INTERNATIONAL LABOUR OFFICE

MINUTES

OF THE

96TH SESSION

OF

THE GOVERNING BODY

PARIS — 12 OCTOBER 1945
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Le Conseil d'administration du Bureau international du Travail a tenu sa 96ème session à la Sorbonne, à Paris, le vendredi 12 octobre 1945.
La composition du Conseil était la suivante:

Groupe gouvernemental:
- États-Unis d'Amérique: M. Carter Goodrich, Président.
- Belgique: M. Troclet.
- Canada: M. Rive.
- Chili: M. Schnake.
- Chine: M. Djang Tien-kai.
- France: M. Justin Godart.
- Royaume-Uni: M. Myrddin-Evans.
- Grèce: M. Cavadias.
- Inde: Sir Samuel Runganadhan.
- Mexique: M. Trujil[1].
- Norvège: M. Oksnes.
- Pays-Bas: M. van den Tempel.
- Pérou: M. Alvarado.

Groupe des employeurs:
- M. Erulkar.
- Sir John Forbes Watson.
- M. Gérard.
- M. Morawetz.
- M. Oberg.
- M. Waline.
- M. Yllanes Ramos.
- M. Zellerbach.

Groupe des travailleurs:
- M. Andersson.
- M. Chu Hsueh-fan.
- M. Hallsworth.
- M. Kosina.
- M. Laurent.
- M. Lombardo Toledano.
- M. Oldenbroek.
- M. Watt.

Membres titulaires absents et non remplacés:

Groupe gouvernemental:
- Brésil: M. de Rego Monteiro.
Les représentants des gouvernements de la Pologne et de la Yougoslavie.
The Governing Body of the International Labour Office held its 96th Session at the Sorbonne, in Paris, on Friday, 12 October 1945.

The Governing Body was composed as follows:

**Government group:**
- **United States of America:** Mr. Carter Goodrich, Chairman.
- **Belgium:** Mr. Troclet.
- **Canada:** Mr. Rive.
- **Chile:** Mr. Schnake.
- **China:** Mr. Djang Tien-kai.
- **France:** Mr. Justin Godart.
- **United Kingdom:** Mr. Myrddin-Evans.
- **Greece:** Mr. Cavadas.
- **India:** Sir Samuel Runganadhan.
- **Mexico:** Mr. Trujillo Gurría.
- **Netherlands:** Mr. van den Tempel.
- **Norway:** Mr. Óksnes.
- **Peru:** Mr. Alvarado.

**Employers’ group:**
- Mr. Erulkar.
- Sir John Forbes Watson.
- Mr. Gérard.
- Mr. Morawetz.
- Mr. Oberg.
- Mr. Waline.
- Mr. Yllanes Ramos.
- Mr. Zellerbach.

**Workers’ group:**
- Mr. Andersson.
- Mr. Chu Hsueh-fan.
- Mr. Hallsworth.
- Mr. Kosina.
- Mr. Laurent.
- Mr. Lombardo Toledano.
- Mr. Oldenbroek.
- Mr. Watt.

**Regular members absent and not replaced by substitutes:**

**Government group:**
- Brazil: Mr. de Rego Monteiro.

The representatives of the Governments of Poland and Yugoslavia.
Membres titulaires absents:

Groupe gouvernemental:

Canada: M. MacNamara.
Chine: M. Li Ping-heng.
Mexique: M. del Río y Cañedo.

Groupe des employeurs:

M. Antoine.
M. Chapa.
M. Gemmill.
M. Harriman.
M. Joassart.

Groupe des travailleurs:

M. Bengough.

Les membres adjoints, ou leurs suppléants, dont les noms suivent étaient présents:

Groupe des employeurs:

M. Lecocq (suppléant de M. Li Ming).
M. Molenaar (suppléant de M. Warning).
M. Oersted (suppléant de M. Dahl).

Groupe des travailleurs:

M. Ibáñez Aguilá.
M. Jouhaux.
M. Monk (suppléant de M. Crofts).
M. De Vries (suppléant de M. Downes).

Étaient également présents à la session:

M. E. J. Phelan, Directeur p.i. du Bureau international du Travail.
M. Lindsay Rogers, Sous-Directeur du Bureau international du Travail.

M. J. Rens, Sous-Directeur du Bureau international du Travail.
M. G. A. Johnston, Sous-Directeur du Bureau international du Travail.

M. R. Lafrance, Secrétaire du Conseil d'administration.
M. C. W. Jenks, Conseiller juridique du Bureau international du Travail.
M. J. Price, Chef de la Section des relations industrielles du Bureau international du Travail.

M. Bellingham Smith, accompagnant Sir John Forbes Watson.
M. Carter, accompagnant M. Rive.
M. England, accompagnant Sir Samuel Runganadhan.
M. Gordon, accompagnant M. Myrddin-Evans.
M. Hauck, suppléant de M. Justin Godart.
M. Jiménez Domínguez, accompagnant M. Trujillo Gurría.
M. Lebeau, accompagnant M. Troclet.
M. Liu Hsuan-tsui, accompagnant M. Chu Hsueh-fan.
M. Mulliken, accompagnant M. Carter Goodrich.
Mrs. Norton, suppléante de M. Carter Goodrich.
M. Vincent Phelan, suppléant de M. Rive.
Regular members absent:

Government group:
Canada: Mr. MACNAMARA.
China: Mr. Li Ping-heng.
Mexico: Mr. del Río y CAÑEDO.

Employers’ group:
MR. ANTOINE.
MR. CHAPA.
MR. GEMMILL.
MR. HARRIMAN.
MR. JOASSART.

Workers’ group:
MR. BENGOUGH.

The following deputy members or their substitutes were present:

Employers’ group:
MR. LECOCQ (substitute for Mr. Li Ming).
MR. MOLENAAR (substitute for Mr. WARNING).
MR. OERSTED (substitute for Mr. DAHL).

Workers’ group:
MR. IBAÑEZ AGUILA.
MR. JOUHAUX.
MR. MONK (substitute for Mr. CROFTS).
MR. De VRIES (substitute for Mr. DOWNES).

There were also present:
MR. E. J. PHELAN, Acting Director of the International Labour Office.
MR. Lindsay ROGERS, Assistant Director of the International Labour Office.
MR. J. RENS, Assistant Director of the International Labour Office.
MR. G. A. JOHNSTON, Assistant Director of the International Labour Office.
MR. R. LAFRANCE, Secretary of the Governing Body.
MR. C. W. JENKS, Legal Adviser, International Labour Office.
MR. J. PRICE, Chief of the Industrial Relations Section, International Labour Office.
MR. BELLINGHAM SMITH, accompanying Sir John FORBES WATSON.
MR. CARTER, accompanying Mr. RIVE.
MR. CÓRDOVA, substitute for Mr. TRUJILLO GURRÍA.
MR. ENGLAND, accompanying Sir Samuel RUNGANADHAN.
MR. FUS, substitute for Mr. TROCLET.
MR. GORDON, accompanying Mr. MYRDDIN-EVANS.
MR. HAUCK, substitute for Mr. Justin GODART.
MR. Jiménez DOMÍNGUEZ, accompanying Mr. TRUJILLO GURRÍA.
MR. LEBEAU, accompanying Mr. TROCLET.
MR. LIU, Hsuan-tsui, accompanying Mr. CHU Hsueh-fan.
MR. MULLIKEN, accompanying Mr. Carter GOODRICH.
MRS. NORTON, substitute for Mr. Carter GOODRICH.
MR. Vincent PHELAN, substitute for Mr. RIVE.
MR. PHILLIPS, substitute for Mr. MYRDDIN-EVANS.
PROCÈS-VERBAL DE LA PREMIÈRE SÉANCE

(Vendredi 12 octobre 1945 — 10 heures)


Absents: Les représentants des gouvernements du Brésil, de la Pologne et de la Yougoslavie.

Ouverture de la session

Le Président souhaite la bienvenue aux membres qui siègent pour la première fois au Conseil d’administration: dans le groupe gouvernemental, M. Troclet, ministre du Travail de Belgique; M. Schnake, ambassadeur du Chili à Paris; M. Vincent Phelan, qui représente le gouvernement canadien et Mme Norton, membre suppléant pour le gouvernement des États-Unis; dans le groupe des employeurs, M. Oberg (Australien) et dans le groupe des travailleurs, M. De Vries (Sud-africain) qui siège en qualité de membre adjoint.


Après les années de guerre, le Conseil d’administration se trouve à nouveau assemblé dans la ville où est née l’Organisation internationale du Travail. Il est certain que tous les membres du Conseil éprouvent une vive émotion en se retrouvant dans le continent européen enfin libéré, au sein de la grande nation française qui a recouvré son indépendance, dans la magnifique ville de Paris qui, malgré les difficultés et les souffrances qu’elle a connues, a conservé tout son charme.

Il est convaincu d’exprimer les sentiments de tous les membres du Conseil en disant la joie avec laquelle ils se réunissent dans le cadre magnifique de la Sorbonne au cœur même de Paris.

M. Justin Godart, au nom du gouvernement français, remercie le Président des paroles qu’il vient de prononcer à l’égard de la France, qui se relève dans le calme, la dignité et la sécurité; et de la cité de Paris qui, dans un sursaut de révolte patriotique, a su se libérer elle-même. Il tient à exprimer la reconnaissance du gouvernement français au Conseil d’administration qui a bien voulu accepter l’invitation de siéger à Paris, dans la très ancienne université de la Sorbonne, le cœur et le cerveau de la capitale de la France.

La tâche qui incombe au Conseil d’administration est vaste, car le monde entier se trouve au seuil d’une nouvelle phase de son histoire; l’Organisation internationale du Travail sera demain un guide pour les peuples sur le chemin de la sécurité et de la paix.
MINUTES OF THE FIRST SITTING

(Friday, 12 October 1945 — 10 a.m.)

The Governing Body was composed as follows: Mr. Goodrich (Chairman), Mr. Alvarado, Mr. Andersson, Mr. Cavadias, Mr. Chu Hsueh-fan, Mr. Djang Tien-kai, Mr. Erlkar, Sir John Forbes Watson, Mr. Godart, Mr. Hallsworth, Mr. Kosina, Mr. Laurent, Mr. Lombardo Toledano, Mr. Morawetz, Mr. Myrddin-Evans, Mr. Oberg, Mr. Oersted, Mr. Oldenbroek, Mr. Öksnes, Mr. Vincent Phelan, Sir Samuel Runganadhan, Mr. Schnake, Mr. van den Tempel, Mr. Troclet, Mr. Trujillo Gurria, Mr. Yllanes Ramos, Mr. Walline, Mr. Watt, Mr. Zellerbach.

Absent: The representatives of the Governments of Brasil, Poland and Yugoslavia.

Opening of the Session

The Chairman welcomed those members who were taking their place on the Governing Body for the first time; namely, in the Government group, Mr. Troclet, Minister of Labour of Belgium, Mr. Schnake, Chilean Ambassador in Paris, Mr. Vincent Phelan, representing the Canadian Government, and Mrs. Norton, substitute for the United States Government member; in the Employers' group, Mr. Oberg (Australian), and in the Workers' group, Mr. De Vries (South African), who was present as deputy member.

He was glad to welcome back to the Governing Body Mr. van den Tempel as representative of the Netherlands Government and Mr. Trujillo Gurria, Minister of Labour of Mexico.

At Quebec the Governing Body had welcomed back with emotion old friends such as Mr. Justin Godart, Mr. Jouhaux, Mr. Waline and Mr. Lecocq, who had been absent from the Governing Body during the long years of occupation. It was with great pleasure that he now greeted Mr. Oersted, leader of the Employers' group of the Governing Body for many years, and Mr. Gérard and Mr. Molenaar. He also wished to mention the presence of two former members of the Governing Body, Mr. Tzaut and Mr. Schürch, both from Switzerland, who, as members of the Employers' and Workers' groups respectively, had made a great contribution to the work of the Governing Body for many years.

After the years of war the Governing Body was again met in the city in which the International Labour Organisation was born. He was sure that all the members of the Governing Body were deeply moved to find themselves again on the liberated continent of Europe, in the great liberated nation of France and in the splendid city of Paris which, in spite of the difficulties and hardships it had undergone, still presented a shining face.

He thought that he was expressing the feelings of all the members of the Governing Body in saying how happy they were to be meeting in the beautiful surroundings of the Sorbonne at the very heart of Paris.

Mr. Justin Godart, on behalf of the French Government, thanked the Chairman for the tribute he had paid to France, a country which was recovering its calmness, its dignity and its security, and to the City of Paris which had succeeded in liberating itself in an outburst of patriotic revolt. He wished to express the thanks of the French Government to the Governing Body for accepting its invitation to meet in Paris in the ancient University of the Sorbonne, which was the heart and brain of the capital of France.

The Governing Body was faced with a tremendous task because the whole world was on the threshold of a new phase of history; tomorrow the peoples would look to the International Labour Organisation to guide them along the road of security and peace.
PREMIÈRE QUESTION A L'ORDRE DU JOUR

Approbation des procès-verbaux de la 95ème session

Sir John Forbes Watson propose au Conseil d'administration d'approuver les procès-verbaux avec une réserve: les membres du Conseil qui n'ont pas encore eu le temps d'en prendre connaissance pourront communiquer leurs observations au Secrétariat.

Les procès-verbaux de la 95ème session du Conseil d'administration sont approuvés, étant entendu que les corrections qui pourraient être communiquées au Secrétariat par les membres du Conseil y seront insérées.

SIXIÈME QUESTION A L'ORDRE DU JOUR

Commissions d'industrie

M. Oersted déclare que le gouvernement, les employeurs et sans doute les travailleurs danois souhaiteraient être représentés à la Commission de l'industrie textile. Le Danemark était représenté à la Conférence du textile, tenue à Washington en 1937. Il demande au Conseil d'ajouter son pays à la liste des Etats représentés à la Commission de l'industrie textile.

Le Directeur p.i. rappelle que la liste soumise au Conseil par le Bureau, en vue de la constitution des commissions d'industrie, n'avait qu'un caractère provisoire et qu'il est toujours loisible au Conseil de compléter cette liste.

M. Hallsworth demande si la discussion portera seulement sur le document soumis par le Bureau au Conseil et si, d'autre part, le Bureau a bien reçu une lettre du 4 octobre émanant de secrétariats professionnels internationaux au sujet des commissions d'industrie.

Le Directeur p.i. indique que le Conseil est saisi, au sujet des commissions d'industrie, d'un seul document préparé par le Bureau. En rédigeant ce document, le Bureau a considéré qu'un certain nombre de points concernant la constitution des commissions d'industrie étaient déjà réglés, et il n'a traité que des points à régler au deuxième stade de la constitution de ces commissions. Il appartient toutefois au Conseil, s'il le désire, de compléter ses décisions antérieures.

Il a bien reçu la lettre mentionnée par M. Hallsworth; elle sera distribuée au Conseil qui sera appelé à se prononcer à son égard.

Le Président met aux voix la proposition faite par M. Oersted d'ajouter le Danemark à la liste des pays invités à se faire représenter au sein de la Commission de l'industrie textile.

Cette proposition est adoptée sans opposition.

M. Yllanes Ramos demande que le Mexique soit ajouté à la liste des pays représentés au sein de la Commission des industries métallurgiques. Si ces industries ne sont pas encore très développées au Mexique, la production de minerai dans ce pays paraît justifier son inclusion dans la liste des Etats représentés à la Commission.

Le Directeur p.i. signale que l'inclusion de la Turquie dans la liste des pays représentés à la Commission des mines de charbon a déjà été proposée, étant donné que la Turquie exporte une quantité appréciable de charbon.

Le Conseil d'administration décide d'ajouter le Mexique à la liste des États représentés à la Commission des industries métallurgiques et la Turquie à la liste des États représentés au sein de la Commission des mines de charbon.

M. Rens expose les propositions du Bureau relatives à la constitution des commissions d'industrie.

A sa dernière session, le Conseil a ajourné sa décision à l'égard des diverses questions qui font l'objet de la note du Bureau. Pour permettre aux commissions d'indus-
FIRST ITEM ON THE AGENDA

Approval of the Minutes of the 95th Session

Sir John Forbes Watson proposed that the Governing Body should adopt the minutes provided that those members who had not yet had time to read them might communicate their observations to the Secretary.

The Minutes of the 95th Session of the Governing Body were approved, subject to the insertion of any corrections which might be communicated to the Secretary by members.

SIXTH ITEM ON THE AGENDA

Industrial Committees

Mr. Oersted said that the Government, the employers, and, no doubt, the workers of Denmark were anxious to be represented on the Industrial Committee for the textile industry. Denmark had been represented at the Textile Conference in Washington in 1937. He asked the Governing Body to add his country to the list of those represented on the Textiles Committee.

The Acting Director said that the list which the Office had laid before the Governing Body for the composition of the Industrial Committees was a provisional one, and it was open to the Governing Body to add further States to that list.

Mr. Hallsworth asked whether the discussion was to deal only with the document which the Office had laid before the Governing Body, and whether the Office had received a letter dated 4 October from the international trade secretariats on the subject of the Industrial Committees.

The Acting Director said that the Office had laid before the Governing Body only one paper concerning Industrial Committees. In drafting that paper, the Office had taken into consideration the fact that certain questions relating to the constitution of the committees had already been settled, and had dealt only with the points which remained to be settled at the second stage. The Governing Body could, however, supplement its former decisions if it so desired.

He had received the letter to which Mr. Hallsworth had referred and it would be circulated to the Governing Body in order that a decision might be taken upon it.

The Chairman put to the vote Mr. Oersted's proposal that Denmark should be added to the list of countries invited to be represented on the Industrial Committee for the textile industry.

This proposal was adopted without opposition.

Mr. Yllanes Ramos asked that Mexico should be added to the list of countries represented on the Industrial Committee for the metal trades. While the metal trades were not yet highly developed in Mexico, that country's representation on the committee appeared to be justified by its production of ores.

The Acting Director said that the inclusion of Turkey in the list of countries represented on the Coal Mining Committee had already been suggested, in view of the fact that Turkey exported a certain quantity of coal.

The Governing Body decided to add Mexico to the list of countries represented on the Metal Trades Committee and to add Turkey to the list of countries represented on the Coal Mining Committee.

Mr. Rens explained the Office's proposals concerning the constitution of the Industrial Committees. At its last session the Governing Body had adjourned its decision on the various points which were dealt with in the Office note. In order that the Industrial Com-
Le Conseil a consulté les gouvernements au sujet du nombre de représentants à prévoir pour chaque commission d'industrie. Les résultats de cette consultation figurent dans le note du Bureau. Depuis la rédaction de cette note, le Bureau a reçu d'autres réponses qui peuvent être résumées comme suit:

Les pays suivants suggèrent deux représentants de chaque groupe dans chaque commission: Australie, Belgique, Chili, Danemark, Grèce, Pays-Bas, Portugal, Suisse et Turquie.

La Belgique propose, en outre, la désignation de deux suppléants pour chaque groupe.

Le Luxembourg suggère deux représentants de chaque groupe dans les commissions dont il fait partie.

Le Mexique est également en faveur de deux représentants par groupe, mais avec un nombre illimité d'experts.

Les États-Unis suggèrent un maximum de deux représentants par groupe.

L'Union sud-africaine propose deux représentants de chaque groupe dans les diverses commissions, sauf celles des transports internes et du bâtiment pour lesquelles elle propose trois représentants par groupe.

La Tchécoslovaquie propose deux représentants de chaque groupe dans les diverses commissions, sauf celles des transports internes et du bâtiment pour lesquelles elle propose trois représentants par groupe.

L'Inde suggère deux représentants par groupe, sauf pour la Commission du textile pour laquelle elle préconise le chiffre de trois représentants par groupe.

La Norvège et la Suède se prononcent en faveur d'un représentant par groupe; la Suède propose, en outre, de prévoir l'adjonction à chaque représentant d'un suppléant ou expert.

Pour la France, la Confédération française des travailleurs chrétiens propose trois représentants par groupe. Les employeurs suggèrent pour les transports internes et le textile quatre représentants par groupe, pour le pétrole trois, pour le fer et l'acier quatre, pour les industries métallurgiques quatre, pour les mines de charbon trois ou quatre et pour le bâtiment et les travaux publics deux. La Confédération générale du travail suggère un minimum de deux représentants par groupe au sein de chaque commission. Le ministère du Travail de France propose quatre représentants pour les transports internes et les industries métallurgiques, trois pour l'industrie textile et le fer et l'acier, trois pour les mines de charbon et le pétrole, deux pour le bâtiment et les travaux publics. Néanmoins, le gouvernement français considère que, pour la première réunion de chaque commission, deux représentants par groupe suffiraient.

Le Canada et l'Irak ne mentionnent pas de nombre mais annoncent qu'ils participeront aux travaux des commissions au sein desquelles ils sont représentés.

Dans l'ensemble, c'est le chiffre de deux représentants par groupe pour chaque commission qui est le plus généralement envisagé. Si l'on retenait ce chiffre, la composition des commissions serait assez étendue.

Il appartient au Conseil de se prononcer quant au nombre des membres des diverses commissions. Cette décision aura des répercussions sur la question qui se pose ensuite, c'est-à-dire le mode de paiement des frais des délégués employeurs et travailleurs.

Sur ce dernier point, le Bureau n'a pas d'opinion arrêtée. Lors de la précédente session du Conseil, on avait suggéré que ces frais soient à la charge du Bureau. S'il en était ainsi, le crédit de 250.000 francs inscrit au budget de 1946 pour les commissions d'industrie serait nettement insuffisant. Il conviendrait donc de prélève sur le crédit spécial une somme de 600.000 francs, pour aboutir à un total de 850.000 francs destiné à faire face aux frais des réunions de commissions d'industrie qui auront lieu en 1946. Sur la base de deux représentants par groupe, ce crédit serait encore insuffisant si l'on devait réunir toutes ces commissions en 1946. On pourrait, toutefois, semble-t-il, en réunir trois ou quatre dans les limites du budget de 1946; le budget de 1945, d'autre part, permet la réunion de deux commissions, même sur la base de deux représentants par groupe.
mittees might be in a position to begin their work, the Governing Body was now asked to decide how many representatives there should be on each committee, how the expenses of the employers' and workers' representatives should be paid, how the Governing Body should be represented on each committee, and lastly, who was to appoint the chairmen of the various committees.

The Office had consulted Governments on the question of how many representatives should sit on each Industrial Committee, and the results of that consultation were contained in the Office note. Since that note had been drafted, the Office had received a number of further replies which might be summarised as follows:

The following countries had suggested that there should be two representatives for each group on each committee: Australia, Belgium, Chile, Denmark, Greece, Netherlands, Portugal, Switzerland and Turkey.

Belgium also proposed that two substitutes should be appointed for each group.

Luxembourg suggested two representatives for each group on the committees on which it was represented.

Mexico was also in favour of two representatives for each group, but with an unlimited number of experts.

The United States suggested a maximum of two representatives for each group.

The Union of South Africa proposed a maximum of six representatives; this also appeared to imply two for each group.

Czechoslovakia proposed two representatives for each group on all the committees except the Inland Transport and Building Committees, on which three representatives for each group were proposed.

India suggested two representatives for each group, except for the Textiles Committee, for which three representatives for each group were desired.

Norway and Sweden were in favour of one representative for each group, Sweden proposing further that each representative should be accompanied by a substitute or expert.

In the case of France, the French Confederation of Christian Workers proposed three representatives for each group. The French employers suggested four representatives for each group for Inland Transport and Textiles, three for Petroleum Production and Refining, four for Iron and Steel, four for the Metal Trades, three or four for Coal Mining and two for Building and Public Works. The General Confederation of Labour suggested that there should be at least two representatives of each group on each committee. The French Ministry of Labour proposed four representatives for Inland Transport and the Metal Trades, three for Textiles and Iron and Steel, three for Coal Mining and Petroleum, and two for Building and Public Works. The French Government considered, however, that two representatives for each group would be enough for the first meeting of each committee.

Canada and Iraq had not mentioned any number, but had stated that they would take part in the work of the committees on which they were represented.

The general view appeared to be that there should be two representatives of each group on each committee. With that number, the committees would be fairly large.

It was now for the Governing Body to take a decision on the number of members to sit on each committee. That decision would affect the next question, namely, how the expenses of the employers' and workers' members should be paid.

On the latter subject the Office held no very strong views. At the previous session of the Governing Body it had been suggested that such expenses should be borne by the Office. If that view were to prevail, the credit of 250,000 francs included in the 1946 budget for Industrial Committees would be definitely inadequate, and it would be necessary to make a withdrawal of 600,000 francs from the Special Credit to give a total of 850,000 francs to cover the cost of the various meetings of Industrial Committees which were to be held in 1946. On the basis of two representatives for each group this credit would still be inadequate if all the committees were to meet in 1946. It might be possible, however, to call three or four of the committees within the 1946 budget, and the 1945 budget would allow of the meeting of two committees even on the basis of two representatives for each group.
Quant à la représentation du Conseil d'administration au sein des commissions d'industrie, il rappelle que le groupe gouvernemental et le groupe des travailleurs ont déjà désigné leurs représentants et que le groupe patronal a ajourné ses désignations jusqu'à la présente session. S'il n'a pas été possible de désigner dès à présent les représentants pour toutes les commissions, il importera de désigner tout au moins les représentants des employeurs pour les Commissions des mines de charbon et des transports internes, qui doivent se réunir au mois de décembre.

