and provided inputs to
the country's 1986-90 Development Plan. Preparatory missions were
undertaken to Mauritania to study the employment of youth in rural areas; to
Guinea to analyse the employment situation with a view to devising
programmes for employment promotion; to Niger to study possible support to
the informal sector in Niamey; and to the Republic of Côte d'Ivoire to undertake
technical preparations to assist the Government in conducting an industrial and
manpower survey. A project on manpower planning in the Republic of Côte
d'Ivoire will be undertaken jointly with the African Centre for the Development
of Vocational Training (CIADFOR).

JASPA participated in an employment mission forming part of the special
programme of assistance to drought-affected countries, and in the Task Force
mission to the Sudan to develop a plan of action to strengthen the survival
strategies of drought-affected populations.

Assistance was provided to Kenya and Malawi in conducting surveys of the
informal sector and project proposals for the informal sector were submitted to
the governments of Kenya and the United Republic of Tanzania. Nigeria was
assisted in finalising national studies on income distribution and basic needs and
in preparing a national conference on the subject. In Guinea-Bissau the question
of absorbing retrenched public sector employees was examined and proposals were made.

JASPA participated in a number of meetings organised by other agencies, one of which was the Dakar Conference of the Inter-Parliamentary Union in October on employment in Africa for which JASPA prepared a paper. It also organised several seminars and workshops.

Two comparative studies were completed in 1985, one on youth employment problems, and the other on income distribution policies and their impact on employment, inequality and poverty.

The Southern African Team for Employment Promotion (SATEP), together with the United Nations Economic Commission for Africa, acted as the technical secretariat at the Seventh Meeting of the Southern African Labour Commission (SALC) in Lusaka in November. It also continued to co-operate closely with the Southern African Development Co-ordination Conference (SADCC). Efforts are being made to strengthen this co-operation even further.

In response to a request from SALC, SATEP began preparing contingency plans to enable Botswana and Swaziland to absorb migrant labourers repatriated from South Africa, and undertook an employment planning mission to Lesotho, the report of which was submitted to the seventh meeting of SALC. The first phase of a study of the skill profiles of migrant workers and their redeployment and retraining needs was completed.

Studies carried out included the employment potential of the informal sector in Lesotho and Zimbabwe; income and wage policy, rural development options, and employment and manpower problems in Namibia; and the impact of the world recession on the economies of Zimbabwe and Zambia. The training programme for members of national liberation movements on development and employment continued.

The activities of CIADFOR culminated in a seminar in Abidjan in December which broadly outlined the Centre's programme for 1986-87. However, the Centre is likely to face financial difficulties as a result of a reduction in the resources of the Office national de formation professionnelle (ONFP), which has been an important contributor to it in the past.

The Centre's efforts to establish a subregional training information network have so far met with a favourable reaction from six countries and endeavours to expand it are continuing. Efforts were intensified to involve Portuguese-speaking African countries in the activities of the Centre, and co-operation with English-speaking African countries is being explored. Three studies on training and employment, the analysis of occupational skills, and the cost/benefit analysis of training have been completed and are expected to be published in 1986. A number of advisory missions were undertaken to countries which had requested them.

The two African regional labour administration centres, ARLAC and CRADAT, continued their usual series of labour administration training courses.
ARLAC organised six courses. One was a two-month course for young labour officers and another an 18-day refresher course for experienced labour officers. The others were a specialist course in labour inspection, a training of trainers course for labour ministry officials, a workshop on employment, incomes and basic needs in development plans (jointly with JASPA), and an industrial relations course for labour officers. In addition two national training courses for labour administrators were organised in Uganda and Swaziland. A two-week mission was undertaken to Malawi to examine the situation of employment services and suggest improvements. This resulted in a technical memorandum which was submitted to the Government.

CRADAT organised two courses: a three-month course for labour inspectors, with 34 participants, and an eight-month one for labour controllers which was also attended by 34 participants. CRADAT also organised or assisted in organising national seminars in Benin, Burkina Faso, the Central African Republic and Guinea. Research activities continued during 1985 and resulted in the publication of a study in French on general conditions of work. Two other studies are being prepared, on occupational health and industrial relations respectively. A quarterly information bulletin containing the results of research, as well as articles on national legislation, continued to be issued during the year.

The ILO continued to maintain close collaboration during the year with regional and subregional organisations and economic groupings in Africa, particularly as regards the present economic and social crisis there. Organisations concerned included the ECA, the OAU, the Economic Community of West African States (ECOWAS), the African and Mauritian Common Organisation (OCAM), the Economic Community of the Great Lakes Countries (CEPGL) and the Central African Customs and Economic Union (CACEU) with a view to revising and harmonising their conventions on social security.

Americas

In 1985 the ILO continued to provide technical advisory services to member States in Latin America and the Caribbean through its network of regional centres and regional advisers. By December there were 20 of the latter, covering international labour standards, management and vocational training, vocational rehabilitation, employment, manpower planning, social security, co-operatives, women and young workers, workers' education, employers' organisations, occupational safety and health, labour law and labour relations, labour administration, labour statistics, and the urban informal sector. Technical co-operation projects made increasing use of national expertise and were often funded through co-financing arrangements. Many no longer required resident foreign experts but were co-ordinated by national officials, with the ILO providing high-level international specialists for short periods, backed up by regular missions of regional advisers and experts from the regional centres.
During the year discussions were held with the UNDP to ensure that the social sector received proper attention during the Fourth UNDP Country Programming Cycle (1987-91).

The Regional Employment Programme for Latin America and the Caribbean (PREALC) provided technical advice to 17 countries in the region, particularly on employment planning, short- and medium-term employment policy, design and implementation of income and salary policies, organisation of specific employment creation programmes and in human resources development. Research was undertaken and improvements made in the labour market information systems of Argentina, Ecuador, Mexico, Nicaragua and Peru. Short- and medium-term employment policy proposals were made in Brazil and Colombia, while Bolivia, Costa Rica, Honduras, Panama and Peru received advice in the field of emergency employment schemes. In Uruguay PREALC activities consisted mainly of research and advice in the field of wages and incomes policy. Advice on this issue was also provided to Argentina and Brazil. In rural employment matters PREALC assisted Brazil, Guatemala, Nicaragua and Panama while urban informal sector activities were undertaken in Ecuador, Panama and Peru. Population and human resources development assistance was provided to Colombia, Ecuador, Guatemala, Peru and Venezuela.

A subregional seminar on the effects of the economic crisis on Central American labour markets was organised in Panama and attended by high-level participants from all Central American countries. PREALC also organised various training activities, including a regional course on employment, and workshops on the informal urban sector and on employment information systems and income. In addition to the four issues of the PREALC Newsletter, 18 working papers and 6 monographs on subjects such as population and the labour force, employment creation and special employment programmes, 2 research documents, and 2 books: Beyond the Crisis and Legados del Monetarismo: Argentina y Chile were published by PREALC.

In 1985 the Inter-American Vocational Training Research and Documentation Centre (CINTERFOR) organised the 23rd meeting of its technical committee in San José (Costa Rica) in May. It was attended by 66 representatives of vocational training institutions from 26 countries in the region as well as by representatives of other intergovernmental bodies and employers’ and workers’ organisations. Within the framework of the meeting three round tables were organised on themes related to vocational training.

