

In 1940, the ILO accepted an invitation from the Canadian government to move to Montreal, where, throughout the war, it continued its world-wide work on a limited scale from the McGill University campus. The ILO returned to Geneva in 1948. One main task was to reassess and reorganize the objectives and programs of the Organization in order to meet the most critical problems of the postwar world. In 1946, the ILO became one of the Specialized Agencies of the United Nations.

Objectives and programs

The basic objective of the ILO, as reflected in the preamble to its constitution, is to improve the conditions of labour. The constitution also sets out the principle that "universal and lasting peace can be established only if it is based upon social justice". The Declaration of Philadelphia, 1944, now attached to the constitution as an annex, asserts that "poverty anywhere constitutes a danger to prosperity everywhere", and stresses the need to promote the economic and social advancement of the less-developed regions of the world. The ILO seeks to promote within member countries the realization of easier human rights, including freedom of association, right to organize and bargain collectively, protection against discrimination in employment opportunity, and equal pay for work of equal value for men and women workers. It encourages

governments to establish policies of full employment, sound labour administration, and legislation in such fields as collective bargaining, occupational safety and health, social security and labour standards.

The ILO has various methods of seeking to achieve these objectives. Its best-known work is the development of international labour conventions and recommendations, which establish standards for labour legislation and its administration and social policy. Conventions are subject to ratification by member countries. The ILO also undertakes comparative analyses of legislation and policies in member countries, conducts research into specific problems, issues publications, including the monthly *International Labour Review*, sponsors international meetings, and carries out programs of assistance to developing countries. For the latter activity, the ILO receives funds allocated by the United Nations Development Program for projects in the labour field, currently amounting to over \$50 million a year.

Structure and activities

The distinctive feature of the ILO structure is that it is tripartite. Its meetings bring together representatives of labour and employers as well as governments, each with voting rights and sharing responsibility for the development of programs and policies.