Quant à la désignation des présidents des commissions d'industrie, deux procédures paraissent possibles : ou bien laisser aux commissions d'industrie le soin de désigner elles-mêmes leurs présidents, ou bien faire désigner ces présidents par le Conseil d'administration. Personnellement, à la suite de nombreuses conversations, il estime qu'il y aurait intérêt à ce que le Conseil d'administration désignât lui-même les présidents des commissions d'industrie afin d'assurer la coordination des travaux de ces commissions. Il paraît utile que, pour des commissions composées de représentants qui, pour la plupart, ne connaîtront pas très bien l'Organisation internationale du Travail, les présidents, tout au moins, soient très au courant du fonctionnement de l'Organisation.

Il croit utile d'indiquer où en sont les travaux du Bureau à l'égard des commissions d'industrie. Les rapports qui doivent servir de base à la discussion aux premières réunions des Commissions du charbon et des transports internes ont déjà été distribués. Actuellement, un expert éminent rédige, pour la Commission du fer et de l'acier, un rapport qui sera terminé très prochainement. Le rapport destiné à la Commission des industries métallurgiques est en voie d'élaboration. Pour le bâtiment, le Bureau réunit la documentation de base nécessaire. Pour l'industrie textile, une partie du rapport est achevée et pour l'autre partie le Bureau rassemble la documentation. Pour le pétrole, il n'a pas été possible de trouver un expert capable de rédiger un rapport portant sur toutes les régions productrices du pétrole du monde. Pour une de ces régions, tout au moins, le rapport est en voie d'élaboration.

Enfin, il reste à fixer la date et le lieu des réunions de la Commission du charbon et de la Commission des transports internes. Le Bureau suggère que ces réunions aient lieu en décembre 1945, à Londres. Le gouvernement du Royaume-Uni a bien voulu mettre des locaux à la disposition du Bureau pour ces réunions et comme le personnel nécessaire se trouve à Paris, le Bureau pourrait assurer le secrétariat de ces commissions sans frais de voyage supplémentaires.

En 1946, trois ou quatre commissions d'industrie pourraient être convoquées : la Commission du fer et de l'acier et la Commission des industries métallurgiques en Amérique, et deux autres commissions vers la fin de l'année, si possible en Europe.

Si la réunion de la Commission des transports internes est fixée au mois de décembre, le Bureau demande dès à présent au Conseil l'autorisation d'inviter l'Organisation provisoire européenne des transports internes à se faire représenter à cette réunion ; le président de cette organisation a exprimé le vœu d'établir des contacts suivis avec l'Organisation internationale du Travail.

M. Hallsworth rappelle qu'à Québec il a demandé que le Conseil soit saisi lors de sa présente réunion d'un exposé détaillé des questions à régler en vue de la constitution des commissions d'industrie, comme suite aux décisions prises antérieurement par le Conseil.

Il est de la plus haute importance pour l'Organisation que ces commissions soient constituées et commencent à fonctionner le plus tôt possible. Depuis quelque temps déjà, les organisations de travailleurs de nombreux pays estiment qu'il serait utile de prévoir, à côté de la Conférence et du Conseil d'administration, des organes au fonctionnement desquels soient associés des représentants des travailleurs qui, jusqu'à présent, ne participent qu'exceptionnellement aux travaux de la Conférence et du Conseil. La décision d'instituer des commissions d'industrie a été acquise dans toutes les parties du monde avec un enthousiasme d'autant plus grand que pendant la guerre les travailleurs intéressés n'ont pas eu l'occasion d'exprimer leurs désiderata. Cette innovation contribuera donc très efficacement à donner une vie nouvelle à l'Organisation.

Maintenant que, sous réserve d'additions possibles, la composition géographique des commissions a été fixée, il reste à déterminer le nombre des délégués qui représenteront les divers pays. Le groupe des travailleurs a discuté les différentes sugges-
With regard to the representation of the Governing Body on the Industrial Committees, the Government group and the Workers' group had already nominated their representatives, while the Employers' group had postponed its nominations until the present session. While it might not be possible for them at once to appoint their representatives on all the committees, it was important that the employers' representatives on the Coal Mining and Inland Transport Committees should be appointed at once since those committees were to meet in December.

With regard to the appointment of the chairmen of the Industrial Committees, there were two possible methods; the chairmen might be appointed either by the committees themselves or by the Governing Body. Personally, as a result of a number of conversations he had had, he believed that it would be desirable for the Governing Body itself to appoint the chairmen of the Industrial Committees so as to ensure the co-ordination of their work. In committees consisting largely of members who were not well acquainted with the International Labour Organisation, it would be valuable for the chairmen at least to be thoroughly familiar with the Organisation's procedure.

He thought that it might be useful to explain the stage reached by the Office in its work in connection with the Industrial Committees. The reports which were to serve as the basis of discussion for the first meetings of the Coal Mining and Inland Transport Committees had already been circulated. For the Iron and Steel Committee, a well-known expert was engaged in drafting a report which would soon be completed. The report for the Metal Trades Committee was also in preparation. For the Building and Public Works Committee, the Office was collecting the necessary material. With regard to textiles, part of the report was already completed and the Office was collecting the material for the other part. With regard to petroleum, no expert had been found capable of drafting a report covering all the petroleum-producing regions in the world, but a report dealing with one of those regions was in preparation.

There remained lastly, the question of fixing the date and place of the meetings of the Coal Mining and Inland Transport Committees. The Office proposed that these meetings should be held in December 1945 in London. The United Kingdom Government had been good enough to make available the necessary premises, and the Office could provide the secretarial staff for the committees without extra travelling expenses from Canada since the necessary personnel was already in Paris.

It was suggested that three or four committees might be called in 1946: the Iron and Steel Committee and the Metal Trades Committee on the American continent, and two other committees towards the end of the year, if possible in Europe.

If it were decided to hold the meeting of the Inland Transport Committee in December, the Office wished to ask the Governing Body at once for authority to invite the Provisional European Inland Transport Organisation to send a representative to the meeting. The President of that Organisation had expressed the desire to establish regular contacts with the International Labour Organisation.

Mr. Hallsworth reminded the Governing Body that at Quebec he had asked that a detailed statement should be submitted at the present session concerning the points which remained to be settled so that the Industrial Committees might be set up in accordance with the decisions previously taken.

It was of the utmost importance for the Organisation that these committees should be set up and should get to work at the earliest possible moment. There had been a feeling for some time past among the workers' movements in many countries that in addition to the Conference and the Governing Body other bodies should be provided which would gather into the work of the Organisation the representatives of workers who hitherto had not normally taken part in the work of the Conference and the Governing Body. The decision to set up the Industrial Committees had been welcomed in all parts of the world with great enthusiasm, heightened by the fact that during the war the workers had not had the opportunity of expressing their desires. This new departure would therefore help very materially to revitalise the Organisation.

Now that the geographical composition of the committees had been settled, subject to possible subsequent additions, there remained the question of determining the number of representatives from each country. The Workers' group had discussed
tions faites par les États intéressés. Il a abouti à la conclusion qu’il conviendrait, tout au moins pour les premières réunions des diverses commissions prévues pour la fin de 1945 et pour 1946, de fixer le nombre des délégués à deux par groupe et pour chaque commission. Ainsi éviterait-on, d’une part, une représentation insuffisante et, d’autre part, une représentation trop onéreuse, si les frais des délégués des employeurs et des travailleurs sont à la charge de l’Organisation, ceux des délégués des gouvernements étant, selon la pratique habituelle, à la charge des gouvernements eux-mêmes. Cela ne donnerait sans doute pas satisfaction aux États qui ont suggéré une représentation plus étendue, mais pour la mise en marche des commissions il semble que le chiffre de deux par groupe soit suffisant.

La note du Bureau indique que sur cette base les crédits inscrits aux budgets de 1945 et de 1946 ne permettraient pas de faire face aux dépenses à prévoir. Il rappelle toutefois que pour le budget de 1945 on pourrait avoir recours à un prélèvement sur le crédit spécial de quatre millions et demi de francs suisses. La même procédure pourrait être envisagée pour le budget de 1946.

Il souligne que le groupe des travailleurs attache la plus grande importance à ce qu’aux réunions initiales des commissions d’industrie une représentation adéquate des intérêts en présence soit assurée, car si ces réunions ne donnent pas les résultats qu’on en attend, des millions de travailleurs se trouveraient profondément déçus.

Si, comme certains l’ont suggéré, l’on demandait aux gouvernements de prendre à leur charge les frais des délégués des employeurs et des travailleurs, on risquerait de voir certains pays déclarer qu’ils ne sont pas en mesure d’envoyer le nombre de représentants prévu, ce qui nuirait au bon fonctionnement des commissions.

La note du Bureau suggère que, sur la base du nombre de travailleurs employés dans l’industrie intéressée ou du volume de production de cette industrie, on fixe un nombre de représentants qui pourrait varier de pays à pays. Ce système lui paraît difficile à appliquer car la situation d’une industrie dans un pays donné peut varier d’une année à l’autre. Le groupe des travailleurs, pour sa part, préfère de beaucoup une composition uniforme sur la base de deux représentants pour chaque groupe dans chaque commission.

Au nom du groupe des travailleurs il insiste pour que l’on assure aux premières réunions des commissions d’industrie le maximum de chances de succès en prévoyant une représentation suffisante, ainsi que le paiement par l’Organisation des délégués des travailleurs et des employeurs. Si, comme il est permis de l’espérer, les réunions qui auront lieu en 1945 ont un plein succès, le Conseil sera fondé à inscrire dans le budget de 1947 des crédits répondant complètement aux besoins des réunions ultérieures des commissions d’industrie.

Le groupe des travailleurs estime que les présidents des commissions d’industrie devraient être désignés par le Conseil d’administration lui-même. Pour ce qui est de la représentation du Conseil d’administration aux diverses commissions d’industrie, le groupe des travailleurs a procédé aux désignations nécessaires à la 95e session du Conseil.

Au sujet de la lettre qui a été adressée au Directeur par les quatre secrétariats professionnels internationaux, il tient à souligner qu’il y aurait intérêt à associer ces secrétariats au fonctionnement des commissions d’industrie intéressées en raison de la très grande expérience acquise par les secrétariats dans leurs domaines respectifs. Le groupe des travailleurs suggère donc qu’un représentant de chacun de ces secrétariats soit appelé à participer aux travaux des commissions d’industrie intéressées sans droit de vote, chaque secrétariat prenant à sa charge les frais de son représentant. Ainsi établirait-on un lien extrêmement utile avec des organisations groupant les travailleurs d’industries déterminées. De leur côté, les employeurs souhaiteraient peut-être organiser une collaboration correspondante.

Sir John Forbes Watson rappelle que l’idée de constituer les commissions d’industrie a été émise en premier lieu par M. Bevin, alors qu’il était ministre du Travail du Royaume-Uni. Dans son esprit, il s’agissait d’appliquer, sur le plan international, le mode de collaboration institué en Grande-Bretagne entre les employeurs et les travailleurs des diverses industries. Les employeurs et les travailleurs d’une industrie déterminée devraient pouvoir traiter internationalement les problèmes qu’ils connaissent mieux que quiconque. M. Bevin a cité le cas de la Commission paritaire maritime, où les marins et les armateurs ont, depuis vingt-cinq ans, collaboré efficace-
the various suggestions made by the countries concerned. It had reached the conclusion that, at least for the first meetings of the various committees planned for late 1945 and 1946, the number of representatives should be fixed at two for each group on each committee. This would guard against poor representation on the one hand and over-representation on the other hand, if the expenses of the employers' and workers' representatives were borne by the Organisation and those of the Government representatives by the Governments themselves, in accordance with the usual practice. This solution would doubtless not satisfy those countries which had suggested a larger representation, but it was thought that a representation of two for each group would be sufficient to get the committees under way.

The Office note pointed out that on that basis the credits provided in the 1945 and 1946 budgets would not cover the estimated expenses. In the case of the 1945 budget, however, recourse could be had to the special credit of four and a half million Swiss francs, and the same procedure could also be considered for the 1946 budget.

He emphasised that the Workers' group attached the greatest importance to a proper representation of the interests concerned at the initial meetings of the Industrial Committees, for if those meetings were a failure, the hopes of millions of workers throughout the world would be blighted. If, as had been suggested in some quarters, Governments were asked to bear the expenses of the employers' and workers' representatives, there would be a danger of certain countries saying that they could not afford to send the number of representatives proposed, and that would tend to prevent the committees from doing good work.

The Office note suggested that the number of representatives might be fixed in relation to the number of workers employed in the industry concerned or to the volume of its production, and that it might thus vary from one country to another. He thought that that was a very difficult system to apply because the position of an industry in any given country might vary from year to year. The Workers' group would therefore very much prefer the committees to be uniformly composed on the basis of two representatives of each group on each committee.

On behalf of the Workers' group, he urged that everything should be done to give the Industrial Committees the greatest possible chance of success by providing for adequate representation and for the payment of the expenses of the workers' and employers' representatives by the Organisation. If, as might be hoped, the meetings which were to be held in 1945 were fully successful, the Governing Body would be justified in including in the 1947 budget credits sufficient to cover the full cost of the subsequent meetings of the Industrial Committees.

The Workers' group considered that the chairmen of the Industrial Committees should be appointed by the Governing Body. With regard to the representation of the Governing Body on the various committees, the Workers' group had already nominated its representative at the 95th Session.

Turning to the letter addressed to the Acting Director by the four international trade secretariats, he emphasised the value of harnessing the great experience of those secretariats in their respective fields to the work of the Industrial Committees. The Workers' group therefore suggested that a representative of each of the secretariats should be invited to take part in the deliberations of the appropriate Industrial Committees without the right to vote, each secretariat being responsible for the expenses of its own representative. In that way, a very valuable link would be established with the organisations of workers in specific industries; moreover, the employers might also be stimulated to organise a similar form of co-operation.

Sir John Forbes Watson said that the idea of setting up Industrial Committees had first been put forward by Mr. Bevin, then Minister of Labour of the United Kingdom. He had made it clear that his idea was to apply internationally the system of co-operation which had been established in Great Britain between employers and workers in different industries. The employers and workers in specific industries ought to be able to deal on the international level with problems of which they had a better knowledge than anyone else. Mr. Bevin had cited the example of the Joint Maritime Commission, on which for the past twenty-five years seamen and ship-
ment pour résoudre les problèmes intéressant l'industrie des transports maritimes. Le groupe des employeurs a appuyé cette initiative. Le Conseil d'administration a décidé que les gouvernements interviendraient également dans ces négociations et, bien que le groupe des employeurs ait voté contre cette décision, il ne cherche pas à la faire modifier. D'une façon générale, les employeurs estiment toutefois qu'il est préférable que les négociations de cette nature soient menées entre employeurs et travailleurs seulement, car si les gouvernements y participent, les négociations prennent un caractère gouvernemental.

Cette décision ayant été prise, Sir John Forbes Watson a suggéré que l'on fasse l'essai de la composition tripartite pour une industrie, mais il n'a pas été suivi par le Conseil. Il a été décidé de constituer des commissions pour sept industries qui, en fait, représentent un nombre beaucoup plus considérable d'industries différentes; l'industrie textile, par exemple, est composée à elle seule d'une demi-douzaine d'industries distinctes. De même, on n'a pas encore défini exactement ce qu'il faut entendre par «industries métallurgiques» ou par «génie civil». On se trouve donc en présence d'une innovation importante et il appartient au Conseil d'administration de tout faire pour qu'elle réussisse. Les employeurs de Grande-Bretagne envisagent cette expérience avec quelque appréhension. On a tendance, au Conseil d'administration, à considérer que ceux qui apportent des critiques dans ce domaine sont des ennemis de l'Organisation. Il ne s'agit pas de revenir sur la décision prise à la 95ème session, mais il estime que tous les membres du Conseil ont le droit de faire part à ce dernier de leurs appréhensions.

Les appréhensions portent sur le nombre des représentants des divers intérêts dans les commissions d'industrie et sur le mode de paiement des frais. Il lui paraît que s'il était entendu que l'Organisation paie seulement les frais d'un représentant de chacun des groupes des employeurs et des travailleurs, alors que les gouvernements paieraient leurs représentants et un représentant de chacun des autres groupes, la question de la fixation du nombre des représentants se trouverait simplifiée. Il importe, en tout cas, de fixer exactement le nombre des membres des diverses commissions. M. Rens a déclaré que, dans l'ensemble, les États intéressés proposaient que les commissions d'industrie comptent deux membres de chaque groupe. Les employeurs de Grande-Bretagne, pour leur part, estiment que le nombre des membres devrait être de six par groupe pour la Commission des transports internes, de quatre pour les industries métallurgiques, de deux pour les mines de charbon, si la commission siège à Londres, et de quatre si elle siège ailleurs; de quatre pour la Commission de l'industrie textile, de deux pour la Commission du pétrole et de cinq pour la Commission du bâtiment et du génie civil. Lors de la Conférence de l'industrie textile, tenue à Washington en 1937, les employeurs et les travailleurs britanniques avaient chacun huit représentants, car l'industrie textile se subdivise au moins en quatre industries distinctes.

Le Conseil d'administration se trouve en présence d'une situation difficile, car il s'agit d'une innovation qui peut avoir de bons ou de mauvais résultats. L'ordre du jour a bien été fixé par le Conseil d'administration, mais dans des termes si vagues qu'ils ne permettent pas de se rendre compte de la portée des discussions qui auront lieu. Les documents soumis au Conseil d'administration n'apportent pas de précisions à ce sujet. Il importait que le Conseil fût au courant des indications qui ont pu être données dans les communications adressées aux gouvernements au sujet des commissions d'industrie.

Pour sa part, il lui paraît difficile de tenir deux réunions de commissions d'industrie en décembre, car le Bureau ne serait guère en mesure d'assurer une préparation adéquate de ces réunions. Le programme des réunions prévues pour la fin de l'année et pour 1946 est déjà très chargé; on ne peut pas ajouter encore aux tâches qui incom- bent au Bureau sans risquer de compromettre la préparation de la prochaine session générale de la Conférence. Pour la 27ème session de la Conférence, comme pour la 26ème session, les délégations n'ont reçu les documents préparatoires qu'au dernier moment. Si l'on impose au Bureau des tâches excessives, on risque de compromettre le bon fonctionnement de l'Organisation. Dans ces conditions, il estime que les réunions prévues pour décembre ne devraient avoir lieu que lorsque les travaux préparatoires auront été achevés, et que tous les documents nécessaires auront pu être communiqués aux intéressés.

Pour ce qui est de la représentation du Conseil d'administration, il considère qu'il conviendrait de ne désigner un représentant des divers groupes que lorsqu'on
owners had successfully co-operated in solving the problems of the shipping industry. The Employers’ group had supported the idea; the Governing Body had then decided that Governments should also take part in the negotiations, and although the Employers’ group had voted against that decision they did not seek to go back upon it. Nevertheless, the employers considered that, generally speaking, it would be preferable for such negotiations to be conducted between employers and workers only, because if Governments participated in them they tended to become governmental in character.

Once that decision had been taken, Sir John Forbes Watson had suggested that the tripartite arrangement should be tried experimentally in one industry, but the Governing Body had not followed his suggestion. It had been decided that committees should be set up for seven industries, which in fact represented a much larger number of different industries, since the textile industry, for instance, was not one but half a dozen separate industries. Again, there had as yet been no precise definition of the meaning of the terms “metal trades” or “civil engineering”. An important experiment was therefore about to be tried, and the Governing Body must do all it could to see that it succeeded. The employers of Great Britain viewed that experiment with some apprehension. There was a tendency in the Governing Body to represent those who made any criticism as enemies of the Organisation. There was no question of going back on the decision taken at the 95th Session, but he thought that every member of the Governing Body was entitled to express his apprehensions. These apprehensions related to the number of representatives of the various interests on the Industrial Committees and to the method of paying their expenses. He thought that if it was agreed that the Organisation should pay the expenses of only one representative of the Employers’ and Workers’ groups respectively, and that the Governments should pay for their own representatives and for one representative of each of the other groups, the problem of settling the number of representatives would be much simpler. In any case, it was important that the number of members on each committee should be definitely fixed. Mr. Rens had said that, generally speaking, the countries concerned had proposed that there should be two members for each group on each committee. The employers of Great Britain, on the other hand, thought that there should be six members for each group on the Inland Transport Committee, four on the Metal Trades Committee, two on the Coal Mining Committee, if that Committee met in London and four if it met elsewhere, four on the Textiles Committee, two on the Petroleum Committee and five on the Building, Civil Engineering and Public Works Committee. At the Textile Conference in Washington, in 1937, the British employers and workers had had eight representatives each, since the textile industry was subdivided into at least four separate industries.

The Governing Body was faced with a difficult situation because the experiment was one which had possibilities both for good and for harm. It was true that the agenda had been settled by the Governing Body, but in terms so wide that it was not possible to anticipate the scope of the discussions which would take place in the committees. The papers which had been laid before the Governing Body gave no details on this point. The Governing Body ought to be informed of any particulars given to Governments in the communications sent to them on the subject of Industrial Committees.

Personally, he thought it would be difficult to hold meetings of two Industrial Committees in December because the Office would not be able to make adequate preparations for them. The programme of meetings planned for the end of the current year and for 1946 was a heavy one, and it was impossible to place any further burdens on the Office without running the risk of interfering with the preparations for the next general session of the Conference. The preparatory documents for the 27th Session of the Conference, like those for the 26th Session, had reached the delegations at the very last moment. If the Office were to be overloaded with work the Organisation would not be able to function properly. In those circumstances, he thought that the meetings which it was proposed to hold in December should not take place until proper preparations had been made and all the necessary documents had been communicated to those concerned.

With regard to the representation of the Governing Body, he thought that the representatives of the various groups should not be appointed until it was known
saura quand chacune des réunions aura lieu. Il s’étonne que l’on envisage de tenir les réunions de deux commissions d’industrie à Londres, car, à sa connaissance, il est extrêmement difficile de trouver des chambres dans les hôtels de Londres; les organisateurs de l’Assemblée générale des Nations Unies ont rencontré à cet égard de graves difficultés.

Il souligne qu’il est difficile de désigner les représentants du Conseil d’administration aux commissions d’industrie avant la réélection du Conseil.

Pour ce qui est de la présidence des commissions, il considère que chaque commission devrait choisir son président.

Quant à la représentation des secrétariats professionnels internationaux, il ne voit aucune raison pour que ces organismes aient des représentants spéciaux. Si les dirigeants de ces organisations occupent une situation éminente du point de vue international, il en est probablement de même du point de vue national; ils se trouveront donc sans aucun doute inclus dans les délégations de leurs propres pays.

Pour ce qui est du mode de paiement, il considère que le Bureau devrait, dans toute la mesure du possible, prendre à sa charge les frais occasionnés par les réunions des commissions d’industrie; si le budget du Bureau est insuffisant à cet effet, les gouvernements devraient prendre à leur charge le supplément des dépenses. Si, par exemple, certains pays souhaitaient envoyer un plus grand nombre de représentants, les gouvernements devraient assumer les frais qui en résulteraient.

En conclusion, il considère que chaque groupe devrait être représenté dans chaque commission par au moins deux délégués et que la désignation des représentants du Conseil d’administration devrait être ajoutée jusqu’après l’élection du Conseil.

M. Waline rappelle qu’à la 95ème session, il a déclaré, au nom des employeurs français, que ces derniers étaient partisans de la création des commissions d’industrie qui tendraient à donner à l’œuvre de l’Organisation un caractère plus concret et plus proche de la réalité. Au moment où tant de réunions ont lieu dans le monde pour régler des questions internationales, il y a le plus grand intérêt à organiser ce mode de collaboration qui aurait l’avantage de mettre en présence les représentants de chacune des industries intéressées venant des pays les plus éloignés.

Il importe que ces commissions se mettent au travail le plus tôt possible, et il fait entière confiance au Bureau quant au choix de la date et du lieu de réunion de ces commissions.

Il ne pense pas qu’il y ait lieu de s’alarmer si l’ordre du jour de ces réunions reste un peu imprécis. Même si la première réunion de chaque commission ne conduit qu’à un simple échange de vues sur les questions concernant les industries intéressées, ce sera déjà un résultat très appréciable. Il est certain, d’ailleurs, que le Bureau a déjà pu réunir et continuer à réunir une documentation importante en vue des travaux de ces commissions.

