Report of the Director-General

Part II: Activities of the ILO, 1988
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The Appendices to this Report are printed in a separate volume.
As in recent years the Report to the Conference this year comprises two parts. The theme of Part I is recovery and employment in the world economy. Building on the discussions in the High-Level Meeting on Structural Adjustment and Employment (November 1987), this part of the Report seeks to outline a feasible approach to international economic problems so as to ensure the attainment of an efficient process of structural adjustment, the revival of growth, and greater social equity. Throughout the history of the Organisation a continuing theme has been the need for complementarity between economic and social objectives. The ILO has an important role to play in relation to both sets of objectives, and to the achievement of consistency between them at the national and international levels. It is also to be hoped that Part I of this Report, which is printed as a separate volume, will contribute to the discussions in the Governing Body Committee on Employment on the follow-up to the High-Level Meeting, and to other discussions to be engaged in the course of 1989 and 1990 concerning the elaboration of the International Development Strategy for the Fourth United Nations Development Decade, in which the reduction of poverty and unemployment will figure as important objectives.

Part II of the Report contains an account of the activities of the Organisation during 1988 and is submitted in accordance with article 12 of the Standing Orders of the Conference.

The Appendices to the Report include an account of the steps taken by the Governing Body and the Office to give effect to the decisions of the Conference at previous sessions, and a report on the situation of workers in the occupied Arab territories and details of expenditure on technical co-operation in the last four years.

* * *

In accordance with the usual practice, this Report, and that of the Governing Body, will be discussed in the Plenary of the Conference. Taking account of the work required in its committees, the agenda of the 76th Session of the International Labour Conference is a very full one. Three important technical items have to be addressed. The discussion of one of these items, namely that concerning the partial revision of the Indigenous and Tribal Populations
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Convention, 1957 (No. 107), should lead to the adoption of a new text to meet the needs of these peoples, who are represented in many member States at all levels of development, throughout the world. A key objective is to promote the full realisation of their social, economic and cultural rights, and to assist them to preserve their identity and to live according to their own traditions and ways of life. I trust that the Office report on this item will serve as a satisfactory basis for the discussion in the Conference on this important subject.

Of the other technical items to be discussed by the Conference, the first, "Night work", was placed on the Conference agenda following some years of careful consideration in the Governing Body as to the specific aspects of this controversial issue which the Conference should be invited to address. The second new item for first discussion, "Safety in the use of chemicals at work", follows in a long tradition of ILO work on safety in the use of chemicals, which has to be constantly updated to take account of changing technologies and materials at the workplace, and increasingly high standards of safety being demanded in modern industrial societies.

The Conference will also be invited to take some important decisions on financial matters. To begin with, following a discussion in the Finance Committee, the Conference will be called upon to adopt the Programme and Budget for the biennium 1990-91. Although for the most part these proposals imply the continuation of a wide range of ILO activities, special emphasis is given to four central themes: action to follow up the conclusions of the High-Level Meeting, equality of opportunity and treatment for women, environmental concerns and technological change, and assistance to those whose livelihood depends on economic activities in the rural and informal sectors. To my regret, the need to take into account the severe economic restraints in many member States has caused me to propose a budget corresponding to a slight reduction in ILO activities in the next biennium.

The Conference will also be called upon to take a final decision on the proposal that the assessments on member States arising from the budget of income should henceforward be expressed in Swiss francs, the currency of most of the expenditure of the Organisation. This proposal is now before the Conference following lengthy discussions in the Governing Body and in the Conference in 1988. Its adoption will avoid the need for the discussions in the Governing Body which have been necessary since fixed rates were abolished early in the 1970s to protect ILO activities against the consequences of fluctuating exchange rates. The new system of Swiss franc assessments and the incentive scheme for early payment of member States' assessed contributions, adopted by the Conference in 1988, are major reforms in the ILO's financial regime, which will have lasting and beneficial implications for the management of the Office.

* * *

The 76th Session of the Conference takes place almost 70 years after the First Session in Washington in October 1919. Those whose vision led to the
founding of the ILO in that year would surely have good reason to be satisfied with what has been achieved in the succeeding 70 years. That First Session of the Conference adopted five Conventions. By 1988 no fewer than 168 Conventions and 176 Recommendations had been adopted and are being taken into account in the preparation of legislation in over 150 member States. Thus the notion of international instruments to improve conditions in the workplace and protect the livelihood of working people, which might have been regarded as unduly optimistic if not utopian in 1919, has more than proved its usefulness thanks to the continuing commitment of the ILO's tripartite constituents. Equally, the ILO has proved its worth in relation to the promotion of human rights, and to the need for social welfare to advance hand in hand with economic progress.

Of course the Organisation has passed through difficult periods. The confirmation of its mandate at Philadelphia in 1945 after the Second World War was clear evidence of the robustness of the original conception. More recently, like other organisations in the United Nations system, the ILO has run into financial difficulties and a severe resource constraint in consequence of the need to curtail public spending in member States. However, in the course of 1988 the international context within which ILO activities are set seems to have materially improved. Progress was made towards resolving several regional conflicts and towards disarmament, with potentially important implications for economic and social progress. Of especial significance for the ILO, there is now more widespread agreement in member States than ever witnessed in modern times on the importance of promoting human rights throughout the world, and on the need for an international consensus to address a wide range of common problems relating to economic and social development and the environment.

I think therefore we need have no hesitation in looking forward to the 70th anniversary of the ILO with a sense both of considerable satisfaction at what has been achieved so far, and of abundant hope and confidence that even greater achievements may stand to the credit of this Organisation in the years to come.

27 January 1989

Francis BLANCHARD
HUMAN RIGHTS AND INTERNATIONAL LABOUR STANDARDS

Fortieth anniversary of the Universal Declaration of Human Rights

The fortieth anniversary of the Universal Declaration was appropriately marked by the Director-General's presentation of his Report entitled *Human rights — A common responsibility* to the 75th Session of the Conference.

The Committee of Experts on the Application of Conventions and Recommendations and the Conference Committee on the Application of Conventions and Recommendations both welcomed the fact that the Director-General's Report was devoted to human rights. They considered it particularly appropriate, on the occasion of the thirtieth anniversary of their adoption, that the Committee of Experts' general survey under article 19 of the Constitution dealt with the Discrimination (Employment and Occupation) Convention (No. 111) and Recommendation (No. 111), 1958.

The anniversary of the Universal Declaration and the theme of human rights were given special emphasis in the seminars, study courses and fellowship programmes organised during 1988. The Director-General spoke at a commemorative meeting on the fortieth anniversary, convened in Geneva by the United Nations Under-Secretary-General for Human Rights on 12 December 1988. The ILO took part in an International Seminar on the Teaching of Human Rights organised by the United Nations Centre for Human Rights. Work was also undertaken to update the comparative analysis — first established in 1969 — of the international covenants on human rights and international labour Conventions and Recommendations.

Links between international labour standards and technical co-operation

A number of activities were undertaken in this connection, including the publication of a booklet entitled *Summaries of international labour standards*, and the preparation of a brochure illustrating the links between international labour standards and development assistance and social justice. Various training programmes for ILO staff were carried out and a number of technical
co-operation projects were identified which could be used to promote the implementation of standards.

Ratification of Conventions

In 1988, 90 ratifications by 27 member States were registered (Europe: 53; the Americas: 21; Africa: 15; Asia and the Pacific: 1). The total number of ratifications at the end of the year was 5,401.

The state of ratification of Conventions on basic human rights and tripartism on 31 December 1988 was as follows:

<table>
<thead>
<tr>
<th>Convention</th>
<th>Number of ratifications</th>
</tr>
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<tbody>
<tr>
<td>Freedom of Association and Protection of the Right to Organise</td>
<td></td>
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<tr>
<td>Convention, 1948 (No. 87)</td>
<td>99</td>
</tr>
<tr>
<td>Right to Organise and Collective Bargaining Convention, 1949</td>
<td>115</td>
</tr>
<tr>
<td>(No. 98)</td>
<td></td>
</tr>
<tr>
<td>Workers’ Representatives Convention, 1971 (No. 135)</td>
<td>44</td>
</tr>
<tr>
<td>Rural Workers’ Organisations Convention, 1975 (No. 141)</td>
<td>26</td>
</tr>
<tr>
<td>Labour Relations (Public Service) Convention, 1978 (No. 151)</td>
<td>21</td>
</tr>
<tr>
<td>Collective Bargaining Convention, 1981 (No. 154)</td>
<td>9</td>
</tr>
<tr>
<td>Forced Labour Convention, 1930 (No. 29)</td>
<td>128</td>
</tr>
<tr>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>108</td>
</tr>
<tr>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>109</td>
</tr>
<tr>
<td>Discrimination (Employment and Occupation) Convention, 1958</td>
<td>109</td>
</tr>
<tr>
<td>(No. 111)</td>
<td></td>
</tr>
<tr>
<td>Employment Policy Convention, 1964 (No. 122)</td>
<td>72</td>
</tr>
<tr>
<td>Tripartite Consultation (International Labour Standards)</td>
<td>45</td>
</tr>
<tr>
<td>Convention, 1976 (No. 144)</td>
<td></td>
</tr>
</tbody>
</table>

During 1988 there were six denunciations unaccompanied by the ratification of a revised Convention, bringing the total number to 54.

Committee of Experts on the Application of Conventions and Recommendations

The Committee of Experts held its annual meeting in March to carry out its supervisory functions as regards compliance by member States with their obligations under the ILO Constitution and international labour standards. Some 2,157 reports were received from governments for examination by the Committee, which formulated some 1,420 comments in the form of observations published in its report and direct requests to governments. In 67 cases the Committee expressed its satisfaction at the measures taken by governments of 36 countries to bring national laws and practice into conformity with ratified Conventions. Four cases of progress in non-metropolitan territories were also noted. The number of cases of progress in 1988 is the highest since 1982, raising the total number recorded by the Committee since 1964 to 1,730.
The Committee also noted with interest the progress made by several countries to which comments had been addressed in the past in submitting Conventions and Recommendations to their competent national authorities.

As in previous years, the Committee received a substantial number of observations — 182 in all — made by employers’ and workers’ organisations on their governments’ reports under articles 19 or 22 of the Constitution and, where appropriate, addressed comments arising out of these observations to the governments concerned.

The Committee continued its examination of the application of Conventions in export processing zones and enterprises.

The Committee again examined the application of the Employment Policy Convention, 1964 (No. 122), and noted several instances in industrialised countries where the level of unemployment had fallen, sometimes apparently as a result of labour market policy measures. In other cases, however, unemployment rates had risen or remained very high in spite of economic growth. A trend was observed towards a reduction in youth unemployment, thanks mainly to special training and employment programmes. Despite the development of irregular forms of employment (part-time work, temporary work, short contracts), the volume of long-term unemployment had in general continued to increase. Whereas in most industrialised countries mechanisms for consultations with employers’ and workers’ organisations on employment policies were well established, this was less evident in many developing countries. The Committee expressed the hope that all governments of countries bound by the Convention would consider from time to time whether mechanisms of consultations needed to be instituted or improved.

In addition, the Committee gave special attention to the application of the Labour Inspection Convention, 1947 (No. 81), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and the White Lead (Painting) Convention, 1921 (No. 13).

Representations and complaints

The Governing Body dealt with several representations and complaints. In particular at its 239th Session (February-March 1988) the Governing Body declared receivable the representation submitted by the Trade Union Confederation of Workers’ Commissions under article 24 of the ILO Constitution, alleging non-observance by Spain of the Minimum Wage Fixing Convention, 1970 (No. 131), and set up a tripartite committee to examine it.

At its 240th Session (May-June 1988) the Governing Body noted that the complaint made by Tunisia under article 26 of the Constitution in connection with the expulsion of foreign workers by the Libyan Arab Jamahiriya had been withdrawn and declared the procedure closed. At the same session it decided to defer reaching conclusions on the representation submitted under article 24 of the Constitution in the same connection by the Confederation of Egyptian Trade Unions, alleging the non-observance of the Protection of Wages Convention, 1949 (No. 95), and of the Discrimination (Employment and Occupation)
Convention, 1958 (No. 111), in order to allow the possibility of resolving the case.

At the same session the Governing Body decided to refer a complaint submitted by the Congress of South African Trade Unions (COSATU) against the Government of South Africa to the Economic and Social Council of the United Nations in accordance with the established practice regarding a non-member State of the ILO against which allegations of violations of trade union rights are made.

At its 240th and 241st Sessions (May-June and November 1988) the Governing Body approved the reports (Nos. 257 and 260) of its Committee on Freedom of Association concerning the continuing examination of the representation submitted by the General Confederation of Norwegian Trade Unions under article 24 of the ILO Constitution concerning non-observance by Turkey of the Right of Association (Agriculture) Convention, 1921 (No. 11), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), as well as a number of related complaints alleging violations of trade union rights presented by several trade union organisations against the Government of Turkey.

At its 239th, 240th and 241st Sessions the Governing Body approved the interim reports of the Committee on Freedom of Association in which the Committee examined the complaint concerning the observance by Nicaragua of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), presented by several Employers' delegates to the 73rd Session (1987) of the Conference under article 26 of the Constitution. At the same time the Committee examined a series of cases which had been presented by various trade union and employers' organisations. At its November Session the Governing Body had the benefit of a report on a study mission to Nicaragua. It was decided to defer a decision on whether to refer the matter to the Governing Body recommending the establishment of a Commission of Inquiry.

Indigenous and tribal populations

At its 75th Session the International Labour Conference held a first discussion of the partial revision of the Indigenous and Tribal Populations Convention, 1957 (No. 107). The partial revision should be completed at the 76th Session of the Conference.

Promotional activities

Direct contact missions concerning freedom of association and related Conventions visited Bangladesh, Colombia, the Dominican Republic, Guatemala, Haiti and Nepal.

The regional advisers on international labour standards visited 20 countries in Africa, Latin America, Asia and the Caribbean, and visits were paid by other
officials to eight countries in Europe, North America and Asia to promote international labour standards.

The programme of courses and seminars was continued to familiarise the officials of national labour administration and employers' and workers' representatives with the obligations of member States and with ILO procedures relating to Conventions and Recommendations. Twenty-five officials from 24 countries undertook training in the International Labour Standards Department at ILO headquarters.

The Asian and Pacific Regional Seminar on National and International Labour Standards (November-December) was held in Jogjakarta, Indonesia. The third Seminar on National and International Labour Standards for the Caribbean Region (May) was held in St. John's, Antigua and Barbuda. National tripartite seminars on labour standards took place in Argentina, Brazil, Egypt, Indonesia, Philippines, Somalia and Thailand. The ILO also contributed to other seminars on national and international labour standards in Benin, Denmark, France and Italy. Efforts were continued to contribute to the development and application of standards, especially by advisory activities.

Freedom of association

The Governing Body Committee on Freedom of Association met, as usual, on three occasions during 1988. Eight reports were submitted to the Governing Body containing final or interim conclusions in 74 cases. The number of new complaints was similar to that in recent years.

This period was marked by more visits to countries by the Director-General or his representatives to examine complaints of alleged violations of freedom of association. Such visits were made to Colombia, Côte d'Ivoire, Haiti and Nicaragua.

Use also continued to be made of the procedure whereby the Committee authorises its Chairman to contact Government representatives attending the International Labour Conference to discuss outstanding matters. This took place at the 75th Session of the Conference with regard to Haiti and Nicaragua, resulting in both cases in an ILO mission to the country concerned.

Legislative information

Work began on merging the documentation and information services for international labour standards with those for national legislation.

Three issues of the Legislative Series were published in English, French and Spanish, along with a General Subject Index 1919-88 listing all legislative texts published in the Series. The English edition is an updated version of the 1919-83 Index, while the French and Spanish versions are new. The monthly Legislative Information cited 1,800 new laws and regulations from 110 member States, and over 2,000 new references were added to the labour legislation data base, which is incorporated into the ILIS referral system and can be consulted by both internal and external users.
A single documentation centre was created encompassing both international labour standards and member States' labour legislation, thus facilitating the response to the growing number of information, documentation and bibliography requests. Computerisation of documentation on standards has begun, and the continued development of the system should enhance the assistance offered to bodies responsible for supervising the application of ILO Conventions and Recommendations and to Members desiring information on standards or comparative legislation.

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* was prepared and submitted to the Conference at its 75th Session in June 1988. This was the twenty-fourth report since the adoption of the original Declaration. It analysed recent developments concerning labour and social matters in South Africa, and also contained a section devoted specifically to the situation in Namibia. In addition the report provided information on the action taken by the ILO's constituents during the preceding year and a summary of the action carried out by other international organisations. Supplementary information on developments since the publication of the report was submitted to the Conference.

The 75th Session of the Conference also had before it a report on the Tripartite Conference on Action against Apartheid convened in Harare in May to review all aspects of the action to be taken against apartheid and the continued illegal occupation of Namibia and to update the Declaration concerning the Policy of Apartheid in South Africa. The updated draft, entitled Declaration concerning Action against Apartheid in South Africa and Namibia, was adopted by the Conference.

The new Declaration, which gave greater attention to Namibia than previously, reaffirmed the ILO's commitment to the total eradication of apartheid. It confirmed the monitoring role of the Conference Committee on Action against Apartheid and the Governing Body's Committee on Discrimination and placed emphasis on action against apartheid by the ILO's tripartite constituents and on the provision of technical assistance to the national liberation movements recognised by the OAU. The Programme of Action against Apartheid annexed to the Declaration contains a set of recommendations for action by the ILO membership and by the Office.

The programme of promotional activities to foster observance of the principles of equal rights and opportunities in employment was continued. The conclusions of national and subregional seminars and the comments of the ILO's constituents on the *Draft guide of practice for equal opportunity and treatment in employment* are being examined with a view to revising this document.
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 continued to carry out research, provide advice, prepare reports to United Nations bodies and meetings and publish information and articles in the relevant fields, especially in the *International Labour Review* and in the *Social and Labour Bulletin*.

A further report on the situation of workers of the occupied Arab territories was prepared on the basis of a visit and missions undertaken at the beginning of the year and was submitted to the International Labour Conference at its 75th Session, in accordance with the 1980 Conference resolution on the subject. Additional measures were taken to implement projects of assistance for the benefit of the people of the occupied Arab territories, as requested in the same resolution. (More detailed information is provided in Appendix III to the present Report.)

**Women workers**

The efforts of the ILO to improve the working and living conditions of women workers are described in other sections of this Report. The present section concerns the work of the Office for Women Workers' Questions, whose principal objective is to eliminate discrimination against women and its harmful effects on economic and social development. Attention was devoted to strengthening activities within the ILO, the United Nations system and non-governmental organisations to ensure equality of opportunity and treatment of men and women workers. Emphasis therefore continued to be on implementing the 1985 Conference resolution on equal opportunities and equal treatment for men and women in employment and the Forward-Looking Strategies for the Advancement of Women adopted by the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace (Nairobi, July 1985).

The adoption of the ILO Plan of Action on Equality of Opportunity and Treatment of Men and Women in Employment has given this programme a substantial foundation for greater co-operation with major technical and regional departments and for much better integration of women's needs and concerns in all ILO activities. The Plan recognises that the economic and social changes taking place world-wide require a constant review of ILO action to ensure that they do not adversely affect the situation of women workers. A document was prepared for the Governing Body on the implementation of the Plan and on related activities outlined in the 1988-89 Programme and Budget and in the ILO Medium-Term Plan, 1990-95.

The programme has adhered to the policy defined in the Plan of Action of making greater use of a wide range of promotional actions to assist the ILO's technical departments and external offices in devising, carrying out and evaluating technical co-operation activities related to women workers.

Technical support to regional and national programmes and projects focused on providing practical guidance to ministries of labour, national
women's councils and women's bureaux and organisations on ILO policies relating to women workers and on the implementation of the Plan of Action. These activities are supported by an exchange of information on projects so as to ensure consistency in ILO standards and technical co-operation activities in favour of women. Analytical reports and inputs for technical documents and seminars served as a guide in developing, implementing and evaluating technical co-operation activities.