In the Caribbean a number of activities, including meetings of the heads of vocational training institutions in the subregion, were organised to discuss future CINTERFOR action. A seminar on training for small enterprise development in rural informal areas was organised in Honduras in March for 27 participants from Central America. In Brazil a number of activities were organised in co-operation with the Service for National Industrial Apprenticeship (SENAI) to reinforce the in-house capacity of vocational training institutions in the region in the design, production and application of appropriate teaching materials.
CINTERFOR co-sponsored a project on youth employment and training in connection with International Youth Year which consisted of country-level studies and a meeting of consultants concerning youth employment and training in the Dominican Republic in October.

In co-operation with the Workers' Education Branch the project on workers' participation in vocational training, started in 1984, continued with national workshops in Brazil, Colombia, Costa Rica, Mexico, Peru and Venezuela, culminating in a regional seminar in Mexico attended by 22 representatives of workers' organisations and vocational training institutions.

Research undertaken by CINTERFOR in 1985 dealt with such themes as in-plant training, the urban informal sector, training for drinking-water and sanitation services and for electricity services. A survey was made of vocational training policies and priorities in the region to enable networking and TCDC arrangements to be promoted more effectively.

Following the signing of an agreement between the Government of Costa Rica and the ILO in June, the Technical Institute for Support to Vocational Training (INTAFOP) started its activities in December with CINTERFOR's help, and organised a meeting of heads of vocational training institutions in Central America from 12 to 14 December.

In 1985 the Inter-American Centre for Labour Administration (CIAT) provided assistance to practically all labour ministries in Latin America. In addition to a subregional seminar in Panama (February-March) and a tripartite workshop in Buenos Aires in March it organised technical meetings in Uruguay on employment services and labour inspection in agriculture, which, although of a national character, were also attended by specialists from other countries. Training activities in the fields of employment services and labour inspection were undertaken in Argentina, Dominican Republic, Haiti, Peru and Uruguay. In Brazil, in co-operation with the Maritime Workers' Branch, CIAT undertook the training of maritime labour inspectors. It continued its co-operation with PIACT in the field of working conditions, particularly in Argentina and Venezuela. Assistance was provided to Cuba in implementing the computerised labour administration information system (SICDAT), created and maintained by CIAT, in which numerous member States have expressed an interest.

Activities of the Caribbean Labour Administration Centre (CLAC) gained further momentum in 1985. Apart from providing direct assistance to labour ministries in the Caribbean, CLAC was instrumental in promoting and organising a number of fellowships, often through TCDC arrangements, as well as a training course in co-operation with the University of the West Indies.

The Latin American Centre for Occupational Safety and Health (CLASET) continued to provide advisory services to governments in the region and its officials participated actively in numerous meetings. The Brazilian National Foundation for Occupational Safety, Hygiene and Medicine (FUNDACENTRO) provided the necessary infrastructural and technical support to CLASET.
Asia and the Pacific

Regional activities in 1985 continued to focus on the development of human resources, the strengthening of labour administrations and the promotion of effective measures to generate employment. At the tenth Conference of Asian and Pacific Labour Ministers held in Melbourne, Australia, in October, the participating governments expressed their continuing support for the ILO’s regional programmes in these areas. The Tenth Asian Regional Conference of the ILO, held in Jakarta in December, also expressed support for the regional programme and provided guidance on how it could be expanded and diversified in the coming years.

Technical advisory services continued to be provided to member States during the year through the network of regional centres, and through regional advisers of whom there were 22 at the end of the year covering international labour standards, management and vocational training, vocational rehabilitation, manpower planning, social security, workers’ education, employers’ organisations, occupational safety and health, labour relations, rural development, hotels and tourism, conditions of work, women and young workers, maritime questions and labour statistics.

The ILO’s productivity enhancement programme was expanded considerably in 1985. Assistance was rendered to member States in the planning and implementation of major productivity drives such as productivity years or months, and productivity symposia. Proposals were formulated for productivity measurement and analysis projects in Bangladesh, Indonesia, Malaysia and Thailand; for a productivity measurement and productivity data bank and information centre project in the Philippines; and for a productivity promotion and management development project in Nepal. Advisory services in connection with the 1986 Productivity Year were provided to Thailand, and short-term consultancies on labour productivity statistics were provided for Bangladesh, Malaysia, Sri Lanka and Thailand. Technical support was given to the national productivity conferences organised in Indonesia, Pakistan and the Philippines.

The Asian Regional Team for Employment Promotion (ARTEP) continued to provide technical assistance and advisory services to member States in order to strengthen their capacity to overcome the problems of unemployment and poverty. In 1985, emphasis was again placed on the UNDP-funded project on employment and basic-needs planning in the least developed countries. ARTEP provided assistance to the Bangladesh Planning Commission in the preparation of the third five-year plan, organised a national training course and studied methods of monitoring and evaluating projects in small-scale and cottage industries. In Burma, ARTEP co-operated with the Department of Labour on a training course, and in the preparation of a project on employment and manpower planning. In Nepal, co-operation continued with the National Planning Commission in the field of employment and basic-needs planning, and a training course was organised in July. Agreements were reached with several countries, including Bhutan, on the provision of technical assistance in the fields
of manpower planning and human resources development. Assistance was rendered to India on employment planning in the State of Andhra Pradesh, and a project on the strengthening of manpower planning for the private sector was launched in Malaysia towards the end of the year, following a training course held in November.

A mid-term review of the employment and labour market situation during the sixth five-year plan was undertaken by ARTEP for the Pakistan Planning Commission, and the second phase of the project on the impact of out and return migration on the domestic labour market in Pakistan was launched early in the year. The first phase of a study on the same subject and another on the impact of economic liberalisation on the growth of rural industries was initiated in Sri Lanka. In Thailand, a major project on the generation of productive employment under the sixth five-year plan was completed, and a report on employment and structural change was presented to the Government of Tonga.

Several country studies were completed by ARTEP or are in progress on the evaluation of employment creation schemes (Bangladesh, India, Indonesia, Nepal and Sri Lanka); agrarian change, rural labour markets and employment policies (Bangladesh, India, Indonesia, Nepal, the Philippines and Thailand); rural and small-scale industries (India, Nepal and the Philippines); implementation of energy-pricing strategies (India, Nepal, the Philippines, Sri Lanka and Thailand); public sector employment in Asia (Bangladesh, Malaysia and Thailand); the experience of manpower-planning and labour-market policies in ASEAN countries (Republic of Korea, Malaysia and the Philippines); the impact of out and return migration on the domestic labour market (Bangladesh, Pakistan and Sri Lanka); and wages, employment and income distribution in Asia (Bangladesh, India, Malaysia, Pakistan, the Philippines, Singapore and Thailand).

The first Meeting of Asian Employment Planners was held in Bangkok in November to exchange views and experience on major employment problems and policies in the region, including special employment creation schemes in Asian countries. The meeting also endorsed the future work programme of ARTEP (1986-90).

The Asian and Pacific Project for Labour Administration (ARPLA) continued its programme of assistance to participating countries during the year. This was concentrated mainly on the establishment of networking arrangements for sharing training facilities, expertise and information on TCDC, and on strengthening training programmes for trainers aimed at improving their capacity in designing, developing and administering national training programmes in labour administration.

