Activities of the ILO, 1975

Report of the Director-General

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INTRODUCTION

The Report which I am now submitting to the 61st Session of the International Labour Conference in accordance with its Standing Orders consists of two parts. The first is a succinct account of the ILO's main activities in the course of 1975. The second provides information on steps which have been taken in 1975 to give effect to the resolutions adopted by the Conference at its 56th to 60th Sessions. This is in pursuance of a decision taken by the Governing Body at its 152nd (June 1962) Session, following a resolution adopted by the International Labour Conference at its 46th (1962) Session, that the Director-General's Report to the Conference should regularly include a review of the implementation of resolutions adopted by the Conference over the previous five years.

If my Report to the International Labour Conference this year is of a more limited character than has been customary in the past, this is because the Tripartite World Conference on Employment, Income Distribution and Social Progress and the International Division of Labour will be meeting concurrently with the International Labour Conference. In order that the limited time and resources available might be best utilised to serve the needs of both Conferences, the Governing Body agreed that on this occasion the Director-General's Report would not include a part dealing with a theme of social policy and that it would be confined to a factual account of the Organisation's activities in 1975.

Notwithstanding unresolved financial and political problems, the year 1975 was one of solid technical achievement, during which the ILO continued to pursue its task of improving working and living conditions of workers throughout the world.

People around the world were equipped through ILO-sponsored training programmes to earn a better living than before. Labour laws and practice were
improved in many countries to conform to the ILO’s international labour standards. Preparatory work for the World Employment Conference was put in hand.

Three Conventions and Recommendations were adopted by the International Labour Conference at its 60th Session. A Convention (No. 141) will commit ratifying States to facilitating the establishment and growth, on a voluntary basis, of strong and independent organisations of rural workers as an effective means of ensuring their participation in economic and social development and in its benefits. An accompanying Recommendation (No. 149) suggests measures that would enable the principles of the Convention to be put into effect. Another Convention (No. 142) and Recommendation (No. 150) aim at encouraging the development of modern training and vocational guidance schemes which would meet both the needs of society and the aspirations of individual workers to satisfying work. A third Convention (No. 143) and Recommendation (No. 151) outline policies to abolish trafficking in migrant labour and the illegal employment of migrants, and to extend to migrant workers treatment equal to that of national workers.

Following the adoption by the Conference at the same session of a resolution concerning future action in the field of working conditions and environment, the first steps were taken to lay the groundwork for an international programme for the improvement of working conditions and environment.

At its 60th Session, the International Labour Conference also adopted a Declaration and two resolutions concerning equality of opportunity and treatment for women workers. The Declaration laid down a series of basic principles essential to the promotion of such equality. One of the resolutions called for action by both member States and the ILO to advance the realisation of equality of opportunity and treatment for women workers and the second enjoined the Office to study the need for new international instruments concerning this subject.

Worthy of note in regard to human rights was the survey of progress made under the Equal Remuneration Convention, 1951 (No. 100). This survey, which was one of the ILO’s contributions to mark the International Women’s Year, showed that sex-based discrimination in wages was still widespread despite measures taken in many countries to promote equality. The World Conference on World Peace Through Law, held in Washington, named the ILO as the Outstanding International Agency for “service in the advancement of the cause of human rights and social justice”.

Operational activities expanded considerably, notably those financed through multi-bilateral aid-giving agencies and trust-fund arrangements. Following an agreement reached with the UNDP in December 1974, both UNDP
Introduction

Resident Representatives and ILO offices in the field were instructed to ensure the participation of employers’ and workers’ organisations in all phases of country programming. Although delivery of projects financed by the UNDP improved in 1975, the current financial situation of the UNDP has led to a serious setback.

Regional activities were highlighted by the Eighth Asian Regional Conference, which met in Colombo (Sri Lanka), and the Sixth Session of the African Advisory Committee, which was held in Lomé (Togo). The Office prepared an in-depth review of decentralisation for consideration by the Governing Body at its 199th Session in March 1976.

The Iron and Steel Committee came to grips with some of the most difficult social problems facing that industry.

Tripartite technical meetings for the woodworking industries and for mines other than coal mines considered such matters as employment security, safety and health, training and retraining and the role of multinational enterprises.

As a result of the discussions held at the Technical Conference on the Public Service on freedom of association and procedures for determining conditions of employment in the public service, the Governing Body decided to place this subject on the agenda of the 1977 Session of the International Labour Conference.

The Preparatory Technical Maritime Conference considered matters of topical interest to the maritime industry which will be further considered at the Maritime Session of the International Labour Conference in October 1976.

ILO research results were published in serial publications and in a number of books ranging over such topics as employment promotion, working conditions, workers’ education, social security, occupational health, statistics and protection against discrimination.

The activities and programmes of the International Centre for Advanced Technical and Vocational Training at Turin and of the International Institute for Labour Studies were further developed. The Turin Centre increased its intake of trainees by over 50 per cent, principally as a result of a special training programme under an agreement with the Government of Iran. The Institute introduced several new ventures into its educational programmes.

In discharging its many tasks, the ILO has maintained full co-operation with other members of the United Nations family of organisations. Such co-operation has been exemplified, for instance, by active participation in an inter-agency planning exercise in rural development. Work under the World Employment Programme, including the preparations for the World Employment Conference, has been carried out in the closest collaboration with other agencies.
In highlighting some of the activities of the ILO in 1975, which are described in greater detail below, I do not by any means underestimate the difficulties that lie ahead. Many problems that beset humanity remain unresolved. Yet I am confident that with will and determination, by drawing on the strength of the ILO’s most cherished principles and of its tripartite constituency, the ILO will prove equal to the task that confronts it, in continuing to strive, as it has always done in the past, for the advancement of the cause of social justice throughout the world.

12 March 1976

FRANCIS BLANCHARD
HUMAN RIGHTS AND INTERNATIONAL LABOUR STANDARDS

Seventy-three new ratifications of Conventions by 29 member States were registered in 1975, bringing the total number of ratifications up to 4,126. Thirteen of the additional ratifications concerned the key human rights Conventions; the state of ratification of these instruments as of 31 December 1975 was as follows:

<table>
<thead>
<tr>
<th>Convention</th>
<th>No. of ratifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</td>
<td>82</td>
</tr>
<tr>
<td>Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
<td>96</td>
</tr>
<tr>
<td>Forced Labour Convention, 1930 (No. 29)</td>
<td>107</td>
</tr>
<tr>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>91</td>
</tr>
<tr>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>87</td>
</tr>
<tr>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td>87</td>
</tr>
<tr>
<td>Employment Policy Convention, 1964 (No. 122)</td>
<td>52</td>
</tr>
</tbody>
</table>

In addition, the Governments of two countries in which certain Conventions were previously binding in respect of only part of the national territory (United Republic of Cameroon and Somalia) communicated decisions extending these obligations to the entire territory.

As a result of the ratifications registered in 1975, three recently adopted Conventions will enter into force in 1976, namely: the Minimum Age Convention, 1973 (No. 138), the Occupational Cancer Convention, 1974 (No. 139), and the Paid Educational Leave Convention, 1974 (No. 140).

Some 3,000 reports from governments were processed for examination by the Committee of Experts on the Application of Conventions and Recommendations, which met in Geneva in March 1975. The Committee made 1,330 comments, of which 447 were observations contained in the Committee's report and 883 were requests addressed directly to governments on behalf of
the Committee. The Committee noted 91 instances in 48 countries in which the governments had taken positive measures to change their law or practice following earlier comments by the Committee.

More countries than before had recourse to the procedure of direct contacts. In Guatemala, Honduras, Nicaragua and Panama they concerned the submission of instruments to the competent authorities and the application of ratified Conventions. In Singapore they involved problems arising out of the application of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and the Abolition of Forced Labour Convention, 1957 (No. 105).

On a less formal plane, ILO officials undertook advisory missions to several countries to help their governments overcome difficulties or inconsistencies in implementing standards. In Indonesia the advisory mission recommended to the Government certain modifications to draft legislation which would ensure compliance with relevant ILO standards and, eventually, further ratification of Conventions. In the United Republic of Cameroon and Zaire various aspects of obligations relating to ILO standards were discussed and advice given on organisational arrangements within the labour ministries to deal with these questions. In several countries of Latin America (Dominican Republic, Costa Rica, El Salvador, Guatemala, Nicaragua) the advisory missions served to review the general position relating to ILO standards and as a follow-up of direct contacts.

A regional seminar on national and international labour standards was held in Port of Spain in October 1975. Seventeen senior labour officials from 15 countries in the Caribbean region attended the seminar.

A study course on international labour standards was held before the Eighth Asian Regional Conference (Colombo, September-October 1975) for workers’ representatives, to familiarise them with the ILO’s system and procedures and the opportunities offered to trade unions to avail themselves of the means for the improvement of social policies and practices in their countries.

The Eighth Asian Regional Conference and the Sixth Session of the African Advisory Committee (Lomé, December 1975) reviewed problems of application and ratification of international labour standards arising in their respective regions. The regional conference adopted a resolution concerning international labour standards in Asia, particularly those relating to human rights and trade union freedoms. Among other things, the resolution urged member States in the region which have not done so to ratify and apply the ILO Conventions concerning freedom of association and also other instruments of special importance for balanced social and economic development. The African Advisory Committee examined the general influence of ILO
standards on national legislation, difficulties of ratifications and application of
Conventions, and action aimed at the removal of difficulties, particularly
through the training of national officials, direct contacts and less formal types
of consultation and assistance, regional reviews of the problems encountered
and tripartite collaboration at the national level.

Freedom of association and other special procedures

The Governing Body Committee on Freedom of Association examined
63 cases, on 30 of which it reached definitive conclusions. In a case concerning
Uruguay the Committee based its conclusions on the results of a direct-
contacts mission.

The Fact-Finding and Conciliation Commission on Freedom of Association established in 1974 to examine the case of Chile met in Geneva in April-
May 1975 to adopt its final report. This report was considered by the
Governing Body at its 196th (May 1975) Session. A progress report on
measures to implement the recommendations of the Commission was requested
from the Government by the Governing Body and the Conference. It was
considered by the Governing Body at its 198th (November 1975) Session,
which asked the Government to submit a further report by 1 April 1976.

The Fact-Finding and Conciliation Commission on Freedom of Association set up to examine the case of Lesotho met in Geneva in May 1975 follow-
ing a visit of its Chairman to Lesotho in January 1975. The Commission’s
final report was submitted to the Governing Body at its 197th (June 1975)
Session.

Two studies were completed for publication, one concerning protection
against acts of anti-union discrimination, and the other on freedom of
association and economic development.

Discrimination

The Eleventh special report of the Director-General on the application of the
Declaration concerning the policy of apartheid of the Republic of South Africa
was submitted in English, French, Spanish, Russian and German to the
International Labour Conference at its 60th (1975) Session. Steps have been
taken to have it published in Afrikaans and Zulu for distribution in the
Republic of South Africa.

A manual on special national procedures in respect of non-discrimination
in employment has been published in English, French and Spanish. This
manual, which is based on ILO standards and on various examples of the
procedure followed in several countries, is intended to encourage the adoption
of relevant measures at the national level.
A Symposium on Equality of Opportunity and Treatment in Employment in the European Region was held in Geneva (21-29 April 1975); it served, above all, to identify the problems of this nature which are encountered in connection with migrant workers and on which the Conference adopted new standards at its 60th Session. The report of the Symposium and the monographs submitted by the participants were published in booklet form.

The Committee of Experts on the Application of Conventions and Recommendations carried out a general survey of equal pay of men and women workers in the countries which have ratified Convention No. 100 and in those that have not done so.

A study has been undertaken of the situation of workers in the territories occupied by Israel.

The Committee of Inquiry appointed under article 26 of the Constitution to examine the observance by Chile of the Hours of Work (Industry) Convention, 1919 (No. 1), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), submitted its final report to the 196th (May 1975) Session of the Governing Body. At the request of the Conference and of the Governing Body, the Government submitted a report in October 1975 on measures it had taken to give effect to the provisions of Convention No. 111 and to the Commission's recommendations.

WORLD EMPLOYMENT PROGRAMME

At its 196th (May 1975) Session the Governing Body authorised the Director-General to convene the Tripartite World Conference on Employment, Income Distribution and Social Progress and the International Division of Labour in Geneva from 4 to 17 June 1976. Much of the research and operational work carried out during 1975 under the World Employment Programme (WEP) served as an input to the policy document to be submitted to this Conference. On-the-spot consultations on this document were held with governments, employers' and workers' representatives in over 60 member States. All member States were also consulted in writing.

In mid-1975 the ILO published the booklet *Time for transition*. Based on the ILO's contribution to the United Nations mid-term review of the International Strategy for the Second United Nations Development Decade, this publication assesses the progress achieved half-way through the Decade in attaining the employment and income-distribution objectives of the Strategy. Some of the issues to be discussed at the World Employment Conference are raised in a preliminary fashion. One major conclusion that emerged from this assessment was that coherent policies and programmes rarely existed to back up employment and income-distribution objectives proclaimed in national
Activities of the ILO, 1975

development plans. This has led to the preparation for future publication of a study on planning for growth, redistribution and employment, which will attempt to offer guidance to national planners on how to achieve growth, employment and income distribution objectives through mutually supporting, rather than conflicting, policies and programmes.

Two major studies relating to trade and the international division of labour were published: *Trade and employment* and *The optimal international division of labour*. These deal in detail with some of the issues which will be discussed at the World Employment Conference.

An up-to-date guide on research under the WEP, entitled *World Employment Programme: research in retrospect and prospect*, was completed and is being published early in 1976. It gives detailed information on the scope of the various components of the WEP research programme, an account of general progress achieved and an abstract of each of the studies completed, under execution and planned.

Population and employment

A dozen country projects relating to population education and family planning in the organised sector were launched with the financial support of the United Nations Fund for Population Activities (UNFPA). They involve the participation of governments, employers’ and workers’ organisations, cooperative and rural development institutions and national population agencies. Most of these projects are in Asia, and a start has also been made in one African country. The ILO’s Labour and Population Teams in the four developing regions devoted their activities principally to promoting national debate and action among ILO constituents and the related institutions through seminars, advisory and training services and production of technical materials. Two regional seminars were held in Asia. The first, which was on the role of labour administrations in population education and family planning in the organised sector, was held in Bangkok, with 27 participants drawn from 10 countries. The second meeting, held in Kuala Lumpur, discussed population aspects of social security and was attended by 17 participants drawn from 10 countries.

The pioneering work on developing demographic-economic models in the BACHUE series is being applied, in full co-operation with the national agencies concerned, in Brazil, Kenya, the Philippines and Yugoslavia.

In response to requests made by the United Nations General Assembly and the Economic and Social Council, the ILO’s research and operational activities dealing with population matters have been reviewed in the light of the World Population Plan of Action adopted by the World Population Conference
The results of this review, published as a report entitled *Labour and population programme: approaches, experience and prospects*, were presented in December 1975 for advice to an informal consultative group of some 20 participants acting in an individual capacity. This group consisted of demographers, economists and practitioners well known for their knowledge and experience in population and labour matters.