Pour ce qui est de la présidence des commissions, il pense qu’il vaudra mieux laisser chaque commission désigner son président, ce qui n’empêchera pas, d’ailleurs, que certaines suggestions soient faites en vue de cette désignation. On peut faire valoir que le Bureau souhaiterait préparer le travail des commissions avec un président désigné d’avance, mais cette tâche peut être accomplie par les représentants du Conseil d’administration.

Quant à la composition des commissions, les employeurs français souhaitent que chaque branche intéressée soit représentée dans toute la mesure du possible. C’est dans cet esprit que les employeurs français ont proposé quatre représentants pour la Commission du fer et de l’acier et quatre pour les industries métallurgiques. De même, ils ont proposé que l’on élève le nombre des représentants de l’industrie textile qui comporte des branches très distinctes. Pour les réunions initiales, un minimum de deux membres par groupe paraît indispensable. Si le Bureau, qui devrait faire le maximum d’efforts à cet égard, ne peut payer les frais de deux membres par groupe, il importera que les gouvernements prennent à leur charge les frais supplémentaires.

Il lui paraît indispensable que l’organisation, des travaux des commissions soit préparée en liaison avec le Conseil d’administration; il importe donc de désigner les représentants du Conseil d’administration dans les diverses commissions. M. Rens a indiqué que les désignations des représentants du Conseil aux Commissions des mines de charbon et des transports internes devraient être faites sans tarder, car ces commissions sont appelées à se réunir prochainement. Toutefois, étant donné que
where the various meetings would be held. He was surprised at the proposal to hold
the meetings of two Industrial Committees in London, because so far as he knew it
was extremely difficult to find hotel accommodation in London; those who were
organising the General Assembly of the United Nations had met with very great
difficulty in that respect.

Furthermore, he pointed out the difficulty of appointing the representatives of
the Governing Body on the Industrial Committees before the Governing Body had
been re-elected.

With regard to the chairmanship of the committees, he thought that each com-
mittee should choose its own chairman.

With regard to the representation of the international trade secretariats, he saw
no reason why these organisations should have special representatives. If the leaders
of these organisations were outstanding figures internationally, they would probably
also be outstanding figures in their own countries, and would therefore doubtless be
included in their own national delegations.

Referring again to the method of paying the expenses, he considered that the
Office should do its best to bear the expenses of the meetings of the Industrial Com-
mittees; if the Office budget could not cover them, the Governments should bear the
extra cost. If, for instance, certain countries wished to send a larger number of rep-
resentatives, then Governments should bear the resultant expense.

In conclusion, he thought that each group should have at least two representatives
on each committee and that the appointment of the Governing Body representatives
should be deferred until after the Governing Body elections.

Mr. Waïne said that at the 95th Session he had stated on behalf of the French
employers that they were in favour of the setting up of Industrial Committees, which
would tend to make the work of the Organisation more practical and realistic. At a
time when so many meetings to settle international problems were being held through-
out the world, the organisation of such a method of co-operation would be of the
utmost value, since it would bring together representatives of each of the industries
concerned from the most distant countries.

It was essential that the committees should get to work at the earliest possible
date, and he was prepared to rely entirely on the Office to choose a suitable date and
place for their meetings.

He did not see any reason for alarm in the fact that the agenda of the meetings
was somewhat vague. Even if the first meeting of each committee merely resulted
in an exchange of views on the matters which were of concern to the respective in-
dustries, the result would still be a very appreciable one. He was satisfied, moreover,
that the Office had already collected and was continuing to collect a substantial
amount of documentary material to lay before the committees.

With regard to the chairmanship of the committees, he thought that it would
be better to let each committee appoint its own chairman; that would not, of course,
prevent suggestions for the chairmanship being put forward. It might be argued that
the Office would like to be able to call on a chairman appointed in advance for assis-
tance in the preparatory work for the committee, but he thought that any such assis-
tance might be given by the representatives of the Governing Body.

With regard to the composition of the committees, the French employers hoped
that each section of the industry concerned would be represented as fully as possible.
That was why they had proposed four representatives for the Iron and Steel Com-
mittee, and four for the Metal Trades. Similarly, they had proposed that there should
be more representatives for the textile industry, which comprised a number of very
different sections. For the initial meetings a minimum of two members for each
group appeared to be essential. The Office should do its best to pay the expenses of
two members for each group, but if it could not do so the Governments ought to bear
the extra cost.

He thought that it was essential for the organisational work for the committees
to be done in conjunction with the Governing Body, and therefore it was important
that the Governing Body representatives on the various committees should be
appointed. Mr. Rens had pointed out that as the Coal Mining and Inland Transport
Committees were to meet in the near future, the Governing Body representatives
on those committees should be appointed without delay. However, in view of the
la composition du Conseil doit être renouvelée au cours de la session de la Conférence, il pense qu’il vaudrait mieux attendre et faire ces désignations à la 97ème session du Conseil.

*M. Vllanes Ramos* rappelle qu’à la 95ème session, il a déclaré que le Conseil manquait des informations nécessaires pour discuter à fond la question des commissions d’industrie notamment en ce qui concerne la Commission du pétrole. Le document présenté par le Bureau n’apporte pas de précisions suffisantes sur la portée des travaux des commissions d’industrie. Pour ce qui est de la composition de ces commissions, il appuie les déclarations de Sir John Forbes Watson. Au Mexique, il existe des commissions mixtes d’employeurs et de travailleurs des diverses industries qui traitent avec succès des problèmes relatifs à ces industries. Il ne lui paraît pas nécessaire de faire intervenir les gouvernements dans ces négociations, mais puisqu’une décision a été prise à cet égard, il ne s’agit pas de la modifier. Quant au nombre des délégués, il lui paraît qu’en règle générale deux représentants par groupe suffiraient, sauf dans le cas de certaines industries, comme l’industrie textile, pour laquelle il en faudrait au moins quatre.

Pour ce qui est du mode de paiement, il pense qu’à titre d’expérience, l’Organisation devrait s’efforcer de payer tous les frais occasionnés par les réunions des commissions. Si cela se révélait impossible, on serait fondé à demander aux gouvernements d’assumer une partie des dépenses.

Quant à la représentation du Conseil d’administration, il considère que les représentants des divers groupes devraient être désignés le plus tôt possible, soit à la précédente session, soit à celle qui suivra la 27ème session de la Conférence.

Il lui paraît que les présidents des commissions devraient être désignés par les commissions elles-mêmes, si l’on veut y aboutir à une heureuse collaboration ; il appuie la proposition de M. Waine à ce sujet.

Pour ce qui est des réunions des Commissions des transports internes et des mines de charbon qui sont envisagées pour le mois de décembre, il considère qu’il conviendrait de tenir compte non seulement des difficultés matérielles qui ont été mentionnées, mais aussi de la difficulté que l’on rencontrera à désigner à si bref délai des représentants qualifiés. Il ne voudrait pas que l’on ajoure les réunions des commissions, ce qui provoquerait une certaine déception dans les milieux intéressés, mais il importe de prendre en considération la difficulté de préparer une documentation adéquate.

*M. Oldenbroek* constate que Sir John Forbes Watson propose d’ajourner la mise en œuvre des propositions pratiques du Bureau concernant les commissions d’industrie, alors, qu’en général, il s’efforce d’accélérer les travaux de l’Organisation. Le groupe des travailleurs désire que les commissions d’industrie siègent le plus tôt possible ; il lui paraît, du point de vue psychologique, que certaines réunions devraient avoir lieu avant la fin de 1945.

Il est vrai que M. Bevin a saisi le Conseil d’administration de propositions concernant la création de commissions d’industrie, mais il ne faut pas oublier que, depuis longtemps, un certain nombre d’organisations internationales avaient fait des suggestions dans le même sens. C’est le cas, notamment, pour la Fédération internationale des ouvriers du transport. Cependant, il a fallu sept années pour aboutir à la constitution de ces commissions. Si l’on ajournait de nouveau des réalisations pratiques dans ce domaine, les travailleurs auraient l’impression que leurs efforts sont vains et qu’il est impossible de mettre la machine en mouvement.

Pour ce qui est des dépenses, il ne faut pas perdre de vue que les réunions des commissions d’industrie auront lieu en divers points du monde, ce qui entraînera, pour certains pays, des dépenses considérables. En ayant recours au budget de l’Organisation, on égale en fait les frais pour les différents pays. Il faut évidemment supposer que tous les pays paieront régulièrement leur contribution à l’Organisation ; si les représentants des travailleurs prennent une part plus active aux travaux de l’Organisation, ils pourront faire quelque pression sur les gouvernements à cet égard.

Il appartiendra aux commissions de définir la portée de leurs travaux, et il ne servirait de rien que le Bureau essaie de le faire lui-même.

Quant au nombre des membres des commissions, il lui semble que deux par groupe suffiraient pour la phase initiale ; ces deux représentants de chaque groupe
fact that the Governing Body was to be re-elected during the coming session of the Conference, he thought that it would be better to postpone these appointments until the 97th Session.

Mr. Yllanes Ramos reminded the Governing Body that he had pointed out at the 95th Session that it lacked a sufficient basis of information to discuss the question of Industrial Committees properly, particularly with reference to the Petroleum Committee. The document submitted to the Office did not go into sufficient detail with regard to the scope of the committees' deliberations. So far as the composition of the committees was concerned, he supported what Sir John Forbes Watson had said. There were in Mexico joint committees of employers and workers in various industries which dealt very successfully with the problems of those industries. He thought that it was unnecessary for Governments to intervene in such negotiations, but once a decision to that effect had been taken there could be no question of altering it now.

With regard to the number of representatives, he thought that as a general rule two for each group would be adequate, except in the case of certain industries, such as the textile industry, for which there should be at least four.

With regard to the method of paying the expenses, he thought that the Organisation should try to bear the full cost of the meeting of the committees as an experiment. If this proved to be impossible, Governments might justifiably be asked to bear part of the cost.

With regard to the representation of the Governing Body, he thought that the representatives of the various groups should be appointed as soon as possible, either at the present session or at that following the 27th Session of the Conference.

He considered that in the interests of harmonious co-operation the chairmen of the committees should be appointed by the committees themselves; he therefore supported Mr. Waline's proposal on that point.

With regard to the meetings of the Inland Transport and Coal Mining Committees planned for December, he thought that not only the material difficulties which had already been mentioned, but the difficulty of appointing suitable representatives at such short notice should be taken into account. He would not like the meetings of the committees to be postponed, since that would give rise to disappointment among those concerned, but the difficulty of preparing the necessary documentary material should not be disregarded.

Mr. Oldenbroek said that Sir John Forbes Watson was proposing to postpone the putting into effect of the practical proposals of the Office concerning Industrial Committees, while in other respects he usually tried to speed up the work of the Organisation. The Workers' group wanted the committees to meet as soon as possible, and thought it psychologically desirable that some meetings should be held before the end of 1945.

It was true that Mr. Bevin had made proposals to the Governing Body concerning the setting up of Industrial Committees, but it should not be forgotten that long ago a number of international organisations had made similar proposals. He referred in particular to the International Transport Workers' Federation. Nevertheless, it had taken seven years to get the committees set up. If practical action in that field were postponed once more the workers would conclude that their efforts were in vain and that it was impossible to get the machinery to work.

With regard to the question of expense, it should not be forgotten that the meetings of the Industrial Committees would be held in different parts of the world and that this would involve some countries in very heavy expense. By using the funds of the Organisation the cost for the different countries would be equalised. That implied, of course, that all the countries would pay their contribution to the Organisation regularly; if the workers' representatives were brought into more active association with the work of the Organisation they might bring some pressure to bear on their Governments in that respect.

The committees themselves would have to define the scope of their own work, and it would be no use for the Office to try to do it for them.

With regard to the number of members on the committees, he thought that two for each group would be sufficient in the initial stage; these two representatives could
pourraient consulter leurs mandants et faire part de leurs vues aux commissions, lors de leurs réunions. Peut-être les commissions d'industrie seront-elles amenées à constituer des sous-commissions permanentes. Il ne s'agit pas, en effet, de réunions dont les membres se disperment immédiatement après la clôture de leurs travaux, mais de commissions de caractère permanent qui devront s'adapter aux besoins de chacune des industries intéressées.

Il rappelle qu'à la Commission paritaire maritime, le Président du Conseil d'administration préside d'office les réunions de la commission. Il lui paraît que pour la réunion initiale des diverses commissions d'industrie, le président devrait être désigné par le Conseil d'administration. Par la suite, les commissions pourront exprimer leurs vues à cet égard. Le règlement des commissions pourra peut-être prévoir que chaque commission désignera son président.

Il lui paraît indispensable que les secrétariats professionnels internationaux soient représentés aux réunions des commissions d'industrie. Il ne pense pas, comme Sir John Forbes Watson l'a indiqué, que les dirigeants de secrétariats professionnels internationaux puissent être appelés à faire partie de délégations nationales. Les secrétaires de ces organisations de caractère international ne peuvent pas représenter en même temps les organisations de leur pays. On pourrait appliquer le même raisonnement à l'Organisation internationale du Travail qui est appelée à envoyer des représentants de caractère international au sein d'autres organismes. Pour sa part, il considère que les secrétariats professionnels internationaux peuvent apporter une contribution utile à l'œuvre des commissions d'industrie dont ils ont préconisé la création depuis de longues années. Ils se contentent, d'ailleurs, de demander à être autorisés à envoyer un représentant à titre consultatif, en prenant à leur charge les frais y relatifs.

La séance est levée à 12 heures 50.

Carter Goodrich.
consult their constituents and inform the committees of their views when they met. It might well be that the Industrial Committees would have to set up permanent sub-committees. Their meetings were not intended to be conferences the members of which dispersed immediately their work came to an end, but permanent bodies which must adapt themselves to the needs of each of the industries concerned.

He pointed out that in the case of the Joint Maritime Commission the Chairman of the Governing Body was ex officio Chairman of the Commission. He thought that for the initial meetings of the various Industrial Committees the chairmen should be appointed by the Governing Body. Later, the committees might express their own views on the matter. The Standing Orders of the committees might perhaps provide that each committee should appoint its own chairman.

He thought it was essential that the international trade secretariats should be represented at the meetings of the Industrial Committees. He did not agree with Sir John Forbes Watson that the leaders of the international trade secretariats would be included in their national delegations. The secretaries of such international organisations could not at the same time represent the organisations of their own country. The same reasoning might be applied to the International Labour Organisation, which sent international representatives to other bodies. Personally, he believed that the international trade secretariats could make a useful contribution to the work of the Industrial Committees, the establishment of which they themselves had proposed many years ago. All that they asked was to be permitted to send a representative to act in an advisory capacity, and they were prepared to pay the expenses of their own representative.

The sitting closed at 12.50 p.m.

Carter Goodrich.
PROCES-VERBAL DE LA DEUXIEME SEANCE

(Vendredi 12 octobre 1945 — 15 heures)


SIXIEME QUESTION A L'ORDRE DU JOUR

Commissions d'industrie (suite)

M. Oersted peut se rallier à presque toutes les déclarations de Sir John Forbes Watson. Toutefois, pour ce qui est du mode de paiement, il se demande si la meilleure méthode ne serait pas de faire supporter les frais des délégations aux gouvernements. Ainsi, les gouvernements intéressés seraient-ils mieux en mesure de fixer le nombre des personnes qui doivent représenter leurs pays pour les diverses industries. D'autre part, si le Bureau international du Travail prenait à sa charge les frais des délégations, ce serait tout de même, en fin de compte, les gouvernements qui fourniraient les fonds nécessaires. Certes, il est des gouvernements pour lesquels les dépenses seraient plus élevées que pour d'autres, mais c'est ce qui se passe déjà pour la Conférence internationale du Travail.

Il se demande, d'autre part, si, dans des commissions tripartites on pourrait avoir pour les gouvernements un nombre de représentants différent de celui des représentants employeurs, par exemple. Sir John Forbes Watson a suggéré que l'on prévoie six représentants des employeurs pour la Commission des transports internes et quatre pour le textile. Pour sa part, il estime qu'un seul représentant gouvernemental pour chaque commission serait suffisant, car il représenterait les vues du gouvernement et non pas les intérêts, parfois divers, des branches d'industrie intéressées.

Comme Sir John Forbes Watson, il pense qu'il serait préférable que chaque commission désignât elle-même son président. Toutefois, il ne verrait pas d'inconvénient à ce que, pour la première réunion, le président soit désigné par le Conseil d'administration, comme l'a suggéré M. Oldenbroek.

Il se demande si le Bureau sera en mesure, avec le personnel dont il dispose actuellement, de faire face aux travaux extrêmement complexes qu'entraînera le fonctionnement des commissions d'industrie. Il ne faut pas oublier que la tâche essentielle du Bureau est la préparation des Conférences internationales du Travail.

Quant à la représentation du Conseil, il estime qu'il est impossible de désigner les représentants avant la réélection qui doit avoir lieu au cours de la 27ème session de la Conférence.

M. Myrddin-Evans rappelle que, lorsqu'à l'origine le gouvernement britannique a suggéré la création de commissions d'industrie, il s'agissait de commissions comprenant seulement des représentants des employeurs et des travailleurs. Le Conseil d'administration a modifié la composition des commissions et le document soumis
MINUTES OF THE SECOND SITTING

(Friday, 12 October 1945 — 3 p.m.)

The Governing Body was composed as follows: Mr. Goodrich (Chairman), Mr. Alvarado, Mr. Andersson, Mr. Cavadias, Mr. Chu Hsueh-fan, Mr. Djang Tien-kai, Mr. Erulkar, Sir John Forbes Watson, Mr. Gérard, Mr. Godart, Mr. Hallsworth, Mr. Jouhaux, Mr. Kosina, Mr. Lombardo Toledano, Mr. Morawetz, Mr. Myrddin-Evans, Mr. Oberg, Mr. Oldenbroek, Mr. Oksnes, Mr. Vincent Phelan, Sir Samuel Runganadhan, Mr. van den Tempel, Mr. Troclet, Mr. Trujillo Gurría, Mr. Villanes Ramos, Mr. Waline, Mr. Watt, Mr. Zellerbach.

Absent: The representatives of the Governments of Brazil, Chile, Poland and Yugoslavia.

SIXTH ITEM ON THE AGENDA

Industrial Committees (continued)

Mr. Oersted said that he agreed with almost everything that Sir John Forbes Watson had said. With regard to the question of payment, however, he wondered whether the best method would not be for the expenses of the delegations to be paid by their Governments. The Governments concerned would then be best qualified to determine how many persons should represent their country for each particular industry. Even if the International Labour Office paid the expenses of the delegates, it would still be the Governments which ultimately provided the necessary funds. It was true that the expenses of some Governments would be heavier than those of others, but that state of affairs already existed with regard to the International Labour Conference.

He wondered further whether, even if the committees were tripartite, the number of Government representatives might not be different from that of the employers, for instance. Sir John Forbes Watson had suggested that there should be six employers' representatives on the Inland Transport Committee and four on the Textiles Committee. Personally, he thought that one Government representative on each committee would be sufficient, because he would represent the views of the Government and not the often varied interests of the different branches of industry concerned.

He agreed with Sir John Forbes Watson that it would be better for each committee to appoint its own chairman. However, he would have no objection to the Governing Body's appointing the chairmen for the first meetings, as Mr. Oldenbroek had suggested.

He wondered whether, with its present staff, the Office would be able to carry out the very heavy tasks involved in the work of the Industrial Committees. It should be borne in mind that the essential task of the Office was to prepare for the International Labour Conference.

With regard to the representation of the Governing Body, he thought that it was impossible to appoint representatives before the elections which were to be held during the 27th Session of the Conference.

Mr. Myrddin-Evans said that when the British Government had originally put forward the proposal to set up Industrial Committees it was proposed that the committees should consist of employers' and workers' representatives only. The Governing Body had decided on a different method of composition, and the paper which had
au Conseil indique quelle est la situation, à l’heure actuelle, pour les diverses commissions.

La Commission des transports internes, où 24 pays doivent être représentés, comptera, à raison de deux représentants de chaque groupe, 144 membres, sans compter les représentants du Conseil d’administration et les représentants d’organisations internationales qui pourront y être adjoints par le Conseil d’administration. Or, Sir John Forbes Watson propose maintenant que les employeurs soient représentés dans cette commission par six membres. Il est à présumer que les travailleurs tiendront à avoir une représentation équivalente. Si les gouvernements demandent une représentation aussi nombreuse, on aboutira à un total de 432 membres, ce qui paraît impraticable.

Cette situation résulte du fait que le Conseil d’administration a décidé de donner à ces commissions un caractère tripartite, et non pas bipartite. On peut se demander quel sera le rôle des représentants gouvernementaux au sein de ces commissions. Il convient de rappeler que le Conseil a rejeté une proposition transactionnelle de Sir Frederick Leggett tendant à donner aux représentants gouvernementaux un caractère d’experts. Dans ces conditions, la présence des représentants gouvernementaux ne peut avoir pour objet qu’une participation aux votes en vue d’aboutir à une décision. Si tel est bien le cas, on aboutira à ce résultat que, dans le domaine qui est assigné aux commissions d’industrie, les représentants gouvernementaux usurperont les attributions de la Conférence. Il convient, d’autre part, de tenir compte des désiderata des employeurs et des travailleurs. Si ceux-ci déclarent qu’ils ne peuvent faire valoir leurs vues au sein d’une commission d’industrie s’ils n’ont pas un nombre déterminé de représentants, le Conseil d’administration peut difficilement refuser de leur accorder ce nombre de représentants.

Sans vouloir revenir sur la décision déjà prise, il tient à déclarer que le gouvernement britannique estime que l’on a eu tort de s’écart er de la proposition primitive et de donner à ces commissions un caractère tripartite.

Pour ce qui est du mode de paiement, le gouvernement britannique considère que les frais résultant de la participation des délégués des travailleurs et des employeurs doivent être payés par le Bureau, ce qui est d’ailleurs la règle.

Si la question de la désignation des présidents des commissions d’industrie est mise aux voix, il votera en faveur de leur désignation par les commissions, et non par le Conseil d’administration. Il lui paraît que les commissions doivent pouvoir nommer un président dans leur sein si elles le désirent.

Quant à la représentation des secrétariats professionnels internationaux, il pense, comme Sir John Forbes Watson, que les intéressés seront probablement désignés comme membres de leur délégation nationale. Par ailleurs, il conviendrait, comme le suggère M. Hallsworth, de recourir à la grande expérience acquise par ces organisations dans les domaines qui leur sont propres. Il se demande si, au lieu d’inviter ces secrétariats professionnels à se faire représenter au sein des commissions d’industrie, il ne conviendrait pas plutôt d’inviter la personnalité qui est à la tête de chacune de ces organisations à assister aux réunions de chacune des commissions intéressées à titre consultatif.

Tout le monde s’accorde à penser qu’il convient que les commissions d’industrie commencent à fonctionner le plus tôt possible; toutefois, il est nécessaire que les travaux préparatoires en vue des réunions des commissions soient aussi complets que possible. Si l’on considère que l’on dispose d’un temps suffisant pour assurer cette préparation dans de bonnes conditions pour le mois de décembre, il n’a pas d’objection à ce que les réunions envisagées aient lieu à cette date. Mais il éprouve quelque appréhension lorsqu’il examine le programme de travail que le Bureau s’est assigné pour 1945 et 1946.

On ne sait pas encore exactement quelle forme prendront les débats des commissions d’industrie. Il importe, en tout cas, qu’elles aient un ordre du jour très précis. Il rappelle que le Comité exécutif de la Commission préparatoire des Nations Unies qui siège à Londres a consacré des semaines à préparer l’ordre du jour de la première réunion de la Commission préparatoire. Or, pour les deux commissions dont la réunion est envisagée pour le mois de décembre, on n’a pas établi un ordre du jour précis; le Conseil s’est borné à indiquer deux sujets très vastes sur lesquels pourraient porter leurs débats. On peut se demander si ces commissions procéderont à une discussion générale, ou à des débats sur la procédure, ou à l’établissement d’un programme pour leurs travaux futurs. Il est essentiel d’éclaircir cette situation. Il demande au Direc-
been laid before the Governing Body showed what the situation was up to date in regard to the various committees.

The Inland Transport Committee, on which 24 countries would be represented, would, on the basis of two representatives for each group, have a total of 144 members without counting the representatives of the Governing Body and the representatives of international organisations who might be added to it by the Governing Body. Sir John Forbes Watson now proposed that the employers should have six representatives on that committee, and presumably the workers would wish for equivalent representation. If the Governments also asked for equal representation, the committee would have a total of 432 members, which appeared to be quite impracticable.

This position had arisen out of the Governing Body’s decision to make the committees tripartite instead of bipartite. He wondered what part the Government representatives would be expected to play on the committees, since the Governing Body had rejected the compromise proposal put forward by Sir Frederick Leggett that Government representatives should act as experts. In those circumstances, the only purpose of the Government representatives must be to take part in votes with a view to arriving at decisions. If that were so, the result would be that within the sphere of operations of the Industrial Committees the Government representatives would usurp the functions of the Conference. In addition, it was essential to take account of the wishes of the employers and workers. If they claimed that they could not represent their case on an Industrial Committee without a certain number of representatives, the Governing Body could hardly refuse them the number of representatives they desired.