The high-level meeting on the setting up of a labour administration training network, held in Bangkok in August, reviewed ARPLA activities in 1983-84, examined and approved the ARPLA work programme for 1985-86, and agreed on the outline of a programme for 1987-91, as well as discussing possible networking arrangements. It also considered five collective self-reliance schemes
Activities of the ILO, 1985

in specific areas of labour administration. A tripartite review of ARPLA was also held in conjunction with the high-level meeting. Eleven national seminars/symposia were held to train labour administration officials and fourteen fellowships were awarded.

ARPLA provided advisory services to its participating countries in developing staff training programmes (Papua New Guinea), a staff training manual (Sri Lanka), guide-lines for factory inspectors (Bangladesh), factory inspection check-lists (Nepal), and guide-lines on the promotion of self-employment (India). Advisory services were rendered to Nepal and Sri Lanka in improving their system for protecting migrant workers and promoting their employment overseas under fair and satisfactory conditions. Assistance was rendered to Nepal in designing technical assistance projects for strengthening labour administration; to the Philippines on employment and apprenticeship promotion; and to Sri Lanka on overseas employment services. A regional technical assistance project to help participating countries plan for out and return migration was developed. ARPLA also completed two country studies and two training manuals.

The Asian and Pacific Skill Development Programme (APSDEP) Statute for operating regional networks became effective in March. A tripartite review of APSDEP activities took place in Islamabad in October and the seventh meeting of its Policy and Programme Committee was held in Suva in the same month. The meeting reviewed activities in 1985, approved a five-year rolling plan for APSDEP and considered the draft project document for UNDP assistance during the period 1987-91.

APSDEP organised a second seminar on vocational training documentation and information systems in Manila in August in which the regional plan of action for the APSDEP Information Network (APSDIN) was discussed and endorsed. In Japan, APSDEP organised a study tour and seminar on skill competitions (18-26 April). The third subregional seminar on the training of instructors was organised in September on a cost-sharing basis between ILO/APSDEP and the Japanese Government. Workshops were also organised in selected countries of the region.

A study on planning programming and evaluating vocational training was completed; advisory services were provided to Malaysia for the evaluation of the national vocational training system; a study on economic returns on vocational training in India was also completed. Work began on the documentation of successful rural training schemes in selected countries of the region. APSDEP provided assistance to the Indian Institute of Port Management to develop a training manual and case studies for dock workers' supervisors. Assistance was provided to Pakistan to conduct a needs assessment survey to determine the viability of establishing integrated training centres for women in high migration areas. Studies on labour market adjustments to out-migration in the Philippines and Pakistan were completed, and a survey on training implications of advanced technologies was started. APSDEP also began to develop a professional code of practice for trainers.
The Documentation and Information Centre continued its publication and information collection and dissemination programme. The draft classification scheme on vocational and technical education and training was circulated to national documentation centres for testing. The scheme will be reviewed at an expert meeting scheduled to be held early in 1986 for final validation.

APSDEP placed emphasis on promoting TCDC activities in 1985, and a number of firms and organisations in Asia co-operated with it and with each other in preparing various components of the APSDEP training package and draft model standards for occupations, as well as in research and other activities.

The Regional Office participated in the planning and preparation for the Fourth UNDP Country Programming Cycle as well as the Fourth UNDP Inter-country Programming Cycle (1987-91), and in particular contributed to preparing the country programmes for Bangladesh, Bhutan, China, India, Nepal, Pakistan, the Philippines and Thailand.

Arab States

Though the Regional Office for Arab States remained in its temporary accommodation in the ILO headquarters building during 1985, it is beginning to return to normal functioning after a long period of instability resulting from the events in Lebanon. During the year the Office regrouped its staff and reorganised its files and operations. This assisted it in the task of regenerating technical co-operation activities and, after a period of relative stagnation and decline, the future in this area of its work now appears promising.

During the year a vocational rehabilitation project in Iraq was approved, as well as a labour market information project in Bahrain and a project on the development of secretarial training in Democratic Yemen. A number of projects for Lebanon, including one on vocational rehabilitation, which has been approved by all parties concerned, are ready for implementation directly the security situation in the country improves.

The Regional Office was very much involved in the preparation of a number of technical co-operation project proposals in priority fields such as vocational training, vocational rehabilitation, management training, women's training, co-operatives, social security, manpower, occupational safety and health and hotels and tourism. It also participated actively in the preparation of sectoral analysis and project ideas for the UNDP's Fourth Country Programming Cycle. A project in the field of hotels and tourism in Iraq and two projects in the field of co-operatives in Jordan and Democratic Yemen were extended. Discussions are proceeding on the establishment of a co-operative training centre in Iraq.

Regional Office representatives participated in the meetings of AGFUND's division for women's and children's affairs, held in Nairobi and Riyadh, which provided an opportunity to discuss ILO projects concerning women, and in the ILO's Tenth Asian Regional Conference in Jakarta (December) following the inclusion of the West Asian countries. The Regional Office also provided
Activities of the ILO, 1985

support for the Director-General’s special mission to Jordan, the Syrian Arab Republic and Tunisia on the subject of the occupied territories.

The seven regional advisers undertook some 30 missions during which they provided assistance to member States in the fields of labour administration, employers’ organisations, vocational training, co-operatives, employment and manpower planning, vocational rehabilitation and workers’ education. Ad hoc assistance was also provided in the fields of social security and the application of international labour standards. A number of officials from Arab ministries of labour and social affairs, as well as from the Arab Labour Organisation (ALO), received training at ILO headquarters; ten fellowships in different fields were provided at the Turin Centre for officials from countries of the region. Study tours were offered to members of employers’ organisations from different countries of the region to visit employers’ organisations in industrialised countries.

Europe

Operational activities in the European region continued to be implemented through missions and direct contacts, consultancy services, seminars and co-operation with the Economic Commission for Europe (ECE), the Organisation for Economic Co-operation and Development (OECD), the Commission of the European Communities (CEC), the Council for Mutual Economic Assistance (CMEA), the Council of Europe and the European Regional Committee of the WHO in all areas of action in Europe. This co-operation aimed, as in the past, at harmonising and synchronising related activities, thus preventing overlapping and waste in the use of resources. The ILO continued to provide technical advice on various activities to the major regional organisations so as to make ILO standards better known and to promote their application in resolving specific problems confronting European member States.

Technical advisory missions were undertaken to Cyprus, Hungary, Malta and Turkey in the fields of hotel training, organisation of labour, vocational training and equipment procurement respectively. Project development and review missions were carried out to seven countries in the region in connection with the Fourth UNDP Country Programming Cycle in which the Regional Office played an active role.

UNDP/ILO technical co-operation programmes in the fields of employment (Turkey), vocational training (Portugal) and management development (Bulgaria) terminated in the course of the year. New projects on occupational safety and health were approved in Greece and Turkey. RBTC resources were used mainly for fellowships (Hungary, Malta, Romania and Turkey), and for small-scale activities involving productivity improvement, quality control and occupational safety and health.