**Technology and employment**

A policy paper was prepared for the Second UNIDO Conference (March 1975) on "Industrialisation, employment and social objectives". A publication synthesising country case studies under the title *Technology and employment in industry* was issued at the same time.

Data and recommendations generated by road-building projects in Iran, Kenya, the Philippines and Thailand were used to compile a *Manual on the planning of labour-intensive road construction*, to be published in 1976.

Considerable efforts were made to make WEP technology work better known. For example, ILO publications and working papers were displayed and widely distributed to delegates at the Second UNIDO Conference; ILO staff attended other important gatherings which provided a platform for dissemination, such as the OECD International Symposium on Science, Technology and Development in a Changing World (Paris, April 1975), the UNDP Technical Meeting on Appropriate Industrial Technologies (New York, April 1975) and the UNCTAD Seminar on Transfer of Technology and Developing Countries (Belgrade, September 1975). The International Centre for Advanced Technical and Vocational Training in Turin organised a Seminar on Employment Promotion Training for Managers, Engineers, and Technologists in Manufacturing, Road Construction and House-Building Industries in Developing Countries (Turin, July 1975), and the UNDP financed an ILO Technical Meeting on the Adaptation of Technology to Suit Special Market Conditions in Developing Countries, which was held in Bangkok in November 1975, with the collaboration of UNIDO and the Economic and Social Commission for Asia and the Pacific (ESCAP). Technology was an item on the agenda of the JASPA (Jobs and Skills Programme for Africa)/African Institute for Economic Development and Planning/IDS (Institute of Development Studies) (Sussex) Seminar on Strategies for Increasing Productive Employment in African Countries, held in Dakar in November 1975.

An evaluation of the ILO's technical co-operation activities in handicrafts was begun at the end of 1975. An article on village technology for rural development was published in the *International Labour Review* (February 1975).
Income distribution and employment

Activities related to this topic comprised mainly research, the results of which were published as working papers, articles in the *International Labour Review*, and contributions to a book published by the Japan Economic Research Centre and the Council for Asian Manpower Studies. The objective of these activities was to provide sound knowledge based on the relation between income distribution and employment. A second phase of the project concentrating on specific instruments of government policy was begun in 1975. The project contributed to the preparatory work for the World Employment Conference.

Education and employment

In mid-1975 all activities, whether research, operational or other relating to education in developing and developed countries and to manpower assessment and planning, were amalgamated into a new Education and Labour Market Policies Programme. The objective is to forge closer links between research and technical assistance in the comprehensive framework of labour market information programmes. A number of country case studies, aimed at clarification of the various links between education, labour market functioning and employment objectives, were sub-contracted to national research institutions.

A study on the economics of recurrent education was published.

Urban employment

Work was continued on a series of policy-oriented case studies of urban unemployment in developing countries initiated in 1972. Two studies, one on Abidjan and the other on São Paulo, were completed and were published early in 1976. Articles published in the *International Labour Review* dealt with policies for expanding employment in the informal urban sector of developing economies (January 1975), urban development and employment in Abidjan (April 1975) and a case study of Jakarta (August/September 1975). A number of working papers were issued.

This research has been followed up with technical assistance to several governments in designing policies for the urban informal sector. For instance, the Government of Indonesia requested the services of a short-term consultant to identify the problems in the informal sector in Java and to suggest policy measures and a strategy for developing this sector. Requests have also been received from the Governments of Kenya and Tunisia for assistance in improving their information systems on the informal sector. In Calcutta the local authorities have followed up an ILO study with a further research effort and with at least the initial stage of an action programme, designed in co-
operation with a non-governmental community assistance organisation, to increase the incomes deriving from activities in the informal sector.

An ILO position paper on “Human settlements” was prepared for submission to the Habitat 76 Conference, and another paper on “Urban employment policy issues emerging from ILO research” was prepared for submission to the Development Economics Department of the World Bank.

Rural employment

Various articles were published in the International Labour Review dealing with the administration of integrated rural development programmes (February 1975), programming of rural employment opportunities in Kenya (August/September 1975), and handicrafts as a source of employment for women in developing rural economies (December 1975).

Three regional surveys (Africa, Asia and Latin America) were under way to provide a general picture of rural employment programmes in about ten countries of each region. Also carried out were analyses of government policies in relation to rural employment and income distribution issues and of actual projects or programmes which are being carried out or which were once adopted but subsequently abandoned.

Monographs were completed on major components of integrated rural development strategies, such as agricultural mechanisation, rural institutions, public services, land settlement schemes, rural migration and non-agricultural rural activities.

A meeting of experts on tenancy legislation was held in Baguio City (Philippines) in October 1975.

The ILO also participated in an inter-agency planning exercise in rural development carried out under the leadership of the World Bank, the object of which has been to prepare a United Nations system-wide plan which would be reflected in future programmes and budgets of the individual agencies.

Feasibility of emergency employment schemes

A number of case studies were carried out to ascertain whether labour-intensive public works programmes were efficient tools in the struggle against poverty and in creating employment quickly within the general framework of development policy. A manual of guidelines on the organisation of labour-intensive public works programmes, drawing on this research work, was prepared for future publication.

As a complement to these research-oriented activities, a UNDP-financed inter-regional project on planning and administration of special public works schemes was begun in January 1975. Under the first phase, involving 20 coun-
tries, mostly in Africa and Asia, national teams composed of government officials directly concerned with carrying out labour-intensive public works schemes prepared country reports. These reports and the *Manual of guidelines* will be discussed at two technical meetings in 1976 in order to reach conclusions on the preparation and management of labour-intensive public works schemes and the organisation of follow-up activities.

**Comprehensive employment planning**

A comprehensive employment strategy mission was organised at the request of the President of the Sudan and visited that country in March-April 1975. The report of the mission was submitted to the President in November 1975 and will be published as the seventh in the ILO series of major country studies on employment strategies. Exploratory employment missions were carried out in Pakistan and Zambia.

A special sitting was organised at the Eighth Asian Regional Conference of the ILO (Colombo, September-October 1975) in order to evaluate informally the impact of the ILO employment missions to Sri Lanka, Iran and the Philippines and to review current government policies in the employment field. The labour ministers and the central planning authorities of the three countries concerned were present at this session, as well as the Chiefs of the Iran and Philippines missions and a representative of the Chief of the Sri Lanka mission.

The Jobs and Skills Programme for Africa (JASPA) benefited from increased UNDP financing in 1975 and became fully operational. The first phase of the Regional Employment Programme for Latin America and the Caribbean (PREALC) was completed and the project entered its second phase at the beginning of 1976. The first phase of the Asian Regional Team for Employment Promotion (ARTEP) was also completed in 1975, and the second phase was to start in 1976.

A regional seminar on employment strategies for Arab countries was held in Beirut in May 1975 under the joint auspices of the ILO and the Economic Commission for West Asia (ECWA).

**Selected employment problems of industrialised countries**

In response to conclusions adopted by the Second European Regional Conference (January 1974), a series of country case studies was sub-contracted to research bodies in both Western and Eastern Europe. This work, which has been carried out jointly with UNESCO, deals with the relationship between education and the labour markets of European countries, and with the growing problems of "mismatch" between the supply of graduates and opportunities for employment.
Several articles on migration to industrialised countries were published in the *International Labour Review*: “Some thoughts on emigration from the Mediterranean basin” (March 1975); “Channelling migration: a review of policy” (April 1975); “Mexican workers in the United States labour market” (November 1975); and “Temporary labour migration between Tonga and New Zealand” (December 1975).

**TRAINING**

**Management development**

A Round Table was held in Budapest in April 1975 on Career Development in European Enterprises. The meeting was attended by managers from 12 Western and Eastern European countries who exchanged information and submitted papers dealing with practical and theoretical issues of career planning and development. The results were published in the Management Development Series, No. 12.

A brochure entitled *Effective managers for development* was issued in three languages and given wide distribution. A third in the ILO series of programmed books, entitled *Promoting sales: a systematic approach to Benefit Selling* was completed and published.

To enhance the professional level of management consultants and assist in the training of new consultants, a manual entitled *Management consulting: a guide to the profession* was prepared for publication.

Further publications included a new film catalogue, following an evaluation of some 80 new films (Management Development Manual No. 15, Rev. 1), and three lists (in English, French, the Spanish) of teaching and training materials developed by projects. Both the film-loan and teaching-materials library continued to respond to a large number of lending requests.

A study of the planning of managerial resources in Eastern European socialist countries was completed.

Fifteen large-scale and nine small-scale projects were completed in 1975. In the Republic of Korea the second phase of a large-scale project for the establishment of an Extension Services Department in the Medium Industry Bank in Seoul was completed. In Venezuela a large-scale project in the area of distribution management was also successfully completed. A training programme in methods and time measurement was carried out in Hungary in cooperation with the Swiss MTM Association. A survey mission on the use of computer technology was carried out in Jordan, Kuwait and the Syrian Arab Republic.

A rapidly growing sector in many developing countries—state-owned enterprises and those under mixed ownership—often faces difficulties attribut-
able to low management efficiency. An example of what benefits could be derived from greater efficiency is the case of three government-owned sugar mills in Thailand. As a result of a consultancy and training project completed in 1975 these mills had so improved their efficiency that they were able to offer better prices to farmers supplying the cane, who in turn were induced to improve the quality of the cane. In response to a request from the African region, the UNDP has approved a project for a Senior Inter-Country Adviser on Management Training and Assistance to State and Mixed-Economy Enterprises, who will advise on the development of appropriate programmes of action.

In the area of new training methods for management, the action-learning method providing greater involvement of participants in the learning process has been further developed. In co-operation with the Indian authorities a preparatory mission designed an experimental project for the adoption and application of the action-learning concept to Indian management conditions in the small business sector.

Vocational training

In June 1975 the 60th Session of the International Labour Conference adopted two new international instruments: the Human Resources Development Convention (No. 142) and Recommendation (No. 150). The former CIRF Publications were transformed into Training and Development Publications. A new part was added to the Abstracts—a “News in brief” section—reporting on major forthcoming events, innovations and other important changes in training systems around the world. The Abstracts section was reduced by about two-thirds (from some 300 abstracts per year to some 100 abstracts each year); preparations were made for providing, from 1976 onwards, a new complementary service of comprehensive and annotated bibliographies prefaced by an analytical study on topical subjects concerning innovation and change in vocational training patterns, institution and policies.

A study on careers opportunities in the hotel and tourism sector and a directory of training institutions for hotel and tourism occupations were prepared for issue as non-periodical publications of a new Series in the field of hotel and tourism management. Furthermore, under a new Series F/HOTOU, a booklet providing summary information on activities of the ILO in the field of tourism was published together with a technical study (in French only) on the analysis of travel agency occupations and the methodology required for defining training activities.

The Information Service in the Rehabilitation and Employment of the Visually Handicapped (BLINDOC) was developed considerably during the
year, and is now recognised internationally as one of the main sources of information on questions relating to vocational preparation, guidance, training, employment and placement of visually handicapped persons.

The first edition of a glossary of terms relating to the vocational rehabilitation and employment of disabled persons was published in 1975 and is being used by many international and national organisations working in this field.

Considerable progress was made on the ILO/SIDA (Swedish International Development Agency) research project on the use of Modules of Employable Skill (MES). The project team visited the Asian and African regions and a regional course for Africa was held in Nairobi. The Iranian Government has adopted the ILO MES concept in its entirety, and a multi-million dollar trust-fund project has been launched with the objective of completely restructuring the national training system adopting this concept. A large number of training packages using the modular system were prepared under contract with the Turin Centre, with special attention given to vocational guidance.

A total of 30 new technical co-operation projects were approved (6 in the Middle East, 12 in Asia, 8 in Africa and 4 in the American region). Altogether 83 projects involving 487 experts were in different stages of implementation during 1975, as compared with 75 projects and 429 experts in 1974, corresponding to an increase of over 10 per cent. Total delivery in 1975 was 19 million dollars. The rate of delivery was improved from 80 to 82 per cent of total funds available through UNDP, various trust fund arrangements, allocations under bilateral programmes and Regular Budget technical co-operation allocations.

Among training projects in the African region, a ten-year project in Mali for training agricultural instructors and extension workers was completed and has now been taken over entirely by the Government. The regional vocational rehabilitation expert provided short-term practical assistance for Ethiopia, Kenya, Mozambique, Tanzania, Uganda and Zambia in the planning, organisation and development of various vocational rehabilitation services for the disabled. A six-month project was completed in Somalia, where the groundwork was laid for a comprehensive national vocational rehabilitation programme. In Kenya a three-and-a-half-year large-scale project to assist the national industrial vocational training programme was completed in 1975. In Tunisia a five-year project was completed in pre-professional training in urban areas. In conjunction with the improvements made to the initial system of pre-apprenticeship, it was decided to launch an experimental programme of initiation into manual work for the benefit of trainees who were in their last two classes of primary instruction in pre-apprenticeship centres. Several short-term hotel and tourism training projects were completed in Gabon, Mali, Morocco, Mauritania, Tanzania and Uganda, some of these resulting in new
long-term projects to be initiated in 1976. A four-year project in the United Republic of Cameroon to assist the training centre for office employees in Garoka was completed, as was a short-term project to assist the business and domestic occupational training centre in Monrovia. In Zaire an industrial vocational training project located in Lubumbashi was completed.

In the Asian region a two-year vocational training planning project was completed in Malaysia. In the Philippines a two-year project of skill development programmes under the National Manpower and Youth Council was completed and provided firm support for the Government’s policy of developing skilled human resources by training new entrants to the labour force and upgrading those already employed. In Thailand a six-year project in the development of vocational rehabilitation and employment services for the disabled, including the establishment of an umbrella-assembly workshop for disabled workers, was completed, while a short-term project was completed in Bangladesh involving the preparation of long-term plans for the development of a national vocational rehabilitation programme. Aid was given for the organisation of vocational rehabilitation facilities in Hong Kong, India, Indonesia, Nepal and the Philippines, through the advisory services of the regional vocational rehabilitation expert. A two-year project in Indonesia for vocational training of hotel and tourism personnel was completed, while in Pakistan a one-year project in hotel and catering training ended. In Sri Lanka a four-year project aimed at giving the Sri Lanka Hotel School assistance in its organisation and training activities was completed.

In the Americas the regional vocational rehabilitation expert undertook advisory missions to Argentina, Brazil, Costa Rica, Dominican Republic, Guatemala, Honduras, Mexico, Peru, Uruguay and Venezuela to assist in the development of various vocational rehabilitation facilities. A four-year project in Brazil, aimed at assisting the Government in organising and managing the National Centre for Vocational Training (CENAFOR) in São Paulo and at establishing measures for co-ordination and extension of national training facilities and technical education in Brazil, was completed. A three-year project in Venezuela in graphic arts was completed, resulting in the design and establishment of several training programmes for instructors and workers. In Colombia a two-and-a-half-year hotel and tourism training project to assist the Hotel Administration Centre was completed. Two short-term hotel training projects in Costa Rica and Panama, undertaken in 1975, have led to the launching of large-scale projects.