Without seeking to go back on the decision already taken, he wished it to be recorded that the United Kingdom Government thought that it had been a mistake to depart from the original proposal and to make the committees tripartite.

With regard to the method of payment of the expenses, the United Kingdom Government thought that the expenses of the workers’ and employers’ representatives should be paid by the Office, that being the normal rule.

If the question of the appointment of the chairmen of the committees was put to the vote, he would vote in favour of their appointment by each committee and not by the Governing Body. He thought that the committees should have the right to appoint their chairman from among their own members if they so desired.

With regard to the representation of the international trade secretariats, he agreed with Sir John Forbes Watson that the persons concerned would probably be appointed as members of their national delegations. On the other hand, it would be valuable, as Mr. Hallsworth had suggested, to make use of the vast experience acquired by these organisations in their respective fields. He wondered whether instead of inviting the trade secretariats to be represented on the Industrial Committees, it would not be better to invite the executive officers of each of these organisations to attend the meetings of the Industrial Committees concerned in an advisory capacity.

Everyone was agreed that the Industrial Committees should get to work as soon as possible, but it was also necessary that there should be adequate preparation for the meetings. If it was considered that there was sufficient time to make those preparations before December he had no objection to the proposed meetings being held then. Nevertheless, he had some apprehensions about the programme which the Office had set for itself for 1945 and 1946.

It was not yet known exactly what form the deliberations of the Industrial Committees would take. In any case, it was essential that they should have a proper agenda before them. He recalled that the Executive Committee of the United Nations Preparatory Commission in London had spent weeks in preparing the agenda for the first meeting of that Commission. Yet for the two committees, meetings of which were proposed for December, no definite agenda had been laid down; all that the Governing Body had done was to indicate two very general subjects which the committees might discuss. Were those committees to have a general discussion or a discussion on procedure, or would they draw up the programme for their future work? It was essential that this point should be cleared up. He asked the Acting
teur p.i. s'il ne serait pas possible de soumettre au Conseil d'administration, lors de sa 97ème session, quelques indications plus nettes sur la portée des travaux des réunions initiales des commissions d'industrie.

Pour ce qui est de la date des réunions, il tient à attirer l'attention sur les conditions matérielles qui existent actuellement à Londres. Le gouvernement britannique sera très heureux de prendre les arrangements nécessaires pour l'organisation de ces réunions à Londres, mais ces arrangements ne comprennent pas le logement dans les hôtels et, dans la correspondance échangée avec le Bureau, le gouvernement britannique a signalé qu'il sera extrêmement difficile de trouver des chambres à Londres en décembre. La première assemblée des Nations Unies doit avoir lieu à Londres, au cours du même mois, ce qui complique la situation. Dans ces conditions, malgré les arguments que l'on peut invoquer pour convoquer ces commissions avant la fin de l'année 1945, il conviendrait peut-être d'examiner s'il ne serait pas utile de les retarder d'un mois environ, ce qui donnerait aussi plus de temps pour les travaux préparatoires.

M. Troclet remercie le Conseil d'administration de l'accueil qu'il lui a fait, et lui donne l'assurance que la Belgique, qui a toujours collaboré activement aux travaux de l'Organisation, est bien décidée à demeurer fidèle à son idéal. Il voit dans l'activité de l'Organisation la méthode la plus sûre pour aboutir à des résultats dans le domaine de la réglementation internationale du travail.

Pour ce qui est des commissions d'industrie, le gouvernement belge estime qu'il y a lieu d'aboutir le plus rapidement possible à des résultats concrets, sans se laisser arrêter par toutes les difficultés que l'on a pu soulever. C'est là une question de bonne volonté. Tous les pays, — et notamment la Belgique — qui ont pratiqué le système des commissions paritaires n'ont eu qu'à se féliciter des contacts qui ont été ainsi établis sur le plan national. Il doit en être de même sur le plan international et, dans l'intérêt de la consolidation de la paix, et plus particulièrement de la paix sociale, il convient d'envisager la situation avec la volonté nette d'aboutir.

Le gouvernement belge est en faveur d'une représentation des trois groupes par deux délégués pour chacun dans les diverses commissions d'industrie, en prévoyant toutefois des suppléants éventuels. Il serait prêt à se rallier, pour les premières réunions, au chiffre d'un délégué de chacun des groupes, si cela doit faciliter la solution du problème financier. Toutefois, la représentation par deux délégués de chaque groupe répond plus complètement aux désiderata qui ont été formulés. Si l'on veut que les commissions fonctionnent efficacement, c'est cette formule que l'on doit retenir. Au cours des premières réunions des commissions, il ne s'agira pas de résoudre immédiatement les problèmes, mais plutôt de les délimiter. Dans ces conditions, il paraît suffisant de prévoir deux délégués de chaque groupe.

En suggérant que l'on prévoie également des membres suppléants, le gouvernement belge pense que l'on pourrait ainsi faire appel à des experts. Tout le monde se rend compte que, pour les industries métallurgiques, pour l'industrie textile, pour les mines de charbon et pour les transports, les problèmes techniques sont assez complexes et qu'il serait peut-être difficile de s'en tenir à deux délégués de chaque groupe lorsque, après les premières réunions, il s'agira d'aboutir à des solutions concrètes. A ce stade, on pourrait s'orienter vers la formule des experts, c'est-à-dire que, tout en maintenant au chiffre de deux le nombre des délégués de chaque groupe, des experts représenteraient les différentes branches des industries envisagées.

C'est dans le même esprit que l'on pourrait adjoindre aux commissions des représentants des secrétariats professionnels internationaux, ainsi que des organisations d'employeurs correspondantes, à titre d'experts. Dans ces réunions internationales il est d'usage qu'à côté des délégués, on fasse appel à des experts ou techniciens qui fournissent une documentation précise aux délégués et peuvent les remplacer éventuellement dans les sous-commissions.

Il est convaincu que, s'il on veut que les commissions d'industrie aboutissent à des résultats pratiques, il convient que le Bureau international du Travail prenne à sa charge les frais des délégations d'employeurs et de travailleurs. On a fait remarquer qu'en fin de compte, ces frais seront indirectement à la charge des gouvernements, puisque leur contribution au budget du Bureau international du Travail s'en trouvera majorée. Il pense toutefois qu'il est plus aisé pour un gouvernement de payer une contribution globale annuelle que de prévoir, en dehors de cette contribution, toute une série de frais accessoires. Cela n'empêche pas, d'ailleurs, au cas où des gouverne-
Director whether it would not be possible for some more detailed information on the scope of the work of the opening meetings of the Industrial Committees to be laid before the Governing Body at its 97th Session.

With regard to the date of the meetings, he wished to call attention to the physical conditions at present obtaining in London. The British Government would be very glad to make the necessary arrangements for accommodating the meetings in London, but those arrangements did not extend to hotel accommodation, and it had been made clear in correspondence with the Office on this matter that it would be extremely difficult to find accommodation in London in December. The first Assembly of the United Nations was to be held in London during that month, a fact which made the situation even more difficult. That being so, and in spite of all the arguments in favour of holding the first meetings of the committees before the end of 1945, he thought that it might be worth considering whether it would not be desirable to delay them for about a month, thus also allowing more time for the preparatory work.

Mr. Troclet thanked the Governing Body for the warm welcome it had given him and assured it that Belgium, a country which had always co-operated actively in the work of the Organisation, was determined to remain faithful to its ideals. He thought that the best way of obtaining results in the field of international labour legislation was through the work of the Organisation.

With regard to the Industrial Committees, the Belgian Government thought that practical results ought to be reached as quickly as possible, and they should not be held up by all the various difficulties that had been mentioned. It was a question of good will. All the countries which had had experience of the system of joint committees, including Belgium, had found these contacts on the national plane most satisfactory. They should be equally satisfactory on the international plane, and in the interest of establishing peace, and particularly social peace, on a firm basis, the position should be faced with a definite will to succeed.

The Belgian Government was in favour of having two delegates from each of the three groups on each Industrial Committee, subject to the possibility of adding substitutes. For the first meetings, it was prepared to accept the suggestion of one representative for each group if that would meet the financial difficulties, but representation on the basis of two representatives for each group would be more in harmony with the wishes that had been expressed. If the committees were to work efficiently they should be constituted on that basis. At the first meetings it would be a question not so much of solving problems immediately but of defining them. Consequently, two representatives of each group appeared to be adequate.

In suggesting that provision should also be made for substitute members the Belgian Government had had in mind the possibility of having recourse to experts. Everybody was agreed that in the case of the metal trades, the textile industry, coal mining and transport the technical problems were complicated and that after the first meetings, when the committees were faced with the task of finding practical solutions, it might be difficult to limit the number of representatives to two for each group. It was at that stage that the device of appointing experts might be adopted; while limiting the number of delegates for each group to two, experts might be added to represent the various branches of the industries concerned.

It was with a similar object in mind that he considered that representatives of the international trade secretariats, and of the equivalent employers' organisations, might be added to the committees as experts. It was the custom at such international meetings to have recourse to experts or technicians, in addition to the actual delegates, whose function it was to provide the delegates with detailed information and, if necessary, act for them on subcommittees.

He was sure that if the Industrial Committees were to achieve practical results the International Labour Office ought to bear the costs of the employers' and workers' delegations. It had been argued that in any case these costs would ultimately be borne indirectly by Governments because their contributions to the budget of the Organisation would be increased to cover them. He thought, however, that it was easier for a Government to pay an inclusive annual contribution than to provide for a whole series of accessory costs beyond that contribution. That would not prevent any Governments which wished to send a larger delegation from shouldering the
ments voudraient augmenter le nombre des membres de leur délégation, de prévoir que les frais supplémentaires seraient à leur charge. Du point de vue des frais, il lui paraît que la formule qui consiste à prévoir deux représentants de chaque groupe est celle qui présente le plus d'avantages.

Il considère que les présidents des commissions devraient être désignés par le Conseil d'administration. On peut invoquer des arguments en sens contraire, mais il est désirable, pour la coordination des travaux de l'Organisation, que le président tienne son autorité du Conseil d'administration si l'on veut éviter d'aboutir à une dispersion des efforts.

Il ne croit pas que le Conseil d'administration doive s'abstenir de se prononcer sur cette question de la présidence des commissions, sous prétexte que la composition du Conseil est susceptible d'être modifiée prochainement. Si cet argument avait quelque valeur, on pourrait mettre en doute l'utilité même de la présente réunion du Conseil d'administration. On constate d'ailleurs qu'au sein du Conseil, il y a un certain nombre de sièges quasi permanents et que, d'autre part, le Conseil poursuit une œuvre qui est, elle aussi, permanente.

Il importe, au contraire, que le Conseil d'administration marque sa volonté d'aller de l'avant et de ne pas ajourner, pour des raisons secondaires, des désignations qui pourraient faciliter l'obtention de résultats précis. Le travail préparatoire des réunions des commissions doit être effectué, non seulement par le Bureau, mais aussi par les présidents de chacune des commissions. Dans ces conditions, il y a intérêt à désigner les présidents le plus tôt possible et à leur permettre, le cas échéant, de prendre contact avec beaucoup de membres des délégations à l'occasion de la 27ème session de la Conférence internationale du Travail. Quant au lieu de réunion des commissions, il regrette de ne pas pouvoir offrir à l'Organisation d'accueillir la Commission des mines de charbon à Bruxelles, où précisément on manque de charbon. Le gouvernement belge est toutefois décidé à apporter à l'Organisation une collaboration entière et il a le grand plaisir d'inviter la Commission de l'industrie textile et la Commission du bâtiment à se réunir à Bruxelles, où elles seront les hôtes du gouvernement belge, qui prendra toutes les dispositions nécessaires pour faciliter leur réunion. Il espère que le Conseil d'administration voudra bien accepter dès à présent cette invitation.

Le Président remercie, au nom du Conseil d'administration, le gouvernement belge de cette généreuse invitation.

Le Conseil, acceptant l'invitation du gouvernement belge, décide que la première réunion de la Commission de l'industrie textile et de la Commission du bâtiment du génie civil et des travaux publics auront lieu à Bruxelles. M. Hallsworth demande a M. Myrddin-Evans si pour faciliter les réunions des deux commissions qui doivent siéger en décembre le gouvernement britannique ne pourrait pas réquisitionner certains hôtels de Londres pour les mettre à la disposition des délégations.

M. Justin Godart rappelle que le gouvernement français a donné son entière adhésion à la création des commissions d'industrie, et estime qu'il n'est pas possible d'ajourner les premières réunions de ces commissions. Les objections d'ordre pratique qui ont été soulevées sont secondaires en présence de l'importance de ces réunions qui vont établir sur un terrain nouveau l'action de l'Organisation internationale du Travail. Jusqu'ici celle-ci a accompli une œuvre remarquable en matière de législation internationale du travail. Maintenant, il importe qu'elle se place sur le terrain pratique pour étudier avec les travailleurs, dans le cadre de chacune des industries, les conditions de travail. La création des commissions d'industrie parait être la méthode la meilleure pour aboutir à ce résultat. Dans ces conditions, il ne lui paraît pas que l'on doive faire preuve d'apprehension à l'égard de la portée des débats de ces commissions. Il a été frappé d'entendre M. Myrddin-Evans au nom du gouvernement britannique, qui a pris l'initiative de proposer la création des commissions d'industrie, manifester quelques craintes en les voyant se développer aussi rapidement. C'est précisément pour rendre hommage à l'initiative du gouvernement britannique que l'on entend aboutir le plus rapidement possible à des réalisations positives. Pour ce qui est du nombre des membres des commissions, le gouvernement fran-
extra cost themselves. From the standpoint of expense, he thought that a membership of two representatives for each group was the most satisfactory.

He thought that the chairmen of the committees should be appointed by the Governing Body. There were arguments against this, but it was desirable from the standpoint of co-ordinating the work of the Organisation that the chairman should draw his authority from the Governing Body in order to avoid a dispersal of effort.

He did not consider that the Governing Body should postpone its decision on the question of the chairmanship on the grounds that the composition of the Governing Body would shortly be altered. If that argument were valid, it might be said that the whole of the present meeting of the Governing Body was useless. Moreover, there were a number of more or less permanent members of the Governing Body, the work of which was also of a permanent character.

On the contrary, it was important that the Governing Body should affirm its determination to go forward and should not postpone, for reasons of secondary importance, the making of appointments which would help to achieve definite results. The preparatory work for the meetings of the committees would have to be done not by the Office alone, but also by the chairmen of the committees. It was therefore important that these chairmen should be appointed as soon as possible so that they might, if need be, make contact with members of the delegations to the 27th Session of the International Labour Conference.

With regard to the place of the meetings, he was sorry that he could not offer hospitality to the Coal Mining Committee in Brussels, where there was in fact a shortage of coal. The Belgian Government, however, was determined to give its full support to the Organisation, and he had great pleasure in inviting the Textiles Committee and the Building Committee to meet in Brussels as guests of the Belgian Government, which would do everything it could to facilitate arrangements for the meeting. He hoped that the Governing Body would be able to accept this invitation immediately.

The Chairman, on behalf of the Governing Body, thanked the Belgian Government for its generous invitation.

The Governing Body accepted the invitation of the Belgian Government and decided that the first meeting of the Committee for the Textile Industry and the Committee on Building, Civil Engineering and Public Works should be held in Brussels.

Mr. Hallsworth asked Mr. Myrddin-Evans whether the British Government could not facilitate the meetings of the two committees which were to sit in London in December by requisitioning certain London hotels in order to provide accommodation for the delegates.

Mr. Justin Godart said that the French Government had wholeheartedly supported the setting up of Industrial Committees and thought that it was impossible to postpone the first meetings. The practical objections that had been raised were secondary compared with the importance of the meetings, which would carry the work of the International Labour Organisation into new fields. In the past the Organisation had done remarkable work in the field of international labour legislation. It must now enter the practical sphere and study labour conditions within each industry in co-operation with the workers. The establishment of Industrial Committees appeared to be the best method of achieving that result. Consequently he did not think that there need be any apprehension with regard to the scope of the committees' deliberations. He had been surprised to hear Mr. Myrddin-Evans, on behalf of the United Kingdom Government which had taken the lead in proposing the setting up of Industrial Committees, express some apprehension with regard to the rapidity of their growth. It was precisely as a tribute to the initiative of the United Kingdom Government that it was desired to reach practical results at the earliest possible date.

With regard to the size of the membership of the committees, the French Govern-
çais a proposé que pour commencer on prévoie deux délégués de chaque groupe pour chaque commission. C'est là la formule qui a été également envisagée pour la Confédération générale du travail de France, ainsi que par le groupe des travailleurs et par M. Waline au nom des employeurs français. Il espère qu'il sera possible d'aboutir sans tarder à fixer sur cette base le nombre des membres des diverses commissions d'industrie.

On a fait valoir qu'il n'était pas nécessaire que la représentation gouvernementale fût aussi nombreuse que la représentation des employeurs et des travailleurs. Pour sa part, il ne peut admettre que l'on porte ainsi atteinte au principe essentiel de la représentation tripartite qui assure l'équilibre de l'Organisation internationale du Travail.

Il considère que les secrétariats professionnels internationaux devraient être associés aux travaux des commissions d'industrie auxquelles ils peuvent apporter une très utile contribution en raison de l'expérience qu'ils ont acquise.

Il n'attache pas une importance exagérée à la question du mode de paiement des frais, car à son avis il est assez secondaire que les gouvernements paient en définitive ces frais soit directement, soit indirectement au moyen d'une contribution accrue au budget de l'Organisation internationale du Travail.

Il estime qu'au premier stade tout au moins les présidents des commissions d'industrie devraient être désignés par le Conseil d'administration. Il serait très difficile à ces commissions composées d'éléments très divers de choisir dans leur sein des présidents présentant toutes les qualités requises. Il serait bon que, dès leurs premières réunions, les commissions d'industrie soient présidées par une personnalité tenant son autorité du Conseil d'administration et connaissant à fond les traditions de l'Organisation internationale du Travail, ce qui permettrait d'organiser rapidement et efficacement le travail des commissions.

M. Watt constate que jamais une innovation au sein de l'Organisation internationale du Travail n'a été accueillie avec un intérêt aussi unanime que la création des commissions d'industrie. Il note en particulier que les employeurs se sont prononcés en faveur de cette innovation.

Il signale que la création des commissions d'industrie a soulevé un vif intérêt parmi les travailleurs des États-Unis et probablement parmi les travailleurs des autres pays. Pour la première fois peut-être l'Organisation a atteint les couches profondes des organisations d'employeurs et de travailleurs dans les divers États Membres. Les travaux préparatoires accomplis par le Bureau sont déjà très poussés. Dans nos pays notamment, des contacts très utiles ont été établis avec les milieux intéressés au fonctionnement des commissions d'industrie.

Il rappelle que le Conseil discute cette question de la constitution des commissions d'industrie depuis dix-huit mois. Si l'on a tardé à aboutir à des résultats pratiques, cela est imputable au Conseil bien plutôt qu'au Bureau. D'une session à l'autre il semble que l'on perde parfois de vue les décisions déjà prises.

Répondant à M. Myrddin-Evans, il doute qu'il soit possible d'établir un ordre du jour détaillé pour les travaux de ces commissions avant les premières réunions où les experts qualifiés pourront exposer leurs vues sur la suite des travaux des commissions. L'ordre du jour des premières réunions doit nécessairement avoir un caractère assez général.

Pour ce qui est de la question de la désignation des présidents, il n'a pas d'opinion bien arrêtée. Il considère que, dans la mesure du possible, il conviendrait que les gouvernements interviennent le moins possible dans les négociations entre employeurs et travailleurs. Par contre, si le Conseil d'administration désigne les présidents des commissions d'industrie cela aurait l'avantage de permettre à ces désignations d'être faites suffisamment à l'avance pour que le président de chaque commission étudie à fond les questions à l'égard desquelles il sera appelé à jouer un rôle très important. Il est probable que les employeurs et les travailleurs se placeraient à l'égard de la désignation des présidents sur un terrain plus pratique que les gouvernements, pour qui les considérations théoriques ont parfois trop de valeur.

En tout état de cause, il estime qu'il serait regrettable de retarder pour une raison quelconque la convocation des commissions d'industrie. Si des difficultés s'opposaient à la convocation des deux premières commissions à Londres, on pourrait envisager de les réunir de l'autre côté de l'Atlantique.
ment had proposed that at the outset there should be two delegates from each group on each committee. That was also the suggestion made by the French General Confederation of Labour, by the Workers’ group, and by Mr. Waline on behalf of the French employers. He hoped that a decision could be taken without delay to fix the membership of each Industrial Committee on that basis.

It had been suggested that there need not be as many representatives of Governments as of employers and workers. Personally, he could not agree to any such infringement of the essential principle of tripartite representation on which the stability of the International Labour Organisation was founded.

He thought that the international trade secretariats ought to be associated with the activities of the Industrial Committees, to which their experience would enable them to make a very useful contribution.

He did not attach a great deal of importance to the question of how the expenses should be paid, since he thought that it was immaterial whether the Governments ultimately paid these experts directly, or indirectly by making a larger contribution to the budget of the International Labour Organisation.

He thought that at the first stage at least the chairmen of the committees should be appointed by the Governing Body. It would be difficult for committees comprising such different elements to choose out of their own membership chairmen who had all the necessary qualifications. It was advisable that at the first meetings of the Industrial Committees the chair should be taken by persons drawing their authority from the Governing Body and fully familiar with the traditions of the International Labour Organisation; this would enable the work of the committees to be quickly and efficiently organised.

Mr. Watt said that no action of the International Labour Organisation had ever met with a greater measure of consent than the setting up of Industrial Committees. He noted in particular that the employers had supported the innovation.

The setting up of the Industrial Committees had aroused lively interest among the workers of the United States, and no doubt among those of other countries also. It was perhaps the first time that the Organisation had reached down into the roots of the employers’ and workers’ movements in the various States Members. The Office’s preparatory work was already well advanced. In his own country in particular, very useful contacts had been established with these groups which were interested in the operation of the Industrial Committees.

He reminded the Governing Body that it had been discussing the constitution of the Industrial Committees for the past 18 months. If there had been delay in reaching results, the Governing Body rather than the Office was responsible. There was sometimes a tendency to forget from one session to another the decisions that had already been taken.

In reply to Mr. Myrddin-Evans, he doubted whether a detailed agenda could be drawn up for the work of the committees before the first meetings at which experts could express their views as to the future work of the committees. The agenda of the first meeting must necessarily be of a somewhat general character.

With regard to the appointment of the chairmen, he held no hard and fast opinion. He believed in keeping Governments out of the negotiations between employers and workers as far as possible. On the other hand, if the Governing Body appointed the chairmen of the Industrial Committees that would have the advantage of enabling the appointments to be made early enough for the chairmen of the respective committees to make a thorough study of the matters in respect of which they would have to play so important a part. The employers and workers would probably be more realistic in the appointment of chairmen than the Governments, which were sometimes too much influenced by academic considerations.

In any case he thought that it would be most unfortunate to delay the meetings of the Industrial Committees for any reason whatever. If there were difficulties in the way of holding the meetings of the first two committees in London, they might perhaps be held on the other side of the Atlantic.
M. Oksnes indique que, si le gouvernement norvégien a proposé de prévoir un représentant seulement de chaque groupe pour chacune des commissions d'industrie, il est prêt à envisager l'adjonction à ces commissions d'experts ou de conseillers techniques. Après la discussion qui a eu lieu au Conseil, il est prêt à se rallier à la formule de deux délégués de chaque groupe.

Pour ce qui est du mode de paiement des dépenses, il considère que, pour les commissions d'industrie, il conviendrait de se conformer à la méthode qui est appliquée pour les représentants au Conseil d'administration. Il se rallie aux observations qui ont été faites par M. Troclet et appuie la proposition tendant à mettre à la charge du Bureau les frais des représentants des travailleurs et des employeurs, les gouvernements étant appelés à payer leurs propres représentants.

Quant à la désignation des présidents, il pense, comme M. Godart, que ceux-ci devraient être désignés par le Conseil d'administration.

M. Morawetz constate que l'on a fait valoir à diverses reprises que les gouvernements, en dernière analyse, paieraient les frais des délégués soit directement, soit indirectement. Ce ne serait exact que si les gouvernements s'acquittaient régulièrement de leurs obligations financières. Si le Conseil décidait que ces frais seraient à la charge du Bureau, cela signifierait que les pays qui s'acquièrent de leurs obligations auraient à supporter des charges financières plus considérables, tandis que les autres n'auraient rien à payer. Il recommande donc que les frais des délégués soient à la charge de leur pays respectif.

M. Andersson considère qu'il est essentiel que le Conseil d'administration aboutisse sans tarder à une décision permettant aux commissions d'industrie de commencer leurs travaux. Il importe sans doute assez peu que ces travaux commencent à la fin de 1945 ou au début de 1946, mais aux yeux de l'opinion cela fait une différence d'une année.