Preparatory work was carried out by the ILO’s Ankara Office and by headquarters on a co-operatives project in Turkey which is expected to be
funded by the World Bank. It is also expected that the ILO will assist in implementing an EEC-funded project to set up two vocational training centres in Portugal for the training of trainers.

The Government of Cyprus, in association with the ILO, organised two symposia, one on labour administration in October and the other on small industries development in November/December, to both of which employers' and workers' representatives were invited. The Employers' Association in Malta was given assistance in organising a tripartite seminar on occupational safety and health in November.

INTERNATIONAL INSTITUTE FOR LABOUR STUDIES

Educational activities

The Institute conducted four major educational activities during 1985, two of which were in Geneva. The 20th International Internship Course on Active Labour Policy Development was held in Geneva from 22 April to 7 June and attended by participants from 15 countries. Subjects dealt with included an introduction to human rights, and the environment and labour policy. A seminar on industrial relations and social security in the European Community was also held in Geneva from 7 to 11 October. A course on the major issues concerning labour (employment, training, working conditions, industrial relations and international standards) was given in Brasilia from 14 to 31 October and attended by participants from seven Portuguese-speaking countries (Angola, Brazil, Cape Verde, Guinea-Bissau, Mozambique, Portugal and Sao Tome and Principe). A workshop held in Baku (USSR) from 21 to 31 October on the participation of women in rural development included participants from English-speaking countries of Africa and Asia. In addition to these major activities, several half-day staff seminars were organised at which university professors and other speakers talked to officials of the ILO and the Institute about their research or their fields of interest.

The Institute undertook an in-depth review of its activities during the 25 years since it was established. Proposals were made to reorient its programmes with a view to enabling it to respond more effectively to the needs of member States. Three major themes were identified and were proposed as the core of the Institute's programmes in the years to come to which a substantial part of its resources would be devoted: (a) new industrial organisation; (b) labour markets and their functioning; and (c) participation. These proposals were endorsed by the Board of the Institute and were discussed by the Governing Body at its 231st Session in November 1985.

Research

An annotated bibliography entitled "Management, work and leisure: Trends in research in Western Europe and documentary analysis — 1974-84"
Activities of the ILO, 1985

was prepared during the year together with a similar bibliography on Eastern Europe. The Institute envisages publishing these two works in its Bibliography Series.

The survey on strategic factors in industrial relations in the coal mining industry, which was started in 1983, continued in 1985. National monographs are expected from China, Czechoslovakia, France, Federal Republic of Germany, Pakistan, Poland, Spain, USSR, United Kingdom and United States.

The Institute played an advisory role in a research project on new technologies, youth employment and the transition from school to work conducted by the European Co-ordination Centre for Research and Documentation in Social Sciences of Vienna. A comparative study was prepared on the structures and systems of remuneration in East European countries, covering the various components of workers' income such as wages, bonuses and other types of incentives.

Other activities

A meeting organised by the Institute and the Centre for the Study of Social Policy (CSSP) of Geneva on the theme of social policy in Switzerland was held in the ILO on 8 February, bringing together some 400 participants. A regional meeting of African institutes of research in social sciences took place in Algiers from 21 to 27 October. It was organised by the Institute in collaboration with the Institute of Economics of the University of Algiers and was attended by participants from 25 African countries. The themes discussed were: food self-sufficiency; the social aspects of technology transfers and the development of indigenous technological capabilities; and the social problems of urbanisation.

Four public lectures were given in 1985 on subjects related to trade unions, and two others dealing respectively with the planning of development and utilisation of labour resources in the USSR and the future of industrial relations in the United States will be published in the Public Lecture Series.

The review Labour and Society appeared only three times in 1985 (January, May and September), and this lower number of issues per year is expected to be maintained in future in order to offset the rise in printing costs. The total number of pages per volume and the subscription rates remain unchanged.

INTERNATIONAL SOCIAL SECURITY ASSOCIATION

The Third American Regional Conference of the International Social Security Association (ISSA) took place in Washington in September. It considered the role of ISSA regional activities in the Americas, measures adopted by social security schemes to cope with the impact of the economic crisis, the application of data processing in social security administration, social secur-
ity for self-employed workers and problems relating to invalidity pensions.

The Seventh Regional Conference for Asia and Oceania took place in Kuala Lumpur in November. It discussed current issues in old-age protection; the development of computer systems in social security; the financing of social security and the investment of funds; and the promotion of health and safety. A symposium on the application of videotex in European social security schemes was held in Berlin (West) in April. In June, a European regional meeting took place in Paris on social protection in agriculture. On the same occasion a round table was organised on the prevention of occupational risks in agriculture. The American Regional Working Group on Pensions met in San José in June and a symposium was held in Dakar in December for the directors of social security institutions in French-speaking Africa. The Association’s regular management training programme continued in 1985, with seminars in Africa (Niamey and Khartoum), Asia (Fiji) and the Caribbean (Willemstad).

Five of the permanent committees of ISSA and the Study Group on Rehabilitation met in Warsaw in May. The topics discussed included: newly recognised types of occupational diseases; the integration of risk prevention in the planning and management of the enterprise; the rehabilitation of disabled children; family benefits for one-parent families; and pensions for women. A second series of permanent committee meetings was organised in September in Brussels, where the subjects discussed included: the concept of acquired rights in social security; the financing of unemployment benefits; and cost containment measures in health care.

The Permanent Committee on Organisation and Methods met in Madrid in October on the occasion of the Fourth International Conference on Data Processing in Social Security. Among the topics examined by the committee was the administrative decentralisation of national social security schemes. The Conference itself was on new data-processing techniques and it dealt in particular with: the use of data-transmission networks; methods of paying benefits; staff training in the use of systems as management tools; and the protection of privacy and security measures in data processing. The Committee on Provident Funds met in July in Mbabane (Swaziland) and examined techniques in the maintenance of long-term records, the development of research and investment strategies.

An intensive programme of meetings on the prevention of occupational risks was conducted in 1985. Symposia were held in London, Bonn, Frankfurt and Hamburg, examining respectively occupational risks due to electricity, safety at work with automation and new technologies, and risk prevention in the chemical and construction industries.

Within the framework of the ISSA research programme, and as part of the ISSA contribution to the International Youth Year, an expert group met in Lisbon in May to examine social security and rehabilitation measures for young disabled persons.

The Association continued to publish its quarterly *International Social Security Review*, in English, French, German and Spanish, as well as its other
Activities of the ILO. 1985


INTERNATIONAL CENTRE FOR ADVANCED TECHNICAL AND VOCATIONAL TRAINING, TURIN

During 1985 the Centre's activities continued at a level similar to that of the past few years, and were directed towards the major fields of interest of the ILO and its constituents. The 81 courses and seminars organised at the Centre during the year were attended by 1,578 participants from 137 different countries, while individual fellowships were granted to a further 613 participants, representing a total of 99,388 participant-days. The proportion of women participants continued to increase, rising from 16 per cent in 1984 to 23 per cent in 1985.

The areas of activity during the year were: management training (30 per cent); energy resources (8 per cent); industrial training (12 per cent); workers' education (4 per cent); labour relations (2 per cent); co-operatives (8 per cent); rural development (4 per cent); educational technology (28 per cent); computer applications to training (2 per cent); and other fields (2 per cent).