In the Middle East and European region a six-year project was completed in Cyprus with the setting up and operation of a new hotel and catering training institute in Nicosia, involving training activities at all levels for hotel and catering personnel. A one-and-a-half-year project for the training of hotel
and restaurant managers was completed in Jordan and will be followed by a new large-scale project. A six-month vocational rehabilitation project was completed in Lebanon as a prelude to long-term plans for the development of a comprehensive national programme in this field. In the Syrian Arab Republic an eight-month project to help with the development of vocational assessment, training, resettlement and placement services for the blind was completed.

During 1975 the activities of the Inter-American Vocational Training Research and Documentation Centre (CINTERFOR) were expanded, resulting in the commencement of a new CINTERFOR project, Testing and Certification, with financing to be provided by the Federal Republic of Germany.

A seminar on commercial training for commercial teachers, heads of commercial training schools and administrators of commercial training in all English-speaking African countries took place in Mombasa, Kenya, in August 1975. The recommendations drawn up by the participants stressed the need for international assistance at national and regional levels for commercial teacher training, training-resource centres, and research and information activities.

Representatives from 15 African countries attended an ILO/DANIDA (Danish International Development Agency) Training Course for Vocational Rehabilitation Centre and Sheltered Workshop Managers in Addis Ababa, Ethiopia, in October 1975.

Participation in the joint FAO/UNESCO/ILO Inter-Secretariat Working Group on Agricultural Education, Science and Training continued and was highlighted by the appearance in English, French and Spanish of the first issue of a new joint publication entitled Training for agriculture and rural development, which was given wide distribution.

WORKING CONDITIONS AND ENVIRONMENT

A major event was the adoption by the International Labour Conference at its 60th (1975) Session of a resolution concerning future action of the ILO in the field of working conditions and environment. Work was started immediately after the Conference to lay the basis for an international programme for the improvement of working conditions and environment. More details on the action taken in response to this resolution are given in Part 2 of this Report.

General conditions of work

A study on harmonisation of working conditions of manual and non-manual workers was completed. It analyses the historical causes for the distinction between manual and non-manual workers and gives an account of existing differences and the measures being taken to eliminate them gradually. A study on protection of workers' privacy in data banks was completed.
Another study, prepared at the Governing Body's request, concerns night work, in particular the technical, economic and social factors which influence recourse to night work and its physiological, psychological and social effects on men and women.

A report on group production methods and humanisation of work, the preparation of which was entrusted to the Turin Centre, was discussed together with several case studies at a seminar in Turin attended by nearly 100 participants from all over the world. Humanisation of work was also the subject of two articles published in the *International Labour Review*: "Trade unions and the humanisation of work" (March 1975) and "Pay and job satisfaction: a survey on research findings" (May 1975).

The Migrant Workers (Supplementary Provisions) Convention (No. 143) and the Migrant Workers Recommendation (No. 151) were adopted by the 60th Session of the International Labour Conference.

Information papers were prepared as contributions to various meetings held by other bodies on the topic of migrant workers. These included "The ILO and migrant workers" (for the National Conference on Italian Emigration, Rome, February 1975), "The International Labour Organisation and social policy on behalf of migrant workers and their families with special reference to social services, reunification of families and social security" (United Nations' Expert Group on the Welfare of Migrant Workers and Their Families, Hercegnovi, Yugoslavia, September 1975), and "Short introductory note on ILO activities concerning items on the agenda" (United Nations Seminar on the Human Rights of Migrant Workers, Tunis, November 1975). An information document entitled "General survey of main present-day international migration for employment" (General Conditions of Work Series) was published in July 1975.

Other activities undertaken with regard to migrant workers are described in Part 2.

Occupational safety and health


A list was drawn up of 12 advisers on occupational cancer whom the Office consulted for various projects. The preparatory work on the revision of the *Model code of safety regulations for industrial establishments for the guidance of governments and industry* continued. A number of members of the list of
advisers on security in mines met to complete the preparation of a code of practice on the prevention of risks caused by diesel exhaust fumes in mines. With the help of consultants, the Office prepared a teaching programme on occupational safety and health for technical universities. A study was carried out on the contribution of ergonomics to job satisfaction. Another dealt with occupational skin diseases.

The International Occupational Safety and Health Information Centre (CIS), whose services were computerised in 1974, continued its work of scanning relevant world literature (almost 40,000 documents in 1975), with the co-operation of its 32 national centres. Volume 2 of the CIS Abstracts bulletin, a periodical collection of selected, classified biographical abstracts in English and French, was published and distributed in some 90 countries and territories. Translation of the bulletin into Russian, Spanish and Italian is undertaken by the respective national centres, which themselves distribute these three supplementary editions in their territories. The Abstracts users' guide, an explanatory brochure designed to facilitate use of the CIS services, and a new edition of the List of periodicals abstracted were sent to all recipients of the bulletin.

At its 7th Session (August 1975), the Joint ILO/WHO Committee on Occupational Health made a series of recommendations on occupational health and safety of migrant workers.

As regards technical co-operation, 1975 was mainly a period of preparation of long-term projects financed by the UNDP. The second stage of the project of assistance to the Occupational Safety and Health Institute of Teheran resulted in the signing of this large-scale project. Preparatory work was carried out on another major project of assistance to the National Institute of Occupational Science in Seoul, Republic of Korea, and the preparatory technical work of assistance to the Foundation-Centre for Occupational Safety, Hygiene and Health of São Paulo, Brazil, was completed. Three short-term expert missions on specialised fields (acoustics, ventilation and occupational health), financed under the Regular Budget, were carried out. A six-month preparatory mission to Sri Lanka, financed by the UNDP, led to the signing of a DANIDA-financed project of assistance to the Institute for Occupational Safety and Health and Prevention of Environmental Pollution, which will be carried out in collaboration with the WHO. The Office co-operated in a project executed by the WHO by sending an adviser on occupational safety to the Occupational Hygiene and Health Laboratories in Indonesia.

The inter-regional expert for the Mediterranean area visited most of the countries of the Middle East and negotiated the future occupational safety and health programmes. Two other projects were completed: a project of assistance to the Ministry of Labour of Trinidad and Tobago, which had been extended for six months at the request of the Government, and a six-month mission on
inspection and legislation in the field of occupational safety and health to St. Lucia. Fellowships were provided in Algeria, Ecuador, Greece, Israel and Turkey, where regional occupational-health laboratory projects are making good progress.

An Asian Regional Seminar, financed under the Regular Budget and dealing with occupational safety and health and their relationship to productivity, was organised in collaboration with the Singapore authorities. The participants were selected from among government officials, employers and workers from various countries in Asia and the Far East.

Occupational safety and health components were included in other programmes, such as the labour administration and management development programmes. In Africa, for example, the African Regional Labour Administration Centre (CRADAT) in Yaoundé repeated a course for social security fund supervisors. It also financed two short-term missions to Togo and Chad and several short-term missions of the regional expert. The integrated labour administration project in Zaire has a major occupational safety component. The Inter-American Centre for Labour Administration (CIAT) continued its activities in various fields relating to occupational safety, hygiene and health and to ergonomics, in collaboration with experts from various Latin American countries. Occupational safety experts collaborated in the management development projects in the Republic of Korea and Singapore.

SOCIAL SECURITY

Five studies were completed for the November-December 1975 meeting of selected members of the ILO Committee of Social Security Experts. One, entitled “Unemployment protection under social security: principles of new international standards”, gave an up-to-date description of the current situation and an evaluation of the latest trends, together with a discussion of the problems which governments were having to face in pursuing programmes of constructive development in this vital social security area. Another, on the ILO’s contribution to research on social security indicators, was supplemented by a third dealing with their application to French old-age insurance schemes. Lastly, two studies dealt with social security issues affecting women; these examined discrimination against women in social security programmes, with specific examples, and social security provisions for women in Latin America.

As part of the background documentation for the World Employment Conference, a study was prepared on income security of workers in the light of structural changes.

Two articles were published in the International Labour Review: “Prevention and compensation of employment injury in Spanish legislation” (May 1975), and “Social security and women: a partisan view” (December 1975).
A major study on the developments, possibilities and problems of harmonisation of social security systems in African countries was prepared for the Sixth Session of the African Advisory Committee.

Work continued on the ILO’s world-wide inquiry into the cost of social security; the statistical data for the 1967-71 period were completed for publication.

Other social security studies included one on migrant self-employed workers and another on social security rights of Rhine boatmen, prepared for the European Communities and the Central Commission for Rhine Navigation respectively. Similar assistance on social security subjects was provided to the Council of Europe, including a study on the possibility of concluding an agreement between East and West Europe on medical treatment of tourists, undertaken at the Council’s request and with its financial support.

With UNFPA financing, the ILO organised an Asian regional symposium in Kuala Lumpur in November 1975 on population aspects of rural social security.

The meeting of selected members of the ILO Committee of Social Security Experts was held in November/December 1975 in Geneva. It was preceded by the Sixth Meeting on Co-ordination of Social Security Activities in Latin America.

ILO staff attended meetings, among others, convened by the International Social Security Association (ISSA), the Organisation for Economic Co-operation and Development (OECD), the Council of Europe, the European Institute for Social Security and the FAO on matters of common interest. Topics discussed ranged from changing population structures in Europe and rising social costs to income distribution and social security, and methods of evaluating the effectiveness of social security programmes.

Two training courses were conducted in the African Regional Centre for Labour Administration (CRADAT), Yaoundé, for officials of social security institutions in French-speaking African countries. One was a general training course in social security administration and techniques for officials at the middle-management level; the other, for more senior officials, was on social security for migrant workers and the use of computers in operating social security schemes.

Technical co-operation missions to advise on the planning, legislation and introduction or modification of social security systems were completed in the Bahamas, Barbados, Belize, Morocco, Nigeria, Pakistan and Zaire. Missions involving specific expertise—actuarial valuations or accountancy—were completed in Antigua, Barbados, Guyana and Niger. In addition to these two groups of UNDP projects, international actuarial services were provided with ILO Headquarters’ resources (occasionally in combination with a Trust Fund
Activities of the ILO, 1975

or a UNDP project) to El Salvador, Ivory Coast, Lebanon, Libyan Arab Republic, Poland, Tanzania and Tunisia. Additionally, advice on social security matters, usually of a high-level policy nature, was given to a number of countries in their regions by the Regional Advisers for Asia and for the Caribbean, and by the Regional Adviser for Latin America on social security and population programmes. Technical and financial support continued to be given to the Inter-American Committee on Social Security: 28 fellowships were financed at the Inter-American Centre for Social Security Studies.

INTERNATIONAL SOCIAL SECURITY ASSOCIATION (ISSA)

The ILO continued its support to the International Social Security Association (ISSA), which during the year extended its membership to 238 affiliated and 86 associate members in 104 countries. As in the past, the ILO took part in all major activities of the Association—both at the regional and the world-wide level.

The VIth International Conference of Social Security Actuaries and Statisticians, which was held in September 1975 in Helsinki, studied not only questions of specific interest to these technicians but also such subjects as the relationship between social security and national economy, and social security indicators.

An International Conference on Social Security for Public Employees was organised in October in Mexico City; problems related to various social risks covered by social security schemes for this particular category of employees, as well as those related to other forms of their social protection, such as social services and housing, were discussed.

The Association's activities regarding the prevention of occupational risks included the organisation of three symposia on the prevention of occupational risks, in agriculture (Jönköping, Sweden), in the construction industry (Athens), and in the electricity sector (Marbella, Spain).

The activities at the regional level covered a wide range of topics. A working group of institutions in the countries of the European Communities administering family allowances met in April in Paris and studied the evolution of national family allowances legislation, as well as the cost of a child in a family.

Under the joint auspices of the ISSA and the IACSS (Inter-American Committee on Social Security) a round table on legal problems involved in the application of social security legislation was held in January in Quito, followed by the Inter-American Congress on Legal Aspects of Social Security in September in Acapulco. A meeting to discuss the prevention of occupational risks of sugar-cane workers took place in August in Santo Domingo.
In Africa two meetings were organised: the Fifth Symposium of Directors of Social Security Funds of French-speaking countries of Africa and Madagascar was held in Kinshasa in November; this symposium considered the problems of appeals procedures in social security funds, the collection of statistics in social security funds and the protection of pharmaceutical products under health-care systems (sickness insurance, maternity insurance and health and social action). A training course for medium-level social security administrators was organised in Niamey in November-December. This course provided an introduction to employment accident, old-age insurance and family benefits schemes, organisation and management, human relations and the elements of accountancy and data processing.

As part of the technical activities of the Association the newly formed Committee on Provident Funds held its first meeting in Lusaka in August 1975. The purpose of this meeting was to discuss the administrative and policy problems inherent in the transformation of provident funds into pension schemes.

On the research side, “Methods of evaluating the effectiveness of social security programmes” was the theme of the Third ISSA Research Conference, held in Vienna in September 1975. Beneficiary surveys, simulation studies, social indicators, cost-benefit analyses and social experiments were among the techniques of evaluation examined at this meeting, which brought together social security administrators and research experts.


**INDUSTRIAL RELATIONS AND LABOUR ADMINISTRATION**

**Labour law and labour relations**

Two studies, on *Multinationals in Western Europe: The industrial relations experience* and on the international metal workers’ and food workers’ union secretariats and multinational corporations, were completed as part of the ILO’s programme of research on multinational enterprises. Also completed was a study on wages and working conditions in multinational enterprises.

Research was carried out on wage indexation practices in industrialised countries, agricultural incomes in selected Latin American countries (Colombia, Costa Rica, Peru and Venezuela), the inter-relationships between inflation and industrial relations, and integration of foreign workers into the labour relations systems of host countries.
Articles published in the *International Labour Review* concerned the role of management and workers in raising the efficiency of Soviet industry (June, 1975), trade union recognition for collective bargaining purposes (August-September, 1975), prospects for harmonising Latin American labour laws (October, 1975), and trade unions, employers’ associations and protection of the environment (November 1975).

Four issues in the Labour-Management Relations Series were published. The first is a compendium of the main international standards and guiding principles in the field of labour-management relations. The other three are reports of three meetings held in 1974: the Round Table on the Role of Labour Law in Developing Countries, the Round Table on the Role of Employers’ Organisations in French-speaking African Countries and the Regional Technical Seminar on Industrial Relations for Employers’ Organisations in Asian Countries.

An Asian regional symposium on industrial relations was held in Manila in August-September with 50 participants from 18 countries. This symposium, which was the third and last stage of a more general ILO/Norwegian Agency for International Development (NORAD) project on industrial relations in Asia, focused on industrial relations problems in the region from the point of view of development requirements. In a specific reference to this symposium, the Eighth Asian Regional Conference stressed in its conclusions the need to study further the relationship between industrial relations and development.