Pour ce qui est de la représentation des secrétariats professionnels, il est vrai que, pour les grands pays, cette question ne présente pas de difficulté, mais il n'en est pas de même pour les petits pays. Dans ces conditions, au nom de ces pays, il demande d'inviter les secrétariats professionnels à se faire représenter au sein des commissions d'industrie.

Le Président invite le Conseil d'administration à se prononcer tout d'abord sur le nombre des délégués au sein de chacune des commissions d'industrie.

Sir John Forbes Watson propose, à titre d'amendement, que ces commissions soient composées de la façon suivante:

- Transports internes: 6 membres de chaque groupe.
- Industries métallurgiques: 4 membres de chaque groupe.
- Mines de charbon: 2 membres de chaque groupe si la réunion a lieu à Londres, et 4 si elle a lieu ailleurs.
- Industrie textile: 4 membres de chaque groupe.
- Fer et acier: 4 membres de chaque groupe.
- Pétrole: 2 membres de chaque groupe.
- Bâtiment, génie civil et travaux publics: 5 membres de chaque groupe.

L'amendement de Sir John Forbes Watson, mis aux voix, est rejeté par 18 voix contre 6.

M. Waline déclare qu'il a voté en faveur de l'amendement de Sir John Forbes Watson parce qu'il permettait une représentation plus complète des divers intérêts présents, mais il est prêt à se rallier à la formule de deux représentants de chaque groupe. Il voudrait, toutefois, qu'on laisse aux pays qui le désiraient la latitude d'envoyer à leurs frais, pour les premières réunions des commissions d'industrie, des experts supplémentaires.

M. Justin Godart souligne que si l'on adopte la formule de deux représentants de chaque groupe pour les premières réunions, il doit être entendu que l'on pourra ultérieurement assurer, s'il y a lieu, une représentation plus complète de certaines branches d'industrie.
Mr. Øksnes said that while the Norwegian Government had suggested that there should be only one representative of each group on each of the Industrial Committees it was prepared to consider adding experts or technical advisers to the committees. After the discussion which had taken place in the Governing Body, he was prepared, to accept the proposal for two delegates for each group.

With regard to the payment of the expenses, he thought that the same method as was applied in the case of representatives on the Governing Body should also be applied in the case of Industrial Committees. He agreed with what Mr. Troclet had said and supported the proposal that the expenses of the workers' and employers' representatives should be paid by the Office and that the Governments should pay for their own representatives.

With regard to the appointment of chairmen, he agreed with Mr. Godart that they should be appointed by the Governing Body.

Mr. Morawetz said that it had been pointed out several times that in the last analysis the Governments would pay the expenses of the delegates, whether directly or indirectly. That would be true only if Governments fulfilled their financial obligations regularly. If the Governing Body decided that the expenses should be borne by the Office, that would mean that the countries which fulfilled their financial obligations would have to bear a larger financial burden, while the others would pay nothing at all. He therefore urged that the expenses of the delegates should be paid by their respective countries.

Mr. Andersson thought that it was essential that the Governing Body should come to a decision without delay in order to enable the Industrial Committees to begin their work. It was perhaps a matter of minor importance whether they met at the end of 1945 or at the beginning of 1946, but in the eyes of the public it made a difference of a year.

With regard to the representation of the trade secretariats, it was true that this question did not give rise to any difficulty in the case of the big countries, but it was not the same for the small countries. That being so, he asked the Governing Body, in the name of the small countries, to invite the trade secretariats to send representatives to the Industrial Committees.

The Chairman asked the Governing Body to take a decision in the first place on the number of delegates who should sit on each of the Industrial Committees.

Sir John Forbes Watson moved an amendment suggesting that the committees should be composed as follows:

- Inland Transport: 6 members for each group.
- Metal Trades: 4 members for each group.
- Coal Mining: 2 members for each group in the case of a meeting in Great Britain and 4 if elsewhere.
- Textiles: 4 members for each group.
- Iron and Steel: 4 members for each group.
- Petroleum: 2 members for each group.
- Building, Civil Engineering and Public Works: 5 members for each group.

The amendment moved by Sir John Forbes Watson was put to the vote and rejected by 18 votes to 6.

Mr. Waline said that he had voted in favour of Sir John Forbes Watson's amendment because it provided for fuller representation of the various interests concerned, but he was prepared to accept the proposal for two representatives of each group. Nevertheless, he would like countries which so desired to have the opportunity of sending additional experts to the first meetings of the Industrial Committees at their own expense.

Mr. Justin Godart said that if it was decided to have two representatives of each group at the first meetings it should be understood that fuller representation of certain branches of industry might subsequently be provided for if necessary.
M. Hallsworth fait observer que, dans sa proposition primitive, il prévoyait que des experts additionnels pourraient être adjoints aux commissions d'industrie, étant entendu que les frais supplémentaires seraient à la charge des gouvernements ou des organisations intéressées. Sur la base des résultats des premières réunions, le Conseil pourra examiner à nouveau la question du nombre des membres des commissions d'industrie.

Par 21 voix contre 5 le Conseil d'administration décide que pour les premières réunions des commissions d'industrie le nombre des représentants de chaque groupe sera de deux étant entendu que des experts additionnels pourront être envoyés à ces réunions aux frais des gouvernements ou des organisations intéressées.

Le Président invite le Conseil à se prononcer sur le mode de paiement des frais des délégués des employeurs et des travailleurs au sein des commissions d'industrie.

Sir John Forbes Watson propose que ces frais soient à la charge des gouvernements.

Cette proposition est rejetée par 20 voix contre 6.

Le Conseil d'administration décide, par 21 voix contre 6, que les frais des délégués des employeurs et des travailleurs aux commissions d'industrie seront à la charge du Bureau international du Travail.

Le Président invite le Conseil à se prononcer sur la désignation des présidents des diverses commissions d'industrie.

Sir John Forbes Watson propose que les présidents des commissions d'industrie soient désignés par les commissions elles-mêmes.

Cette proposition est rejetée par 17 voix contre 9.

M. Justin Godart souligne qu'il doit être bien entendu que cette décision ne vaut que pour les premières réunions des commissions, mais qu'ultérieurement le Conseil pourrait décider de laisser aux commissions le soin de choisir leurs présidents.

M. Troclet propose que le président soit désigné pour les premières réunions des commissions d'industrie par le Conseil d'administration et que, sans se prononcer sur la procédure à suivre ultérieurement, le Conseil se réserve le droit d'examiner la question à nouveau sur la base de l'expérience acquise.

M. Justin Godart appuie cette proposition.

Le Conseil d'administration décide, par 19 voix contre 7, que pour les premières réunions des commissions qui auront lieu en 1945 et 1946 le président de chaque commission sera désigné par le Conseil d'administration, étant entendu que le Conseil examinera à nouveau la question ultérieurement sur la base de l'expérience.

Le Président invite le Conseil à se prononcer sur la désignation de ses représentants au sein des commissions d'industrie.

Le Conseil décide que ses représentants au sein des diverses commissions d'industrie seront désignés lors de sa 97ème session.

Le Président invite le Conseil à se prononcer sur la représentation des secrétariats professionnels internationaux au sein des commissions d'industrie à titre consultatif, sans droit de vote, et aux frais de leurs propres organisations.

Sir John Forbes Watson propose que les commissions d'industrie soient composées seulement des délégués désignés par les gouvernements intéressés après consultation des organisations d'employeurs et de travailleurs.

Cette proposition est rejetée par 20 voix contre 7.
Mr. Hallsworth said that his original proposal had contemplated the addition of experts to the Industrial Committees on the understanding that the extra cost should be borne by the Governments or organisations concerned. In the light of the experience gained at the first meetings, the Governing Body could reconsider the question of the number of members on the committees later.

By 21 votes to 5 the Governing Body decided that for the first meetings of the Industrial Committees there should be two representatives for each group, on the understanding that additional experts might attend the meetings at the expense of the Governments or organisations concerned.

The Chairman asked the Governing Body to take a decision on the method of paying the expenses of the employers' and workers' delegates on the Industrial Committees.

Sir John Forbes Watson proposed that the expenses should be borne by the Governments.

This proposal was rejected by 20 votes to 6.

The Governing Body decided by 21 votes to 6 that the expenses of the employers' and workers' delegates on the Industrial Committees should be paid by the International Labour Office.

The Chairman asked the Governing Body to take a decision on the method of appointing the chairmen of the various committees.

Sir John Forbes Watson moved that the chairmen of the Industrial Committees should be appointed by the committees themselves.

This proposal was rejected by 17 votes to 9.

Mr. Justin Godart wished it to be clearly understood that the decision taken applied only to the first meetings of the committees, and that the Governing Body might decide later to allow the committees to choose their own chairmen.

Mr. Troclet proposed that for the first meetings of the Industrial Committees the chairmen should be appointed by the Governing Body, and that without taking a definite decision on the procedure for later meetings the Governing Body should reserve its right to reconsider the matter in the light of experience.

Mr. Justin Godart seconded the motion.

The Governing Body decided, by 19 votes to 7, that for the first meetings of the committees to be held in 1945 and 1946 the chairman of each committee should be appointed by the Governing Body, on the understanding that the question should be reconsidered later in the light of experience.

The Chairman asked the Governing Body to take a decision on the appointment of its representatives on the Industrial Committees.

The Governing Body decided that its representatives on the various Industrial Committees should be appointed at the 97th Session.

The Chairman asked the Governing Body to take a decision on the question of the representation of the international trade secretariats on the Industrial Committees in an advisory capacity, without the right to vote and at the expense of their own organisations.

Sir John Forbes Watson proposed that the Industrial Committees should consist solely of delegates appointed by the Governments concerned after consultation with the employers' and workers' organisations.

This proposal was rejected by 20 votes to 7.
M. Myrddin-Evans rappelle qu'il a suggéré que les dirigeants des secrétariats professionnels soient invités à participer aux travaux des commissions d'industrie.

M. Hallsworth fait observer que, selon le cas, les secrétariats professionnels pourraient envoyer aux réunions des commissions soit leur président, soit leur secrétaire, soit un membre de leur comité exécutif.

Il propose au Conseil d'adopter la formule suivante : les secrétariats professionnels internationaux seront autorisés à participer aux travaux des commissions d'industrie sans droit de vote, et à leurs frais ; les mêmes dispositions seront applicables, le cas échéant, aux organisations d'employeurs correspondantes.

Sir John Forbes Watson fait observer que les employeurs n'ont pas d'organisations internationales de cette nature.

M. Yllanes Ramos demande que l'on définisse la portée du terme « internationaux ». On pourrait concevoir en effet que des groupements professionnels comprenant seulement deux ou trois pays demandent à être représentés au sein des commissions d'industrie.

M. Troclet suggère que l'on adresse en premier lieu une invitation aux secrétariats professionnels internationaux par l'entremise du groupe des employeurs et du groupe des travailleurs du Conseil d'administration. Le Conseil pourrait ensuite apprécier si telle ou telle organisation professionnelle intéressée est suffisamment représentative.

M. Yllanes Ramos ne pense pas que le Conseil soit en mesure de se prononcer sur le caractère plus ou moins représentatif des organisations intéressées.

M. van den Tempel croit qu'il est très important d'associer les grandes organisations internationales de travailleurs et d'employeurs aux travaux des commissions d'industrie. Il s'agit, toutefois, d'un principe nouveau dans l'Organisation internationale du Travail. C'est une question qui demande à être étudiée attentivement ; il suggère donc que le Conseil ajourne sa décision sur ce point.

M. Justin Godart constate que l'on envisage pour les secrétariats professionnels internationaux d'employeurs les mêmes droits que pour les secrétariats professionnels internationaux des travailleurs. Toutefois, M. Yllanes Ramos a manifesté la crainte de voir se multiplier les organisations de cette nature. Pour éliminer cette difficulté, il suggère d'ajouter après les mots « les secrétariats professionnels internationaux d'employeurs et de travailleurs » les mots « les plus représentatifs », ce qui permettrait au Conseil d'administration de procéder à une sélection.

Après un échange de vues, M. Hallsworth présente un texte modifié de sa proposition.

Le Conseil d'administration adopte, par 20 voix contre 7, la proposition ainsi modifiée de M. Hallsworth, qui est conçue comme suit :

Les secrétariats syndicaux internationaux seront autorisés à participer aux travaux des commissions sans droit de vote et à leurs frais, étant entendu que le Conseil d'administration adoptera la même attitude à l'égard des demandes de représentation similaire qui pourraient émaner d'organisations d'employeurs.

A la suite d'un échange de vues, M. Hallsworth présente un texte modifié de sa proposition.

Mr. Myrddin-Evans reminded the Governing Body that he had suggested that the executive officers of the trade secretariats should be invited to attend the proceedings of the Industrial Committees.

Mr. Hallsworth pointed out that the trade secretariats might wish to send their President or their Secretary or a member of their executive committee to attend the meetings of the committees, according to circumstances.

He suggested that the Governing Body should decide that the international trade secretariats should be permitted to take part in the work of the Industrial Committees without a vote and at their own expense, and that the same opportunities should be extended to the employers' organisations, if any.

Sir John Forbes Watson pointed out that the employers had no international organisations of that kind.

Mr. Yllanes Ramos asked for a clearer definition of the term "international". It might be that trade organisations covering only two or three countries would ask for representation on the Industrial Committees.

Mr. Troclet suggested that in the first place invitations should be conveyed to the international trade secretariats through the Employers' and Workers' groups of the Governing Body. The Governing Body could then consider whether the trade organisations concerned were in fact sufficiently representative.

Mr. Yllanes Ramos doubted whether the Governing Body would be in a position to come to a conclusion as to the representative character of the organisations concerned.

Mr. van den Tempel thought that it was of great importance to associate the big international organisations of workers and employers with the work of the Industrial Committees. Nevertheless, the principle was new to the International Labour Organisation. It was a question that needed careful consideration, and he suggested that the Governing Body should postpone its decision.

Mr. Justin Godart noted that it was proposed to give the international trade organisations of employers the same rights as the workers' international trade secretariats. Mr. Yllanes Ramos, however, had expressed the fear that such organisations might spring up in great numbers. To overcome this difficulty he proposed that the words "the most representative" should be inserted before the words "international trade secretariats of employers and workers", in order that the Governing Body might be in a position to make a selection.

After an exchange of views, Mr. Hallsworth submitted his proposal in an amended form.

By 20 votes to 7 the Governing Body adopted Mr. Hallsworth's proposal as amended. In the following terms:

The international trade union secretariats shall be permitted to take part in the work of the committees without the right to vote and at their own expense, on the understanding that the Governing Body will adopt the same attitude towards any similar requests for representation presented by employers' organisations.

After an exchange of views on the method of selecting the organisations to be invited, Mr. Troclet suggested the following form of words: "The employers' and workers' trade secretariats shall apply for admission as experts through the Employers' and Workers' groups of the Governing Body. The Governing Body itself shall decide whether they may be admitted, having regard to their representative character". In that way, the Governing Body groups and the Governing Body as a whole would be in a position to make sure that the organisations concerned were truly representative.
Le Président constate qu'il s'agit en réalité d'une addition à la proposition de M. Hallsworth, qui a déjà été adoptée par le Conseil.

Le Directeur p.i. estime qu'il faut envisager la question du point de vue pratique. Lorsque le Conseil aura fixé le lieu et la date des réunions, le Bureauadressera une lettre aux organisations appelées à se faire représenter à ces réunions. En dehors des secrétariats professionnels qui ont demandé à être représentés, le Bureau est en rapport depuis longtemps avec d'autres organismes similaires comme la Fédération internationale des mineurs. Si le Bureau avait des doutes quant aux organisations à inviter, il consulterait le groupe des travailleurs.

Pour ce qui est de l'avenir, les commissions établiront sans doute des règlements, qui seront soumis au Conseil d'administration pour approbation, ce qui permettra au Conseil de se prononcer en toute connaissance de cause sur la procédure à suivre en la matière.

M. Hallsworth se rallie à cette procédure.

M. Myrddin-Evans fait observer que la proposition de M. Troclet prévoit la consultation, non seulement des groupes du Conseil, mais du Conseil lui-même. Étant donné qu'il y aura encore une réunion du Conseil avant que les commissions d'industrie commencent à fonctionner, il pense que le groupe des travailleurs pourrait accepter la proposition de M. Troclet, étant entendu qu'en tout cas, les quatre secrétariats professionnels qui ont formulé une demande, ainsi que la Fédération internationale des mineurs, seraient invités à se faire représenter.

Le Directeur p.i. souligne que sa suggestion visait les questions à résoudre immédiatement. Pour l'avenir, une solution pourrait intervenir lors de la prochaine session du Conseil d'administration.

Il est entendu qu'une invitation à se faire représenter aux commissions d'industrie sera adressée aux quatre secrétariats professionnels qui en ont formulé la demande, ainsi qu'à la Fédération internationale des mineurs.

Le Président invite le Conseil à se prononcer sur la date et le lieu des réunions des commissions d'industrie.

Sir John Forbes Watson estime que le Bureau ne sera pas en mesure d'achever les travaux préparatoires de façon satisfaisante si les deux premières réunions ont lieu au mois de décembre. Il note, d'autre part, que, jusqu'à présent, on n'a pas rédigé de règlement pour le fonctionnement de ces commissions. Il propose que les commissions ne se réunissent pas avant que leur ordre du jour et leurs méthodes de travail n'aient été définis.

M. Hallsworth propose formellement de réunir la Commission des mines de charbon le 5 décembre et la Commission des transports internes le 13 décembre.

M. Justin Godart appuie cette proposition.

Le Président met aux voix l'amendement de Sir John Forbes Watson tendant à ajourner la réunion de ces deux commissions.

Cet amendement est repoussé par 16 voix contre 6.

Le Conseil décide, par 19 voix contre 5, que la réunion de la Commission des mines de charbon aura lieu le 5 décembre et celle de la Commission des transports internes le 13 décembre.

M. Myrddin-Evans tient à déclarer que, maintenant que le Conseil d'administration a décidé la date des réunions, le gouvernement britannique fera tout en son pouvoir pour en assurer le succès et pour faciliter le séjour des délégués à Londres.
The Chairman said that this proposal was really only an amendment to Mr. Hallsworth's motion, which the Governing Body had already adopted.

The Acting Director thought that the question should be approached from the practical angle. When the Governing Body had settled the place and date of the meetings, the Office would send a letter to the organisations which were to be invited to send representatives. Apart from the trade secretariats which had already applied for representation, the Office had been in correspondence for a number of years with other similar organisations such as the Miners' International Federation. If the Office was in any doubt as to the organisations to be invited, it would consult the Workers' group.

With regard to the future procedure, the committees would no doubt draw up standing orders which would be laid before the Governing Body for approval, and this would enable the Governing Body to decide in full knowledge of the facts on the appropriate procedure to be followed in the matter.

Mr. Hallsworth agreed to this procedure.

Mr. Myrddin-Evans pointed out that Mr. Troclet's proposal provided for the consultation of the Governing Body itself as well as of its groups. As the Governing Body would hold another session before the Industrial Committees began their work, he thought that the Workers' group might accept Mr. Troclet's suggestion, on the understanding that in any event the four trade secretariats which had already applied for representation and the Miners' International Federation should be invited.

The Acting Director said that his proposal was intended to meet the difficulties which had to be solved immediately. A decision for the future could be taken at the next session of the Governing Body.

It was agreed that an invitation to be represented on the Industrial Committees should be addressed to the four trade secretariats which had asked for representation and to the Miners' International Federation.

The Chairman asked the Governing Body to take a decision concerning the date and place of the meetings of the Industrial Committees.

Sir John Forbes Watson thought that the Office would not be able to complete the preparatory work in a satisfactory manner if the first two meetings were to be held in December. He pointed out further that so far no standing orders had been laid down for the working of the committees. He therefore proposed that the committees should not meet until their agenda and working methods had been defined.

Mr. Hallsworth moved that the Coal Mining Committee should meet on 5 December and the Inland Transport Committee on 13 December.

Mr. Justin Godart seconded the motion.

The Chairman took a vote on Sir John Forbes Watson's amendment to postpone the meetings of the two committees.

The amendment was rejected by 16 votes to 6.

The Governing Body decided, by 19 votes to 5, that the meeting of the Coal Mining Committee should open on 5 December and the meeting of the Inland Transport Committee on 13 December.

Mr. Myrddin-Evans wished to assure the Governing Body that once the date of the meetings had been decided the United Kingdom Government would do everything in its power to make them a success and to make the representatives attending the meeting as comfortable as possible in London.
Le Président est convaincu que tous les membres du Conseil apprécient pleinement la générosité dont fait preuve le gouvernement britannique dans des conditions difficiles. Maintenant que la date des deux premières réunions a été fixée, il souligne qu’il devient urgent de se prononcer sur la désignation des présidents.

M. Troclet propose de désigner, comme président de la Commission des mines de charbon, M. de Rego Monteiro, représentant gouvernemental du Brésil, et, pour la Commission des transports internes, M. Henry Hauck, représentant gouvernemental de la France:

M. Myrddin-Evans n’a pas d’objection contre ces désignations, mais estime qu’elles pourraient être reportées jusqu’à la prochaine session du Conseil d’administration pour donner aux membres du Conseil le temps de la réflexion.

M. Hallsworth estime que l’on ne gagnerait rien à reporter une décision sur ce point.

Le Conseil d’administration décide d’ajourner à sa 97ème session la désignation des présidents de la Commission des mines de charbon et de la Commission des transports internes.

M. Rens suggère que le Bureau soit autorisé à adresser à l’Organisation centrale européenne pour les transports internes et au Comité européen pour le charbon une invitation à se faire représenter aux premières réunions des commissions d’industrie. Déjà l’Organisation centrale européenne pour les transports internes envisage la réciprocité de traitement, et une coordination avec les organismes mentionnés paraît très utile.

En réponse à une question, M. Rens précise que ces deux organismes sont de caractère gouvernemental.

Le Conseil d’administration autorise le Bureau à inviter l’Organisation centrale européenne pour les transports internes et le Comité européen pour les mines de charbon à se faire représenter respectivement à la Commission des transports internes et à la Commission des mines de charbon.

CINQUIÈME QUESTION A L’ORDRE DU JOUR

Rapport du Comité du budget

M. Hallsworth propose l’adoption du rapport du Comité du budget.

M. Vincent Phelan demande si le Comité du budget présentera un rapport à l’occasion de la 97ème session du Conseil d’administration.

Le Directeur p.i. indique qu’il est possible que le Comité du budget soit appelé à se réunir pendant la durée de la session de la Conférence, auquel cas il présenterait un rapport. En tout cas la composition du Comité du budget devra être renouvelée après l’élection du Conseil d’administration.

Le Conseil d’administration approuve sans opposition le rapport de son Comité du budget.

QUATRIÈME QUESTION A L’ORDRE DU JOUR

Rapport de la Commission du règlement

Le Président souligne que le Conseil n’est saisi d’aucun rapport de sa Commission du règlement.

Le rapport du Comité du budget n’appelant pas de discussion, le Conseil d’administration l’a adopté en séance publique. Toutefois, conformément à la tradition, les documents relatifs aux travaux du Comité du budget sont imprimés séparément.
The Chairman was sure that every member of the Governing Body appreciated fully the generosity shown by the British Government under difficult conditions.

He pointed out that now that the date of the first two meetings had been settled the appointment of the chairmen became a matter of urgency.

Mr. Troclet proposed that Mr. de Rego Monteiro, Brazilian Government representative, should be appointed Chairman of the Coal Mining Committee, and that Mr. Henry Hauck, French Government representative, should be appointed Chairman of the Inland Transport Committee.

Mr. Myrddin-Evans had no objection to these nominations, but he thought that the appointments might be postponed until the next session of the Governing Body in order to give its members time to consider the matter.

Mr. Hallsworth thought that there was nothing to be gained by postponing the decision on this point.

The Governing Body decided to defer until its 97th Session the appointment of the chairmen of the Coal Mining Committee and the Inland Transport Committee.

Mr. Rens suggested that the Office should be authorised to invite the European Central Inland Transport Organisation and the European Coal Committee to send representatives to the first meetings of the Industrial Committees. The European Central Inland Transport Organisation had already proposed that reciprocal arrangements for representation should be made, and some co-ordination with the work of the organisations he had mentioned would be most valuable.

In reply to a question, Mr. Rens said that both these organisations were governmental in character.

The Governing Body authorised the Office to invite the European Central Inland Transport Organisation and the European Coal Committee to be represented on the Inland Transport Committee and on the Coal Mining Committee respectively.

FIFTH ITEM ON THE AGENDA

Report of the Finance Committee

Mr. Hallsworth moved the adoption of the report of the Finance Committee.

Mr. Vincent Phelan asked whether the Finance Committee would submit another report to the 97th Session of the Governing Body.

The Acting Director said that the Finance Committee might possibly have to meet during the session of the Conference, and in that case it would submit a report. In any event, the Finance Committee would be reappointed after the Governing Body elections.