There was a more even distribution between the countries of origin of participants than in 1984: 36 per cent came from Africa; 25 per cent from the Americas; 22 per cent from Asia; 10 per cent from the Middle East; and 7 per cent from Europe. The level of training and experience of the participants again improved as compared with 1984, in line with the increasingly high standard of the Centre's training programmes.

Support for the ILO, its projects and regional centres has been maintained and, in addition to individual fellowships, the Centre has organised group training for projects in Algeria, Egypt, India, Pakistan and Sri Lanka.

The Turin Centre collaborated with APSDEP on the development of national schemes for the training of trainers in the Asian and Pacific region. This resulted in a number of requests by governments for courses in the region, one of which was for a seminar expected to be held in Burma early in 1986. The Centre also assisted CIADFOR, within the framework of the IRTIS project, to develop a number of new project ideas and contacts with regional organisations in Africa; it also worked with CINTERFOR to develop low-cost training material, as well as training material for job analysts of the Ministry of Labour and Social Security in Uruguay.

The financial support given by the Italian Government has enabled the Centre to reinforce its activities in high priority areas such as agricultural
development, the maintenance of agricultural machinery, co-operatives, energy conservation and saving.

During the year two courses were conducted for participants from the occupied Arab territories on the management of training institutions and small-scale industrial enterprises. Four workers' education-type courses were held, with a total of 58 participants from Africa and Asia, and members of workers' organisations attended various other courses given by the Centre.

In the field of new information technologies, a seminar was held in October for 15 women participants from labour departments and employers' and workers' organisations in Latin America, during which an analysis was made of the dissemination of these technologies and their impact on women's employment and training.

In collaboration with the World Bank, a seminar was organised for heads of training divisions of ministries of public works and highway authorities from 12 English-speaking African countries.

The Centre co-operated with the EEC in a number of fields such as air-pollution monitoring and control, the development of teaching methods for health education (in co-operation with WHO) and the use of scientific film and video (development of audio-visual software for training). Preparations were made for a combined programme with the EEC in 1986 to assist victims of apartheid. A two-week Euro-African colloquium on small and medium-sized enterprises, held in Turin in the spring of 1985, brought together participants from French-speaking African countries and the EEC to discuss the role and work of small and medium-sized enterprises in economic and social development programmes.

A regional seminar for national instructors, financed by the World Meteorological Organisation (WMO), was held in Argentina in May, and a five-month course in training methodology for telecommunications instructors, financed by the International Telecommunications Union (ITU), was held in Turin.

During 1985 contacts were established with the United States Department of Labor and, as a result, a project financed by that Department on labour-management co-operation for training and retraining in the context of the introduction of new technologies and other structural adjustments will be implemented in collaboration with the ILO.
## A. ILO MEETINGS HELD IN 1985

<table>
<thead>
<tr>
<th>Title</th>
<th>Programme and Budget para. no.</th>
<th>Place and date of meeting</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Major advisory meetings</strong></td>
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<tr>
<td>Regional conferences</td>
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<tr>
<td>Asian Regional Conference</td>
<td>30.0</td>
<td>Jakarta, 4-13 December</td>
</tr>
<tr>
<td><strong>Industrial meetings</strong></td>
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<tr>
<td>Inland Transport Committee</td>
<td>100.9</td>
<td>Geneva, 23-31 January</td>
</tr>
<tr>
<td>Advisory Committee on Salaried Employees and Professional Workers</td>
<td></td>
<td>Geneva, 17-25 April</td>
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<tr>
<td>Forestry and Wood Industries Committee</td>
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<td>Geneva, 18-26 September</td>
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<tr>
<td>Third Tripartite Technical Meeting for the Leather and Footwear Industry</td>
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<td>Geneva, 4-12 December</td>
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<tr>
<td>Panel of the Advisory Committee on Rural Development</td>
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<td>Geneva, 3-5 December</td>
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<tr>
<td>Joint Meeting on Employment and Conditions of Work in Health and Medical Services</td>
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<td>Geneva, 8-15 October</td>
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<tr>
<td><strong>Other meetings</strong></td>
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<tr>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
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<td>Geneva, 14-27 March</td>
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<tr>
<td>Tripartite Symposium on Employment, Trade, Adjustment and North-South Co-operation</td>
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<td>Geneva, 1-4 October</td>
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<td>Advisory Committee on Technology</td>
<td>60.50</td>
<td>Geneva, 15-19 April</td>
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1 For ease of reference, this list of meetings follows the structure of the list given in Information Annex No. 4 of the Programme and Budget for 1984-85.
<table>
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<th>Title</th>
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<th>Place and date of meeting</th>
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<tr>
<td>Tripartite Symposium of Specialists on Labour Inspection in Seven Western European Countries</td>
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<td>Meeting of Experts on the Protection of Workers in the Event of the Insolvency of Their Employer</td>
<td>80.20</td>
<td>Geneva, 5-8 March</td>
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<td>Meeting of Experts on a Model Code of Safety Regulations for Coal Mines</td>
<td>90.20</td>
<td>Geneva, 16-23 April</td>
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<td>Meeting of Experts on Safety and Health in Construction</td>
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<td>Geneva, 9-18 September</td>
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<td>Tripartite Ad Hoc Meeting of Consultants on Methods of Prevention of Major Hazards in Industry</td>
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<td>Geneva, 15-21 October</td>
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<td>Joint IMO/ILO Committee on Training</td>
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<td>ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers</td>
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<td>Paris, 3-10 September</td>
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<tr>
<td>Second Regional Technical Consultation on Strategies for the Development of Social Security Health Programmes</td>
<td>110.10</td>
<td>Medellin, Colombia, 5-8 March</td>
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<tr>
<td>Meeting of Members of the Panel of Consultants on Workers' Education</td>
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<td>Symposium on Special Issues for Workers' Educators in Industrialised Countries</td>
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<td>Örenäs, Sweden, 20-25 October</td>
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<td>Tripartite Advisory Meeting on the Integration of Youth into Working Life in Industrialised Countries</td>
<td>280.1</td>
<td>Geneva, 30 September-4 October</td>
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B. BREAKDOWN, BY REGION AND MAJOR PROGRAMME, OF SEMINARS, SYMPOSIA AND WORKSHOPS HELD IN 1985

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<th>Major Programme</th>
<th>Africa</th>
<th>Asia and the Pacific</th>
<th>Latin America and the Caribbean</th>
<th>Europe</th>
<th>Inter-regional</th>
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<td>Employers' activities</td>
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30 33 22 1 8 94

1 Within the framework of the ILO's operational activities, a large number of seminars, symposia and similar meetings are organised in different parts of the world embracing a wide range of topics. The main purpose of these meetings is educational, to provide participants with an opportunity to exchange ideas and experiences and in some cases to undergo training.
NEW PUBLICATIONS ISSUED IN 1985

Non-periodical publications


Bibliographie annotée sur le temps de travail (in French).


Directory of African technology institutions, prepared by J. C. Woillet and M. Allal (in English; French edition already published).

Employment and poverty in a troubled world. Report of a meeting of high-level experts on employment (in English, French and Spanish).