As part of the ILO’s programme of assistance to employers’ organisations in developing countries, two round-table discussions were held in the Americas, one in Rio de Janeiro in July for Latin American participants and the second in Jamaica in December for participants from English-speaking Caribbean countries. The main topics of both round tables were the role of employers’ organisations in national development and specific industrial relations problems of each region.

National seminars were held in the Philippines and Sri Lanka on minimum wage fixing, and survey missions were carried out in two Latin American countries as a follow-up to the adoption in 1970 of the Minimum Wage Fixing Convention (No. 131) and Recommendation (No. 135).

Several UNDP-financed projects were completed. One in Lebanon provided assistance to the Government in revising its Labour Code. Another was the labour-relations component of a larger project in Iran on labour policy and administration, and a further one was the labour-legislation component of a project designed to strengthen labour administration in Ecuador. Advisory missions were undertaken to Jordan, Oman, Saudi Arabia, and the United Arab Emirates on labour relations matters, and to Rwanda and Tanzania on incomes policy and minimum wages respectively.
Labour administration

Among the studies completed was a report to the Eighth Asian Regional Conference under the item “Strengthening of labour administration in Asia and its role in national development with the active participation of employers’ and workers’ organisations” and a study on current systems of workers’ participation in labour inspection in mines. The English version of the *Labour Administration Handbook* has been revised for publication in early 1976.

Two studies financed with extra-budgetary funds concerned the functions and organisation of labour ministry services in Asia responsible for employment problems and the role of labour administration in Africa in rural employment. The former study was submitted to a round-table discussion in New Delhi in May 1975 and the latter will be discussed at a seminar to be held in Arusha (Tanzania) in 1976. The results of these two round tables will constitute an important element in future rural development activities of the ILO.

The Regional Labour Administration Centre for English-speaking Africa (ARLAC) has begun to function in Nairobi. With ARLAC, the Office now has four regional centres for planning and executing its labour administration policy.

The way in which these Centres continue to operate will of course depend on the resources made available to them by the UNDP and on the contributions of certain beneficiary States. However, the following are the main results which have already been achieved.

In Latin America the Inter-American Centre for Labour Administration (CIAT) has carried out major training and further training programmes, together with a number of studies in most countries of the region. The interest which these programmes aroused in the governments of the beneficiary countries was reflected in the report of the joint UNDP/ILO evaluation mission which recommended the carrying out of a further three-year stage, and the adoption of institutional measures to consolidate the status of CIAT as a regional agency.

In the French-speaking African countries the African Regional Labour Administration Centre (CRADAT) improved both its technical capability and its institutional basis. The inter-State Convention signed by 13 beneficiary countries is expected to come into force in the near future, thus giving the Centre the status of an intergovernmental regional agency. From the technical standpoint, training programmes for middle- and higher-level labour administrators and inspectors were carried out, along with further training activities in the field of social security and occupational safety and health.

In Asia the Asian Regional Programme for Labour Administration (ARPLA) completed an experimental but promising first stage: this included
the organisation of national study missions on labour administration and a major technical contribution to the New Delhi Round Table referred to above.

In addition to the activities of the regional centres, a number of projects were executed or completed in 20 countries during 1975. Thirteen of these involved the participation of one or more experts. Twelve were for Africa, four for Asia, two for Latin America and two for the Middle East. Eleven of the projects are scheduled to continue in 1976.

Collaboration with multi-bilateral and bilateral technical assistance programmes continued on a wider basis: for example, preparations have been made for the execution of a long-term training programme for labour administrators from various developing regions, in collaboration with the German Foundation for International Development.

Workers' education

Within the context of the 1974-75 Programme and Budget, workers' education activities in 1975 concentrated on the strengthening of workers' education institutions and services, economic education for trade unionists and educational programmes for the promotion of organisations of rural workers.

Action-oriented research undertaken in 1975 covered such areas as the workers' stake in environment, workers' education management techniques for workers' representatives in the undertaking and on-going studies relating to the form, nature and function of workers' education for rural workers.

A special issue of *Labour Education* has been published on organisations of rural workers. Moreover, two workers' education manuals have been translated and issued in several languages, and a manual on *Methods and techniques of workers' education* has been published.

A significant continuing trend has been the increasing importance attached by trade union organisations and workers' education bodies, particularly those based in the industrialised countries, to study programmes organised in Geneva on the work of the ILO and other United Nations agencies. Seven such programmes were undertaken in 1975.

The International Symposium on Workers' Education Methods and Techniques for Rural Workers and Their Organisations, held in Geneva in February 1975, helped to clarify further the role that the ILO workers' education programme plays in meeting workers' education needs in respect of the promotion of organisations of rural workers.

The activities carried out with the financial support of multi-bilateral aid agencies, in particular the Danish International Development Agency (DANIDA) and the Swedish International Development Agency (SIDA), included the continuation of two regional projects (Caribbean and Latin American) and one country project (Tanzania), two regional seminars (Latin
America and the Middle East), and a major evaluation mission of regional workers' education seminars in Africa.

Eleven regional, sub-regional and inter-regional workers' education experts monitored more than 75 projects of varying scope and nature financed by the UNDP, the Regular Budget or the UNFPA. These workers' education activities included the organisation of courses, contributions to study programmes of universities and labour bodies, technical advice on institution-building aspects of labour education, and assistance in such fields as paid educational leave, family health and welfare, workers' participation in management and organisation of rural workers.

UNDP-supported projects in the Netherlands Antilles and in Iran were completed, as was a workers' education pilot project for rural workers and peasant organisations in Latin America financed out of the Regular Budget.

Two three-month residential courses for English-speaking and French-speaking African trade unionists were held at the Turin Centre.

CO-OPERATIVES

Technical co-operation activities in favour of co-operative movements in developing countries have continued to expand. Over 100 experts were active during 1975, compared with 90 in 1974. Much of this increased volume of technical co-operation has been due to the growing proportion of projects funded by multi-bilateral assistance, principally DANIDA and SIDA. This has reached 46 per cent, compared with 27 per cent in 1974.

A total of 15 technical assistance projects in co-operatives were completed in 1975—2 in Asia, 5 in Africa, 7 in the Caribbean, and 1 in Latin America—compared with 11 completed in 1974. The 15 projects ranged from those of a more general nature, such as the organisation and promotion of co-operatives (Burundi, Ivory Coast, St. Kitts-Nevis-Anguilla), co-operative management and training (Caribbean region) and a feasibility study on the development of co-operatives (Mali), to those of a more specific nature, such as co-operative accounting and co-operative education and training (Swaziland), redrafting of co-operative legislation and co-operative wholesale management (Singapore), co-operative curriculum development (Trinidad and Tobago), development of consumer and worker co-operatives and assistance to co-operative college (Guyana), management of co-operative fisheries (Turks and Caicos Islands), and agrarian reform and co-operatives (Venezuela). Expertise has also been provided in marketing, co-operative credit, handicrafts, co-operative finance, rural extension services, inventory and sales and purchasing. Work was initiated on projects covering such fields as computer programming, co-operatives for disabled persons and the promotion of international trade relations by co-operatives.
Several large-scale projects have been launched as a follow-up to earlier, more modest projects. Salient among them is an ILO/DANIDA Caribbean regional co-operative management and training project which started in July. This three-and-a-half-year project will consist of a co-ordination and regional advisory unit in Trinidad and Tobago, a co-operative education and training component at Kuru Kuru Co-operative College located near Georgetown, Guyana, a co-operative consumer development component located in Port of Spain, Trinidad and Tobago, and an agricultural co-operative development component in Jamaica. One expert will also be assigned to the Bahamas to work on co-operative development. This project is a development of earlier work done in the Caribbean by two ILO/DANIDA-financed regional advisers on co-operatives (one located in Trinidad and Tobago and one in Jamaica), plus several small-scale ILO/UNDP national projects in co-operative development in the Caribbean, and reflects the decisions taken at a Conference of Ministers responsible for co-operative development in the Caribbean held in Tobago in July-August 1974.

Three numbers of Co-operative Information were distributed in English, French and Spanish.

The studies published in 1975 included: a number of training manuals—Organisation et fonctionnement administratif des coopératives (No. 2), The use of statistics: A handbook for co-operatives, and The why and how of producing a co-operative newsletter; a study on workers’ co-operatives entitled Historique et panorama de quelques secteurs coopératifs; a supplement to Co-operative Chronology first published in 1974; a Bibliography of handicrafts and small-scale industries; and the second part of a Co-operative bibliography.

Also published was a Directory of co-operative organisations: Africa south of the Sahara, in advance of a larger study to be completed in 1976. This directory contains detailed information on 36 African countries, and covers demographic and economic data, co-operative training centres and institutes, the co-operative press, the administrative organisation of governments, historical outlines of co-operatives, co-operative legislation in force and various types of co-operative statistics.

In 1975 numerous requests for information and documentation were answered. In 1974-75, for example, approximately 3,000 requests were answered compared with about 1,800 in the previous two-year period and only 368 in 1970-71.

Two SIDA-financed seminars were held, one in the Turin Centre on co-operative management for participants from Asia, and the other in Lima (Peru) on training in co-operative accounting and administration.

The Joint Committee for the Promotion of Aid to Co-operatives (COPAC) held several meetings with the ILO representative as chairman. In addition to
the ILO, its members include representatives of the United Nations, FAO, the International Co-operative Alliance, the International Federation of Plantation, Agricultural and Allied Workers, the International Federation of Agricultural Producers, and the World Council of Credit Unions. Negotiations have been initiated with UNIDO with a view to its participation in the activities of COPAC as a full member.

INDUSTRIAL ACTIVITIES

Second Tripartite Technical Meeting for the Woodworking Industries

This meeting, which was held in Geneva in January 1975, adopted various conclusions concerning increased ILO technical assistance, the revision of the Guarding of Machinery Convention, 1963 (No. 119), establishment of a standing Industrial Committee for the Woodworking Industries and research on specific topics of interest to them such as multinational enterprises, employment creation, collective agreements, safety and health and working conditions of women. It also adopted guidelines for action at the national level on employment creation and training of managers and workers.

Third Tripartite Technical Meeting for Mines Other than Coal Mines

The meeting, which was held in Geneva in May 1975, adopted a resolution concerning the placing of the question of hours of work in mines of all kinds on the agenda of the International Labour Conference. Another resolution asked for a meeting of the Panel of Consultants on Safety in Mines and the initiation of practical measures to promote greater safety in mines. Research on multinational enterprises and social policy in this branch of industry was requested, as was the establishment of a standing Industrial Committee for the branch. The meeting also reached certain conclusions, embodied in guidelines, on the subject of national and international action to foster vocational training and retraining and that of the improvement of the welfare of workers in this industry.

Iron and Steel Committee

The Ninth Session of the Committee was held in Geneva in September 1975. The various resolutions it adopted included the following proposals: that the Tenth Session of the Committee should be convened before 1980, that policies for the safeguard of employment and income in the iron and steel industry at the present time of recession should be followed up closely, that a study should be made of the economic, technological, social and human factors to be taken into account in considering the desirability of a reduction of working time, that research should be continued into shift work arrangements,
that expertise should be provided on request for tackling the social problems arising out of the establishment of iron and steel works in developing countries, and that governments should be urged to ratify the international labour Conventions on freedom of association and collective bargaining. The Committee also adopted conclusions concerning the forecasting of manpower requirements in the iron and steel industry and its significance for the recruitment and vocational training of the industry’s labour force, and concerning the working environment in the industry.

Maritime workers

The Fourth Session of the Joint IMCO/ILO Committee on Training was held in Geneva from 27 to 31 January 1975. Considerable progress was made: sections concerning engineer officers were added to the Document for Guidance—1970, and IMCO documents concerning the training and certification of ships’ officers and ratings were reviewed and amendments and additions suggested to them.

A seminar concerning maritime training for countries of Latin America was held in Caracas, in March 1975, under the sponsorship of DANIDA. The seminar provided a very useful forum for an exchange of experiences and a discussion of developments among the participating countries.

The Preparatory Technical Maritime Conference was held in October 1975 with the participation of Government, Shipowners’ and Seafarers’ delegates from 32 maritime countries. It discussed industrial relations in the shipping industry, revision of the Paid Vacations (Seafarers) Convention (Revised), 1949 (No. 91), the protection of young seafarers, continuity of employment and substandard vessels and adopted preliminary conclusions for final discussion by the Maritime Session of the Conference in 1976.

Non-manual workers

The Technical Conference on the Public Service, which met in Geneva in April 1975, discussed freedom of association and procedures for determining conditions of employment in the public service. As a result of these discussions the Governing Body decided at its 198th (November 1975) Session to place an item on the agenda of the 63rd (1977) Session of the International Labour Conference covering these subjects, with a view to adopting an international instrument based on a preliminary outline adopted by the Technical Conference.

Three reports were prepared for the Second Session of the Joint Committee on the Public Service which was to be held from 25 November to 3 December 1975 but was postponed to 1976 by a decision of the Governing Body.
The preparatory work for the Third Session of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers, to be held in March 1976, was completed. It involved the preparation and despatch of a questionnaire, an analysis and summary of the replies, and the preparation of a report for the experts.

A joint ILO/UNESCO/ WIPO seminar for Latin America and the Caribbean on the protection of performers, producers of phonograms and broadcasting organisations was held in Oaxtepec (Mexico) in October 1975. One of its main purposes was to propagate knowledge of the Rome Convention on the subject.

The Fifth Ordinary Session of the Intergovernmental Committee of the International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organisations (the Rome Convention) was held in Geneva in December 1975.

Two reports were prepared in co-operation with the WHO on the employment and conditions of work and life of nursing personnel. They will be examined by the International Labour Conference at its 61st (1976) Session with a view to the adoption of international labour standards on the subject.

The first phase was launched of a joint ILO/UNESCO project based on a request made to the Director-General of UNESCO by that Organisation's General Conference (18th Session) to carry out a preliminary study, in consultation with the ILO, of the condition and social status of artists. So far this project has involved the preparation and sending out of a joint ILO/UNESCO questionnaire on the protection granted to artists and participation in the preparation of a preliminary report on the subject for the April 1976 Session of the Executive Board of UNESCO.

Multinational enterprises

Within the framework of a comprehensive programme of work decided on by the Governing Body in 1973, five studies were completed and submitted to the Governing Body at its 198th (November 1975) Session together with a progress report. The five studies, some of which are referred to in the preceding sections, were the following: Social and labour practices of some European-based multinationals in the metal trades; Wages and working conditions in multinational enterprises; Multinationals in Western Europe: The industrial relations experience; International principles and guidelines on social policy for multinational enterprises: their usefulness and feasibility; and The impact of multinational enterprises on employment and training.