In co-operation with the Sectoral Activities Department this programme provided advisory services on the implementation of the conclusions and resolutions on women workers adopted by the Food and Drink Industries Committee, the Textiles Committee and other Industrial Committees.

It has been repeatedly observed that there is a discrepancy between laws which recognise equality of opportunity in principle and actual practice. This is particularly evident in respect of equal remuneration, occupational segregation and the representation of women at the policy and decision-making level. Positive action, the organisation of women workers and the promotion of attitudinal change are needed if this situation is to be corrected. A seminar to promote the organisation and participation of women through trade unions for women trade union leaders from English-speaking African countries was accordingly organised in Accra, Ghana, with the active participation of the OATUU. A number of follow-up activities in keeping with the objectives of the ILO Plan of Action were suggested.

The analysis and dissemination of information on legislation, policies, programmes and practical measures to promote equality of opportunity in employment, training, working conditions and decision-making was further expanded as a valuable means of co-ordinating practical action within the Office and the ILO's member States regarding issues of concern to women workers. Two issues of *Women at Work* were published, the first devoted to trade unions and women's employment and the second to the ILO and women's participation in trade unions. Other activities included the regular briefing of experts, researchers and representatives of governmental and non-governmental organisations and numerous lectures to visiting groups.

A publication entitled *Women workers: Selected ILO documents* was widely disseminated, and an updated version will be published shortly. A manual on equality of opportunity and treatment for men and women workers is currently being prepared which will present a selection of national policy statements, legislation, collective labour agreements and institutional arrangements which have made an effective contribution to equality of opportunity and treatment.

Co-ordination activities focused on the implementation of the Plan of Action in conjunction with the major technical and regional departments. In addition, the Office for Women Workers' Questions served as the focal point on employment-related issues concerning women workers within the United Nations system. The Office participated in the 1988 Session of the United Nations Commission on the Status of Women and the inter-agency meeting on
future action to implement the Forward-Looking Strategies and contributed to the elaboration of the United Nations System-Wide Medium-Term Plan for Women and Development (1990-95). Together with other United Nations agencies, the ILO is participating in the updating of the World survey on the role of women in development to be submitted to the 44th Session of the General Assembly in 1989, as well as in the cross-organisational programme analyses of activities related to the advancement of women. Close co-operation is also being maintained with non-governmental organisations involved with issues of concern to women workers.

Migrant workers

The Second Inter-Regional Tripartite Round Table on International Migration for Arab and Asian Countries was held in Amman, Jordan (4-7 April 1988) to discuss ILO technical co-operation activities, social security matters, prospects and problems of return migration, problems affecting regular migrant workers and illegal entry, stay or employment.

The first phase of the UNDP-financed Asian Regional Programme on International Labour Migration came to an end in December with a meeting of the Steering Group of the eight participating countries and the publication of a series of documents, including a summary report entitled Agenda for policy.

A major project was started in southern Mozambique to reintegrate migrant workers repatriated by the South African authorities. The project is co-financed by the UNDP and the Norwegian Government.

LABOUR LAW AND LABOUR RELATIONS

The proceedings and documents of a symposium in Africa on labour relations were published in the Labour-Management Relations Series (No. 69) under the title Collective bargaining and security of employment in Africa: English-speaking countries. Manuscripts on labour relations and technological change, on labour relations and the restructuring of industries in difficulties and on the participation of workers in improving the functioning of enterprises in Eastern European socialist countries all neared completion. Studies on labour relations in the public service in developing countries and on workers’ participation in personnel policy were completed and submitted for publication. Progress was made in the preparation of a manuscript on labour relations in Africa. A study was launched on joint consultation, aimed at assessing the factors underlying the success and failure of joint consultation schemes in various countries. A pilot study on the role and functions of personnel managers was carried out in the Philippines.

Expert missions to advise governments on the revision of their labour legislation were carried out in Bolivia, Colombia, Costa Rica, Equatorial Guinea, Guatemala, Lesotho and the United Republic of Tanzania, and a seminar was held in Guinea on the new Labour Code drawn up with ILO assistance. The
Office's comments on draft labour legislation were requested by a number of governments.

Two publications on the subject of wages appeared in the Labour-Management Relations Series: Assessing the impact of statutory minimum wages in developing countries: Four country studies (No. 67) and Technological change, work organisation and pay: Lessons from Asia (No. 68). The first three of a new series of occasional papers was launched — The wage-inflation-unemployment nexus, The measurement of the wage-employment relationship in developed and developing countries: A short survey and Results-based remuneration in the USSR — and a study of seven countries was completed on wage policy in developing countries. A manuscript on public service pay in Africa is also near completion. Studies on public service pay in Asia, the implications of increased wage flexibility, methods of determining equal work in giving effect to the equal pay principle and pay and performance as an aspect of wage flexibility systems were launched in the course of the year.

Also in the area of wages, project formulation missions were carried out in China and Senegal and an advisory mission was fielded on civil service pay in Uganda. Assistance was given in the organisation of seminars in Greece, India and Tunisia on pay and productivity, and assistance was provided to the Hungarian Government in the form of expert participation in a meeting on wage reform and economic recovery.

As regards technical co-operation in the area of labour relations, national seminars were held in China on labour disputes and procedures for their settlement and in Uruguay on labour relations in general, while consultancy services were provided to Argentina for a national seminar on collective bargaining in the public service. An important subregional seminar was held on labour relations in Caribbean countries. Expert missions were sent to advise the Governments of Hungary on the legal regulation of the right to strike and of the Philippines on legal regulation of labour relations in the public service. An advisory mission on labour relations and wages visited the USSR to explore areas of possible co-operation. Under the UNDP-funded programme on industrial relations for development in ASEAN countries, several subregional and national seminars were held on labour relations issues in the course of the year. Under a project funded by the Japanese Government a tripartite regional seminar on labour-management co-operation and productivity was held in Bangkok attended by representatives from 11 countries from Asia and the Pacific.

LABOUR ADMINISTRATION

Publications in 1988 included the French and Spanish translation of a monograph on the use of computers in labour inspection previously published in English, a monograph on computer applications in the public employment
services of eight countries, and an article in the *International Labour Review* on the changing role of the public employment service.

A tripartite labour inspection evaluation mission was undertaken to Argentina and the report is being prepared. A third inter-regional seminar on modern labour administration for development was organised in co-operation with the Ministry of Labour and Social Insurance of Cyprus and the TCDC unit of UNDP. An international symposium on the use of computer technology in employment services was held in Stockholm in co-operation with the Swedish Labour Market Board. A subregional workshop on effective labour inspection in the field of working conditions and environment was held in Jamaica in co-operation with the Occupational Safety and Health Branch, the International Association of Labour Inspection and the Caribbean Labour Administration Centre (CLAC). A tripartite subregional meeting on labour inspection in agriculture was organised in Costa Rica for Central American countries in co-operation with the Inter-American Centre for Labour Administration (CIAT), and a subregional seminar on labour inspection in agriculture for Portuguese/Spanish-speaking countries of Africa was held in Guinea-Bissau.

A decision to launch a World Association of Public Employment Services was taken at a meeting of the heads of employment services of a number of countries. The labour administration programme continued to support the International Association of Labour Inspection and assisted in the organisation of a technical symposium on labour inspection in Budapest.

The regional labour administration centres continued to be the main vehicle for ILO technical assistance. Details of the work of the regional labour administration centres and the regional advisers are given in the section on regional activities. Further technical assistance was given by four regional advisers in labour administration — two in Africa, one for the Arab States and one in Latin America — all of whom worked closely with the corresponding regional centre. The work of the regional centres and regional advisers was supplemented by more intensive assistance through national projects which were completed in Burundi, Comoros, the Gambia, Guatemala, Lesotho, Namibia, Saudi Arabia and Tunisia. Short-term technical assistance in the field of labour inspection was given to Angola, Guinea-Bissau and Sao Tome and Principe by Portuguese experts within the framework of a co-operation agreement between the ILO and Portugal. Assistance was also provided through shorter technical advisory missions to Algeria, Burundi, Kenya, Uganda and Zambia.

**WORKERS' ACTIVITIES**

The Workers' Relations Branch continued to maintain its links with workers and their organisations at every level throughout the world. At headquarters and through the team of regional advisers on workers' activities, information was disseminated on the principles, standards and policies of the ILO in order to help workers' organisations to tackle economic and social
problems. Related activities included contributing to research documents, preparing reports for the ILO meetings organised by the Office, briefing and debriefing technical co-operation experts to encourage them to involve the social partners in their activities, assisting in the selection of workers' participants in ILO meetings and educational programmes, arranging lectures for groups visiting headquarters, acting as an information and liaison point for workers' organisations in order to secure their support for and commitment to the policies of the ILO, and representing the Office at general and industry-specific conferences of workers' organisations in all regions.

The workers' education programme in 1988 was again concerned mainly with the provision of advisory services, research, the production of study materials and teaching aids, the implementation of technical co-operation projects, the award of grants and fellowships and the organisation of seminars and courses. As in previous years, special emphasis was placed on the establishment and development of workers' education institutions, on assistance to specific groups such as rural workers, women, young workers and migrant workers and on the effective application of the principles and practice of workers' participation and tripartism.

Particular attention continued to be given to rural workers' organisations, which often face difficult circumstances. A subregional seminar for rural workers on working and living conditions on plantations was held in Asia. Field studies were undertaken in Brazil, Mali, Mozambique and the Philippines to analyse priorities and problems in rural workers' organisations. Several ILO workers' education manuals and teaching aids were issued in local languages. Advisory services were provided to various organisations at the national level and to international rural workers' organisations. Technical co-operation projects were implemented in 20 countries.

Continuing attention has been devoted to women workers, particularly in the rural areas, and activities were undertaken to enhance the capacity of trade unions to act effectively on behalf of these workers. In particular, a project is currently in progress in Central America and the Dominican Republic to foster women workers' participation in trade union activities and to train them to run special services and self-help schemes. In Africa women trade unionists have received training in Ghana, Kenya, Zambia and Zimbabwe, and a seminar was held in Accra in October for African women from English-speaking countries. In Asia a project implemented in collaboration with the International Federation of Plantation, Agricultural and Allied Workers (IFPAAW) is promoting rural women workers' activities within trade union organisations in India, the Philippines, Sri Lanka and Thailand.

Young workers and migrant workers have similarly been assisted in various ways through specific ILO projects and through ILO support for initiatives sponsored by international workers' organisations. For example, a project in Lesotho is focusing on the promotion of village activities for return migrants and their families and on the education of migrant workers in basic trade union rights. The project is also designed to help trade unions to organise seminars and
courses for their members. Based on the experience gained from these activities, a similar project for migrant workers in Botswana and Mozambique commenced in mid-1988.

The sharp rise in the number of approvals for workers' education projects continued in 1988, and some 20 projects have now been approved or are operational. Additional resources are likely to be made available by donors in 1989. An inter-regional project on workers' participation in employment policies, funded by Italy, started its field activities in 1988 and a project for China, funded by DANIDA, began in mid-1988 to strengthen and develop the All China Federation of Trade Unions' workers' education capabilities.

Efforts were intensified to improve the administrative, teaching and research capabilities of trade union education departments, labour colleges and training centres by means of advisory missions, the promotion of training courses and the provision of study materials. Courses on workers' education continued at the Turin Centre, particularly in the field of methodology and the training of instructors.

Two subregional seminars on the ILO and its activities were organised for leading trade union representatives — one for the Caribbean region, another for the French-speaking countries of Africa. A number of short courses on the subject were also organised at headquarters and in Turin for visiting groups of trade unionists. The course material has been translated into a number of languages.

The worsening world economic crisis and employment situation has given added impetus to workers' education activities aimed at encouraging trade union participation in economic and social life, inter alia, by direct involvement in socio-economic ventures, employment-generating and self-help schemes. Projects to assist workers' co-operatives in Senegal and Togo and Indian workers' communities in the Andean countries have accordingly continued.

Other workers' education activities included study sessions, the dissemination of technical information, participation in courses and seminars, training for various groups of workers, evaluation and advisory services and the preparation of study materials and teaching aids. Numerous study programmes were organised for visiting trade unionists and some 50 trade union organisations and workers' education bodies received assistance in the form of publications, teaching material, support and guidance by experts and fellowships. Fellowships and grants were also awarded to over 300 workers' education instructors, trade union representatives and officers from developing countries to study in Geneva and elsewhere.

A sustained effort was made to expand educational activities for African and particularly South African trade unionists in countries adjoining South Africa, as part of the ILO's endeavour to promote trade union rights in that region. Support was given to trade unions inside South Africa as well as to the trade union wings of national liberation movements in South Africa and Namibia. An important activity in this connection was the ILO/OATUU Workers' Education Seminar on International Labour Standards and Trade
Union Action, bringing together representatives of various trade union centres in South Africa and Namibia. The seminar was held in connection with the ILO Tripartite Conference on Action against Apartheid held in Harare in May. Additional support was provided in the form of fellowships, study grants, educational equipment and the funding of seminars and courses. Practical arrangements were made to enable South African trade unions to link up with the ILO's computerised data bases. As regards Namibia, a comprehensive workers' education assistance programme was prepared for implementation as soon as the country gains independence.

Arrangements were also made with OATUU for two regional courses for trade union finance officers in Geneva and with trade union organisations of Portuguese-speaking countries for a subregional seminar in Mozambique.

As in previous years, workers' education activities throughout the world were supplemented by discussion papers, general reports of meetings and seminars and the quarterly publication of Labour Education.

EMPLOYERS' ACTIVITIES

The development of the programme of assistance to employers' organisations in developing countries was pursued in 1988 to the benefit of an increasing number of organisations. The main problem encountered is job creation, where employers' organisations have a major contribution to make in the form of training, especially management training. The other principal area of support is in the setting up of enterprises, particularly small enterprises where the cost of jobs tends to be relatively low in terms of the available resources.

The programme is now financed equally from regular budget and extra-budgetary resources, thanks to the support of donors such as the Danish and Norwegian development agencies. This allows for greater flexibility and for a better distribution of activities between long-term programmes and selective intervention to meet specific needs or economic crises. An effort was also made to diversify the sources of finance in order to broaden the programme's base. In the same way a degree of innovation is encouraged in order to maintain a balance between the pursuit of long-term activities whose success depends on continuity and the need to take a fresh look both at activities that have been completed and at changing requirements.

There are two reasons for expanding the programme: to improve geographical distribution, taking account of the funds available and the source of such funds; and to reach new categories of beneficiaries, such as women or young people seeking to create their own employment, where there is likely to be a snowball effect in sectors so far insufficiently involved. Diversification must not, however, be to the detriment of the overall cohesion of the programme, for this would result in the dispersion of resources which by definition are limited.

Regular budget resources were used to provide direct assistance to a large number of employers' organisations which had requested assistance, in such areas as occupational safety and health, conditions of work, industrial relations,
international labour standards and management training, which are among the ILO's principal activities. The organisation of seminars and training workshops and the detachment of experts and consultants was co-ordinated with the technical departments concerned. This form of joint action is likely to be used more and more for reasons of efficiency and economy.

Countries in which these activities took place include Brazil, Cyprus, Ecuador, India, Jamaica, Kenya, the Republic of Korea, Lesotho, Madagascar, Malawi, Mali, Mexico, Nepal, Pakistan, Peru, the Philippines, Portugal, Senegal, the Seychelles and several countries in the West Indies. Several activities involving the promotion of small enterprises, based on the “Improve your business” training material, were carried out in some 20 Arab, African and Asian countries.

A number of meetings were organised at the regional and subregional level, including a seminar for employers’ organisations of Latin America (Quito, March 1988) which discussed the strengthening of tripartism and the promotion of small and medium-sized enterprises. The Office also sent experts and advisers to other meetings, including the Inter-Territorial Conference of Employers’ Organisations of East, Central and Southern Africa (Blantyre, Malawi, March 1988) and the Asia and Pacific High-Level Employers’ Conference organised with the Japan Federation of Employers’ Associations (NIKKEIREN) in Tokyo (October 1988).

Several countries, including Algeria, Ecuador, Haiti, Iraq, Malaysia, Pakistan, the Philippines, Sri Lanka, Uganda and Zimbabwe, benefited from special advisory services or expert missions in connection with the strengthening of employers' organisations, occupational safety and health and the organisation and operation of social security systems. The Federation of Swaziland Employers was assisted in publishing a guide on national labour legislation. Missions are also regularly carried out by regional advisers at the request of the countries of their respective areas.

Twenty senior staff members of employers’ organisations in Africa, Asia and the Caribbean attended a DANIDA-financed training course organised by the Bureau for Employers’ Activities in collaboration with the International Institute for Labour Studies on the managerial role in industrial relations. Various recommendations were made at the end of the course, which concluded with a meeting with the Danish Employers’ Confederation.

Seventeen representatives of employers’ organisations in Asia took part in a course on wage systems organised with the Turin Centre in September/October.

The regular programme of study tours continued with the collaboration of several European and, increasingly, non-European employers’ organisations in the framework of co-operation among developing countries. These facilities were extended to organisations in Chile, the Gambia, Lebanon, Nigeria, Senegal, the United Republic of Tanzania and the United Arab Emirates. Several exchanges of trainees took place directly between organisations in developing countries within the same region or between regions.
In collaboration with the United Nations Environment Programme (UNEP) three national seminars on environmental management were organised in Barbados, Jamaica and Trinidad and Tobago and it is planned to extend the project to several countries in Asia and Africa. Assistance of the same kind was given to Mexican employers, who held several meetings on the role of employers in environmental management.

Once again close collaboration with the Norwegian Employers’ Confederation (NAF) gave rise to some particularly interesting activities in the field of human resources development.

The training of managerial and supervisory staff at different levels in various areas of responsibility is a means of action particularly well suited to employers’ organisations. Several initiatives have been undertaken by the Office to strengthen their capacities in this area in all the countries where projects are being carried out — in Africa, Latin America, Asia and the Caribbean. Particular mention should be made of the special project for refugee victims of apartheid, which is being undertaken with the co-operation of Norwegian employers and the Zambian Federation of Employers, and of the training workshop on small-scale saw milling planned in Zambia with FINNIDA assistance. All these activities are very practical in character.

The situation of the informal sector and its relationship with the formal sector is being studied in a number of countries, including Peru and India, in order to arrive at a better understanding of the problems of this sector and to establish guide-lines for specific action in the future.

To help employers to participate more fully in the elaboration, supervision and implementation of international labour standards, a memorandum has been prepared by an expert and will be widely distributed. Several organisations in developing countries have received, free of charge, the information kit Responses to drug and alcohol problems in the workplace which they intend to circulate among their members to promote awareness of the problem and to suggest means of overcoming these social scourges.

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

Emphasis was again placed on tripartite activities. At the regional and subregional level, meetings organised jointly under the occupational safety and health programme and the conditions of work and welfare facilities programme included a seminar on working conditions of office workers in selected Asian countries (Bangkok, April 1988), a seminar on the improvement of working conditions and environment in Central America (San Jose, Costa Rica, May 1988) and an Asian workshop on the improvement of working conditions and productivity in small and medium-sized enterprises (Bangkok, September 1988). National seminars, either tripartite in nature or aimed at strengthening employers’ and workers’ organisations, were organised in Argentina, Cameroon, Egypt and Pakistan.
A Convention and a Recommendation on safety and health in construction were adopted by the Conference in 1988. Also, reports were prepared on safety in the use of chemicals at work for submission to the Conference in 1989 with a view to the adoption of new standards. A report on safety in the use of mineral and synthetic fibres was prepared for a meeting of experts to be convened in 1989 and a report on the impact of new technology on safety and health protection in the chemical industries for the Tenth Session of the Chemical Industries Committee (October 1988).