Negotiating and writing a collective agreement, by Harold Dunning. Trade union functions and services. An instructional aid for worker students (in English).

Population and employment in developing countries, by Ghazi M. Farooq. Background papers for training in population, human resources and development planning, Paper No. 1 (in English).

Profesión: Periodista, by G. Bohère (in Spanish; English and French editions already published).

Rehabilitation approaches to drug and alcohol dependence, by Behrouz Shahandeh (in English).

Rural development: Options for Namibia after independence, edited by Iqbal Ahmed. Selected papers and proceedings of a workshop organised by the ILO, SWAPO and UNIN, Lusaka, Zambia, 5-15 October 1983 (in English).

La sécurité et l'hygiène du travail dans les entreprises multinationales (in French and Spanish; English edition already published).

Working women in socialist countries: The fertility connection. A WEP study (in English).

Automatisation, organisation du travail et stress d'origine professionnelle (in French; English edition already published).

Basic principles of vocational rehabilitation of the disabled. Third revised edition (in English).


Community-based rehabilitation services for the disabled: A pilot experience in Indonesia (in English).

Fuelwood and charcoal preparation. An illustrated training manual on simple tools and techniques for small-scale enterprises (in English).

Gully correction. Training element and technical guide for SPWP workers. Booklet No. 4. Trainer's copy (in English and French).

Gully correction. Training element and technical guide for SPWP workers. Booklet No. 4. Trainee's copy (in English and French).

Improving working conditions in small enterprises in developing Asia, by Kazutaka Kogi (in English).

Legislative Series: Chronological Index, 1919-84 (in English).

Maternity benefits in the eighties: An ILO global survey (1964-84) (in English and French).

Multinational enterprises: Information and consultation concerning their manpower plans (in English).


Principes directeurs pour l'emploi de la terre crue. Construction à faible coût dans les programmes spéciaux de travaux publics. Edited by Laurent Guérin (in French).

Report to a symposium on employment, trade, adjustment and North-South co-operation (in English, French and Spanish).

Reporting by key informations on labour markets. An operational manual, by W. Mason and L. Richter (in English).


Les systèmes de rémunération liés aux résultats (in French; English and Spanish editions already published).

Technological change: The tripartite response, 1982-85 (in English).


The trade union situation and industrial relations in Spain. Report of an ILO mission (in English, French and Spanish).

Visual display units: Job content and stress in office work. New technologies and the improvement of data-entry work, by Fe Josefina F. Dy (in English).

Introduction to working conditions and environment, edited by J.-M. Clerc (in English; French and Spanish editions in preparation).

Social and vocational rehabilitation resources: An international directory. Volume 2: Asia and the Pacific (in English).

Trade unions and migrant workers. A workers’ education guide, by Harold Dunning (in English).


Introduction à la sécurité sociale. Third edition (in French; English and Spanish editions already published).


Statistical sources and methods, Vol. 3: Economically active population, employment, unemployment and hours of work (household surveys) (in English).

Consideraciones en torno a la participación en el desarrollo rural. Un estudio PME (in Spanish; English edition already published).

Series

Equipment planning guides

No. 3: Soudage (in French; English edition already published).

No. 5: Automotive. Second revised edition (in English).

No. 15: Audio-visual, draughting, office, reproduction and other ancillary equipment and supplies. Second revised edition (in English).

Management Development Series


No. 21: Management self-development. A guide for managers, organisations and institutions, by Tom Boydell (in English).

Multinational Enterprise Programme working papers

No. 34: Entreprises multinationales publiques et prise des décisions stratégiques, by Lucien Rapp (in French).

No. 35: Decision-making in foreign-owned multinational subsidiaries in the United Kingdom, by Stephen Young, Neil Hood and James Hamill (in English).

No. 36: Decision-making structures and processes in multinationals in Japan, by Yasuo Kuwahara (in English).

No. 38: *A case study on decision-making in selected multinational enterprises in India*, by P. N. Agarwala (in English).

**Occupational Safety and Health Series**

No. 53: *Occupational hazards from non-ionising electromagnetic radiation* (in English).

No. 54: *Le coût des accidents du travail et des maladies professionnelles* (in French).

No. 55: *The provisions of the basic safety standards for radiation protection relevant to the protection of workers against ionising radiation* (in English).

**Technology Series**

No. 8: *Small-scale paper-making* (in English).

No. 9: *Small-scale processing of pork* (in English).

No. 10: *Small-scale processing of beef* (in English).

**Women, Work and Development Series**


No. 10: *Cypriot women in the labour market. An exploration of myths and reality*, by William J. House (in English).

No. 11: *Women and rural development in China: Production and reproduction*, by Elizabeth Croll (in English).

**Other documents**

**MATCOM — Material and Techniques for Co-operative Management**

*Preparación y evaluación de proyectos* (in Spanish; English and French editions already published).


*Détérioration et conservation des aliments* (in French; English edition already published).

*Risk management* (in English).

*Gestión financiera* (in Spanish; English edition already published).

*Supply services* (in English).

*Cash and stock management* (in English).

*L'hygiène dans le magasin* (in French; English edition already published).

*Aprenda a rotular sin esfuerzo letreros y carteles* (in Spanish; English edition already published).

*Gestión de grandes cooperativas agropecuarias* (in Spanish; English edition already published).

*Trainer's notes on MATCOM learning elements for staff of consumer cooperatives* (in English).
Annex II

ARPLA — Asian and Pacific Project for Labour Administration, Bangkok

Overseas employment administration in selected Asian countries (in English).

ARTEP — Asian Regional Team for Employment Promotion, Bangkok

Strategies for alleviating poverty in rural Asia. Edited by Rizwanul Islam (in English).

JASPA — Jobs and Skills Programme for Africa

Le défi de l'emploi pour le Rwanda (in French).
Emploi d'abord au Bénin (in French).
Développement rural et emploi des jeunes aux Comores (in French).
Informal sector in Africa (in English).
### ANNEX III

NEW TECHNICAL CO-OPERATION PROJECTS APPROVED IN 1985¹
(ALL SOURCES OF FUNDS TOGETHER)

<table>
<thead>
<tr>
<th>HQ tech. unit/ Country</th>
<th>Title</th>
<th>Date signed</th>
<th>Total budget (US$)</th>
<th>Duration (months)</th>
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<tbody>
<tr>
<td>Employment</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Ghana</td>
<td>Establishment of labour-based feeder roads improvement, maintenance and planning systems</td>
<td>Aug.</td>
<td>986 000</td>
<td>37</td>
</tr>
<tr>
<td>Burundi</td>
<td>Labour-intensive road construction</td>
<td>Sep.</td>
<td>680 000</td>
<td>36</td>
</tr>
<tr>
<td>Africa regional</td>
<td>Advisory services and training in appropriate road construction and maintenance technology in Africa</td>
<td>June</td>
<td>354 020</td>
<td>24</td>
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<tr>
<td>United Rep. of Tanzania</td>
<td>Makete integrated rural transport project</td>
<td>Oct.</td>
<td>750 000</td>
<td>24</td>
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<tr>
<td>Burundi</td>
<td>Assistance with a special expanded labour-intensive public works programme</td>
<td>July</td>
<td>918 111</td>
<td>19</td>
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<tr>
<td>Sudan</td>
<td>Pilot labour-intensive public works programme (construction of rural road and village facilities)</td>
<td>July</td>
<td>599 663</td>
<td>8</td>
</tr>
<tr>
<td>United Rep. of Tanzania</td>
<td>Support to labour-intensive public works (Dodoma)</td>
<td>Apr.</td>
<td>365 538</td>
<td>48</td>
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<tr>
<td>Madagascar</td>
<td>Job creation</td>
<td>Oct.</td>
<td>413 400</td>
<td>39</td>
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<tr>
<td>Sudan</td>
<td>Labour-intensive rural work</td>
<td>Nov.</td>
<td>250 000</td>
<td>8</td>
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<tr>
<td>Population</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Cameroon</td>
<td>Population education</td>
<td>Mar.</td>
<td>199 450</td>
<td>12</td>
</tr>
<tr>
<td>Liberia</td>
<td>Population and family welfare</td>
<td>May</td>
<td>186 420</td>
<td>24</td>
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</table>