The Governing Body unanimously adopted the report of the Finance Committee.

FOURTH ITEM ON THE AGENDA

Report of the Standing Orders Committee

The Chairman said that there was no report of the Standing Orders Committee before the Governing Body.

As there was no discussion on the report of the Finance Committee, the Governing Body adopted it in public session. In accordance with the normal practice, however, the documents relative to the proceedings of the Finance Committee have been printed separately.
Septième question à l'ordre du jour

Relations avec d'autres organismes internationaux

Le Conseil d'administration prend note du rapport du Bureau qui n'appelle aucune décision.

Huitième question à l'ordre du jour

Rapport de la Commission d'experts pour l'application des conventions

Le Conseil d'administration prend note du rapport du Bureau qui n'appelle aucune décision.

Troisième question à l'ordre du jour

Rapport de la Commission des questions constitutionnelles

Le Président rappelle que par une procédure exceptionnelle la Commission des questions constitutionnelles a chargé son président, qui est également Président du Conseil d'administration, de présenter un rapport sans que celui-ci soit approuvé par la Commission. Le projet de rapport qu'il va présenter au Conseil a été approuvé par les présidents des groupes des employeurs et des travailleurs du Conseil, ainsi que par l'auteur de la principale proposition figurant dans ce rapport. Le rapport en question, qui a la forme d'un rapport adressé à la Conférence, est ainsi conçu:

1° La résolution adoptée à la Conférence de Philadelphie était conçue comme suit:
   a) La Conférence invite le Conseil d'administration:
      i) à constituer aussitôt que possible une commissi6n chargée d'étudier le développement constitutionnel de l'Organisation dans l'avenir. Cette commission devra, notamment, examiner, en collaboration active avec le Bureau et à la lumière du rapport du Bureau sur le point 1 de l'ordre du jour, des résolutions et amendements présentés à la Conférence, des avis exprimés au sein de la Conférence, ainsi que de toutes suggestions qui pourraient être communiquées au Bureau par des gouvernements, les problèmes suivants:
         i) les relations de l'Organisation avec d'autres organismes internationaux;
         ii) la pratique constitutionnelle de l'Organisation, ainsi que sa mise au point et sa codification;
         iii) le statut, les immunités et autres facilités à accorder à l'Organisation par les gouvernements, afin qu'elle puisse s'acquitter efficacement de sa mission;
         iv) les méthodes à suivre pour la gestion financière de l'Organisation.
      b) Après avoir reçu et examiné le rapport de la commission, à signaler à l'attention de la Conférence, à sa prochaine session générale, les questions qui, à son avis, appellent des mesures de la part de la Conférence.

2° Conformément aux termes de cette résolution, le Conseil d'administration a désigné une Commission des questions constitutionnelles dont la composition était la suivante:

Groupe gouvernemental: États-Unis.
Canada.
Chili.
Chine.
France.
Royaume-Uni

Groupe des employeurs: M. Antoine.
M. Chapa.
SEVENTH ITEM ON THE AGENDA

Relations with Other International Bodies

The Governing Body took note of the Office's report, which did not call for any decision.

EIGHTH ITEM ON THE AGENDA

Report of the Committee of Experts on the Application of Conventions

The Governing Body took note of the Office's report, which did not call for any decision.

THIRD ITEM ON THE AGENDA

Report of the Committee on Constitutional Questions

The Chairman said that by an exceptional procedure the Committee on Constitutional Questions had asked its Chairman, who was also Chairman of the Governing Body, to present a report without its having been previously approved by the Committee. The draft report which he was about to present to the Governing Body had been approved by the chairmen of the Employer's and Workers' groups and by the author of the principal proposal included in the report. The report was in the form of a report to the Conference, and was in the following terms:

(1) The Resolution adopted by the Philadelphia Conference was as follows:

"4. The Conference requests the Governing Body:

(a) To appoint a committee as soon as possible to consider the future constitutional development of the Organisation. The committee shall particularly consider the following matters in active collaboration with the Office, and in the light of the report on item 1 submitted by the Office, the resolutions and amendments submitted to the Conference, the views expressed in the Conference and any suggestions which may be communicated to the Office by Governments—

   (i) the relationship of the Organisation to other international bodies;
   (ii) the constitutional practice of the Organisation and its clarification and codification;
   (iii) the status, immunities and other facilities to be accorded to the Organisation by Governments as necessary to the efficient discharge of the responsibilities of the Organisation;
   (iv) the methods of financing the Organisation;

(b) After receiving and considering the report of the committee, to bring to the attention of the Conference at its next general session such matters as in its judgment require action by the Conference."

(2) In accordance with that Resolution the Governing Body appointed a Constitutional Committee as follows:

Government group: United States of America.
Canada.
Chile.
China.
France.
United Kingdom.

Employers' group: Mr. ANTOINE.
Mr. CHAPA.
M. DAHL.
Sir John Forbes Watson.
M. HARRIMAN.
M. Li Ming.

Groupe des travailleurs:
M. ANDERSSON.
M. HALLSWORTH.
M. LAURENT.
M. LOMBARDO TeLEDANO.
M. OLDENBROEK.
M. Watt.

Suppléants:
M. Kosina.
M. Bengough.
M. Nordahl.

3° La Commission des questions constitutionnelles a tenu trois sessions (à Londres en janvier 1945, puis à Québec en juin et à Paris en octobre).

La Commission a soumis au Conseil d'administration des recommandations concernant les principes qui devraient guider ses représentants dans toutes les négociations éventuelles, et elle a ensuite fait rapport au Conseil sur les travaux de sa délégation à San-Francisco.

La Commission ne s'est pas trouvée en mesure d'aboutir à des décisions, mais elle joint au présent rapport:

a) Une liste des points qui ont été soulevés au cours de ses débats;

b) des tableaux portant sur la ratification des conventions soumis par un de ses membres, et mis à jour par le Bureau, ainsi que les observations du Bureau à leur égard.

4° La Conférence est également saisie d'un rapport intitulé Questions découlant des travaux de la Commission des questions constitutionnelles, qui a été préparé par le Bureau sous sa propre responsabilité, et contenant des propositions qui n'ont pas encore fait l'objet d'un examen de la part de la Commission des questions constitutionnelles.

5° Tenant compte de la situation dans son ensemble et de l'expérience acquise au cours des travaux de la Commission des questions constitutionnelles, le Conseil d'administration sur la suggestion de cette dernière commission, recommande à la Conférence de nommer une petite délégation représentant les gouvernements, les employeurs et les travailleurs, et ne comprenant pas plus de représentants de chaque groupe, aux fins d'examiner les diverses suggestions formulées au cours des débats de la Commission des questions constitutionnelles, et de recomander les modifications à la Constitution qui paraîtraient nécessaires et opportunes en conséquence de cet examen.

6° Le Conseil d'administration recommande à la Conférence de renvoyer à la délégation mentionnée à l'alinéa 3, pour examen et rapport, les propositions d'amendement à la Constitution figurant au rapport IV, 1) et qui n'ont pas besoin de faire l'objet d'une décision définitive au cours de la présente Conférence.

7° Toutes propositions d'amendement à la Constitution, découlant des futures négociations avec l'Organisation des Nations Unies, devraient être renvoyées à la même délégation, pour examen et rapport.

8° Les rapports de cette délégation, ainsi que ses propositions définitives d'amendement à la Constitution, seront renvoyés pour observations aux gouvernements. Sur la base de ces observations, on élaborera un rapport contenant des projets d'amendement à la Constitution qui sera soumis, pour décision définitive, à la Conférence de 1946.

Le Conseil d'administration approuve le rapport de sa Commission des questions constitutionnelles.
(3) The Committee on Constitutional Questions has held three sessions (in London, in January 1945, and thereafter in Quebec in June and in Paris in October).

The Committee made recommendations to the Governing Body as to the principles which should guide its representatives in any negotiations which might take place and later reported to the Governing Body on the work of its delegation at San Francisco.

The Committee has not found it possible to arrive at any decisions, but there is attached —

(a) a list of the points which have emerged during the course of its discussions:
(b) tables relative to the ratification of Conventions submitted by one of its members and brought up to date by the Office, together with the Office's comments thereon.

(4) The Conference also has before it a Report entitled Matters Arising out of the Work of the Constitutional Committee which has been prepared by the Office on its own responsibility and the proposals in which have not been discussed by the Constitutional Committee.

(5) In the whole circumstances, and looking back on the experience of the Constitutional Committee, the Governing Body, on the suggestion of the Constitutional Committee, recommends that the Conference should decide to appoint a small working party representing Governments, employers and workers consisting of not more than..... representatives of each group for the purpose of examining the various suggestions made in the discussions of the Constitutional Committee, and of recommending changes in the Constitution which such examination shows to be necessary and advisable.

(6) The Governing Body recommends to the Conference that such of the proposals for amending the Constitution contained in Report IV (1) as do not require to be finally decided at the present Conference should be remitted to the Working Party referred to in (1) for examination and report.

(7) Any proposals for amending the Constitution arising out of the anticipated negotiations with the United Nations organisation should be referred to the same Working Party for examination and report.

(8) The reports of the Working Party together with its definite proposals for amending the Constitution shall be referred to Governments for observations. On the basis of those observations a report shall be drawn up containing draft amendments to the Constitution for submission to and final decision by the 1946 Conference.

The Governing Body approved the report of the Committee on Constitutional Questions.
Constitution du Secrétariat.

Le Conseil d'administration approuve les désignations suivantes pour la 27ème session de la Conférence internationale du Travail:

Sous-secrétaires généraux: M. Lindsay ROGERS.
M. Jef RENS.
M. G. A. JOHNSTON.

Le Conseil d'administration autorise le Directeur p.i. à procéder aux désignations nécessaires pour compléter le personnel de la Conférence.

Participation de l'Italie.

Le Directeur p.i. rappelle qu'à sa 95ème session, le Conseil d'administration a examiné une demande de réadmission dans l'Organisation présentée par l'Italie. Il a été décidé que cette demande serait transmise à la Conférence.

Depuis la 95ème session du Conseil, le Directeur p.i. a reçu la visite de l'Ambassadeur d'Italie à Paris qui lui a demandé si les membres de la Délégation italienne, qui est une délégation complète, pourraient être admis, en qualité d'observateurs, au sein de la Conférence en attendant que celle-ci se soit prononcée sur la réadmission de l'Italie. Le Directeur p.i. a répondu que cette décision ne pourrait être prise que par la Conférence elle-même, mais s'est engagé à informer le Conseil d'administration de cette question, étant donné que la Commission de proposition de la Conférence et le Conseil d'administration ont une composition à peu près identique. Si la délégation devait être admise par la Conférence avant la réadmission formelle de l'Italie, il lui faudrait un certain temps pour organiser son voyage de Rome à Paris. Bien que le Conseil d'administration ne puisse se prononcer de façon formelle sur une question qui relève de la compétence de la Conférence, il demande, au cas où le Conseil d'administration ne formulerait aucune objection à l'égard de la procédure envisagée, l'autorisation d'informer l'ambassadeur d'Italie de l'attitude du Conseil.

Le Conseil d'administration autorise le Directeur p.i. à faire connaître à l'Ambassadeur d'Italie à Paris que la procédure envisagée pour l'admission des membres de la délégation italienne en qualité d'observateurs en attendant que la Conférence se soit prononcée sur la réadmission de l'Italie, n'a donné lieu à aucune objection de la part du Conseil d'administration.

28ème session de la Conférence internationale du Travail

Le Directeur p.i. rappelle qu'à la 95ème session, la date de la Conférence technique préparatoire maritime a été fixée sans que le lieu de cette réunion soit choisi. Depuis cette date, des arrangements ont été pris pour que la Conférence siège à Copenhague, sur invitation du gouvernement danois. Il s'agit, maintenant, de fixer la date et le lieu de la session maritime de la Conférence internationale du Travail qui doit avoir lieu en 1946. Il n'est pas en mesure de faire une proposition précise quant à la date et demande au Conseil d'administration des propositions quant au lieu.

Mme Norton suggère au nom du gouvernement des États-Unis que la session maritime de la Conférence internationale du Travail ait lieu aux États-Unis; elle suggère, en outre, que cette réunion ait lieu en mars plutôt qu'en avril, date à laquelle est prévue une réunion des Nations Unies.

Sir John Forbes Watson rappelle qu'il est de tradition de laisser aux armateurs et aux marins le soin de régler les questions de cette nature en consultation avec le Conseil d'administration. Il se permet donc de suggérer que les représentants des armateurs et des marins soient informés, à l'occasion de la réunion de Copenhague, de l'offre généreuse du gouvernement des États-Unis sans que l'on se prononce dès à présent sur le
SECOND ITEM ON THE AGENDA

Report of the Acting Director

27th Session of the International Labour Conference

Appointment of the Secretariat.

The Governing Body approved the following appointments for the 27th Session of the International Labour Conference:

Assistant Secretaries-General: Mr. Lindsay Rogers.
Mr. Jef Rens.
Mr. G. A. Johnston.

The Governing Body authorised the Acting Director to make the necessary additional appointments of Conference staff.

Participation of Italy.

The Acting Director reminded the Governing Body that at its 95th Session it had considered an application by Italy for readmission to the Organisation. It had been decided that that application should be referred to the Conference.

Since the 95th Session, the Acting Director had received a visit from the Italian Ambassador in Paris who had asked him whether the members of the Italian delegation, which was a complete delegation, might be admitted to the Conference as observers pending the decision by the Conference on Italy’s readmission. The Acting Director had replied that that decision could be taken only by the Conference itself, but he had undertaken to inform the Governing Body of the question, since the Selection Committee of the Conference and the Governing Body had almost the same membership. If the delegation were to be admitted by the Conference before the formal readmission of Italy, arrangements must be made for their journey from Rome to Paris. Although the Governing Body could not give a formal opinion on a matter which was within the competence of the Conference, he wished to ask for authority to inform the Italian Ambassador of the Governing Body’s attitude if it had no objection to the procedure proposed.

The Governing Body authorised the Acting Director to inform the Italian Ambassador in Paris that no objection had been raised by the Governing Body to the procedure proposed for the admission of the members of the Italian delegation as observers pending a decision by the Conference on the readmission of Italy.

28th Session of the International Labour Conference

The Acting Director said that at the 95th Session of the Governing Body the date of the Preparatory Technical Maritime Conference had been fixed, but not the place. Since then, arrangements had been made for the Conference to meet at Copenhagen at the invitation of the Danish Government. It was now necessary to fix the date and place of the Maritime Session of the International Labour Conference which was to be held in 1946. He was not prepared to make a definite suggestion about the date, and he asked whether the Governing Body had any proposals as to place.

Mrs. Norton, on behalf of the United States Government, suggested that the Maritime Session of the International Labour Conference should be held in the United States; she suggested further that the meeting should be held in March rather than in April, when a meeting of the United Nations was contemplated.

Sir John Forbes Watson said that it had always been the custom to allow the shipowners and the seamen to settle matters of that kind in consultation with the Governing Body. He therefore suggested that the representatives of the shipowners and seamen should be informed at the Copenhagen meeting of the generous invitation of the United States Government, and that meanwhile no decision should be taken
lieu où se tiendra la session maritime de la Conférence. Il importe en effet d’éviter de mettre les armateurs et les marins en présence d’un fait accompli.

**Le Directeur p.i.** comprend parfaitement les scrupules de Sir John Forbes Watson. Il rappelle que les armateurs et les marins, lors de la dernière réunion de la Commission paritaire maritime, ont proposé que la Conférence technique préparatoire, qui doit siéger à Copenhague en novembre, soit suivie dans le plus bref délai possible d’une session maritime de la Conférence internationale du Travail. Le Conseil est appelé à prendre une décision, car lors de sa 26ème session, la Conférence a délégué ses pouvoirs au Conseil d’administration pour permettre à celui-ci de fixer le lieu des sessions de la Conférence puisque celle-ci ne siège plus comme autrefois au siège permanent de l’Organisation. Si, après la réunion de Copenhague, il faut revenir devant le Conseil d’administration, qui a seul qualité pour se prononcer en vertu des pouvoirs qui lui ont été délégués, il est douteux que l’on puisse aboutir à une décision en temps utile. Il lui semble donc que le Conseil pourrait décider dès à présent, en principe, que la session maritime de la Conférence aura lieu aux États-Unis. Le Bureau fera part de cette décision aux armateurs et aux marins. Si cette décision du Conseil soulevait des objections de la part des armateurs et des marins, il serait entendu que le Conseil examinerait la question de nouveau.

**M. Erulkar** ne voudrait pas que le Conseil prenne une décision sans que l’on consulte les organisations principalement intéressées. Il suggère donc que la décision soit ajournée à la 97ème session du Conseil, et que, dans l’intervalle, le Bureau se mette en rapport avec les groupes des armateurs et des marins de la Commission paritaire maritime pour connaître leur opinion.

**M. Myrddin-Evans** estime que même si la décision est ajournée, il convient que le Conseil d’administration exprime toute sa gratitude à l’égard du gouvernement des États-Unis pour la généreuse invitation qui a été transmise par Mme Norton.

**Le Directeur p.i.** accepte la suggestion de M. Erulkar étant entendu que si le Conseil se réunit au cours de la Conférence et si le Bureau a reçu une réponse des organisations d’armateurs et de marins, une décision définitive pourrait être prise même avant la 97ème session.

**Le Conseil d’administration exprime sa gratitude au gouvernement des États-Unis pour l’invitation qui a été formulée par Mme Norton et décide d’ajourner sa décision définitive à sa prochaine réunion, étant entendu que les groupes des armateurs et des marins de la Commission paritaire maritime seront consultés dans l’intervalle.**

**Élection du Conseil d’administration**

**Le Directeur p.i.** rappelle que l’élection du Conseil d’administration doit avoir lieu au cours de la 27ème session de la Conférence internationale du Travail. Il est important qu’à l’occasion des élections, les États sachent s’ils disposent ou non du droit de vote, étant donné que les huit États dont l’importance industrielle est la plus considérable, et qui occupent des sièges non électifs au sein du Conseil d’administration, ne participent pas à l’élection des membres gouvernementaux du Conseil d’administration occupant des sièges électifs. Il informe le Conseil d’administration que le Bureau du Conseil, qui constitue la commission du Conseil appelée à prendre l’initiative des modifications à apporter à la liste des huit États, s’est réuni et n’a fait aucune proposition. Il s’ensuit qu’à moins que le Conseil d’administration n’en décide autrement, la situation au cours de la Conférence sera que la liste des huit États est celle qui existe actuellement et que les délégations des autres États seront seules appelées à participer à l’élection des membres gouvernementaux du Conseil occupant des sièges électifs. À l’heure actuelle les huit États dont l’importance industrielle est la plus considérable sont : les États-Unis d’Amérique, la Belgique, le Canada, la Chine, la France, le Royaume-Uni, l’Inde et les Pays-Bas.

**Commission internationale des travaux d’équipement**

**Le Directeur p.i.** rappelle qu’à sa 95ème session, le Conseil d’administration a décidé qu’une réunion de la Commission internationale des travaux d’équipement
as to the place at which the Maritime Session of the Conference should be held. It was important that the shipowners and seamen should not be faced with an accomplished fact.

The Acting Director fully appreciated Sir John Forbes Watson's point. He pointed out that at the last meeting of the Joint Maritime Commission the shipowners and seamen had proposed that the Preparatory Technical Conference which was to meet in Copenhagen in November should be followed as quickly as possible by a Maritime Session of the International Labour Conference. The Governing Body was required to take a decision because the Conference at its 26th Session had delegated its powers to the Governing Body in order to enable it to decide where the Conference should meet, since its sessions were no longer held at the permanent seat of the Organisation, as in the past. If after the Copenhagen meeting he had to come back to the Governing Body, which alone was competent to decide the matter by virtue of the powers delegated to it, it was doubtful whether a decision could be taken in good time. Therefore thought that the Governing Body might decide in principle that the Maritime Session of the Conference should be held in the United States. The Office would inform the shipowners and seamen of this decision, and if they raised any objections the Governing Body could of course reconsider the matter.

Mr. Erulkar felt that the Governing Body should not take a decision before consulting the organisations which were principally concerned. He therefore suggested that the decision should be deferred until the 97th Session of the Governing Body, and that in the meantime the Office should get in touch with the shipowners' and seamen's groups of the Joint Maritime Commission and ascertain their views.

Mr. Myrddin-Evans thought that even if the decision was deferred the Governing Body should place on record its very great appreciation of the kind invitation extended by the United States Government and conveyed by Mrs. Norton.

The Acting Director accepted Mr. Erulkar's suggestion, on the understanding that if the Governing Body met during the Conference and if replies had then been received from the shipowners' and seafarers' organisations a definite decision might be taken even before the 97th Session.

The Governing Body recorded its gratitude to the United States Government for the invitation conveyed by Mrs. Norton to hold the 28th Session of the Conference in the United States, and decided to defer the final decision until its next meeting, on the understanding that the shipowners' and seafarers' groups of the Joint Maritime Commission should be consulted meanwhile.

GOVERNING BODY ELECTIONS

The Acting Director said that the Governing Body elections would be held during the 27th Session of the International Labour Conference. It was important that on the occasion of the elections States should know whether they had a vote or not, since the eight States of chief industrial importance which occupied non-elective seats on the Governing Body did not take part in the election of the Government members occupying elective seats. He had to inform the Governing Body that the Officers of the Governing Body, who constituted its committee for initiating changes in the list of eight States, had met and had made no proposals. Unless the Governing Body decided otherwise, therefore, the position at the Conference would be that the list of eight States would remain as it was today and that only the delegates from the other States would have the right to take part in the election of the Government members of the Governing Body occupying elective seats. At the present time, the eight States of chief industrial importance were as follows: United States of America, Belgium, Canada, China, France, United Kingdom, India and the Netherlands.

INTERNATIONAL DEVELOPMENT WORKS COMMITTEE

The Acting Director said that at the 95th Session the Governing Body had decided to convene a meeting of the International Development Works Committee for January
serait convoquée pour janvier 1946. Le Bureau propose maintenant que cette réunion s'ouvre le 26 janvier à Montréal.

Le Conseil d'administration décide que la réunion envisagée de la Commission internationale des travaux d'équipement s'ouvrira le 26 janvier 1946 à Montréal.

**Composition des commissions**

Le Conseil d'administration désigne comme membres des diverses commissions les personnalités suivantes:

**Commission sur la politique sociale dans les territoires dépendants:**

Dr Pieter HoNIG (Pays-Bas), Directeur de l'Institut du caoutchouc des Indes néerlandaises, membre du Conseil des Indes néerlandaises de Surinam et de Curaçao.

**Comité de correspondance pour la prévention des accidents:**

Renouvellement de mandats:

M. N.C. WINKEL (Pays-Bas), inspecteur du Travail.
M. R.A. GORTER (Pays-Bas), directeur du Musée de la sécurité d'Amsterdam.

La session est déclarée close à 19 heures 5.

Carter GOODRICH.
1946. The Office now proposed that this meeting should begin on 26 January in Montreal.

The Governing Body decided that the proposed meeting of the International Development Works Committee should open on 26 January 1946 in Montreal.

**Composition of Committees**

The Governing Body made the following appointments to committees:

**Committee on Social Policy in Dependent Territories:**

Dr. Pieter Honig (Netherlands), Director of the Netherlands East Indies Rubber Institute, Member of the Board for the Netherlands Indies, Surinam and Curacao.

**Correspondence Committee on Accident Prevention:**

Reappointments.

Mr. N. C. Winkel (Netherlands), Labour Inspector,
Mr. R. A. Gorter (Netherlands), Director of the Safety Museum, Amsterdam.

The session closed at 7.05 p.m.

Carter Goodrich.
APPENDICES
APPENDIX I

AGENDA

1. Approval of the Minutes of the 95th Session.
6. Industrial Committees.
7. Relations with other international bodies.
APPENDIX II

SECOND ITEM ON THE AGENDA

REPORT OF THE ACTING DIRECTOR

Obituary: Mr. R. C. Ferguson

The Governing Body will learn with great regret of the death of Mr. R. C. Ferguson, which recently took place at Delgany, near Dublin, shortly after he retired from the post of Secretary to the Department of Industry and Commerce of Ireland. Mr. Ferguson represented Ireland as a Government delegate at many sessions of the International Labour Conference. His personality, his wide knowledge of labour questions and his experience as chairman and conciliator led to his being selected on several occasions as chairman of important committees of the Conference.

27th Session of the International Labour Conference

Appointment of Secretariat.

In accordance with the usual practice, the Governing Body is required to approve the appointments to the Secretariat of the Conference. Under Article 15 of the Constitution the Acting Director acts as Secretary-General of the Conference, and approval is sought for the appointment of the following to assist him:

Assistant Secretaries-General: Mr. Lindsay Rogers.
Mr. Jef Rens.
Mr. G. A. Johnston.

The Governing Body is also requested to authorise the Acting Director to make the necessary additional appointments of Conference staff.

Election of Members of the Governing Body.