A manual entitled *Major hazard control* was published, and a revised edition of *Occupational cancer: Prevention and control* was issued in the Occupational Safety and Health Series (No. 39), with the technical assistance of the International Agency for Research on Cancer (IARC) and of the new ILO Panel of Consultants on Occupational Cancer. Studies on occupational safety and health aspects of work with VDUs and on safety in the use of industrial robots were completed for publication in the Occupational Safety and Health Series.

The VIIth Pneumoconioses Conference, organised in co-operation with several leading institutions in the United States, was held in Pittsburgh in August.

Co-operation with WHO, UNEP and the IAEA and within the International Programme on Chemical Safety (IPCS) continued, and the ILO participated in a consultation organised by WHO on AIDS and the workplace which was followed by the issue of a policy statement.

Technical co-operation activities at the regional level included two projects in Asia, on safety in construction and on information services, and a regional workshop on occupational safety and health administration was organised in Malaysia. Emphasis was placed on sectoral activities, as evidenced by the organisation of a regional seminar on safety and health in agriculture (Damascus, April 1988), a regional seminar on chemical safety (Amman, September 1988) and an East African regional symposium on chemical accidents and occupational health (Mombasa, December 1988).

At the national level 15 major extra-budgetary projects in ten countries dealt with the promotion of occupational safety and health (India, Morocco, Pakistan, Poland, Thailand and Zimbabwe), mines safety (China, India, Indonesia, Turkey and Viet Nam), major hazard control (India, Indonesia and Thailand) and training in occupational safety and health (Malaysia). Under the regular budget for technical co-operation short-term consultancies were carried out in Argentina, Costa Rica, India, the Republic of Korea, Pakistan, Senegal, Singapore and Tunisia, while fellowships and study tours were granted to government officials from China and the Comoros and to members of the Employers' Federation of Pakistan.

The International Occupational Safety and Health Information Centre (CIS) continued its activities along the lines adopted in consultation with its national centres. The ILO/CIS Bulletin, *Safety and health at work*, emphasised legislative and training materials, chemical safety and practical information.
relevant to the needs of developing countries, several of which received copies of the CIS computerised data base. The CIS continued to train national information specialists and to contribute to training programmes under occupational safety and health technical co-operation projects and intensified its exchange of information with national and international organisations.

Conditions of work and welfare facilities

A report on working time issues in industrialised countries was prepared and submitted to the Tripartite Symposium on Working Time Issues in Industrialised Countries, which was organised in Geneva in October, and reports were prepared for the meetings of the Chemical Industries Committee (October 1988) and the Committee on Work on Plantations (April 1989).

The dissemination of technical information was pursued actively through the Clearing-house on Conditions of Work and its main output, the Conditions of Work Digest, a semi-annual publication in English containing summaries of legislation, collective agreements, policies and programmes, and information on recent publications. Themes in the digest concerned child labour (Spring 1988) and child care (Autumn 1988).

Other major publications included Higher productivity and a better place to work, a trainers’ manual on the improvement of working conditions and productivity in small and medium-sized enterprises, a manual on canteens and food services in industry, studies on combating child labour and on low-cost ways of improving working conditions and a working paper on workers’ housing in plantations.


Technical co-operation activities included a seminar on work-related facilities for trade unionists from French-speaking African countries, organised in co-operation with the All-Union Central Council of Trade Unions of the USSR (Tashkent, September 1988), and an Asian subregional tripartite seminar on the protection of homeworkers (Manila, December 1988). National training courses for small entrepreneurs on the improvement of working conditions and productivity were organised in India, Mexico, Peru and Thailand.

Technical advisory services were rendered to the Government of India on the design of child labour action programmes and to the National Workers’ Confederation in Zaire on welfare facilities and services for women workers. A pilot project on welfare facilities for women workers, financed by the Netherlands, was implemented in Indonesia.
SOCIAL SECURITY

The 75th Session of the International Labour Conference in 1988 adopted the Employment Promotion and Protection against Unemployment Convention (No. 168) and Recommendation (No. 176), which established standards for co-ordination between a country's employment policy and its social security system. With the adoption of these instruments the process of revising and updating all the pre-Second World War labour standards in the field of social security was completed.

A paper on social security for migrant workers and ILO international standards was prepared for the Asian regional programme on international labour migration. Consultations with governments of both sending and receiving countries were also held.

A report entitled Social security, including social protection of public employees in respect of invalidity, retirement and survivors' benefits was completed for the Fourth Session of the Joint Committee on the Public Service (Geneva, November 1988). Other publications included a study on women and social security, Les femmes et la sécurité sociale: les progrès de l'égalité de traitement. A manuscript was completed for publication on demographic change and social security, entitled From pyramid to pillar: Population change and social security in Europe, and another document was prepared on social security for workers in the informal sector in India. Two articles were published in the International Labour Review entitled “Social insurance: The experience of three countries in the English-speaking Caribbean”, and “Social security and part-time employment”. The results of the Twelfth International Inquiry on the Cost of Social Security (1981-83) were published in two volumes containing the basic (country) tables and the comparative (international) tables, and the Thirteenth Inquiry, covering the period 1984-86, was launched.

As part of the effort to disseminate information and to develop appropriate training materials, a brochure was prepared explaining the activities and services of the ILO social security programme. Technical documentation services were further improved by the establishment of two computerised data bases, the first for social security legislation, and the second a bibliographic data base created in conjunction with the International Social Security Association.

In the context of the technical support given to other international organisations, a paper discussing a possible role for social security institutions in the prevention of AIDS and suggesting joint research activities in this area was submitted to the WHO. The ILO was represented at two seminars sponsored by the Commission of the European Communities examining the future of social protection in Europe. Agreement was reached to continue the long-standing co-operation with the Commission, with emphasis on ILO advisory services for the preparation of new regulations dealing with social security entitlements in respect of civil servants and students and, more broadly, with rights under complementary pension schemes.
Other organisations concerned with social security to which technical advice, training, or fellowships were given include the Permanent Inter-American Committee on Social Security (PIACSS) and the Inter-American Center for Social Security Studies (CIESS), the Ibero-American Social Security Organisation (OISS), the Council of Europe, the multinational company Air Afrique and the Administrative Centre for the Social Security of Rhine Boatmen. The International Social Security Association (ISSA) and the Organisation for Economic Co-operation and Development (OECD) held several meetings during the year at which the ILO was represented.

A new phase of co-operation was initiated with the USSR by the signing of a memorandum with the State Committee for Labour and Social Affairs. A range of new activities was proposed, including the exchange of information, joint studies, seminars and symposia, exchange of consultants and experts, and training.

Technical co-operation activities continued to grow, particularly in financial terms, with many technical co-operation projects focusing on the planning, legislative and administrative aspects of social security schemes. A project in Cameroon concerned the extension of social security to the rural sector. In Chad and Ecuador projects were completed on administrative reorganisation, while in Gabon the aim was social security reform and in Niger the rationalisation of the scheme for public servants. In addition, an evaluation and planning mission was completed in the Philippines and a health insurance project in Tunisia.

Assistance in carrying out actuarial and financial studies of individual social security schemes was provided to Anguilla, Cape Verde, Cyprus, Guatemala, Honduras, Indonesia, Kuwait, Malaysia, Peru, Turkey and the United Arab Emirates. Advisory services of a more general nature were provided to Benin, Sri Lanka, and Zimbabwe. Training in statistical and actuarial techniques was arranged at ILO headquarters to fellowship-holders from Cameroon, Cape Verde and Czechoslovakia.

The ILO assisted World Bank projects in Morocco and Tunisia, and financing was obtained from the Inter-American Development Bank for a project to extend social security coverage to rural areas in Guatemala. The Office also assisted in the evaluation of a plan to introduce health insurance in Malaysia.

The regional advisers on social security continued to promote technical co-operation through advisory services, training and the design and implementation of projects in Africa, Asia and Latin America and the Caribbean.

WORLD EMPLOYMENT PROGRAMME

This Programme’s technical co-operation activities increased in 1988. An important feature of the Programme continued to be the work of the regional teams in Asia, Africa and Latin America and the Caribbean, of which an account is given in the section on regional activities.
Labour markets and employment planning

Work on the possible links between labour market flexibility and unemployment in various countries led to the publication of a study on Sweden and to the preparation of a set of country reports on Austria, Finland, Italy, the Netherlands, Spain and the United States. Work on enterprise-level labour flexibility has progressed through the design and implementation of establishment surveys in Malaysia and in Bombay. At the same time, reports have been produced on the implications of more flexible labour systems for vulnerable groups, notably women, older workers and children. Several studies have examined the possible impact on employment of more flexible payment systems, or more specifically profit-related pay.

Research on ageing populations, the elderly's economic status and growing labour market flexibility concerned the labour market and economic position of the elderly and how this has been changing as a result of changes in technology, population-age distribution, economic restructuring and increasing labour market flexibility. Activities included a statistical analysis of levels, trends and patterns in the labour force activity of older persons around the world based on internationally comparable data. Also, case studies on the situation of older workers in various types of policy and economic environment are in progress in an industrialised socialist country undergoing a restructuring of its economy, in a developing country facing a severe debt crisis and undergoing structural adjustment, in a developed country implementing innovative policy measures intended to help older persons to combine work and retirement in a flexible manner, and in a developing country with a strong, expanding labour market.

In the fields of employment and manpower planning and labour market information, preparatory assistance, technical backstopping and short-term advisory missions were carried out in Burkina Faso, Burundi, China, Ghana, Indonesia, Jordan, Madagascar, Malaysia, Mali, Morocco, Nigeria, Rwanda, Tunisia and Turkey. Technical co-operation projects were completed in Cameroon and Malawi while new phases were begun or projects continued in Burundi, China, Indonesia, Jordan, Malaysia, Mali, Nigeria, Turkey and Uganda. A regional training workshop on manpower assessment and identification of training needs for the energy sector was held in Bangkok. The ILO continued to provide assistance to countries and to employers' and workers' organisations in strengthening their labour market information capability. In this regard, ILO/DANIDA seminars were held in Costa Rica, Malaysia and the United Republic of Tanzania and training courses were organised in Côte d'Ivoire and Madagascar. Short-term advisory missions were undertaken in Grenada, Jamaica, India, Niger, Sudan, Thailand, Togo and Zambia.

Several technical papers were completed on employment trends and on the problem of retrenchment in the public sector. Work on temporary employment measures led to the publication in the International Labour Review of articles examining special employment programmes in OECD countries and youth schemes in France and Ireland.
Many developing countries, particularly in Africa, sought ILO assistance to promote employment and incomes in the informal sector. Advisory services were provided to the Congo and Liberia to assess the sector's potential and to identify appropriate means of action. In Benin and Haiti, the ILO assisted the governments in formulating strategies for the informal sector and technical co-operation projects were launched. A final report on urban and rural informal sector employment and on the scope for action was submitted to the Government of Bangladesh.

Technical co-operation on the informal sector in Mali and Rwanda was expanded to improve the access of several small towns to production resources and markets and to new products and technologies. In Asia a project designed to strengthen the institutional capacity of the Bangladesh Government to promote self-employment among the poor at the district level is expected to improve the access of poor women to credit and skills and to raise productivity in small enterprises. A paper synthesising the various approaches to promoting the informal sector was prepared, as was a paper synthesising information on the informal sector in Asia.

For a large number of developing countries a limited set of internationally comparable socio-economic and labour market indicators was compiled. Work also began on the development of indicators for the monitoring of poverty and labour market trends.

More than 35 technical co-operation projects on population, human resources and development planning were operational. New projects were approved by the UNFPA for Benin, Ghana, Kenya (two projects), Liberia, Morocco, the Sudan, Uganda (two projects) and Zaire in Africa, Burma in Asia, and Bolivia in Latin America. An inter-agency expert group meeting on the use of microcomputer-based software in population and development planning was organised in Geneva in September 1988, and an in-service training workshop on approaches and methodologies for population, human resources and development planning was conducted in Geneva in October for the regional advisers, UNFPA officials and ILO experts on country planning projects.

The policy research programme covered issues related to women, population and development; urbanisation and growth of large cities in developing countries; methodological development and survey techniques; development projects and population impacts; and population ageing, old-age security and fertility. A series of papers on these topics were prepared.

Studies on the interactions between women's work, economic development and demographic variables in the light of the strong link between women's reproductive and productive roles resulted in several working papers and an article for an academic journal entitled "Les femmes africaines, des épouses, des mères et des travailleuses: inégalité et ségrégation" and a monograph on women in Cuba.

Publications on urbanisation and migration issues as they relate to employment, development and labour market conditions and opportunities included Land settlement policies and population redistribution in developing
countries. *Achievements, problems and prospects* and articles on urban population growth, employment and poverty in developing countries, and on policies and programmes to influence migration and population redistribution. Working papers were published reporting on case studies of population issues in Indonesia and the Philippines.

Sixty-seven family welfare education projects were operational in 36 different countries. The population/family welfare education subprogramme is expanding considerably in sub-Saharan Africa where ten projects were approved by UNFPA during the year. Activities with national personnel management associations have been increasing and an inter-regional seminar was held in Manila during the year to compare approaches and experiences related to family welfare education.

International economic relations and employment

A paper concerning the follow-up to the conclusions adopted by the 1987 High-Level Meeting on Employment and Structural Adjustment was submitted to the Governing Body’s Committee on Employment in November. The Committee also examined two other papers prepared by the Office on options for future employment growth and training, retraining and labour mobility.

A symposium to help to develop a national employment strategy for Egypt in the 1990s (Cairo, December 1988) considered general papers on the macro-economic framework, subsidies, and the labour market as well as papers on specific segments of the economy such as the manufacturing and construction industries and the public and informal sectors. The employment and social consequences of stabilisation and adjustment programmes were the subject of books published in 1988 concerning the United Republic of Tanzania and Sri Lanka. A third publication analysed the relationship between the provision of basic needs and economic growth in Kenya. Other publications included one on the newly industrialising countries and the changing international division of labour, and related country studies on various industries.

The Programme continued its research on the problems of food security and structural adjustment in Africa. A comparative study was completed on food security in Ghana, Madagascar, Nigeria, Somalia and Uganda and two additional studies were carried out in Mali and Zimbabwe to examine how recent policies have affected the rural population’s access to food. A new project was launched on the impact of structural adjustment programmes on rural labour in Ghana, Malawi, Nigeria, Sierra Leone, the United Republic of Tanzania and Zambia. A major project to survey rural labour trends in a large number of developing countries was also launched.

The research programme on the effects of disarmament on local labour markets was continued, with increased attention being devoted to regional case studies. Three studies concerning Greater London, Michigan and Rome were published during the year and research on structural change in non-military industries as a result of reduced armaments production was commenced. Four studies have been commissioned under this programme.
Rural development and employment

A background report was prepared for the general discussion on "Rural employment promotion" at the 75th Session of the International Labour Conference, which adopted a resolution and conclusions on this item for general discussion.

A study tour was organised for high-level SWAPO officials on the rural development strategy of the Government of Zimbabwe.

In collaboration with the League of Arab States, the ILO completed a UNDP-financed study on rural poverty levels and trends, which examines rural labour and structural transformation in Tunisia. Another study was published on rural development in Cuba which analyses the impact of government policy on employment, incomes, work incentives and productivity in state farms, co-operatives and small-scale farms.

The ILO's Special Public Works Programmes (SPWPs) continued to enjoy high priority in the development strategy of many member countries. Half the recipient countries now have diversified their projects either geographically or by sector. All in all, 32 countries benefited from ILO assistance in this field: 23 in Africa, eight in Asia and the Pacific and one in the Caribbean. Particular attention was paid to the key role of people's participation, including the participation of women, in SPWPs through consultation missions to Burundi, Nepal, the United Republic of Tanzania, Togo and Uganda. Research was started on the importance of the relationship between ILO standards and SPWP technical co-operation activities and an article on the subject will appear in the *International Labour Review*.

In the context of the UNDP inter-regional project for support to SPWPs in the least developed countries advisory missions were sent to 16 countries, mainly in Africa. These missions typically concerned the preparation, monitoring, evaluation or extension of SPWPs, the introduction of new components and of data-processing systems and the enhancement of target group participation. A subregional project covering nine sub-Saharan members of the Permanent Inter-State Committee on Drought Control in the Sahel (CILSS) is now providing advisory services. Similarly, an engineer whose main task is to identify and prepare rural infrastructure programmes in the six Central American countries has been posted in PREALC's focal point in Panama City.

Collaboration in this field with the World Bank, the African Development Bank, the Inter-American Development Bank and the International Fund for Agricultural Development (IFAD) continued, and preliminary contacts were established with the Asian Development Bank. ILO participation in World Food Programme missions enabled the authorities of Angola, Bolivia and Ghana to introduce the ILO's SPWP methodologies in their "food-for-work" projects.

In the field of construction activities, the ILO has been increasingly active in providing advice and assistance in setting up projects using labour-based methods. Full-scale labour-based road improvement and maintenance projects
Activities of the ILO, 1988

are now operational in 13 countries. A new feature of ILO action in this sector is a training component for engineers and managers of labour-based road construction and maintenance programmes designed to promote the use of local resources. The first exercise of this kind was carried out in Kenya, with Swiss funds, for the East African region. Five video modules were also produced as part of the training component. A presentation on the effective use of locally available resources for the road sector was made in a seminar for road engineers from developing countries held in Sweden.

As regards home-based workers, a regional project was launched in Asia for women paid on a piece-rate basis under the putting-out system. The objective of the project, which covers Indonesia, Malaysia, the Philippines and Thailand, is to strengthen organisations of rural women workers and to assist them in securing better working and employment conditions through the effective application of labour legislation. Projects to strengthen rural women’s organisations in Egypt, Niger, Pakistan, the United Republic of Tanzania and Zimbabwe and to develop income-generating schemes by providing training for self-employment have started or are being designed. Two projects on waste-land development in India were launched with a view to alleviating the energy crisis in rural areas while generating employment for rural women. A brochure was published describing various ILO activities relating to the rural energy problem and employment for women in rural areas. A regional workshop in Africa on women’s access to land as a strategy for employment promotion, poverty alleviation and household food security was held in Harare in October 1988.

The programme on income-generating activities for refugees in the Sudan was extended. The ILO is also responsible for two UNDP area development schemes (ADS) in the Sudan which include an integrated package of special public works projects, income-generating activities for women and assistance to smallholders.

The first of a series of workshops for officials of non-governmental development organisations was held in the Philippines. Country studies on the use of animators in generating participatory rural development were carried out in Bolivia, Senegal and Zimbabwe. A project was started in Haiti to assist rural communities in developing income-generating activities, and assistance was provided to a development-oriented group in Mali to promote participatory development initiatives.

Technology, employment and development

The ILO's research on the impact of new technologies continued with the publication of books on technology blending, the macro-economic effects and diffusion of alternative technologies within a social accounting matrix framework, and the impact of technological change in the clothing industry. Country case studies on the employment impact of micro-electronics in Brazil and Mexico were also completed, as were several case studies on the impact of technology imports in developing countries.
Work on the impact of biotechnology on employment got under way with the publication of an article in the *International Labour Review* on its potential for rural poverty alleviation. In addition, several case studies were launched on the forecasting of the socio-economic and employment effects of biotechnology applications in food and export crops, plant oils and food processing, animal feed and dairy industries.

A volume entitled *Generation and diffusion of agricultural innovations: The role of institutional factors* was published. As the lead agency for the African subregional TCDC network project on agricultural tools and equipment, the ILO organised intergovernmental and inter-agency consultations with preparatory assistance provided by the UNDP. The continued implementation of the technical co-operation project on the dissemination of improved technologies among rural women's groups in Ghana has attracted follow-up financing for a broader national project concerned with technology, employment and training of rural women entrepreneurs. Implementation of a rural technology project commenced in Lesotho and preparatory work on a similar project was advanced in Bangladesh. A volume was also published on the comparative economic evaluation of alternative energy technologies under the title *Socio-economic aspects of renewable energy technologies*.