¹ This table lists only projects with a total budget of at least US$150,000. Smaller projects are not listed individually but are grouped under the heading “Projects of less than US$150,000” in the last entry for each region.
### Report of the Director-General

<table>
<thead>
<tr>
<th>Country</th>
<th>Title</th>
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<th>Total budget (US$)</th>
<th>Duration (months)</th>
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<tbody>
<tr>
<td>Nigeria</td>
<td>Preparatory population policy development</td>
<td>July</td>
<td>256 520</td>
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<tr>
<td>Sao Tome and Principe</td>
<td>Seminar on population and food production</td>
<td>Apr.</td>
<td>533 000</td>
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<tr>
<td>United Rep. of Tanzania</td>
<td>Population and development planning and policy unit</td>
<td>May</td>
<td>433 100</td>
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<tr>
<td>Zambia</td>
<td>Population, human resources and development planning</td>
<td>Aug.</td>
<td>197 000</td>
<td>12</td>
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<tr>
<td>Zimbabwe</td>
<td>Preparatory assistance to establish a population unit</td>
<td>Aug.</td>
<td>187 000</td>
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### Training

<table>
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<tr>
<th>Country</th>
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<tbody>
<tr>
<td>Morocco</td>
<td>Technical support to the Vocational Training and Labour Promotion Office</td>
<td>May</td>
<td>368 100</td>
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<tr>
<td>Niger</td>
<td>National Management Development Centre</td>
<td>Jan.</td>
<td>1 187 000</td>
<td>36</td>
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<tr>
<td>Congo</td>
<td>Setting up of a body of advisers on small and medium-sized enterprises</td>
<td>Oct.</td>
<td>872 150</td>
<td>27</td>
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<tr>
<td>Malawi</td>
<td>Development of Malawian entrepreneurs</td>
<td>June</td>
<td>1 061 303</td>
<td>36</td>
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<tr>
<td>Cameroon</td>
<td>Development of the workshop-home complex for the training and employment of young Douala women</td>
<td>Feb.</td>
<td>398 500</td>
<td>24</td>
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<tr>
<td>Benin</td>
<td>Staff further training centre (Phase II)</td>
<td>Apr.</td>
<td>677 100</td>
<td>12</td>
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<tr>
<td>Liberia</td>
<td>Assistance to Monrovia Vocational Training Centre</td>
<td>Aug.</td>
<td>249 700</td>
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<td>Sep.</td>
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<tr>
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<td>Madagascar</td>
<td>Support for the administration in charge of vocational training and further training</td>
<td>Aug.</td>
<td>860 770</td>
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<td>Uganda</td>
<td>Survey of industrial training needs</td>
<td>Oct.</td>
<td>166 800</td>
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<td>Madagascar</td>
<td>Functional and vocational rehabilitation and reintegration of the handicapped</td>
<td>Sep.</td>
<td>1 159 900</td>
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<td>Kenya</td>
<td>Vocational rehabilitation for the disabled (Phase II)</td>
<td>June</td>
<td>559 500</td>
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<td>Malawi</td>
<td>Vocational rehabilitation of disabled persons (Phase II)</td>
<td>Oct.</td>
<td>639 100</td>
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<td>Africa regional</td>
<td>Practical training for financing small and medium-sized enterprises and artisanal activities in West Africa</td>
<td>Aug.</td>
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<td>24</td>
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<td>Niger</td>
<td>Project to provide training and support for artisanal enterprises in Niger</td>
<td>Aug.</td>
<td>483 058</td>
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<td>Somalia</td>
<td>Development of a youth training centre in Hargeysa, Somalia</td>
<td>Nov.</td>
<td>334 000</td>
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<td>HQ tech. unit/Country</td>
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<td>Skill development for self-reliance (Phase III)</td>
<td>Nov.</td>
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<td>National liberation movements</td>
<td>Development of ANC Vocational Training Centre, Dakawa (Phase II)</td>
<td>June</td>
<td>850 000</td>
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<td>Lesotho</td>
<td>Vocational rehabilitation of disabled migrant workers and other disabled persons</td>
<td>Nov.</td>
<td>447 807</td>
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<td>Lesotho</td>
<td>Small enterprise development for refugees</td>
<td>Feb.</td>
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<td>Zambia</td>
<td>Forestry training programme</td>
<td>Sep.</td>
<td>1 751 044</td>
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<td>Egypt</td>
<td>Consultancy services for the training of counsellors, instructors and training centre managers</td>
<td>Apr.</td>
<td>190 696</td>
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<td>Sudan</td>
<td>Provision of services for technical assistance and fellowship training</td>
<td>Jan.</td>
<td>3 087 953</td>
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<td>Social security</td>
<td>Reorganisation of the social security system</td>
<td>Nov.</td>
<td>493 800</td>
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<td>Chad</td>
<td>Promotions of service co-operatives and consolidation of the national co-operative movement</td>
<td>Apr.</td>
<td>738 200</td>
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<tr>
<td>Nigeria</td>
<td>National Agricultural Co-operative Management Centre</td>
<td>Aug.</td>
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<td>Malawi</td>
<td>Upgrading of hotel and catering supervisors</td>
<td>Mar.</td>
<td>360 400</td>
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<td>Mali</td>
<td>Co-operative promotion and training (Phase II)</td>
<td>Apr.</td>
<td>952 422</td>
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<td>Niger</td>
<td>Co-operative promotion and training</td>
<td>Jan.</td>
<td>549 601</td>
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<td>Labour information and statistics</td>
<td>National manpower survey</td>
<td>Mar.</td>
<td>845 190</td>
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<td>Workers' education</td>
<td>Workers' education assistance to the General Federation of Somali Trade Unions</td>
<td>July</td>
<td>1 281 063</td>
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<td>Technical co-operation equipment</td>
<td>Assistance in the procurement of equipment and related services</td>
<td>Feb.</td>
<td>169 500</td>
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<td>Sep.</td>
<td>244 689</td>
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<td>Provision of equipment services</td>
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<td>Projects of less than US$150,000</td>
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### Report of the Director-General