An article on the socio-economic aspects of multinational mineral mining was completed for the January 1976 issue of the International Labour Review.
Asian Regional Conference

The Eighth Asian Regional Conference of the ILO was held in Colombo, Sri Lanka, from 30 September to 9 October 1975. It had the following items on its agenda: Report of the Director-General (Part 1: The Poor in Asian Development: an ILO Programme; and Part 2: Ratification and Implementation of Selected International Labour Conventions by Asian Countries); human resources development in rural areas in Asia, with particular reference to the role of rural institutions; and the strengthening of labour administration in Asia and its role in national development with the active participation of employers' and workers' organisations. In addition, the Conference devoted a special sitting to a discussion and evaluation, within the framework of the World Employment Programme, of the employment strategy missions to Sri Lanka, Iran and the Philippines.

The Conference adopted a resolution concerning the elimination of mass poverty which was the theme of the Director-General's Report. It urged member States to make the eradication of mass poverty and unemployment the primary goal of development and called on the ILO to expand its activities in this area.

The Conference also adopted recommendations and conclusions concerning the two technical items on its agenda. In regard to the development of human resources in rural areas, the Conference concluded, inter alia, that primary schools, together with adult literacy training, should be regarded as an essential basis for all further training activities; that training activities intended for rural populations should be decentralised down to the level of the rural community; that training of rural leaders and, in general, of all persons able to contribute an element of leadership to rural organisations or institutions was of great importance; that, through appropriate training programmes, women should be enabled to play a role in the economic and social activities of the community and young people be helped to find a place in rural society by acquiring the requisite trade and occupational skills; and that exchange of information should be encouraged among countries concerning projects for the development and strengthening of rural organisations and institutions so that lessons could be drawn from successes and failures encountered. The Conference also adopted a number of recommendations for future ILO action, including co-operation with other organisations in a programme of human resources development for the rural areas.

In its conclusions concerning the strengthening of labour administration, the Conference emphasised that national development was a process requiring the association of all sectors of the community, particularly workers and
employers, and that labour ministries should be responsible for seeing that social and labour policy found its appropriate place in national development planning. It is also stressed that labour relations and development, that is, the relations between governments and employers' and workers' organisations and the contribution which these three parties can make to the national development of Asian countries, should be a central theme for the work of the ILO in Asia for the coming years. The Governing Body was requested to consider placing this theme on the agenda of the next session of the Asian Advisory Committee and of the next Asian Regional Conference. The emphasis would not be on the legal and institutional aspects of such matters as collective bargaining, labour disputes and other forms of relations between governments and employers' and workers' organisations, but on the influence which requirements of national development exercise on the conduct of labour relations and on the contribution which sound labour relations can make to the economic and social development of Asian countries.

The Conference adopted four resolutions on questions not included in the agenda. These concerned workers' education programmes for rural workers' organisations, international labour standards in Asia, in particular those relating to human rights and trade union freedoms, the role and composition of the Asian Advisory Committee of the ILO, and the creation of a skilled manpower pool for the Asian region.

African Advisory Committee

The Sixth Session of the African Advisory Committee was held in Lomé (Togo) from 1 to 11 December 1975. It had on its agenda the harmonisation of social security systems in African countries and an evaluation of ILO activities in the region. The latter included a review of the state of ratification and application of international labour standards in Africa.

The Committee recommended that the agenda of the next African Regional Conference should include an item dealing with the improvement and harmonisation of social security systems in African countries and another item concerning education for development. This item would cover education of employers and workers in general—and more particularly of certain categories such as rural workers, women workers and youth—in such matters as rural development, economic planning, employment promotion policies and vocational training, in order to enable them to participate more effectively in national development efforts.

TECHNICAL CO-OPERATION

The tendency towards an improvement in the volume of expenditure on technical co-operation, which began in 1974, was maintained in 1975 when the
over-all amount of the programme carried out was estimated at US$47.4 million (compared with US$40.1 million in 1974, making an increase of 18.2 per cent). It should nevertheless be pointed out that because of inflation this improvement does not represent so high an increase in the real volume of the programmes carried out. There was a slight increase (plus 7.1 per cent in relation to 1974) in technical co-operation financed by the UNDP.\(^1\) Considerable increases were recorded for the Regular Programme (plus 52.9 per cent), which is largely explained by the low level of expenditure under this programme in 1974, and for the programmes financed from trust funds and multilateral sources (plus 77.5 per cent). On the other hand, expenditure connected with projects approved under the United Nations Fund for Population Activities (UNFPA) dropped by 3.5 per cent. By area of activity, training came first, followed by employment planning and promotion, working conditions and environment, sectoral activities, social security, labour relations and labour administration. The regional distribution was, in order, Africa, Asia, the Americas, inter-regional projects and the Middle-East/Europe.

As regards the programme approved in 1975, UNDP approvals were estimated at a total of US$40 million (US$26.5 million in 1974, i.e. an increase of 51 per cent). The level of approvals within the framework of multi-lateral arrangements dropped to around US$7 million (against the record figure of US$10 million reached in 1974), which still represents more than twice the 1973 level.

The year 1975, half-way through the Second United Nations Development Decade, was the occasion for the Governing Body of the International Labour Office to undertake an examination of technical co-operation activities in the light of the Organisation’s constitutional mandate and of the general principles of the International Development Strategy. The Governing Body found that, despite the efforts made, the volume of projects with a social content was low because they had been accorded insufficient priority in the past both by governments and by the UNDP. The latter undertook a thorough review of its policy, examining both the content and the form of its assistance, while governments showed increasing preference for types of technical assistance that were compatible with integrated economic and social development and that would not make their countries dependent upon methods and techniques directly transplanted from the more developed countries such as had been granted to them by the governments of the latter.

As regards the strengthening of tripartism, following a UNDP/ILO agreement of December 1974, instructions were sent by the Administrator of the UNDP and the Director-General of the ILO to Resident Representatives and

\(^1\) Expenditure estimated at constant costs.
to the field services respectively, asking them to ensure application of those provisions of the agreement relating to the participation of organisations of employers and workers in all phases of country programming. As regards coordination between standard-setting activities and technical co-operation activities, the Office is at present making a study of the possibilities of providing assistance to certain countries to enable them to deal with the technical difficulties raised by the application of certain specific standards. The idea of technical co-operation between developing countries, based on the principle of self-sufficiency, has been widely applied and the Office is increasingly calling upon the developing countries regarding the supply of experts, the placing of fellowship holders and the purchase of equipment.

The technical co-operation projects under way or completed in 1975 have already been described in the preceding sections under the various major programmes. Consequently the brief regional analysis given hereafter mentions only the salient points and the new developments that have taken place during the period under consideration in the technical co-operation activities carried out by the ILO in each region. In Africa the UNDP approved the first phase (1 July 1975-31 December 1976) of the Jobs and Skills Programme for Africa (JASPA), the African component of the World Employment Programme, and the project became fully operational in 1975. An employment mission was sent to Zambia (September-October 1975). Assistance to the African Regional Labour Administration Centre (CRADAT, Yaoundé) for the countries of French-speaking Africa was extended by the UNDP until the end of 1976. A similar project for the English-speaking countries (Nairobi) commenced its activities in 1975 on the basis of preparatory allocations. Preliminary missions have been undertaken in Mozambique, Guinea-Bissau, the Cape Verde Islands and Angola. Furthermore, the ILO has continued its activities (described in greater detail in Part 2 of this Report) on behalf of the countries of the Sahel region.

In the Americas the three regional projects—the Regional Employment Programme for Latin America and the Caribbean (PREALC), the Inter-American Vocational Training Research and Documentation Centre (CINTERFOR) and the Inter-American Centre for Labour Administration (CIAT)—have continued to expand their activities in the whole region, including the Caribbean area. Furthermore, in April 1975, DANIDA approved the second phase of a project concerning the development of consumer co-operatives and co-operative education and training in the latter area for an amount of US$2 million.

In Asia a request for preparatory allocation was submitted to the UNDP in May 1975 for an Asian Regional Skill Development Programme based on the possibility of using the training and productivity systems of certain developing
countries in others of the region. The same idea of technical co-operation between developing countries was taken up in a project set up at the request of the Conference of Asian Labour Ministers and entailing the creation of a regional team of experts on labour and similar matters with a view to technical co-operation between countries of the Asian region; the project is financed by the Regular Budget for technical co-operation. In 1975 the UNDP approved preparatory allocation for the setting up of a major project in Indonesia for which the World Bank would be the main executing agent but in which, apart from the ILO (assistance to the manpower department, vocational training centre and mobile training units), UNESCO (assistance to the education department) and the United Nations (assistance to the National Administration Institute) would also be associated. A cost-sharing agreement was reached in February 1975 between the Government of Iran, the ILO and the Turin Centre for a UNDP/ILO project in the field of vocational training; the agreement relates to a sum of US$10 million over a period of three-and-a-half years.

Generally speaking, progress has been achieved in the efforts—which had already begun in the preceding years and were actively pursued in 1975—to check the drop in the implementation rate. Nevertheless, since the end of 1975, the UNDP has been experiencing serious financial difficulties. Restrictive measures—temporary, it is to be hoped—have been taken, resulting in the freezing of certain operations in December 1975 and particularly in 1976.

INTERNATIONAL INSTITUTE FOR LABOUR STUDIES

During 1975, 190 persons from 64 countries and territories participated in 7 different educational activities organised by the Institute.

Two international study courses were held in Geneva during the year: the ILO international internship course on active labour policy development conducted in English and French for 31 participants, and the international study course on labour and social policy conducted in Spanish and French for 27 participants. The major topics covered in the courses were economic and social change, manpower policy and population, industrial relations systems and, in the internship course, the role of the ILO in the shaping of labour and social policy. Both courses examined the World Employment Programme. The internship course was financed by the ILO while the study course was made possible with funds from the UNDP.

Other educational activities conducted during the year included the East African Regional Workshop on the Social Aspects of Employment Promotion which was held in Mombasa, Kenya, for 28 participants from governments and employers' and workers' organisations located in eastern Africa. This was a part of the SIDA programme for English-speaking countries of eastern and
western Africa which is being carried out through the Institute. Among the
issues studied during the three weeks of the workshop, several were related to
educational systems, problems associated with the inclusion of employment
objectives in national development planning, the links between employment
policies and population questions and problems of income distribution.

The EDMANEC computerised simulation exercise on national develop­
ment policy as an educational method was presented at a seminar held at the
University of Benghazi in the Libyan Arab Republic for 20 participants from
Arabic-speaking countries in the region. This was the fifth time the exercise has
been presented to an institution outside Geneva. In earlier years it was made
available to the National University of La Plata, Argentina, to the National
Labour Institute in Mexico City, to University College, Swansea, Wales, and
to the London School of Economics. These latter two institutions have been
using the exercise in their social policy administration programmes. Arabic
versions of the EDMANEC documentation were prepared for use in Benghazi.
The entire activity was financed by the University of Benghazi.

A new decision-making exercise on employment policy was introduced
during 1975. Adapting the method and format of the earlier decision-making
exercise on in-plant industrial relations, the new exercise was introduced to a
total of 61 participants on two different occasions. The first use was in Accra,
Ghana, and the second in Monrovia, Liberia. In both cases tripartite groups
from each country participated. These “package” courses have proved to be
very successful and have led the Institute to plan for the development of
additional exercises using the same approach to new topics. The two exercises
developed to date are part of the programme financed with the support of
SIDA.

The other educational activity for the year was an inter-regional workshop
on labour and population organised with the co-operation of the CEDOR and
held in Bucarest. Twenty-three participants from 17 countries, mostly French-
speaking African nations, attended this three-week activity financed by the
UNFPA.

Research activities in 1975 were largely based on projects initiated in earlier
years. Thus a project on the identification of strategic factors in industrial
relations in the metal industries was completed and, at the same time, work
continued on a similar line for the shipping industry. The comparative phase of
the shipping industry study was initiated during the year, covering Argentina,
Canada, France, Federal Republic of Germany, Israel, Japan, the Netherlands,
Poland, Sweden, the United Kingdom and the United States.

The comparative study on workers’ participation in management which
was completed in 1974 has been supplemented by an updating of a number of
the national studies.
Several papers and a bibliography have been commissioned on the subject of trends in the quality of working life. Support for this work has been obtained from the EEC.

In recognition of International Women’s Year the Institute conducted a research symposium on “Women and decision making: a social policy priority.” This symposium is expected to lead to several specific research projects in 1976 and succeeding years.

During 1975 a new programme of public lectures was initiated at the Institute. Seven such lectures during the year attracted widespread interest. They were given by outstanding personalities in their respective fields and included: J. Fontanet, “Social policy in a changing world”; J. Attali, “Economic change and social policy”; P. Hillery, “Community social policy: Progress and prospects”; I. Illich, “Conviviality”; A. Chavanne, “Schools as a factor of social equity and integration: The Swiss case”; J. Ferrandi, “The Lomé Convention”; and H. Gros Espiell, “Denuclearisation, nuclear disarmament and their social implications”.

The Institute continued during 1975 to serve as the secretariat for the International Industrial Relations Association which, at the end of the year, had 20 full members, 42 institutional associate members and 390 individual members. During the year preparations were well advanced for the holding of the Fourth World Congress which will take place in Geneva in September 1976.

INTERNATIONAL CENTRE FOR ADVANCED TECHNICAL AND VOCATIONAL TRAINING, TURIN

The International Centre for Advanced Technical and Vocational Training in Turin registered a record expansion in 1975, when the number of participant/days rose to 125,820 compared with 96,745 in 1974. A total of 1,697 participants took part in 58 advanced training courses (1,252 participants), 6 seminars and 259 individual programmes organised externally.

Since the Centre’s inception to the end of 1975, 9,433 training officials, senior and middle-level managers in private and public industrial, agricultural and commercial enterprises, trade union leaders, vocational training instructors and technologists from 145 countries and territories had taken part in courses or seminars at the Centre or individual training programmes organised outside the Centre.

The continuing growth in the demand for “tailor-made” courses, particularly trainer courses, constituted one of the major characteristics of the year. Such courses, organised at the request of governments and employers’ and workers’ organisations to meet their specific priority needs, were, for a growing number, part of a pluri-annual training programme being implemented at the Centre.
An example of this new development was the agreement reached in February 1975 with the Government of Iran for the training at the Centre, in Persian, of 1,800 instructors, trainers and managers over a period of three years starting in April 1975, with up to 200 fellows each trimester. This crash programme, conceived as a complement to ILO technical co-operation action in Iran and financed by the Government, was aimed at responding to urgent training needs generated by Iran’s accelerated tempo of economic and social development.

Similar courses to meet urgent development needs were organised in French on maintenance and repair technology for Guinea, in conjunction with UNIDO and UNESCO and financed by the UNDP; on financial and accounting management for Mauritania, on behalf of and financed by the European Development Fund of the EEC; in English, on tourism and hotel office management, for executives of the Egyptian Tourism and Hotel Organisation, financed by this organisation; on training methodology, in conjunction with the ILO, and financed by the UNDP, for 30 vocational training instructors from Uganda. At the request of the Government of Uganda and with UNDP financing, a course in hotel management was organised for 23 managers of the Uganda Hotels Company.