The ILO technological information system INSTEAD (Information Service for Technological Alternatives for Development) became officially operational in January. Following active advertising of the system among potential users of technological information, the number of requests for information has been growing fast (approximately 180 requests per month). Publication of technical memoranda continued with *Tuiles en fibromortier: procédé de production et pose en toiture*.

Advisory services and project formulation missions in the field of handicrafts were carried out at the request of the Governments of Benin, Burkina Faso, Côte d'Ivoire, Guinea, India, Kiribati, Liberia, Madagascar, the Maldives, the Philippines, Syrian Arab Republic, the United Republic of Tanzania, Uganda, Viet Nam and Zambia. The ILO initiated and supervised 20 technical assistance projects for the development of handicrafts and rural industries in Bangladesh, Burma, Chad, Côte d'Ivoire, Cyprus, Ghana, Guatemala, Haiti, the Lao People's Democratic Republic, Madagascar (three projects), Mali, Niger, Nigeria, Sri Lanka and Yemen. Various innovative approaches are being adopted in these projects in order to make better use of project inputs and to ensure that mechanisms for the promotion of rural industries and handicrafts continue to operate efficiently after completion of projects executed with ILO assistance. These mechanisms involve the participation of governmental and non-governmental organisations, financial institutions, research and development centres and the private sector.

Advisory services were provided to a number of countries regarding the production of building materials for low-cost housing by small-scale rural and urban enterprises.
TRAINING

The activities of the Training Department continued to account for over one-third of the ILO's total technical co-operation activities, focusing on urban and rural vocational training, management development and productivity (including small enterprise development), advice and assistance to member States in formulating national training policies, and vocational rehabilitation activities. Some 40 per cent of the technical co-operation projects were executed in least developed countries.

Technical support was provided to the regional vocational training centres, the activities of which are reported in the section on regional activities, and a UNDP-financed European regional project on co-operation in vocational training and new technologies became operational.

A report on training, retraining and labour mobility was prepared for the Governing Body Committee on Employment and comprehensive reports on training were prepared for the Seventh African Regional Conference and for the 12th Session of the Coal Mines Committee (April 1988).

Management development

Eighty-five projects were in operation, focusing on three major areas: improving the performance of public enterprises, forming entrepreneurs and strengthening the small-scale enterprise sector, and assisting management development and productivity centres. A programme of research and promotion supported these projects.

In Egypt a six-year project was completed which helped to establish and strengthen the Small Industry Development Department of the Industrial Design Development Centre (IDDC) in Cairo and other centres. The project included establishing mobile technical extension teams, introducing managerial and financial training and promoting subcontracting to assist small and medium-industry enterprise owners and managers.

In the Gambia the ILO completed the third phase of a project to establish and strengthen the Indigenous Business Advisory Service (IBAS), which provides advisory and extension services, training and research and credit-related support.

In the Congo assistance was given to the Centre national de gestion (CENAGES) in strengthening its technical and institutional capacity to improve the management systems and performance of state-owned enterprises. CENAGES now has some 15 national consultants qualified as management consultants and management trainers and in information technology. In addition, direct assistance to a substantial number of enterprises in the fields of financial accounting and budgeting has made possible complete annual reporting on the performance of the state-owned sector.

In Mali a project with the Institut de productivité et de gestion prévisionnelle (IPGP) which had been operational since the IPGP was founded in 1971 was completed. During this period the IPGP was active in management training and in
assistance to private enterprises, particularly small and medium-scale enterprises, and participated in the restructuring of the parastatal sector. At the end of the project the IPGP boasted a professional staff of 18 highly qualified people.

A project with the Office de la formation professionnelle et de la promotion du travail (OFPPT) in Morocco was completed. This one-year project was designed to create a small and medium-scale enterprise unit in the OFPPT and involved an intensive programme of activities: making national agencies and private enterprises aware of the services of the new unit, technical assistance to managers through seminars and enterprise visits, the preparation of training material aimed at resolving problems aired at the seminars and the training of personnel, some of whom received national and international fellowships.

There continued to be a heavy demand from member States for assistance in small-scale enterprise development. A major study was carried out for the Government of Kenya, and it is expected to lead to an integrated national-scale strategy on small enterprise development.

A major publication was completed for publication under the title *Diagnosing management training and development needs: Concepts and techniques*, and experience with the training of entrepreneurs was reviewed in *Training entrepreneurs for small business creation: Lessons from experience* and in a technical paper *Stimulating entrepreneurship and new business development*.

A Training Department research project sponsored a workshop on expert systems in industry and services in Chicago and produced a three-volume publication, *Expert systems: Present state and future trends (impact on employment and skill requirements)*. Several publications also appeared on construction management.

The international management development network (INTERMAN) contributed to several activities in 1988: two workshops on the management of African institutions (Morocco and the United Republic of Tanzania), in collaboration with the Association des institutions de formation et de perfectionnement au management d'Afrique francophone (AIMAF) and the Association of Management Training Institutions in Eastern and Southern Africa (AMTIESA); a round table for heads of institutions in South Asia (Hyderabad, India) and a conference of heads of management development institutions/units in the Caribbean (Jamaica), both in co-operation with the Commonwealth Secretariat. These two last events gave birth to new regional networks, the Caribbean Management Development Association and the Association of Management Development Institutions in South Asia.

INTERMAN also contributed to the preparation and launching of two new UNDP/ILO projects: an inter-regional programme for promoting entrepreneurship and new enterprise creation and a European project on management consultancy development. Two new periodical publications were issued by INTERMAN in 1988, *INTERMAN News* and *INTERMAN Forum*.

The programme of activities of the UNDP/ILO/EDI project for strengthening training institutions in Africa included five seminars for the
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management of African management development institutes, a seminar for English- and French-speaking participants on entrepreneurship, the general assembly of AIMAF in Kinshasa, four workshops on developing training programmes for women managers, and six workshops on developing the research and consultancy skills of faculty members in participating African institutions.

Vocational training

The 89 urban vocational training projects operational in 1988 were mainly designed to back up national training systems. They concerned the strengthening of organisational and procedural structures and systems, the development of software to reinforce teaching and learning processes and the preparation and technological updating of vocational training instructors and specialised personnel. In Honduras a project aimed at strengthening the technical activities of the National Institute of Vocational Training (INFOP) assisted the development and application of reliable technical processes for vocational training in accordance with identified employment requirements. In Egypt a project for the further development of Modules of Employable Skills (MES) and of training material for modern building construction techniques was successfully completed. The project also assisted the Ministry of Housing and Development of New Communities in improving its capability to implement modular training in its centres.

New urban projects addressed a range of problems, including the provision of skills for self-employment in the urban informal sector of large cities in developing countries. One such project in Togo is aimed at unemployed workers and entrepreneurs in small enterprises; another, in Nepal, aims to establish three labour supply centres to train people for self- and wage-employment in their local communities. A project for the development of apprenticeship and in-plant training programmes in the United Republic of Tanzania is strengthening the organisation and administration of national apprenticeship schemes and in-plant training programmes, particularly in mechanical, automotive and civil engineering occupations. Two similar projects became operational in Nigeria.

Thirty-five rural vocational training projects were operational in 1988, new projects being directed at school-leavers and unemployed rural youth and women. These projects (for example in Kenya and the United Republic of Tanzania) apply a systems approach to the design and implementation of training programmes oriented towards the production of the goods and services required by rural communities. As regards the training of rural women in productive work and daily life skills, new projects have been prepared for Lesotho, Nigeria, Pakistan and the Philippines.

A joint programme in skills development in rural communities was developed with the Turin Centre, which also organised core group training for southern African national liberation movements (SWAPO, ANC and PAC) with EEC funding.
Member States have shown a continuing concern to improve and widen the access of the rural population, particularly the rural poor, to opportunities in training for gainful work or employment. In Nepal a project on rural training for employment and income generation was aimed at providing self-employment opportunities through vocational training. Another phase of the vocational training project for Afghan refugees in Pakistan was completed in 1988. The training programmes were oriented towards those skills that the refugees would require on their return to Afghanistan.

Under the research and studies programme continued attention has been paid to training for the informal sector. Following a 1987 workshop of experts on training in the informal sector of developing countries a monograph was prepared on this subject. This issue, which is high on the agenda of many developing countries, as well as donor agencies, is being explored further in collaboration with the World Bank and the OECD Development Centre.

Reports on training were prepared for the Coal Mines Committee and for the Seventh African Regional Conference. The former dealt with manpower planning, training and retraining in the light of technological changes in the industry and the latter covered a wide spectrum of issues in human resources development in the region.

Progress was made on a study to evaluate the application of the MES (Modules of Employable Skills) system with a view to formulating a new strategy document and support programme: a survey of MES users was conducted and detailed evaluations were carried out in Egypt and the Philippines.

Training policies

As regards training policies a number of comprehensive studies and methodological documents were completed including a discussion paper on the technical problems of applying the Human Resources Development Convention, 1975 (No. 142), in developing countries. Two articles were published in the International Labour Review, "Is vocational education really that bad?" and "Cost-effectiveness of training in developing countries". A paper on feedback mechanisms in training institutions was presented at the XXVth Meeting of the Technical Commission of CINTERFOR in Madrid. Another paper was presented to the Budapest Round Table on Managing Human Development entitled Right courses for the wrong jobs.

In the field of training technologies two conference papers were presented to a seminar sponsored by the Economic Development Institute of the World Bank: The economics of choosing training technology and Individualised learning systems for vocational technical training: The SENA1 system. A book on the problems and prospects of training-cum-production programmes was published by CINTERFOR and research on African and Asian experiences in this field has started in collaboration with CIADFOR and APSDEP. The Latin American experience was also addressed in a workshop organised by UNDP and UNESCO in Algiers and in an international symposium sponsored by the Centre
for the Study of Education in Developing Countries (CESO) in the Netherlands.

With reference to adjustment policies and programmes in order to face international competition, a discussion paper was published on education and training policies and programmes to support industrial restructuring in the Republic of Korea, Japan, Singapore and the United States.

Two studies were started on the transition from training to work: one on strategies for changing training institutions and another on simplified methods for tracer studies (this methodology is being tested in Africa).

Priority continued to be given to the informal sector and a document on management was completed. A discussion paper, *Vocational training programmes for the urban informal sector in Colombia and Venezuela*, and a book, *Strategic alternatives for vocational training in the urban informal sector*, were published in collaboration with CINTERFOR.

Research into the training of older workers included nine case studies in industrialised countries, of which seven are about to be published.

Research on women also received high priority, with the publication of studies on vocational training for women refugees in Africa and on entrepreneurship and small enterprise development for women in developing countries.

Vocational rehabilitation

The ILO's vocational rehabilitation activities continued to be implemented taking account of the Programme of Action of the United Nations Decade of Disabled Persons (1983-92). Some 60 developing countries received technical advisory assistance on a long- or short-term basis, in addition to benefiting from staff training seminars, study tours and fellowships. Special emphasis was given to the further development of community-based rehabilitation services, innovative income-generating activities, self-employment schemes and job-creation efforts for disabled persons, particularly those living in rural communities.

The ILO continued to help the Organisation of African Unity to strengthen the recently established African Rehabilitation Institute (ARI). Through a number of regional projects the ARI's headquarters in Harare and its Regional Branch for Central Africa in Brazzaville were assisted in carrying out the Institute's main objective of developing skilled personnel for rehabilitation work.

A long-term project in Zambia led to the establishment of a comprehensive rehabilitation centre in Ndola operating under the national workmen's compensation scheme. A project in Indonesia resulted in the further development of a national network of community-based vocational and social rehabilitation services, together with the establishment in Solo, central Java, of a national focal point where a wide range of staff training courses were organised and conducted. In Zimbabwe President Mugabe officially opened an ILO-assisted national rehabilitation centre in Harare in September. Long-term
rehabilitation projects continued in the Dominican Republic, Ecuador, Ethiopia, Lesotho, Madagascar, Malawi, Namibia (SWAPO), the Philippines, Tunisia, and Zaire, and new projects commenced in Guinea, Iraq, Jordan, Kenya, the Republic of Korea, the Libyan Arab Jamahiriya, Morocco, Nigeria, Oman, Sudan, Swaziland, the United Republic of Tanzania, Togo and Yemen.

The four regional adviser posts (in Africa, Asia, the Middle East and Latin America) provided essential support for the expansion of the ILO's technical co-operation activities in the field of rehabilitation and the employment of disabled persons.

The rehabilitation and social reintegration of drug addicts, and the prevention and reduction of drug and alcohol problems in the workplace, are increasingly important areas in the work of the ILO. Long-term assistance continued in this field in Burma, Thailand and Zimbabwe and staff training courses for drug-rehabilitation programme planners and service providers were held in Malaysia for ASEAN countries under the three-year ILO/UNDP project. Similar courses were also held in several countries of Africa. Lectures were provided on workplace initiatives to prevent and reduce drug abuse at various workers' education training courses and an ILO pamphlet and course material were produced for incorporation into trade union programmes of drug-abuse prevention.

In Europe the ILO sponsored seminars in Greece in October on the management of production workshops for disabled persons, and in Sweden in December on labour market policy for the disabled.

The collection and dissemination of technical information on vocational rehabilitation continued. Research work was undertaken on the impact of new technology on the employment of disabled persons, on self-employment schemes for the disabled and on community-based vocational rehabilitation. New publications included a monograph on self-employment for disabled people in Africa and Asia; a working paper on a conceptual framework for vocational rehabilitation efforts at the community level; Spanish and French editions of Rehabilitation approaches to drug and alcohol dependence; and a report on the social and economic status of disabled women in Asian countries.

SECTORAL ACTIVITIES

This year's programme of industrial and smaller meetings included sessions of the Coal Mines Committee, the Chemical Industries Committee, the Metal Trades Committee, the Committee on Conditions of Work in the Fishing Industry, the Joint Committee on the Public Service and the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers. The Department also actively participated in many meetings and activities organised by other United Nations agencies, and non-governmental bodies.
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Industrial activities

The Tenth Session of the Chemical Industries Committee (Geneva, October 1988) discussed and adopted conclusions on shift work in the chemical industries and on the impact of new technology on safety and health in the chemical industries. In addition, resolutions were adopted on the control and avoidance of toxic waste, chemical hazards, and industrial accidents in the chemical industry.

The 12th Session of the Metal Trades Committee (Geneva, December 1988) adopted conclusions on productivity and new production processes in the metal trades and their effect on employment and conditions of employment and on young workers in the metal trades, as well as a series of resolutions on matters of concern to the industry. Periodic reports on the effect given to conclusions and resolutions of the First Session of the Forestry and Wood Industries Committee (September 1985) and of the Third Tripartite Technical Meeting for the Leather and Footwear Industry (December 1985) were submitted to the Governing Body.

In the fields of forestry and the wood-working industries the findings of research into ergonomics, technology and training and contract labour were published in a series of studies and manuals. Technical inputs were made to an FAO/ECE/ILO seminar on reforestation methods after harvesting, to a seminar/study tour on forest road construction and to a seminar on the employment of subcontractors in forest work. Technical assistance and advisory services expanded and several new project proposals were prepared.

Basic industries and transport

The 12th Session of the Coal Mines Committee in April 1988 unanimously adopted conclusions on manpower planning, training and retraining for coalmining in the light of technological changes and on occupational health services and social services, including housing, in the coalmining industry. The Committee also adopted nine resolutions on various aspects of the industry. At the request of the Committee, work commenced on a consolidated text of conclusions and resolutions adopted at its first 12 sessions. Work also started on the general report for the Fifth Tripartite Technical Meeting for Mines other than Coal Mines.

The General Report for the Ninth Session of the Committee on Work on Plantations was completed. Several case studies were completed under the research programme on the impact of the primary processing of plantation crops on the stabilisation of employment and incomes of plantation workers. A mission was organised to the Dominican Republic to formulate a project proposal on working and living conditions on sugar-cane plantations.

Following a mission on the improvement of the working and living conditions of women plantation workers in selected African countries (Kenya, Malawi, the United Republic of Tanzania and Zimbabwe), project proposals
were prepared and submitted to potential donors. As a result a first joint ILO/UNIFEM project on the development of the self-help capacity of women in the sisal industries started in the United Republic of Tanzania; a second project on measures to integrate women’s employment, income and shelter needs in programmes and projects in the country’s plantation sector was approved for funding by the Norwegian Government.

The study on urban passenger transport problems in selected African cities has been finalised. Another study on the manpower planning problems of railways in developing countries has been launched, based on case studies from the three developing regions. The study on the social and labour consequences of economic and technological change in civil aviation is being finalised. The ILO contributed a background report on the social and labour consequences of privatisation and deregulation policies in civil aviation to a regional seminar in Asia organised by the International Transport Workers’ Federation (Sydney, March 1988). The ILO also contributed to meetings on civil aviation organised by trade union and professional associations of flight attendants and maintenance personnel in Copenhagen, Zurich, Geneva and Oslo.

An article on the social effects in oil-producing countries of petroleum price instability appeared in the International Labour Review. Case studies of training in the petroleum industry were undertaken in Algeria, Brazil, Nigeria, Norway and Pakistan, and a project to assess training needs and experience in the petroleum sector in developing countries was launched with financial support from the Government of Norway.

The ILO follow-up on the International Year of Shelter for the Homeless (IYSH) assumed greater impetus with measures to promote self-help construction and reconstruction of housing and human settlements in developing countries. A study of the impact of recent housing finance policies on co-operative housing in Turkey and an investigation of housing support policies in developing countries are being completed. A questionnaire survey was begun concerning vocational training opportunities for women in construction.

Maritime industries

The Committee on Conditions of Work in the Fishing Industry (May 1988) adopted conclusions concerning systems of remuneration and earnings, occupational adaptation to technical changes in the fishing industry, and social and economic needs of small-scale fishermen and of rural fishing communities, together with several resolutions.

Work commenced on updating the figure for the wage of an able seaman in the Wages, Hours of Work and Manning (Sea) Recommendation, 1958 (No. 109), on draft guidelines based on provisions of the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147), for the procedures to be followed in inspecting labour conditions on board ship, and on a study concerning technological changes in inland water transport and their impact on working conditions for boatmen.
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Two regional workshops on the preparation of training programmes for port personnel were held in Montevideo and Buenos Aires. In the Asian region a national seminar on the occupational safety and health of seafarers on board ships was organised with the All China Federation of Trade Unions in Shanghai, China, and a national seminar on maritime labour standards was held in Manila. A seminar for Indian employers in the port sector was also held in Cochin, India.

In the African, Latin American and Asian regions consultants undertook several missions to provide short-term technical advice, to conduct training activities and to prepare project proposals and provide backstopping for ongoing projects. Technical assistance projects are being executed and advice provided on training and conditions of employment in the port sector in several countries, including Colombia, Mozambique, Pakistan, Panama, Sri Lanka, the United Republic of Tanzania and Trinidad and Tobago.

Salaried employees and professional workers

The Fifth Session of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers (Geneva, October 1988) formulated suggestions for future action by both organisations to improve the status of teachers, including a better knowledge and dissemination of the content of the Recommendation.

The Fourth Session of the Joint Committee on the Public Service (Geneva, November-December 1988) discussed two technical items concerning pay and conditions of employment and social security for public employees.

Technical co-operation activities were pursued in Benin and Niger on aspects of management of the public service. In Uganda the ILO undertook a multidisciplinary employment mission in November 1988 which dealt, inter alia, with questions relating to the civil service.

Technical advisory services included participation in a tripartite subregional seminar on the working conditions of office workers in selected Asian countries, organised under the International Programme for the Improvement of Working Conditions and Environment (PIACT) in Bangkok in April 1988.