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<td>Peru</td>
<td>Labour market planning in the urban and rural sectors</td>
<td>Nov.</td>
<td>332 998</td>
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<td>Guatemala</td>
<td>Formulation and implementation of population and development policies</td>
<td>Aug.</td>
<td>189 200</td>
<td>24</td>
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<td><strong>Training</strong></td>
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<td>Netherlands Antilles</td>
<td>Follow-up organisational development support to the department of development co-operation</td>
<td>Aug.</td>
<td>395 052</td>
<td>24</td>
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<tr>
<td>Paraguay</td>
<td>Institutional, credit and marketing framework for rural family enterprises in frontier areas</td>
<td>July</td>
<td>198 300</td>
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<td>Argentina</td>
<td>Modernising and strengthening vocational training and technical schooling in the CONET</td>
<td>Dec.</td>
<td>1 447 480</td>
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<td>Haiti</td>
<td>Development of rural crafts</td>
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<td>200 000</td>
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<td><strong>Sectoral activities</strong></td>
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<td>Antigua</td>
<td>Training for the hotel industry</td>
<td>Apr.</td>
<td>329 600</td>
<td>24</td>
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<tr>
<td>Paraguay</td>
<td>Strengthening of the training unit of the national navigation and ports administration</td>
<td>Oct.</td>
<td>151 170</td>
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<td><strong>Projects of less than US$150,000</strong></td>
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<tr>
<td>Indonesia</td>
<td>Implementation of an employment creation strategy</td>
<td>Mar.</td>
<td>850 000</td>
<td>23</td>
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<td>Pakistan</td>
<td>Study of the effects of migration on domestic-employment labour markets</td>
<td>Feb.</td>
<td>277 415</td>
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<tr>
<td><strong>Population</strong></td>
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<tr>
<td>Bangladesh</td>
<td>Family welfare education and motivation</td>
<td>June</td>
<td>259 650</td>
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<tr>
<td>India</td>
<td>Family welfare education and services in sugar factory co-operatives</td>
<td>June</td>
<td>193 675</td>
<td>24</td>
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<tr>
<td>India</td>
<td>Employees' state insurance corporation family welfare project</td>
<td>June</td>
<td>376 250</td>
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<td><strong>Training</strong></td>
<td></td>
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<tr>
<td>Sri Lanka</td>
<td>Upgrading vocational training for disadvantaged children and young persons</td>
<td>June</td>
<td>164 500</td>
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<td>HQ tech. unit/Country</td>
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</tr>
<tr>
<td>China</td>
<td>Advanced vocational training centres in Tianjin and Shanghai</td>
<td>Oct.</td>
<td>313 750</td>
<td>20</td>
</tr>
<tr>
<td>Asia regional</td>
<td>Seminar-cum-study tour in USSR on design and implementation of effec­tive vocational training programmes</td>
<td>Dec.</td>
<td>228 049</td>
<td>2 weeks</td>
</tr>
<tr>
<td>Indonesia</td>
<td>Contractor and mandor training</td>
<td>July</td>
<td>422 104</td>
<td>15</td>
</tr>
<tr>
<td>Nepal</td>
<td>Basic vocational training</td>
<td>Oct.</td>
<td>250 000</td>
<td>30</td>
</tr>
<tr>
<td>Pakistan</td>
<td>Vocational training for Afghan refugees</td>
<td>Mar.</td>
<td>796 476</td>
<td>12</td>
</tr>
<tr>
<td>Social security</td>
<td>National Provident Fund</td>
<td>Aug.</td>
<td>150 000</td>
<td>12</td>
</tr>
<tr>
<td>Vanuatu</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sectoral activities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Burma</td>
<td>Strengthening of co-operative schools and training institutes</td>
<td>Feb.</td>
<td>922 000</td>
<td>48</td>
</tr>
<tr>
<td>Bangladesh</td>
<td>National Institute for Hotel Catering and Tourism Development</td>
<td>July</td>
<td>1 210 550</td>
<td>36</td>
</tr>
<tr>
<td>Indonesia</td>
<td>Hotel management training</td>
<td>Sep.</td>
<td>548 905</td>
<td>40</td>
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<tr>
<td>Thailand</td>
<td>Development of human resources for hotels and tourism</td>
<td>Nov.</td>
<td>290 961</td>
<td>24</td>
</tr>
<tr>
<td>Indonesia</td>
<td>Modernisation of hotel catering and tourism occupations training pro­gramme</td>
<td>Aug.</td>
<td>1 741 400</td>
<td>36</td>
</tr>
<tr>
<td>Indonesia</td>
<td>Management, training and member participation for KUDs</td>
<td>Mar.</td>
<td>1 920 885</td>
<td>39</td>
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<tr>
<td>Working conditions and environment</td>
<td></td>
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<td></td>
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<tr>
<td>Indonesia</td>
<td>Improvement of working conditions and environment</td>
<td>Mar.</td>
<td>737 500</td>
<td>12</td>
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</table>

Projects of less than US$150,000

<p>| | | | | |</p>
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td><strong>Total Asia and the Pacific</strong></td>
<td></td>
<td></td>
<td><strong>12 970 770</strong></td>
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Europe

<table>
<thead>
<tr>
<th>Training</th>
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<tbody>
<tr>
<td>Cyprus</td>
<td>Productivity improvement</td>
<td>July</td>
<td>180 000</td>
<td>18</td>
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Projects of less than US$150,000

<p>| | | | | |</p>
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td><strong>318 758</strong></td>
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Total Europe

|                      |                                                                  |             | **498 758**        |                   |

Arab States

<table>
<thead>
<tr>
<th>Training</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Iraq</td>
<td>Assistance to medical rehabilitation department/prosthetic and orthotic technology</td>
<td>July</td>
<td>295 900</td>
<td>24</td>
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**Report of the Director-General**

<table>
<thead>
<tr>
<th>HQ tech. unit/ Country</th>
<th>Title</th>
<th>Date signed</th>
<th>Total budget (US$)</th>
<th>Duration (months)</th>
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</thead>
<tbody>
<tr>
<td><strong>Sectoral activities</strong></td>
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<tr>
<td>Iraq</td>
<td>Support for the Hotel and Tourism Management Training Centre (HTMTC)</td>
<td>May</td>
<td>507 700</td>
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<tr>
<td><strong>Projects of less than US$150,000</strong></td>
<td></td>
<td></td>
<td>198 700</td>
<td></td>
</tr>
<tr>
<td>Total Arab States</td>
<td></td>
<td></td>
<td>1 002 100</td>
<td></td>
</tr>
<tr>
<td><strong>Inter-regional</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employment</td>
<td>Support to promotion of special public works programmes in least developed countries</td>
<td>Jan.</td>
<td>1 000 000</td>
<td>15</td>
</tr>
<tr>
<td>Women</td>
<td>Inter-departmental expert on women’s integration in the development process</td>
<td>Oct.</td>
<td>194 746</td>
<td>12</td>
</tr>
<tr>
<td><strong>Projects of less than US$150,000</strong></td>
<td></td>
<td></td>
<td>36 922</td>
<td></td>
</tr>
<tr>
<td>Total inter-regional</td>
<td></td>
<td></td>
<td>1 231 668</td>
<td></td>
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<tr>
<td>Total all regions</td>
<td></td>
<td></td>
<td>56 796 385</td>
<td></td>
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</tbody>
</table>