In response to specific demands from the Management Development Institute of Rio Grande do Sul, Brazil, and from the Brazilian Centre for Assistance to Small Industries, the Turin Centre, with financial support from these organisations, conducted a series of short management courses, in Spanish and Portuguese, on general management for senior executives and management of training and consultancy organisations.

An interesting feature of the Centre’s activities was the increasing number of new training courses organised with the ILO and its projects in the field as well as with other United Nations organisations, in certain instances, within the framework of a multi-bilateral aid programme. An example of this was an ILO/SIDA course on co-operative management for 24 managers from 10 Asian countries. Other new programmes organised within the framework of ILO projects in the field included management consultancy practices, for managers mostly from Malaysia; the management and operation of a regional manpower planning and development office, for chiefs of regional manpower development offices in the Philippines; and a course for commercial and clerical instructors in Morocco.

Specific courses were organised at the request of the Italian bilateral assistance programme. A course in Arabic on the management of vocational training institutions was conducted for 13 training officers from the Libyan Arab Republic. Twenty-nine managers of insurance companies in 16 Latin American countries took part in a course at the Centre, in Spanish, on insurance management.
The Centre continued to organise, at the request of Italian organisations, a series of advanced instructor training methodology programmes, in Italian.

Major changes were introduced in the trade union courses of the Centre, following detailed consultations with representatives of the Workers’ group of the Board of the Centre and of the Programme Advisory Committee, representatives of international trade secretariats in Geneva and Workers’ Education Branch officials. Four courses, financed out of the ILO’s Regular Budget, were organised in 1975 for trade union leaders.

The Centre’s activities also included direct assistance to developing countries in the form of short courses and seminars. Short courses were held in Mexico, on group technology; in Egypt, for the Arab Labour Organisation, on tourism management; in Ethiopia, on training methodology; in Morocco, for the African Training and Research Centre in Administration for Development, on the management of training. The Centre contributed to an ILO/DANIDA training course in Ethiopia for managers of vocational rehabilitation centres and sheltered workshops. Seminars were conducted in Brazil on manager training methods and in Mexico on group technology.

The Centre implemented a total of 399 individual fellowships, as part of the administration of vocational training and advanced management training fellowships within projects financed by the UNDP and executed by the ILO. These fellowships, of an average duration of 5 months, included, for 140 of them, a programme at the Centre and a placement outside. The other 259 were implemented mostly in Europe and in North America. An increasing number also followed programmes in Asia, Africa and Latin America.

Seminars organised by the Centre aimed at contributing effectively to issues of international concern relating to social and industrial development. Salient among them was a seminar on the effects of group production methods on the humanisation of work which formed part of a project entrusted by the ILO to the Centre. The seminar, which was attended by 94 scholars and practitioners, was intended to provide information and generate ideas to help governments, employers, trade unions and international organisations in the formulation of their future policies and attitudes towards the human and social aspects of the organisation and design of work tasks and jobs.

The ILO and the Centre organised, for the second year, a workshop to enable ILO and Centre specialists to exchange ideas and experiences on the improvement of technical co-operation activities in the field of human resources development.

The Centre concentrated its research efforts on activities which would yield specific and concrete results, could be generalised for application in different situations or under different conditions, and were relevant to developing countries. Research activities, which were conducted mainly under contract
with the ILO or UNESCO, included the completion of a project on the effects of group production methods on the humanisation of work, and of a project on the relative costs of producing programmed instruction materials for technical education. Two projects were started: on the comparison of the effectiveness and costs of alternative methods for the production of training materials; and on the integration of girls and women into skilled industrial employment.

Publications aimed at producing those kinds of training materials suited to the training and learning conditions in developing countries and to the working environment of the people to be trained. They were produced almost exclusively under contract, mostly with the ILO.

These training materials were principally in the form of trainer packages, learner packages and books, and covered such topics as the small retail enterprise, for small business management trainers, in English; considerations when starting a small business, in English; different views of the same balance sheet, for trade union trainers, in English, French and Spanish; analysis of the profit and loss account, for trade union trainers, in English.

In the field of trainer and instructor training, the Centre completed a learner package project on audio-visual aids technology. It consisted of 24 packages and represented one-third of the material for a 12-week training course. Other packages included one informational as well as trainer package, in French and English, on rural development; and another one, in English, on family life and career development.

Publications for specialists and technician training were also produced on subjects such as the layout of a business letter (for the training of commercial secretaries); and, for forestry workers, the making of charcoal and the use of a chain saw.

Other publication activities included books and articles by faculty members; seminar reports; glossaries, in particular a glossary of English-Persian terminology; and an information medium on vocational rehabilitation of the disabled.

In order to assist training institutions in developing countries on training methods and materials, the Centre established an advisory service jointly with, and financed by, the ILO and UNESCO. Advice and guidance were given to the Governments of Iran, Mexico, Uganda and Zaire and to the Arab Labour Organisation; and a survey was conducted for the United Nations ACC Subcommittee on Education and Training on the present use of educational technology in the regular programmes of the United Nations system. In addition, project reports and papers were prepared for seminars held in Africa, Europe and Latin America on topics related to technical and vocational education. Technical support missions were also undertaken to ILO projects in 16 countries of Africa, Asia, Europe and Latin America.
MISCELLANEOUS

All major periodical publications of the ILO were published on time, with the exception of the *Official Bulletin*, the *Legislative Series* and the *Minutes of the Governing Body* regarding which there have been unavoidable delays.

The Office completed a very full publishing programme including, inter alia, all the reports required in 1975 for the International Labour Conference, the regional conferences and other major meetings and several meetings of experts and symposia, a substantial number of new studies, manuals and practical guides and many departmental serials and bulletins, including 4 issues of the *Social and Labour Bulletin*, 3 issues of *Co-operative Information*, 2 issues of the Labour-Management Relations Series and 2 issues of the Occupational Safety and Health Series.

Income from the sale of ILO publications, including royalties from reproduction and translation rights, attained the figure of US$666,783 compared with US$493,655 in 1974.
The International Labour Conference adopted unanimously at its 46th (1962) Session a resolution inviting the Governing Body to request the Director-General to include each year in his Report to the Conference a chapter setting out the steps taken to give effect to resolutions adopted at previous sessions and the results achieved. In pursuance of a decision taken by the Governing Body at its 152nd (June 1962) Session, the Director-General's Report to the Conference regularly includes a review of the implementation of resolutions adopted by the Conference over the previous five years.

The present Report provides information on steps which have been taken in 1975 to give effect to the resolutions adopted by the Conference at its 56th to 60th Sessions. Thus, information given in previous years is generally not repeated; and some of the resolutions adopted are not mentioned here because the action taken on them has been completed and described in the Director-General's Report to previous sessions of the Conference.

TRI PARTI S M

Resolution concerning the Strengthening of Tripartism in the Over-All Activities of the International Labour Organisation (56th (1971) Session)

The operative part of this resolution has been summarised in the Appendices to previous Reports of the Director-General.

Detailed information on the action taken on the conclusions and recommendations adopted by the Governing Body at its 188th (November 1972) Session was submitted to the Committee on Operational Programmes of the Governing Body at the latter's 198th (November 1975) Session.

In December 1974 an agreement was reached between the UNDP and the ILO on the need for employers' and workers' organisations to participate in the preparation of country programming, in the annual review thereof and in
the assessment of certain projects being executed. In accordance with the terms of this agreement, instructions were given by the Administrator of the UNDP to the Resident Representatives and by the Director-General of the ILO to the Office field services, respectively, asking them to ensure that the provisions of the agreement were duly implemented.

At its 191st (November 1973) Session the Governing Body approved the setting up of tripartite teams within the framework of each Regional Advisory Committee to evaluate ILO technical co-operation activities in one or more countries of the region in question in the light of the aims of the Organisation and in particular of the principle of tripartite participation in all stages of these activities. The first tripartite evaluation mission took place in Ghana towards the end of November 1975 and its conclusions and recommendations were submitted to the African Advisory Committee at its Sixth Session (Lomé, 1-12 December 1975). The report of the evaluation mission, complete with the comments of the Advisory Committee, was submitted to the Governing Body at its session in March 1976 before being transmitted to the Government.

Measures adopted to give effect to the terms of this resolution as regards the implementation of standards have been described in the Appendices to the Director-General's Reports to the Conference in 1973-75. These measures are being pursued and strengthened as appropriate. In particular, two regional study courses were held for workers' representatives at the Tenth Conference of American States Members of the ILO (Mexico City, November-December 1974) and at the Eighth Asian Regional Conference (Colombo, September-October 1975). In the course of direct contacts or advisory missions, care is taken to inform and consult employers' and workers' organisations.

In 1975 the Committee of Experts on the Application of Conventions and Recommendations noted that, following the measures taken in the light of its recommendations, over 50 observations were received from employers' and workers' organisations on the way in which governments complied with their obligations under ILO standards. (For further details, see Report of the Committee of Experts on the Application of Conventions and Recommendations, Report III (Part 4 A), International Labour Conference, 60th Session, 1975, paragraphs 40-43.)

A first discussion took place at the 60th Session of the Conference of the item relating to the establishment of national tripartite machinery to improve the implementation of ILO standards. The Conference concluded in favour of the adoption of a Convention and a Recommendation concerning this subject and decided that it be placed on the agenda of the 61st Session of the Conference for final discussion.

The letter of convocation for the 61st (1976) Session of the Conference referred specifically to the provisions of the resolution concerning the tripartite
composition of delegations to the Conference, and requested governments to supply the information asked for in the resolution when communicating the credentials of Employers' and Workers' delegates. Similar references were inserted in the letters of convocation for the Eighth Asian Regional Conference and for the Industrial Committees and analogous meetings which were held in 1975.

Resolution concerning the Financing of Expenses of Delegations to the International Labour Conference (59th (1974) Session)

The contents of this resolution and the action taken by the Governing Body up to its 194th (November 1974) Session were described in Appendix II to the Report of the Director-General to the 60th (1975) Session of the Conference. At the same session the Conference had before it further material transmitted to it in accordance with a decision taken by the Governing Body at its 196th (May 1975) Session. This material consisted of a report of the Governing Body's Working Party on the Financing of Expenses of Conference Delegations, setting out the progress made in the examination of the question before it, and a summary of the replies received to a questionnaire which had been sent by the Director-General on the request of the Governing Body to the governments of member States concerning the cost which they had incurred in sending delegates and advisers to recent sessions of the General Conference, on the number of such participants who had borne their own costs and, where applicable, on the obstacles standing in the way of a broader participation in the Conference. The Conference noted this submission without comment.

At its 198th (November 1975) Session the Governing Body, acting through the Working Party, which it had reconstituted at the previous session, pursued its consideration of the various issues that had been identified in relation to the financing of expenses of Conference delegations. At its meeting the Working Party agreed that while it would be extremely difficult at the time to envisage the provision of additional funds to finance any costs of Conference delegations, this should not preclude further study of the principles that might govern such financing if it later became a practical possibility. It therefore decided that it would review in February 1976 the questions which it had identified as requiring such further study, so that at the next session it would be in a position to report to the Governing Body thereon. Pending the results of its further study, the Working Party decided to recommend to the Governing Body in the first instance certain measures which would not require amendments to the Constitution.

Having considered the recommendations put forward by the Working Party, the Governing Body decided:
(a) to appeal to all member governments to comply with their obligations with regard to representation at Conference sessions under article 3, paragraph 1, and article 13, paragraph 2 (a), of the Constitution, i.e. that governments should send delegations composed of four representatives, of whom two should be Government delegates and the two others should be delegates representing respectively the employers and the workpeople; and that each of the Members should pay the travelling and subsistence expenses of those delegates and their advisers attending the meetings of the Conference; and

(b) to request governments and employers' and workers' organisations to review arrangements for nomination of their representatives so as to ensure that the composition of delegations was consistent with the letter and spirit of tripartite participation and with the provisions of the articles of the Constitution mentioned above.

The Governing Body also decided that the Working Party should actively consider revisions of Conference arrangements so as to facilitate more effective participation by all delegations.

HUMAN RIGHTS

Resolution concerning Apartheid and the Contribution of the International Labour Organisation to the International Year for Action to Combat Racism and Racial Discrimination (56th (1971) Session)

As was recalled in the Director-General's Report to the 60th (1975) Session of the Conference, the action taken or envisaged on this resolution was described in detail in Part 2 of the Director-General's Report to the 57th (1972) and 58th (1973) Sessions of the Conference. Implementation of the resolution continued along the same lines in 1975 and included, in particular, the publication in English, French, Spanish, Russian and German of the Eleventh special report of the Director-General on the application of the Declaration concerning the policy of apartheid of the Republic of South Africa. In addition, as in previous years, steps were taken to have the Special Report translated into Afrikaans and Zulu with a view to its distribution inside South Africa.

Resolution concerning the Policy of Colonial Oppression, Racial Discrimination and Violation of Trade Union Rights Pursued by Portugal in Angola, Mozambique and Guinea-Bissau (57th (1972) Session)

This resolution no longer has any purpose since the territories in question have become independent—Guinea-Bissau on 24 September 1974, Mozambique on 26 June 1975 and Angola on 11 November 1975.

In the case of Mozambique, a project has been prepared on vocational training with a view to regional development following a programming mission
carried out in 1974 to meet the leaders of the Mozambique Revolutionary Liberation Front (FRELIMO), then established in Tanzania. Furthermore, a project concerning the setting up of a national system of industrial vocational training is to be implemented in the course of 1976.

At the 60th (1975) Session of the Conference talks took place with the delegation of observers from Angola which included representatives of the three liberation movements recognised by the OAU (FNLA, MPLA and UNITA) concerning the assistance that might be given to the country by the ILO, but the present situation in Angola prevents action by the international organisations.

There were five ILO missions to Guinea-Bissau and the Cape Verde Islands in the course of 1975. An industrial vocational training project became operational last November. Other projects are about to be approved in the field of rural training, training for office employees and the vocational rehabilitation of handicapped persons.

The territories in question are in need of international assistance to consolidate their independence and accelerate development but this assistance must henceforth be provided to independent States under the ordinary UNDP procedures and in particular that of country programming.

Resolution concerning the Policy of Discrimination, Racism and Violation of Trade Union Freedoms and Rights Practised by the Israeli Authorities in Palestine and in the Other Occupied Arab Territories (59th (1974) Session)

Appendix II to the Report of the Director-General to the 60th (1975) Session of the Conference reported the decisions adopted by the Governing Body at its 194th (November 1974) Session with regard to the action to be taken concerning the resolution and the measures taken by the Director-General up to his submitting of the Report to the 195th (February-March 1975) Session of the Governing Body.