Within the framework of the joint ILO/UNESCO/WIPO activities, a memorandum was sent to member States and employers' and workers' organisations with a view to promoting the International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organisations (Rome Convention). This elicited a positive response and some governments indicated that they were already taking steps to ratify the Convention. At the request of the 10th Session of the Intergovernmental Committee of the Rome Convention, the ILO completed a study on the problems arising for performers and producers of phonograms from developments in law and practice concerning transmission by satellite and cable distribution. The study will be submitted to the 12th Session (July 1989) of the Intergovernmental Committee.
A paper prepared on the social security of intermittent workers in selected industrialised countries focused on existing legal provisions concerning coverage in case of sickness, unemployment and old age, and concerns mainly artists and performers. A survey of the effects of computerisation on the work and employment of bank tellers was updated and published in English in the working paper series of the Sectoral Activities Programme. Another survey on the employment and working conditions of teachers in developing countries was completed for publication in French as a departmental monograph. A series of case studies on the terms and conditions of employment in the public service in selected developing countries was launched.

Co-operatives

The co-operative programme continued to assist the development of viable broad-based participatory organisations serving as an effective instrument for generating income and creating new work opportunities, thereby improving the social and economic situation of the poorer sectors of the population in both rural and urban areas. These activities are particularly important in the light of the structural adjustment programmes being introduced in many member States.

New objectives were set for the major Norwegian-funded project of co-operative support to development activities assisted by the World Food Programme (ACOPAM) following a recommendation of an ILO evaluation mission early in the year.

The inter-regional project for the production of materials and techniques for co-operative management training (MATCOM), financed by Norway, DANIDA and FINNIDA entered another four-year phase in which more emphasis will be placed on the consolidation of activities to facilitate the continuation of the MATCOM approach by the ILO after the financial support of the donors terminates. The production of MATCOM training material regained its momentum. During the year there were 963 training events with over 27,000 participants from the co-operative movement and government institutions supporting co-operative development. Training material has been translated into well over 25 languages.

A number of new projects were approved, including for example: strengthening programmes of the national co-operative training centre in China; establishing a co-operative training centre in Iraq; strengthening housing, savings and credit and consumer co-operatives in Kenya; the development of co-operative and pre-cooperative activities in Chad; and assistance in the development of village-level groups within an IFAD-financed programme in Guinea-Bissau.

At the regional level France approved the financing of a project for the promotion of trade relations among and with co-operative movements of the French-language countries of Africa; Norway approved the financing of a project on co-operative development through effective training, personnel and
organisational policies for ten Asian countries to consolidate activities under an earlier project; and Spain approved the financing of a deputy regional adviser for the Central American region to provide short-term technical support in the formation and development of co-operatives, and a project for the strengthening of the Latin American Association of Co-operative Education Centres (ALCECOOP) representing 85 training centres in 19 countries.

Two projects were completed in Burma aimed at developing co-operative management services and strengthening co-operative schools and training institutes.

Several advisory missions were undertaken to promote a favourable climate for the development of economically viable co-operatives providing the goods, services and opportunities for which they were created. In particular missions were undertaken to the Gambia, Madagascar and the USSR on the formulation of co-operative legislation and to Cameroon, China, Mauritania, the Philippines and Tunisia on co-operative development. Project evaluation missions visited the ACOPAM countries, Botswana, the Gambia and Nigeria.

A contribution was prepared for a European Parliament report on the co-operative movement in developing countries. The Parliament later adopted a resolution calling on the Communities to include the sector in the forthcoming Lomé Convention IV, to elaborate and implement a policy in support of co-operative development in developing countries and to make use of specialised international organisations in implementing pilot projects.

Special attention was devoted to the role of women in the operation and management of co-operatives by means of special projects and training, and by the insertion of special sections in existing projects.

A revised and updated version of the Manual on Co-operative Management and Administration was published and a study on co-operative organisation and services for land settlement was released by an external publisher. A study on multi-purpose co-operatives in rural areas in developing countries and another on the mobilisation of rural savings and local development in seven African countries were printed as working papers.

Close collaboration was maintained with the International Co-operative Alliance (ICA) and the World Council of Credit Unions. The ILO also continued to participate in the Committee for the Promotion of Aid to Co-operatives (COPAC), which sponsored an International Symposium on Food Aid and Co-operatives.

Hotels and tourism

The emphasis of technical co-operation projects continued to be on supervisory and management training, the training of trainers, and on-the-job training of personnel employed in hotels and catering. New projects became operational in Antigua, Cameroon, China, Fiji, Iraq, Nigeria, the United Republic of Tanzania, Turkey and Uganda. A large project financed by the World Bank loan was approved for Turkey and other new projects were expected to be approved for Democratic Yemen, India, Kenya and Morocco.
An inter-regional adviser undertook technical advisory and promotional missions to several countries. New and innovative technical co-operation projects were being developed in such fields as promotion of employment, creation of small hotel enterprises, training of women hotel entrepreneurs, training of railway catering staff and rural tourism development and training.

Preparatory work began on the first meeting of the newly created Hotel, Catering and Tourism Committee which in December 1989 will consider conditions of work and productivity and training in the hotel, catering and tourism sector. A law and practice report on working conditions in hotels, restaurants and similar establishments was presented to the Governing Body and this item was selected for the agenda of the Conference in 1990.

Multinational enterprises

Activities continued to focus on the promotion and follow-up of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, in association with research and technical advisory services.

In accordance with the decision taken by the Governing Body at its 238th Session (November 1987) the simplified report form for the fourth survey on the effect given to the Declaration (covering the years 1986-88) was dispatched on 16 March 1988, the deadline for receipt of replies being set for 28 February 1989. The questionnaire has been simplified so that governments which have provided comprehensive replies in the past may update their previous replies and focus only on new developments. Several questions have been reworded, the section related to economic sectors or industries has been enlarged to include specific reference to the application of the Declaration to export processing zones and the questions concerning safety and health have been expanded and made more specific.

An interpretation of the Declaration was endorsed by the Governing Body at its 239th Session (February-March 1988) in response to a request submitted by the Government of Belgium, following the abrupt closure of a subsidiary of a multinational enterprise and the collective dismissal of its workers. The addendum to the Declaration listing the relevant Conventions and Recommendations adopted since 1977 was sent to all member States.

Promotional activities in respect of the Declaration were stepped up and the Bureau of Multinational Enterprises contributed to numerous meetings and courses organised by other units, either through participation by officials of the Bureau or through the regional advisers on labour standards, labour relations, workers' education and employers' activities. Liaison was maintained with other organisations inside and outside the United Nations system, especially with the United Nations Centre on Transnational Corporations (UNCTC).

In Asia an extensive programme for China consisted of an internship, two study tours, an expert mission and a national workshop on labour and personnel regulations (Shenzhen, December 1988) concerning labour and social legislation applying to special economic zones and to foreign investment enterprises.
operating in such zones (largely financed by UNDP). Meetings were held in New Delhi at the request of employers and workers. In Africa seminars were held in Dakar and in Tripoli on the occasion of the meeting of the General Council of the Organisation of African Trade Union Unity (OATUU). In Latin America a technical meeting on multinational enterprises and vocational training was held in Rio de Janeiro in March and a subregional tripartite symposium was held in Montevideo in October for Argentina, Brazil and Uruguay. The first joint ILO/UNCTC Training Workshop on Export Processing Zones for government officials from Latin America and the Caribbean was held in Barbados in October. Collaboration with UNCTC, which was already well developed for research, has thus been extended to technical co-operation.

As regards research activities, a joint ILO/UNCTC study was published under the title *Economic and social effects of multinational enterprises in export processing zones*. Working papers and a number of other reports were published on matters related to multinationals and three other departmental monographs on social and labour practices in the food and drink industries, multinational banks and plantation multinationals neared completion. For the first time the ILO contributed a chapter on employment in multinational enterprises to the UNCTC's periodic report on transnational corporations.

**LABOUR INFORMATION AND STATISTICS**

**Statistics**

Reports on the application of the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), were examined for 11 countries and territories (Algeria, Canada, Chile, Finland, Kenya, Mauritius, New Caledonia, Nicaragua, Panama, South Africa, Uruguay). The Labour Statistics Convention, 1985 (No. 160), came into force on 24 April 1988 and has now been ratified by 13 countries.

Following the adoption of the interim resolution on statistics of strikes and lock-outs by the Fourteenth International Conference of Labour Statisticians (1987), a questionnaire was sent to countries to collect information on the methods used for compiling statistics of strikes and lock-outs; views concerning the interim resolution; and views as to what should be included in international guide-lines. The replies will form the basis of one or more reports for a meeting of experts to be held in 1990.

Plans were prepared for restructuring the ILO labour statistics data base. This restructuring, to be associated with a revision of the presentation of data in the *Year Book of Labour Statistics*, will enable users of the *Year Book* to see together data related to different subjects (employment and wages together, for example) as well as the evolution of data in the form of time series. Another major objective is to make data available for general dissemination to the public on-line and in the form of computer-readable media such as tapes, diskettes or compact discs.
Regular publication of the *Year Book* and *Bulletin of Labour Statistics* continued, including the separate edition of the *Bulletin* presenting the results of the ILO October Inquiry. The results of the Inquiry continued to be used widely in many reports prepared by the Office.

Volume 4 of the Statistical Sources and Methods series, *Employment, unemployment, wages and hours of work (administrative records and related sources)* was published in English. This volume gives methodological descriptions of 81 national statistical series from 68 countries, the series themselves being published in the *Year Book* and *Bulletin*.

The complete presentation of the *Revised International Standard Classification of Occupations (ISCO-88)* will be ready for publication in the first half of 1989 in English, French and Spanish, together with a manual on the development, maintenance, revision and use of national occupational classification. In the meantime, the Office has had contacts with 40 countries concerning their work on occupational classifications, 20 of which have developed, or intend to develop, national occupational classifications based on ISCO-88 principles. Through missions or visits to headquarters, the Office has had technical discussions with national experts from five countries in Latin America and the Caribbean, two in North America, eight in Asia and the Pacific, five in Africa and 11 in Europe. In addition, the Office has recruited an expert for work on the development of national classifications in Trinidad and Tobago and the United Republic of Tanzania.

Work on the manual on surveys of economically active population, employment, unemployment and underemployment continued: three chapters were prepared and nine were revised on the basis of comments received from national experts and other United Nations agencies. Summaries of the manual have already been made available to technical meetings. The manual will be presented to the Joint UN/ILO Expert Group Meeting on Household Surveys (Geneva, January-February 1989) and will be ready for publication in the first half of 1989.

The manual on consumer price indices is nearing completion and working papers have been written on the measurement of change in net earnings and on differences between countries in the details of establishment surveys of earnings and hours.

In collaboration with the United Nations Economic Commissions, three advisers on household surveys provided consultancy services for Africa, Asia and Latin America. The regional adviser on labour statistics for Africa visited 11 countries to provide guidelines for their statistical offices and to draft project documents for long-term assistance to be financed by UNDP.

Three UNDP-financed technical co-operation projects are operational: one in Uganda on national manpower statistics, one in the United Republic of Tanzania on the development of labour market information, and one in Ecuador on statistical support in the formulation of employment-creation policies. A manpower and labour statistics project was approved for Ethiopia and will start early in 1989.
Activities of the ILO, 1988

Library and International Labour Information System (ILIS)

The main activity of the Central Library and Documentation Branch continued to be the collection of labour information from all member States for dissemination in a wide variety of forms. Apart from the monthly abstract journal *International Labour Documentation*, the data base LABORDOC and the hundreds of bibliographies prepared each month, information is now being disseminated on diskettes on a regular basis to eight field offices and regional centres. An additional dissemination tool, the ILIS Referral System, became operational in 1988. Thus users with access to telecommunications facilities can now search all the ILO's substantive data bases and identify specialised information collections in the Office. As another service to member States, a guide to basic labour information sources has been prepared to assist labour ministries and other institutions in the collection of relevant documentation.

Work with regional departments and centres to develop ILIS in the regions continues. The Central Library and Documentation Branch participated in the Working Group to establish a Latin American Labour Information Network and continues to provide technical advice and information to the ministries and ILO offices involved in this initiative. Plans have been made with APSDEP, ARTEP and ARPLA to convene a meeting to strengthen national labour information networks in Asia. Two missions to Africa have provided technical advice to ministries on the development of their labour information centres and have helped to define the approach to ILIS in that region.

As in past years, staff from ILO field offices, from institutions in member States and from the ILO's documentation centres received training in the use of labour information.

Social and labour information

Four issues of the *Social and Labour Bulletin* were published in English and French, together with an index for the year by subject and country. The Spanish version, *Actualidad Social Laboral*, continued to be published through the Spanish Ministry of Labour and Social Security.

The Ministry also brought out a Spanish edition of the volume entitled *Labour market flexibility: A comparative anthology*. The introduction to this volume was translated into Russian and 2,000 offprints distributed.

Various background papers were produced for Volume 4 of the *World labour report*. Eight country case studies were completed on government and its employees and two country case studies and three cross-country comparisons were written on public-private wage differentials, public sector employment and public service wages.
REGIONAL ACTIVITIES

Africa

At the invitation of the Government of Zimbabwe, the Seventh African Regional Conference was held in Harare from 29 November to 7 December 1988. The Conference had before it the Report of the Director-General which dealt with recent developments in labour and social matters in South Africa and Namibia and with women's work in Africa. The Conference had two other items on its agenda: rural and urban training in Africa, and co-operatives in Africa. In May 1988 Harare was the venue of a Tripartite Conference on Action against Apartheid which prepared a report, including a draft for the updating of the Declaration concerning the Policy of Apartheid in South Africa, for consideration by the Conference in the following month.


In the field of international labour standards two half-time regional advisers, one for English-speaking and one for French-speaking African countries, continued to promote the adoption of ILO standards and to organise seminars and internships in African countries and at ILO headquarters in Geneva.

The ILO continued to render technical advisory services through its two regional labour administration centres — ARLAC for English-speaking and CRADAT for French-speaking African countries — as well as through regional advisers attached to these centres. ARLAC organised regional training courses for labour administrators, senior labour inspectors, factory inspectors and employment services and an induction course for young labour officers. It also conducted a six-month basic training course for junior administrators from Namibia. CRADAT's activities included the organisation of a labour inspection course (January to June 1988) for 28 fellows from 17 French-speaking African countries. The activities of these centres and regional advisers were backed by national projects in Burundi, the Comoros, the Gambia, Lesotho, Namibia and Tunisia. Angola, Guinea-Bissau and Sao Tome and Principe were assisted in the field of labour inspection, and Algeria, Burundi, Kenya, Uganda and Zambia were covered by shorter advisory missions. In Guinea-Bissau a sub-regional seminar on labour inspection in agriculture was held for Portuguese/Spanish-speaking African countries. In the area of labour law advisory missions were sent to Equatorial Guinea, Guinea, Lesotho and the United Republic of Tanzania while Senegal and Uganda were assisted in the wages field. A project of assistance to Ethiopia's Wage Board continued to be implemented.
The ILO's activities in favour of workers’ organisations included workers’ education, the promotion of women’s participation in trade union activities, the launching of technical co-operation projects, arrangements for fellowship grants and the organisation of seminars and courses. Specific groups were the beneficiaries of projects in Ghana, Kenya and Zimbabwe (working women in plantation and rural areas), Zambia (women workers), Botswana, Lesotho and Mozambique (young and migrant workers) and Senegal and Togo (co-operatives workers). The regional advisers continued to give assistance to workers’ organisations and their institutions in a wide range of fields. In order to assist the trade unions associated with national liberation movements, an ILO/OATUU Workers’ Education Seminar on International Labour Standards and Trade Union Action was held in Harare, Zimbabwe, in May 1988 in connection with the Tripartite Conference on Action against Apartheid. Another workshop for treasurers and finance officers in trade unions in English-speaking countries was held jointly with the OATUU and concerned the management of trade union funds.

The ILO’s programme of assistance to employers’ organisations included small-scale enterprise development, industrial relations training workshops, seminars and fellowships, subregional activities and special consultancy and advisory missions. Further promotional work was undertaken through the “Improve your business” (IYB) project which was moved from Nairobi to Harare. Special consultancy services were rendered to Algeria, Uganda and Zimbabwe in respect of the strengthening of employers’ organisations, safety and health and social security. The Employers’ Federation of Swaziland was assisted in publishing a guide on labour legislation and study tours were arranged for employers from the Gambia, Nigeria, Senegal and the United Republic of Tanzania.

Three study grants were awarded to staff of employers’ organisations of the Gambia and Zimbabwe to participate in three-week management training courses organised by the Federation of Kenya Employers (FKE). A workshop on the impact of structural adjustment on the social and economic development of Kenya (Mombasa, September 1988) was attended by the Director of the Dar es Salaam area office and the regional adviser on employers’ organisations, as well as the executive directors of employers’ organisations of the United Republic of Tanzania and Uganda. A seminar on industrial relations was held in Malawi and a study tour in Geneva and Oslo was arranged for presidents and executive directors of employers’ organisations of Botswana, Kenya, the United Republic of Tanzania and Zimbabwe. Needs assessment and technical assistance programming missions were undertaken in Botswana, Lesotho and Zimbabwe.

In the area of social security advisory services were rendered to Benin, Cape Verde and Zimbabwe, and fellows from Cameroon and Cape Verde received training at ILO headquarters. Technical co-operation projects were implemented in Angola, Cameroon, Ethiopia, Gabon, Liberia, Mozambique, Niger and Tunisia. The social security regional advisers continued to assist in the
identification and formulation of projects, in addition to providing advisory services in Ethiopia, Kenya, Malawi, Somalia, Uganda and Zambia. A draft multilateral convention that is intended to ensure social security coverage for workers and members of their families migrating from one country to another was submitted to experts from the regional organisations for Central and West Africa and through them to experts from their member States. The Office also helped Air Afrique to draft a multilateral social security convention for their own staff.

In the field of occupational safety and health the ILO continued to assist African countries through the International Programme for the Improvement of Working Conditions and Environment (PIACT) and through the regional adviser on working conditions and environment. Technical co-operation projects were operating in Morocco and Zimbabwe, and advisory services and project identification and formulation missions were carried out in Botswana, Ghana, Kenya, Lesotho, Liberia, Sierra Leone, Somalia, Swaziland and Uganda.

The ILO continued its efforts to increase the capability of African countries to produce useful, reliable and comparable labour statistics, by means of advisory and consultancy missions, project activities, seminars and courses. Two projects were under way in the United Republic of Tanzania and Uganda. The regional adviser on household surveys continued to co-operate with the ECA in addition to providing technical advisory services to Kenya, Lesotho, Rwanda, the Sudan and Swaziland.

Human resources development in Africa remained the major component of the ILO’s technical co-operation activities. Vocational training projects were in operation in Algeria, Benin, Cape Verde, Nigeria and Sudan, while assistance in the field of vocational rehabilitation continued in Ethiopia, Lesotho, Madagascar, Malawi, Namibia, Tunisia, Zaire and Zambia. Projects in management development and training and small-scale enterprises were implemented in the Congo, Ethiopia, Malawi, Niger and the Sudan, as were two management projects in Egypt and the Gambia. The regional advisers undertook technical advisory, project identification and formulation missions to Algeria, Cameroon, Côte d’Ivoire, Ethiopia and Togo. The Inter-African Centre for the Development of Vocational Training (CIADFOR) continued to advise member States on the design of co-ordinated training policies and to conduct research and organise seminars.

In the area of employment, manpower planning and labour market information, ILO assistance was given to Burkina Faso, Burundi, Ghana, Madagascar, Mali, Morocco, Niger, Rwanda, the Sudan, Togo, Tunisia and Zambia through preparatory assistance, technical backstopping and short-term advisory missions while project activities were completed in Cameroon and Malawi. An ILO/DANIDA tripartite national seminar was held in the United Republic of Tanzania with a view to strengthening the country’s labour market information capability and national training courses were conducted in Côte d’Ivoire and Madagascar. In the field of population and labour policies new
projects were approved for Benin, Ghana, Kenya, Liberia, Morocco, the Sudan, Uganda and Zaire, and ten projects were approved on population and family welfare.