The Governing Body will remember that at the 26th Session of the Conference the Government, Employers' and Workers' electoral colleges decided that the period of office of the members of the Governing Body whom they elected at that time should not extend beyond the date of the next ordinary session of the International Labour Conference. Elections to the Governing Body will therefore be held in the course of the 27th Session of the International Labour Conference.

Composition of the Governing Body

The Government of Chile has appointed as its regular representative on the Governing Body Mr. Pedro Castelblanco, Ambassador Extraordinary and Plenipotentiary to Canada.

Third Conference of American States Members of the International Labour Organisation

At its 95th Session the Governing Body gratefully accepted the generous invitation of the Mexican Government and decided that the 3rd American Labour Conference should be held in Mexico in the spring of 1946. The Governing Body decided to adjourn to its 96th Session consideration of a question raised by Mr. Lombardo Toledano about the possibility, from the legal standpoint, of inviting States not Members of the Organisation on a footing of equality with States Members. The Governing Body also adjourned the appointment of its delegation to the Conference.

Taking account of the probable programme of meetings of the Organisation contemplated for next year, it is suggested that the most appropriate date for the opening of the Mexico Conference would be Monday, 1 April 1946.

With regard to the delegation of the Governing Body to the Conference, no doubt the Governing Body will wish, as in the case of the two previous Conferences, to appoint two representatives of each group.

With regard to the question raised by Mr. Lombardo Toledano about the representation of States not Members of the Organisation, it would appear desirable not to lose sight of the precedents
already established. The Mexico Conference will be the third American Labour Conference. At the two previous Conferences, held respectively at Santiago de Chile and Havana, several States were represented by delegations of observers. These observers had every facility for following the discussions and speaking if they so wished but did not have the right to vote. The practice adopted at American Labour Conferences has therefore been the same as that followed by the International Labour Conference itself. It is suggested that there are no adequate reasons for changing the existing practice.

Maritime Questions

Place of Meeting of the Preparatory Technical Maritime Conference.

Negotiations have been taking place with regard to the place of meeting of the Preparatory Technical Maritime Conference, which the Governing Body decided at its 95th Session should open on 15 November 1945, and it is hoped that it will very soon be possible to reach a final decision.

Meetings of Special Committees on (1) Continuous Employment, and Entry, Training and Promotion of Seafarers, and (2) Seafarers' Social Insurance.

At its 94th Session the Governing Body decided, at the request of the Joint Maritime Commission, to convene meetings of two special committees on the above questions. The function of the committees was to give preliminary consideration to these questions and to supply the Office with the guidance necessary to enable it to report to the Preparatory Technical Maritime Conference for its consideration whether the questions should be retained on the agenda of the Maritime Session of the International Labour Conference.

The committees met in London from 9 to 14 July and from 16 to 27 July 1945 respectively. The discussions were summarised in reports adopted by the committees. The committees' reports, together with the proposals of the Office and technical reports prepared by the Office, will be submitted to the Preparatory Technical Maritime Conference.

Date and Place of the Maritime Session of the International Labour Conference.

The Governing Body at its 94th Session decided to convene a Maritime Session of the Conference to meet in the early months of 1946, but not before March. It is suggested that an appropriate date for the opening of the Maritime Session of the Conference would be about the end of April 1946. It is hoped that the Governing Body may be in a position at its Paris meetings to fix the exact date and also the place of the Conference.

Committees

International Development Works Committee.

The Governing Body decided at its 95th Session that the International Development Works Committee should be convened to meet about January 1946, but did not settle the place of the meeting.

It is now suggested that the meeting of the International Development Works Committee should be convened in Montreal.

Permanent Migration Committee.

The Governing Body at its 93rd Session decided to broaden the scope of the former Permanent Committee on Migration for Settlement so as to cover all forms of migration, including the migration of industrial workers. The composition of the Committee was not changed. It includes: (a) representatives of all countries which declare themselves interested in the question and decide to join the Committee; (b) experts representing the Economic, Financial and Transit Department of the League of Nations; (c) experts chosen by the Governing Body for their special competence with regard to items on the agenda; and (d) a delegation from the Governing Body consisting of one member from each group.

In addition to the Economic, Financial and Transit Department of the League of Nations, consideration might now be given to the inclusion of representatives of other international organisations which have an interest in the problem of migration, namely the Intergovernmental Committee on Refugees, UNRRA, and the Food and Agriculture Organisation. It would, however, seem inappropriate to invite them merely to send experts. The Governing Body may prefer to follow the precedent set in the case of the International Development Works Committee, the statute of which, as amended at the 93rd Session, provides that "the Governing Body may invite any public international organisation to be represented on the Committee by an advisory member". It is therefore suggested that the Governing Body should invite the Economic, Financial and Transit Department of the League of Nations, the Intergovernmental Committee on Refugees, UNRRA, and the Food and Agriculture Organisation to be represented on the Permanent Migration Committee by advisory members.

Correspondence Committee on Women's Work: Meeting of Experts.

It is suggested that a meeting of a limited number of members of the Correspondence Committee on Women's Work should be convened early in 1946.

The purpose of the meeting would be to enable an exchange of views to take place on the problems connected with the employment of women in the transition period. It would therefore be desirable for the meeting to be held as early as possible.
The Office proposes to invite experts from countries in which especially far-reaching changes in the volume and distribution of the employment of women have taken place as a result of the war, and to lay before them a draft plan for discussion bearing on the following subjects:

(a) Resettlement problems: vocational guidance, organisation of placing services, placing methods and unemployment relief.

(b) Readjustment problems: arrangements for vocational retraining of women war workers and for the reorganisation of certain occupations, in particular for the improvement of conditions in occupations such as domestic service which are traditionally exercised mainly by women.

The Office therefore seeks authority from the Governing Body to convene a meeting of experts on women’s work in Montreal at a suitable date early in 1946.

Correspondence Committee on Accident Prevention.

The 11th Session of the Correspondence Committee on Accident Prevention, which was to have been held in Montreal in August-September 1945 to continue the discussion of the draft model code of safety provisions for factories, has had to be postponed owing to the delay in the preparation of the draft caused by the illness of the Reporter. It is difficult at present to say when the meeting can be held, but it would seem that there is little hope of convening the Committee before the end of this year.

Proposed Reconstitution of the Subcommittee on Automatic Coupling of Railway Vehicles.

The Governing Body had before it at its 95th Session a proposal by the Office that the Subcommittee on Automatic Coupling of Railway Vehicles should be reconstituted. Owing to lack of time to discuss the matter adequately the Governing Body decided to adjourn its decision until the 96th Session.

A summary of the previous action of the International Labour Organisation in this field is given below.

In conformity with a resolution adopted by the 11th Session of the International Labour Conference, the Governing Body set up, at its 46th Session, a joint committee of 27 members to study the question of automatic coupling of railway vehicles.

This Committee met in two sessions (held in Geneva, in June 1930 and February 1931) to discuss the problem before it and to consider the statistics on coupling accidents compiled by the International Railway Union and its reports concerning the types of automatic coupling available and the preliminary tests required for the selection of a coupling system.

The Committee unanimously expressed the view that the adoption of uniform and adequate automatic coupling in countries where screw coupling is in general use would contribute to the prevention of accidents, and that it was technically possible to devise such a coupling. It recommended the railway administrations to construct new rolling stock in such a way as to make the adaptation of automatic couplings possible as soon as a uniform system had been adopted. It finally appointed a special Subcommittee of six members to follow the question, to assist in the investigations carried out by the International Railway Union, and to be present at the practical tests of automatic coupling systems.

At its first session (Geneva, 29 February 1932) the Subcommittee took notice of the conditions laid down by the International Railway Union for the submission and testing of automatic couplings and of the requirements that automatic couplings should satisfy. In view of the scale of the practical tests considered necessary by the I.R.U. and of the high cost of these tests the Subcommittee recommended that the International Labour Office should prepare a study on the possibility of arriving at an agreement between a certain number of Governments in order to constitute an international fund for financing experiments with the systems of automatic coupling which had already been tried in practice.

A Draft Administrative Agreement concerning the Creation and Employment of an International Fund for Financing Practical Tests of Automatic Couplings was prepared by the Office and discussed by the Subcommittee at its second session (Geneva, 8 October 1932).

The Subcommittee adopted the Draft Administrative Agreement with a few slight modifications and decided that it should be submitted to the next session of the Governing Body of the International Labour Office and of the Managing Committee of the International Railway Union.

At its 60th Session (Madrid, 24-28 October 1932) the Governing Body approved the Draft Administrative Agreement and decided to submit it directly to the International Railway Union.

The Management Committee of the I.R.U. considered the Draft at a session held in Paris (3-5 November 1932) and agreed to all parts concerning participation of the Union in the management of the fund, in the tests of the appliances and in the preparation of reports on these tests.

The Draft Administrative Agreement provided for a fund of 6,000,000 Swiss francs to be constituted by means of contributions from all European countries; the allocation of contributions was to be based on the number of the standard or broader gauge railway vehicles belonging to the administrations affiliated to the International Railway Union.

It proved impossible, however, to obtain the collaboration of all countries in the creation of the fund. The idea had to be abandoned and the question has since remained in abeyance, the politi-
cal developments leading up to the war and later the war itself having prevented its further considera-
on an international basis.

With the end of the war in Europe and the beginning of the reconstruction of the railway sys-
tems and the railway rolling stock on that continent, the problem of selecting and adopting a uniform
coupling system has now again come into the foreground.

As early as June 1942 a Technical Advisory Committee on Inland Transportation (T.A.C.I.T.)
was set up, in London, under a joint decision of representatives of the Allied Governments; the Inter-
national Labour Organisation was represented by an observer in this Committee. This Committee
prepared the way for the setting up of the European Central Inland Transport Organisation
(E.C.I.T.O).

The T.A.C.I.T., having received a specific proposal to the effect that the new rolling stock for
continental railways in Europe should be fitted with automatic couplings (besides the standard screw
coupling and side buffers), is of the opinion that this would be impracticable now (i.e., so long as no
type of coupling has been specified as being the most suitable). It has decided, however, that all
the new rolling stock for continental Europe is to be so designed and constructed as to allow for
the fitting, later, of automatic couplings without any alteration of the undercarriage or body.

The E.C.I.T.O. which will be in charge of the whole reorganisation programme for the continen-
tal European transport system was set up by an agreement signed in London on 8 May 1945, by
representatives of Belgium, France, Great Britain, Luxembourg, the Netherlands, Norway and the
United States of America.

It is understood that the new organisation intends to establish co-operation both with the
International Labour Organisation and with the International Railway Union with a view to making
the necessary arrangements for the testing of automatic coupling systems, and the selection and
introduction of such a system on the railways of continental Europe.

It would seem desirable that the Organisation should co-operate actively in this work, with
which it has already been concerned for several years and in which it would certainly be able to
render valuable assistance.

It is suggested, therefore, that the Governing Body should decide to re-establish the Sub-Committee
on Automatic Coupling to consist of six experts, two nominated by each group, together with one substitute
for each group, who would attend only if one of the titular members was prevented from being present.
If the Governing Body decides to re-establish the Sub-Committee it would be for the three groups to nominate
the experts, as soon as possible, for appointment by the Governing Body.¹

The reconstitution of the Sub-Committee would entail no financial responsibility for the Inter-
national Labour Organisation, other than that of defraying the cost of the meetings of the Sub-
Committee. In particular the I.L.O. would undertake no responsibility for financing tests of types of
automatic coupling; this would be a matter falling entirely within the field of E.C.I.T.O.

Membership of Committees

Committee on Social Policy in Dependent Territories.
The Office proposes the following appointment to the above Committee:

Dr. Pieter Honig (Netherlands), Director of the Netherlands East Indies Rubber Institute,
Member of the Board for the Netherlands Indies, Surinam and Curacao, Chairman of
the Committee on Dependent Territories of the 26th Session of the International
Labour Conference (1944).

Correspondence Committee on Accident Prevention.
The Office proposes the following reappointments to the above Committee:

Mr. N. C. Winkel (Netherlands), Labour Inspector.
Mr. R. A. Gorter (Netherlands), Director of the Safety Museum, Amsterdam.

Progress of International Labour Legislation

Ratifications Authorised.

By letter dated 10 August 1945 the representative of Peru on the Governing Body informed
the Office that by Legislative Resolution No. 10195 of 23 March 1945 the Peruvian Congress ap-
proved the following Conventions adopted at various sessions of the Conference:

No. 1. Hours of Work (Industry) Convention;
No. 4. Night Work (Women) Convention;
No. 11. Right of Association (Agriculture) Convention;
No. 19. Equality of Treatment (Accident Compensation) Convention;
No. 24. Sickness Insurance (Industry, etc.) Convention;
No. 35. Old-Age Insurance (Industry, etc.) Convention;

At the 95th Session the Workers' group put forward the following nominations for its experts on the proposed
Committee:

Mr. OUBADO (French).
Mr. TOFRAM (Belgian).
Substitute: Mr. BENSTEAD (British).

¹ At the 95th Session the Workers' group put forward the following nominations for its experts on the proposed Committee:
No. 37. Invalidity Insurance (Industry, etc.) Convention;  
No. 39. Survivors’ Insurance (Industry, etc.) Convention;  
No. 41. Night Work (Women) (Revised) Convention;  

The letter added that the instruments of ratification of these Conventions would be deposited as soon as they were received by the Peruvian representative from his Government.

Ratifications Registered.

The total number of ratifications of Conventions registered up to date is 902.

Publications

Since the last session of the Governing Body the Office has had to concentrate on the publication of the Reports prepared for the 27th Session of the Conference and for the Preparatory Maritime Conference. Other publishing activity has had to be curtailed. A single issue of the Review was published for the months of August and September, and work had to be suspended on a number of studies which were in an advanced stage of publication.

It was found possible, however, to produce regular issues of the Legislative Series and the Industrial Safety Survey, as well as the Year Book of Labour Statistics, and the Spanish edition of the Record of Proceedings of the 26th Session of the Conference. The studies published include: Co-operation and Present-Day Problems, and Social Security for Seafarers. Safety in Dock Work is in the press. An effort is being made to have the study on The Training and Employment of Disabled Persons ready by the date of the Conference.

In French, four studies have appeared since the last session: Social Policy in Dependent Territories, Co-operative Organisations and Post-War Relief, Co-operation and Present-Day Problems, and Social Security for Seafarers. Several others, including Approaches to Social Security, British Joint Production Machinery, and World Economic Development, have been translated into French and will be published as soon as the pressure of Conference work relaxes. The French edition of The Safe Installation and Use of Abrasive Wheels is in the press. The French Record of Proceedings of the 26th Session of the Conference is partly in proof.

A voluminous Report on Law and Practice in regard to Safety in Factories is in course of publication.

A report on Housing Policy, originally prepared for submission to the Governing Body at its 94th Session, is being published, with some additions, in English and French.

The problems of distribution are more complex than ever during the present transitional period. Every effort is being made to take advantage of all the services existing at any given moment for the purpose of making the Office’s publications available to all countries.

Information and Publicity

The Office has continued to endeavour to make the Organisation’s work more fully known and understood.

Since the last session of the Governing Body, a large number of press releases have been distributed to English, French and Spanish-language publications throughout the world. These have included releases on the various reports prepared for the Conference. Two issues of the I.L.O. News Service have been published, and an issue of The I.L.O. at Work in English, French and Spanish editions has been distributed. A leaflet describing the structure and purposes of the Organisation has been printed in several languages.

During the 95th Session of the Governing Body, the International Service of the Canadian Broadcasting Corporation devoted from 30 minutes to one hour of the daily short-wave programme time of its European service to a series of programmes devoted to the session. Fifteen members of the Governing Body and three Office officials provided special talks for this series. The programmes also contained recorded excerpts from the debates, and commentaries in French and English. The programmes are reported to have been widely heard in the United Kingdom and continental Europe. Parts of several of them were rebroadcast by the United States Office of War Information and the British Broadcasting Corporation. Several talks about the session were also carried by the English and French domestic networks of the C.B.C.

Supplementary Report of the Acting Director

Application for the Readmission of Guatemala

The Acting Director has received the following telegram from the Government of Guatemala, dated 14 September 1945:

(Translation)

Have honour acknowledge your letter 28 July and message 6 September and inform you Guatemala Government requests readmission into International Labour Organisation being prepared reassume all obligations imposed by Constitution on States Members. Request you include this
request agenda next session meeting Paris. Government preparing take part that session. Will communicate due course names delegates.

(Signed) Guillermo Toriello,
Minister External Relations.

The Office has informed the Governments of all Member States of the International Labour Organisation by cable stating that the question of the readmission of Guatemala will come before the International Labour Conference at its 27th Session.

Inter-American Permanent Committee on Social Security

On the invitation of the Mexican authorities, the Inter-American Permanent Committee on Social Security held its second meeting in Mexico City from 23 to 28 July 1945.

The meeting was attended by all the American States, except Cuba, Haiti and Honduras, and by representatives of the Pan American Union and the Pan American Sanitary Bureau. The Governing Body was represented by Mr. Philon of Greece (Government), Mr. Yllanes Ramos of Mexico (Employers), and Mr. Watt of the United States (Workers). Mr. Jef Rens, Assistant Director of the Office, represented the Acting Director and Mr. Flores, of the Social Insurance Section, served as secretary of the meeting.

Among other decisions, the Permanent Committee: (a) adopted standing orders for the Committee; (b) adopted a method of financing the Committee based on the unit system of the I.L.O.; (c) adopted a budget for 1946 of $30,000 (United States); (d) elected Mr. Arthur J. Altmeyer, Chairman of the United States Social Security Board, as its President, and Mr. Ignacio Garcia Tellez, Director-General of the Mexican Institute of Social Security, as Vice-President; (e) appointed an executive committee comprising the President, Vice-President, and representatives of Brazil, Chile, Costa Rica and Peru; (f) decided to establish two technical committees: one on medical questions, and one on social insurance statistics; (g) approved the Bulletin as the official organ of the Committee; (h) voted to accept an invitation from the Brazilian Government to hold the second session of the Conference and the third session of the Committee in Rio de Janeiro at the end of 1946; (i) adopted the following agenda for the second session of the Conference: (1) report of the Social Insurance Statistics Committee, (2) workmen's compensation insurance, (3) unemployment insurance and related questions, (4) report of the Secretariat.

With regard to the International Labour Office, the Committee unanimously approved the following motion:

The Inter-American Committee on Social Security appreciates the interest shown and the help given by the I.L.O. to the Inter-American Conference on Social Security and to this Committee, and hopes that this help will be continued in the future.

The Office has given all the necessary help for the work of the Committee and for the session held in Mexico. It is hoped that the Governing Body will authorise the Director to continue to aid in the work of the Inter-American Conference on Social Security and its Permanent Committee.
APPENDIX III

THIRD ITEM ON THE AGENDA

REPORT OF THE COMMITTEE ON CONSTITUTIONAL QUESTIONS

The report of the Committee on Constitutional Questions was submitted orally to the Governing Body at its second sitting and is printed in the minutes of that sitting.¹

¹ See above, p. 25
APPENDIX IV

FOURTH ITEM ON THE AGENDA

REPORT OF THE STANDING ORDERS COMMITTEE

The Governing Body did not receive any report from its Standing Orders Committee and there is therefore no document relating to the fourth item on the agenda.
APPENDIX V.

FIFTH ITEM ON THE AGENDA

REPORT OF THE FINANCE COMMITTEE

The documents relating to this item, which are of a confidential character, have been printed separately in accordance with the usual practice.
APPENDIX VI

SIXTH ITEM ON THE AGENDA

INDUSTRIAL COMMITTEES

At its 94th Session the Governing Body decided that a number of Industrial Committees should be established. Several matters still have to be settled in order that the committees may be definitely constituted and their first meetings convened.

It will be remembered that the industries for which Industrial Committees are to be formed in the first instance are inland transport, textiles, coal mining, iron and steel production, the metal trades, petroleum production and refining, and building, civil engineering and public works.

Lists of the countries to be represented on each committee have been approved by the Governing Body, it being understood that further countries may be added where appropriate.

1. Number of Representatives on Each Committee

The Governing Body postponed its decision as to the number of representatives to be appointed to each committee from the respective countries, in order that the wishes of Governments and of organisations of employers and workers in the countries concerned might be ascertained. In accordance with the decision taken by the Governing Body, the Acting Director addressed a communication to the Governments concerned, inviting them to enter into consultation with the employers' and workers' organisations and to inform the Office not later than 15 July of the number of representatives which they consider it would be appropriate to appoint to each committee from their respective countries.

The replies so far received show that the following Governments suggest that two Government, two employers' and two workers' representatives should be appointed to each committee: United States of America (a maximum of two of each group), Australia, Belgium (together with two substitutes for each group), Chile, Czechoslovakia (for Inland Transport and Building three for each group), Denmark, India (for Textiles three each for employers' and workers' groups and two from Governments), Mexico (with an unlimited number of experts), Switzerland, Turkey.

The following suggest one for each group: Norway and Sweden, but Sweden contemplates the possibility in addition of one expert for each group.

The French Government suggests four for each group for Inland Transport and the Metal Trades, three for Textiles and Iron and Steel Production, and two for Petroleum, Coal Mining and Building; but for the first meeting of each committee two employers and two workers would suffice. ¹

From the replies so far received from Governments, it is therefore clear that the majority are in favour of the appointment of at least two representatives for each group on each committee.

The replies to this questionnaire are of primary importance in the decision which the Governing Body is called upon to make. The opinions of the Governments are obviously influenced by the desire to make sure that their delegations are sufficiently representative of all the interests concerned. While taking this into account, the Governing Body cannot neglect another consideration of equal importance. The number of countries represented on each committee is as follows: Inland Transport 24, Coal Mining 11, Iron and Steel 14, Building 19, Textile 17, Metal Trades 13, Petroleum 12. If the Governing Body decides in favour of two delegates for each group, the number of members for the different committees will be as follows: Inland Transport 48, Coal Mining 22, Iron and Steel 28, Building 38, Textile 34, Metal Trades 26, Petroleum 24.

Such representation would obviously mean large meetings with the dimensions rather of a conference than of committees. The Governing Body has thus to decide between these two conflicting considerations: on the one hand, the need to ensure delegations of a sufficiently representative character; and on the other, the necessity of keeping the size of the Industrial Committees within reasonable limits.

¹ The French employers propose four members for Inland Transport, four Textile, two or three Petroleum, four Iron and Steel Production, four Metal Trades, three or four Coal Mining, two Building. The General Confederation of Labour (C.G.T.) wishes at the outset at least two employers and two workers on each committee. The Confederation of Christian Workers (C.F.T.C.) proposes three workers and three employers on each committee.
By reducing the number of delegates to one from each group, smaller meetings, having more the character of a committee, will result. The Governing Body may consider, however, that delegations composed uniformly of one delegate for each group might cause grave difficulties to certain Governments, especially to those of the countries of greater industrial importance, as this representation would not permit them to include all essential interests.

The Governing Body may therefore consider it appropriate that the countries represented on the committees should be weighted in some manner, for example, according to the number of workers employed in the industry or according to the volume of production or activity in that industry, and that on the basis of weighted indices the Governing Body should decide that a limited number of countries, above a certain index number, should be entitled to two employers' and two workers' representatives, all others being entitled only to one. In this case the Governing Body should decide which countries will have the right to weighted representation.

It is also possible that the Governing Body may decide that representation of one delegate per group is not practicable for certain industries, such as inland transport and textiles, which present varied and multiple aspects.

The Governing Body may wish to compose certain committees on the basis of two delegates for each group, and others on the basis of one delegate per group. In this case it will be for the Governing Body to decide which committees are to be composed in one or other manner.

2. Method of Payment of Expenses of Employers' and Workers' Delegates

The Governing Body has yet to decide whether the travelling expenses and subsistence allowances of the employers' and workers' representatives on the Industrial Committees should be borne on the budget of the International Labour Organisation or by the Governments appointing them. If the Governing Body should decide that the expenses should be borne on the budget of the Organisation, in accordance with a suggestion submitted to the 94th Session of the Governing Body, and if the committees should include two representatives each of the employers and the workers on each committee for each country represented, approximate estimates show that these charges would amount to nearly two million Swiss francs if one meeting of all seven committees were held in Western Europe, or nearly three million Swiss francs if one meeting of all seven committees were held in Eastern United States or Canada. (These estimates have been based on the present charges for air travel. For surface travel, the cost would be considerably less.)

Charges of this order of magnitude, added to the expenses of the members of the Governing Body delegation on each committee, of the chairman of the committee if he were not a member of the committee, and of the preparation, organisation and secretariat of the committees, could not be borne by the budget of the Organisation in 1945 and 1946.

On the other hand, if the number of employers' and workers' members were normally limited to one on each side from each of the countries represented on the committees, it would be possible for the budget of the Organisation in 1945 and 1946 to cover the charges involved in providing for meetings of two committees in 1945 and the rest in 1946.