Subsequently, on 2 May 1975, the Director-General sent further communications to the governments, inter-governmental organisations and organisations of employers and workers of the regions concerned regarding consideration of the measures taken and to be taken in connection with the effect to be given to the resolution. He informed the Governing Body of this in a report submitted to its 196th (May 1975) Session, indicating also his intention of having a detailed study made of the situation and of submitting a report on the matter at a later date.

At the 198th (November 1975) Session of the Governing Body the Director-General informed it that he had taken steps with a view to having such a study carried out. A progress report on the subject was submitted to the 199th (March 1976) Session of the Governing Body.
In the first resolution the Conference urged the Chilean authorities to take certain steps to ensure respect for human and trade union rights and to lift restrictions on trade union activities. It also invited the Governing Body to arrange for the immediate despatch to Chile of the Fact-Finding and Conciliation Commission—to which the Governing Body had referred the examination of complaints on infringement of freedom of association in that country—and to set up a Commission of Inquiry to study the failure of Chile to apply the Hours of Work (Industry) Convention, 1919 (No. 1), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

The final reports of the Fact-Finding and Conciliation Commission on Freedom of Association concerning the case of Chile and the Commission of Inquiry set up under article 26 of the ILO Constitution to study the application of the Hours of Work (Industry) Convention, 1919 (No. 1), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), were submitted to the Governing Body at its 196th (May 1975) Session. These reports contained recommendations on the matters examined, with the exception of those concerning Convention No. 1, on which the Commission of Inquiry did not feel called upon to make any recommendations.

In the second resolution the Conference urged the Chilean authorities to implement the recommendations of the Commissions to release trade union leaders and others still in custody, to put an end to torture and ill-treatment, to do away with the Special Courts and exceptional military jurisdictions, to decree a general amnesty, and to repeal legislation which limits trade union rights or allows dismissal on the grounds of political opinion. The Conference also invited the Governing Body to instruct the Director-General to request the Government of Chile to submit reports pursuant to articles 19 and 22 of the ILO Constitution on developments in the fields covered by 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 Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and in particular on the measures taken to implement the recommendations of the two Commissions in their reports of May 1975, as well as those of the present resolution, to follow the developments of the trade union situation in Chile on a permanent basis and to submit reports to the Governing Body at its 198th (November 1975) Session and to the Conference at its 61st (1976) Session.

At its 198th (November 1975) Session the Governing Body had before it a report, dated 28 October 1975, from the Chilean Government on the action taken to implement the recommendations of the Fact-Finding and Conciliation Commission.
Commission on Freedom of Association and the above Conference resolution. The Governing Body requested the Director-General to ask the Government to report, by 1 April 1976, on developments in the situation with respect to the recommendations of the Fact-Finding and Conciliation Commission and the Conference resolution, in particular with respect to the matters on which the Government had not supplied information and to provide satisfactory answers to certain specific points in the Commission’s report, and to request the Committee on Freedom of Association to examine the matter and report to the Governing Body at its 200th Session. The Governing Body also had before it information from the Government of Chile on the measures taken to give effect to the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). The Committee of Experts on the Application of Conventions and Recommendations, at its meeting in March 1976, will examine the information supplied by the Government concerning the application of the Convention, the recommendations of the Commission of Inquiry and the Conference resolution.

EMPLOYMENT, HUMAN RESOURCES AND DEVELOPMENT

Resolution on Labour and Social Implications of Automation and Other Technological Developments (57th (1972) Session)

Action on many of the subjects mentioned in this resolution, and summarised in previous Reports, is being taken, either directly or indirectly, in many ILO programmes. Salient among them is the World Employment Programme, an important component of which deals specifically with technology and employment. Activities carried out under this heading have been described in detail in the World Employment Programme section in the preceding Part. Also, technologies for productive employment creation in developing countries is one of the items on the agenda of the World Employment Conference.

The Human Resources Development Convention (No. 142) and Recommendation (No. 150) adopted at the 60th (1975) Session of the Conference have been designed to keep training and vocational guidance in line with technological change. Other activities relevant to the resolution include research and technical co-operation relating to occupational health and safety, working conditions and environment, management development and vocational training, which are described in the preceding Part of this Report.

Resolution concerning the Relations between International Trade and Employment (56th (1971) Session)

Action taken on this resolution was described in detail in Appendix II of the Director-General’s Report to the 60th (1975) Session of the Conference. In
addition, two books (Trade and employment and The optimal international division of labour) and an article in the International Labour Review ("Employment effects of trade expansion", March 1975) were published in 1975. The subject will also be discussed at the World Employment Conference. Both GATT and UNCTAD have been associated with the preparation of the basic policy document for this Conference, and UNCTAD in particular prepared a technical background paper on the "Impact on Employment of International Policy Measures in the field of Trade and Development".


Many of the activities undertaken within the framework of the World Employment Programme, and more particularly those carried out in preparation for the World Employment Conference, have been directly related to several of the requests contained in this resolution. These have been described in the preceding Part.

Apart from the case studies on the repercussions of inflation mentioned in Appendix II of the Director-General's Report to the 60th Session of the Conference, two others were completed in 1975, concerning the United States and the United Kingdom. The two studies were published in the August-September 1975 and November 1975 issues of the International Labour Review.

Action taken to promote full participation of workers' and employers' organisations in UNDP country programming has been described above under the section on "Tripartism".

Resolution concerning the Drought-Stricken Sahel Region and Other Regions and the Role of the International Labour Organisation (59th (1974) Session)

Action taken or envisaged on this resolution was described in detail in Appendix II of the Director-General's Report to the 60th (1975) Session of the Conference.

Resolution concerning Rural Development (60th (1975) Session)

This resolution invited the Governing Body: (a) to ensure that the structural organisation of the ILO provided for specific responsibility for and adequate co-ordination of rural development, reflected an adequate appreciation of the scale and urgency of the human needs in rural areas, and was allocated a share of the resources commensurate with the size and importance of the problems; (b) to examine jointly with the appropriate United Nations organisations and regional organisations concerned with development the best ways and means of implementing a co-ordinated strategy for rural develop-
ment, including vocational training, employment promotion and the establishment of independent rural workers' organisations; and (c) to call on member States to undertake programmes to expand food production, stimulate employment in rural areas, provide vocational training, remove obstacles to the organisation of rural workers and ensure adequate security of tenure to tenant farmers.

A paper was prepared for an in-depth review of rural development which will be undertaken by the Governing Body in 1976. This paper contained proposals on the future scope and magnitude of ILO rural development activities and arrangements for co-operation with other organisations as well as on internal Office arrangements for rural development.

This paper also coincided with, and was part of the ILO's contribution to, an inter-agency planning exercise in rural development which was carried out under the leadership of the World Bank. The objective of this exercise was to prepare a United Nations system-wide plan which would be reflected in the programme and budgets of the various agencies, beginning, if possible, with the 1978-79 biennium.

The Rural Workers' Organisations Convention (No. 141) and Recommendation (No. 149) adopted by the Conference at its 60th Session will undoubtedly contribute, if widely ratified or applied, to the attainment of the resolution's aims. So also would a number of workers' education activities, such as, for example, a course held in Central America on workers' education and organisations of rural workers, or a residential course planned for representatives of rural workers' organisations at the Turin Centre.

Resolution concerning the Contribution of Small and Medium Undertakings to Economic and Social Progress and to the Creation of Employment in Particular in Developing Countries (60th (1975) Session)

In its operative part, the resolution invited the Governing Body to instruct the Director-General: (a) to impress on governments the need to bear in mind, when drawing up their economic and social development plans, the contribution of small and medium undertakings; (b) to undertake studies, particularly within the framework of the World Employment Programme, of the role of small and medium undertakings in employment creation and of the obstacles they encounter; (c) to prepare a study covering the concepts of small and medium undertakings, taking into account the different levels of development of the countries concerned, and including labour relations with reference to workers' participation in decision making and the role of collective bargaining; (d) to offer member States coherent technical co-operation programmes that would meet the needs of small and medium undertakings; (e) to organise symposia or round-table discussions to enable managers and workers of these
undertakings to exchange experiences; and (f) to keep in close touch with other United Nations organisations and with the competent regional organisations as well as with employers' and workers' organisations.

As regards subparagraph (a), the importance of small and medium undertakings in developing the urban informal sector and non-farm activities in rural areas has been drawn to the attention of individual governments by many of the comprehensive and exploratory employment missions. In his Report to the Eighth Asian Regional Conference the Director-General pleaded once more for recognition of the importance of the informal sector for alleviating mass poverty, a theme which was subsequently reflected in one of the resolutions of the Regional Conference.

Subparagraphs (b), (c) and (d) correspond to on-going activities, particularly within the World Employment Programme, the management development programme and the labour law and labour relations programme. Much of the research for the World Employment Programme described in the preceding Part, particularly that relating to technology and urbanisation, touches directly or indirectly on small and medium undertakings. The basic policy document for the World Employment Conference also deals with the subject extensively.

A comparative study of small business development schemes in selected African countries has been initiated under the management development programme, in collaboration with the Government of Ireland. New approaches to small business development are being tried out in Uganda and Paraguay (in the latter country jointly with the World Bank).

A symposium for Asian countries on industrial relations was held in Manila in August-September 1975. It provided an opportunity for a discussion of industrial relations problems in that region from the point of view of development requirements, including those of the unorganised informal sector.

In all these activities the ILO maintains close contacts with UNIDO, the World Bank and other interested international organisations and employers' and workers' organisations. In 1974 the ILO and UNIDO reached an understanding on areas of co-operation in regard to small undertakings. As already mentioned in the preceding Part, in the section on the World Employment Programme, the ILO produced jointly with UNIDO an important paper on industrialisation, employment and social objectives for the Second UNIDO Conference.

Resolution concerning Industrialisation, the Guarantee of Employment and the Protection of the Incomes of Workers (60th (1975) Session)

This resolution requested: (a) that the report to the World Employment Conference should cover the fundamental points in the social objectives of
industrialisation strategies as defined by the International Labour Conference; and (b) that an item entitled “Safeguarding of the right of employment, assistance to the unemployed and protection of the workers’ incomes” be placed on the agenda of an early session of the International Labour Conference with a view to the adoption of an international instrument to replace the Unemployment Provision Convention (No. 44) and Recommendation (No. 44) of 1934. The resolution also reaffirms the right of all persons to employment, to free choice of employment and the right to a guaranteed income of all persons who are employed, are wholly or partly unemployed, are in need of vocational retraining or are retired.

The policy document for the World Employment Conference treats the social objectives of industrialisation strategies in some detail. The five points on the agenda of this Conference all have implications for industrialisation policies in developing and developed countries.

A law and practice report in connection with new social security standards on unemployment benefits was prepared for the Governing Body for the consideration, at its 198th (November 1975) Session, of the agenda for the 63rd (1977) Session of the Conference. Although this item was not then retained for that session of the Conference, the Governing Body will have an opportunity to reconsider it in connection with the agenda of the 64th (1978) Session of the Conference.

A major study on unemployment protection under social security was prepared for a meeting of selected members of the ILO Committee of Social Security Experts, held in Geneva from 26 November to 3 December 1975. This study, discussing present provisions, emerging trends, and problems currently faced by governments in this important social security area, was designed to assist the Committee in providing the Office with its views and advice on the nature of new international standards which appeared to be desirable. The Committee’s proposals on this subject will be laid before the Governing Body, as part of the report of the meeting, at its 199th (March 1976) Session.

WORKING CONDITIONS AND ENVIRONMENT

Resolution concerning the Contribution of the International Labour Organisation to the Protection and Enhancement of the Environment related to Work (57th (1972) Session)

Resolution concerning the Working Environment (59th (1974) Session)

Action taken in previous years in response to these two resolutions has been described in Appendix II of the Director-General’s Report to the 60th (1975) Session of the Conference.

Since then, Volume 2 of the Manual on radiation protection in hospitals and general practice, prepared in co-operation with the WHO and the IAEA, has
been published. A study on flexible working hours was also published. Information on new forms and methods of work and on the social consequences of technology transfer was collected and analysed as a first stage in several research projects to be carried out in the 1976-77 biennium.

At its 60th Session the Conference had an opportunity of discussing working conditions and environment on the basis of the Director-General’s Report entitled Making work more human. The proposals contained in the Report for future ILO action in this domain led the Conference to adopt a new resolution requesting that an international programme for the improvement of working conditions and environment be launched.

Resolution concerning Future Action of the International Labour Organisation in the Field of Working Conditions and Environment (60th (1975) Session)

In this resolution the Conference addressed itself, on the one hand, to member States and, on the other hand, to the Governing Body. Member States were invited to promote through all means possible an improvement of working conditions and environment; to set periodically for themselves a number of definite objectives to reduce certain industrial accidents and occupational diseases or the most unpleasant and tedious of jobs; and to ensure that scientific research is carried out for man rather than against him and his environment.

Endorsing the Director-General’s proposal for launching an international programme for the improvement of working conditions and environment to promote and support national action, the Conference then invited the Governing Body to instruct the Director-General to prepare and submit to it such a programme based on the general discussion of his Report at the 60th Session of the Conference and after consultation with the competent international organisations as well as with the national, regional and international bodies specialised in working conditions and environment. In preparing this programme, the Director-General was asked to take into account: (a) his intention, announced during the 59th Session of the Conference, of initiating a general inquiry into work, the purpose of which would be to reinforce the effectiveness of action by the ILO at all levels; (b) an increase in ILO resources devoted to working conditions and environment; (c) continuing examination of international labour standards relating to working conditions and environment with a view to revising existing ones not up to date and to the adoption of basic standards designed to guide national policies on work safety and health and environmental pollution caused by industrial and agricultural techniques; (d) the systematic use of meetings of Industrial Committees and analogous bodies to carry out an evaluation of working conditions and
environment in different countries and industries and to make appropriate recommendations for their improvement; and full use of the services of the Panel of Consultants on Safety in Mines; (e) the preparation and publication of guides, statute books and teaching materials on safety and health, hours of work, organisation of work, job content and ergonomics; (f) the preparation and publication of guides on the best use of workers' free time in order to promote their self-fulfilment and to facilitate their access to culture and vocational training; (g) the placement, in different regions, of multidisciplinary teams made up of specialists in working conditions and environment to assist governments, employers' and workers' organisations and research and training institutions and bodies in preparing and carrying out programmes to improve working conditions and environment, to undertake studies on national and regional situations and on progress made in applying relevant international labour standards, to organise and conduct symposia, seminars and other specialised meetings, and to participate in UNDP country and regional programming; and (h) an in-depth study on the costs of industrial accidents and problems related to the harmonisation of relevant statistics, of the definition of criteria and limits for exposure to dangerous substances, of methods for determining the costs and economic and social advantages of measures to improve working conditions, and of experiences relating to work organisation and the effects of transfers of technology on working conditions and environment.