Concerning technology, employment and handicrafts, a project on the dissemination of improved technologies among rural women’s groups continued in Ghana and a rural technology project became operational in Lesotho. Advisory services and project identification and formulation missions were carried out in the field of handicrafts in Benin, Burkina Faso, Côte d’Ivoire, Guinea, Liberia, Madagascar, the United Republic of Tanzania and Zambia. Other forms of assistance included a case study on the impact of technology imports on indigenous capacity building in Algeria and advisory services to various countries on the production of building materials for low-cost housing by small-scale rural and urban enterprises.

Many African countries attach high priority to the development of the informal sector and ILO projects aimed at promoting employment, incomes and technological capacity are operational in Benin, Congo, Mali and Rwanda. Five country case studies were prepared on the problems of food security in Ghana, Madagascar, Mali, Nigeria, Somalia, Uganda and Zimbabwe. Other new work concerned the impact of structural adjustment on the rural labour markets of Malawi, Nigeria, Sierra Leone, the United Republic of Tanzania and Zambia. Projects to strengthen rural women’s organisations and develop their capacity for income-generating activities were launched in the United Republic of Tanzania and Zimbabwe. In Upper Egypt women are being assisted to diversify their sources of income in the new resettlement schemes. In the Sudan the scheme on income-generating activities for refugees was enlarged and the second part of the revolving fund project commenced, while two area development schemes were being assisted through an integrated package of rural development activities. An African Regional Workshop on Women’s Access to Land as a Strategy for Employment Promotion, Poverty Alleviation and Household Food Security was held in Harare, Zimbabwe (August-September 1988). The special public works programme continued to expand its activities with more than 20 projects in Africa, of which nine are in the Sahelian region; other countries covered by this scheme include Benin, Cape Verde, Ethiopia, Mali, Rwanda, Sierra Leone, the Sudan, the United Republic of Tanzania, Togo and Uganda.

The regional employment teams — the Jobs and Skills Programme for Africa (JASPA) and the Southern African Team for Employment Promotion (SATEP) — continued to render technical advisory services throughout Africa. JASPA undertook missions to Burkina Faso and Guinea on human resources development planning; Burundi, Ethiopia, Ghana and the United Republic of Tanzania on the informal sector; the Central African Republic on youth employment; Nigeria and Togo on employment planning and labour market information; Kenya on population, employment planning and labour market information; Ghana and Sierra Leone on the social aspects of structural adjustment programmes; and Togo on the organisation of a seminar on the same
subject. JASPA also participated in or presented papers to numerous seminars: on productivity (Abuja, Nigeria), employment generation (Harare, Zimbabwe), employment planning (Kinshasa, Zaire), manpower planning (Kaduna, Nigeria), labour market information (Dar es Salaam, United Republic of Tanzania), and public administration (Kampala, Uganda). SATEP has been working closely with the Southern African Development Co-ordination Conference (SADCC) and the Southern African Labour Commission (SALC). In addition it assisted the development efforts of Angola, Botswana, Lesotho, Malawi, Mozambique, Swaziland, Zambia and Zimbabwe as well as national liberation movements and the Preferential Trade Area (PTA). A SATEP expert undertook a mission to Angola in July 1988 to assess the needs of Namibian refugees in the field of training, manpower development and the promotion of small-scale enterprises.

Co-operative institutions continued to play a predominant role in improving the social and economic situation of the underprivileged populations and disadvantaged groups in both rural and urban areas. ILO's assistance and support were reinforced in a number of African countries while the ACOPAM project benefited both from an increase in funding and from a broadening of its scope. Short-term advisory missions were undertaken for the elaboration of co-operative legislation in the Gambia and Madagascar. In Botswana, the Gambia, Nigeria and the ACOPAM countries evaluation missions were undertaken to review the status of projects and determine their future activities.

In the field of hotel and tourism development ILO technical co-operation activities were initiated in Cameroon, Nigeria, the United Republic of Tanzania and Uganda while work relating to project identification and formulation in this sector was completed in Kenya, Morocco and Zambia.

Under the maritime programme projects were implemented in Mozambique and the United Republic of Tanzania and several advisory missions were undertaken in other African countries.

In support of manufacturing industries, technical co-operation activities and advisory services were further augmented and plans are under way for projects in Zambia and Zimbabwe. Projects relating to the working and living conditions of women workers in plantations were prepared for Kenya, Malawi, the United Republic of Tanzania and Zimbabwe. A project on the development of the self-help capacity of women in the sisal industries became operational in the United Republic of Tanzania.

In Benin work relating to the establishment of a basic personnel information system in the public service was completed, with plans for the introduction of a computerised public personnel information system. A two-year project in Niger started with the description and analysis of jobs in the public service, while an official from ILO headquarters provided the civil service component of a multidisciplinary employment mission in Uganda.

The ILO continued to maintain close working relations with the United Nations Economic Commission for Africa, the Organisation of African Unity,
the African Development Bank and with other regional and subregional organisations and economic groupings in Africa.

Americas

The Regional Department for Latin America and the Caribbean continued to provide technical advisory services through its network of regional advisers and regional centres in the following fields: international labour standards, employment and manpower planning, urban informal sector, small enterprises development, rural development and indigenous populations, vocational training, vocational rehabilitation, labour administration, industrial relations, labour legislation, occupational safety and health, co-operatives, social security, workers' activities, employers' activities and labour statistics. As in previous years, the Spanish Government financed the post of deputy regional advisers in labour legislation and industrial relations, co-operatives and workers' education within the framework of the technical co-operation agreement between Spain and the ILO.

Working relations continued to be maintained with the Organisation of American States, the Inter-American Indian Institute, the United Nations Economic Commission for Latin America and the Caribbean, the Caribbean Community and the Andean Pact.

The regular budget technical co-operation (RBTC) accounted for much of the technical assistance provided by the ILO in over 250 projects. Special emphasis was placed on international labour standards, occupational safety and health, working conditions, vocational rehabilitation and workers' education. More than 30 new projects financed from extra-budgetary sources were started; although this was fewer than in 1987, the average size of the projects increased and the technical co-operation programme increased also. Efforts were made to diversify funding and promising discussions were held with several multi-bilateral donors. Technical co-operation among developing countries (TCDC) was actively promoted by the regional centres for labour administration (CIAT) and vocational training (CINTERFOR).

More than 70 national, regional and subregional meetings were organised especially in the field of workers' education, employment and labour administration.

The Regional Employment Programme for Latin America and the Caribbean (PREALC) provided assistance to 17 countries in the region in fields such as employment planning, analysis of the effects of the economic crisis on workers and their income, macro-economic policies and structural adjustment, design and application of income policies, the urban informal sector, special employment programmes, manpower planning and population.

Research was carried out on the rural and urban labour markets in Bolivia, Brazil, Costa Rica, Ecuador, Guatemala and Mexico, which also received technical assistance. Advice was given on restructuring, productivity improvement and technological change in Argentina, Bolivia, Costa Rica,
Mexico and Uruguay. Concerted income policies were formulated in Argentina, Brazil, the Dominican Republic, Guatemala, Honduras and Uruguay. Support was given to the informal sector in Bolivia, Brazil, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Mexico, Panama and Peru. Integrated production systems were developed for Brazil, Chile, the Dominican Republic, El Salvador, Honduras and Mexico. Finally, advice on population matters was given to Bolivia, Guatemala, Honduras, Jamaica and Nicaragua.

PREALC organised the Vth Conference on Employment Planning in Latin America and the Caribbean in Guatemala, with the participation of several ministers of labour, finance and planning. Recent labour market trends and social aspects of the debt problem were the main items discussed at this important meeting. In the course of the year PREALC also organised: a course on employment planning and seminars on the urban informal sector, on economic policy and on technological innovation. Two issues of the PREALC Newsletter were published, together with 11 working papers, one employment study and five books — Deuda social: ¿Qué es, cuánto es, cómo se paga?, Antología del trabajo, Sobrevivir en la calle: El comercio ambulante de Santiago, Política económica y actores sociales: La concertación de ingresos y empleo and Empleos de emergencia.

CINTERFOR issued 15 publications and organised 15 meetings in 1988. The Centre carried out research and technical assistance activities aimed at increasing the efficiency of vocational training systems, developing technologies and improving the quality of training. As in the past it actively promoted TCDC activities, especially in the construction and maritime sectors. The 25th Technical Committee Meeting was held in Madrid in May, to mark Spain’s entry into the CINTERFOR system. Several co-operation activities in the field of vocational training resulted from this meeting, including the start of active co-operation between Spain and Latin America on the training of trainers.

Further progress was made on the creation of a regional distance training system at an international meeting, attended by representatives of many vocational training institutions in the region. CINTERFOR also organised a meeting of experts on rural training strategies in Brasilia, at which the experience in rural training in six countries was evaluated. In Caracas a meeting was held on training for the urban informal sector and small enterprises, at which innovative training techniques were developed.

CINTERFOR increased its research efforts at the request of its member countries, and a study programme was started to provide information on decision-taking on various aspects of vocational training. With the financial support of the World Bank and multi-bilateral donors, a study on the flexibility of vocational training institutes and systems was undertaken in seven countries. Investigators sent by vocational training centres in the region collaborated in a research project on the impact of technological change on vocational training.

CIAT issued 27 publications and organised five meetings in 1988, concentrating its efforts on improving and modernising labour administration in
the region. It provided technical advice on the restructuring of some labour ministries in the region and trained labour inspectors in several countries. In all it executed over 50 technical co-operation activities in almost all of its 20 member countries.

CIAT also provided assistance in respect of socially less-protected workers, various types of non-standard employment and the computerisation of labour administration information services. The latter was promoted by the Latin American Labour Information Network (RELIS), the creation of which was formally decided at a meeting in Caracas attended by representatives of the ministries of labour of Argentina, Brazil, Cuba, Mexico, Uruguay and Venezuela. Twenty-five external collaborators supported CIAT in its advisory services, research and publications. Its training courses and meetings reached over 1,800 people including government officials, workers' and employers' representatives and academics.

The Latin American Occupational Safety and Health Centre (CLASET) undertook missions to identify areas of technical co-operation and assistance in Argentina, Brazil, Chile, Colombia, Costa Rica, the Dominican Republic, Ecuador, El Salvador, Honduras, Mexico, Nicaragua, Peru and Uruguay. It assisted in the development of a programme of pneumoconiosis prevention in Peruvian mines and of a programme for prospectors diving for gold in Brazil, which led to the creation by the Brazilian Government of a task force to develop action strategies. An occupational safety and health programme was developed for the agricultural sector in Costa Rica and a data bank of safety and health indicators in Latin American and Caribbean countries was set up.

The ILO increased its presence in the Caribbean through the work of the regional advisers on employment and manpower planning, workers' activities, vocational training, co-operatives and management and small enterprise development. The Caribbean Labour Administration Centre (CLAC) was active in the strengthening of labour administration in the Caribbean, mainly in the field of training, labour market information and research.

Asia and the Pacific

At the regional level the Asian and Pacific Skill Development Programme (APSDEP) focused on research and development, the exchange of information and the training of key personnel. An experts' meeting on vocational training for advanced technology was held in Japan in July which recommended that APSDEP establish a National Training Centre for Advanced Technology in the Republic of Korea. A regional workshop on technical and vocational teacher training was organised in Japan in May and a workshop on rural training in Malaysia in July. APSDEP also convened a meeting on occupational classification for migrant workers in New Delhi in May and provided the Philippines with two weeks of consultancy on apprenticeship training in October.

The Asian and Pacific Regional Project for Labour Administration (ARPLA) organised labour inspection seminars and workshops dealing with
self-regulation (Hong Kong), general occupational safety and health inspection (China, Indonesia, Thailand), specific problems in agriculture (Indonesia, Philippines), engineering and chemicals (regional) and major hazard control (Indonesia). Three training modules were developed in connection with labour administration services and seminars on the subject were held in India, Malaysia, Papua New Guinea and Sri Lanka. One regional and four subregional seminars were conducted on computer applications in labour administration. ARPLA also led a series of missions to support the development of labour administration in six Pacific countries, and formulated projects dealing with self-employment promotion in the Cook Islands, Kiribati, Pakistan and Tonga. The regular documentation, publications and information exchange programmes were maintained.

The Asian Regional Team for Employment Promotion (ARTEP) assisted the Governments of Burma, China, the Lao People's Democratic Republic, Malaysia, the Maldives and Pakistan in the fields of employment, manpower planning and labour market analysis and conducted research activities into non-farm employment, urban small enterprises, the service sector, and industrial restructuring in other countries. A study on social forestry in India was completed. The Asian Network of Human Resource Development Planning Institutes now links over 100 research institutes from ten countries in joint research, training and documentation activities. Other regional activities include an information exchange network on improved technology for cottage industries, studies undertaken within the framework of the South Asian Association for Regional Co-operation (SAARC) and investigative and training work under a regional migration project. Five regional meetings were organised in 1988, of which three were training courses for human resources development planners and manpower planners in the energy sector, as well as national training programmes for return migrants (India) and regional development planners (Lao People's Democratic Republic) and a national seminar on integrated human resources development planning (China).

The Labour and Population Team for Asia and the Pacific (LAPTP) continued to be the ILO's focal point for all population-related activities in the region, concentrating its efforts at the country level where it assumed responsibility for technical support, monitoring and reporting on all UNFPA-funded projects implemented wholly or in part by the ILO. One of LAPTP's major initiatives was the submission of a report to the Government of India on a comprehensive plan of action on family welfare within and beyond the organised sector.

Activities under the Asian regional programme for international labour migration covered assistance to several countries in monitoring the conditions of employment of migrant workers overseas, the establishment of systems to avoid recruitment failure, improved social security coverage for migrant workers and the development of national schemes for monitoring the productive re-employment of return migrants. Five inter-country meetings and workshops were organised on return migration policy, standardisation of occupational
Activities of the ILO, 1988

classification, skills acquisition and utilisation, migration statistics and information networking. The regional adviser also participated in the Inter-regional Tripartite Round Table on International Migration for Arab and Asian Countries held in Amman, Jordan, in April to discuss current problems and the scope for co-operation in the field of labour migration.

Under the UNDP/ILO/ASEAN programme of industrial relations and labour studies several activities were undertaken during the year to strengthen the labour relations systems of the ASEAN countries and to promote and improve the flow of information on labour relations, labour laws and labour policy, including two tripartite symposia in Indonesia and Singapore, two training courses in the Philippines and Thailand and a series of national workshops and meetings in Indonesia, Malaysia, the Philippines, Singapore and Thailand.

A regional seminar on labour management co-operation and productivity was held in Bangkok under the auspices of the Government of Japan. A national seminar on labour disputes settlement was conducted by the ILO in Beijing at the request of the Government of China. Technical advisory missions were undertaken to Bhutan to establish terms of reference for the formulation of labour policy and legislation and to Thailand (in June 1988) to provide advice and assistance in the formulation and implementation of labour relations policies and technical co-operation projects. The ILO likewise supported a symposium in the Philippines on the prevention and settlement of labour disputes.

Social security activities included advice and assistance to a number of countries interested in studying the feasibility of introducing health insurance or in improving their existing schemes. The establishment of more effective social security schemes and the need to ensure their financial soundness were dealt with in advisory missions to Brunei, Burma, China, Indonesia, Malaysia, the Philippines and Sri Lanka and at technical meetings in China, Jordan and the Republic of Korea.

A major development in the ILO's employers' activities was increased technical co-operation among Asian and Pacific employers' organisations, a number of which — in India, Japan, Republic of Korea, Malaysia, New Zealand and Singapore — now offer fellowships and study grants to executives of less-developed employers' organisations to study their structure, policies and programmes. A scheme has also been implemented to develop the secretariats of selected employers' organisations systematically over a period of two or three years. Co-operation has also been maintained with workers' organisations in the region by conducting seminars, providing scholarships and helping to finance publications in India, Indonesia, the Republic of Korea, Malaysia, Pakistan, the Philippines, Sri Lanka and Thailand. The ILO was represented at numerous workers' meetings, both national and regional, and participated in four regional conferences of international trade union organisations.

The ILO's technical co-operation programme in the field of vocational training continued to grow rapidly in 1988 as governments gave higher priority
to human resource development and the funding agencies made more resources available for this purpose. Vocational training projects were accordingly implemented in Indonesia, Nepal, Pakistan and Sri Lanka, and major new projects were developed in China, India and the Philippines to strengthen national vocational training systems and programmes. To meet the growing need for new vocational skills in rural areas and to help promote incomes and employment the ILO carried out several rural vocational training programmes, including training for rural gainful activities (TRUGA) projects in Indonesia, Nepal and the Philippines, mobile training for rural youth in the South Pacific islands and the Maldives and a series of tripartite national and regional seminars and workshops to explain and promote the ILO's role and activities in this field.

At the sectoral and enterprise level the ILO concentrated on helping key productivity institutions to serve industrial associations and public and private enterprises. Efforts were also made to help governments to provide incomes and jobs for the educated unemployed and other vulnerable groups through small enterprise development. Projects were implemented in Indonesia, the Philippines and Sri Lanka and a UNDP-supported programme was developed to provide technical support to small and medium enterprises in Bangladesh, Indonesia, Malaysia, the Philippines, Sri Lanka and Thailand. The ILO's "Improve your business" (IYB) training programme continued to gain acceptance in the region.

With regard to vocational rehabilitation, the focus in 1988 was on activities taking place in non-traditional settings and in rural areas rather than on urban-based institutional rehabilitation facilities. There was also emphasis on rehabilitation for drug-abuse victims. National projects were implemented in several countries.

The ILO was also active in the maritime and port workers' sector, providing the services of a Netherlands associate expert for regional activities and implementing two national projects in Pakistan and Sri Lanka. A national seminar on maritime labour standards, organised by the Philippines Overseas Employment Agency, recommended the ratification of six ILO maritime Conventions. The ILO was asked to help draft guide-lines for seafarers' labour legislation as part of a UNDP regional project on maritime law and presented a paper on human resource development in the inland water transport sector to a seminar on navigation activities in the Lao People's Democratic Republic. Technical advisory missions on manpower training in the inland water transport industry were made to Bangladesh and China. The ILO also participated in seminars on occupational safety and health for seafarers in China and on transport and cargo handling in India, with the participation of the Council of Indian Employers.

The Regional Office continued to provide technical backstopping for construction technology and management projects. Labour-intensive construction techniques were introduced in three South Pacific countries and developments were taking place in Thailand and the Philippines for the
promotion of employment in rural areas through labour-intensive civil
works.

The first ILO project on women's training and employment is helping the
Korean Women's Development Institute to play a catalytic role among
government agencies and in the private sector. Project activities include the
identification of employment opportunities for women, the promotion of
vocational information and guidance, and measures to increase women's access
to vocational training. Similar projects have also been approved in the
Philippines and South Asia. Three "Improve your business" seminars were
organised in India and the Philippines for women entrepreneurs, and training
and awareness seminars and studies were undertaken in Bangladesh, the
Republic of Korea, Malaysia, Nepal and Pakistan. In addition, the ILO's
regional adviser on women workers' questions visited a number of countries and
participated in regional meetings. Finally, a subregional project was launched in
Indonesia, the Philippines and Thailand to promote better working conditions
for rural women engaged in industrial and handicraft work at home by
identifying appropriate assistance programmes.

Europe

In the European region various operational activities were carried out in
accordance with the wishes and needs of member States. These activities
included missions and direct contacts, consultancy services and seminars, and
co-operation with the United Nations Economic Commission for Europe, the
Organisation for Economic Co-operation and Development, the European
Economic Community, the Council for Mutual Economic Assistance, the
Council of Europe and the Nordic Council. As regards the technical co-operation
programme, several European countries continued to show a great interest in
receiving ILO assistance in specific areas such as training and occupational
safety and health.

