

year, including contributions from the governments of countries involved, is expected to reach \$50 million.

A Foreshadowed Involvement

The ILO involvement in direct technical-assistance programs was foreshadowed back in the 1930s, when the Organization was requested to send advisory missions to help member countries with specific labor and social problems. Also, during the Second World War, from temporary headquarters at McGill University in Montreal, the ILO sent personnel to work in the social security field in Latin America.

However, full-scale participation in technical co-operation flowed from the ILO's relations with the newly-established United Nations in 1946 as a member of the UN family of Specialized Agencies. In 1950, the UN began its Expanded Program of Technical Assistance, and nine years later established its Special Fund. Both programs were later merged into the United Nations Development Program, and it is under the aegis of the UNDP that the ILO carries out the bulk of its technical-assistance projects.

Human Resources Development

It is fundamental to ILO thinking that the key factor in any country's economic progress is the development of its human resources. This means that the Organization is concerned with training native personnel to take over industrial operations entirely after an ILO mission has completed its task. Therefore, it is in this area that the ILO makes its most substantial contribution to the technical-assistance programs — with particular emphasis on vocational training and management development.

The need for vocational training is, of course, obvious, because the basic problem in developing countries is an acute shortage of skilled labor. On the other hand, the ILO recognized early that the raising of industrial productivity was closely connected with the training of a competent managerial staff. In both these areas, the early activity of the ILO centered on small-scale projects involving a few experts for short periods. However, it was soon recognized that these types of operation did little to elevate the levels of skill generally among the labor force and in the management sector. This led to the establishment of projects on a much wider scale, to the point where, today, programs are organized on a national level.

Workers' Education Program

A good deal of emphasis is placed on a workers' education program designed mainly to help trade unions and other worker bodies develop social and educational programs. In content, the program covers information on a variety of subjects ranging from methods and techniques of worker education to all major technical fields within the ILO sphere of operation. In addition, training