The Director-General was also to be instructed to examine the possibility of organising an international tripartite meeting to discuss various aspects of working conditions and environment, the results of which would subsequently be submitted to the Conference to allow it to take stock of ILO action and decide on a future programme of activities. Finally, the Director-General was to be asked to undertake, in collaboration and with the support of the United Nations Environment Programme, a coherent programme of action comprising educational and training activities and studies on the economic and social consequences of environmental policies.

Following the decisions taken by the Governing Body at its 198th (November 1975) Session, the text of the resolution was sent to the governments of all member States—and through them to the organisations of employers and workers—by a special circular letter from the Director-General, dated 16 December 1975, inviting them to inform him by 1 March 1976 of the aims and content of their policies regarding working conditions and environment and their suggestions concerning the best ways in which the ILO could help in implementing these policies and the priorities it should assign to activities in this field. Furthermore, the Governing Body instructed the Director-General to consult the competent international organisations and the national, regional
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and international bodies specialising in working conditions and environment with a view to submitting to it proposals on an ILO international programme to promote or support the activities of member States in this field.\(^1\)

As regards subparagraph (c) of the resolution, during the discussion of the agenda of the 63rd (1977) Session of the Conference, the Governing Body had before it two law and practice reports, one of which dealt with the question of revising the Protection against Accidents (Dockers) Convention (Revised), 1932 (No 32), the other with the desirability of drawing up new international standards on hours of work and rest periods in road transport in view of the low number of ratifications so far received by Convention No. 67. Because of other priorities, the Governing Body did not retain these questions for inclusion on the agenda of the 1977 Session of the Conference. The Governing Body also had before it a document dealing with the possibility of revising the Night Work (Women) Convention (Revised), 1948 (No. 89). It requested the Office to continue its studies on the matter.

As regards subparagraph (d), the question of the working environment is on the agenda of various Industrial Committees and similar bodies which will be meeting in 1976-77 (namely: coal mines, plantations, chemical industries, metal trades, textiles, civil aviation, food products and drinks). A meeting of experts on safety problems in off-shore drilling installations is on the programme for 1976-77. A number of members of the Panel of Consultants on Safety in Mines are working out guidelines on the prevention of exposure to diesel exhaust fumes in mines.

As regards subparagraph (e), the Office is continuing its programme of publishing guides and codes of practice on various aspects of industrial safety and health.

As regards subparagraph (g), resources have been allocated for 1976 for the establishment of a multi-disciplinary team of specialists in working conditions and environment.

As regards subparagraph (h), the programme for the 1976-77 biennium already makes provision for studies that will be undertaken on the various subjects mentioned in this subparagraph.

The up-dating of the Medium-Term Plan submitted to the Governing Body for the period 1976-81 makes provision for the convening of an international tripartite meeting, towards the end of this period, to review the activities undertaken under the programme that will have been set up.

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\(^1\) The Governing Body is to consider at its 200th (May 1976) Session an Office paper outlining the proposals for an International Programme for the Improvement of Working Conditions and Environment. It is intended to communicate this Programme to the Conference for its information.
The Governing Body had before it a document on the contribution of the ILO to the United Nations Environment Programme; after examining the document it instructed the Director-General to undertake, with the collaboration and support of the UNEP, a coherent programme of ILO action concerning the environment.


Resolution on Special Arrangements (Occupational Cancer) (59th (1974) Session)

Measures taken or planned to implement these resolutions have been described in detail in Appendix II of the Director-General’s Report to the 60th (1975) Session of the Conference.

Resolution concerning Paid Educational Leave (59th (1974) Session)

The contents of this resolution have been summarised in Appendix II of the Report of the Director-General to the 60th (1975) Session of the Conference.

Contacts have been established between the ILO, UNESCO, the OECD and the Council of Europe with a view to co-ordinating their respective activities relating to paid educational leave and continuing education. At the seminar organised within the framework of the International Congress of Managers, Engineers and Technicians (April 1975), as well as at various other meetings, the Office presented the new instruments adopted by the Conference at its 59th Session. In addition it followed closely the new developments in paid educational leave and published information thereon in the Social and Labour Bulletin.

SOCIAL SECURITY

Resolution concerning Future Activities of the International Labour Organisation in the Field of Social Security (56th (1971) Session)

In 1975 most of the work carried out by the ILO in the field of social security contributed to the achievement of the objectives set out in this resolution. The manuscript for the ILO inquiry into the cost of social security for the period 1967-71 was completed, for publication in 1976, and work continued on data collected on the scope of protection of social security schemes, which will provide an international survey of the progress made in the extension of social security coverage to various sectors of the population. ILO advisers have continued to assist individual countries in preparing plans and/or the legislative and administrative framework for the extension of social security.
benefits to workers and their families hitherto not covered, and ILO technical co-operation to developing countries, on both general and specific social security projects, has been maintained at a high level of activity. Further studies have been made for the Council of Europe and the European Communities concerning harmonisation of social security, and improvements of benefits for migrant workers—in particular to cater for the self-employed. A major study on the development, possibilities and problems of harmonisation of social security systems in African countries was prepared for the Sixth Session of the African Advisory Committee. As part of the background documentation for the World Employment Conference, a study was prepared on income security of workers in the light of structural change.

A meeting of selected members of the ILO Committee of Social Security Experts, held in November-December 1975, examined topics which included unemployment protection, social security indicators, and social security issues affecting women.

Two training courses were held at the African Regional Centre for Labour Administration (CRADAT), Yaoundé, for officials of social security institutions of French-speaking countries in Africa; the subjects included general social security administration, social security provision for migrant workers, and the use of computers for social security operations. Twenty-eight fellowships were financed at the Inter-American Centre for Social Security Studies (CIESS).

MULTINATIONAL ENTERPRISES

Resolution concerning the Social Problems Raised by Multinational Undertakings (56th (1971) Session)

With the exception of the consideration of this subject by the Conference, action on the resolution was completed during 1972 and the early part of 1973. An account of this action was given in the Director-General’s Report to the Conference at its 58th (1973) Session.

MIGRANT WORKERS

Resolutions concerning Migrant Workers (56th, 57th and 59th (1971, 1972 and 1974) Sessions)

In addition to the action described in previous Reports, which also contain a detailed account of the contents of these three resolutions, the question of migrant workers was dealt with by the Conference, under the double-discussion procedure, at its 59th (1974) Session and at its 60th (1975) Session, leading
to the adoption of two new international instruments: the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and the Migrant Workers Recommendation, 1975 (No. 151).

Seminars on the conditions of life and work of migrant workers were organised in South America (in Buenos Aires in November 1974) and in West Africa (in Accra in May 1975). A symposium on equality of opportunity and treatment of migrant workers in the European region was held in Geneva in April 1975.

At its meeting in August 1975 the Joint ILO/WHO Committee devoted itself fully to considering the problems of the health of migrant workers. The question of the conditions of work and life of nursing personnel has been included in the agenda of the 61st Session of the Conference, and the Proposed Conclusions will include provisions on the international mobility of nurses.

In October 1975 the Meeting of Experts on Migrant Workers convened by the Governing Body of the ILO held an exchange of views on the problems created by the return of migrant workers to their countries of origin and examined the ILO programme. At the end of its discussions, the Meeting established a list of priorities concerning: the standard-setting activities of the ILO (requests for reports on non-ratified Conventions and Recommendations, in accordance with article 19 of the Constitution); the need for the ILO to pay particular attention to the problem of migrant workers' return; the special responsibility of the ILO in relation to international migration; the strengthening of employment services as a priority aim of the technical co-operation programme; studies of clandestine trafficking and the illegal employment of migrant workers, on a regional basis, including the problem of workers without official papers; the necessity to place emphasis on the ILO's regional and sub-regional activities; the extension of social security coverage; and the organisation, on a tripartite basis, of meetings on safety and health protection.

It is proposed to publish in 1976 English and Spanish editions of the major study published in French in 1974 on the social security of migrant workers, which provided a detailed analysis of the legal and administrative problems involved in ensuring the social security of migrant workers and their dependants and of the solutions adopted or contemplated under the main agreements of various kinds which are applicable in this field. During 1975 this study was found to be of considerable value to social security institutions concerned with the issues involved.

Other measures to implement these resolutions have been described in Appendix II of the Director-General's Report to the 60th (1975) Session of the Conference. Moreover, international manpower movements and employment is one of the main topics to be discussed at the World Employment Conference.
INDUSTRIAL ACTIVITIES

Resolution concerning the Programme of Industrial Activities of the International Labour Organisation (57th (1972) Session)

Work undertaken so far on collective agreements, as requested in this resolution, has covered the petroleum, textile, woodworking and mining industries (as reported on in the Director-General’s Reports to the 58th, 59th and 60th Sessions of the Conference). In 1975 efforts concentrated on the iron and steel industry and the chemical industries, with a view to the inclusion of supporting material in the General Reports prepared for the Ninth Session of the Iron and Steel Committee (September 1975) and the Eighth Session of the Chemical Industries Committee (February 1976).

The development of social conditions within individual industries—including the conclusions of collective agreements and the promulgation of legal texts relating to the industries—is normally covered in the section on recent events and developments which forms part of the General Report submitted to each session of an Industrial or analogous Committee and to similar tripartite technical meetings.

WOMEN WORKERS

Resolution concerning Women Workers (57th (1972) Session)

Measures taken to implement this resolution have been described in Appendix II of the Director-General’s report to the 60th (1975) Session of the Conference. At that session, the Conference adopted a declaration on Equality of Opportunity and Treatment for Women Workers and two resolutions. The Declaration lays down a series of fundamental principles essential for the promotion of equality of opportunity and treatment in education, vocational guidance and training, employment policy, wages, occupational safety, social infrastructure, social security and the like.

The 60th Session of the Conference also had before it a world survey of the implementation of the equal pay principle contained in the Equal Remuneration Convention, 1951 (No. 100), based on reports submitted by governments under articles 19 and 22 of the Constitution.

Resolution concerning a Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers (60th (1975) Session)

This resolution calls for action both by member States and by the ILO. It outlines the various measures which each member State should apply to promote equality of opportunity and treatment for women workers. It also
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suggests action by the ILO at the regional and international levels and proposes the fields in which research activities should be initiated or strengthened.

The Governing Body asked the Director-General to draw the attention of governments and through them of the employers' and workers' organisations to the section of the resolution dealing with the action to be taken by them.

The Director-General has proposed an item on equality of opportunity and treatment of women workers for inclusion in the agenda of the forthcoming session of the Inter-American Advisory Committee and intends to propose a similar item for the agenda of the Asian Advisory Committee. The possibilities of strengthening the ILO's field structure to deal with women workers' questions will be examined by the Governing Body in conjunction with its in-depth review of decentralisation.

The updating of the ILO's Medium-Term Plan for 1976-81, submitted to the Governing Body at its 199th (March 1976) Session, contains proposals for a programme of activities relating to equality of opportunity and treatment for women workers, as called for by the resolution. It is also intended in due course to propose to the Governing Body that the Conference review in 1980 the progress made in achieving equality of opportunity and treatment for women workers.

As for the elimination of discrimination against women within the Office, the Governing Body approved a series of amendments to the Staff Regulations aimed at deleting all discriminatory clauses.

Resolution concerning Equal Status and Equal Opportunity for Women and Men in Occupation and Employment (60th (1975) Session)

The resolution invites the Governing Body to instruct the Director-General to study the need for new international instruments concerning equal opportunities and equal treatment for women and men in occupation and employment with a view to supplementing the provisions of the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and to carry out studies on matters relating to special protection for women and men as the case may be. It also calls for a review, on the basis of reports supplied by member States under article 19 of the Constitution and in the light of current concepts of maternity protection, of the adequacy of the provisions of the Maternity Protection Conventions (Nos. 3 and 103) and Part VIII (Maternity Benefits) of the Social Security (Minimum Standards) Convention, 1952 (No. 102). Finally, the resolution requests that, on the basis of reports to be supplied under article 19 of the Constitution on the Employment (Women with Family Responsibilities) Recommendation, 1965 (No. 123), the Governing Body should place the
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question of workers with family responsibilities on the agenda of the Conference with a view to the adoption of a new instrument.

At the Governing Body's request work has already started on the study of the need for new international instruments. Studies have already been undertaken of various types of special protective measures for women and their adequacy in relation to current circumstances and concepts regarding the need for protection and for equal treatment of workers of both sexes. Their outcome will determine whether future work programmes of the ILO should provide for further studies of the question.

Since the Governing Body has already selected the standards on which article 19 surveys are to be carried out in 1976 and 1977, the earliest when such a survey of the maternity protection Conventions can be undertaken would be 1978. The Office will take account of this when proposing to the Governing Body topics for article 19 surveys in 1978 and subsequent years.

In drawing up proposals for the agenda of future sessions of the Conference, the Office will take account of the resolution's request to have the question of workers with family responsibilities included.

VOCATIONAL REHABILITATION

Resolution concerning Vocational Rehabilitation and Social Reintegration of Disabled or Handicapped Persons (60th (1975) Session)

The resolution calls on member States to recognise the gravity of problems of the disabled and handicapped and their right to social and economic reintegration through appropriate measures and services. It requested the Director-General: (a) to compile documentation on technical experience, legislation and research relating to social integration and vocational rehabilitation of the disabled or handicapped; (b) to assist developing countries in setting up vocational rehabilitation facilities and open or sheltered employment opportunities for their disabled or handicapped; (c) to study the possibility of launching a comprehensive campaign for vocational rehabilitation and social integration of the disabled or handicapped, in co-operation with the United Nations, its specialised agencies and other international, regional and non-governmental organisations concerned; and (d) to give high priority to programmes for vocational rehabilitation and social reintegration of the disabled or handicapped.

As for subparagraph (a), the 1976-77 Programme and Budget provides for the expansion of the existing small documentation service and for systematic compilation of information through contacts with governments, non-governmental organisations and other research and documentation services.

Some 15 projects, financed either under the regular budget or by the UNDP, were being carried out or were completed in 1975. Another 15 projects
will, or are expected to, start in the near future. With financial assistance from the UNDP and multi-bilateral aid agencies, the ILO will continue conducting, as it has done in the past, regional and inter-regional seminars and training courses for rehabilitation staff in developing countries.

As for subparagraph (c), the ILO has been examining recently with the United Nations, WHO, UNESCO, Rehabilitation International and other non-governmental organisations the possibilities of launching vocational rehabilitation campaigns, either at a regional or a country level, directed in particular at rural areas. It is hoped to establish soon an international institute in Iran for the training of rehabilitation staff from developing countries.

To meet the request in subparagraph (d) the Office took measures to give the resolution the widest possible distribution, including non-governmental organisations concerned with the subject; to ensure that vocational rehabilitation activities are properly emphasised in country and inter-country programming of technical co-operation; to include vocational rehabilitation components in related projects, such as social security, workers' education, cooperatives and employment; and to include references to vocational rehabilitation in ILO reports and papers which deal with general social and human resources topics.