Two regional projects, one on vocational training systems and new
technologies, the other on European management consultancy, have now been
approved and are under way.

Following the success of the high-level inter-regional seminars held in
Cyprus in 1985, 1986 and 1987 on labour administration and small enterprise
development, the UNDP's TCDC unit has agreed, under certain conditions, to
take over most of the contributions that the ILO had been making up to 1987.
The first TCDC-financed inter-regional labour administration seminar,
attended by 20 participants from 20 different countries, was held in November

Further ILO/UNDP assistance was provided to Cyprus, the Islamic
Republic of Iran, Malta, Poland, Portugal and Turkey, mainly in the fields of
management development and vocational training, occupational safety and
health, labour market information systems and the training of trainers for the
hotel industry.
Report of the Director-General

The limited RBTC credits available were utilised to respond to requests received from governments and employers’ and workers’ organisations in the region for advisory and consultancy missions on linking pay and productivity, on the management of workshops for the disabled, on the introduction and application of bar-coding techniques, on co-operative legislation, on wage regulation and on management training in Bulgaria, Greece, Hungary, Turkey and the USSR.

Fellowships were awarded to Bulgaria in the field of international labour standards; to Bulgaria, Romania and Turkey to permit their participation in the VIIth International Pneumoconiosis Conference in the United States; to the Islamic Republic of Iran in relation to participation in an occupational safety and health seminar in Malaysia; and to Turkey for a workshop on the analysis and evaluation of investment feasibility studies and a course on skills development in rural communities, both organised by the Turin Centre.

The Regional Office contributed to the organisation and implementation of seminars for Cypriot and Portuguese employers on construction site cost control and on special working arrangements, of a workers’ education seminar in Malta and of a seminar on project start-up training in Bulgaria.

Arab States

The Regional Office for Arab States continued to provide advisory and consultancy services to the constituents in the region. More than 25 missions were undertaken by regional advisers in connection with co-operatives development, labour administration and legislation, employment and manpower development, workers’ activities, vocational training, employers’ activities and vocational rehabilitation. Ad hoc advisory missions were undertaken in the fields of hotel and tourism, occupational safety and health, small enterprise development and social security. The work carried out by the regional advisers and consultants was primarily devoted to preparation of technical co-operation projects, backstopping for ongoing projects, strengthening relations with governments and employers’ and workers’ organisations and the promotion of international labour standards.

Technical co-operation projects during the period under review covered vocational rehabilitation, hotel and tourism, management development, training for women, social security, co-operative development, handicraft development, labour administration and vocational training.

The Regional Arab Centre for Labour Administration (RACLA) continued its activities in various areas related to labour administration, with particular emphasis on the promotion of regional co-operation and technical co-operation among developing countries. The Centre organised four training courses on international labour relations, labour inspection, labour administration and labour statistics and a workshop on labour legislation and international labour standards. Other assistance provided by RACLA included technical advisory services and fellowship programmes, which covered social security,
occupational safety and health, labour relations, labour inspection and labour administration. Also, technical and financial assistance was provided for two national seminars in the Syrian Arab Republic and Yemen. As the current phase of RACLA is scheduled to terminate in June 1989, a proposal for a second phase was formulated and is now under discussion.

Close co-operation and collaboration with the regional and subregional organisations continued. The Office was represented in all sessions of the Governing Body of the Arab Labour Organisation (ALO) and in its general Conference. An ILO delegation visited ALO headquarters in Baghdad for the third meeting on co-operation between the two organisations. Agreement was reached in principle to implement joint activities in the fields of occupational safety and health, labour market information and manpower planning and employment policy, and to hold annual joint meetings. Also, the ILO authorised the Arab Employment Institute of the ALO to translate the *ILO thesaurus — Labour employment and training terminology* into Arabic. Finally, the ILO was represented at the 2nd General Meeting on Co-operation between the United Nations system and the League of Arab States and at the 3rd General Meeting between representatives of the Organisation of the Islamic Conference and of the organisations of the United Nations system.

Following the agreement on joint activities with the United Nations Economic and Social Commission for Western Asia (ESCWA) in 1987, several officials from the ILO and ESCWA visited each other’s headquarters to finalise the programmes identified for joint action. The Office was represented at the ESCWA meeting on the Transport and Communications Decade in Western Asia.

The Arab Gulf Programme for the United Nations Development Organisations (AGFUND) greatly increased its financial contribution to ILO-executed projects in the region. Close contact was maintained with the Arab Fund for Economic and Social Development (AFESD) in Kuwait to follow up a number of ILO project proposals.

The Second Inter-regional Tripartite Round Table on International Migration for Arab and Asian Countries was held in Amman, Jordan, to examine developments in international migration since the Round Table in 1984 and to exchange views on this important issue. Another seminar in Jordan was attended by senior safety and health officials and the employers’ and workers’ representatives from the region who discussed the prevention of hazards in the use of chemicals at work.

In response to the increasing interest in improving managerial skills and in small enterprise development, a subregional seminar and two national seminars were organised to familiarise employers’ organisations with the ILO’s “Improve your business” training material. The regional adviser on employers’ activities, who organised the seminars, provided technical advisory services and maintained close relations with national and regional employers’ organisations. A consultancy mission was fielded to assist the Federation of Iraqi Chambers of Commerce and Industry in creating a unit to provide technical advisory services.
to small enterprises. The Office also provided financial assistance to the employers' organisations in Lebanon to enable representatives to attend an international seminar on collective bargaining in the United States.

In the field of workers' activities, a regional workshop on safety and health for agricultural workers was held jointly with the International Confederation of Arab Trade Unions (ICATU). A regional seminar on mass media and workers' education was organised, and a national seminar on trade unions and accidents prevention was held for workers in Yemen. The regional adviser on workers' activities provided assistance to regional and national workers' organisations and institutes and assisted in organising a training course for trade union instructors at the Turin Centre.

The major activities of the labour and population team for the Mediterranean and the Middle East, funded by UNFPA, included the organisation of a subregional seminar on population and human resources development and utilisation in Jordan and a subregional workshop on the improvement of women's contribution to the development process in the Syrian Arab Republic. The population team also co-ordinated the activities of ILO/UNFPA national projects in Democratic Yemen, Jordan and the Syrian Arab Republic.

The information and publications programmes of the Regional Office continued to expand. Five issues of ILO Information in Arabic and four issues of the Arabic press kit were published, in addition to six issues of the press review. Various brochures were issued describing the ILO's activities in the region, two of them devoted specifically to hotels and tourism and to co-operatives.

INTERNATIONAL INSTITUTE FOR LABOUR STUDIES

A comprehensive review of activities was carried out during the year for the Institute's Medium-Term Plan, 1990-95, which was submitted to the Board of the Institute and to the Governing Body of the ILO.

Educational activities

The Institute held its 23rd International Internship Course on Active Labour Policy Development in Geneva from 6 May to 3 June 1988. The course was attended by 21 participants from 15 countries and focused on tripartism and the role of workers' and employers' organisations, and on the ILO's standard-setting activities and supervisory machinery. The subjects discussed included the social consequences of the economic crisis, labour markets in rural and urban areas, the urban informal sector, rural development, workers' and social participation, and industrial relations. Together with the Bureau for Employers' Activities the Institute also organised an international course on an active managerial role in industrial relations in April-May 1988.
New industrial organisation

Previous work on economic and social developments in small and medium-sized enterprises was continued and an account of the experiences from nine industrialised countries was submitted for publication. A tenth country study on small and medium-sized enterprises in Quebec was published in the Institute’s Research Series. A new project was started to evaluate various forms of small firm networks in terms of their economic and social performance and to explore the possibility of repeating promising initiatives elsewhere. Another project concentrated on the status and evolution of the small enterprise sector in selected Asian and Latin American countries, mainly through collaboration with research groups in the countries concerned.

Initiatives have been taken to bring “practitioners” together with researchers to collaborate in the area of new industrial organisation, and the Institute has formed an international working group of researchers and trade unionists to review questions of industrial reorganisation and restructuring. A first meeting of the group was held in Brussels in November.

Labour market analysis

Reports were completed on two pilot studies of the labour market structure in Abidjan (Côte d'Ivoire) and Coimbatore (India) to improve the methodology of urban labour market analysis in developing countries. The findings of these studies are being used to establish substantive programmes for regional research networks, and a meeting attended by the staff of a number of research institutions from French-speaking Africa was held in Abidjan in September 1988 to establish regional priorities for comparative research.

The promotion of research networks in developing countries is being pursued through seminars on specific subjects. Two meetings were held in 1988, in Asia and in Latin America. In Asia the meeting concerned the relationship between the diffusion of high technology and labour markets and was organised in New Delhi in collaboration with the Indian Council of Social Science Research (ICSSR). The Latin American meeting, held in Brasilia, concerned the changing role of state employment in Latin America and was attended by 18 participants from nine Latin American countries. The Institute also collaborated in a related regional meeting, on approaches to employment in Latin America, which was organised by the Latin American Social Sciences Council (CLACSO).

In industrialised countries support was provided to three groups: the European Association of Labour Economists, of which the Institute hosted two meetings; the International Working Party on Labour Market Segmentation whose July conference the Institute helped to plan; and the International Seminar on Working Time, which is preparing a co-ordinated series of studies whose findings the Institute will help to publish and disseminate.

The documentation and analysis of atypical and precarious forms of work formed the subject of a seminar organised jointly with the Université Libre de
Bruxelles in September 1988. This seminar was based on a review of the importance and interpretation of non-standard forms of work in several Western European countries. The Institute also participated in a tripartite seminar organised by Laval University in Quebec on labour market flexibility in Canada and the United States.

A preliminary review was started of the labour market implications of recent economic reforms in socialist countries to provide the basis for future work in this area, and a collection of papers on the Hungarian labour market, initially prepared in 1987, was extensively revised.

Participation

The first volume of a book on workers' participation was completed. The book, which establishes a typology of different forms of participation, will constitute a basic reference and educational tool. A review and analysis of the most recent literature on workers' participation was completed and published in the Institute's Bibliography Series.

A report on the symposium on the future of trade unionism in industrialised market economies, organised by the Institute in Turin in December 1987, was published in the April 1988 issue of the Institute's journal Labour and Society. A meeting organised in January by the Institute, the Laboratoire d'économie et de sociologie du travail of Aix-en-Provence, the Institut d'études et de développement d'entreprise et de personnel of Lyons and the CFDT and CRG teams of PAROLES (an analytical programme of research and observation on the workers' right of expression) brought together experts from the ILO and from employers' and trade union circles in France and Switzerland to discuss the research undertaken in France on the implementation of the Auroux Law on the workers' right of expression in enterprises.

In May the Institute invited representatives of Swiss-based intergovernmental and non-governmental organisations to view and discuss an illustrated encyclopaedia of slides on the development of the Sahel region, prepared as an educational tool by the Centre international pour l'éducation permanente et l'aménagement concerté of Lyons.

Publications

The Institute published four issues of its Labour and Society in English and French. A Spanish edition of Volume 12 (1987) was published by the Ibero-American Industrial Relations Centre and the University of Alcalá. Six issues in the Discussion Paper Series appeared. A bibliography entitled Workers' participation in management, selected bibliography, 1984-1988, a three-volume publication comprising the papers and proceedings of an International Round Table on Social Participation in Development and a special study entitled From research to practice — A long road were also published.
INTERNATIONAL SOCIAL SECURITY ASSOCIATION

In the Asian and Pacific region the most important event organised by the Association was the Eighth Regional Conference, held in Seoul in April, at which experts from 15 countries discussed recent developments in medical-care delivery systems, problems in the supply of pharmaceuticals, the identification of occupational diseases, the introduction of social security schemes for self-employed persons, and public relations techniques used by social security schemes.

In Africa the ISSA organised two training courses for the staff of social security institutions in French-speaking and English-speaking African countries. In addition, two regional seminars were organised for French-speaking African countries on techniques of financial administration in social security schemes and on the prevention of occupational risks. The Tenth Meeting of the Committee on Provident Funds, held in Nairobi in September, afforded participants an opportunity to discuss the extension of the scope of provident fund schemes, the use of organisational techniques, and the development of data processing in the administration of these schemes. Lastly, the Tenth Symposium of Directors of Social Security Institutions in French-speaking Africa discussed the use of data processing in social security funds, the question of employment accidents and occupational diseases, and training methods for social security fund administrators.

In the American region the Sixth Meeting of the Heads of ISSA Member Organisations in the English-speaking Caribbean was held in Bermuda in March, with participants from 15 countries. The agenda included new issues in the development of social security schemes, the investment of social security funds, and social security provisions governing employment injuries and occupational diseases. In June the ISSA and the Mexican Social Security Institute co-sponsored a meeting in Mexico City on the protection of marginal groups of the urban population. This subject was taken up again at the Fourth American Regional Conference, held in November in Buenos Aires. The other three items on the Conference's agenda included the financial and actuarial problems of pensions schemes, the role of the social partners in the administration of social security, and staff training in social security organisations. Earlier in the year, the ISSA had organised a regional round-table meeting on the role of social security in the delivery of medical care and in the formulation of health policy, held in Asunción.

Within the framework of its programme of activities for Europe the ISSA held its annual meeting in The Hague in April. This meeting focused on the evolution in the structure of employment and unemployment and its consequences for pension schemes.

The ISSA's technical activities programme was also very comprehensive in 1988. Its various permanent committees meet in the course of the year to consider a number of important topics: the provision of new health-care benefits
arising out of new medical technology, the coverage of commuting accidents under employment injury insurance, the integration of strategies to prevent occupational risks, traffic accidents and accidents at home, the social and vocational rehabilitation of the disabled, the effect on survivors’ pensions of women’s entry into the labour market, the financing of social security in a shifting population, the role of vocational training in combating unemployment, technological change and its impact on the management of social security institutions, the participation of insured persons in the administration of social security, part-time work and entitlement to social security, the prescription of medicaments and hospital utilisation within the framework of mutual benefit societies, and the relationship between family benefits in cash, in kind and in services. Close to 350 participants from some 50 countries attended the Fifth International Conference on Data Processing and Social Security (Rome, September 1988). Three items were on the agenda of this Conference: a cost-benefit analysis of data processing, the statistical applications of data processing and statistical software, and the spread of micro-computers and personal computers.

The ISSA organised three international symposiums on the prevention of occupational risks. The first (Beijing, May 1988) focused on safety in enterprises using lasers, the second (Friedrichshafen, May 1988) on machinery guarding, and the third (Frankfurt, June 1988) on the prevention of occupational risks in the chemical industry. A round table on the prevention of occupational risks in agriculture was held in Millstatt, Austria, in September. Finally, the ISSA convened its triennial Research Conference in Vienna in June to look into the question of equal treatment between men and women in the area of social security. This Conference brought together participants from 24 countries and several international organisations who discussed the progress achieved over the past 15 to 20 years, identified new as well as traditional obstacles to equal treatment, and highlighted the limitations of social security in this respect.

The Association continued to publish its quarterly International Social Security Review in English, French, German and Spanish, as well as its other periodical publications, the World Bibliography of Social Security, Current Research and Social Security, the Studies and Research series. The publications of the ISSA’s regional offices included Estudios de la Seguridad Social and Contacto in Buenos Aires, the Asian News Sheet in New Delhi, and the African News Sheet in Lomé. As usual, the documents presented at meetings and regional conferences, as well as the record of proceedings, were reproduced in the regional editions of the Social Security Documentation series.

INTERNATIONAL CENTRE FOR ADVANCED TECHNICAL AND VOCATIONAL TRAINING, TURIN

The level of activity in 1988 was similar to that in 1987. The Centre organised 79 courses and seminars, attended by 1,448 participants from 130
countries, and administered 682 fellowships. In group training activities 37.5 per cent of the participants came from Africa, 31 per cent from the Americas, 19 per cent from Asia and the Pacific, 6.5 per cent from Europe and 6 per cent from the Middle East. For the individual programmes administered by the Centre 76 per cent came from Africa, 1 per cent from the Americas, 17.5 per cent from Asia and the Pacific, 3.5 per cent from Europe and 2 per cent from the Middle East.

The Centre made a special effort to make its training facilities available to women, who now account for approximately 28 per cent of the participants from Europe, 24 per cent from the Americas, 20 per cent from Asia and the Pacific, 13.5 per cent from Africa and just 2 per cent from the Middle East. Women are especially well represented in courses dealing with co-operatives, educational technology and computer applications.

The Centre again offered a broad selection of courses concerning educational technology, management development, co-operatives and rural development and a small number of programmes designed to meet individual requirements. Management development courses addressed the question of small and medium-sized enterprises and the management of training institutions and special attention was paid to the development of management skills for energy resources and industrial equipment. A new course is designed to help interest groups to analyse and evaluate feasibility studies for investment projects in which they are involved.

Together with the ILO the Centre helped to set up credit and extension services for micro-businesses in the Philippines, and the programme has been so successful that the Government has decided to develop it further with assistance from the Asian Development Bank and the UNDP.

The job analysis and classification programme for Africa, which includes training in Turin and pilot activities in various French-speaking African countries, should permit the countries concerned to solve their job classification problems by using the ILO's international standard classification. This programme is scheduled to end in 1989.

Educational technology continues to play an important role in the Centre's activities, with more and more of its courses in training methodology, curriculum development, audio-visual aids and trainer training being organised in the field. This is in accordance with the policy of encouraging countries to set up similar programmes of their own. Hence the importance of training trainers. In a training and retraining project in eastern Java, for example, 40 officials of the Indonesian Ministry of Labour who had attended a course in Turin were assisted in implementing their projects by follow-up missions designed to help them contribute more effectively to the creation of a regional vocational training system.

Another teacher training programme for vocational training instructors in Central America, started in 1987, was followed up by workshops and experimental courses in various countries to revise and test the methodology and curricula used by the instructors in their own institutions. The project ended with an evaluation mission.
In the field of workers' education, labour relations, labour administration and working conditions, too, theoretical training in Turin has been followed up by practical application and evaluation in the field. A typical example is the training of trainers of trade union instructors in Latin America, a major programme which began in 1987 with a teaching improvement course at the Centre and ended in 1988 with two follow-up seminars in Caracas and Buenos Aires. This approach has now become more or less standard practice.

Several missions dealing with labour relations were carried out in Latin America, and a high-level seminar on restructuring the public enterprise sector was held in Turin with the collaboration of Italian institutes.

Responding to the need to create jobs and income in developing countries, the Centre conducted courses on co-operatives and rural development aimed at familiarising participants with the opportunities for independent development offered by co-operatives.

The Centre continued its collaboration with China, for which it organised a course on the management of advisory services for small enterprises and a pilot course for the training of trainers in micro-computer applications, with the European Economic Community, which financed four courses for southern African refugees, and with national and international organisations such as UNIDO. The prospects for collaboration with the countries of Eastern Europe have greatly improved. In accordance with a protocol signed in March 1988, a seminar was held in Turin which resulted in a joint declaration calling for the Turin Centre and the USSR Chamber of Commerce and Industry to investigate the possibility of organising training courses.

In addition to the activities outlined above, the Centre continued helping government authorities, institutions and enterprises to devise study programmes and curricula and provided technical assistance in the framework of development projects executed by the ILO, other international institutions and national agencies.