The Governing Body may, however, wish to consider an alternative method of financing the meetings of the committees. On this alternative the attendance of employers' and workers' members of the Industrial Committees would be financed on the same basis as the attendance of employers' and workers' delegates and advisers to the International Labour Conference, namely, travelling expenses and subsistence allowances of the employers' and workers' members of the Industrial Committees would be borne by the Governments appointing the employers', and workers' members.

The Governing Body has decided that the responsibility for appointing the employers' and workers' members of the Industrial Committees should be left to Governments, in agreement with the principal organisations of employers and workers having a substantial membership in the industry concerned, and this method of appointment of the employers' and workers' members of the Industrial Committees is therefore analogous to the method of appointment of delegates to the Conference.

It is possible that on the basis of this analogy, the Governing Body may decide that the expenses of the employers' and workers' members should be borne by the Governments appointing them.

To sum up, if the Governing Body decides to adopt as a basis for representation one delegate per group, and if it further decides that the I.L.O. should assume the costs of travelling and subsistence allowances for the employers' and workers' delegates, it would be possible to meet these expenses from the 1945 and 1946 budgets.

If the Governing Body decides on representation by two delegates per group, for each committee, and further decides to make the Governments responsible for the travelling and subsistence allowances of the employers' and workers' members, no budgetary problem of course faces the Office.

A different situation arises if the Governing Body fixes the representation of each group at two delegates, deciding at the same time that the Office should pay the travelling and subsistence allowances of the employers' and workers' delegates. In this case, as has been stated above, the Office is not in a position to meet these expenses in the 1945 and 1946 budgets.

As the use of supplementary credits must be avoided, it is suggested that the Governing Body might recommend, as a temporary measure, the convocation of the first meeting of each Industrial
Committee on the basis of one delegate per group. The subsequent meetings to take place in 1947 and later could then be composed of two representatives per group. Following such decisions of the Governing Body, the Office will then make appropriate provision in the budget estimates for 1947 which will be submitted to the Governing Body at its first session in 1946.

3. Representation of the Governing Body on the Committee

At the 94th Session the Governing Body decided that the membership of each committee should include a delegation of the Governing Body, comprising equal numbers of representatives from the Government, Employers' and Workers' groups, and that the number of representatives from each group might vary with circumstances. It is hoped that the Governing Body will be in a position to appoint its representatives at the present session (or at the session immediately following the International Labour Conference, when a new Governing Body will have been elected).

4. Appointment of Chairmen

Another outstanding question relates to the procedure for the appointment of the chairmen for the committees. The two possibilities suggested by the Office at the Quebec Session were (a) that the chairmen be appointed by the Governing Body; (b) that they be appointed by the committees themselves.

It would be necessary for the Governing Body to decide this question at its present session. If it agrees to appoint the chairmen itself, the Governing Body might proceed to select the names at once, in order that the Office may get into touch with the chairmen in good time.

5. Meetings of the Inland Transport and Coal Mining Committees

In readiness for meetings of the Inland Transport and Coal Mining Committees the Office has already prepared introductory reports. These reports have been translated and roneoed for advance despatch to the Governments of the countries represented on these committees.

It is suggested that meetings of these two committees should be held in December 1945, if possible on the European side of the Atlantic.

If this is agreed, the Office would notify by cablegram the Governments represented on the committees, immediately after the meeting of the Governing Body, informing them of the date and place of the two meetings. The Governments concerned have already been informed by the Office that, subject to decisions to be taken by the Governing Body at its present session, the Office hoped that the first meetings of these committees could be held in December 1945 on the European side of the Atlantic.

ANNEX A

Letter received from representatives of four International Trade Secretariats and circulated to the members of the Governing Body for their information:

Paris, 4 October 1945.

Sir,

The undersigned General Secretaries of the International Federations of Building and Wood Workers, Textile Workers, and Transport Workers, and President of the International Metal Workers' Federation, having met on the occasion of the Second World Trade Union Conference in Paris, beg to address to you this joint letter for the purpose of assuring you of the very warm welcome which their organisations have given to the decision of the International Labour Office to establish international Industrial Committees for their respective industries.

They fully appreciate the benefit that may accrue to the workers of these industries from the deliberations, decisions and recommendations of these bodies and they gladly offer, on behalf of their organisations, wholehearted co-operation in the work of the said committees.

They have, however, learned that so far no definite decision has been taken to grant direct representation on the committees to the International Trade Secretariats concerned. They regret this omission, since they feel that it would be in the best interest of the important work to be accomplished by the committees if full use were made of the large experience gained by the I.T.S. through years of co-ordinating effort and practice in their particular spheres.
It may be that on the employers' side no corresponding international organisations have so far been created, but any such lack of co-ordinating effort on their part should never be permitted to be raised as a motive for refusing to grant direct representation to the international organisations of very long standing that have been created by the workers for the express purpose of co-ordinating their trade union activities in the international field.

In a sincere desire to co-operate with your Office to the maximum extent, with a view to giving the maximum support and effect to its initiative, the undersigned earnestly request you to bring this letter to the attention of your Governing Body at their next meeting, and they trust that this body will then decide to grant representation on the various committees to the International Trade Secretariats concerned.

International Federation of Building and Wood Workers:
(Signed) J. W. van Achterbergh,

International Federation of Textile Workers:
(Signed) J. Stott,

International Transport Workers' Federation:
(Signed) J. H. Oldenbroek,

International Metal Workers' Federation:
(Signed) J. Tanner.
APPENDIX VII

SEVENTH ITEM ON THE AGENDA

RELATIONS WITH OTHER INTERNATIONAL BODIES

1. The Preparatory Commission of the United Nations

The Executive Committee of the Preparatory Commission of the United Nations has been meeting in London since 16 August 1945 and has established ten committees. These include committees on the Economic and Social Council, on the International Court and Legal Problems (including the registration and publication of treaties and international agreements), on Financial Arrangements, on Relations with Specialised Agencies, and on the transfer of certain functions, activities and assets of the League of Nations to the United Nations on terms to be arranged, and a committee on general matters which is to recommend a site for the permanent headquarters of the United Nations organisation.


A United Nations Conference on Educational and Cultural Questions has been convened by the British Government to meet in London on 1 November 1945 to approve a constitution for an Educational and Cultural Organisation of the United Nations; draft proposals designed to serve as a basis for the work of the United Nations conference have been prepared by the Conference of Allied Ministers of Education in co-operation with the representatives of the United States.

The purpose of the new organisation would be:

1. To develop and maintain mutual understanding and appreciation of the life and culture, the arts, the humanities and the sciences of the peoples of the world, as a basis for effective international organisation and world peace.

2. To co-operate in extending and in making available to all peoples for the service of common human needs the world's full body of knowledge and culture, and in assuring its contribution to the economic stability, political security, and general well-being of the peoples of the world.

The principal functions of the proposed organisation would include facilitating consultation among leaders in educational and cultural life of all peace-loving countries; assisting the free flow of ideas and information among the peoples of the world through schools, universities, publications and the press, radio, motion pictures, international conferences and the exchange of students, teachers and all other representatives of educational and cultural life; fostering the growth of educational and cultural programmes which give support to international peace and security; developing and making available educational and cultural plans and materials for such consideration and use each country may deem appropriate; conducting and encouraging research and studies on educational and cultural problems related to the maintenance of peace and the advancement of human welfare; and assisting countries that need and request help in developing their educational and cultural activities.

Article XIV of the proposals deals with relations with other specialised international organisations and contains the following provisions which would appear to be of interest to the International Labour Organisation:

1. The organisation may co-operate with other specialised international organisations, both public and private, whose interests and activities are related to and in harmony with its purposes.

2. The Executive Board, with the approval of the Conference, may enter into agreements with the competent authorities of such organisations defining the distribution of responsibilities and methods of co-operating, and maintain such joint committees with them as may be necessary to assure effective co-operation.

The following correspondence concerning the draft proposals has been exchanged between the Office and the Conference of Allied Ministers of Education.
1. Letter from Sir Alfred Zimmern, Conference of Allied Ministers of Education, to the Acting Director.

London, 3 August 1945.

Sir,

I am directed to forward herewith a copy of a draft constitution for an educational and cultural organisation of the United Nations, which has been prepared by the Conference of Allied Ministers of Education in collaboration with the United States Government. I enclose also a copy of a further document prepared by the Conference, giving a summary and analysis of the constitution.

An invitation has now been addressed by H. M. Government to the Governments of the United Nations, asking them to send representatives to a Conference in London in November to consider further the establishment of the proposed organisation.

The Conference of Allied Ministers decided at their last meeting that a Working Committee should be set up in London to make preparations for the Conference in November, and to assemble and collate opinions and proposals as to the scope and methods of operation of the proposed organisation, both in the immediate and in the more distant future. The question of inviting international organisations to send observers to the Conference will also be considered by the Working Committee.

The Committee will be very glad to consider any observations or proposals which your Organisation wishes to make on the proposed constitution. Any such communications should be addressed to Sir Alfred Zimmern at the above address. In view of the date of the Conference it will be a convenience if a reply to this letter could be received by him not later than 1 October.

I am, sir, etc.,

(Signed) Alfred ZIMMERN.

2. Letter from the Acting Director to Sir Alfred Zimmern, Conference of Allied Ministers of Education.

Montreal, 28 August 1945.

Sir,

I have to thank you for your letter of 3 August enclosing a copy of a draft constitution for an educational and cultural organisation of the United Nations which has been prepared by the Conference of Allied Ministers of Education in collaboration with the United States Government and is to be considered by a conference of Governments of the United Nations which His Majesty's Government has invited to meet in London in November.

The establishment of an Educational and Cultural Organisation of the United Nations with the mandate defined in the proposed constitution will be a contribution of inestimable value to the promotion of the freedom of the human spirit and the development of effective international organisation as an instrument of human well-being. As the Conference of Allied Ministers is already aware, the Declaration of Philadelphia, in which the aims and purposes of the International Labour Organisation have recently been restated by the International Labour Conference, pledges the full co-operation of the International Labour Organisation with such international bodies as may be entrusted with a share of the responsibility for "the health, education and well-being of all peoples". In pursuance of this pledge, the International Labour Organisation will be glad to do all in its power at all times to contribute to the attainment of the purposes of the proposed organisation by co-operating with it in respect of matters of common interest.

Due note has been taken that the Conference of Allied Ministers has established a Working Committee to make preparations for the Conference in November and that this Committee will be glad to consider any observations or proposals which the International Labour Office may care to make on the proposed constitution.

The Declaration of Philadelphia affirms the right of all human beings to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity, and recognises the solemn obligation of the International Labour Organisation to further among the nations of the world programmes which will achieve "the assurance of equality of educational and vocational opportunity". In accordance with this principle I venture to suggest that the Working Committee might perhaps consider the possibility of including in the proposed constitution an appropriate reference to the question of equality of educational opportunity. Such a reference might appear either in the preamble or in one of the articles defining the purposes and principal functions of the proposed organisation as might be thought most appropriate.

I am also venturing to enclose herewith a brief memorandum containing certain suggestions of a more technical character concerning the proposed constitution which the Working Committee may perhaps care to consider.

The International Labour Office has noted with satisfaction that the question of inviting international organisations to send observers to the November Conference will be considered by the Working Committee and would welcome an opportunity of being represented at the Conference in this manner.

I have the honour to be, etc.

(Signed) Edward J. PHelan,

Acting Director.
3. Provisional Organisation for European Inland Transport

In pursuance of the decision taken by the Governing Body at Quebec welcoming the communication received from the Director-General of the Provisional Organisation for European Inland Transport, in which he expressed the desire of that Organisation to co-operate with the I.L.O., the Office has addressed the following communication to Mr. E. R. Hondelink, Director-General of the Provisional Organisation for European Inland Transport:

Montreal, 17 August 1945.

Sir,

I have the honour to thank you for your communication of 22 May informing the International Labour Office of the coming into force of the Agreement establishing a Provisional Organisation for European Inland Transport and indicating that you look forward with pleasure to co-operation between the Provisional Organisation, of which you have been appointed Director-General, and the International Labour Organisation on any matters which may be of interest to the two institutions.

Your communication has been drawn to the attention of the Governing Body of the International Labour Office which has taken note with great satisfaction of the desire of the Provisional Organisation to co-operate as may be required with the International Labour Organisation and has authorised me to inform you that the International Labour Organisation will cordially welcome such co-operation.

The 27th Session of the International Labour Conference will open in Paris on 15 October and it is hoped that it may be possible for the co-operation between the two organisations to be initiated by the attendance at this session of the Conference of a representative of the Provisional Organisation for European Inland Transport. A separate communication on this subject will be addressed to you forthwith.

The International Labour Office has noted with particular satisfaction the special interest which you express in the work of the Industrial Committee for Inland Transport established by the Governing Body. The first meeting of this committee is expected to take place in London in December of this year. The agenda for the meeting fixed by the Governing Body comprises two items, the social problems of the industry during the period of transition from war to peace and future international co-operation concerning social policy and its economic foundations in the industry. The Governing Body has decided that all of the Industrial Committees shall be international in scope but that the Inland Transport Committee shall devote special attention in the first instance to the urgent problems of Europe. The following Governments have been invited to designate Government, employer and worker representatives on the committee: United States of America, Australia, Belgium, Brazil, Canada, Chile, China, Czechoslovakia, Denmark, France, United Kingdom, Greece, India, Luxembourg, Mexico, Netherlands, Norway, Poland, Portugal, Sweden, Switzerland, Turkey, Union of South Africa, Yugoslavia. I am enclosing for your information a reprint of an article on the Industrial Committees of the International Labour Organisation which has just appeared in the International Labour Review. This article gives a general account of the origin, organisation and probable functions of the Industrial Committees.

I have asked Mr. John Price, Chief of the Industrial Relations Section of the International Labour Office, who will arrive in London shortly, to call and give you any further information which may be of interest to you concerning the arrangements being made for the first meeting of the committee, and have given instructions for the documents being prepared for the committee to be sent for your information as soon as they are available. The special interest which you have expressed in the matter will be drawn to the attention of the Governing Body when proposals in regard to the final arrangements for the December meeting are submitted for its approval.

The International Labour Office will be glad to take advantage whenever circumstances may so require of your kind invitation to let you know whenever the I.L.O. considers that a question calls for co-operation between the two organisations, and trusts that you will not hesitate to approach it in the same manner at any time.

I have the honour to be, etc.,

For the Director:

(Signed) Lindsay Rogers,
Assistant Director.

4. Provisional International Civil Aviation Organisation

The following correspondence has been exchanged with the Provisional International Civil Aviation Organisation:
1. Letter from the Acting Director to the President of the Interim Council of the Provisional International Civil Aviation Organisation.

Montreal, 14 August 1945.

Sir,

I have the honour to request you to convey to the Interim Council of the Provisional International Civil Aviation Organisation the sincere good wishes of the International Labour Office for the successful accomplishment by the Provisional Organisation of the important tasks confided to it. The development of international civil aviation has already profoundly transformed the economic setting in which the I.L.O. must pursue the social objectives confided to it and has made incomparably less difficult the discharge by international institutions of their daily responsibilities. The future development of international civil aviation in a safe and orderly manner can make an inestimable contribution to the creation and preservation of friendship and understanding among the nations and peoples of the world.

The International Labour Office will be glad to co-operate with the Provisional International Civil Aviation Organisation in respect of matters of common interest and would welcome an opportunity of discussing the modalities of such co-operation with the officers of the Provisional Organisation at an appropriate time.

(Signed) Edward J. Phelan,
Acting Director of the International Labour Office.

2. Letter from the President of the Interim Council of the Provisional International Civil Aviation Organisation to the Acting Director.

August 1945

Dear Mr. Phelan,

Through Mr. Lindsay Rogers I have received your kind message extending the good wishes of the I.L.O. for the success of this Organisation. I shall take an early opportunity of bringing this to the attention of the Council.

The problems that await this new Organisation are of considerable importance to the furthering of satisfactory international relations, in which the I.L.O. has played so large a part over many years past, and it is encouraging to know that your experience and good will are so generously offered.

There are, as you point out, many matters of common interest which can profitably be explored by the I.L.O. and P.I.C.A.O. in co-operation. It is the intention of P.I.C.A.O. to do its utmost to extend the bounds of international co-operation and to overlook no possibilities of working closely with the I.L.O. and other international organisations. I shall look forward to calling upon you in that connection.

Yours sincerely,

(Signed) Edward Warner,
President, Interim Council.

5. The Food and Agriculture Organisation of the United Nations

The United Nations Interim Commission on Food and Agriculture has convened the first session of the F.A.O. Conference to meet at Quebec City on 16 October 1945. The Constitution of the F.A.O. has now been accepted by more than twenty nations, and arrangements are being made for the formal ceremony of signature required to bring it into force in accordance with its terms to take place immediately before the opening of the first session of the F.A.O. Conference.

6. The United Nations Relief and Rehabilitation Administration

The Office was represented at the Third Session of the Council of the United Nations Relief and Rehabilitation Administration at London in August 1945 by the Director of the London Office, Mr. Clifton Robbins. Mr. K. Kuriyan represented the Office at the meeting of the Committee of the Council for the Far East which met in London just before the Third Session of the U.N.R.R.A. Council.

7. The Third Inter-American Conference of Agriculture

In pursuance of an invitation received from the Venezuelan Government the Office was represented at the Third Inter-American Conference of Agriculture held in Caracas, Venezuela, from 23 July to 7 August 1945, by Mr. Mukdim Osmay, Chief of the Agricultural Service.

All of the twenty-one Republics of the Americas were represented by important delegations, a great number of which were headed by the Secretaries or Ministers of Agriculture.
The delegates considered the major problems of agriculture in the economic, social, educational, agronomic and technological fields, and took decisions largely directed towards practical action. Although many of the decisions concerned primarily the American nations, it was emphasised that the suggested measures should be in harmony with or integrated, whenever necessary, in the wider plans of international collaboration.

The Conference adopted a resolution requesting the Permanent Migration Committee of the I.L.O. to examine the principles to govern bilateral or multilateral agreements so as to ensure an orderly resumption of migrations in general and migration for settlement in particular. It recommended that the Governments of the American countries give their full support to the Permanent Migration Committee and participate in its work. The Conference further recommended that all the American countries promote immigration on a scale commensurate with the needs of each country and in relation to the plans for economic development, and more especially agricultural development, in each country.

By another important resolution, the Conference requested the International Labour Organisation and the Pan American Union to consider the possibility of convening an Inter-American meeting on agricultural labour.

The resolutions adopted by the conference will be officially communicated to the Office which will then submit to the Governing Body any proposals that may be necessary on matters arising out of this conference which may call for action.
APPENDIX VIII

EIGHTH ITEM ON THE AGENDA

REPORT OF THE COMMITTEE OF EXPERTS ON THE APPLICATION OF CONVENTIONS

The Governing Body at its 94th and 95th Sessions (London, January 1945 and Quebec, June 1945) reconstituted the Committee of Experts on the Application of Conventions and authorised the Office to convene a session of the Committee in preparation for the 27th Session of the Conference.

The Committee of Experts accordingly met in London at its Fifteenth Session from 23-27 July 1945. The Report of the Committee, which has been printed as in previous years as an appendix to the Summary of Annual Reports made under Article 22 of the Constitution, has been communicated to the Governments as well as to this Conference under authority granted by the Governing Body at Quebec. The Report is hereby submitted to the Governing Body.¹

APPENDIX IX

ALPHABETICAL LIST OF PERSONS ATTENDING THE SESSION

Alvarado, Luis (Peruvian), Government representative, Minister Plenipotentiary, Counsellor for Embassy, Ottawa.
Anderson, Gunnar (Swedish), Workers' representative, Joint President, Swedish Confederation of Trade Unions.
Bellingham-Smith, Christopher (United Kingdom), accompanying Sir John Forbes Watson, Employers' representative.
Carter T. L. (Canadian), accompanying Mr. Rive, Government representative.
Cavadas, Denis (Greek), Government representative, Secretary to the Greek Embassy in Paris.
Chu Hsueh-fan (Chinese), Workers' representative, President, Chinese Association of Labour.
Devries, Willem Johannes (South African), Secretary, South African Trades and Labour Council, substitute for Mr. Downes, Workers' deputy member.
Djang Tien-kai (Chinese), Government representative, Chief of the Bureau of Factory and Mining Inspection, Ministry of Social Affairs.
Erlkar, David S. (Indian), Employers' representative, Chairman of the Indian Chamber of Commerce in Great Britain, Federation of Chambers of Commerce and Industry, New Delhi.
Forbes Watson, Sir John B. (United Kingdom), Employers' representative, Director, British Employers' Confederation.
Fuss, Henri (Belgian), Secretary-General, Ministry of Labour and Social Welfare, substitute for Mr. Troclet, Government representative.
Gérard, Gustave-Léo (Belgian), Employers' representative, General Manager of the Central Industrial Committee of Belgium.
Godart, Justin (French), Government representative, former Minister, President of the Entr'aide Française.
Goodrich, Carter (United States), Government representative, United States Labor Commissioner, Chairman of the Governing Body.
Gordon, A. McDonald (United Kingdom), Counsellor, British Embassy, Washington, accompanying Mr. Myrdil-Evans, Government representative.
Hallsworth, Joseph (United Kingdom), Workers' representative, General Secretary, National Union of Distributive and Allied Workers.
Hauck, Henry (French), Director of Labour Relations and Social Questions, Ministry of Labour and Social Security, substitute for Mr. Justin Godart, Government representative.
Ibañez Aguila, D. Bernardo (Chilean), Workers' deputy member, General Secretary, Chilean Confederation of Labour.
Jouhaux, Léon (French), Workers' deputy member, General Secretary, General Confederation of Labour (C.G.T.), France.
Kosina, Joseph (Czechoslovak), Workers' representative.
Laurent, Charles Louis (French), Workers' representative, Treasurer of the General Confederation of Labour.
Lebeau, Roland (Belgian), Counsellor of Legation, Deputy Chief of the Peace Conferences and International Organisation Section, Ministry of Foreign Affairs and Foreign Trade, accompanying Mr. Troclet, Government representative.
Lecocq, Jules (Belgian), General Secretary, International Organisation of Industrial Employers, substitute for Mr. Li Ming, Employers' deputy member.
Liu Hsuan-tau (Chinese), International Representative, Chinese Association of Labour, accompanying Mr. Chu, Workers' representative.
Lombardo Toledano, Vicente (Mexican), Workers' representative, President, Confederation of Latin American Workers (C.T.A.L.).
Molenaar, Anthonie N. (Netherlands), Vice-President, Netherlands Employers' Confederation, substitute for Mr. Warning, Employers' deputy member.
MONK, A. E. (Australian), Secretary, Australian Council of Trade Unions, substitute for Mr. Crofts, Workers' deputy member.

MORAVETZ, Richard (Czechoslovak), Employers' representative, former President, Czechoslovak Textile Manufacturers' Association.

MULLIKEN, Otis E. (United States), Chief, Division of International Labor, Health and Social Affairs, U.S. Department of State, accompanying Mr. Goodrich, Government representative.

MYRDDIN-EVANS, Guildhaume (United Kingdom), Government representative, Under-Secretary, Ministry of Labour and National Service.

NORTON, Mary T. (United States), Chairman of the U.S. House of Representatives Labor Committee, substitute for Mr. Goodrich, Government representative.

OBERG, Olaf, David, Auguste (Australian), Employers' representative, President, Australian Council of Employers' Federations.

OERSTED, Hans Christian (Danish), Director, Bureau of Employers' Federations of the Four Northern Countries, substitute for Mr. Dahl, Employers' deputy member.

ØKSNES, Kalmar Johannes (Norwegian), Government representative, Chief of Section, Ministry of Social Affairs.

OLDENBROEK, Jacobus Hendrik (Netherlands), Workers' representative, Acting General Secretary, International Transport Workers' Federation.

PHelan, Vincent C. (Canadian), Director of Information, Department of Labour, substitute for Mr. Rive, Government representative.

PHILLIPS, H.M. (United Kingdom), Assistant Secretary, Ministry of Labour and National Service, accompanying Mr. Guildhaume Myrddin-Evans, Government representative.

Runganadhan, Sir Samuel (Indian), Government representative, High Commissioner for India in London.

RIVE, Alfred (Canadian), Government representative, First Secretary, Department of External Affairs.

SCHNake, Oscar (Chilean), Government representative, Chilean Ambassador in Paris.

TEmPEL, Jan van den (Netherlands), Government representative, former Minister of Social Affairs.

TROcLET, Léon, Eli (Belgian), Government representative, Minister of Labour and Social Welfare.

TRuJILLO GuRRIA, Francisco (Mexican), Government representative, Minister of Labour.

WALINE, Pierre (French), Employers' representative, General Secretary, Federation of Metal and Mining Industries.

WATT, Robert J. (United States), Workers' representative, International Representative, American Federation of Labor.

YLLANES RAMOS, Fernando (Mexican), Employers' representative, Executive Director, Confederation of Chambers of Industry.

ZELLERBach, James, David (United States), Employers' representative, President, Crown Zellerbach Corporation.
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