The success of the Centre's programme over the year owes much to the consistent support of the Italian Government through its bilateral aid and its participation in the Centre's training activities.
## ANNEX I

### A. TABLE OF MEETINGS HELD IN 1988

<table>
<thead>
<tr>
<th>Title</th>
<th>Programme No.</th>
<th>Place and date of meeting</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Major advisory meetings</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regional conferences</td>
<td>30.0</td>
<td></td>
</tr>
<tr>
<td>African Regional Conference</td>
<td></td>
<td>Harare, 29 November-7 December</td>
</tr>
<tr>
<td>Other conferences</td>
<td>55.10</td>
<td>Harare, 3-6 May</td>
</tr>
<tr>
<td>Tripartite Conference on Action against Apartheid</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Industrial meetings</td>
<td>100.8</td>
<td></td>
</tr>
<tr>
<td>Coal Mines Committee</td>
<td></td>
<td>Geneva, 13-21 April</td>
</tr>
<tr>
<td>Chemical Industries Committee</td>
<td></td>
<td>Geneva, 5-13 October</td>
</tr>
<tr>
<td>Metal Trades Committee</td>
<td></td>
<td>Geneva, 7-15 December</td>
</tr>
<tr>
<td>Committee on Conditions of Work in the Fishing Industry</td>
<td></td>
<td>Geneva, 4-13 May</td>
</tr>
<tr>
<td>Joint Committee on the Public Service</td>
<td></td>
<td>Geneva, 23 November-1 December</td>
</tr>
<tr>
<td>Other meetings</td>
<td>50.2</td>
<td>Geneva, 10-23 March</td>
</tr>
<tr>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>90.3</td>
<td>Geneva, 17-25 October</td>
</tr>
<tr>
<td>Tripartite Symposium on Working Time Issues in Industrialised Countries</td>
<td>100.5</td>
<td>Geneva, 18-27 October</td>
</tr>
</tbody>
</table>

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 1988-89.
B. BREAKDOWN BY REGION AND MAJOR PROGRAMME OF SEMINARS, SYMPOSIA AND WORKSHOPS HELD IN 1988

<table>
<thead>
<tr>
<th>Major programme</th>
<th>Africa</th>
<th>Asia and the Pacific</th>
<th>Latin America and the Caribbean</th>
<th>Arab States of the Middle East</th>
<th>Inter-regional</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>International labour standards</td>
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<td>2</td>
<td>1</td>
<td></td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Promotion of equality</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Employment and development</td>
<td>2</td>
<td>1</td>
<td>5</td>
<td></td>
<td></td>
<td>8</td>
</tr>
<tr>
<td>Training</td>
<td></td>
<td></td>
<td>5</td>
<td>2</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>Industrial relations and labour administration</td>
<td>12</td>
<td>10</td>
<td>5</td>
<td>5</td>
<td>2</td>
<td>34</td>
</tr>
<tr>
<td>Working conditions and environment</td>
<td></td>
<td></td>
<td>1</td>
<td>7</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>Sectoral activities</td>
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<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Multinational enterprises</td>
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<td></td>
<td></td>
<td>3</td>
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<tr>
<td>Employers' activities</td>
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<td>1</td>
<td>1</td>
<td></td>
<td>4</td>
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<td>Workers' education</td>
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<td></td>
<td>4</td>
<td></td>
<td></td>
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<tr>
<td><strong>Total</strong></td>
<td>21</td>
<td>31</td>
<td>22</td>
<td>8</td>
<td>2</td>
<td>84</td>
</tr>
</tbody>
</table>

1 Including meetings scheduled by semi-autonomous regional institutes or projects.
NEW PUBLICATIONS ISSUED IN 1988

Non-periodical publications


*Bringing jobs to people: Employment promotion at regional and local levels*, edited by Jean Mayer (in English).

*The Canadian Farmworkers’ Union*, by E. M. Colbert (in English).

*Canteens and food services in industry: A manual*, by Joanna Brown (in English).

*Combating child labour*, edited by Assefa Bequele and Jo Boyden (in English).


*Community water supply. A manual for user education*. A community participation training element for SPWP user beneficiaries (in English and French).

*La conciliation dans les conflits du travail*. Guide pratique (in French; English and Spanish editions already published).


*Co-operative management and administration* (in English).


*The district road improvement and maintenance programme: Better roads and job creation in Malawi*, by Steinar Hagen and Colin Relf (in English).

*Economic and social effects of multinational enterprises in export processing zones*. A joint publication by the United Nations Centre on Transnational Corporations and the International Labour Organisation (in English).


Report of the Director-General


Higher productivity and a better place to work (Trainers' and action manuals) by J. E. Thurman, A. E. Louzine and K. Kogi in English).

Interactive contractor training (3 volumes), by Tor Hernes edited by Derek Miles (in English). Vol. 1 — Project planning; Vol. 2 — Site productivity; Vol. 3 — Estimating and tendering.

Labour relations in the public service: Developing countries, by Muneto Ozaki et al. (in English).

Legislative Series. General subject index 1919-88 (in English, French and Spanish).


Major hazard control: A practical manual (in English).


Métodos para la rehabilitación de personas alcohólicas y drogadictas, by Behrouz Shahandeh (in Spanish; English edition already published).

Organizaciones campesinas de colonizadores de Bolivia, by Mario C. Vásquez (in Spanish).

Les paysans et l'investissement-travail au Burundi et au Rwanda, by A. Guichaoua (in French).


Safety, health and working conditions in the transfer of technology to developing countries. An ILO code of practice (in English, French and Spanish).

Sécurité sociale, emploi et réduction du temps de travail, by Alain Euzéby (in French).

Small-scale horn processing (in English; French edition already published).


Training contractors for results. A guide for trainers and training managers. By Tor Hernes, edited by Derek Miles (in English).

Le travail sur écran: fiches d'information (in French and Spanish).

Trends in employment and labour incomes. Case studies on developing countries, edited by Wouter van Ginneken (in English).

Unemployment and labour market flexibility: Sweden, by Guy Standing (in English).

World Employment Review (in English, French and Spanish).


Series

Equipment planning guide for vocational and technical training and education programmes

No. 9: Electrical occupations. Second (revised) edition (in English).
Multinational enterprise programme working papers


No. 52: *Multinational enterprises in the Mauritian export processing zone*, by Catherine Hein (in English).

No. 53: *Employment effects of multinational enterprises in Malaysia*, by Yew Siew Yong (in English).

No. 54: *The employment effects of manufacturing multinational enterprises in Thailand*, by Atchaka Sibunruang and Peter Brimble (in English).

No. 55: *Multinational enterprises and employment*, by Otto Kreye, Jürgen Heinrichs and Folker Fröbel (in English).

Management development


Occupational safety and health


No. 59: *Maximum weights in load lifting and carrying* (in English, French and Spanish).

Technology — Technical memoranda


No. 16: *Tuiles en fibromortier. Procédé de production et pose en toiture* (in French).

Labour-management relations

No. 67: *Assessing the impact of statutory minimum wages in developing countries: Four country studies* (in English).

No. 68: *Technological change, work organisation and pay: Lessons from Asia* (in English).

No. 69: *Collective bargaining and security for employment in Africa: English-speaking countries* (in English).

Background papers for training in population, human resources and development planning

No. 6: *Assessing women's economic contributions to development*, by Ruth Dixon-Mueller and Richard Anker (in English).

Employment, adjustment and industrialisation

No. 6: *From a developing to a newly industrialised country: The Republic of Korea, 1961-82*, by Tony Michell (in English).
Report of the Director-General

No. 7:  *Bridging the gap: Four newly industrialising countries and the changing international division of labour*, by Gijsbert van Lier (in English).

Women, work and development


International labour bibliography


Occasional papers — Labour law and labour relations programme


No. 2:  *The measurement of the wage-employment relationship in developing countries: A short survey*, by François Bourguignon (in English).

No. 3:  *Results-based remuneration in the USSR*, by V. I. Shcherbakov (in English).

Other documents

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

*Préparation et évaluation des projets* (in French; English and Spanish editions already published).

*Administración del personal* (in Spanish; English edition already published).

*El arte de vender* (in Spanish; English and French editions already published).

*A handicraft co-operative — Management* (in English).

*A handicraft co-operative — Formation* (in English).

*Merma* (in Spanish; English and French editions already published).

*Gestión de suministros y abastecimientos* (in Spanish; English edition already published).

*Pedidos* (in Spanish; English and French editions already published).


*Una cooperativa de trabajadores: La decisión de su establecimiento* (in Spanish; English edition already published).

*Edificios y equipo para tiendas pequeñas* (in Spanish; English and French editions already published).

**ARTEP — Asian Regional Team for Employment Promotion, New Delhi**


*Energy pricing policies in Nepal*. Edited by Suresh P. Sharma (in English).
The growing sector: Studies of public sector employment in Asia. Edited by Gus Edgren (in English).

ARPLA — Asian and Pacific Project for Labour Administration, Bangkok

Labour Administration: Profile on Bangladesh, edited by Muinuddin Khan (in English).
Labour Administration: Profile on Hong Kong, edited by Muinuddin Khan (in English).
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## ANNEX III

### NEW TECHNICAL CO-OPERATION PROJECTS APPROVED IN 1988 ¹ (ALL SOURCES OF FUNDS TOGETHER)

<table>
<thead>
<tr>
<th>HQ technical unit/ Country</th>
<th>Title</th>
<th>Total budget (US$)</th>
<th>Duration (months)</th>
</tr>
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<tbody>
<tr>
<td><strong>Africa</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Africa regional</td>
<td>Support for ILO programme to promote informal sector in French-speaking Africa</td>
<td>317 723</td>
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<tr>
<td>Africa regional</td>
<td>Training for upgrading labour market information capacity in French-speaking Africa (Phase II)</td>
<td>645 883</td>
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<tr>
<td>Africa regional</td>
<td>Assistance in the promotion of special labour-intensive public works programmes in the Sahelian countries of West African members of the CILSS</td>
<td>692 672</td>
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<td>Africa regional</td>
<td>Southern African Team for Employment (SATEP) (Phase III)</td>
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<tr>
<td>Cape Verde</td>
<td>Support for labour-intensive works sector</td>
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<td>Egypt</td>
<td>National employment strategy: Egypt in the 1990s</td>
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<tr>
<td>Ghana</td>
<td>Establishment of labour-based feeder road improvement, maintenance and planning systems</td>
<td>232 359</td>
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<td>Ghana</td>
<td>Developing rural cottage enterprises</td>
<td>649 600</td>
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<td>Lesotho</td>
<td>Development of rural technologies</td>
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<td>Madagascar</td>
<td>Road rehabilitation in Antsirabe region</td>
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<td>Madagascar</td>
<td>Promotion and implementation of labour-intensive infrastructure works</td>
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<td>Project to draw up a handicrafts policy</td>
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<td>Sudan</td>
<td>Special public works in North Darfur</td>
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<td>Sudan</td>
<td>Assistance to labour-intensive special public works programmes in El Obeid area</td>
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<td>Income-generating activities for refugees, Sudan (Phase II)</td>
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<td>Tanzania, United Rep. of</td>
<td>NORAD-financed consultancy on labour-intensive maintenance in the rural roads maintenance programme in Tanzania (Phase II)</td>
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<td>Labour-intensive rural public works programme to promote young people (Phase II)</td>
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¹ This table lists only projects with a total budget of at least US$150,000.
### Report of the Director-General

<table>
<thead>
<tr>
<th>HQ technical unit/ Country</th>
<th>Title</th>
<th>Total budget (US$)</th>
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<tbody>
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<td>Uganda</td>
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<td>Zambia</td>
<td>Assistance to NCDP in manpower planning</td>
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<td><strong>Population</strong></td>
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<td>Africa regional</td>
<td>Regional advisers for population policies and research</td>
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<td>Burkina Faso</td>
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<td>Cameroon</td>
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<td>Population planning unit</td>
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<td>Morocco</td>
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<td>Family life education programme for women</td>
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<td>Algeria</td>
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<td>Congo</td>
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<tr>
<td>Country</td>
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<td>“Improve your business” project for the small and medium industries (SMIs) in Egypt</td>
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<td>Guinea</td>
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<td>Kenya</td>
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<td>Assistance to business creation, ABC project</td>
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<td>Kenya</td>
<td>“Improve your business”</td>
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<td>Kenya</td>
<td>Employment of disabled persons: Training and assistance for economic self-reliance</td>
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<td>Libyan Arab Jamahiriya</td>
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<td>Niger</td>
<td>National Centre for Advanced Management Training (CNPG) (Phase II)</td>
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<td>Nigeria</td>
<td>Income-generating activities for women in health development</td>
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<td>Nigeria</td>
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<td>Senegal</td>
<td>Technical and logistic support for the Department of Placement, Redeployment and Employment (Phase II)</td>
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<td>Development of vocational training programme for youth, Zanzibar</td>
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<td>Tanzania, United Rep. of</td>
<td>Development of apprenticeship/in-plant training programmes</td>
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<td>Togo</td>
<td>Support for technical instruction (Phase II)</td>
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<td>Togo</td>
<td>Vocational readjustment and social rehabilitation of disabled persons</td>
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<td>Tunisia</td>
<td>Strengthening of the operational capability of the Vocational Training and Employment Bureau</td>
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<tr>
<td>Uganda</td>
<td>Industrial training</td>
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**Sectoral activities**

<table>
<thead>
<tr>
<th>Country</th>
<th>Description</th>
<th>Total budget (US$)</th>
<th>Duration (months)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chad</td>
<td>Development of co-operatives and especially groups run on co-operative lines</td>
<td>610 000</td>
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<tr>
<td>Mali</td>
<td>Co-operative promotion and training (Phase III)</td>
<td>1 220 624</td>
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<td>Senegal</td>
<td>Economic promotion of women's groups in rural areas (Phase II)</td>
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### Report of the Director-General

<table>
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<tr>
<th>HQ technical unit/ Country</th>
<th>Title</th>
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<tbody>
<tr>
<td>Tanzania, United Rep. of</td>
<td>Assistance to hotel training institute</td>
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<tr>
<td>Tanzania, United Rep. of</td>
<td>Development of self-help capacity of women in the sisal industry</td>
<td>172 140</td>
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<tr>
<td>Tunisia</td>
<td>Diagnosis and promotion of agricultural service co-operatives</td>
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<td>Uganda</td>
<td>Training for hotel and catering personnel</td>
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<td>Zimbabwe</td>
<td>Co-operative training and management</td>
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### Industrial relations and labour administration

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<th>Duration (months)</th>
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<td>Africa regional</td>
<td>Promotion of sound labour relations in Africa</td>
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<tr>
<td>Africa regional</td>
<td>Modernisation of employment services through training and management development</td>
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<td>Africa regional</td>
<td>African Regional Labour Administration Centre (ARLAC)</td>
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<td>Africa regional</td>
<td>Specialist and practical application courses for experienced factory inspectors (ARLAC)</td>
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<td>Gambia</td>
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### Social security

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<td>Creation and implementation of a social security scheme</td>
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<tr>
<td>Mozambique</td>
<td>Implementation of a social security scheme</td>
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<tr>
<td>Tunisia</td>
<td>Industrial and trade policy adjustment loan</td>
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### Workers' activities

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<th>Duration (months)</th>
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<td>Workers' education for women members of rural workers' organisations in Africa (Phase II)</td>
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<td>Egypt</td>
<td>Workers' education assistance to the Egyptian WEA Workers' University, Nasr City, Cairo</td>
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<tr>
<td>Mauritius</td>
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### Employers' activities

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<th>Duration (months)</th>
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<td>Africa regional</td>
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### Technical co-operation equipment

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<td>Nigeria</td>
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<td>Tanzania, United Rep. of</td>
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<td>Zaire</td>
<td>Rationalisation of higher and university education</td>
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<td>Zaire</td>
<td>Organisation/training component (grants) of project ZAI/88/01</td>
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### Promotion of equality

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<td>Reintegration of Mozambican miners</td>
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<td>Mozambique</td>
<td>Training centre for repatriated miners</td>
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### Americas

#### Employment

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<td>Argentina</td>
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<td>Argentina</td>
<td>Employment, human resources and income policies in the Dominican Republic</td>
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<td>Bolivia</td>
<td>Strengthening of operational programmes of the Emergency Social Fund (FSE)</td>
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<td>Guatemala</td>
<td>National Small Trades Training Centre</td>
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<tr>
<td>Haiti</td>
<td>Promotion of small urban trades by developing self-sufficient groups</td>
<td>150 000</td>
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<tr>
<td>Haiti</td>
<td>Technological support for handicrafts production for rural development</td>
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#### Population

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#### Training

<table>
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<td>Haiti</td>
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#### Sectoral activities

<table>
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<tr>
<th>Country</th>
<th>Title</th>
<th>Total budget (US$)</th>
<th>Duration (months)</th>
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</thead>
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<tr>
<td>Antigua and Barbuda</td>
<td>Hotel training</td>
<td>163 000</td>
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<td>Haiti</td>
<td>Diversification, consolidation and horizontal and vertical integration of the Haitian co-operative movement</td>
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#### Workers' activities

<table>
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<tbody>
<tr>
<td>Haiti</td>
<td>Training support for the improvement of labour relations</td>
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### Asia and the Pacific

#### Employment

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<tbody>
<tr>
<td>Bangladesh</td>
<td>Strengthening the manpower and employment programme of BMET</td>
<td>790 000</td>
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<tr>
<td>India</td>
<td>Promotion of income and employment opportunities for rural poor, Tamil Nadu State</td>
<td>1 497 295</td>
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<td>Lao People's Democratic Rep.</td>
<td>Labour-based road works in the Lao PDR</td>
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<td>Lao People's Democratic Rep.</td>
<td>ARTEP Training development planners' project</td>
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<td>Malaysia</td>
<td>Malaysian human resources development plan</td>
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<tr>
<td>Pakistan</td>
<td>Employment and manpower strategies and policies</td>
<td>540 000</td>
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### Report of the Director-General

<table>
<thead>
<tr>
<th>HQ technical unit/ Country</th>
<th>Title</th>
<th>Total budget (US$)</th>
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<td><strong>Population</strong></td>
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<td>Labour and population: Asia and the Pacific</td>
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<td>Burma</td>
<td>Establishing a base for integration of population and human resources for development planning</td>
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<td>Philippines</td>
<td>Family welfare/family planning programme at the workplace</td>
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<td><strong>Training</strong></td>
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<td>Diversification of women’s training and employment</td>
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<td>Bangladesh</td>
<td>Training of village women in management skills for self-employment</td>
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<td>Korea, Republic of</td>
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<td>Korea, Republic of</td>
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<td>Study on the development of franchise business systems</td>
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<td>Strengthening of secretarial training for women</td>
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<td>Vocational training of Afghan refugees</td>
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<td>Diversification of women’s occupation through training</td>
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<td>Sri Lanka</td>
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<td>Vanuatu</td>
<td>Cyclone Uma reconstruction assistance</td>
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<td>Promoting self-employment through labour ministries</td>
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<td>Pakistan</td>
<td>National Institute of Labour Administration Training (NILAT) Karachi</td>
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<td>Indonesia</td>
<td>Chemical safety and major hazards control</td>
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<td>A pilot project on child workers engaged in scavenging in Metro Manila “Smokey Mountains”</td>
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<td>Co-operative development through effective training, personnel and organisational policies</td>
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<td>Strengthening of programmes of the national co-operative training centre</td>
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<td>Advanced vocational instructor training centre for hotels and tourism, Su Zhou</td>
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<td>Fiji</td>
<td>Modernisation of hotel, catering and tourism occupations training programme</td>
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<td>Nepal</td>
<td>Strengthening co-operative management training and education (Phase II)</td>
<td>1 495 883</td>
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<td>Workers’ education assistance in occupational safety and health to workers’ organisations in selected Asian countries</td>
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<td>Strengthening of administration and operation of workers’ education programmes in selected South Pacific countries</td>
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<td>Turkey</td>
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<td>Yemen</td>
<td>Development of handicraft industries</td>
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<td>Regional advisory services in labour and population</td>
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**Europe**
<table>
<thead>
<tr>
<th>HQ technical unit/ Country</th>
<th>Title</th>
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<td>Democratic Yemen</td>
<td>Secretarial training</td>
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<td>Syria Arab Rep.</td>
<td>Occupational safety and health</td>
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<td>Yemen Development of rural co-operatives</td>
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<td>MATCOM (Phase IV)</td>
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